



# What questions do you need to answer that require institutional data?

For example:

How many majors do we have?

How many graduate students did we have in 2019?

What number of faculty are women?

When was the last time professor X taught DEPT 301?

What is the current demographic makeup of your department?

Over the past 5 years, has there been an increase in the number of individuals identifying as minorities within your department?

How many new hires by demographics were there in FY23?

What was the diversity of your applicant pools in FY23?

What is the affirmative action goal or benchmark for your faculty positions in your department?

**WHILE YOU WAIT, GO TO THIS WEBSITE: [DMI.ILLINOIS.EDU](http://DMI.ILLINOIS.EDU)**



Office of the Provost

# Where and How to Get Your Unit's Data and Use it for Reporting and Planning

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Provost's Office: Staci Provezis

Division of Management Information (DMI): Amy Edwards

Office for Access and Equity: Heidi Johnson



# Reports

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- Accreditation
- Learning Outcomes Assessment
- Program Review
- Hiring Plans
- Faculty Tenure Packets
- Budget Reports





# Using Data

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- Hiring Plans
- Year-to-year planning
- Course offerings
- Unit-level Strategic Planning
- Goal setting and tracking





# Using University Data Sources

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- To better manage your unit
- To enable data-informed decisions
- To avoid reinventing the wheel
- Reporting for accreditation, program review, etc.





Office of the Provost

# Division of Management Information (DMI)

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Amy Edwards, Associate Provost & Director



# DMI: Offers A Wealth of Data at Your Fingertips

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Campus Profile

Student Enrollment Reports

Activity Reporting System

Course Information System

Tuition, Waiver, Appointments

Faculty Salary Studies

Budget Resources

Departments and Executive Officers

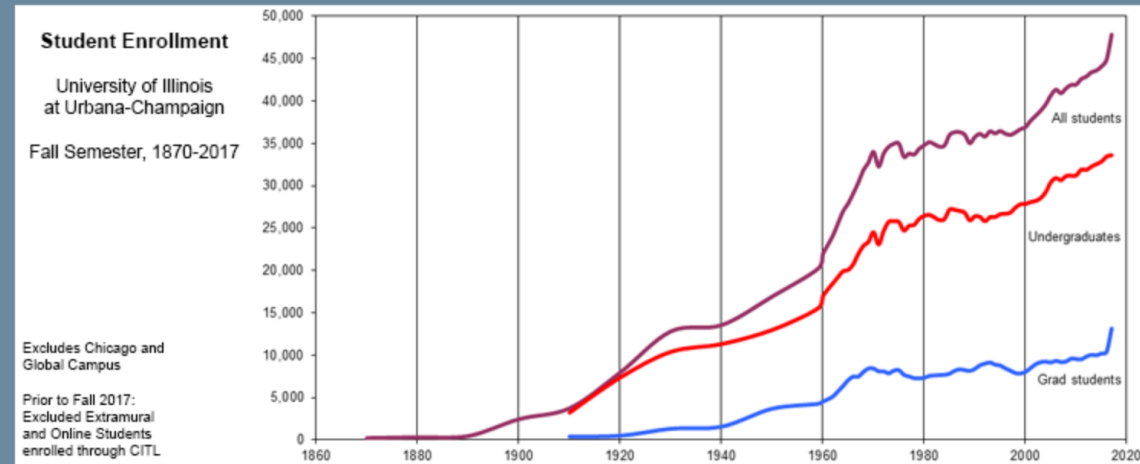
Institutional Surveys

Chancellor's Senior Survey

National Survey of Student Engagement (NSSE)

Illini Success





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# Campus Profile

---

Ten years of data summarized by department, college, and campus:

- Budgets & expenditures
- FTE and headcount employees
- Student enrollment, qualifications, retention, graduation rates
- Course enrollments & IUs
- much, much more!

\* Published end of November each year





# Campus Profile

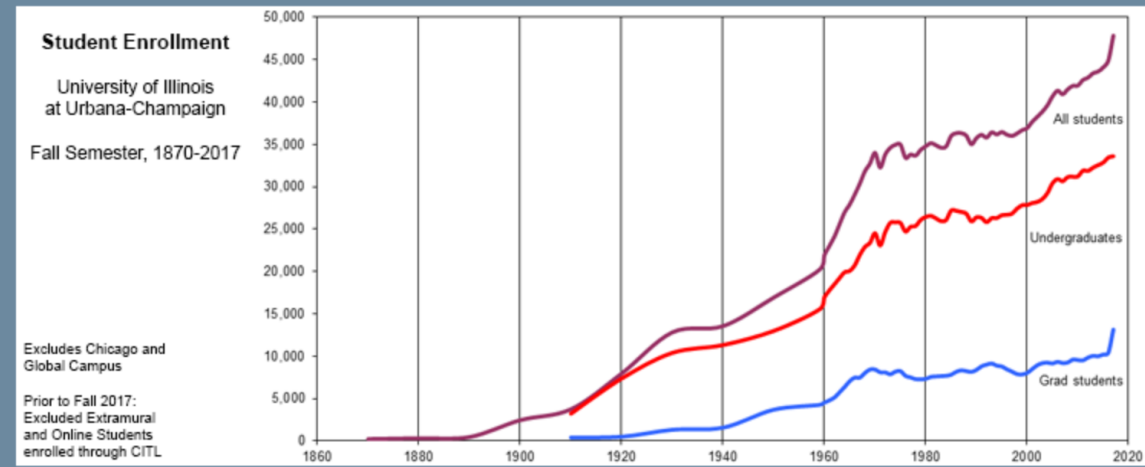
**Division of Management Information 2022-2023 Campus Profile - Campus Total**  
**University of Illinois at Urbana-Champaign**

Home | Glossary | Help | What's New | About | **Suggestion Box**

Profile Type: **Standard** | Strategic | Custom

---- Select a Major Unit ---- | ----- Select a Department ----- | ---- Jump to data ---- | Change year | Reverse Year Order | Reset all

Campus Profile for 2022-2023										
Unit: Campus Total										
Item (numbers link to glossary)	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016	2014-2015	2013-2014
<a href="#">1000</a> Faculty and Staff -----										
<a href="#">1010</a> FTE staff on State/TuitFunds	<a href="#">7829.53</a>	<a href="#">7680.38</a>	<a href="#">7842.58</a>	<a href="#">7577.57</a>	<a href="#">7383.19</a>	<a href="#">7211.55</a>	<a href="#">7175.80</a>	<a href="#">7325.51</a>	<a href="#">7070.51</a>	<a href="#">6898.74</a>
<a href="#">1020</a> FTE Academic Staff St/Tu\$	<a href="#">4337.06</a>	<a href="#">4505.67</a>	<a href="#">4730.87</a>	<a href="#">4673.20</a>	<a href="#">4687.81</a>	<a href="#">4549.97</a>	<a href="#">4508.43</a>	<a href="#">4579.22</a>	<a href="#">4399.20</a>	<a href="#">4266.41</a>
<a href="#">1030</a> FTE TenSysFaculty St/Tu\$	<a href="#">1862.49</a>	<a href="#">1898.70</a>	<a href="#">1934.21</a>	<a href="#">1888.70</a>	<a href="#">1889.75</a>	<a href="#">1881.99</a>	<a href="#">1897.52</a>	<a href="#">1929.15</a>	<a href="#">1879.73</a>	<a href="#">1848.56</a>
<a href="#">1040</a> FTE Professors St/Tu\$	<a href="#">815.56</a>	<a href="#">842.66</a>	<a href="#">852.29</a>	<a href="#">835.21</a>	<a href="#">835.38</a>	<a href="#">823.69</a>	<a href="#">806.73</a>	<a href="#">826.37</a>	<a href="#">797.69</a>	<a href="#">805.20</a>
<a href="#">1060</a> FTE Assoc Prof St/Tu\$	<a href="#">523.70</a>	<a href="#">524.28</a>	<a href="#">509.92</a>	<a href="#">496.60</a>	<a href="#">506.71</a>	<a href="#">523.08</a>	<a href="#">549.51</a>	<a href="#">568.11</a>	<a href="#">586.58</a>	<a href="#">591.64</a>
<a href="#">1080</a> FTE Asst Prof St/Tu\$	<a href="#">496.74</a>	<a href="#">502.51</a>	<a href="#">539.22</a>	<a href="#">523.66</a>	<a href="#">513.39</a>	<a href="#">499.49</a>	<a href="#">501.59</a>	<a href="#">495.16</a>	<a href="#">451.68</a>	<a href="#">408.87</a>
<a href="#">1110</a> FTE Post Docs St/Tu\$	<a href="#">52.50</a>	<a href="#">60.42</a>	<a href="#">62.99</a>	<a href="#">45.91</a>	<a href="#">47.13</a>	<a href="#">47.59</a>	<a href="#">67.89</a>	<a href="#">59.56</a>	<a href="#">52.29</a>	<a href="#">49.36</a>
<a href="#">1120</a> FTE Spec Faculty St/Tu\$	<a href="#">760.56</a>	<a href="#">730.20</a>	<a href="#">718.79</a>	<a href="#">699.24</a>	<a href="#">638.08</a>	<a href="#">627.12</a>	<a href="#">539.74</a>	<a href="#">529.94</a>	<a href="#">505.79</a>	<a href="#">469.19</a>
<a href="#">1124</a> FTE Clinical Fac St/Tu\$	<a href="#">145.73</a>	<a href="#">145.44</a>	<a href="#">142.34</a>	<a href="#">130.21</a>	<a href="#">110.81</a>	<a href="#">99.94</a>	<a href="#">97.66</a>	<a href="#">83.09</a>	<a href="#">77.44</a>	<a href="#">77.03</a>



