

SPECIFIC GOALS TO IMPROVE ACADEMIC QUALITY

Academic Excellence Committee

9 May 2007

Our University is substantially and embarrassingly below its comparator schools (UCSB, UW, Michigan, Indiana, Colorado, Iowa, Virginia, North Carolina) in numerous measures of academic success. The University Senate's Academic Excellence Committee puts forward the following 6 goals as a first step in improving our overall academic quality. Where appropriate, we propose that the University set a 5 year goal of meeting or exceeding the mean of our comparators for each measure. Annual improvement levels should be set at 20% of the 5 year goal. The AEC Chair and the Provost should present an annual progress report to the Senate each May. Each of the following goals has equal priority.

- 1. INCREASE FACULTY SALARIES WITHOUT DECREASING BENEFITS.** UO faculty 2006-07 salaries averaged 84.3% of the mean of faculty salaries at our comparator institutions (Fig. 1; data from UO Office of Resource Management). The five year goal is to be at 100% of our peers. **Specific target to be achieved by May 08: Increase salaries sufficiently to be at 87.4% of our comparator mean.**
- 2. DECREASE STUDENT-TEACHER RATIO.** The ratio of undergraduates to tenured related faculty has increased by 20% since 1999-2000 (UO Office of Resource Management). The most recent data on the UO full time student/full time faculty ratio (13.8) is 50% higher than the mean student/teacher ratio for our comparators (9.2; Fig. 2; The Educational Trust 2005 data, www.collegeresults.org). **Specific target to be achieved by May 2008: Decrease student-teacher ratio from 13.8 to 12.9 through a combination of reducing undergraduate numbers and increasing number of tenure-related faculty.**
- 3. INCREASE NUMBER OF GRADUATE STUDENTS.** The percent of our student body that are graduate students has declined from 26.1% in 1970-1 to 18.2% in 2004-5 (UO Office of Resource Management). The total number of UO grad students dropped by 10.7% in that same 35 year period (Fig. 3). **Specific target to be achieved by May 08: increase percentage of grad students in the overall student body by 1.6% to a level of 19.8%.**
- 4. INCREASE PERCENTAGE OF FULL-TIME FACULTY.** UO has 70.8% full time faculty (tenure related & full time non-tenure track instructional faculty) compared to the mean of 83.3% for our comparator schools (The Educational Trust, 2005 data; Fig. 4). **Specific target to be achieved by May 08: increase percentage of full time faculty by 2.5% to a level of 73.3%.**
- 5. REVERSE DECLINE IN PERCENT UNIVERSITY EXPENDITURES GOING TO INSTRUCTION.** The percent of university expenditures spent on instruction has dropped from 37% in 1989-90 to 29.8% in 2004-05 (Fig. 5, UO Office of Resource Management). The UO spent \$9222 or 43% less per student on student related expenditures than the mean of its comparators (\$16,145; The Educational Trust 2005 data). **Specific target to be achieved by May 08: Increase percentage of university expenditures on instruction by 1.5% to a level of 31.3%.**
- 6. SCHOLARSHIPS AND ACADEMIC SUPPORT TO LOW INCOME STUDENTS.** To improve access and diversity, the University should provide full tuition scholarships and academic support services to all in-state UO undergraduate students with household incomes less than 200% of poverty rate. **Specific target to be achieved by May 08: Fund 20% of these scholarships and support services.**

Figure 1: UO Faculty Salaries Relative to Peer Institutions 2000-01 to 2006-07
(from UO Office of Resource Management)

