The Academy - 2017

Prabhat Hajela, Provost

April 2017
FY’18 Performance Plan Priorities

• University Positioning
  • Focus on Diversity
  • Pedagogical Innovation
  • Global Challenges Linked Research
  • Faculty recruitment
  • Educational Programs
  • Student Experience

• Process and Management
  • Review of Academic Programs
  • Faculty Development
  • Review Academic Policies
  • Resource Generation
Focus on Diversity

- Presidential Task Force on Campus Climate
- Student Retention and Success
- Underrepresented Minority Faculty Recruitment
  - Opportunity hires
  - Pipeline programs
- √ Climate of Inclusion
  - Unconscious bias
  - Enhance intellectual engagement
- Underrepresented Minority Student Recruitment
  - Partnerships with HBCUs and HSIs
  - Support admission/yield events

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<th>Total Tenure Track</th>
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Pedagogical Innovation

- The Arch
- The Core Curriculum
- Art_X
- Virtual Calculus and Physics Bridge
- Teaching Collaboratory – online and blended learning (The Arch)
- Augmented reality and immersive environments for learning
Global Challenges Linked Research

- Faculty Recruitment
  - All faculty hiring aligned with Signature Research Thrust areas
  - Institute Teaching Fellows/Lecturers

Faculty Recruitment

- Constellation Recruitment
  - TERM, Future Chips, Bioinformatics and Biocomputation, CISL, CSE
  - Fund for Faculty Excellence – collaboration with IA

Educational Programs

- Broaden scope of academic offerings
  - BS in Music, new concentrations - Media Engineering, robotics, computational science and engineering, Neuroscience
  - Strong and robust graduate programs – focus on Hartford/APS

- Non-credit pop-up courses
  - Designed to expand and develop diverse learning opportunities for students
    - Off-hours and weekend offerings
    - Summer Arch, Art_X, new skills
Student Experience

• Collaborate with Student Life in CLASS activities
  • Faculty Dean of Residential Commons
  • Faculty Fellows Program

• Support development of CLASS programming for graduate students
  • Advisor training
  • Invited lecture series
  • Professional development activities – communication skills
356 new faculty members hired since FY 2000
- Approximately 64% of our current T&TT faculty
  - New educational programs, areas of research and scholarship

Emphasis on continuing recruitment
- Attrition rate in faculty ranks (national 7%-8%, Rensselaer average over last 10 years ~5.6)
  - Voluntary and involuntary departures
  - Loss to external recruitment, Tenure, personal reasons

Retirements – faculty demographics

Goals
- Build strength in junior ranks; manage attrition
- Recruitment linked to research thrusts
- Increase emphasis on diversity
Changing Faculty Demographics

Total Tenured/Tenure-Track Faculty

Number of Faculty Members

- Millennials
- Generation X
- Baby Boomers
- Mature

Fall'2000
Fall'2007
Fall'2013
Fall'2016
FY’17 Faculty Hiring Plan

- Recruit into 30 T&TT faculty positions – these included
  - 22 positions in regular T&TT positions
  - 8 Constellation Chairs
- Total of faculty departures in FY’16
  - 8 retirements
  - 10 non-renewal of contract or departures for other employment
FY2016 Cumulative Total Expenditures by Cumulative Faculty Counts

24% of the faculty counts for 80% of all research funding
36% of the faculty counts for 80% of all research funding.
20% Research Funding Distribution by Faculty

- Chaired Faculty:
  - n=130
  - Mean=92,398
  - Total=$12,011,717
  - 85%

- Constellation Faculty:
  - n=1
  - Mean=67,978
  - Total=$67,978
  - 0%

- Other T&TT:
  - n=14
  - Mean=142,016
  - Total=$1,988,217
  - 14%
Academic Program Reviews

• Program reviews in HASS and Science
  • Identify strengths and weaknesses of academic programs
  • Awareness in departments of overall standing
  • External review panels
    • Use results for departmental planning

Faculty Development

• Engage with faculty senate - constructive and productive governance role
  • Support Senate initiatives impacting faculty and Institute
    • Solicit faculty input into new cross-cutting initiatives
    • Faculty ombudsman

• Work with HR and VPR to develop leadership training programs
  • Internal and external (AITU) training programs for new and continuing leaders
  • Workshops to prepare faculty to lead large research programs
Resource Generation

- Fund for Faculty Excellence
  - Endowed Chairs (30% of all T&TT positions)
- Bridging the Gap
  - Financial aid for students
- Building the campus for the next century