



**Oregon State**  
University

# Provost's Update on Faculty Excellence

Ed Feser, Provost & Executive Vice President

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January 2018



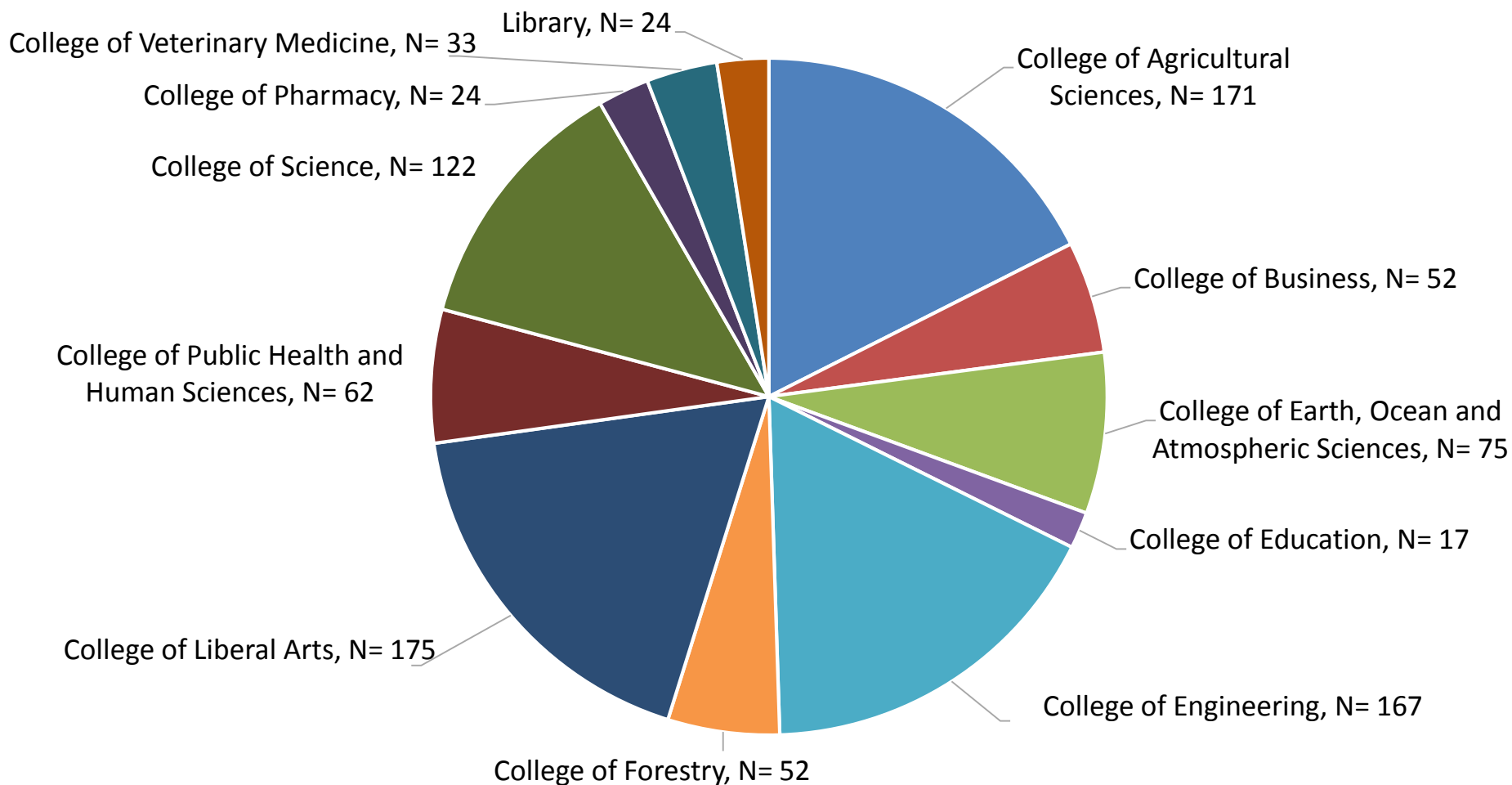
## WE ARE ACTIVELY

- Tracking our faculty make-up, particularly with respect to our diversity goals;
- Tracking the excellence of our faculty;
- Tracking and working on the development of our faculty; and
- Recruiting and hiring outstanding faculty, which is a time consuming, costly and challenging endeavor.