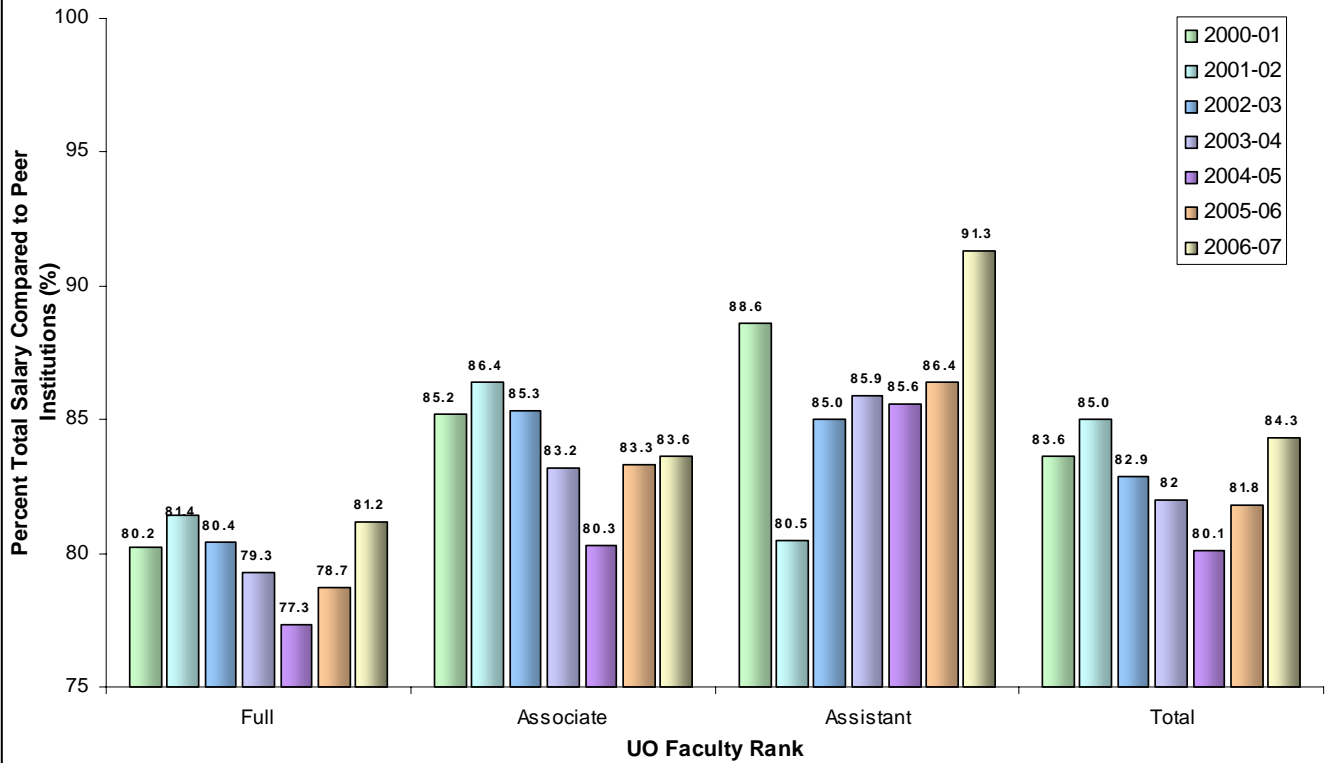


Figure 2: UO vs Comparators: Full time undergraduates/full time faculty
(from the Educational Trust 2005 data; www.collegeresults.org)

