

**VISION IN ACTION:**  
**LEAD ON**



**BOT Academic Affairs Subcommittee**

**April 6, 2022**



# Academic Affairs *Looking Forward*

## *Vision in Action: Lead On*

- Spring 2019 – Working group, 130 recommendations
- Fall 2019 – Board advance and pivot to sustainability
- 2020-2022 – National changes due to pandemic, racial justice, TCU's budget reduction, recent growth
- Outcomes & strategic priorities overviewed in retreat

## Today's Update

- Current composition of colleges & schools – pre-read
- Opportunities looking forward





# Pre-read: Student Data 2017 - 2021

Enrollment  
Growth  
12%  
11,938

Student Credit Hour  
(SCH) Growth  
15%

Yield  
24%

ACT, SAT  
28, 1235  
Highest: CSE, Neeley

Retention  
First Year  
91%  
Above: Fine Arts,  
Harris, Schieffer  
Highest: Neeley 95%

Graduation  
Six Year  
82%  
2011, 2015 cohorts

Female  
60%  
Above: Education, Fine Arts,  
Harris, Schieffer, CSE

Minority  
23 to 28%  
Below 28%: Neeley, Schieffer



# Pre-read: Faculty Data 2017 - 2021

Fulltime Faculty  
Growth  
4%  
Does not include open  
positions

Tenured or  
tenure-track  
68 to 64%

Terminal  
Degree  
86 to 88%

Female  
48 to 49%  
Above: Harris, Education,  
Fine Arts, SIS

IPEDS Student Faculty Ratio  
13 to 13.6%

Minority  
16 to 22%  
Above 28%: Roach, SIS, Medicine

College Teaching Loads  
63% SCH delivered by  
AddRan 26%, CSE 20%, Neeley 17%

Full Professor  
Female 29 to 37%  
Minority 11 to 14%

## Human-Resource Intensive Curricula

- Fine Arts – employs 15% FTF, delivers 9% SCH
- Harris – employs 13% FTF, delivers 10% SCH

## Fiscally-Resource Intensive Curricula

- Medicine – separate budget during startup
- Neeley – budget is 50% of other 8 colleges

## Philanthropy

- Neeley, Medicine, Education, Fine Arts lead donor gifts
- Education, Roach, Neeley lead alumni participation, 18-20%

## Program Funds

- Harris and Neeley attract additional revenue with professional graduate degree programs, netting about \$1-2M each



# Pre-read: *Teacher Scholar Model 2021*

Carnegie Classification of Higher Education Institutions

R2 – High Research Activity

R2 support authentic teacher scholar model

*Teacher Scholar Distinction*

Carnegie R2 + Power Five Conference

Only two universities nationally

External Research Expenditures

\$7M

Awarded to: Education 41%, Harris 10%,  
CSE 23%, Institute for Behavioral Research 22%

Doctoral Graduates

115

Graduate from: Harris 66%;  
Education, AddRan and CSE 32%



# Academic Affairs Opportunities

## Reputation and Profile

- Distinctive identity: Power Five University with Teacher-Scholar model
- Research grant strength: Education, CSE, Institute for Behavioral Research
- Doctoral graduates strength: Harris, College of Education, AddRan

## Revenue, Connections, Visibility

- TCU Online + professional programs
- Strengths: Neeley, Harris, Karen Purvis Institute, criminal justice, Koehler Center

## Magnify Extraordinary Programs

- **AddRan:** STEM + Liberal Arts, career course
- **Neeley:** analytics, fintech, E-ship, internships
- **Harris:** Top professional doctorates, clinicals
- **CSE:** pre-health, relevant research, Institutes
- **Roach:** student research, global learning
- **Education:** FWISD, lab schools, counseling
- **Fine Arts:** TCU front door, wellness
- **SIS:** University Life course, DEI scholarship
- **Schieffer:** Debate team, TCU360, KTCU radio
- **Medicine:** Clinical Trials Research Hub, GME

## DEI – *work the plans*

- Higher discount enables “*shaping the class*”
- SACSCOC QEP: DEI Essential Competency in Core Curriculum
- Inclusive Excellence Strategic Plan: recruiting, hiring, workload equity
- New Associate Provost for Faculty Affairs
- Partners: Institutional Equity, HR, Legal

## Culture, Leadership, Partnership

- Foster culture of data-informed decisions through education and accountability
- Focus on department chair professional development

## Modernize Workflow – *it’s a journey*

- Increase agility and efficiency. Reduce risk
  - Align policies and practices
  - Implement automation
  - Professionalize staff
- Almost Complete
  - hiring and evaluations
  - institutional effectiveness and assessment
- In Progress
  - Institutional Research (data tools, KPI dashboards)
  - Faculty Staff Handbook (including promotion and tenure)
- Just starting
  - Registrar’s office practices (course scheduling, classroom space, registration)
  - Advising software platform
  - Koehler Center and TCU Online