



WHERE WE ARE HEADED

UNLV: TOP TIER BY 2025

**TOP  
TIER**



RESEARCH,  
SCHOLARSHIP,  
AND CREATIVE  
ACTIVITY

STUDENT  
ACHIEVEMENT

ACADEMIC  
HEALTH  
CENTER

COMMUNITY  
PARTNERSHIPS

INFRASTRUCTURE  
AND SHARED  
GOVERNANCE

**BECOMING A TOP TIER PUBLIC UNIVERSITY  
IN THE COUNTRY FOR RESEARCH,  
TEACHING AND COMMUNITY IMPACT**

# UNLV'S TOP TIER VISION

By 2025, UNLV will be recognized as a top tier public university in research, education, and community impact.

# OUR COMPARISON SCHOOLS

## PRIMARY

- University of Houston
- University of Central Florida
- ASU

## SECONDARY\*

- University of Hawaii
- UC-Boulder
- Arizona
- Utah
- Utah State
- Oregon
- UNR
- Wyoming
- San Diego State
- Idaho

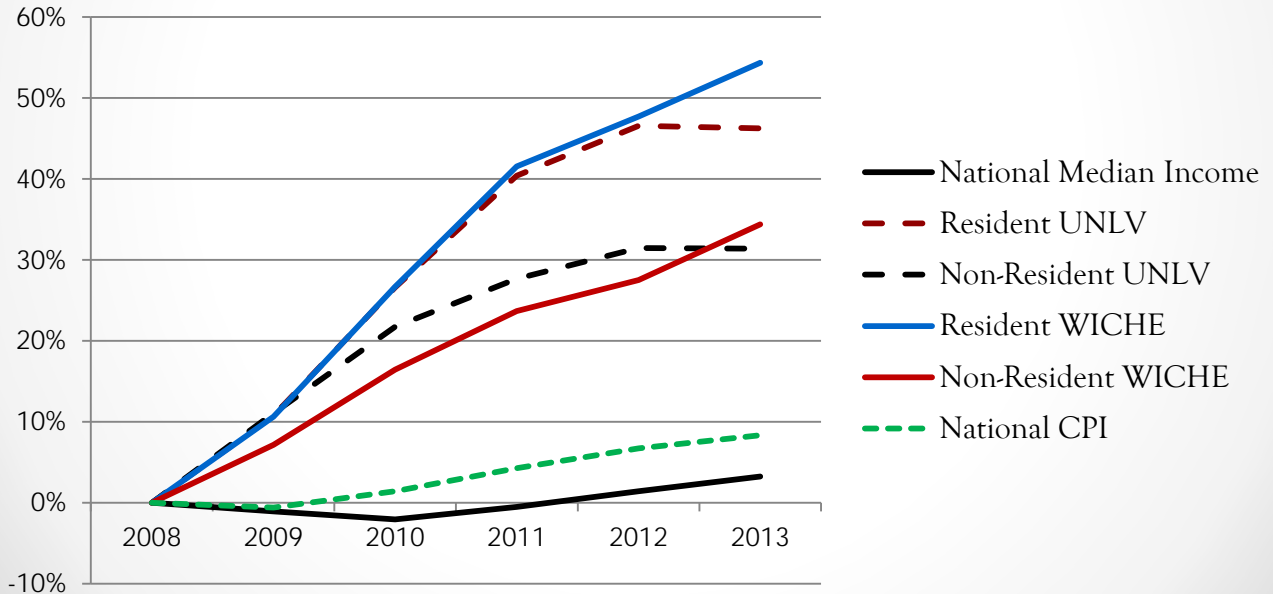
\* Secondary comparison schools—to be used for some comparisons but not all. 4

## Q1: TUITION

- Tuition over the last five years: Has it exceeded the annual Consumer Price Index? (Yes.)
- Has it increased as a percentage of median household income? (Yes.)

# Q1: TUITION

Cumulative Increase in **Tuition**, Median Income, and Consumer Price Index 2008-2013

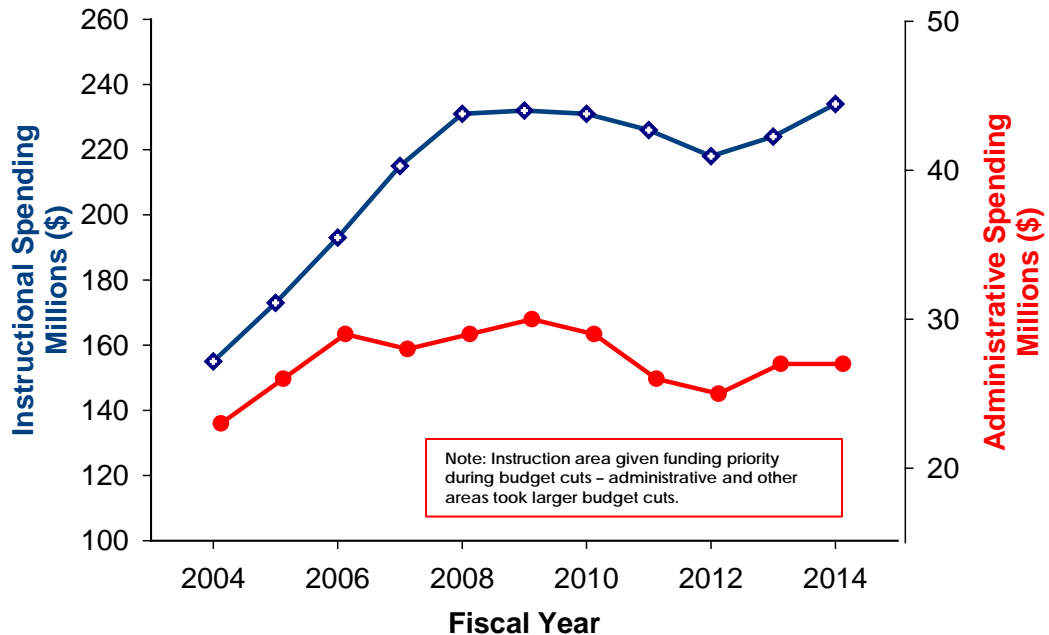


## Q2: SPENDING RATIOS 10-years (administrative vs. instructional)

- Has the growth of administrative spending exceeded that of instructional spending? (No.)