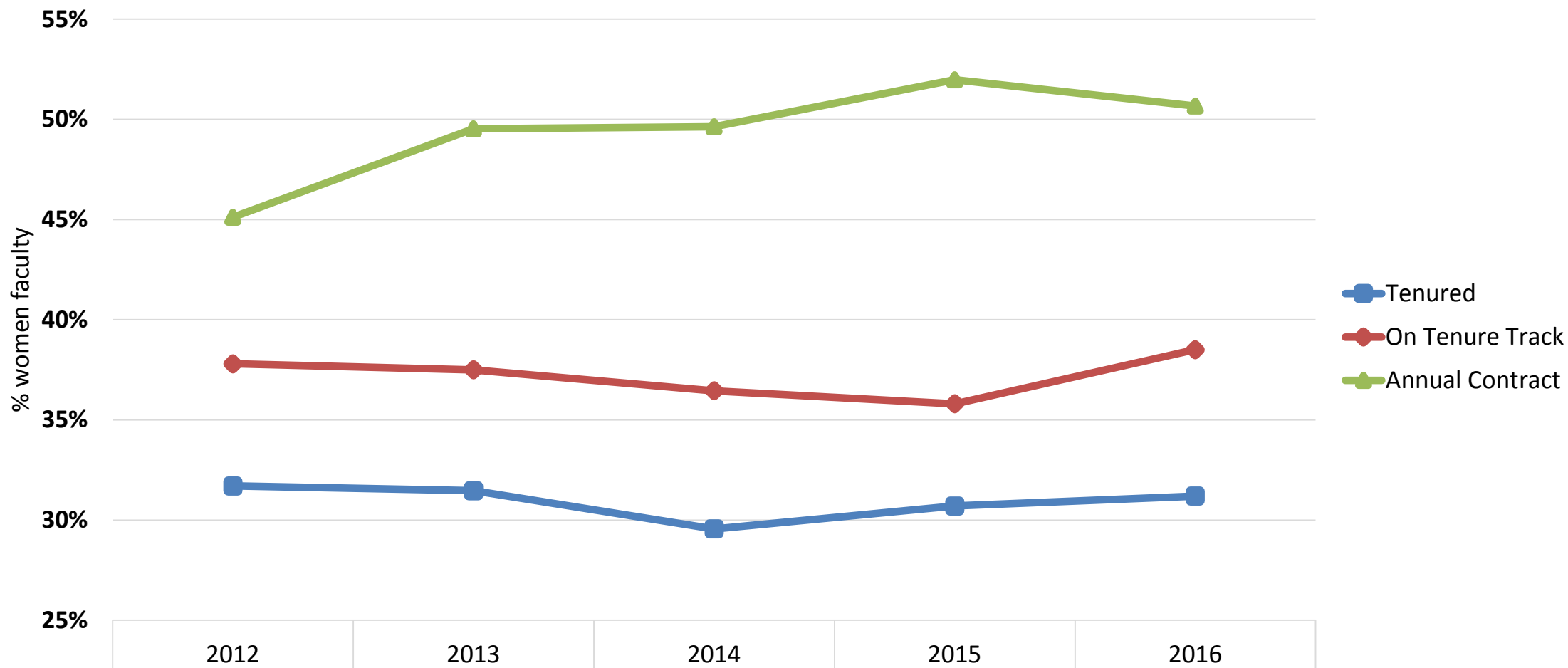
*Outstanding faculty attract, educate, and inspire outstanding students.  
Outstanding faculty fuel innovation and enhance the reputation and reach of the institution.*