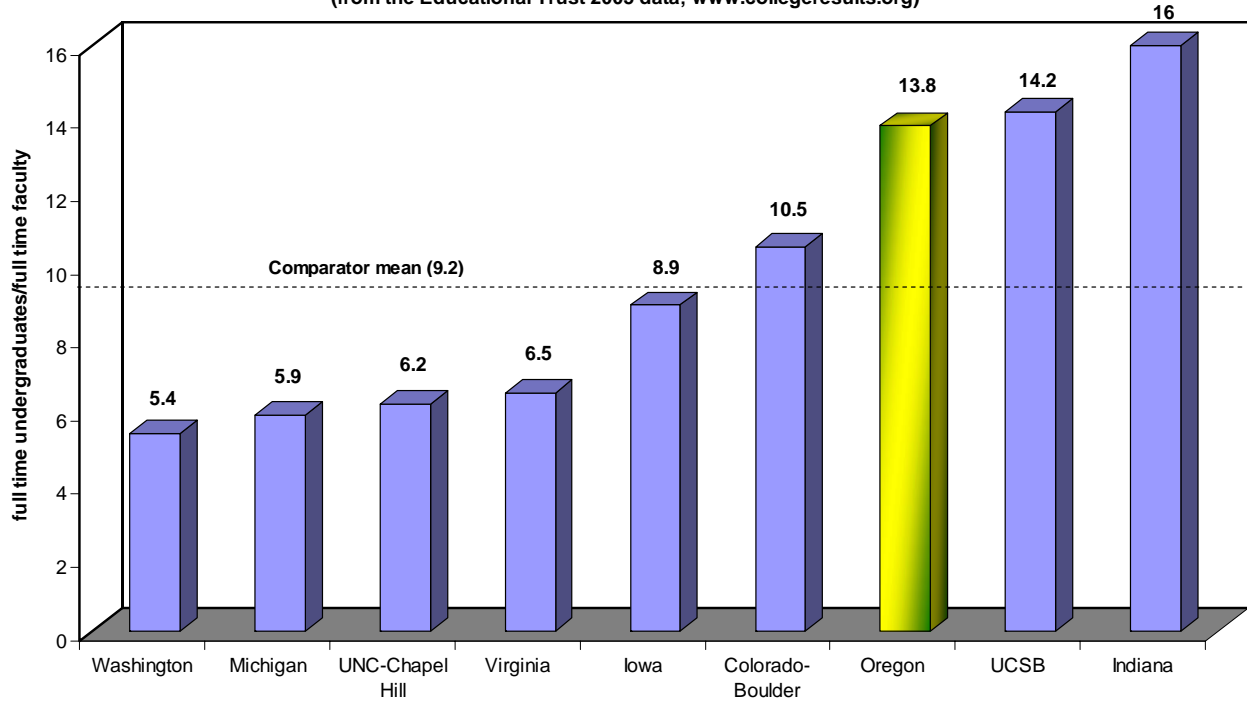


Figure 3: UO enrollment: Percent change from 1970 to 2005

(from UO Office of Resource Management)

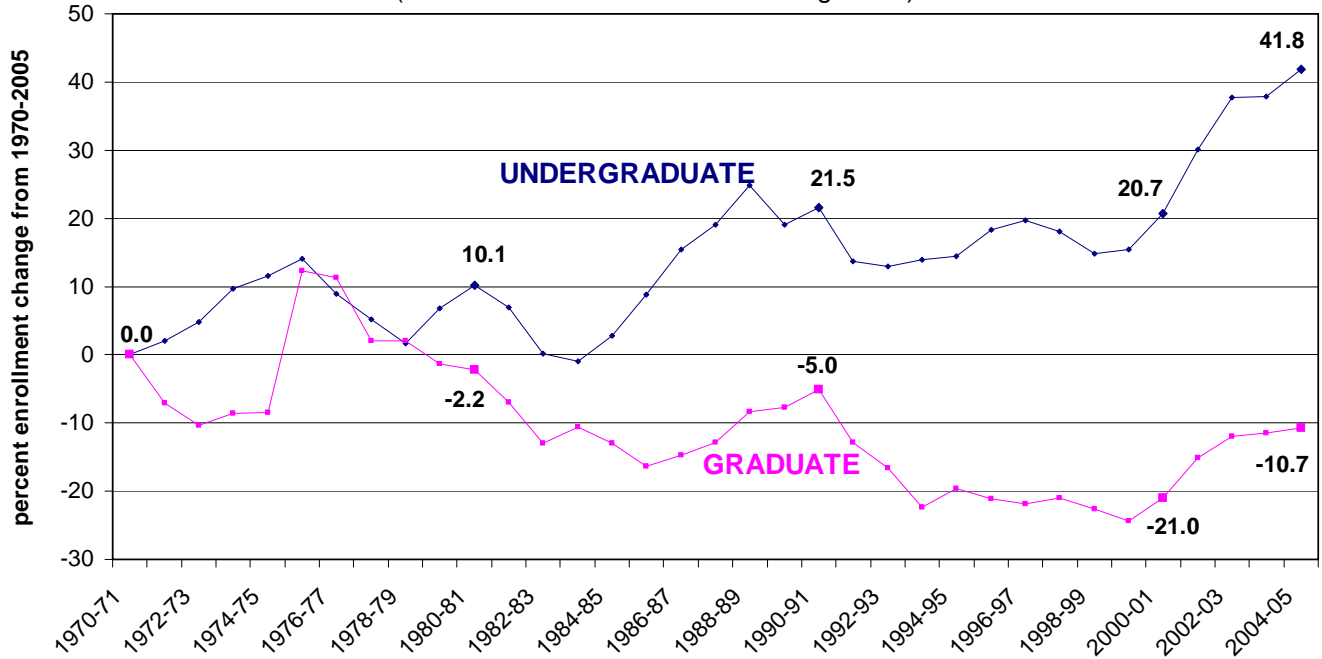


Figure 4: UO vs Comparators: Percent full time faculty

(from the Educational Trust 2005 data; www.collegeresults.org)