## Q2: ADMINISTRATIVE AND INSTRUCTIONAL SPENDING

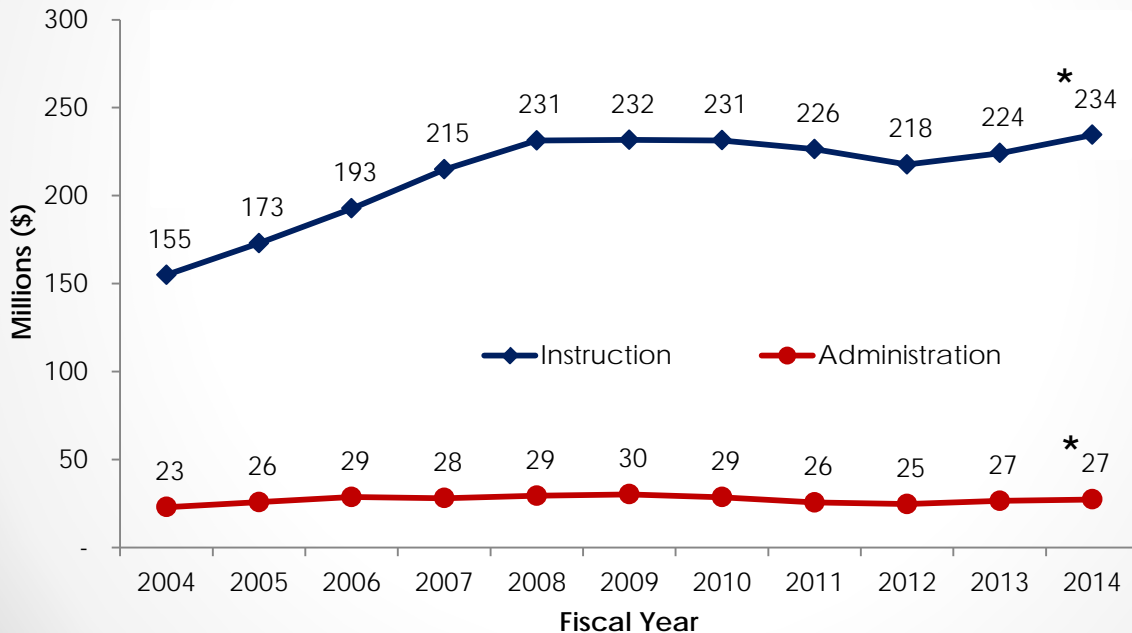
### Administrative and Instructional Spending





# Q2: ADMINISTRATIVE AND INSTRUCTIONAL SPENDING RATIOS

## Administrative and Instructional Spending



\*1 to 8.4 spending ratio, for every dollar spent on Administration, 8.4 dollars are spent on instruction.

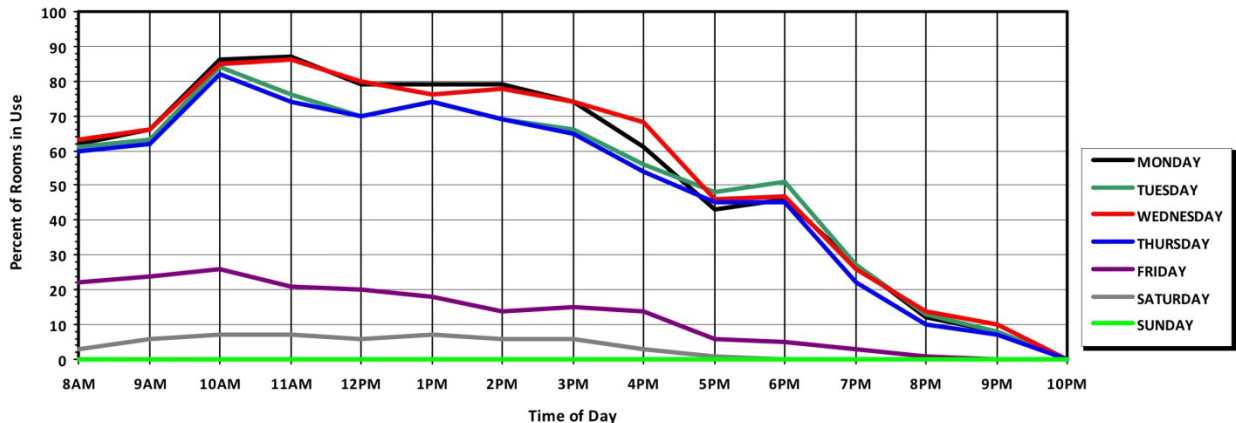
## Q3: BUILDING UTILIZATION

- What is our building utilization, Monday through Saturday, and during the summer?

# UNLV BUILDING UTILIZATION

(All Campuses\*: Fall 2015 Classroom Use by Day and Time)

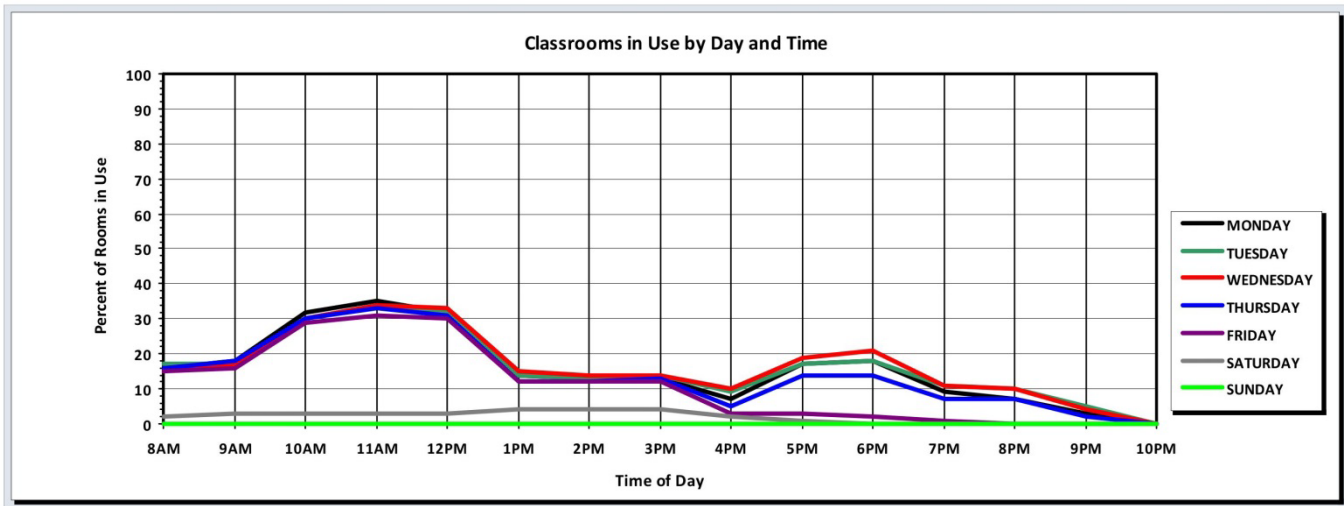
Classrooms in Use by Day and Time



\* Maryland, Shadow Lane and Paradise campuses.

# UNLV BUILDING UTILIZATION

(All Campuses\*: Summer 2015 Classroom Use by Day and Time)

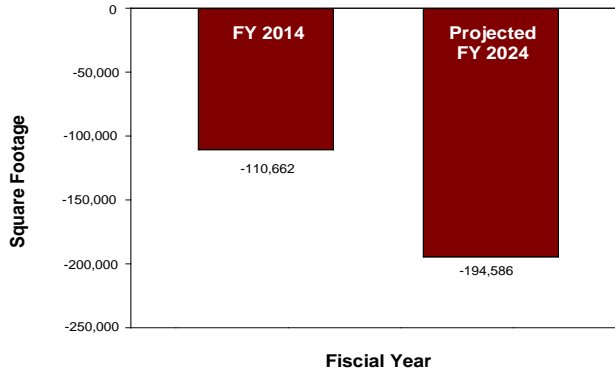


\* Maryland, Shadow Lane and Paradise campuses.

