Provost Forum
Faculty Excellence and Prominence
Our Promise

Harness the power of scale to transform lives and livelihoods.

Attract and cultivate exceptional and diverse faculty, students, and staff whose collective contributions strengthen us.

Deploy our distinctive assets to solve society’s greatest challenges.

Create partnerships at every level that amplify our academic, economic, social, and cultural impact and reputation.

Innovate academic, operational, and financial models to transform higher education.
Faculty Excellence Metrics

Tenured and Tenure-Track Faculty

- Reach **1,200 full-time** tenured and tenure-track faculty members
- At least **65 percent of all faculty members** with instructional duties are tenured or tenure-track

Inclusive Excellence

- Achieve **25 percent in employment of underrepresented groups** among tenured and tenure-track new hires
Faculty Excellence Metrics

National Academy Members
• Increase the number of National Academy members on faculty to six

Endowed Professorships and Chairs
• Increase the number of philanthropically endowed professorships and chairs from 64 to 80

National and International Recognition
• Double national and international recognition of faculty excellence, and quadruple recognition by 2035
Tenured and Tenure-Track Faculty

- 2014: 835
- 2015 (Baseline): 911
- 2016: 981
- 2017: 1,009
- 2018: 1,077
- 2019: 1,145
- 2020: 1,200

Slope increase: 58 per year
Target increase: 64 per year
Percentage of T/TT Faculty

- **2014**: 57.2%
- **2015 (BASELINE)**: 58.7%
- **2016**: 59.5%
- **2017**: 59.3%
- **2018**
- **2019**
- **2020**: 65%

**SLOPE INCREASE**
1.3% PER YEAR

**TARGET INCREASE**
1.9% PER YEAR
National Academy Members

- 2014: 1
- 2015 (Baseline): 1
- 2016: 2
- 2017: 6
- 2018: 6

Slope increase: 1 per year
Target increase: 0 per year
Inclusive Excellence Hires (T/T'T)

SLOPE INCREASE 3.1% PER YEAR
TARGET INCREASE 1.7% PER YEAR

Underrepresented includes American Indian/Alaska Native, Black/African American, Hispanic, Multi-racial, and Native Hawaiian/Other Pacific Islander
Inclusive Excellence Hires (T/TT)

- **2014**: 5 (Other) + 37 (Underrepresented)
- **2015**: 11 (Other) + 103 (Underrepresented)
- **2016**: 6 (Other) + 80 (Underrepresented)
- **2017**: 13 (Other) + 52 (Underrepresented)

*Underrepresented* includes American Indian/Alaska Native, Black/African American, Hispanic, Multi-racial, and Native Hawaiian/Other Pacific Islander.
Endowed Professorships and Chairs

2014: 63
2015 (BASELINE): 63
2016: 64
2017: 62
2018
2019
2020: 80

SLOPE INCREASE 3.4 PER YEAR
TARGET INCREASE 6 PER YEAR
Dr. Jana Jasinski
Interim Vice Provost for Faculty Excellence
Excellence in Hiring

NEW FACULTY HIRES

2015: 221
2016: 184
2017: 155

TOP HIRES

2015-17

INCLUSIVE EXCELLENCE

2015-17

PARTNER HIRES

UPCOMING 2017-18

NEW TENURED OR TENURE-TRACK Positions THROUGH 2018-19

120

INCLUSIVE EXCELLENCE OPPORTUNITIES

22

PARTNER OPPORTUNITIES

30
Shifting the Paradigm - PageUp™

Applicant Tracking System

• Track an applicant through the recruitment life cycle in real time

• Global look at talent pool through analytic dashboard and custom built reports

• Connects to branded social hiring tools like LinkedIn

Onboarding System

• Streamlines new hire paperwork, required trainings and departmental specific tutorials

• Emails new hire at regular intervals to maintain connectivity from hired status to start date
Areas UCF Did Well

- Quality of colleagues
- Tenure policies and clarity
- Support for engaging undergraduates in research
- Support for obtaining and maintaining grants

Areas For Improvement

- Nature of work, including research, service and teaching loads
- Personal and family policies
- Recognition and appreciation
- Departmental leadership, quality and collegiality
- Promotion policies
An Investment in Your Future

