



Make Data-Informed Faculty Line Planning Decisions for FY2021-22

APS Intensive Encore | February 11, 2021

We will begin at 1:02 p.m. Eastern
Time once everyone has joined!

Today's Host



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Update Your Name

The screenshot displays a Zoom meeting window. The main content area shows a presentation slide with the EAB logo and the text "EAB Virtual Meetings 2020". On the right side, there is a "Participants (2)" panel. In this panel, "Test Participant (Me)" is listed with "Mute" and "Rename" buttons. Below it, "Meeting Host (Host)" is listed. A yellow box highlights the "Participants" icon in the bottom toolbar. An orange callout box with the text "Update your name and add your institution" points to the "Rename" button for "Test Participant (Me)". A "Rename" dialog box is open, showing the input field "Enter a new screen name:" with the text "Jane Doe - Institution" entered. The dialog has "OK" and "Cancel" buttons. The bottom toolbar includes icons for Mute, Stop Video, Invite, Participants (2), Share, Chat, Record, and a "Leave Meeting" button.

Zoom Meeting ID: 841-573-482 You are viewing Meeting Host's screen View Options

Speaker View

Participants (2)

TP Test Participant (Me) Mute Rename

Meeting Host (Host)

Rename

Enter a new screen name:
Jane Doe - Institution

OK Cancel

Mute Stop Video Invite Participants 2 Share Chat Record Leave Meeting

Open Participants menu

Audio Mute/Unmute and Video Stop/Start

- In the main session together, please remain on **mute** and have your **video** off
- In breakouts, feel free to unmute and turn on your video

The screenshot shows a Zoom virtual session interface. At the top, the EAB logo is displayed. The main content area has a blue background with the text "EAB Virtual Session" and "2020". Below this, a dark grey control bar contains icons for audio and video. The audio icon (a microphone) has a red slash through it, and the video icon (a camera) also has a red slash through it. Below these icons are the labels "Unmute" and "Start Video". Two callout boxes with orange borders provide instructions: the left box points to the microphone icon and says "Red slashes mean your microphone is muted and your camera is off"; the right box points to the up arrow next to the camera icon and says "Access audio and video options by clicking the up arrow next to the Mic and Camera icon". At the bottom of the screen, a secondary control bar contains icons for "Mute", "Stop Video", "Invite", "Participants", "Share", "Chat", "Record", and a red "Leave Meeting" button. The EAB logo is also visible in the bottom right corner.