# University of Nevada Las Vegas Space Study

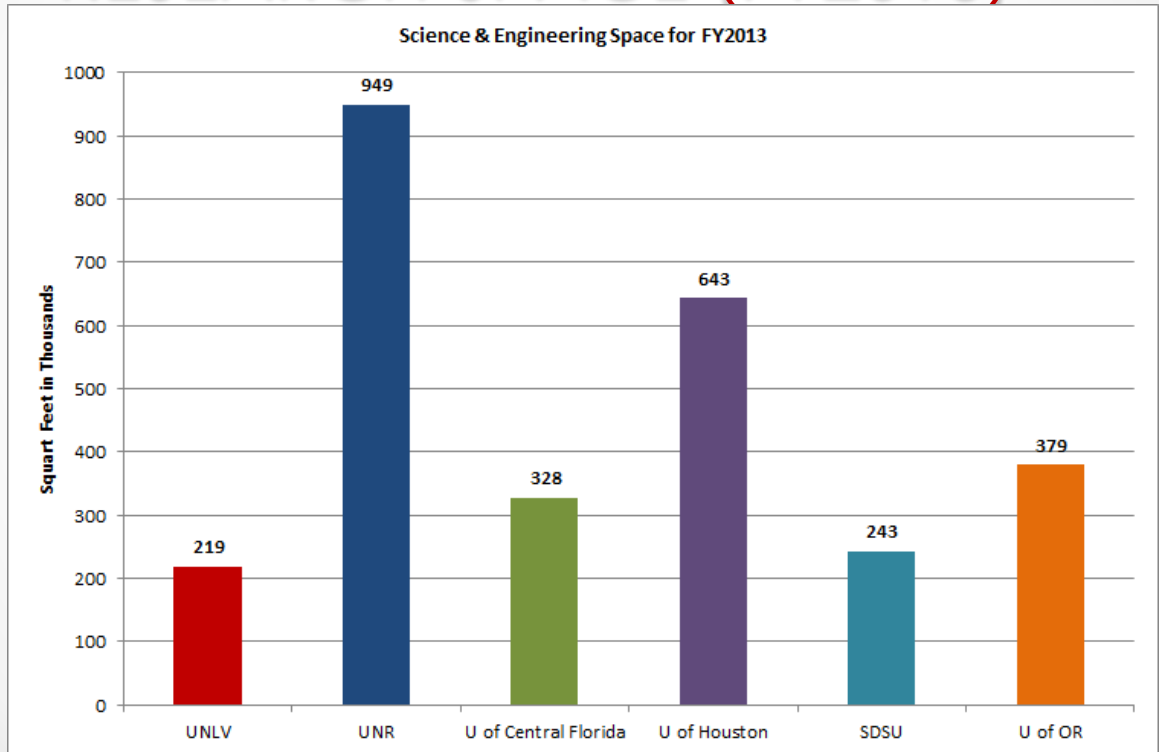
Fall 2013 / FY 2014

FY 2014 NSHE Space Data - Combined Classroom,  
Class Lab and Study Space

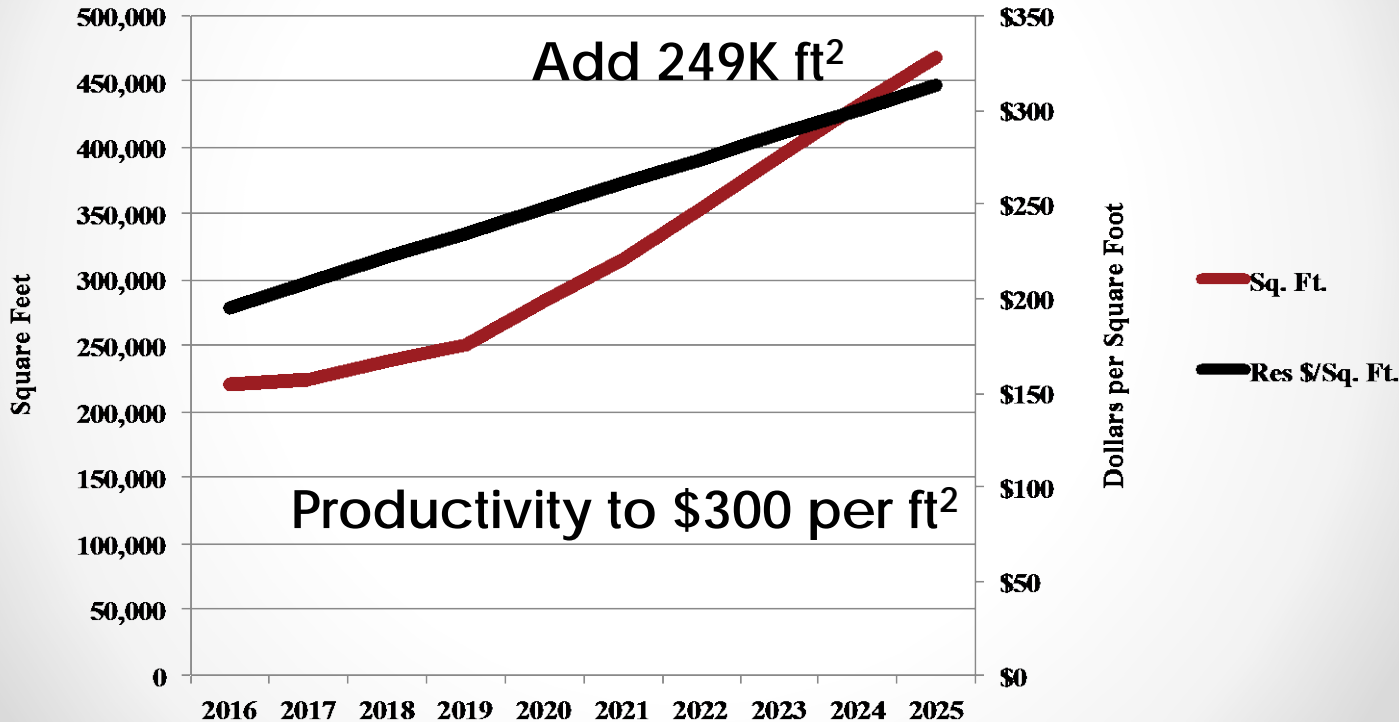


| Class/Class Lab/ Study Space | Current Deficit | Projected 10 Year Deficit |
|------------------------------|-----------------|---------------------------|
| Classroom Facilities         | 36,306          | 15,483                    |
| Class Lab Facilities         | -62,515         | -100,826                  |
| Study Space Facilities       | -84,453         | -109,243                  |
| <b>Total Square Footage</b>  | <b>-110,662</b> | <b>-194,586</b>           |

# Q3: SCIENCE AND ENGINEERING RESEARCH SPACE (FY2013)



# Q3: TOTAL RESEARCH SPACE & PRODUCTIVITY



## Q4: SALARIES

- What are the salaries of top administrators and athletic department personnel?
- How have salaries for these positions changed over the last 10 years?