- Associate Professor Mentoring Community
- Non-tenure Earning Mentoring Community
- Women’s Mentoring Community
- Faculty Excellence Advisory Board
- Chairs and Directors Excellence Program
- Straight Talk Series
- Faculty Fellow for Inclusive Excellence
Dr. Staci Zavattaro
College of Health and Public Affairs

Dr. Robert Littlefield
College of Sciences

Dr. Nicole Damico
College of Education and Human Performance

Dr. S. Kent Butler
College of Education and Human Performance
Marchioli Collective Impact Innovation Award
Fall 2017 Winner:
Dr. Ronald DeMara
College of Engineering and Computer Science
Evaluation and Proficiency Center (EPC)
Overview & Collective Impact

Ronald F. DeMara, Ph.D.
Professor
Department of Electrical and Computer Engineering
ronald.demara@ucf.edu

6 December 2017
UCF Strategic Plan - Collective Impact Priority Metric

- “Develop a new standard for teaching facility design with measurable improvements in effectiveness.”
- Increase teaching support for STEM-specific needs
- Enable learning that scales with enrollment

Evaluation and Proficiency Center (EPC)
Interwoven Assessment & Tutoring for Student Success

New Standard: EPC

Contemporary Engineering Assessment

- Low-gain activities
- Disconnected remediation
- Week+ turnaround
- Design Problems?
- Partial Credit?
- Handwritten Work?

→ Instructional Technology
+ Remap Human Resources

Evaluatio
120 Seats
&

Proficiency
30 Seats

- Auto-grading
- Convenience
- Integrity
- Statistics

- Rapid feedback
- Self-review & human in loop
- Raise soft-skills
EPC Learning Flow
Learner-Centered Content Delivery with Asynchronous Assessment

1) Lecture

2) Challenge Questions

3) Open Solution

4a) Computerized Quiz

4b) Score Clarification

5) Socratic Discussion

- multiple answer
- partial credit

- document feeder
- individual pdf files

Test Proctor

Scanned-in

Scratch Sheets

Learner

Faculty

Learner Vlog

Live Skype

UCF
Towards EPC-Enabled Delivery
7 Degree Programs & 24 Faculty in 2018

2014: EEL3801 Pilot
→ questions digitized

2015: ECE Pilot
→ pooled GTAs from 4 courses for collective impact

2016: ECE+IE Pilot
→ pooled GTAs from 6 courses

2016: 6-Week Faculty Development Summer Workshop #1

2016: Tech Fee $275K Proposal
→ 4x capacity for CECS-wide

2017: 120+30 Seat Facility

2017: 6-Week Faculty Development Summer Workshop #2

Teaching Value Harvested Annually
$580,625
Recouped GTAs + Instructor Hours after expenses
Students Assisted
1,048 tutoring sessions in initial academic year

and more sign-in sheets!

via realignment of grader and faculty roles to focus expertise
Collective Impact
Benefits to Students and Institution

Student Perceptions & Learning Gains

Summative Learning Gains:
EPC outperformed paper-based cohort by +5.4%, +6.9% and +16.9%

Expanding Collective Impact
- QEP Study “Career-Readiness in Foundational STEM Curricula via Integrative Assessments” to other disciplines
- Presentation to {ASEE, ASEE-SE, FIE}
- Seminar series on Scalable Instructional Technologies

Scalability with Enrollment

Thank You to Team EPC
- EPC Staff: Manager, Proctors, Tutors
- Participating Faculty
- Technology Fee, ITPF
- ECE & CECS Administration
Upcoming Provost Forums

Student Success
Wednesday, Feb. 7, at 3:30 p.m.
Morgridge International Reading Center – GCR

Funding and Philanthropy
Tuesday, April 3, at 3 p.m.
Morgridge International Reading Center – GCR

Collective Impact Online: ucf.edu/strategic-plan
Upcoming College Visits

College of Sciences
February 9

College of Nursing
February 14

College of Business Administration
February 15

College of Medicine
February 16

College of Arts and Humanities
March 5

College of Engineering and Computer Science
March 8

College of Health and Public Affairs
March 9

College of Education and Human Performance
March 30

College of Optics and Photonics
April 6

Rosen College of Hospitality Management
April 16