EAB

EAB Virtual Session

2020

Unmute Start Video

Mute Stop Video Invite Participants Share Chat Record Leave Meeting

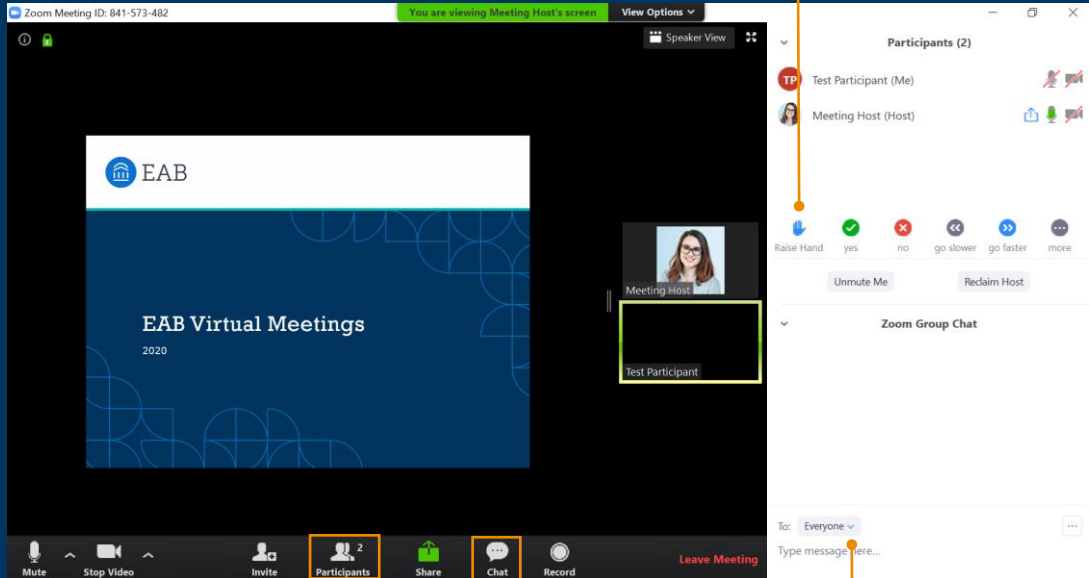
EAB

Red slashes mean your microphone is muted and your camera is off

Access audio and video options by clicking the up arrow next to the Mic and Camera icon

Chat and Nonverbal Feedback

Use icons to communicate answers and signals to presenter



Open Participants and Chat

Select whether you want to chat with everyone or a specific person

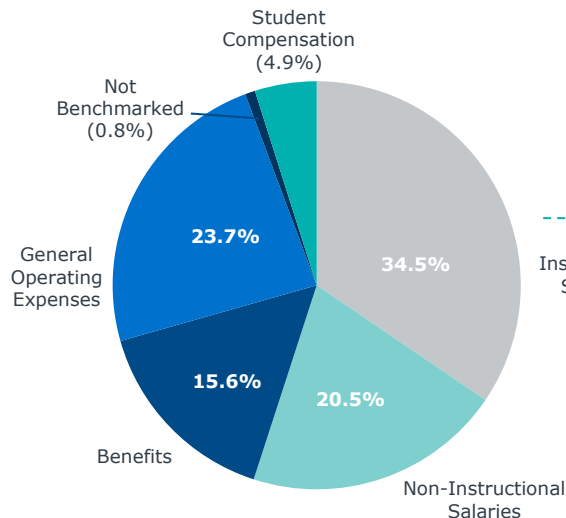
- 1 How Data Help Tell a Story
- 2 Breakout Groups

Faculty Are the Most Valuable - and Costly - Investment

Distribution of Departmental Direct Costs by Category, Across the APS Collaborative

AY 2019

n=60



34.5%

Department-Level Costs
Spent on Instructor Salaries

**A university's faculty is its
greatest asset—and one of
its largest investments.**

Source: Academic Performance Solutions data and analysis.

How Data Help Tell a Story

Making the Case for Filling or Adding a Faculty Line



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 by 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



Embed Data in Your Faculty Line Decision Process

Smarter Decision-Making to Maximize Efficiency

Filling a Faculty Line: Why and How?

1

Vacant/Retired Line:

The previous individual has left the institution

2

Additional Support Needed:

Department leaders think their unit needs and will benefit from a new faculty line

✗ Rollover vacant lines and accept all new requests without using data to assess true need.

✓ Evaluate requests using data to establish need, showcase current efficiencies, and highlight potential impact.

- *Bring Lines Back to the Center:* By reverting vacant faculty lines back to the Provost's Office, institutions can **efficiently support departments with demonstrated need**.
- *Put Leaders on Even Ground:* Requiring data be used in requests serves as a **common conversation starting point** for everyone.
- *Open the "Black Box":* Standardizing the process campus-wide allows leaders **to understand how decisions are made and promotes buy-in**.

Breakout Leaders



The APS Strategic Leader (SL) Team

Room 1



Louis Fierro
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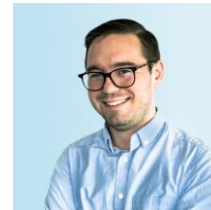


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Accessing the APS Platform

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Log In

- 1 <https://reports.eabanalytics.com/>
- 2 Trouble logging in? Please reach out to APSSupport@eab.com for help!

Login - EAB Analytics

reports.eabanalytics.com/account.html?lastUrl=%252F#/login

 **EAB**

Login to EAB Analytics

E-mail
KHagans@eabuniversity.com

Password
.....

☐ Remember me

[Forgot password?](#)

[Sign in](#)

- Enter your institutional email address
- Click "Forgot password?" to receive a password reset email

Please Complete the Follow-Up Survey!



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You will receive a follow-up email later today that will include the survey and today's session materials

THANK YOU!



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