# ADMINISTRATIVE SALARIES

(2005-2016 & National Comparisons)

## University of Nevada, Las Vegas

Executive Positions

| UNLV Title  | FY '05 Base Salary | FY '16 Salary                                     | High      | Very High |
|---|--------------------|---|-----------|-----------|
|   |                    |   | Median    | Median    |
| Acting Executive Vice President and Provost                     | \$199,390          | \$223,614 base, \$265,886 w/stipend               | \$291,790 | \$379,600 |
| Senior Vice President for Finance and Business                  | \$185,000          | \$235,595   | \$242,400 | \$300,000 |
| Vice President for Advancement                                  | \$169,672          | \$285,002 base, \$292,202 w/auto allowance        | \$224,996 | \$313,641 |
| Vice President for Student Affairs                              | \$158,223          | \$214,999   | \$196,799 | \$244,157 |
| Interim Vice President for Research and Economic Development    | \$179,950          | \$153,673 base, \$191,922 w/stipend               | \$228,800 | \$307,131 |
| Director of Athletics   | \$200,000          | \$250,000 base, \$275,000 w/performance incentive | \$222,392 | \$472,500 |
| General Counsel   | \$115,000          | \$182,305   | \$188,495 | \$250,000 |
| Vice President for Diversity Initiatives and Government Affairs | \$157,279          | \$181,295   | \$144,963 | \$190,147 |
| Chief of Staff  | \$102,106          | \$161,095   | \$174,055 | \$206,029 |

# ATHLETIC SALARIES

(2005-2015 and Mountain West Averages)

|                                      | Fiscal 2005<br>(base) | Total<br>Guaranteed<br>Compensation | Fiscal 2015<br>(base) | Total<br>Guaranteed<br>Compensation | Mountain West<br>Average<br>(base salary / total<br>compensation) |
|--------------------------------------|-----------------------|-------------------------------------|-----------------------|-------------------------------------|---|
| <b>Athletic<br/>Director</b>         | \$200,000             | \$200,000                           | \$244,167             | \$269,167                           | \$285,599   |
| <b>Head Football<br/>Coach</b>       | \$150,000             | \$425,000                           | \$250,000             | \$500,000                           | \$563,308/\$871,964   |
| <b>Head<br/>Basketball<br/>Coach</b> | \$151,251             | \$778,425                           | \$300,000             | \$675,767                           | \$430,797/\$639,793   |

## Q5: COURSE LOAD

- How many courses and credit hours do faculty (tenured, tenure-track, and adjunct) teach per year?

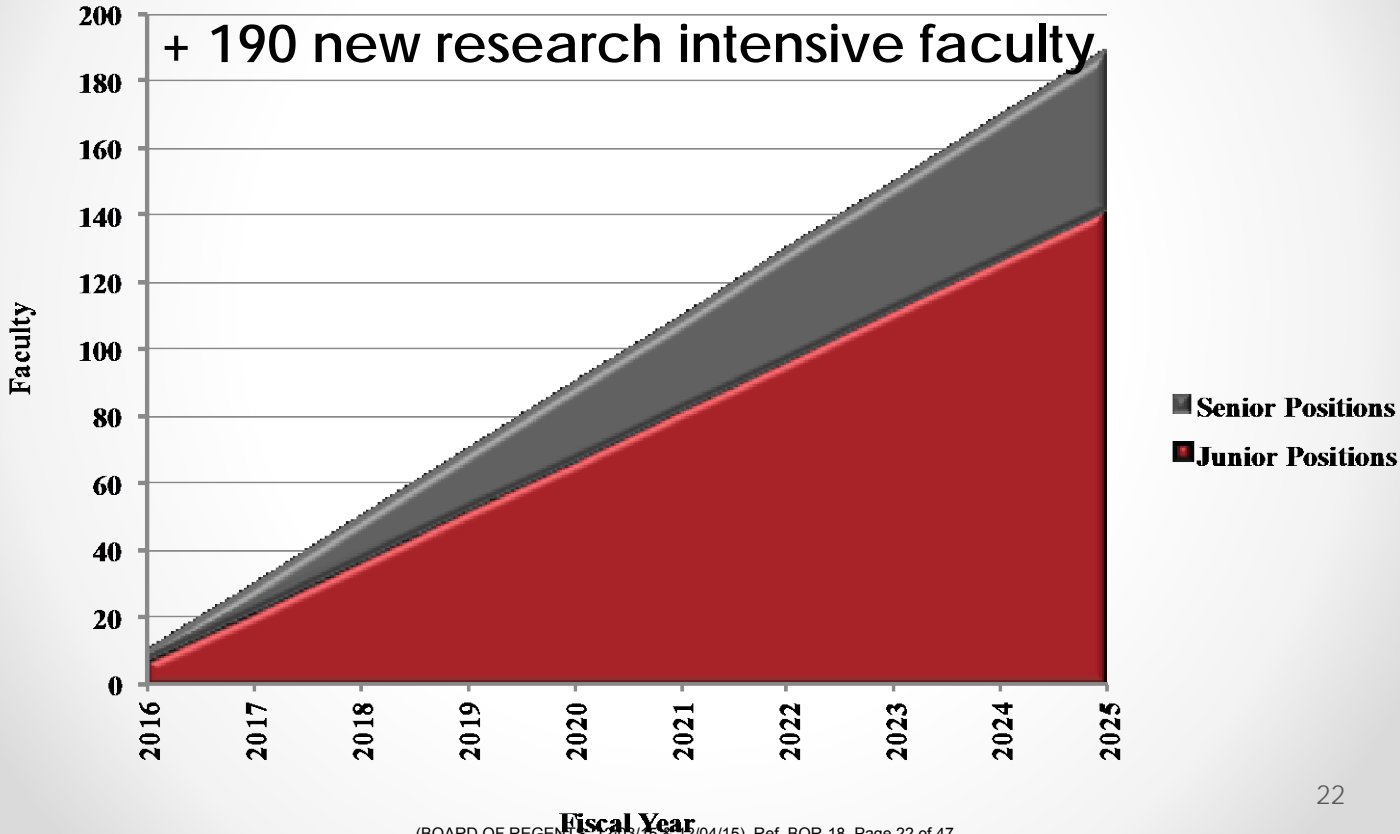
# Q5: AVERAGE COURSE SECTIONS PER INSTRUCTOR

| Instructor Category          | Course Sections/Instructors |         |         |         |         |
|------------------------------|-----------------------------|---------|---------|---------|---------|
|                              | 2010-11                     | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
| Tenured/Tenure-Track Faculty | 6.4                         | 6.5     | 6.1     | 5.7     | 5.5     |
| Non-Tenure-Track Faculty     | 8.1                         | 7.8     | 7.9     | 7.5     | 7.8     |
| PTIs                         | 3.4                         | 3.2     | 3.4     | 3.3     | 3.5     |
| Graduate Assistants          | 3.4                         | 3.3     | 3.1     | 3.1     | 3.2     |