### Tenured and Tenure Track Faculty by College 2016-17



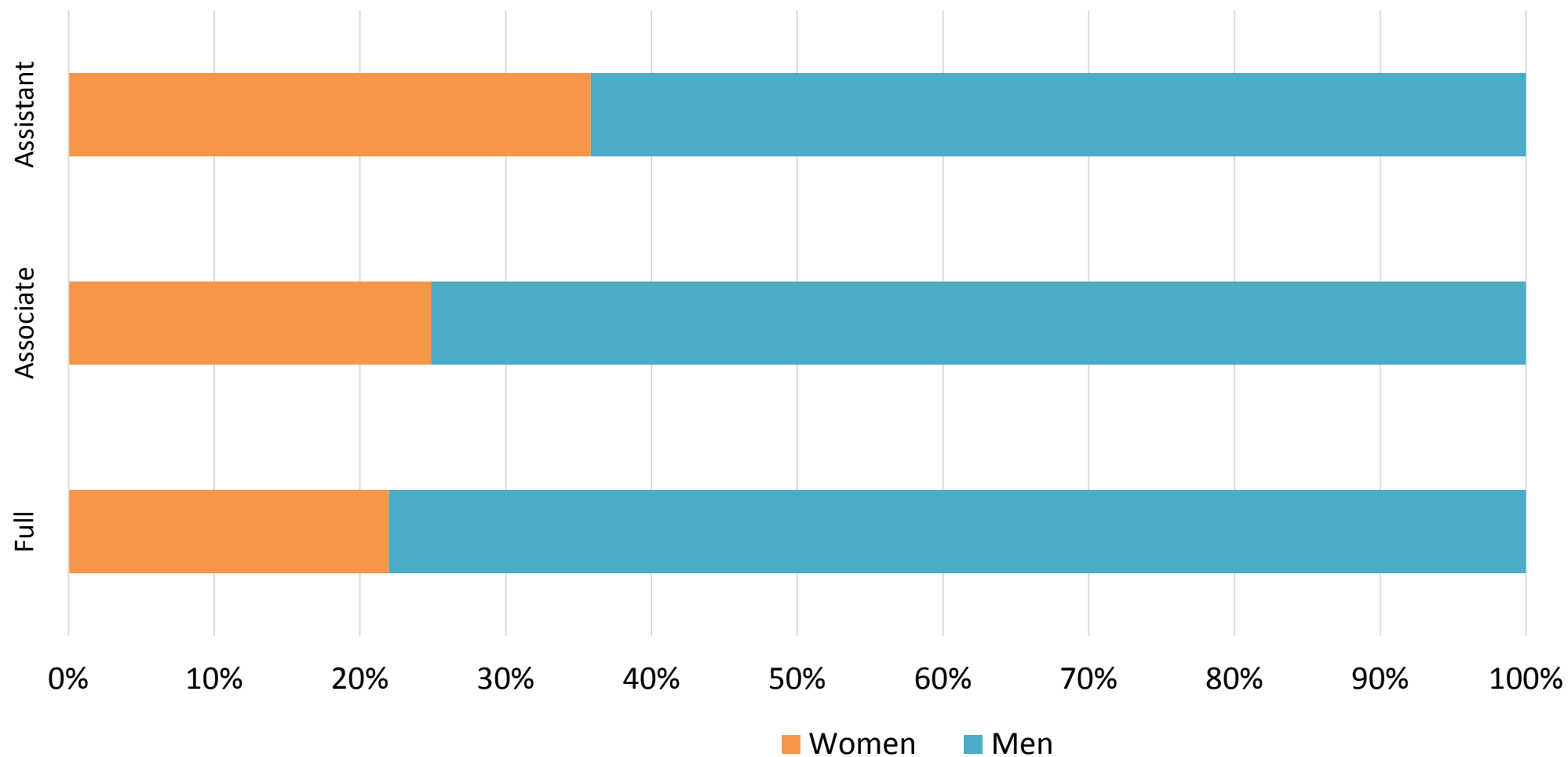
## Women Tenure or Tenure Track Faculty 2012 to 2016\*



Data source: IPEDS (2012-2015); IR (2016)

