



March 29, 2023

Academic Affairs

Vision in Action Exemplar Priorities

Anne Burnett Marion School of Medicine

Site visit for full accreditation occurred Feb. 20-23, 2023

- LCME will render decision in June 2023
- Exit summary listed 14 findings – focused on student concerns
 - Issues included conference rooms at clinical sites, service-learning, clinical assessment and academic advising
- Possible outcomes: full accreditation, hold for 2 years, or probation



Match Day March 17, 2023

- All of our 52 graduating students matched!!
- Other 8 students taking one-year internships research or personal leaves

Inaugural class graduates May 2023

New building expected to open June 2024



Draft Research Themes

Health

*Biomedical & Clinical Trials,
Behavioral Science, Neuroscience,
Nursing, ...*

Education

*Scholarship of teaching, student
experience, DEI, Leadership, ...*

Data & Computation

*Medical Analytics, Health
Informatics, Digital Humanities,
Business Analytics, ...*

**Hanover
Research**

CURRICULA, DOCTORAL, RESEARCH

HIGH-IMPACT EXPERIENCES

*Study abroad, internships, first-year,
core, service-learning,
entrepreneurship, UG research, DEI,
corporate projects*

PROFESSIONAL PROGRAMS FLEXIBLE DELIVERY & CREDENTIALS

*Graduate, professional, executive,
post-baccalaureate, online, self-
paced, competency-based, micro-
credential*

Outcomes Impact

Teaching mission

Engagement

Scholarship

ROI

Reputation

R2 metric: expenditures

R2 metric: doctorates

New markets

New revenue



Strengthen Research Infrastructure and Support

***R2 Strong* Proposal Development Program**

- Support all full-time tenure/tenure-track faculty to develop and submit large proposals for competitive extramural funding

Conference Planning Grants

- Support faculty interested in collaborating with colleagues on a shared research interest in an area of strategic importance to TCU

Enhanced Support for Teacher/Scholars

- Increased start-up assistance to newly hired research or scholarship-intensive faculty
- Postdoctoral Scholars Program for newly hired and current faculty who have a history of significant extramural funding or academic scholarship to advance their research and apply for additional significant external support.
- Graduate Student Assistance

TCU Internal Seed Grant Programs



Strengthen Research Infrastructure and Support

Increased staffing for Office of Research and Sponsored Programs

- Assistant Provost for Research Compliance, Dr. Daxton Stewart
Oversees compliance programs, financial conflicts of interest, responsible conduct of research and export controls. Assists in training for responsible conduct of ethical research and leads research misconduct investigations.
- Grants and Contracts Specialist
Processes proposals and ensures compliance with policies; assists proposal development and timely proposal submission.
- Research Compliance Coordinator
Assists with regulatory compliance. Trains and advises faculty on regulatory and policy issues.



New Professional Programs

Next five years



Harris College of Nursing and Health Sciences

- Department of Applied Health Science – new department
- Bachelor of Science, Allied Health Sciences
- Master of Science, Physician Assistant Studies
- Doctor of Occupational Therapy

College of Science & Engineering

- Post-baccalaureate Medical School Preparation

Neeley School of Business

- Master of Science, Finance



New Advising Software Platform

Proactive advising through intervention and seamless communication to students and across departments.

- Centralized notes
- Appointment scheduling
- Communication and tracking tools
- Students and Advisors share the same view
- Best practices training for all faculty and full-time advisors
 - 1:1 trainings
 - Zoom trainings
 - TCU online course with instructions and recordings
 - Drop-in open lab hours

Stellic...