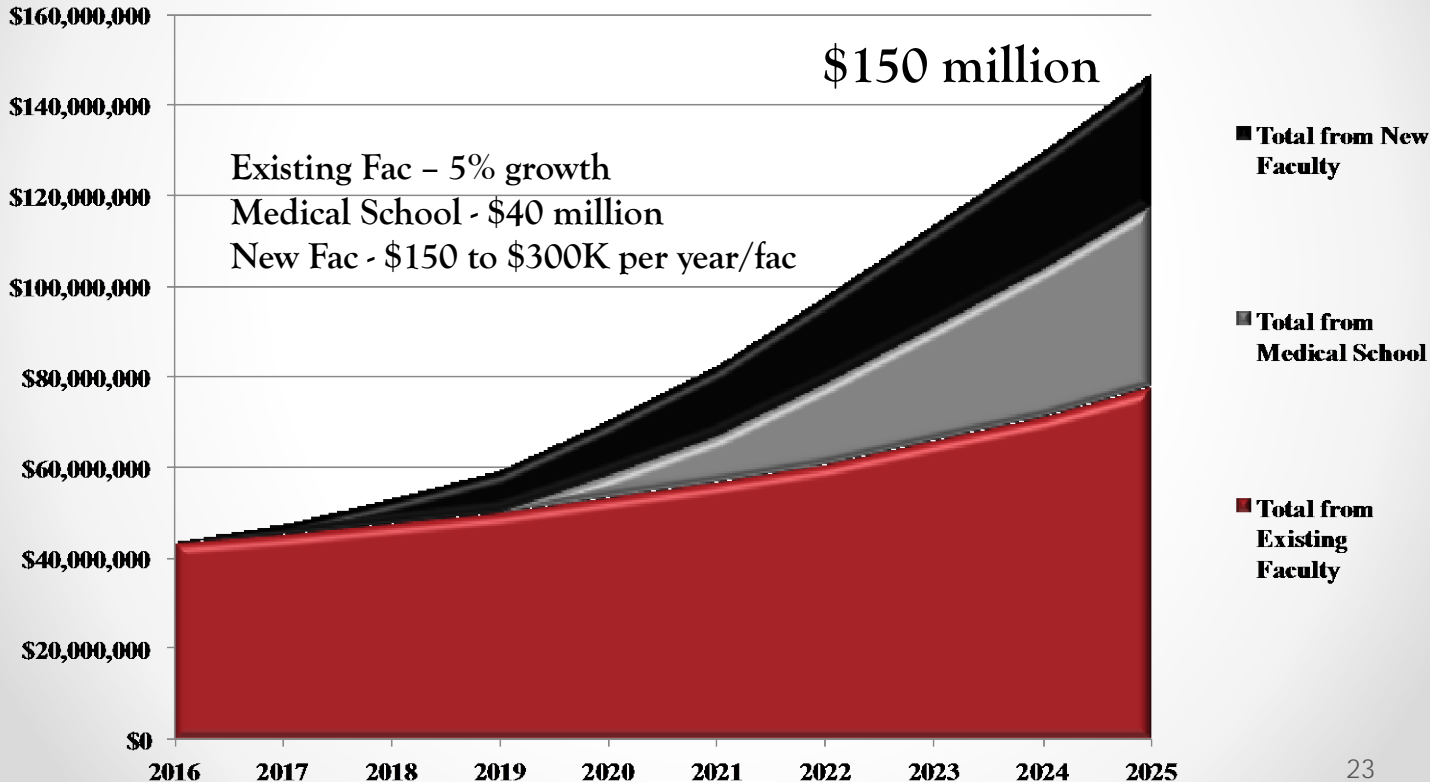
# Q5: AVERAGE INSTRUCTIONAL CREDIT HOURS PER INSTRUCTOR

| Instructor Category          | Average Credit /Instructors |         |         |         |         |
|------------------------------|-----------------------------|---------|---------|---------|---------|
|                              | 2010-11                     | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
| Tenured/Tenure-Track Faculty | 20.7                        | 21.2    | 19.7    | 18.8    | 18.0    |
| Non-Tenure-Track Faculty     | 22.7                        | 22.1    | 22.4    | 20.9    | 21.7    |
| PTIs                         | 8.6                         | 8.4     | 8.5     | 8.2     | 8.2     |
| Graduate Assistants          | 6.9                         | 6.5     | 5.4     | 5.2     | 5.4     |

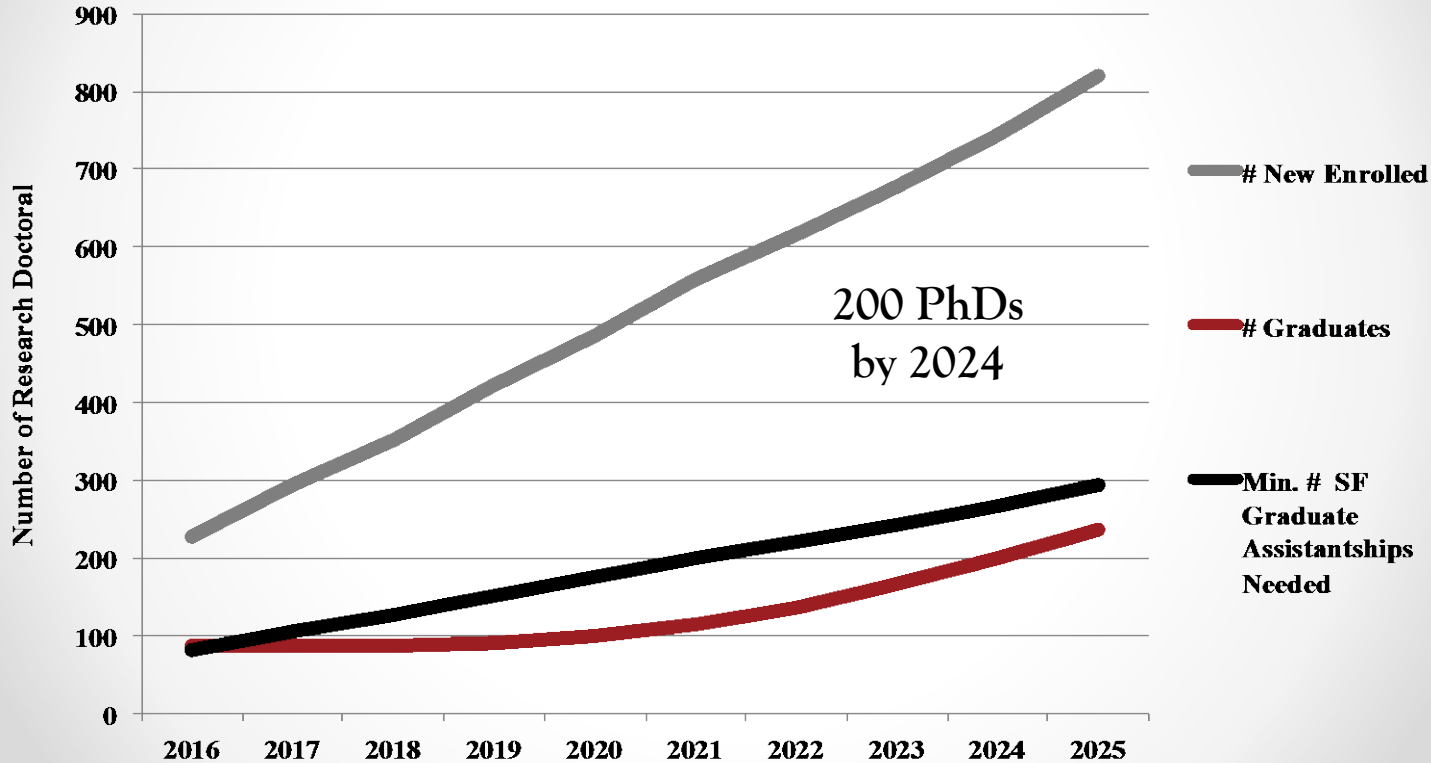
# Q5: COURSE LOAD—RELATIONSHIP TO RESEARCH, SCHOLARSHIP & CREATIVE ACTIVITY GOAL