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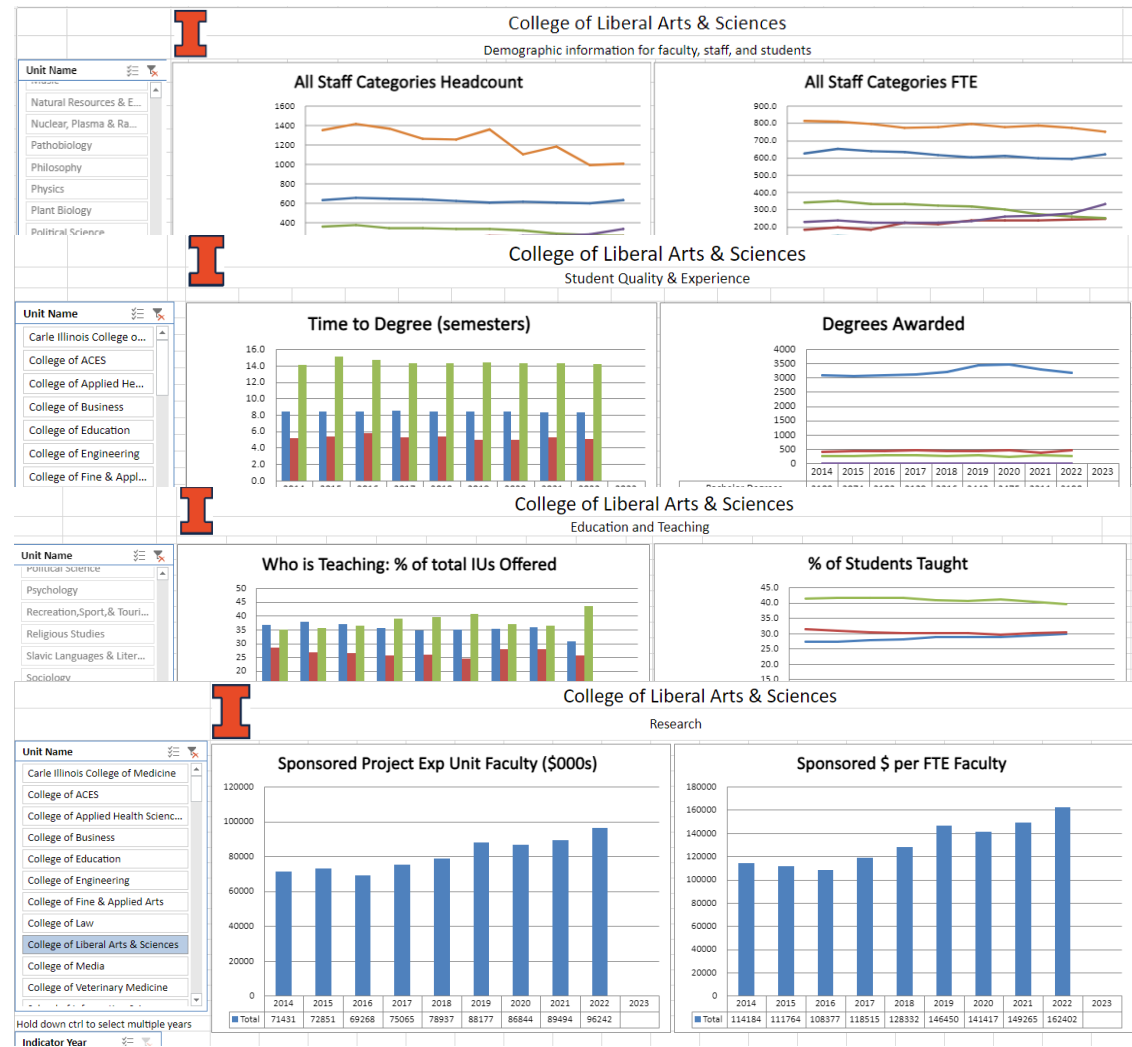
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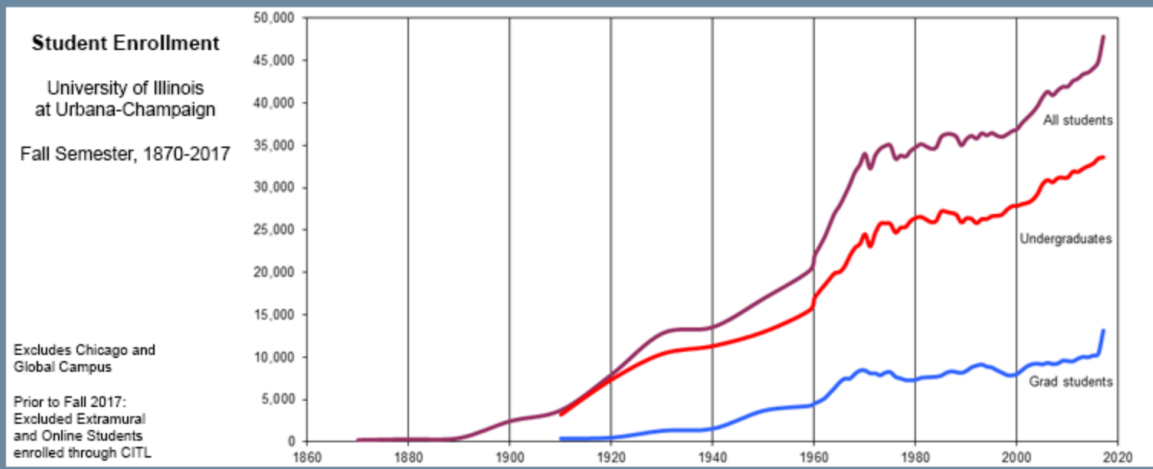
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# Program Review Shared Data Set

ILLINOIS			
College of Liberal Arts & Sciences			
Overview of Program Review Data			
Financial Resources		Research & Rankings	
Total Expenditures	\$263,228,000	% Total	
State & Tuition Fund (-GRF+Tuition)	\$163,145,000	63%	
Institutional Funds	\$27,760,000	11%	
Grants & Contracts	\$52,085,000	20%	
Gifts & Endowment	\$17,005,000	6%	
Self Supporting	\$1,233,000	0%	
Demographics		Education & Teaching	
Tenure System Faculty	623.1		
5 year Average:	606.3		
% Women Faculty:	40.1	39.4	7 14 4
% Underrep Faculty:	16.3	14	6 14 3
Specialized Faculty	250.21		
5 year Average:	242.3		
% Women Faculty:	50.4	8.2	7 12 4
% Underrep Faculty:	12.1	59.5	2 10 2
Clinical	17		
5 year Average:	13.3		
% Women Faculty:	61.1	53.7	5 14 3
% Underrep Faculty:	22.2	10.1	9 13 4
Teaching	49.16		
5 year Average:	41.39		
% Women Faculty:	50	10.5	4 7 4
% Underrep Faculty:	8	52.2	5 7 4
Research	22.5		
5 year Average:	21.29		
% Women Faculty:	33.3	53.5	7 10 4
% Underrep Faculty:	7.4	9.9	4 10 3
Visiting Faculty	10.35		
Post Docs	115.18		
UG Majors	12297		
5 year Average:	12167		
% Women UG:	53.2	47.1	7 10 4
% Underrep UG:	20.6	20.4	7 10 4
% International:	15.6	14.7	3 10 3
% Non Residents:	25.3	26.9	3 10 3
UG Double Degree/Major	807		
UG Minors	2757		
Grad/Prfnl Students	2610		
5 year Average:	2595.6		
Instructional Units (IUs) Offered		Who is Teaching	
Tenure System Faculty IUs	587968		
IUs per TS Fac	201537		
IUs on Unit Funds	579479		
Faculty:	34.3	344.4	1 14 1
Grad Asst:	26.3	41.4	9 14 4
Specialized Faculty:	39.4	16.9	13 14 5
ICES (teaching evaluations) - Faculty		% of Students Taught	
% Using ICES	60.6	30	6 13 3
Top 10%	13.8	55.5	5 11 3
Next 20%	23	13.6	
Middle 40%	38.8	22.6	
Next 20%	16	39.8	
Bottom 10%	8.2	16.6	
Student Faculty Ratio		Most Recent-year only	
Total Undergrad:	18.9	7.8	5 11 3
Total Grad/Professional:	3.9	18.8	11 14 5
Student Quality & Experience			
Time to Degree (semesters)			
Bachelors:	8.4	8.4	6 10 4
Masters/Prof:	5.2	4.5	11 13 5
Doctorate:	14.3	13.9	11 13 5
Degrees Awarded			
Bachelors:	3328.6	8462.8	1 11 1
Per TS Fac	5.5	4.4	4 11 3
Masters/Prof:	441	5467.2	3 14 2
Per TS Fac	0.7	2.9	14 14 5
Doctorate:	273.8	830.8	2 14 2





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# Student Enrollment Reports

