Academic State of the University: Outline

• 2009-10 Academic Progress
• Challenges Ahead
  – 2010-12 Budget Considerations
  – Top 20 Business Plan and the 2009-14 Strategic Plan
  – SACS Reaffirmation and QEP
Academic Affairs Team

- Academic College Deans
- Heidi Anderson, Associate Provost for Faculty Affairs
- Mike Mullen, Associate Provost for UGE
- JJ Jackson, VP for Institutional Diversity
- Jim Tracy, VP for Research
- Jeannine Blackwell, Dean of the Graduate School and Associate Provost for Academic Administration
- Connie Ray, VP for Institutional Effectiveness
- Phil Greasley, Associate Provost for Engagement
- Don Witt, Vice Provost for Enrollment Management
- Victor Hazard, Interim VP for Student Affairs
- Susan Carvalho, Associate Provost for International Affairs
- Vince Kellen, Chief Information Officer
Academic State of the University: Overarching Themes

- Expansion
- Excellence
- Engagement
- Entrepreneurship
- Integration
- Innovation
- Inclusion
- Internationalization
Academic State of the University: Enrollment Progress

From 06-07 to 09-10:
• The acceptance rate declined from 80.5% to 73.5%.
• The mid-50% range of the ACT moved from 21/26 to 22/28.
Academic State of the University: Enrollment Progress

Undergraduate Transfer Student Enrollment by Source
Fall Semester

Expansion
Academic State of the University: Enrollment Progress

Undergraduate International Enrollment, Fall Semester

<table>
<thead>
<tr>
<th>Year</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>362</td>
</tr>
<tr>
<td>2001</td>
<td>329</td>
</tr>
<tr>
<td>2002</td>
<td>278</td>
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<td>2003</td>
<td>212</td>
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<td>2004</td>
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<td>2005</td>
<td>169</td>
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<tr>
<td>2006</td>
<td>185</td>
</tr>
<tr>
<td>2007</td>
<td>185</td>
</tr>
<tr>
<td>2008</td>
<td>212</td>
</tr>
<tr>
<td>2009</td>
<td>259</td>
</tr>
</tbody>
</table>
Academic State of the University: Academic Progress

- Campus-wide International Advisory Council established
- Campus visits by former Israeli Prime Minister Ehud Olmert, former Indian President A.P.J. Abdul Kalam, and Palestinian activist Hanan Ashrawi
- Campus-wide response to Haitian earthquake – fundraising, panel discussions, Hoops for Haiti
- Successful application for Confucius Institute will bring $650K over six years, for China-oriented programming
- Twin programs established to bring German students to UK and send UK students to Germany
Academic State of the University:
Academic Progress

- "War on Attrition" resulted in retention rate over 80% for second year in a row
- Record high fall-to-spring retention rate of 94.5%, compared to previous high of 92.3%
GENERAL EDUCATION REFORM

• 24 new or revised courses piloted in Spring 2010
• Over 160 new or revised courses in development for Fall 2010 and Spring 2011
• 46 faculty served on 7 vetting teams to evaluate proposals for General Education courses
• Faculty General Education Coordinator and Committee appointed to provide input and oversight for final year of development and implementation
• Faculty and TA lines are being filled to gear up for offering new General Education program to over 4000 students per year
Academic State of the University: Academic Progress

Total NSF Reported Research Expenditures:
(in millions)

- $298 (2004)
- $307 (2005)
- $324 (2006)
- $332 (2007)
- $337 (2008)
- $368* (Prelim) (2009)
Academic State of the University: Academic Progress

- FY2011 UKRF budget (from indirect cost recovery) expected to exceed $50 million for the first time
- UKRF provided start-up support for 42 new faculty
- “Enrichment” program developed to return more indirect cost income to academic units for collaborative research (16% vs 10%)
- As of April 30, 125 competitive American Recovery & Reinvestment Act (stimulus) awards totaled $71.4M
- Web-based electronic Internal Approval Form under development to improve efficiency
- New Principal Investigator Council launched to promote direct communication between PIs and VP for Research
Academic State of the University: Academic Progress

• AMSP’s Partnership Enhancement Project (PEP) recognized by Toyota USA Foundation by awarding UK $500K grant to expand math and science improvement model into Central and Northern KY schools.

• Pharmacy selected to receive one of four inaugural AACP Student Community Engaged Service Awards for “Adopt-a-Patient Program” that provides prescription medications to indigent populations.