# Q5: COURSE LOAD—RELATIONSHIP TO RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITY GOAL



# Q5: COURSE LOAD—RELATIONSHIP TO RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITY GOAL





## Q6: STUDENT PERFORMANCE

- How do students perform on nationally-normed tests, the GRE, and licensure exams? (Students perform at or slightly above the national average.)

# Q6: STUDENT PERFORMANCE

## GRE

| Year    | Test         | Fall  |          | Summer |          | Spring |          |
|---------|--------------|-------|----------|--------|----------|--------|----------|
|         |              | UNLV  | National | UNLV   | National | UNLV   | National |
| 2012-13 | Analytical   | 3.7   | 3.5      | 3.9    | 3.5      | 3.7    | 3.5      |
|         | Quantitative | 148.5 | 152.2    | 149.1  | 152.5    | 148.6  | 152.2    |
|         | Verbal       | 152.2 | 150.6    | 152.3  | 150.2    | 152.2  | 150.6    |
| 2013-14 | Analytical   | 3.7   | 3.5      | 3.8    | 3.5      | 3.7    | 3.5      |
|         | Quantitative | 148.2 | 152.5    | 148.6  | 152.2    | 148.4  | 152.5    |
|         | Verbal       | 151.4 | 150.2    | 152.2  | 150.6    | 150.9  | 150.2    |
| 2014-15 | Analytical   | 3.7   | 3.5      | 3.7    | 3.5      | 3.7    | 3.5      |
|         | Quantitative | 148.5 | 152.5    | 147.5  | 152.5    | 148.7  | 152.5    |
|         | Verbal       | 150.8 | 150.2    | 150.3  | 150.2    | 151.1  | 150.2    |

## GMAT

| Year    | Summer | Fall  | Spring | National |
|---------|--------|-------|--------|----------|
| 2012-13 | 546.8  | 550.3 | 540.6  | 547.4    |
| 2013-14 | 531.4  | 551.8 | 555.8  |          |
| 2014-15 | 544.8  | 545.9 | 549.2  |          |

# Q6: STUDENT PERFORMANCE

## Dental Admission Test (DAT)

|         | Academic Average |           |           | Perceptual Ability |           |           | Total Science |           |           |
|---------|------------------|-----------|-----------|--------------------|-----------|-----------|---------------|-----------|-----------|
|         | UNLV             |           | National  | UNLV               |           | National  | UNLV          |           | National  |
|         | Class Size       | Avg Score | Avg Score | Class Size         | Avg Score | Avg Score | Class Size    | Avg Score | Avg Score |
| 2011-12 | 82.0             | 19.4      | 17-19     | 82.0               | 20.1      | 17-19     | 82.0          | 19.5      | 17-19     |
| 2012-13 | 81.0             | 19.7      | 17-19     | 81.0               | 20.0      | 17-19     | 81.0          | 19.7      | 17-19     |
| 2013-14 | 84.0             | 20.1      | 17-19     | 84.0               | 20.2      | 17-19     | 84.0          | 19.9      | 17-19     |

## NCLEX-RN Licensure Exam

|         | # Students Taking Exam | Pass Rate |
|---------|------------------------|-----------|
| 2011-12 | 119                    | 98.32%    |
| 2012-13 | 105                    | 95.92%    |
| 2013-14 | 122                    | 93.16%    |

# Q6: STUDENT PERFORMANCE

## Collegiate Assessment of Academic Proficiency (CAAP)

|             | Critical Thinking |       |          | Essay Writing |       |          |
|-------------|-------------------|-------|----------|---------------|-------|----------|
|             | UNLV              |       | National | UNLV          |       | National |
| Semester    | # Participant     | Score | Score    | # Participant | Score | Score    |
| Fall 2013   | 171               | 62.0  | 58.0     | 192           | 3.2   | 3.3      |
| Spring 2014 | 202               | 62.6  | 59.8     | 166           | 3.3   | 3.3      |

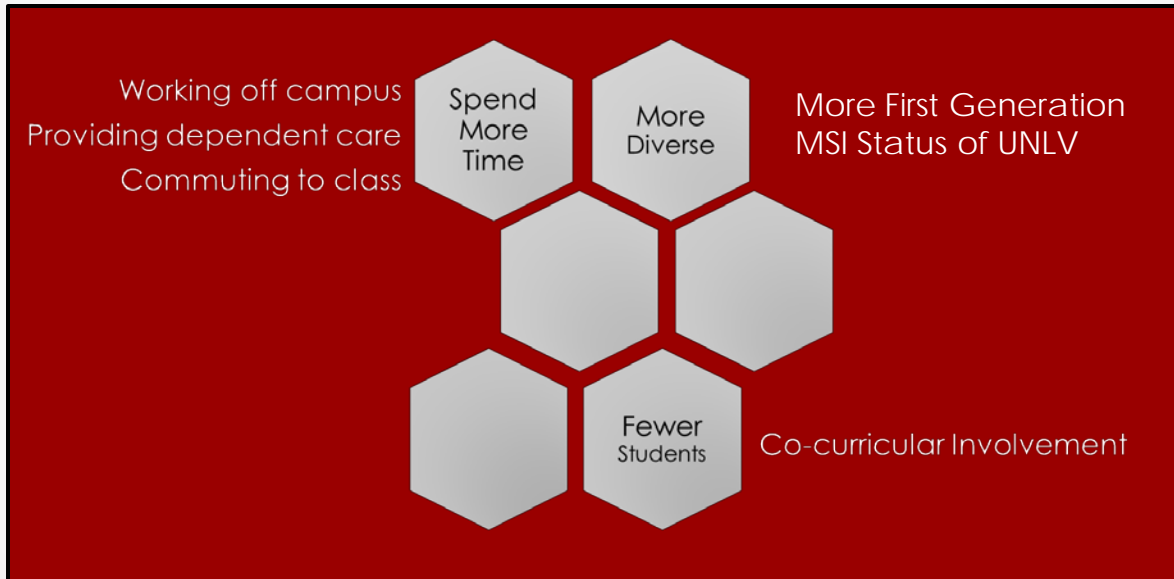
## Nevada Bar Exam

|                             | July 2013 | July 2014 | July 2015 |
|-----------------------------|-----------|-----------|-----------|
| Statewide First Time Takers | 76%       | 69%       | 69%       |
| Boyd First Time Takers      | 80%       | 71%       | 75%       |
| Statewide Overall Pass Rate | 66%       | 57%       | 60%       |
| Boyd Overall Pass Rate      | 74%       | 60%       | 69%       |

