



EAB

Academic Performance Solutions

New Feature Training

Instructional Workload Benchmarks

September 12, 2018

Today's Presentation



2

Today's Presenter



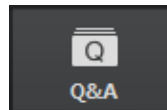
Julia Linfors

Consultant

Navigating Zoom

Ask a Question

To ask the presenter a question, use the Q&A button on the toolbar.



Having trouble with Zoom?

Contact us at APS@eab.com

We would love to hear from you!

Please take a few minutes to fill out the survey that will appear at the end of this webconference. It'll appear as a tab in your browser.

Today's Agenda



Methodology



Dashboard Overview



Demonstration



Q&A



Methodology Behind the Instructional Workload tab

Filters Organized by Attribute Type

All filters include standard values as options. Your institution's values have already been mapped to these standard values.

Choose Your Cohort
Large Publics, ...

Choose Your College
All

APS Benchmark Filters

Time Period
ACADEMIC YEAR
All

TERM
All

University Attributes
ASSIGNED DEPARTMENT*
All

Staff Attributes
INSTRUCTOR TYPE
All

INSTRUCTOR RANK
All

Course Attributes
COURSE TYPE
All

COURSE DIVISION
All

COURSE LEVEL
All

Creating Standard Values

- 1 University Attributes**
 - 43 APS-defined standard departments
 - Configured earlier this year
- 2 Course Attributes**
 - 7 standard course types, 3 standard terms, 5 standard course divisions, 10 standard course levels
 - Configured earlier this year
- 3 Instructional Staff Attributes**
 - 5 standard instructor types
 - 6 standard instructor ranks
 - Configured this past July-August

All standardized attributes in your institutional data that did not map to an APS standard attribute will appear in the "Not Benchmarked" category



Instructor Type Standard Definitions

Instructor Type

Definition

Tenure

Status with respect to permanence of the position.

Tenure Track

Positions that lead to consideration for tenure.

Non-Tenure Track

Instructional staff that are considered non-tenure earning positions, typically focused solely on teaching.

Graduate Assistant

Enrolled at institution as a graduate student (not a faculty member) while teaching classes. Typically paid a reduced salary or provided a stipend.

Adjunct

Non-tenure track instructional staff serving in a temporary or auxiliary capacity to teach specific courses on a course-by-course basis.

Instructor Rank Standard Definitions

Instructor Rank

Definition

Lecturer

Individuals appointed primarily to provide instruction. Lecturers are typically non-tenure track staff who possess the same qualifications as regular faculty or have achieved significant professional expertise in a field of study.

Instructor

Individuals that either have a doctorate or equivalent professional degree or are working toward one. Instructors primarily demonstrate effectiveness through teaching. This rank is often the first step toward the tenure-track and can provide an opportunity for evaluating an individual's qualifications prior to promotion to assistant professor.

Assistant Professor

Tenure-track instructional staff with a doctorate or equivalent professional degree. Assistant professor responsibilities include teaching, research or other scholarly activity, and service to the field and institution (e.g., student advising).

Associate Professor

The associate professor possesses the same qualifications as the assistant professor, but also has an established reputation as a scholar or professional, shows a high degree of teaching proficiency, and has demonstrated service to the institution.

Professor

The professor possesses the same qualifications as the associate professor, and, in addition, has a distinguished record of advanced research or creative work and of leadership in the field of study.

Clinical

Teaching staff, typically holding a professional position in an occupation such as law or medicine. May also be referred to as "professor of practice."

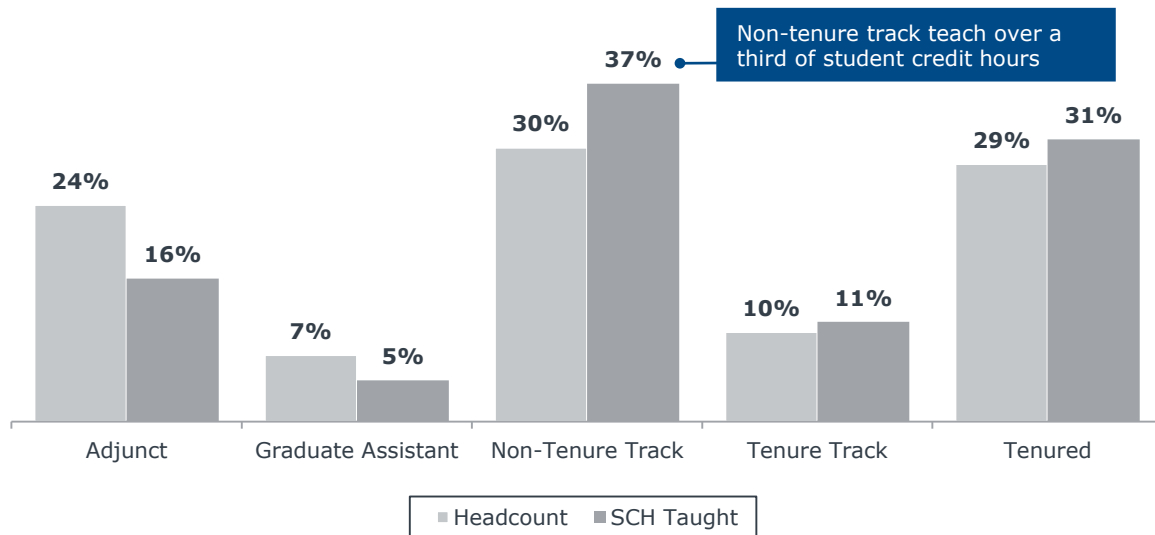
Instructional Staff Headcount and Productivity



Share of Headcount vs. SCH Taught by Instructor Type¹

AY 2016-17

n = 46 institutions



1) Includes all course types and divisions; AY 2016-17.
Weighted averages by total attempted student credit hours at the institution (n = 46).



Live Demonstration



Remedy Low SCH Taught to Instructor Ratios

Departments should set yearly goals for SCH taught to instructor ratios to ensure student needs are met

- ✓ **Benchmark to Similar Departments:** Take departmental differences into account and assign goals based on similar departments at peer institutions
- ✓ **Align with Institutional Enrollment Goals:** Set department goals to support overall institutional goals

Three tactics to achieve department goals

1 Assign Faculty to “Shadow Sections”

High cancellations due to low enrollment?

Build out “shadow sections” of high-demand courses in registration system. “Shadow sections” automatically open when another course fails to meet the enrollment minimum.

2 Launch New Non-Major Courses

Few general education courses or electives?

Create electives or general education courses to meet the needs of students in popular majors. These additional courses target programs or courses that are currently overfilled and need the extra capacity.

3 Increase Course Cap in Large Sections

Capacity-constrained, high-enrollment courses?

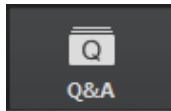
Set smaller cap sizes for upper division courses, as a trade-off for higher section caps in historically large courses. This will limit impact on faculty.

➤ Best Practice Resource: *Academic Vital Signs*

[Download](#) the resource for additional tactics and strategies to align departmental and institutional goals

How to Ask a Question

To ask the presenter a question, use the Q&A button on the toolbar.



Resources

- APS Platform User Guide: Available on Resources & Release Notes tab on [APS Platform](#)
- [Academic Vital Signs](#): Analyses and principles for aligning departmental and institutional goals via an annual departmental review process

Additional Questions?

Contact us at APS@eab.com





Washington DC | Richmond | Birmingham | Minneapolis

202-747-1000 | eab.com