## “Official 10-day” enrollments

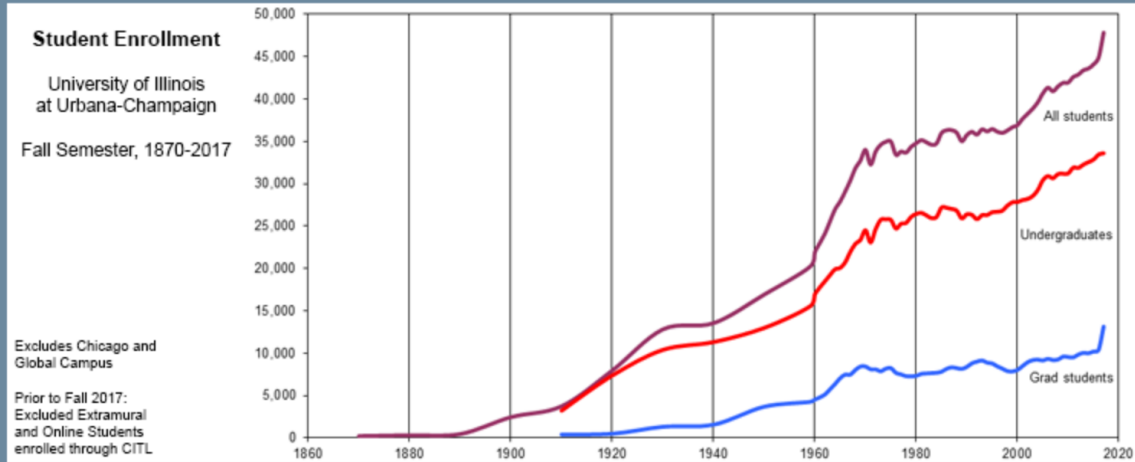
Final Statistical Abstract: campus totals, use for general information about campus.

Enrollments by college, dept, program: degree, major, concentration, class, gender, race, citizenship, residency

## Typical uses

- Trends in time
  - employees, enrollment, IUs, etc.
- Institutional Characteristics
  - survey responses, grant proposals, etc.





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**Activity Reporting System:** Salary histories, teaching assignments, activity data entry.

**Course Information System:** Course, section, instructor data from 1987 to present. Two Course Accounting Systems.

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Fall Semester, 1870-2017

Excludes Chicago and Global Campus

Prior to Fall 2017:  
Excluded Extramural and Online Students enrolled through CITL

Year	All students	Undergraduates	Grad students
1870	0	0	0
1880	0	0	0
1900	2,000	0	0
1920	8,000	0	0
1940	13,000	0	0
1960	20,000	15,000	5,000
1980	35,000	25,000	8,000
2000	38,000	28,000	10,000
2017	48,000	35,000	13,000

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# Faculty Salary Studies

## Peer Salary Study

Compares your faculty salaries with selected peer departments at other institutions.

## Faculty Salary Equity Study

Faculty salaries as a function of: Discipline, Time to tenure, Rank, Administrative post, Years from degree, First rank at Illinois, Gender, and Ethnicity/Race

- Which factors contribute significantly?
- Campus-wide, do gender and race affect salary significantly?
- What salary is predicted for each individual and how does it compare to the actual salary?



# Audience Participation

DMI: <http://dmi.illinois.edu/>

What percentage of your expenditures are from State appropriations & tuition dollars and how has it changed in the last ten years?

**Step 1:** Go to DMI website and click on the big blue button labeled Campus Profile.

**Step 2:** In Campus Profile, choose your department from the Select a Department dropdown menu and review Item 2620.



# Audience Participation

DMI: <http://dmi.illinois.edu/>

What was the demographic makeup of one of your degree programs last term? (hint—Student Enrollment)

**Step 1:** Go to DMI website and click on the big orange button labeled Student Enrollment.

**Step 2:** Click “4. Enrollment by Curriculum, Race, Sex, Residency”

**Step 3:** Choose Fall 2022

**Step 4:** An excel document will download.



# Use Example

DMI: <http://dmi.illinois.edu/>

What are the mean section sizes for your department's 100-level and 400-level courses?

**Step 1:** Go to DMI website and click on the big blue button labeled Campus Profile.

**Step 2:** In Campus Profile, choose your department from the Select a Department dropdown menu and review Items 6720 and 6780.



# Use Example

DMI: <http://dmi.illinois.edu/>

Program Review Shared Data Set: [http://go.illinois.edu/program\\_review](http://go.illinois.edu/program_review)

How has the FTE of faculty and faculty rank paid on All Funds in your department changed over the last ten years?

**Step 1:** Open DMI Campus Profile or Program Review Shared Data Set

**Step 2:** In Campus Profile, choose your department from the Select a Department dropdown menu and review the FTE staff on State/TuitFunds Items (beginning with Item 1010).

**Step 3:** In the Program Review Shared Data Set, click on your Unit Name and look at the demographics tab.



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- Presentations
- Publications
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- Links

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## Institutional Student Surveys

### What is an institutional survey?

Institutional surveys are used to guide institutional decision making, accreditation efforts, and strategic planning, and thus take priority over other campus survey initiatives. These surveys are conducted on a regular basis and administered to students in various colleges, programs, and units. The results are shared campus-wide, and the findings are used by various campus committees, colleges, and units.

### What surveys are designated as institutional surveys at the University of Illinois?

The University of Illinois currently designates nine surveys as institutional surveys. Below is information about the surveys.

[Institutional Survey Calendar](#): The calendar will be updated annually to allow researchers to plan around institutional survey projects.

[Survey Mapping](#): list of variables and constructs mapped across the institutional surveys.

### [Chancellor's Senior Survey \(CSS\)](#)

*The Chancellor's Senior Survey captures the experiences of graduating seniors at the University of Illinois Urbana-Champaign through feedback on participation in university-sponsored and other campus-related activities, perceived gains on campus-wide learning outcomes, perceptions of campus climate and disability support services, and overall satisfaction with the educational experience at Illinois. Data from the CSS are used to help various university stakeholders improve programs and practices.*

**Survey Population:** Graduating seniors

**Administration Timeframe:** Annually, in October and March

**Administering Office:** The Office of the Provost

**How do I access the results?**

- [Interactive Dashboard](#) is available for all faculty/staff
- [High Impact Practice Report](#)
- [Annual Summary Reports](#)
- Custom reports and analysis available upon request

**Key Constructs Measured:**

- Student participation in various campus activities
- Achievement of learning outcomes
- Perception of campus climate and disability support services
- Overall satisfaction with educational experience

**Survey Contact:** Linell Edwards, Ph.D., Assistant Director, Office of the Provost, [ide2018@illinois.edu](mailto:ide2018@illinois.edu)

### [Illini Success](#)

*This survey gathers career-related information about the next steps of degree recipients, including employment, continuing education, and volunteer service.*





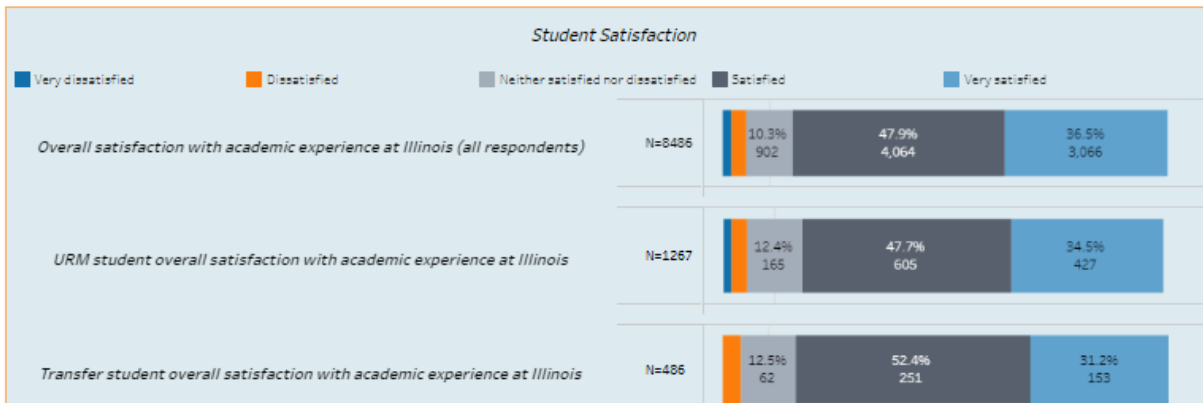
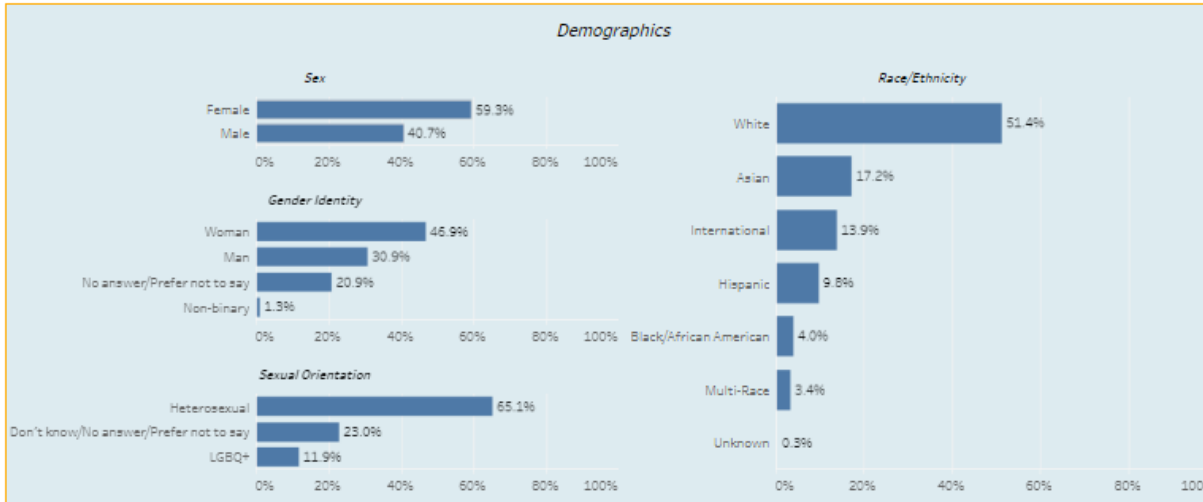
# Chancellor's Senior Survey