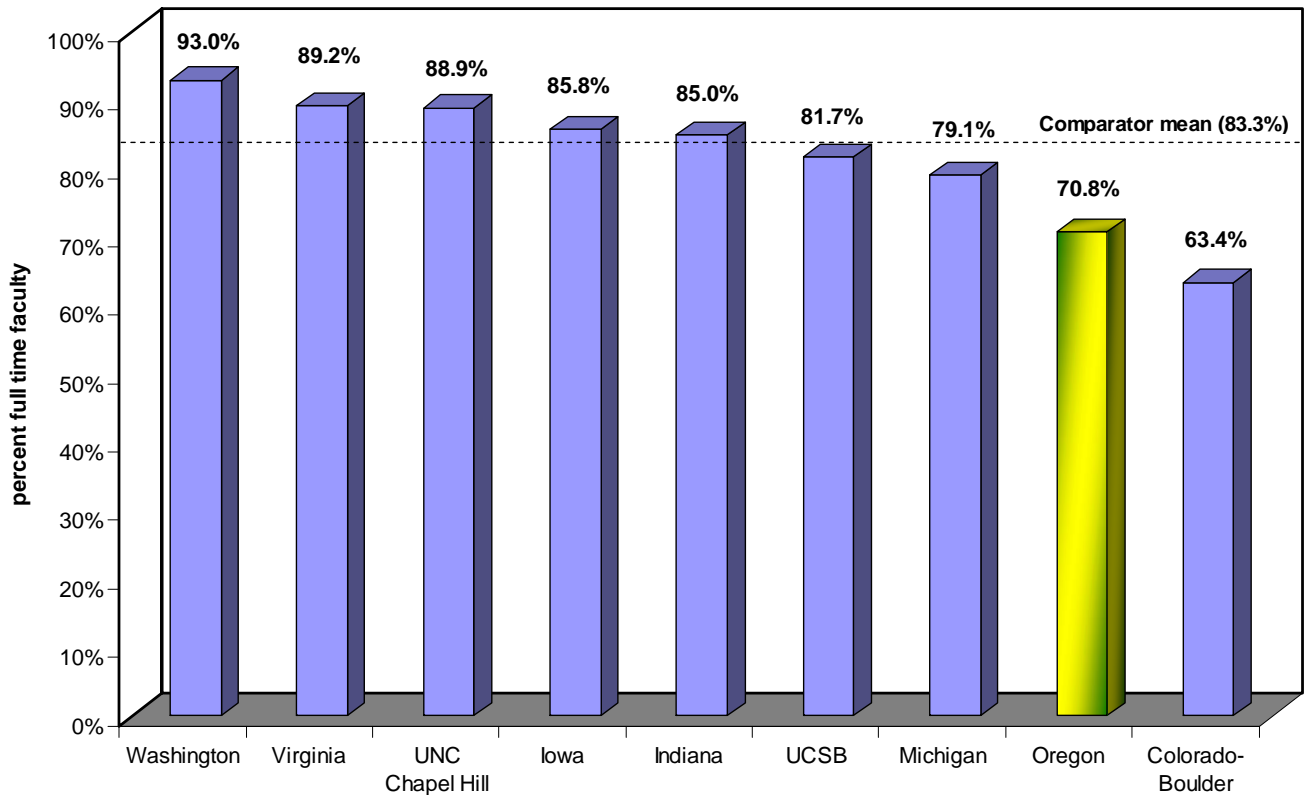


Figure 5: UO Expenditures: Instruction as percent of total expenditures (1989-2005)
(N.B. data not available for all years; from UO Office of Resource Management)