## Q7: STUDENT SATISFACTION

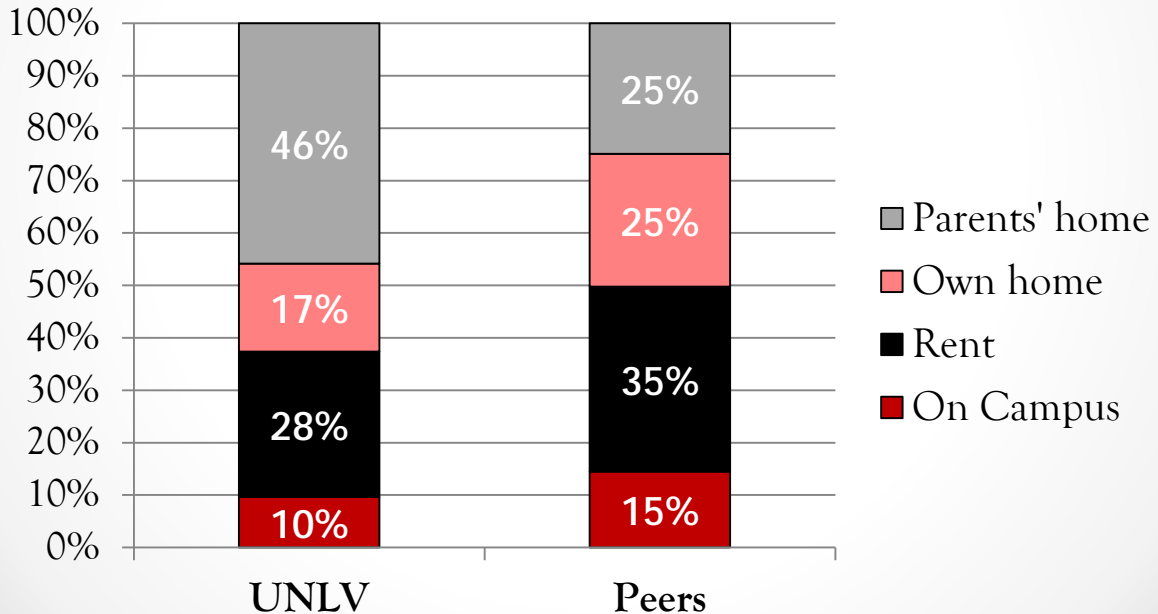
- What do the results of the National Survey of Student Engagement (NSSE) show about our institution?

# UNLV STUDENTS DIFFER IN IMPORTANT WAYS FROM STUDENTS IN OUR CARNEGIE CLASS



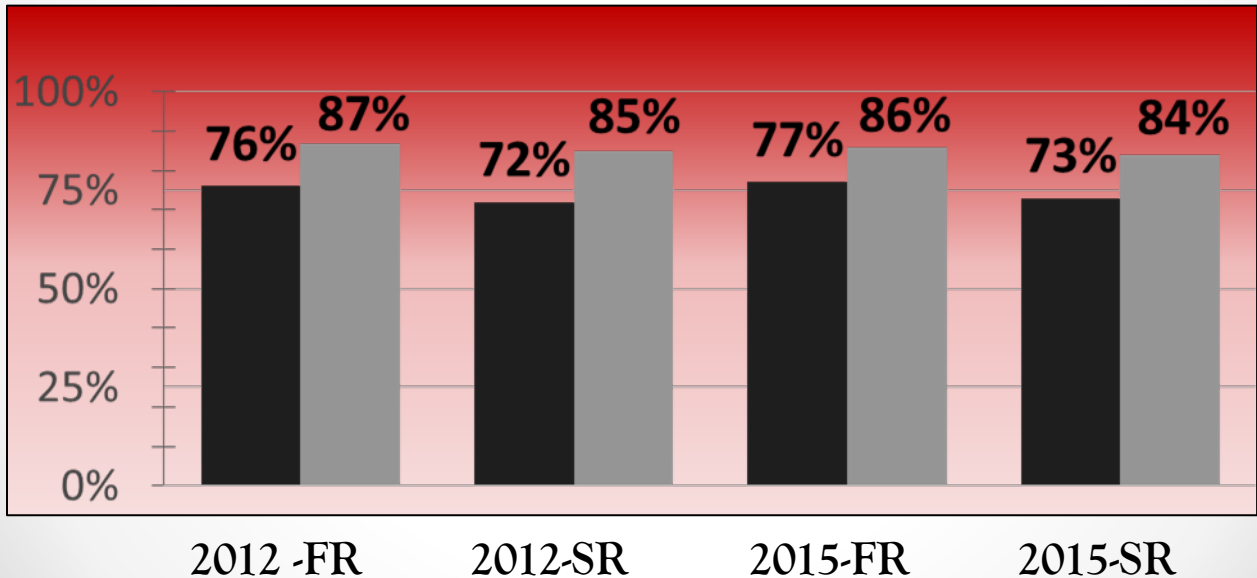
# WHERE DO OUR UNDERGRADS LIVE?

## Current Residence



# STUDENTS RATING THEIR EDUCATIONAL EXPERIENCE AS EXCELLENT/GOOD

■ UNLV ■ Carnegie RU/H

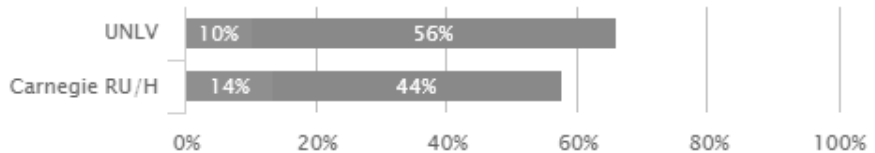




# PARTICIPATION IN HIGH IMPACT PRACTICES (HIP)

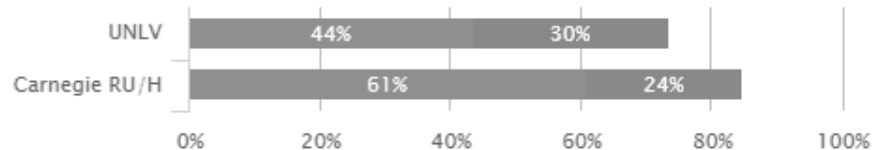
## First-Year Students

Learning Communities, Service-Learning, and Research with Faculty



## Seniors

Learning Communities, Service-Learning, Research with Faculty, Internships or Field Experiences, Study Abroad, and Culminating Experiences



■ Participated in two or more HIPs ■ Participated in one HIP

# UNLV COMPARED TO CARNEGIE RU/H

| Theme                    | Engagement Indicator              | UNLV First-Years | UNLV Seniors |
|--------------------------|-----------------------------------|------------------|--------------|
| Academic Challenge       | Higher Order Learning             | ↑                | ↓            |
|                          | Reflective & Integrative Learning | ↑                | -            |
|                          | Learning Strategies               | ↑                | ↑            |
|                          | Quantitative Reasoning            | -                | -            |
| Learning with peers      | Collaborative Learning            | ↓                | ↓            |
|                          | Discussions with Diverse Others   | -                | ↑            |
| Experiences with faculty | Student-Faculty interaction       | ↑                | ↓            |
|                          | Effective Teaching Practices      | -                | ↓            |
| Campus Environment       | Quality of Interactions           | ↓                | ↓            |
|                          | Supportive Environment            | ↓                | ↓            |

# SUMMARY

## Compared to Carnegie Peers

- Lower satisfaction with educational experiences.
  - Quality interactions with faculty.
  - Challenging coursework.
  - Differing predictors for first-year students and seniors.
- Equivalent indicators of engagement.
  - Trivial or small statistical differences.
- High impact practices.
  - Seniors' participation trailed.
  - First year students exceeded.