Due to confidentiality, categories with 10 or fewer responses will be suppressed

Response Rate			
Academic Year	Surveys Sent	Number of Respondents	Response Rate
2016-2017	7,574	2,162	28.5%
2017-2018	7,900	2,178	27.6%
2019-2020	7,479	1,563	20.9%
2020-2021	7,251	1,390	19.2%
2021-2022	7,432	1,440	19.4%
2022-2023	7,355	1,401	19.0%
Grand Total	44,991	10,134	

Show Filter Options

Show Filter Details



## Chancellor's Senior Survey

Administered to graduating seniors in Fall and Spring

Topics included:

- Student Participation
- Learning Outcomes
- Campus Climate
- Disability Support



# Use Example

Chancellor's Senior Survey Dashboard: <https://secure.dmi.illinois.edu/SeniorSurvey/>

What percent of your graduating seniors participated in undergraduate research? How valuable did they find it?

**Step 1:** Open Senior Survey Dashboard

(Review Senior Survey Dashboard User Agreement and click I Agree button; Sign in to Tableau Server)

**Step 2:** Go to the Student Participation Dashboard tab

**Step 3:** Click Show Filter Options, choose your department or college, click Hide Filter Options

**Step 4:** Review numbers



Office of the Provost

# Office for Access and Equity

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Heidi Johnson, Director



# Dashboards

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## [Employee Recruitment, Retention, and Separation Dashboards](#)

Updated on an annual basis (current dashboard includes data from 7/1/22 to 6/30/23)

### Typical Uses

Evaluating the diversity of applicant pools based on their application statuses

Analyzing the geographical areas of applicants applying to positions

Reviewing the demographic data for new hires, promotions, and separations

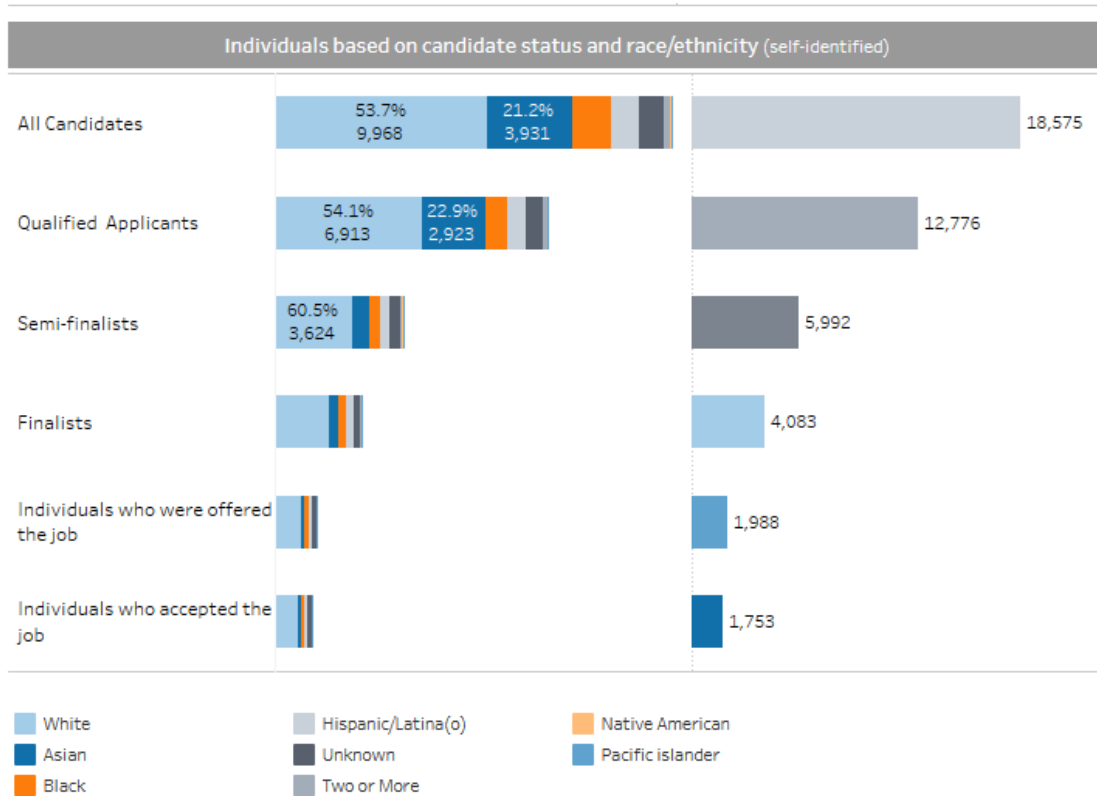
Reviewing the number of new hires, promotions, and separations





# Employee Recruitment Dashboard

## Applicant Statuses



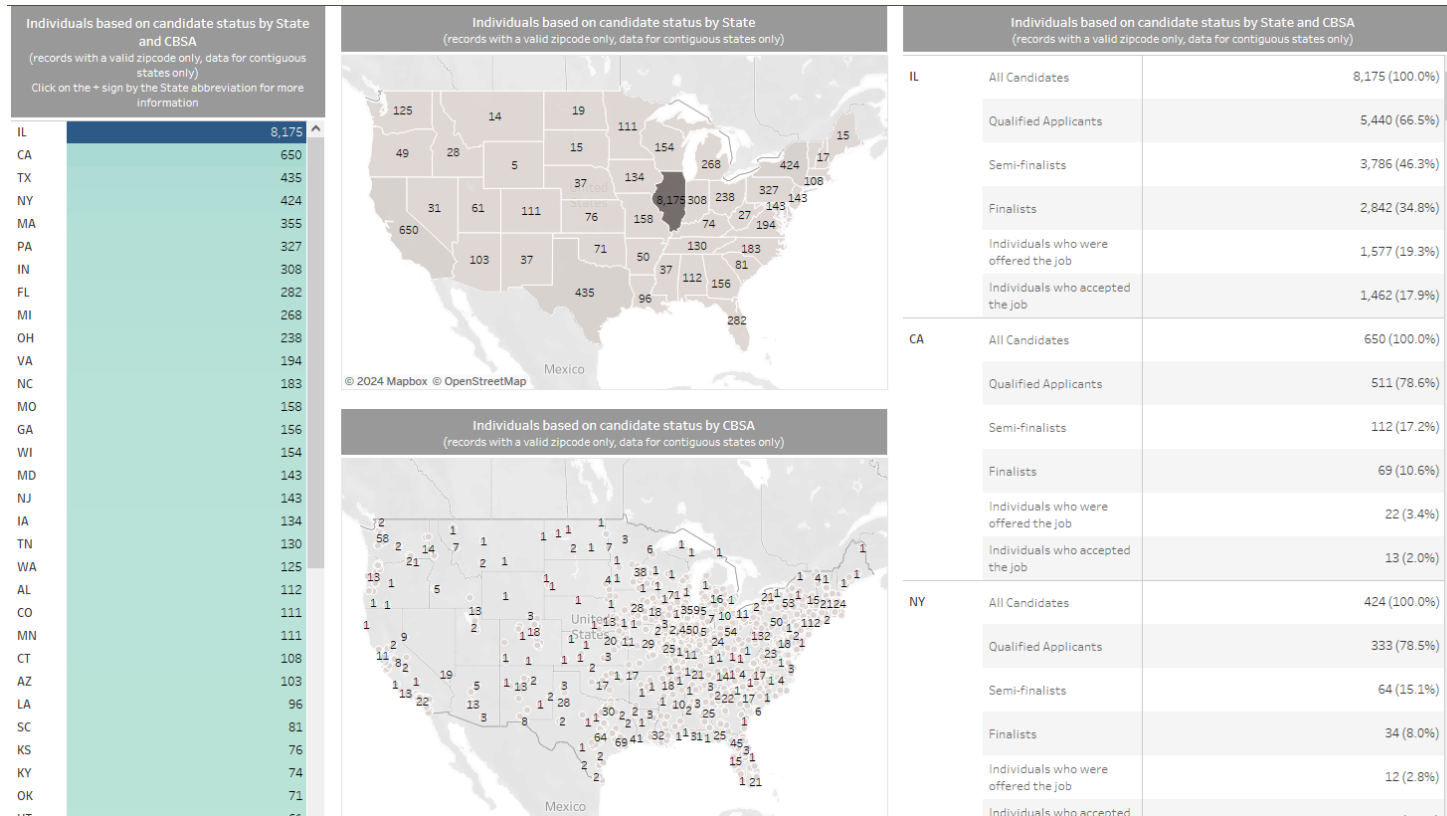
Individuals based on candidate status and race/ethnicity (self-identified) (Table)