Centralized Accommodated Testing Spaces

Convenience for students, faculty, testers

- Monday-Thursday, 8:30 a.m. to 8:00 p.m.
- Friday 8:30 a.m. to 5:00 p.m.
- Located in newly remodeled Sadler Hall, centrally located in the middle of campus
- Managed by Testing Coordinator in Academic Advising
- Faculty reservation link for easy reservations
- Support students who are registered with student Access and Accommodation with a documented need to accommodated testing



Faculty Affairs

Faculty Workload Equity Model

- Pilot testing across 5 departments within Harris, Education, CSE

Promotion and Tenure Policies Review Committee

- Improve process and procedures for promotion of tenure-track and non-tenure-track faculty

Academic Chairs and Directors Council

- Chairs and Directors significantly influence faculty morale
- Monthly meetings for professional development, networking, collaboration
- **TCU Academic Chairs & Directors Academy May 16-17, 2023**
 - Strategic Planning, Keep Faculty Engaged, Faculty and Staff Evaluation, Supporting Faculty
 - Budgeting (new platforms), Program Assessment and Review



Faculty Affairs

eFaculty 2.0

- Revised professional development for faculty teaching synchronous and asynchronous online courses
- In-person and online self-paced, five 45-minute workshops
- Completed by all faculty teaching online summer 2023



Koehler Center for Teaching and Learning

- Restructuring for efficiency and effectiveness
- Enhanced faculty development
- Revising New Faculty Orientation



QEP: Finding Ourselves in Community

Quality Enhancement Plan approved by SACSCOC visiting committee: Finding Ourselves in Community

- Focus on self-awareness so students of all majors develop skills for interacting with people different from themselves.
- Enhance skills and abilities that employers seek.

Assess the learning outcomes to determine how well students:

- Define key concepts of identity and the formation of social identities.
- Explain how values, norms, biases and practices continually shape identity.
- Illustrate how developing identity informs relationships.



QEP: Finding Ourselves in Community

A Five-Year Project

- Each semester, a cohort of faculty receive professional development focused on pedagogy and evidence-based practices to modify their courses to embed concepts of Finding Ourselves in Community.
- Faculty teach their course the following semester.
- After five years, we expect to offer enough courses to make Finding Ourselves in Community an essential competency in the Core Curriculum



College Dashboards

Student Data 2018-2022

**Enrollment
Growth**
12%
12,273

**Student Credit Hour
(SCH) Growth**
15%

Yield
27%, 2022
24%, 2021

ACT, SAT
28, 1242
Highest: CSE, Neeley
2022

**Retention
First Year**
92% 2022
Highest: Harris 93%

**Graduation
Six Year**
83.7%%
2012, 2016 cohorts
1.45% increase

Female
61%
Above: Education, Fine Arts,
Harris, Schieffer, CSE
3% increase

Minority
24% to 28%
Below 28%: Neeley, Schieffer



College Dashboards

Faculty Data 2018-2022

Fulltime Faculty Growth

2%

Not including 21 open positions

Tenured or
tenure-track
66% to 61%

Terminal
Degree
86% to 86%

Tenured Full Professor
Female 27% to 33%
Minority 11% to 14%

IPEDS Student Faculty Ratio (SFR)
13.1 to 1 → 13.5 to 1

Female
48% to 50%
Above: Harris, Education,
Schieffer

Minority
16% to 22%
Above: AddRan, Burnett

College Teaching Loads
67% SCH delivered by
AddRan 26%, CSE 22%, Neeley 19%

TCU
LEAD ON.

150th

Resources 2022

Human-Resource Intensive Curricula

- Fine Arts – employs 14% FTF, delivers 9% SCH
- Harris – employs 14% FTF, delivers 10% SCH

Fiscally-Resource Intensive Curricula

- Medicine – separate budget during startup
- Neeley – budget is 45% of other 8 colleges

Philanthropy

- Burnett, Neeley, Education, CSE lead donor gifts
- Alumni participation across colleges, 11%

Program Funds

- Harris and Neeley attract additional revenue with professional graduate degree programs

Teacher-Scholar Model 2022

Carnegie Classification of Higher Education Institutions

- R2 – High Research Activity
- R2 support authentic teacher scholar model

External Research Expenditures

\$11M - Up 36%

Awarded to:

