

# Strategic Planning Benchmarks - Goal 6 - Hire and Retain Great People

Last Edited

12/16/2016

BM

Goal 6 Hire & Retain Great People			TIME FRAME	HISTORICAL										FALL 2016	
				FALL 2005	FALL 2006	FALL 2007	FALL 2008	FALL 2009	FALL 2010	FALL 2011	FALL 2012	FALL 2013	FALL 2014	FALL 2015	Proj
Interim Leadership Positions	Number > 12 months	OC	1	6	6	5	9	1	0	0	0	0	0	0	1
Diversity - African American	African American Faculty - Tenured	OC	6	8	8	7	8	7	6	7	7	9	10	10	9
	African American Faculty - Tenure Track	OC	2	1	2	2	1	1	7	5	9	11	9	9	9
	African American Faculty - FT, not on TT	OC	1	3	2	1	2	1	3	2	3	3	2	2	1
	African American Faculty - Total Full-Time	OC	9	12	12	10	11	9	16	14	19	23	21	21	19
Diversity - Hispanic	Hispanic Faculty - Tenured	OC	6	6	5	6	6	7	9	10	9	9	8	8	7
	Hispanic Faculty - Tenure Track	OC	1	1	2	3	3	4	4	4	4	2	3	3	2
	Hispanic Faculty - FT, not on TT	OC	2	2	2	2	1	3	3	2	1	2	2	2	4
	Hispanic Faculty - Total Full-Time	OC	9	9	9	11	10	14	16	16	14	13	13	13	13
Diversity - Women	Women Faculty - Tenured	OC	92	95	99	105	105	109	106	107	102	114	111	112	105
	Women Faculty - Tenure Track	OC	73	59	59	53	56	48	53	63	70	57	67	68	66
	Women Faculty - FT, not on TT	OC	49	56	52	49	44	48	60	59	58	61	69	70	68
	Women Faculty - Total Full-Time	OC	214	210	210	207	205	205	219	229	230	232	247	250	239
	Women - Full Profs as Percent of Total Full Profs	OC	27%	26%	26%	25%	25%	24%	26%	32%	32%	33%	32%	32%	31%
All Faculty	Tenured	OC	---	276	271	277	282	280	270	270	263	274	265	268	260
	Tenure Track	OC	---	136	138	125	120	107	97	107	121	100	120	121	116
	FT, not on TT	OC	---	91	96	93	88	100	112	108	103	118	135	136	135
	Total Full-Time	OC	---	503	505	495	490	487	479	485	487	492	520	526	511
US Minority Exec/Adm/Mgr Positions		OC	3/73	3/67	4/65	5/66	5/76	10/71	4/42	5/43	6/40	6/43	7/44	7	10/46
US Minority Other Professional Positions		OC	47/429	48/432	38/449	37/452	41/433	51/388	52/440	45/433	52/462	55/489	58/502	60	69/549
Faculty Salaries (in thousands)	Avg. Professor - ISU *	OC	74.5	73.6	76.1	78.6	79.4	82.6	90.8	86.8	93.8	96.8	96.3	99.2	96.1
	Avg. Assoc. Professor - ISU *	OC	58.0	57.3	58.8	61.9	62.1	63.5	67.6	67.9	70.0	74.6	75.1	77.4	76.7
	Avg. Assist. Professor - ISU *	OC	50.4	49.9	51.5	54.4	55.6	57.1	61.1	60.8	64.5	67.0	65.6	67.6	67.8
	Avg. Instructor - ISU *	OC	30.7	32.7	34.6	35.4	36.3	40.8	41.5	40.8	44.1	45.7	47.4	48.8	47.8
Percentage of faculty making 90% or more of target salaries		OC	---	---	---	---	60%	87%	100%	100%	100%	100%	100%	100%	100%
Faculty Salaries % of Peers		OC	---	---	---	---	96%	102%	105%	106%	109%	108%	109%	109%	109%
New Faculty Hires Retained	Three years	OC	72%	85%	68%	70%	81%	60%	81%	83%	68%	70%	69%	72%	75%
	Six years	OC	57%	65%	53%	56%	56%	49%	52%	70%	33%	33%	59%	62%	22%
	Obtaining tenure in 7 years	OC	---	47%	69%	53%	60%	70%	51%	49%	68%	27%	39%	41%	56%
Six-year retention rate for EAP staff		OC	46%	34%	37%	42%	43%	28%	39%	47%	35%	30%	35%	37%	22%
Six-year retention rate for support staff		OC	35%	31%	32%	31%	41%	35%	49%	40%	32%	38%	32%	34%	34%
Six-year retention rate for EAP and support staff, combined		OC	37%	32%	33%	35%	42%	33%	46%	43%	33%	35%	33%	35%	28%
Complete the salary equity studies for faculty and staff and begin implementation		FY	---	---	---	---	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Percent of insured employees and spouses participating in health screenings		FY	---	---	---	---	---	---	---	---	90%	88%	89/81	96%	89/79
Percent of insured employees and spouses tobacco free or participating in tobacco cessation prog.		FY	---	---	---	---	---	---	---	---	92%	85%	81%	95%	84/76

LEGEND
Data Time Frame
Historical Data
Current Year Data
Next Year's Benchmark
Projected Benchmarks
Notes, References and Sources

TIME FRAME
PE - Point Estimate - data are as of a specific point in time. Date the data are pulled in parenthesis.
FY - Fiscal Year - data represent the timeframe between July 1st and June 30th
CY - Calendar Year - data represent the timeframe between January 1st and December 31st
OC - Official/Census - per the Office of Registration & Records 5-Day snapshot file taken at the end of the add period and used for official University reporting
AN - Annualized - data represent the timeframe that includes Summer II, Fall, Spring, and Summer I