\*2016 data for full-time instructional staff as of November 1, 2016

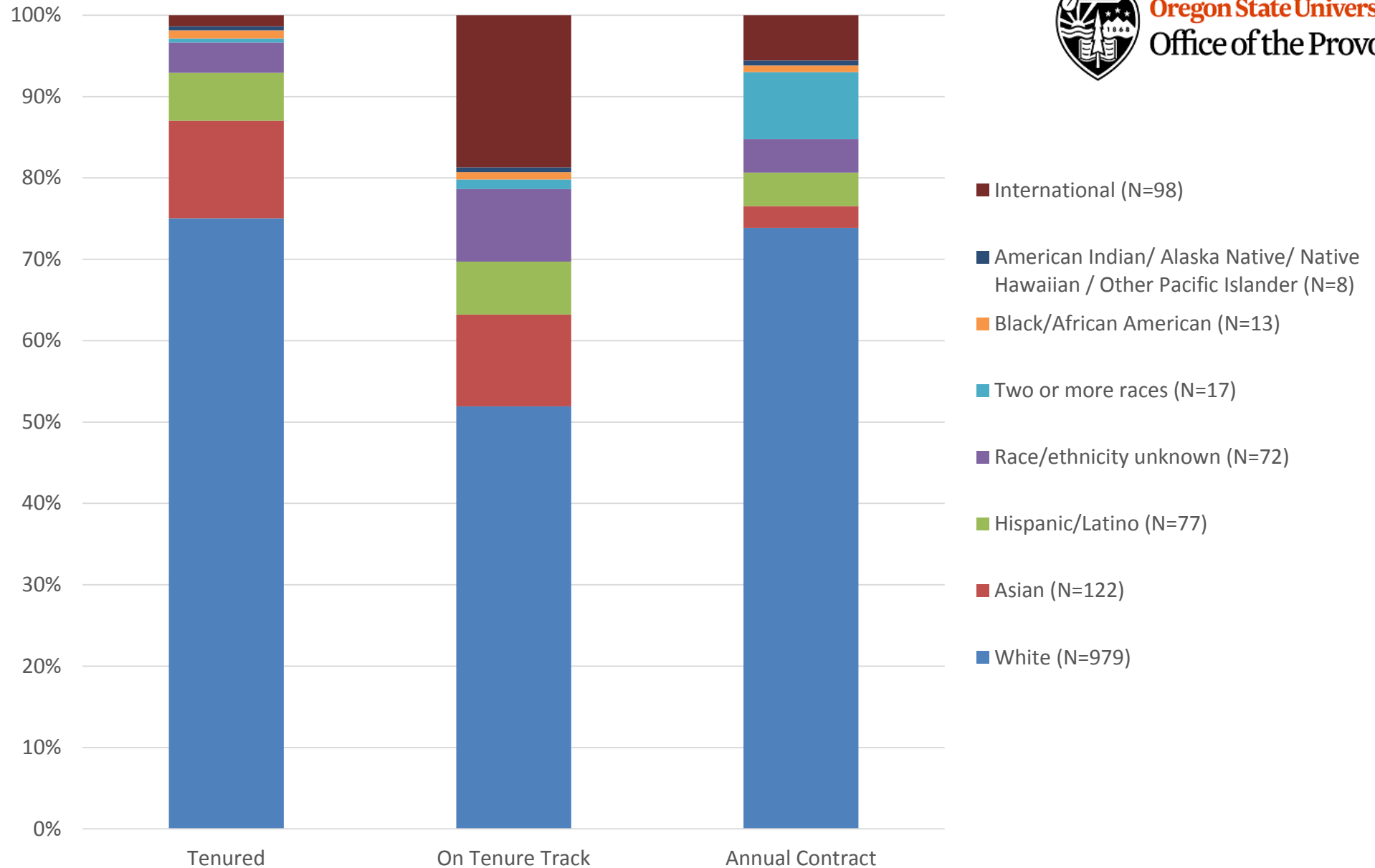
## Tenured and Tenure Track STEM Faculty by Gender 2016