- Education 33%
- Harris 7%
- CSE 23%
- Institute for Behavioral Research 22%

Doctoral Graduates

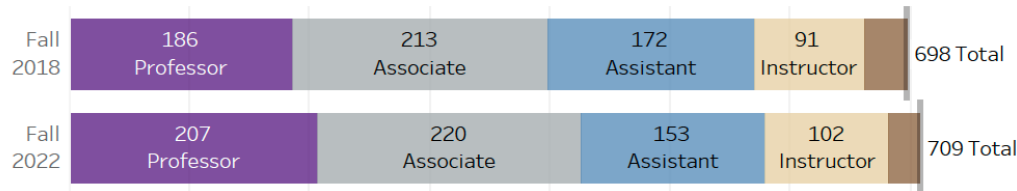
116

- Harris 66%
- Education, AddRan, CSE 33%



College Dashboards - Refer to Pre-read in the Diligent Board

Full Time Faculty



Student Credit Hours and Faculty

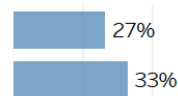
	Fall 2018	Fall 2022
Student Credit Hours	150,781	173,106
SCH per FTF	216	244
% SCH by Adjunct Faculty	16.6%	25.6%
Term Degree	86%	86%
%Tenure or Track	66%	61%
Net Open Positions	-9	21

- Increase in SCH per fulltime faculty (FTF) means increased use of adjuncts and larger classes
- Student-to-Faculty Ratio (SFR) remains at or below 14:1

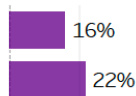
Female Full Time Faculty



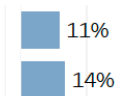
Female Tenured Full Professors



BIPOC Full Time Faculty



BIPOC Tenured Full Professors



- Faculty size grows as student enrollment grows.
- Diversity is increasing. It is more challenging at highest ranks.

Student Enrollment

	Headcount	% Female	% BIPOC
Fall 2018	10,918	59%	24%
Fall 2022	12,273	61%	28%

Change in Six Year Grad Rate (Fall 2012 to Fall 2016 Entering Cohort)

Total	Female	Male	BIPOC
1.1%	2.8%	-1.2%	0.2%

2012	2016	2012	2016	2012	2016	2012	2016
82.6%	83.7%	83.8%	86.6%	80.7%	79.5%	78.8%	79.0%

- TCU continues to attract high-achieving students and maintains steady retention and graduation rates

Entering First Year Metrics

	Admit Rate	Yield Rate	Avg ACT	Avg SAT
Fall 2018	41%	27%	28	1247
Fall 2022	56%	27%	28	1242

Change in Retention Rate (Fall 2017 to Fall 2021 Entering Cohort)

Total	Female	Male	BIPOC
0.2%	-0.5%	1.1%	-1.8%

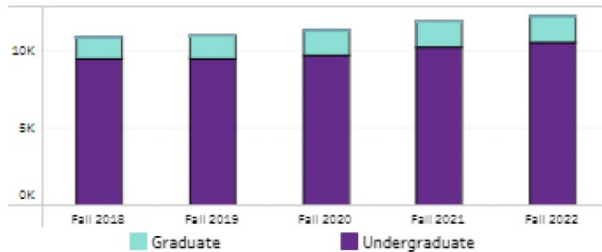
2017	2021	2017	2021	2017	2021	2017	2021
91.5%	91.7%	92.4%	91.9%	90.4%	91.5%	91.1%	89.3%



