



EAB

Academic Performance Solutions

Making Data-Informed Faculty Line Decisions

March 27, 2018

Today's Presentation



Today's Presenter



Jermaine Elliott
Consultant

**Having trouble with GoToWebinar,
or have additional questions?**

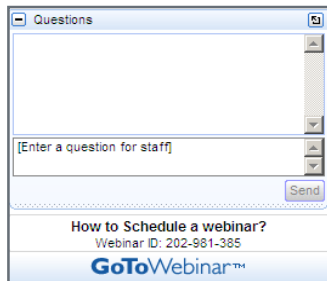
CONTACT US AT:

APS@eab.com

Navigating GoToWebinar

Asking a Question

To ask the presenter a question, type it into the question panel and press send.



Minimizing and Maximizing Your Screen



- Use the orange and white arrow to minimize and maximize the GoToMeeting panel.
- Use the blue and white square to make the presentation full screen.

Webconference Training Series

Five 30-minute sessions led by APS dedicated consultants to demonstrate ways deans can use the APS Platform



Reducing Section Variation in Course Completion | February 27

Prioritize initiatives to increase course completion. ✓



Matching Section Offerings to Demand | March 6

Evaluate opportunities to shift resources from underfilled sections to reduce bottlenecks. ✓



Monitoring Faculty Course Loads | March 13

Assess supply and demand of courses to inform faculty course load decisions. ✓



Examining Distinct Course Proliferation | March 20

Analyze whether or not course offerings are keeping pace with student demand. ✓



Making Data-Informed Faculty Line Decisions | March 27

Find critical metrics that can be used when evaluating faculty line requests. ✓

[Access](#) archived sessions online!

Support Development of the Collaborative



Improve Your Proficiency in the APS Platform

Attend Sessions

1

Attend a majority of the series



Register for and join at least four sessions live

Give Feedback

2

Share how you're leveraging APS



Let us know what you found helpful and anything you'd like to see in the future. Provide examples of how you're using the APS Platform.

Earn a Certificate

3

Get recognized for your effort!



Share knowledge with colleagues and join future updates on new features

Our Agenda for Today



1 Introduction

APS Metrics to Support Faculty Line Decisions

2 Platform

Demonstration

3 Conclusion

Questions and Resources

How Metrics Help Tell a Story



Establish Need

- Demonstrate how demand for student credit hours (SCH) is changing and why an additional faculty line will impact student progress
- Sample metrics: Total attempted SCH, 3 year change in attempted SCH, percent of attempted SCH taught to own majors



Showcase Current Resource Allocation

- Include information on current fill rates and class sizes to indicate that there are few opportunities to reallocate current resources through collapsing sections or increasing class sizes
- Sample metrics: Median section fill rate, percentage of sections with less than 10 students, number of collapsible sections



Highlight Impact

- Illustrate the impact of an additional faculty line on department productivity and student progress by showing a reduction in faculty overload and increased opportunities for students to enroll in bottleneck courses
- Sample metrics: Projected SCH per full time faculty member, number of courses that the new faculty member will teach that are bottlenecks

Tackling Faculty Line Decisions with APS

Master's university | ~3K students

Standard Data and New Analyses Streamline Hiring Decisions

Traditional Process

- Program growth the primary factor considered in determining faculty needs
- Programs use different data points to make a case for resources
- Difficult conversations made even more difficult by lack of data



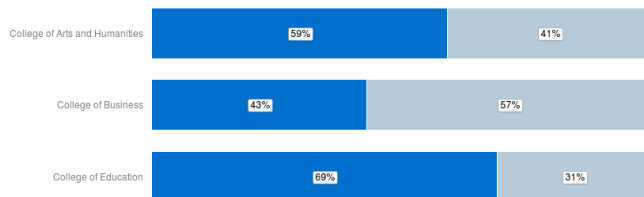
Updated Process with APS

- APS Intercurricular Dependency analysis demonstrates growth in SCH due to both own majors, as well as service majors
- Provost uses standard data that all deans have access to
- Improved culture with transparency into top-down decisions



Spotlight on Intercurricular Dependencies in APS

Attempted SCH by College – Taught to Own Majors vs Service Majors¹



Key Finding

57% of SCH taught by the College of Business are to service majors

1) Sample data from APS demo

Integrating Data into Resource Requests

How One Institution is Leveraging APS to Improve the Budget Development Process

Doctoral research university | ~24K students

Challenge

In response to state-wide initiatives and budget cuts, administration needed to improve efficiency and critically evaluate new requests.

Solution

Deans and department chairs participated in APS training prior to budget meetings. Deans worked with chairs to embed more data into requests prior to submitting final budget priorities.

Outcomes from Inclusion of APS Data in Budget Development Process



Increased Transparency

- More awareness about needs across the college among department chairs, including which programs were understaffed or experiencing fast growth
- Increased communication from administration to deans throughout budgeting process, including which data were used to inform decisions



Generated New Insights

- Identified immediate opportunities for changes, such as correlation between high DFW rates and adjunct faculty in one department
- Scheduled follow-up meetings twice a semester to discuss new findings

Using APS Metrics to Support Faculty Line Decisions



DEPARTMENT METRICS

Pinpoint department size and growth.

- *3 Year Growth in Attempted SCH*: Mean annual growth rate of attempted credit hours
- *Comparison of Demand vs. Capacity*: Annual percentage change in attempted SCH compared to median section fill rates
- *Intercurricular Dependencies*: Percent of attempted SCH taught to own and service majors

FACULTY METRICS

Identify faculty count and productivity.

- *Teaching Faculty Mix by Instructor Type*: Headcount of distinct faculty
- *Distribution of Courseload by Instructor Type*: Total number of sections taught per instructor

COURSE METRICS

Analyze class sizes, fill rates, and trends.

- *Impact of Course Bottlenecks on Course Completion*: For courses with fill rates 90% or greater - maximum capacity, enrollment, fill rates, and completion rates
- *Trends in Section Consolidation Opportunity*: Number of collapsible and necessary sections over years

Quantify Need and Potential Impact of a New Faculty Line

To support a request, download and complete the template using metrics from your APS Platform.



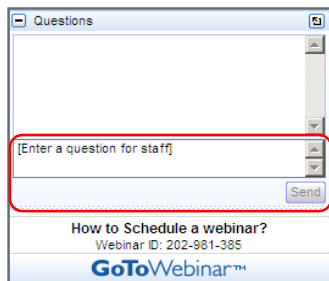
Locating Key Metrics in the APS Platform



Live Demonstration

How to Ask a Question

To ask the presenter a question, type it into the question panel and press send.



Resources

Metrics to Support Faculty Line Requests
Platform Guide and Template:

- [Download](#) online

APS Boot Camp for Deans Training Series:

- [Access](#) archived sessions online

AAF Instructional Capacity Playbook:

- [Download](#) online

➤ Additional questions?

Contact us at: APS@eab.com





Washington DC | Richmond | Birmingham | Minneapolis

P 202-747-1000 | **F** 202-747-1010 | eab.com