# Academic Rank by Race/Ethnicity 2016\*



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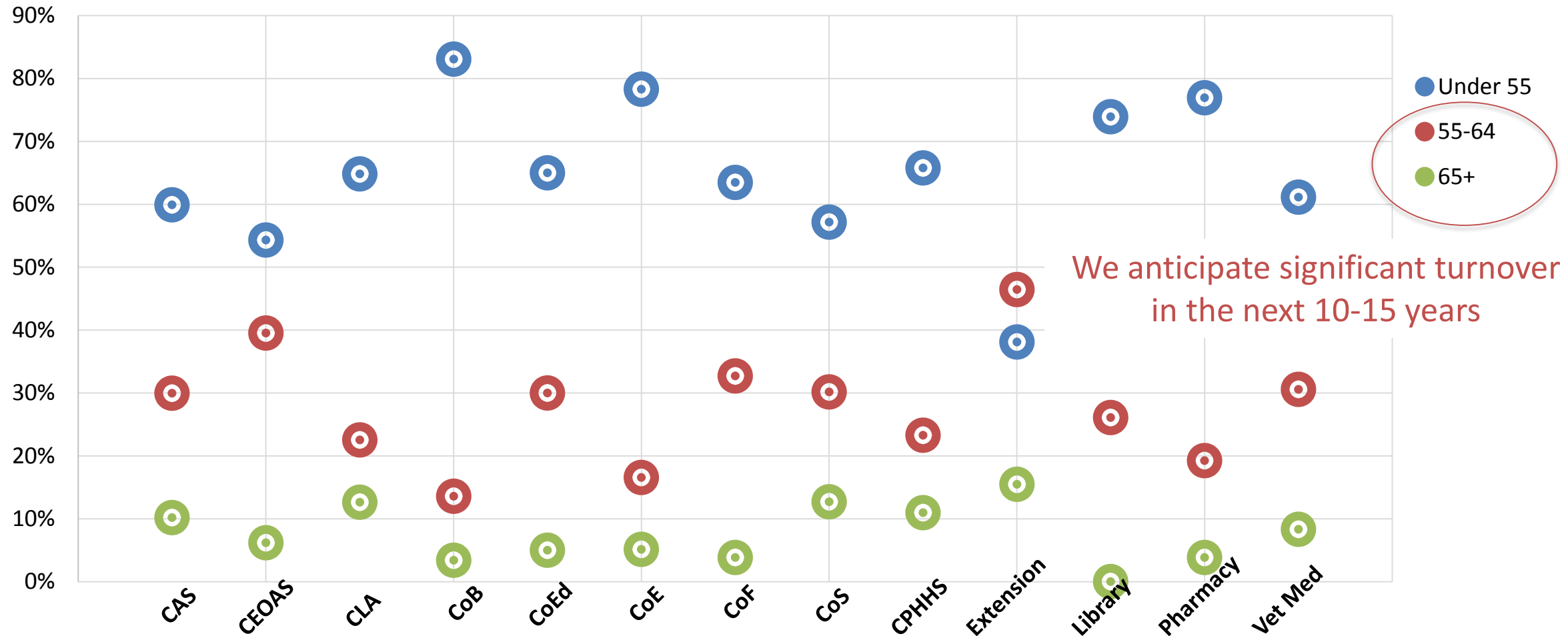


Data source: Institutional Research

\*Data for full-time instructional staff as of November 1, 2016



## Tenured and Tenure Track Faculty by Age Group



Data source: Institutional Research  
Faculty with active jobs as of November 1, 2017



## Faculty Recognition

- Identify under-recognized faculty
- Highlight career progression

## Recruitment & Retention

- Assess vulnerability for losing top faculty
- Allocate resources for best impact
- Cost of recruitment

## Strategic Planning

- Demographics
- Peer comparisons
- National benchmarking

## Collaborations

- Determine areas of common research
- Identify potential strengths in centers of excellence





**Kendra Sharp**  
Richard and Gretchen Evans Professor in Humanitarian Engineering



*“Our program inspires students to do work that...impacts society. We stress the importance of learning collaboratively in the community to solve real-world problems. This is a skill these students will take away no matter where their careers take them.”*



*“The ocean covers two-thirds of Earth’s surface; it controls climate, provides resources, and makes our planet habitable. And yet it is still largely unexplored and under-appreciated. Every day we discover new things.”*

**Alan Mix**  
Professor of Earth, Ocean, and Atmospheric Sciences

## **SELECTED AWARDS: 2007-2017**

### **NSF CAREER Awardees (50)**

- Awardee: Kendra Sharp, CoE

### **AAAS Fellows (15)**

- Awardee: Alan Mix, CEOAS



## Recruiting New Faculty

### IDENTIFY AND APPROVE POSITION

- Vetting
- Strategic planning
- College involvement

### RECRUITMENT AND HIRING

- Search committee
- National and international marketing
- Interview and site visits
- Negotiation
- Costs
- Length of time

### ONBOARDING

- New faculty orientation
- Mentoring communities
- Teaching and learning resources