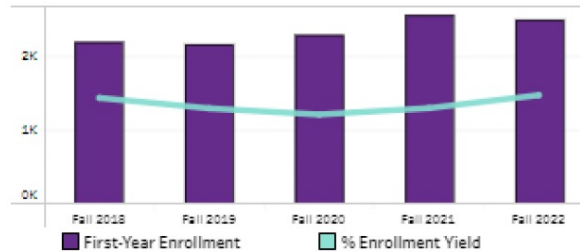
University Dashboard

Strengthen Academic Profile

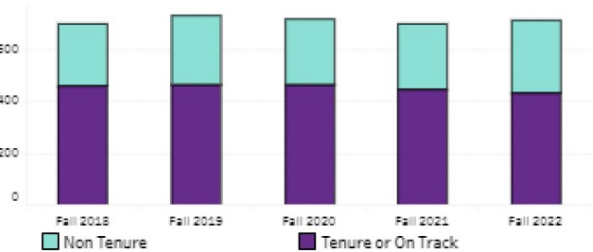
Annual Enrollment



First-Year Student Enrollment and Yield



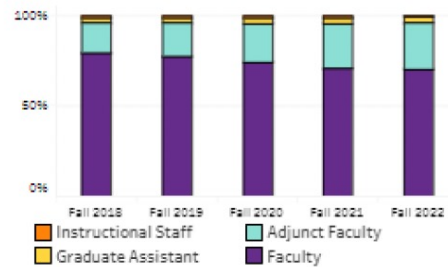
Full Time Faculty



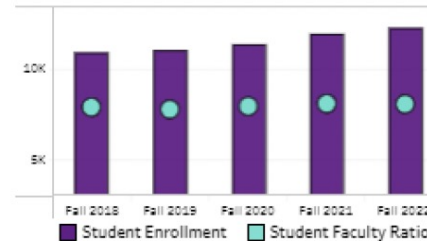
Net Open Positions



Student Credit Hours Delivered



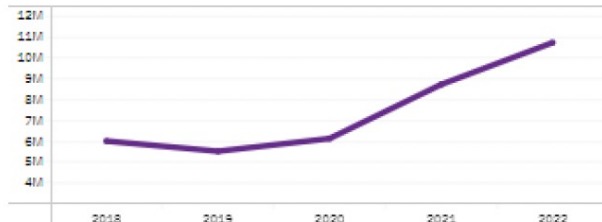
Student to Faculty Ratio



Proposals and Awards



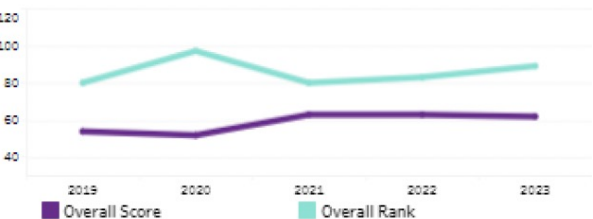
Research Expenditures



Doctoral Graduates



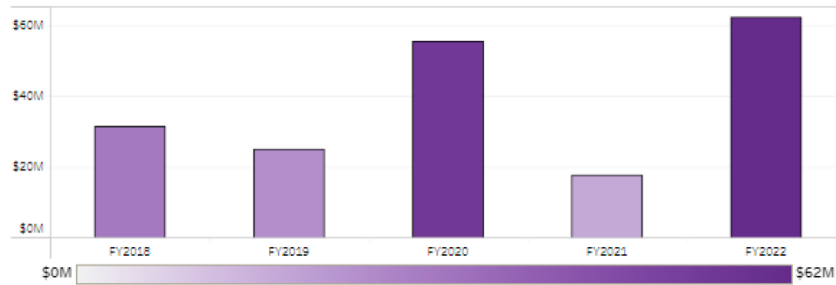
US News & World Report Ranking and Score - National Universities