	White	Asian	Black	Hispanic/Latina(o)	Unknown	Two or More	Native American	Pacific islander
All Candidates	53.7% 9,968	21.2% 3,931	10.1% 1,869	6.9% 1,288	6.2% 1,159	1.6% 304	0.2% 42	0.1% 14
Qualified Applicants	54.1% 6,913	22.9% 2,923	8.1% 1,036	6.8% 864	6.5% 836	1.3% 166	0.3% 32	0.0% 6
Semi-finalists	60.5% 3,624	12.9% 772	9.2% 549	7.4% 446	7.6% 456	2.1% 123	0.3% 19	0.1% 3
Finalists	62.0% 2,530	10.5% 430	9.4% 385	7.9% 321	7.9% 324	1.9% 77	0.3% 13	0.1% 3
Individuals who were offered the job	61.8% 1,228	8.1% 161	10.7% 213	7.3% 145	9.8% 195	1.9% 37	0.4% 7	0.1% 2
Individuals who accepted the job	61.8% 1,083	7.8% 137	10.6% 186	7.7% 135	9.7% 170	1.9% 33	0.4% 7	0.1% 2



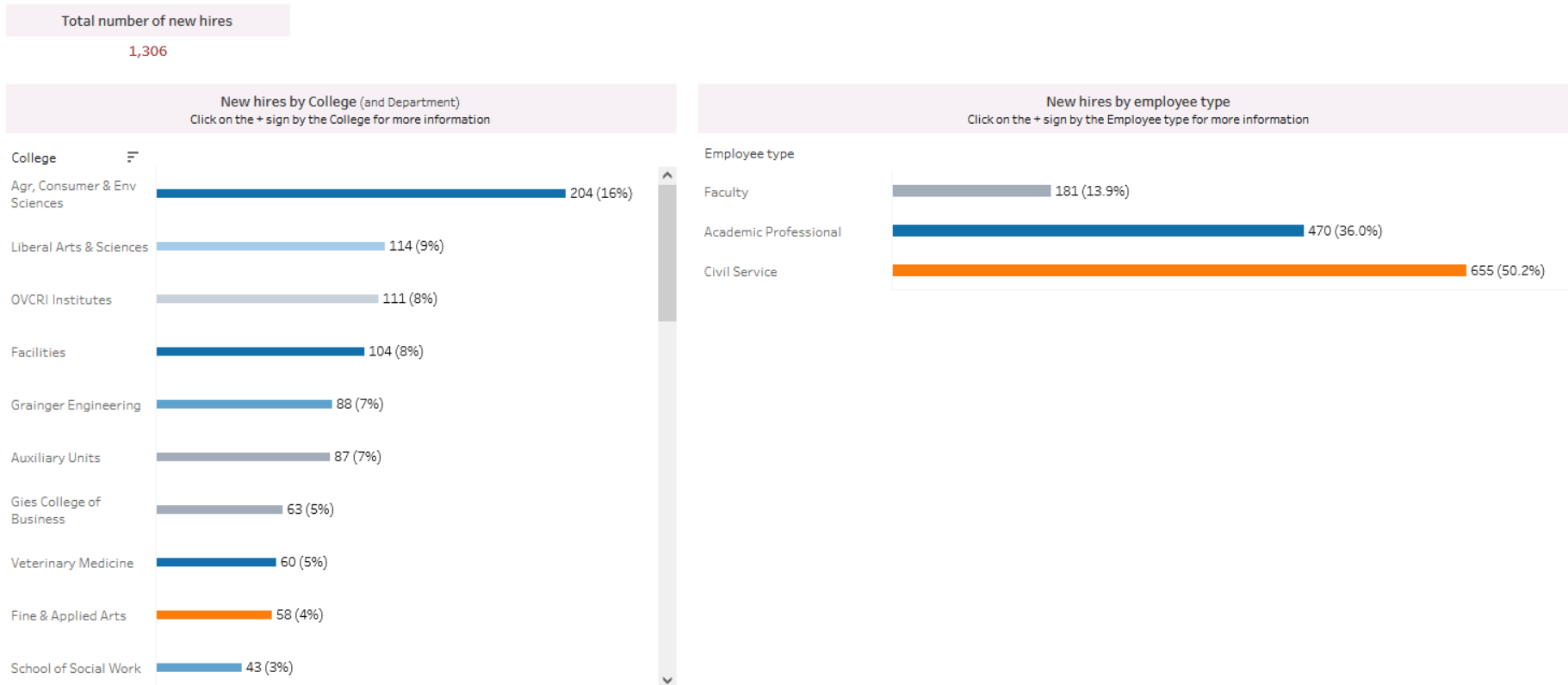
# Employee Recruitment Dashboard

## Applicant Locations





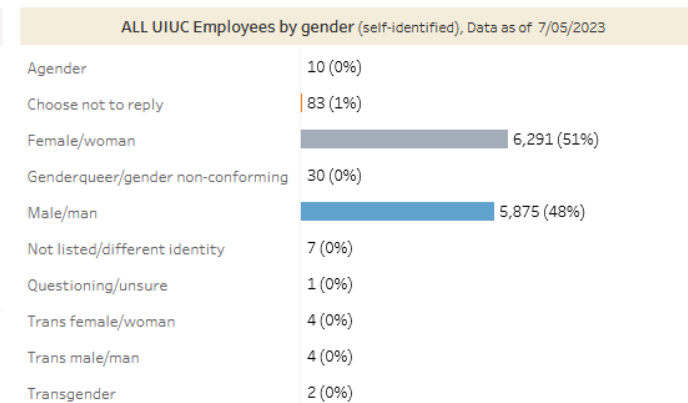
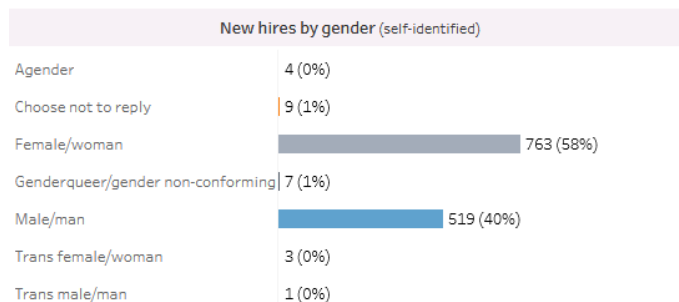
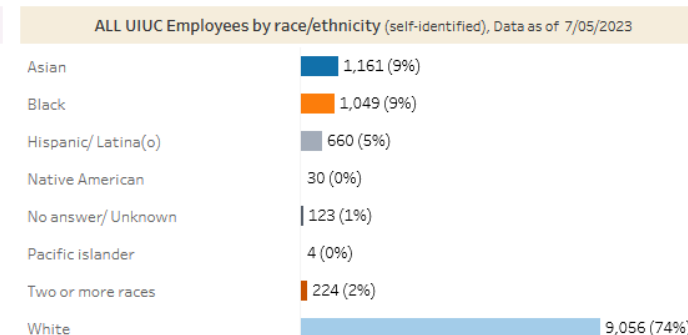
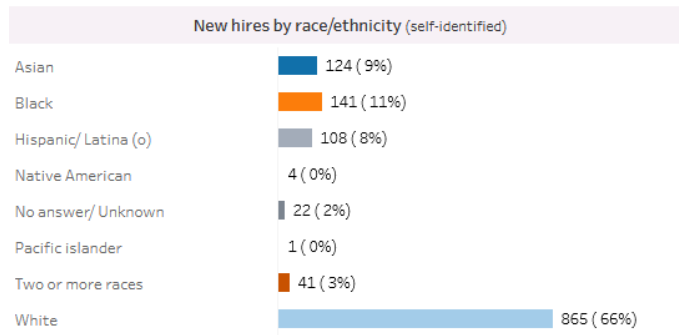
# Employee New Hire Dashboard Total Hires