# LARGEST GAP BETWEEN IMPORTANCE AND SATISFACTION RATINGS (Non-NSSE information)

| Rank | Scale                         | Importance | Satisfaction | Gap  |
|------|-------------------------------|------------|--------------|------|
| 1    | Safety and Security           | 6.36       | 4.39         | 1.97 |
| 2    | Recruitment and Financial Aid | 6.13       | 4.66         | 1.47 |
| 3    | Registration Effectiveness    | 6.18       | 4.74         | 1.44 |
| 4    | Concern for the Individual    | 5.98       | 4.75         | 1.23 |
| 5    | Instructional Effectiveness   | 6.29       | 5.12         | 1.17 |

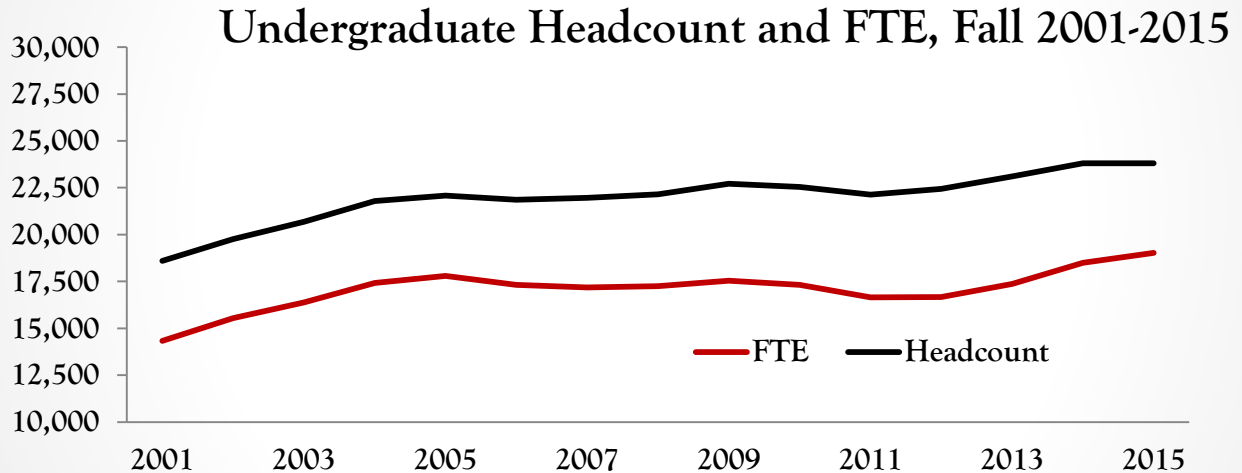
## Q8: STUDENT GRADUATION RATES

- What are the four-year, five-year, and six-year graduation rates of our first-time, full-time students for the last five years?
- If full-time students are not graduating in four years, why not?

# Q8: GRADUATION RATES OF FIRST-TIME, FULL-TIME, DEGREE-SEEKING STUDENTS

| Entering Term | Cohort Headcount | 4 Years | 5 Years | 6 Years |
|---------------|------------------|---------|---------|---------|
| Fall 2004     | 3093             | 13.9%   | 31.8%   | 40.8%   |
| Fall 2005     | 2936             | 13.7%   | 31.5%   | 39.7%   |
| Fall 2006     | 2527             | 14.6%   | 33.6%   | 41.6%   |
| Fall 2007     | 2774             | 14.7%   | 33.5%   | 43.0%   |
| Fall 2008     | 3021             | 14.0%   | 30.3%   | 39.2%   |
| Fall 2009     | 3078             | 12.9%   | 30.5%   | 40.5%   |

## FTE



# STEPS IN IMPROVING STUDENT ACHIEVEMENT

- Block scheduling.
- Mandatory advising.
- Academic Success Center.
- Honors College.
- Student Success Collaborative.
- Scheduling & enrollment optimization.
- New student orientation.



# IMPROVING OUR RECRUITING ACTIVITIES

- More aggressive in-state recruiting for top students.
- Out-of-state recruiting for top students.
- Better and more consistent marketing and communications.
- Integration of colleges into recruiting plans.

## Q9: CAMPUS CLIMATE

- When was the most recent campus climate survey on academic freedom and intellectual diversity?

## Q9: CAMPUS CLIMATE

- Most recent campus climate surveys were conducted in 2010 and 2015.
- Annual surveys beginning 2016.

# Q9: CAMPUS CLIMATE SURVEY

| Climate survey   | % agreeing in 2010: | % agreeing in 2015: |
|--|---------------------|---------------------|
| There is appropriate opportunity for discussion/input on issues affecting the entire campus.                         | 62.0%               | 45.0%               |
| There is appropriate opportunity for discussion/input on issues affecting my college/unit.                           | 53.7%               | 56.2%               |
| Staff/Faculty input impacts decision-making in my College/Unit.  | Not asked           | 50.5%               |
| Openly expressing your opinions at UNLV will not undermine your employment conditions (evaluations, schedules, etc.) | 27.3%               | 38.6%               |

## Q9: CAMPUS CLIMATE

- We are working to improve campus climate as part of our Infrastructure and Shared Governance goal.
- New methods to get input:
  - Top Tier website.
  - Town Hall(s).
  - Increased collaboration with Faculty Senate leadership.

## Q9: ACTION ITEMS

- Analyzed Williams Report.
- Strategic Diversity Project.
- Reorganized Office of Diversity Initiatives.
- Appointed new Chief Diversity Officer.
- Hired Compliance Officer and established the Compliance Office.
- Applying for grants to study issues facing female faculty members.
- Met threshold for HSI status.

# TOP TIER



RESEARCH,  
SCHOLARSHIP,  
AND CREATIVE  
ACTIVITY

STUDENT  
ACHIEVEMENT

ACADEMIC  
HEALTH  
CENTER

COMMUNITY  
PARTNERSHIPS

INFRASTRUCTURE  
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GOVERNANCE

BECOMING A TOP TIER PUBLIC UNIVERSITY IN THE COUNTRY FOR  
RESEARCH, TEACHING AND COMMUNITY IMPACT