University Dashboard

Strengthen the Endowment

Endowment Fundraising



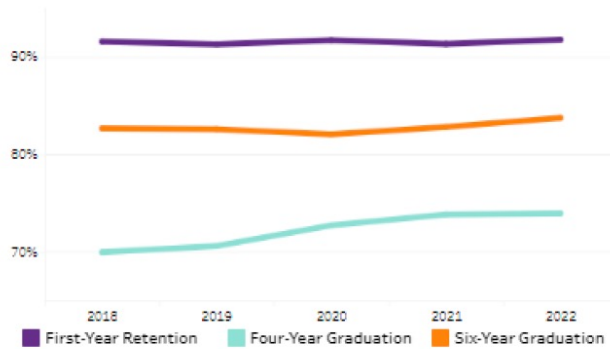
New Gifts and Pledges



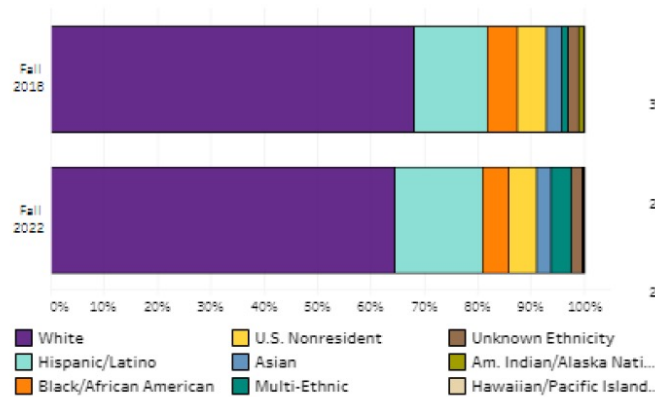
University Dashboard

Strengthen the TCU Experience

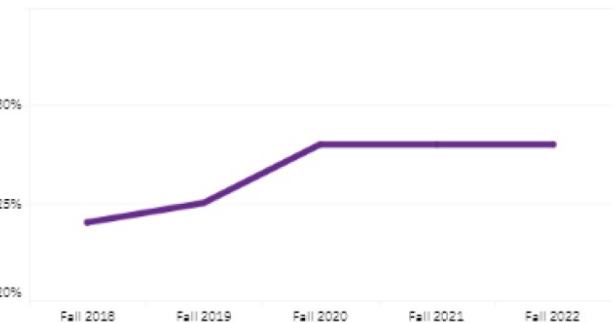
Retention and Graduation Rates



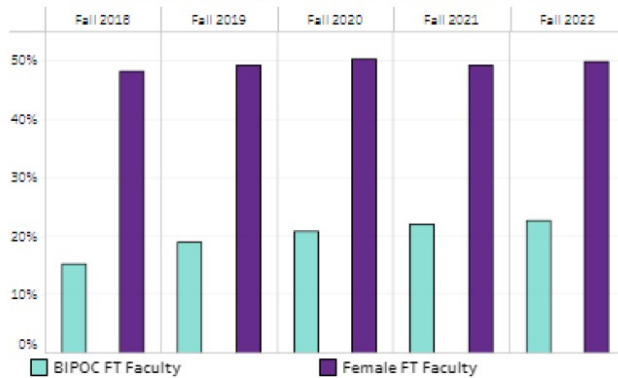
Student Race / Ethnicity



BIPOC Students



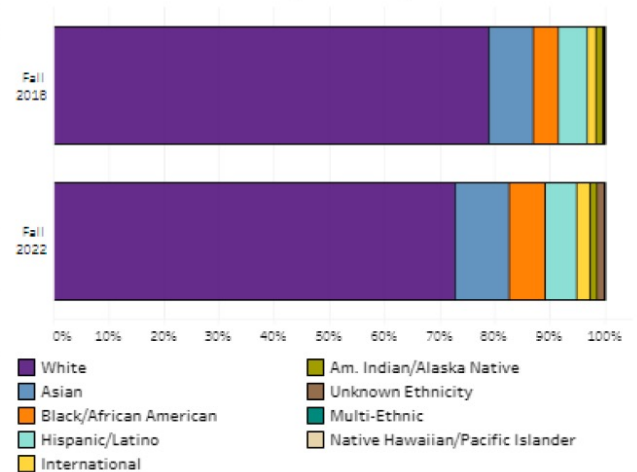
Full Time Faculty - % BIPOC and % Women



Tenured Full Professors - % BIPOC and % Women



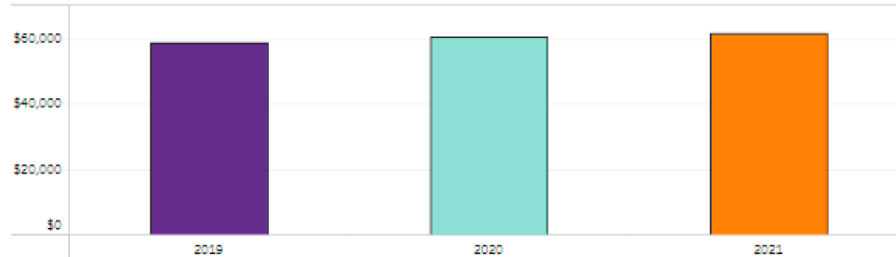