# Employee New Hire Dashboard

## Demographics

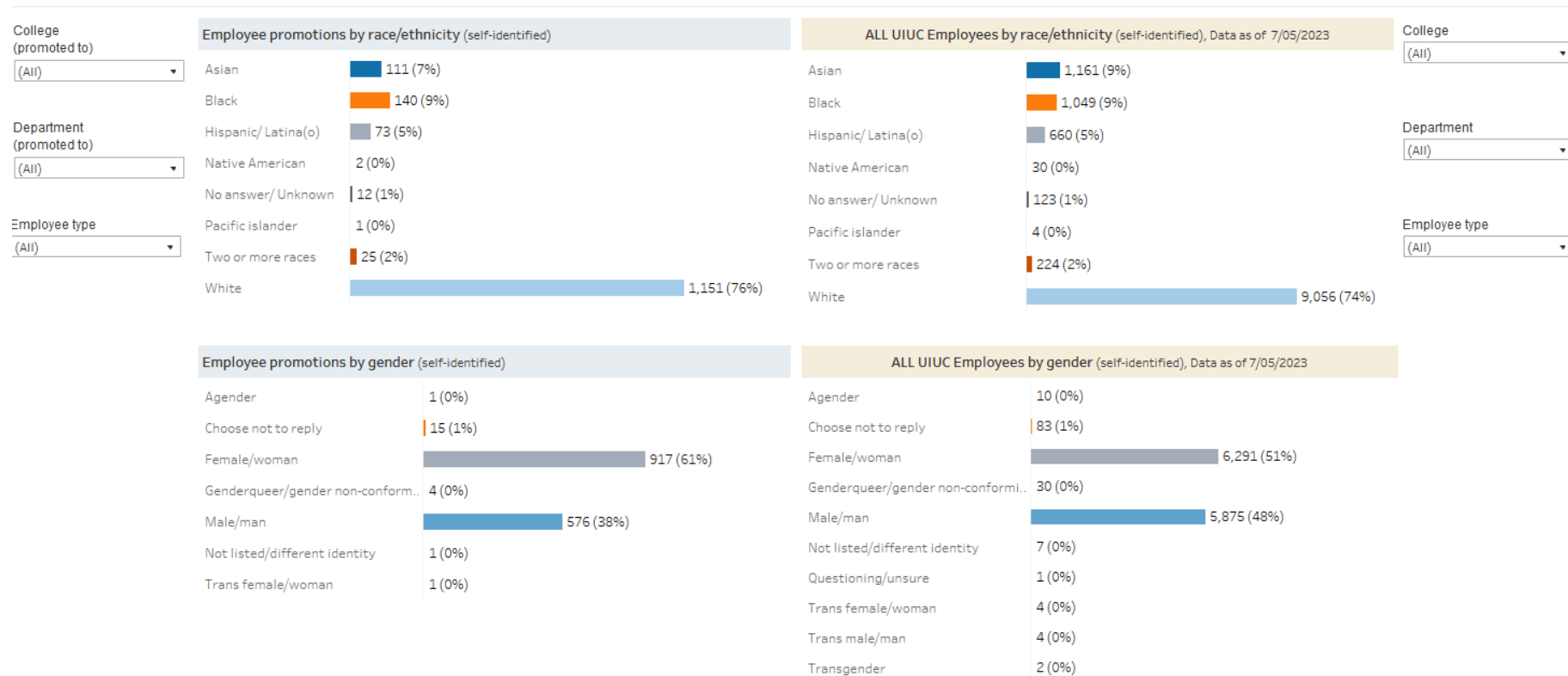






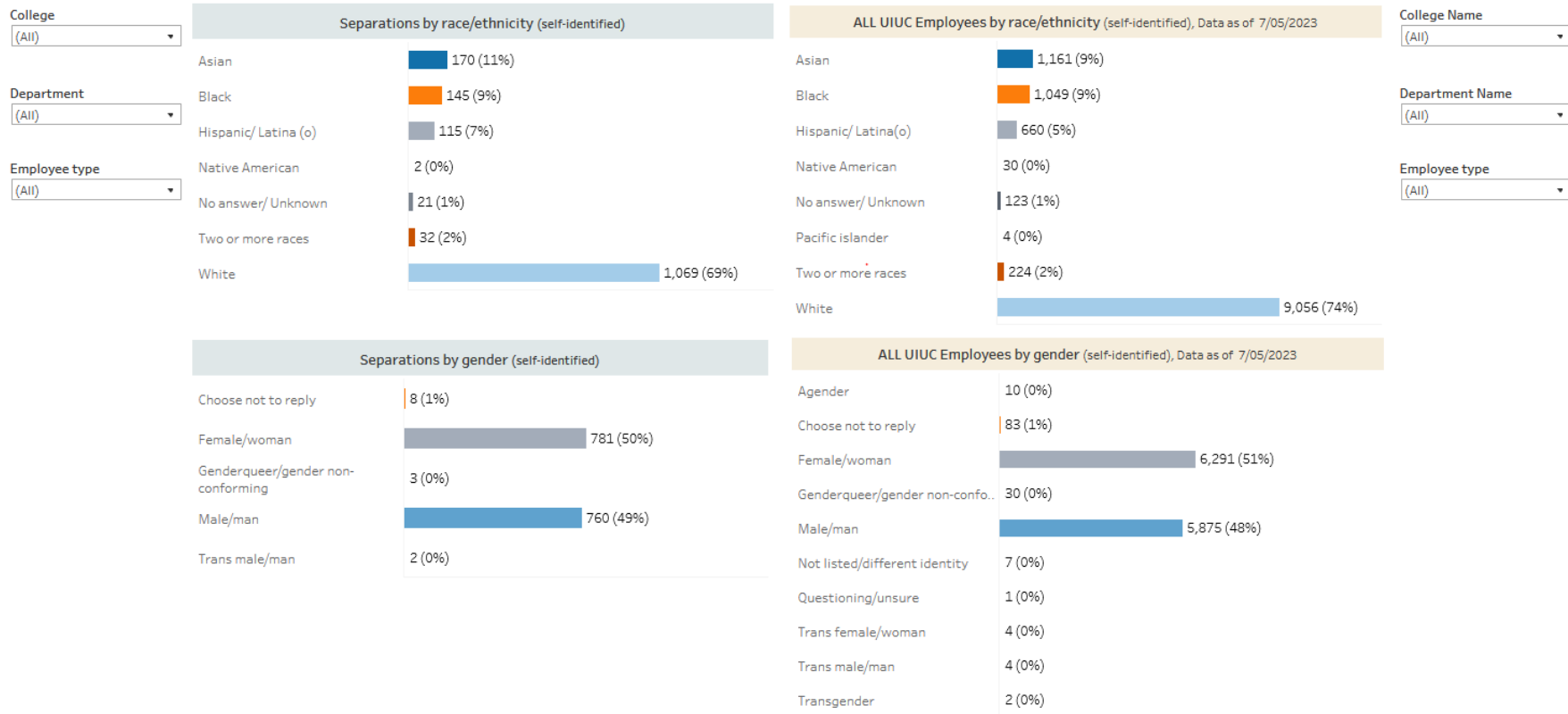
# Employee Promotion Dashboard

## Demographics





# Employee Separations Dashboard Demographics





# Dashboards/Reports

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## [Employee Workforce Dashboard](#)

Updated monthly

Includes 10-year data

### Typical Uses

Analyze the demographic makeup of the workforce at the campus level or college/department level