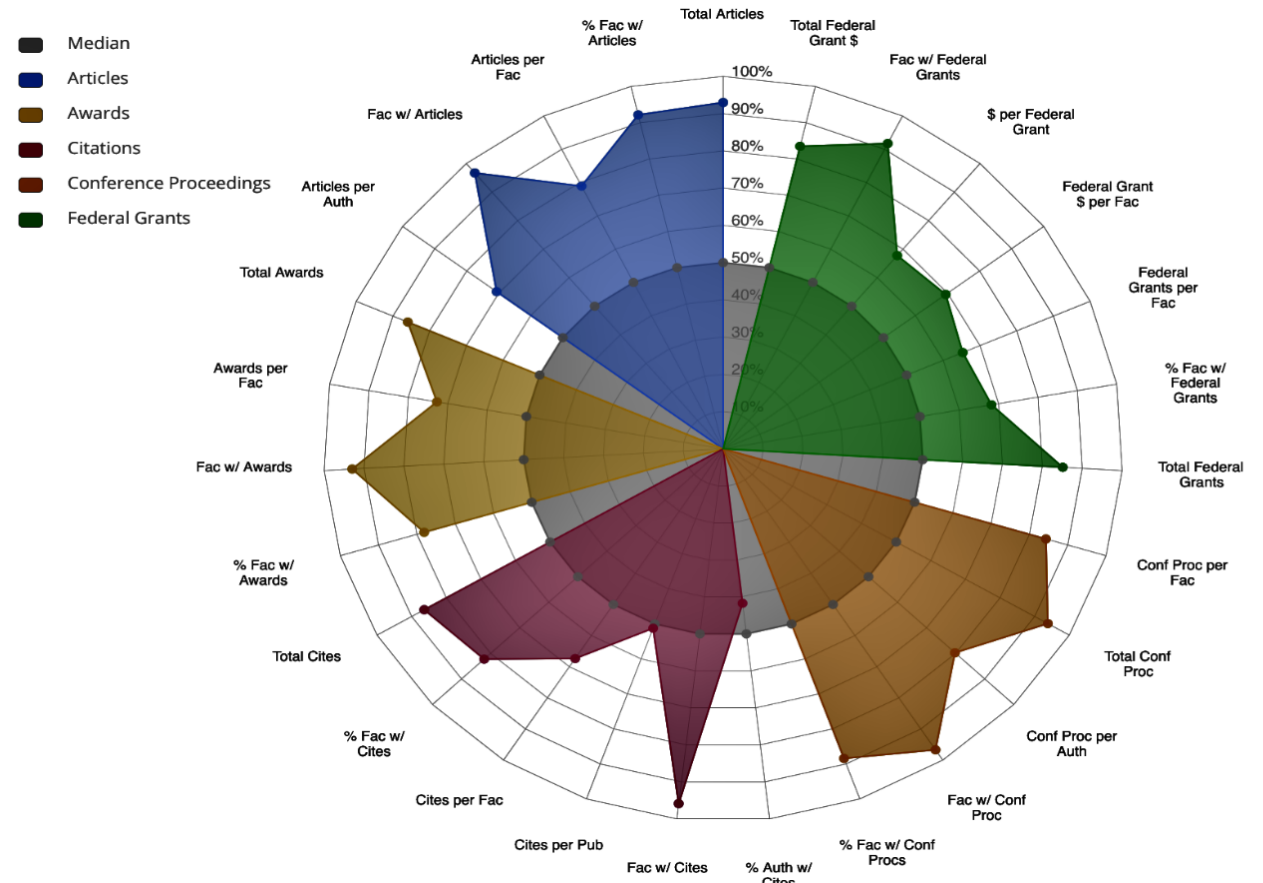
## 2017-2018 TENURE TRACK OR TENURE SEARCHES

- 37 current open searches including:
  - CoE (16)
  - Vet Med (4)
  - CPHHS (3)
  - CAS (2)
  - CEOAS (2)
  - COB (1)
  - CoEd (1)
  - CoF (1)
  - Extension (4), Academic Programs (2), Library (1)
- 26 are targeted at assistant professor level; 11 at assistant or above

# MEASURING THE RESEARCH PRODUCTIVITY OF OUR FACULTY



- Metrics of productivity include awards and grants per faculty, citations and articles per faculty
  - These are appropriate for capturing work of some faculty but not all
- Data can be disaggregated to explore changing unit demographics and plan for retirements
- Collaborations can also be tracked to inform interdisciplinary initiatives