Faculty Diversity



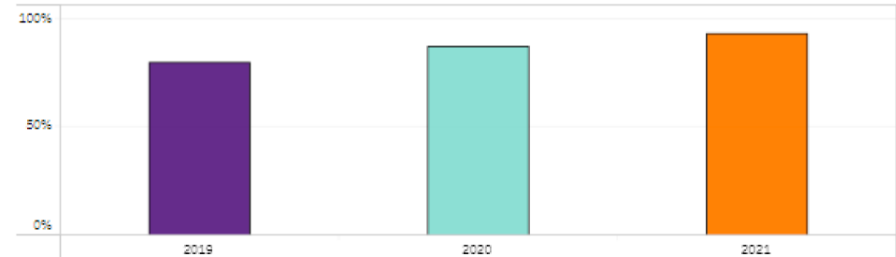
University Dashboard

Strengthen the Workforce

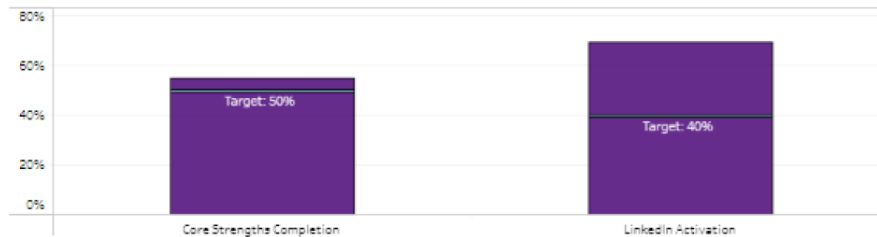
Student Average Starting Salary at Graduation



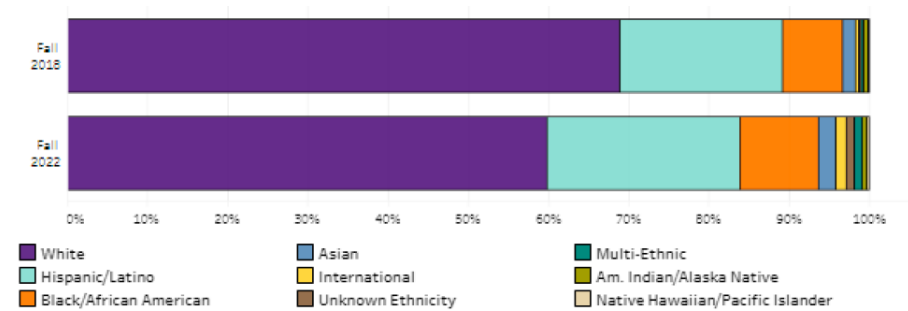
Student Employment Six Months After Graduation



Employee Training and Development



Staff Diversity



Best Colleges to Work For®

8

out of past 10 years

INSIGHT Into Diversity HEED
award

5

years in a row

365

employees took advantage of
Tuition Benefit (2021)

87%

Enrollment in Medical Benefits