Analyze salary data by demographics

Review faculty rank, tenure data and senior administrator data by demographics

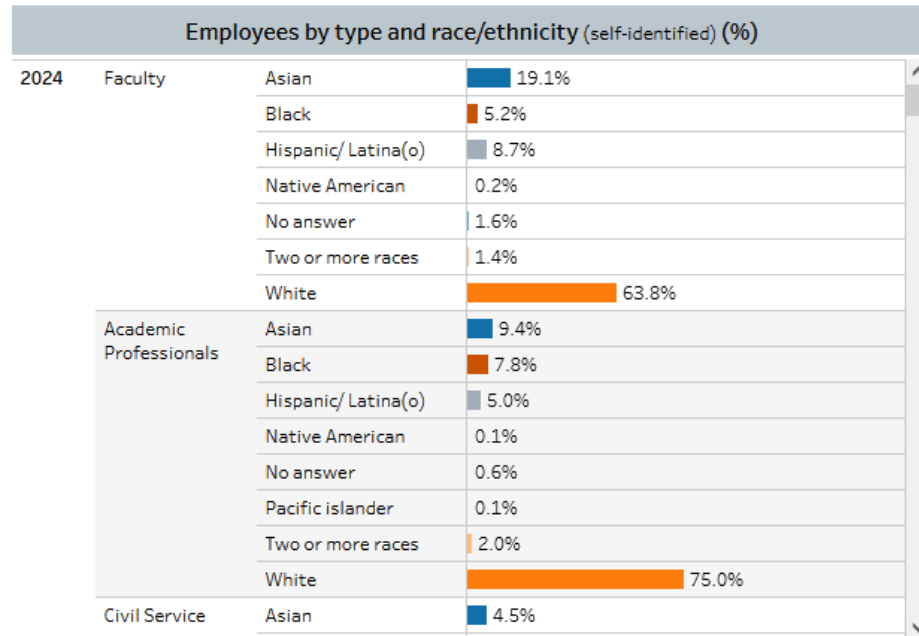




# Employee Workforce Dashboard

## Demographics

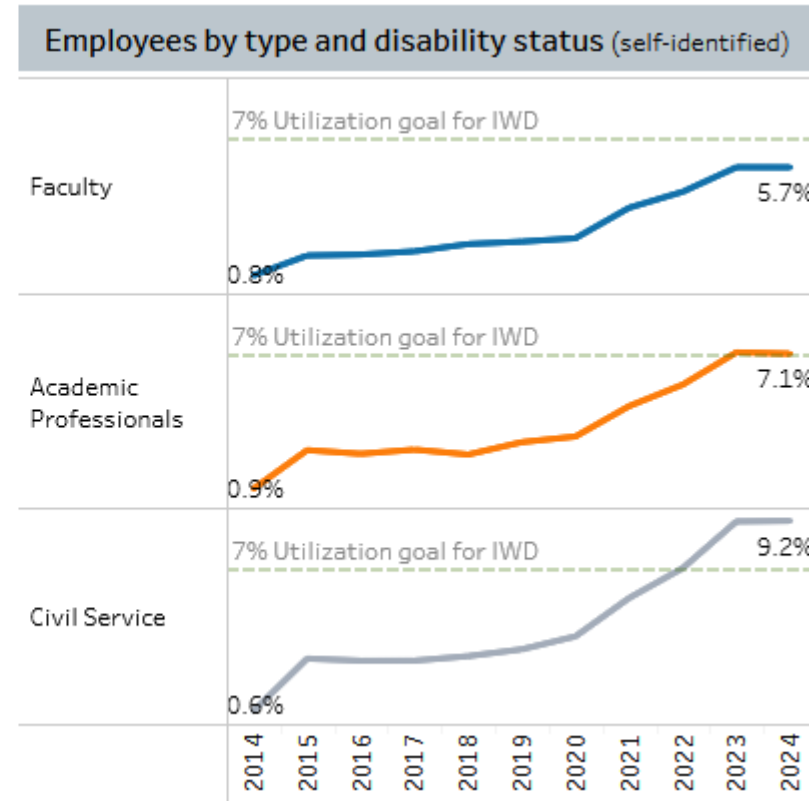
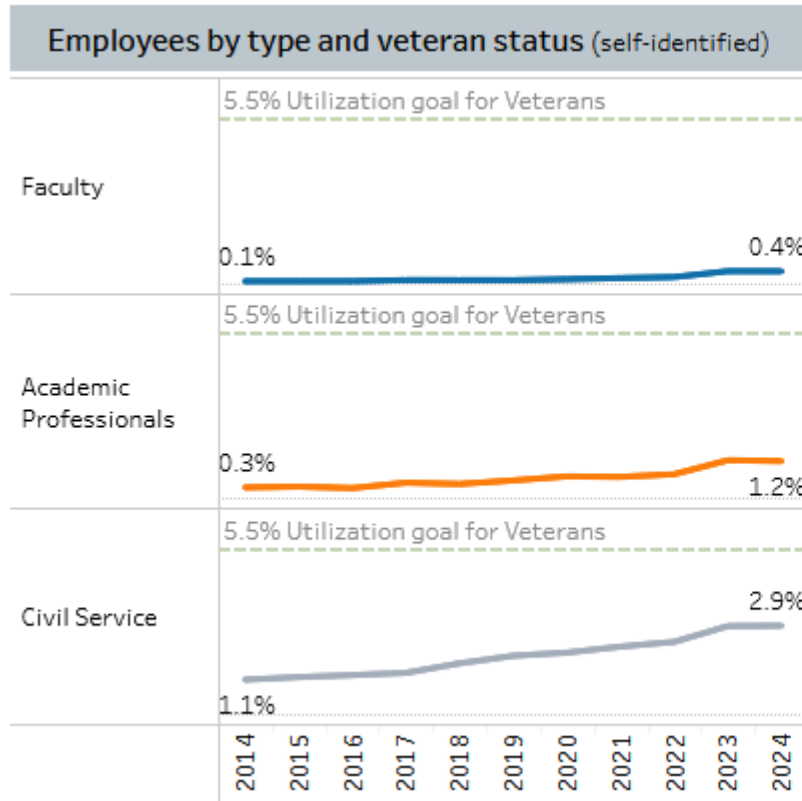
Employees by type and race/ethnicity (self-identified)			
2024	Faculty	Asian	567
		Black	153
		Hispanic/ Latina(o)	259
		Native American	6
		No answer	46
		Two or more races	43
		White	1,892
		Academic Professionals	Asian
	Black	283	
	Hispanic/ Latina(o)	181	
	Native American	5	
	No answer	23	
	Pacific islander	2	
	Two or more races	73	
	White	2,739	
Civil Service	Asian	261	





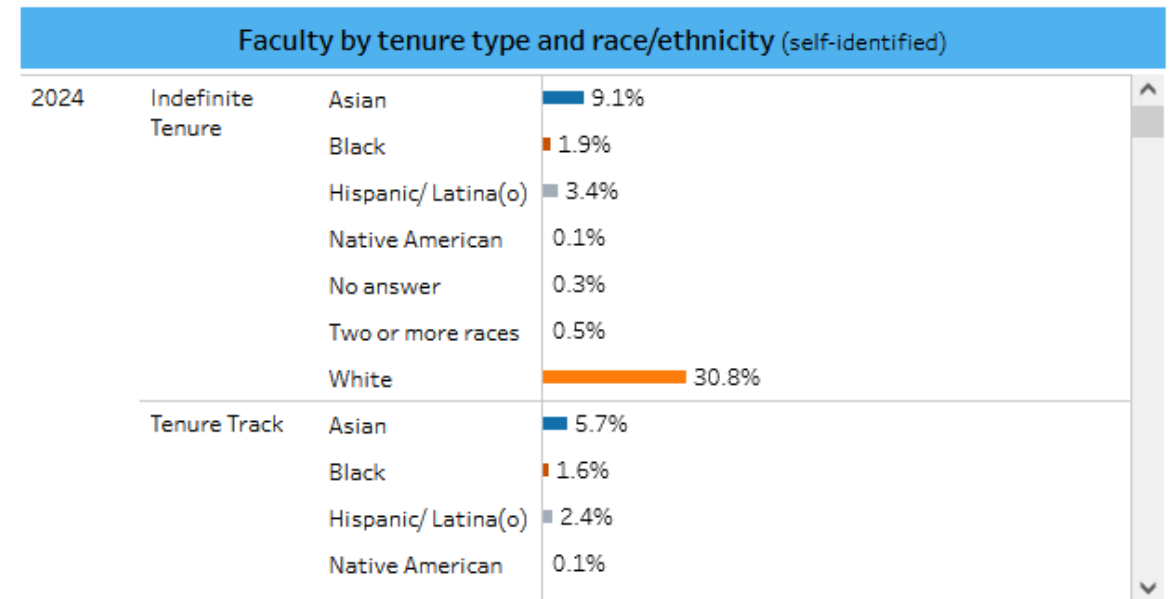
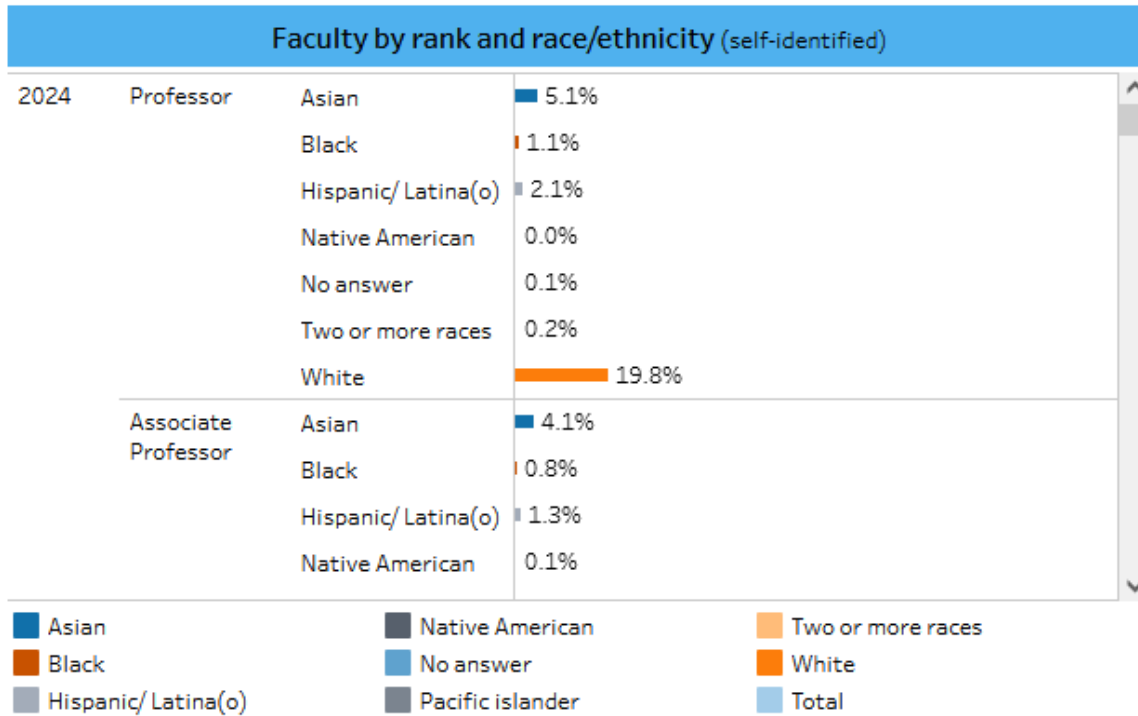
# Employee Workforce Dashboard