• UK named to 2009 President’s Higher Education Community Service Honor Roll by Corporation for National and Community Service, a recognition from the highest levels of federal government of UK’s commitment to service and civic engagement on campus and in the nation.
Academic State of the University: Academic Progress

First-Year African American Students

<table>
<thead>
<tr>
<th>Year</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>01-02</td>
<td>152</td>
</tr>
<tr>
<td>02-03</td>
<td>165</td>
</tr>
<tr>
<td>03-04</td>
<td>205</td>
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<tr>
<td>04-05</td>
<td>264</td>
</tr>
<tr>
<td>05-06</td>
<td>143</td>
</tr>
<tr>
<td>06-07</td>
<td>294</td>
</tr>
<tr>
<td>07-08</td>
<td>255</td>
</tr>
<tr>
<td>08-09</td>
<td>347</td>
</tr>
<tr>
<td>09-10</td>
<td>403</td>
</tr>
</tbody>
</table>
Academic State of the University: Academic Progress

Total African-American Faculty

<table>
<thead>
<tr>
<th>Year</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>01-02</td>
<td>57</td>
</tr>
<tr>
<td>02-03</td>
<td>66</td>
</tr>
<tr>
<td>03-04</td>
<td>62</td>
</tr>
<tr>
<td>04-05</td>
<td>65</td>
</tr>
<tr>
<td>05-06</td>
<td>66</td>
</tr>
<tr>
<td>06-07</td>
<td>68</td>
</tr>
<tr>
<td>07-08</td>
<td>73</td>
</tr>
<tr>
<td>08-09</td>
<td>84</td>
</tr>
<tr>
<td>09-10</td>
<td>89</td>
</tr>
</tbody>
</table>
The number of full-time faculty has increased from 1,606 in 1989-90 to 2,165 in 2009-10, a gain of 34.8 percent. During the past two decades…

- the number of full-time African American faculty members has grown 217.9 percent, from 28 in 1990-91 to 89 in 2009-10.

- Blacks accounted for only 1.7 percent of all full-time faculty members in 1990-91, but now comprise 4.1 percent.

- The number of full-time, female faculty members increased 117.9 percent, from 358 in 1990-91 to 780 in 2009-10.

- Women comprised 22.3 percent of all full-time faculty members in 1990-91, but now account for 36.0 percent of the total faculty.

Note: Data include library faculty.
Established Diversity & Inclusion Council to bring together diversity officers from across the University to share information and foster collective strategies.

New UK Commission on Excellence, Diversity & Inclusion is issues-oriented and task force driven. Chaired or co-chaired by faculty and administrators, task forces formed to date include: student services, academic support & enrichment, quality of work-life, women’s initiative for leadership development, partner opportunities, campus climate, and alumni engagement.
Academic State of the University: Space Improvement Progress

- **Major projects completed:** new Bio-Pharm building; Schmidt Vocal Arts Center (Koinonia House) renovation; Hunt Morgan teaching and research lab renovation

- **Projects now underway:** construct Digital Village Building #2 and Equine Reproductive Facility; CAER; 4th Floor Sanders Brown Center on Aging; College of Nursing; Chemistry-Physics research labs; 3rd floor Little Library; fit-up 2 research floors in new Bio-Pharm building
Aligning Tenure Policies with Best Practices

Three substantive changes to AR 2:1 on promotion & tenure:
1. Policy and procedure for comprehensive tenure review
2. Explicit language on limited provision for a terminal-year (tenure) review; and
3. Explicit language on terms of tenure review conducted prior to the sixth year of the probationary period.

In addition, unit faculties were asked to produce written statements on the evidences of activity in instruction, research, and service that are appropriate to their field(s) for use in guiding evaluations for promotion and tenure.
Academic State of the University: Top 20 Business Plan Comparison

Undergraduate Enrollment Growth: Recent Trends and Top 20 Projections
Academic State of the University:
Top 20 Business Plan Comparison

Graduate/Professional Enrollment Growth:
Recent Trends and Top 20 Projections, by Fiscal Year

Expansion
Academic State of the University: Academic Progress

Full-Time Faculty by Tenure Status

- 2006-2007: 2,028 (1,193 Tenured, 400 Non-tenured, On Track, 435 Other)
- 2007-2008: 2,057 (1,199 Tenured, 415 Non-tenured, On Track, 443 Other)
- 2008-2009: 2,096 (1,178 Tenured, 427 Non-tenured, On Track, 491 Other)
- 2009-2010: 2,165 (1,189 Tenured, 434 Non-tenured, On Track, 542 Other)

Source: Integrated Postsecondary Education Data System (IPEDS)
### Academic State of the University: Faculty Salaries

UK salaries continue to remain at the Public SEC median (lost a little ground, though)