School of Electrical Engineering and Computer Science

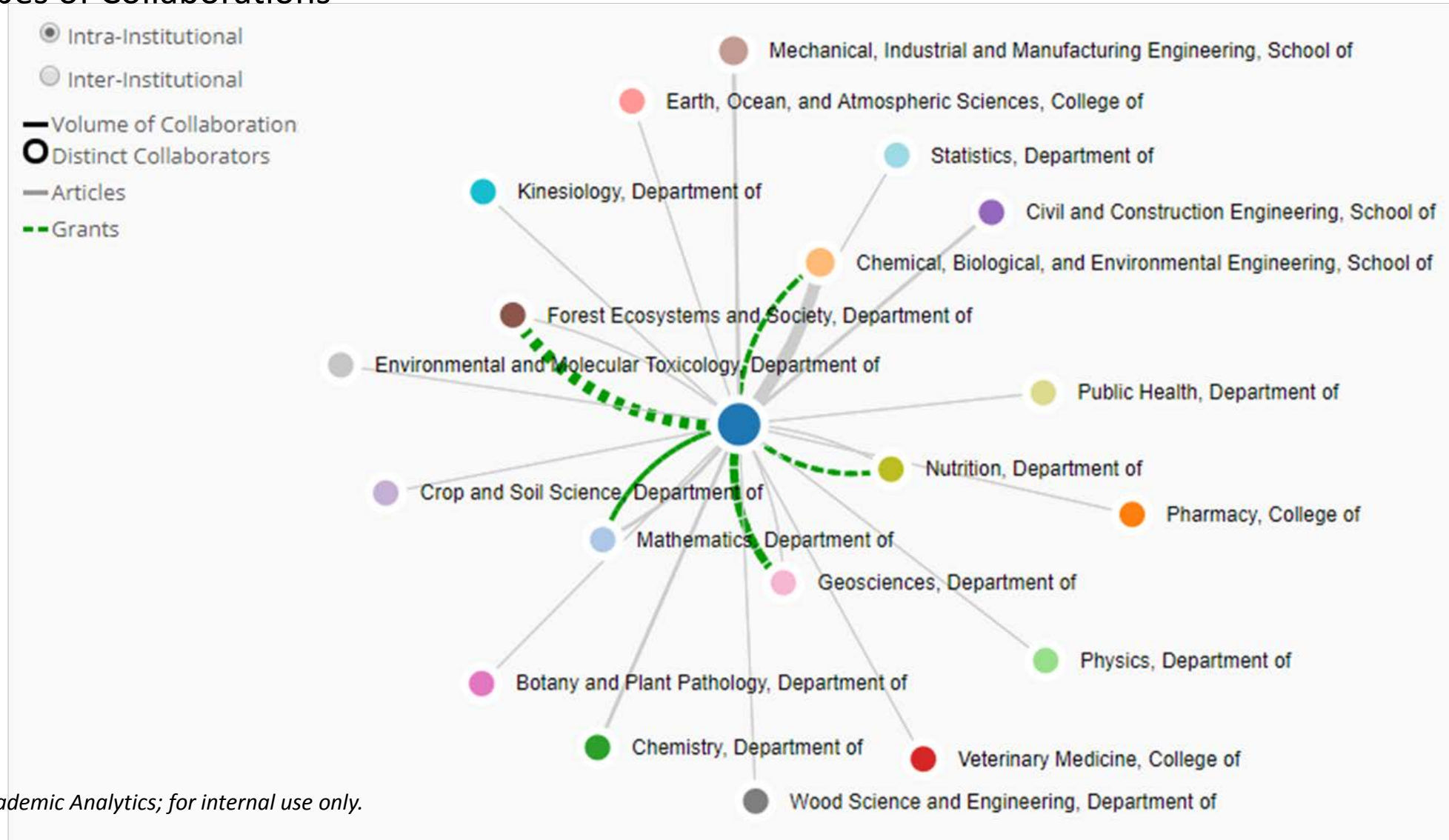
# MEASURING THE PRODUCTIVITY OF OUR FACULTY

## School of Electrical Engineering and Computer Science



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### Types of Collaborations



# INVESTING IN FACULTY EXCELLENCE AT OSU



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*Outstanding faculty attract, educate, and inspire outstanding students.  
Outstanding faculty fuel innovation and enhance the reputation and reach of  
the institution.*

## **We must continue to actively**

- Track excellence of our faculty in research, teaching, and outreach and engagement;
- Recruit a distinctive and diverse faculty;
- Provide onboarding and training for faculty; and
- Enhance collaborations and the climate for innovations.



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Questions?