Student and Faculty Growth: 2001 to 2010
“The returns on a university’s investment in its faculty are multiplicative. World-class scholars attract world-class research colleagues and world-class students. Together they create a rich educational environment that fosters innovation and intellectual excitement.”

The Pathway to the Future:
NC State’s 2011-2020 Strategic Plan
Hiring Outstanding New Faculty

Disciplinary Faculty Hires

Chancellor’s Faculty Excellence Program
Chancellor’s Faculty Excellence Program

- 72* cluster faculty hires to date
- Looking forward
  - 8 open positions in 3 clusters,
    2 rehires for vacated positions
  - 3 open cluster-connecting positions
  - Support the ongoing success of the clusters

Unshaded clusters have open searches

*Includes faculty that arrive Spring 2018 or later
T/TT Faculty: FY 2012 - FY 2018*

390 Disciplinary Faculty Hires
63 Cluster Faculty Hires

453 Hires

$129M Start-up costs (one-time)

*FY 2018 through Nov 2017
T/TT Faculty Retentions: FY 2012 - FY 2017

- 242 successful retentions
- 55 unsuccessful retentions
- $4.9M salary and benefits (recurring)
- Overall: 81% success
- Counteroffers: 63% success
- Pre-emptive: 93% success
T/TT Faculty: FY 2012 - FY 2018*

453 Hires

390 Disciplinary Faculty Hires

63 Cluster Faculty Hires

401 Separations

399 Disciplinary Faculty Separations

2 Cluster Faculty Separation

*FY 2018 through Nov 2017
400 Faculty Eligible to Retire
How Do We Attract, Retain and Enable the Best Faculty?

- Compensation
- Physical Resources and Infrastructure
- Operational Resources and Systems
- Academic and Campus Culture
COMPENSATION
## Comparative Faculty Salaries: 2015-16

Carnegie Class: Research – Highest

### 115 Institutions

<table>
<thead>
<tr>
<th>Faculty Rank</th>
<th>R1 Ave. Salary</th>
<th>NC State Ave. Salary</th>
<th>NC State Ranking</th>
<th>UNC-CH Ave. Salary</th>
<th>UNC-CH Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$148,984</td>
<td>$118,044</td>
<td>101/115</td>
<td>$147,816</td>
<td>40/115</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$96,539</td>
<td>$85,563</td>
<td>98/115</td>
<td>$99,540</td>
<td>47/115</td>
</tr>
<tr>
<td>Assistant Professor (incl. new)</td>
<td>$83,844</td>
<td>$76,167</td>
<td>89/115</td>
<td>$85,131</td>
<td>51/115</td>
</tr>
</tbody>
</table>

Source: IPEDS
Salary Rank among R1 Universities: NC State and UNC-CH (Rank out of 115)

Source: IPEDS
T/TT Faculty Start-Up: FY 2012 – FY 2018*

453 Hires

$129M Start-up costs (one-time)

Funds may be requested for:

- Computers/software/data
- Travel
- Grad student stipends
- Summer salary
- Postdocs/technicians
- Supplies/equipment
- Service center fees
- Lab renovations

*FY 2018 through Nov 2017
Shared Core Research Facilities

- Improve delivery of services via lab management software platform
- Coordinate large-scale instrument acquisition strategies with faculty recruitment and retention processes
New and Renovated Spaces
Research Support

- Research development
- Electronic research administration
- Internal funding programs
Commercialization Support

- Office of Technology Commercialization and New Ventures
- Chancellor’s Innovation Fund
Learning Technology

• Distance Education and Learning Technology Applications (DELTA)
  – Redesign large and critical path courses
  – Explore and implement innovative technologies
Libraries

• Faculty services to support research, teaching and learning
• Support for faculty clusters
• Visualization spaces
• Faculty Research Commons in Hill and Hunt Libraries
ACADEMIC AND CAMPUS CULTURE
Support of Interdisciplinarity

- Ongoing investment in and support of faculty clusters
- Creating opportunities and spaces for connection and collaboration
- Game-Changing Research Incentive Program (GRIP)
- Modifying RPT policies
Welcoming Workplace

- Actively supporting:
  - Equity, diversity and inclusion
  - Work-life integration
  - Positive departmental culture
Faculty Development

- Programming for various phases of faculty careers
- Support and training on
  - Teaching and learning
  - Scholarly productivity
  - Outreach and engagement
  - Leadership
Faculty Ombuds

• An independent, impartial, informal and confidential resource for faculty
  – Helps faculty resolve situations early
  – Brings systemic concerns to the attention of the University
Rewards and Recognition

- University Faculty Scholars
- Professorships of Distinction
- Celebration of regional, national and international awards
FACULTY IMPACT
Student Success

<table>
<thead>
<tr>
<th></th>
<th>2016-17</th>
<th>2010-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG 1st yr. retention</td>
<td>94%</td>
<td>89%</td>
</tr>
<tr>
<td>UG 4-yr. completion</td>
<td>57%</td>
<td>42%</td>
</tr>
<tr>
<td>UG 6-yr. completion</td>
<td>79%</td>
<td>73%</td>
</tr>
<tr>
<td>Master’s 4-yr. completion</td>
<td>85%</td>
<td>83%</td>
</tr>
<tr>
<td>Doctoral 6-yr. completion</td>
<td>60%</td>
<td>55%</td>
</tr>
</tbody>
</table>
Research

- Awarded Projects: $270M (2010-11), $405M (2016-17)
- Contracts and Grants Expenditures: $227M (2010-11), $302M (2016-17)
- Research Expenditures*: $378M (2010-11), $490M (2016-17)
- Research Expenditures per T/TT Faculty*: $282K (2010-11), $361K (2016-17)

*2015-16 NSF Survey
Innovation and Entrepreneurship

2016-17
- Startup Companies: 15
- Commercialization Agreements: 169
- Patents Filed: 241

Since 2010-11
- 150% increase
- 88% increase
- 71% increase
Awards

- 24 National Academies members
  - 8 since 2011

- 49 American Association for the Advancement of Science fellows
  - 17 since 2011

- 43 active NSF CAREER Awards

- Outstanding faculty: Roldolphe Barrangou
  - Hired 2013, has won 4 major awards
Rankings

• Nature Index Rising Star (2016)
  – Ranked 31st in the world and third in North America

• U.S. News Overall Rank (2011 to 2018)
  – Rose from 111 to 81

• Center for Measuring University Performance Rank (2012 to 2016)
  – Overall: Rose from 58 to 53
  – Public: Rose from 40 to 27
QUESTIONS?