<table>
<thead>
<tr>
<th>Full-time Instructional Faculty Salaries converted to 9-month basis (excluding COM)</th>
<th>07-08 Average Salary</th>
<th>08-09 Average Salary</th>
<th>09-10 Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Kentucky</td>
<td>$79,350</td>
<td>$80,813</td>
<td>$81,189</td>
</tr>
<tr>
<td>Median of 10 Public SEC Institutions</td>
<td>$77,228</td>
<td>$78,439</td>
<td>$80,036</td>
</tr>
<tr>
<td>Average of 10 Public SEC Institutions</td>
<td>$77,538</td>
<td>$77,868</td>
<td>$78,502</td>
</tr>
<tr>
<td>UK as % of average</td>
<td>102.3%</td>
<td>103.8%</td>
<td>103.4%</td>
</tr>
<tr>
<td>UK as % of median</td>
<td>102.7%</td>
<td>103.0%</td>
<td>101.4%</td>
</tr>
</tbody>
</table>
Faculty salary catch-up with Top 20 regressed as a result of budget cuts.

<table>
<thead>
<tr>
<th>Full-time Instructional Faculty Salaries converted to 9-month basis (excluding COM)</th>
<th>08-09 Average Salary</th>
<th>09-10 Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Kentucky</td>
<td>$80,813</td>
<td>$81,189</td>
</tr>
<tr>
<td>Median of Top 20 Benchmark Institutions*</td>
<td>$96,312</td>
<td>$97,833</td>
</tr>
<tr>
<td>Average of Top 20 Benchmark Institutions*</td>
<td>$97,111</td>
<td>$98,451</td>
</tr>
<tr>
<td>UK as % of average</td>
<td>83.2%</td>
<td>82.5%</td>
</tr>
<tr>
<td>UK as % of median</td>
<td>83.9%</td>
<td>83.0%</td>
</tr>
</tbody>
</table>
Note, however, that with Top 20 city cost-of-living adjustment, UK salaries compare favorably...

<table>
<thead>
<tr>
<th></th>
<th>Adjusted for Cost of Living Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full-time Instructional Faculty Salaries converted to 9-month basis (excluding COM)</strong></td>
<td></td>
</tr>
<tr>
<td>University of Kentucky</td>
<td>$81,189</td>
</tr>
<tr>
<td>Median of Top 20 Benchmark Institutions</td>
<td>$81,910</td>
</tr>
<tr>
<td>Average of Top 20 Benchmark Institutions</td>
<td>$84,986</td>
</tr>
<tr>
<td>UK as % of average</td>
<td>95.5%</td>
</tr>
<tr>
<td>UK as % of median</td>
<td>99.1%</td>
</tr>
</tbody>
</table>
State support, net of debt service (in millions)
Tuition and Fee Revenue vs. Net State Appropriations

Note: State appropriations net of debt service and mandated programs. *Projected (09-10 state funds held at 08-09 revised level)
Figure 6. Academic year tuition and required fees for full-time, first-time, degree/certificate-seeking undergraduates: 2006-07–2008-09

NOTE: The tuition and required fees shown here are the lowest reported from the categories of in-district, in-state, and out-of-state. N is the number of institutions in the comparison group.

Please see enclosed spreadsheets for FY11 Budget Information.

Bottom line: At least a 1.3% reduction in academic budget, without a merit salary pool.
Prospects for FY12 and Beyond

• $17 million of the FY11 budget is coming from one-time federal stimulus funding. This amounts to an additional ~6% reduction in state appropriation for FY12.

• Fixed costs will further increase (utilities, benefits, instructional costs)

• Even if the legislature doesn’t intervene, there are both market and public policy limitations on the amount of tuition increase.

• We need to look for serious cost reductions and increase efficiencies and productivity to be in a position to increase compensation.

• Our situation is not unique: these conversations are going on nationwide.
SACS Reaccreditation

- UK is due for review for reaffirmation of its accreditation by SACS in 2012-13
- This will be first time UK’s evaluation will be under new SACS procedures
- There will be an off-campus, online compliance review, followed by submission of a Quality Enhancement Project (QEP), and a site visit
- The QEP is required to be the result of a campus-wide deliberation, resulting in improvement of student learning outcomes
- VP Connie Ray is leading the overall effort; QEP planning is being led by Professors Deanna Sellnow and Diane Snow.
Conclusion

• The University of Kentucky has continued to make substantial improvements in its teaching, research, and engagement missions.

• Applications for admission, and success in research funding are increasing steadily, indicating these improvements are being noticed.

• It is inevitable that UK, like all public flagship universities, will need to behave more and more like a private institution.

• We need to look for serious cost reductions and productivity increases in order to remain competitive.

• Our situation is not unique: these conversations are going on nationwide.