## Demographics



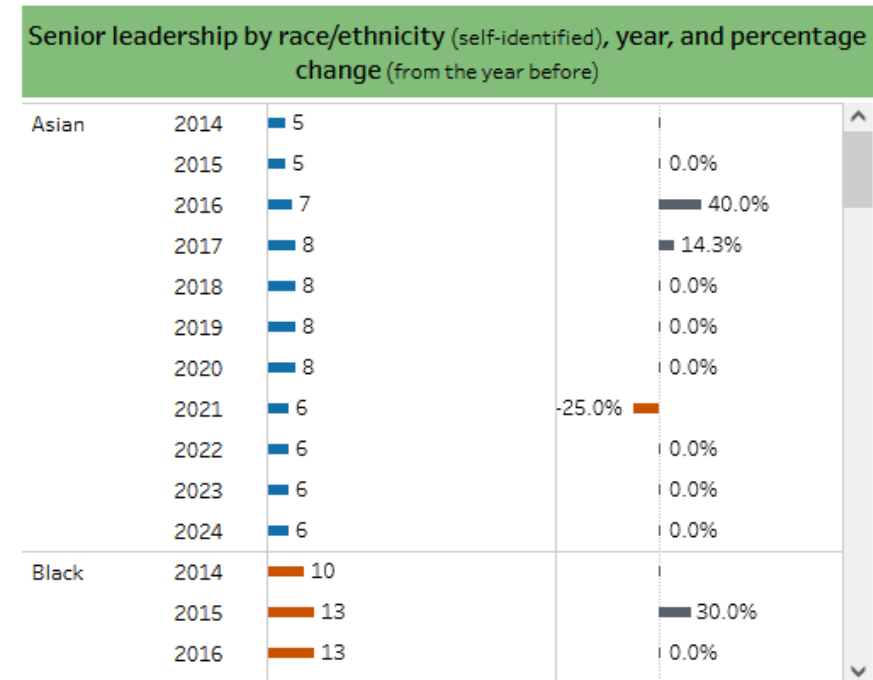
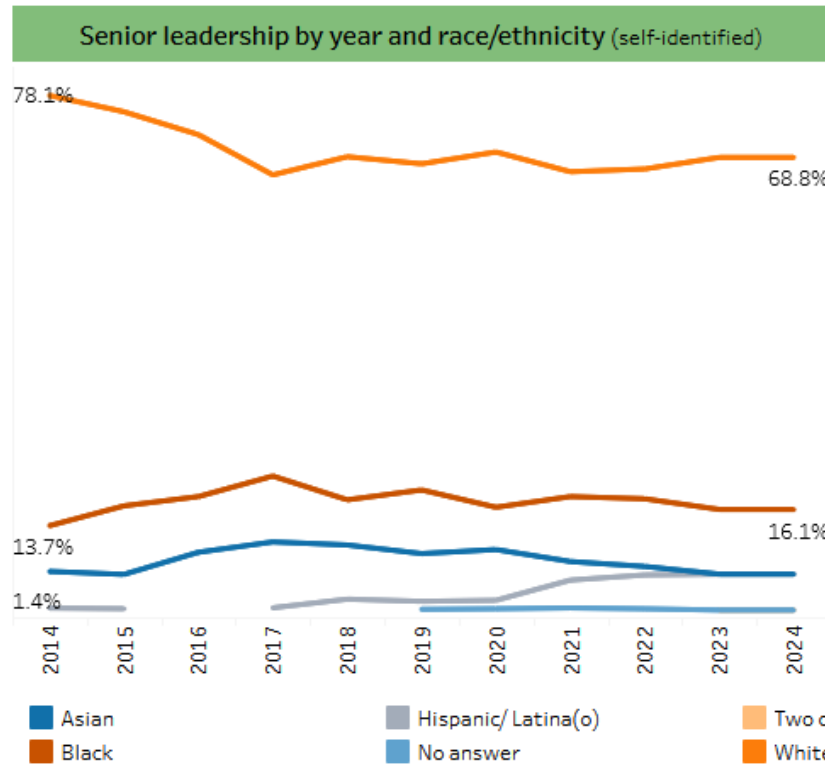
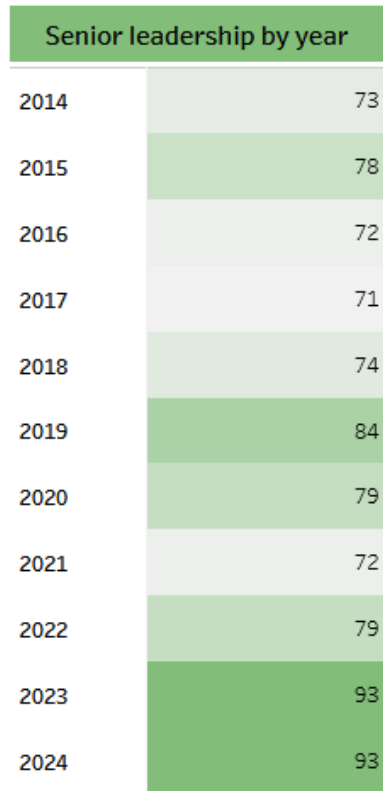


# Employee Workforce Dashboard Faculty Specific Data





# Employee Workforce Dashboard Senior Leadership



Senior Leadership comprises of data on employees from the University of Illinois at Urbana Champaign campus unit with the following titles: Chancellor, Associate Chancellor, Assistant Chancellor, Vice Chancellor, Associate Vice Chancellor, Assistant Vice Chancellor, Dean, Associate Dean, Provost, Associate Provost, Assistant Provost, and Vice Provost.



# Dashboards/Reports

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## Affirmative Action Placement Goals and Benchmarks

Updated annually

### Typical Uses

Review affirmative action goals and benchmarks by job group before the department recruits for a position







# Affirmative Action Placement Goals and Benchmarks Dashboard

Faculty Placement Goals		Job Group	Job Group Name	
Based on Job Group and Job Group Name		(All)	(All)	
Job Group	Job Group Name	Affirmative Action Placement Goals	Individual(s) with a Disability (IWD) Utilization Goal	Protected Veteran Hiring Benchmark
KLA0	College Of ACES Faculty Administrator Level 1	N/A	7% workforce utilization goal	5.5% hiring benchmark
KLA1	College Of ACES Faculty Administrator Level 2	N/A	7% workforce utilization goal	5.5% hiring benchmark
KLB1	Agricultural and Bioengineering Professor	N/A	7% workforce utilization goal	5.5% hiring benchmark
KLB2	Agricultural and Bioengineering Associate Professor	N/A	7% workforce utilization goal	5.5% hiring benchmark
KLB3	Agricultural and Bioengineering Assistant Professor	N/A	7% workforce utilization goal	5.5% hiring benchmark
KLB4	Agricultural and Bioengineering Specialized Faculty	N/A	7% workforce utilization goal	5.5% hiring benchmark
KLC2	Agricultural Education Program Associate Professor	N/A	7% workforce utilization goal	5.5% hiring benchmark
KLC3	Agricultural Education Program Assistant Professor	N/A	7% workforce utilization goal	5.5% hiring benchmark



# Dashboards/Reports

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## Faculty Report

Updated annually

By college, department and tenure status

Faculty Placement Goals

Recruitment Pool Availability Data

Head Counts

## Typical Uses

Analyze data for TOP hire

Analyze availability data for each department and faculty rank





# Faculty Report

2023 Faculty Report  
January 2023  
Office for Access and Equity



Click the hand icon for more information

College: (All) | AAP Goal: (All)

Job Group Code and Name: (All)

## 2023 Faculty Report (by Race/Ethnicity)

College	Job Group Code and Name	Race/Ethnicity	Illinois Head Count	Illinois Representation	Affirmative Action Plan (AAP) Availability	Affirmative Action Plan (AAP) Goal
Agricultural Consumer and Environmental Sciences	KLA0 - College Of ACES Faculty Administrator Level 1	Minority	1	16.7%	23.6%	No
		Asian	0	0.0%	21.4%	No
		Black	0	0.0%	0.9%	No
		Hispanic	1	16.7%	1.1%	No
		Native American	0	0.0%	0.0%	No
		Pacific Islander	0	0.0%	0.0%	No
		Two or More Races	0	0.0%	0.2%	No
		White	5	83.3%	76.4%	No
	KLA1 - College Of ACES Faculty Administrator Level 2	Minority	3	23.1%	28.8%	No
		Asian	3	23.1%	16.4%	No
		Black	0	0.0%	3.6%	No
		Hispanic	0	0.0%	8.6%	No
		Native American	0	0.0%	0.1%	No
		Pacific Islander	0	0.0%	0.0%	No
		Two or More Races	0	0.0%	0.2%	No
	KLB1 - Agricultural and Bioengineering Professor	White	10	76.9%	71.2%	No
		Minority	4	80.0%	56.1%	No
		Asian	3	60.0%	41.4%	No
		Black	1	20.0%	0.6%	No
Hispanic		0	0.0%	13.9%	No	
Native American		0	0.0%	0.0%	No	
Pacific Islander		0	0.0%	0.1%	No	
Two or More Races		0	0.0%	0.1%	No	
White	1	20.0%	43.9%	No		



# Use Example

## [Employee Recruitment Dashboard](#)

Determine the race and gender of faculty applicants that were coded as qualified, semi-finalist, finalists, offered and accepted. Do you see a pattern that is concerning for your college/department?

**Step 1:** Open Employee Recruitment Dashboard

**Step 2:** Select your College and/or Department from the drop-down menu

**Step 3:** Select faculty as the Employee Type

**Step 4:** Review numbers



# Use Example

## [Employee Workforce Dashboard](#)

Analyze the current diversity makeup of your college/department compared to the 10-year data. Do you have any concerns with the growth in any of the categories?

**Step 1:** Open Employee Workforce Dashboard

**Step 2:** Select your College and/or Department from the drop-down menu

**Step 3:** Review numbers



# Data Requests

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## Data Request Form

Request data or reports regarding job applicants, employee diversity statistics, etc. We typically complete the request within 2-4 business days.



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**With Great Data  
Comes Great  
Responsibility**

