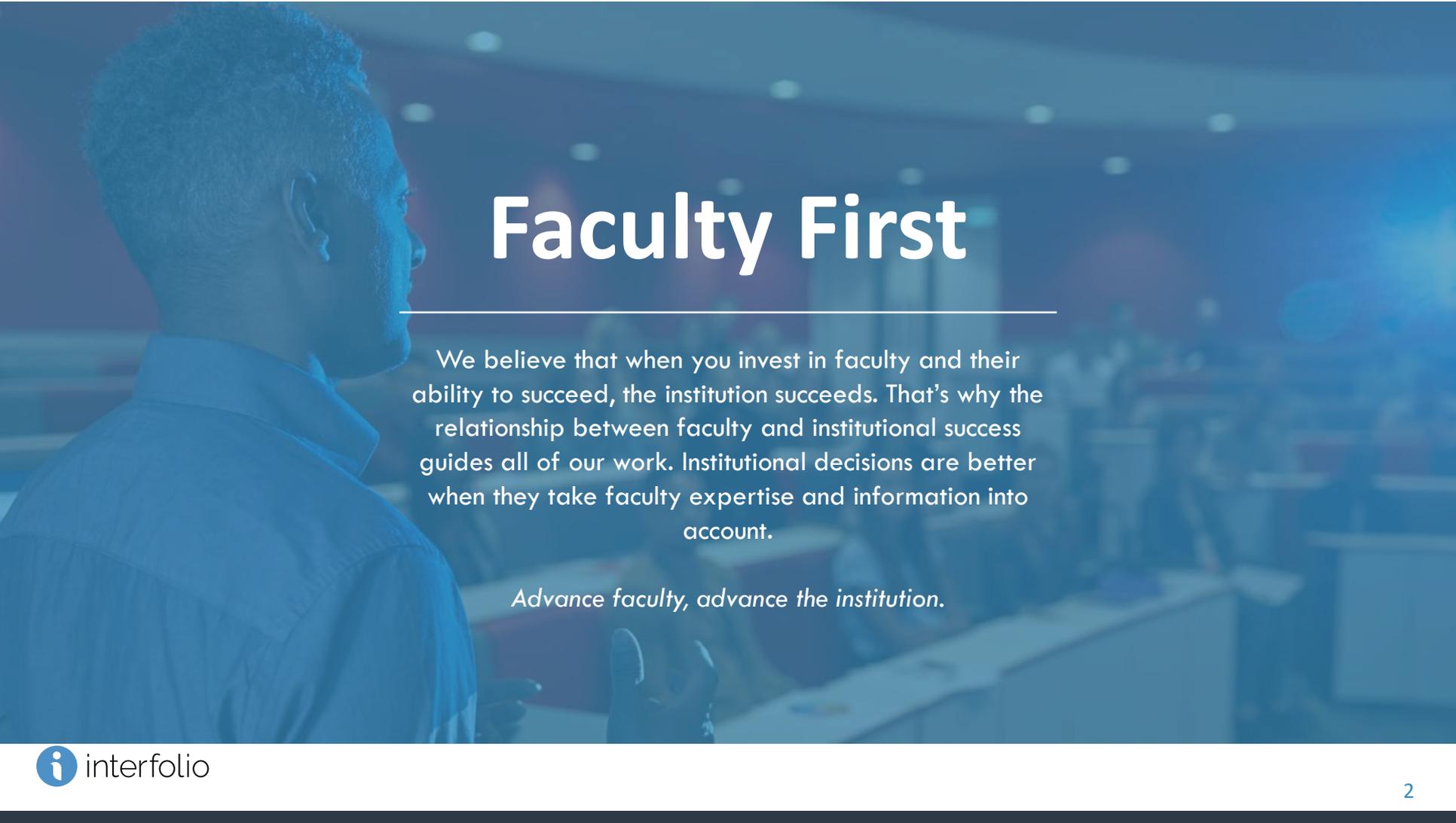




interfolio

Florida Gulf Coast University

March 2021



Faculty First

We believe that when you invest in faculty and their ability to succeed, the institution succeeds. That's why the relationship between faculty and institutional success guides all of our work. Institutional decisions are better when they take faculty expertise and information into account.

Advance faculty, advance the institution.

An Enterprise Faculty Lifecycle Platform

The ideal solution covers every moment in the faculty lifecycle

A single continuous platform



APPLY

Scholars submit materials



HIRE

Benchmark CV & EEO data



REVIEW

Submit research & teaching info



PROMOTION

Check-in with advanced scholars



TENURE

High-impact career milestone



RESEARCH

Grants & Collaboration



INSIGHTS

Reporting on faculty activity

Consistent, validated data provides unprecedented opportunities for campus leaders.

Addressing the Critical Moments in the Academic Lifecycle

Interfolio's Faculty Information System

 interfolio
lifecycle management

 interfolio
faculty search

 interfolio
review, promotion & tenure

 interfolio
faculty activity reporting

 interfolio
data service

 Roster + workload

 Committee
Collaboration

 Workflow Efficiency

 CVs

 Multidisciplinary
Data Pipeline

 Advancement paths

 Data & Compliance

 Candidate Clarity

 Accreditation

 Disambiguation &
De-duplication

 Timelines

 Equity & Inclusion

 Fairness &
Documentation

 Validated Data

 Accept, Edit,
Amend, Reject

Pains We Help Your Peers Address

interfolio lifecycle management

- No central roster of faculty from academic perspective
- No place to capture exceptions and track resulting timeline changes
- Spreadsheets aren't actionable
- Faculty personnel data in disparate systems that Depts can't access
- Difficult to anticipate faculty reviews
- Heavy admin burden

interfolio faculty search

- Poor applicant experience
- File type limitations
- Lack of shared governance support
- Arduous letter of recommendation process
- Unfriendly committee & document review exp
- Lack of diverse applicant pools
- Lack of insight into applicant source or ad spend ROI
- Lack of ability to track EEO data

interfolio review, promotion & tenure

- Manual processes
- Lack of transparency in reviews
- Clunky workflow configuration
- Decentralized, uneven processes across campus
- Lack of adequate documentation
- Legal risks from lack of clear, demonstrable processes
- Unprofessional peer evaluation letter solicitation/collection

interfolio faculty activity reporting

- No central data repository
- Redundant data requests to faculty
- Manual annual reviews of faculty
- Unclear sense of subject matter expertise on campus
- Lack of cross-discipline collaboration
- Inefficient, laborious accreditation reporting

Typical Outcomes from Colleges and Universities

Faculty play a critical role in almost all major strategic initiatives



Miami University avoided \$2.2m of data entry time by faculty.



University of Missouri sourced \$3b by finding 5,063 inactive grants through Interfolio. They also reduced time to gather data from two years to two days.



Tulane saved over 1000 hours of faculty time on committee review, 600+ hours of staff time, and \$14,000 in paper costs.



Johns Hopkins achieved ~100% EEO compliance in order to meet OFCCP requirements for ~\$2b+ in federal grant money.



UMBC leads the nation in faculty inclusion and diversity by leveraging Interfolio data and best practices at the department, college, and institutional level.



Clemson University reduced time-to-hire by 13 weeks, reduced applicant drop off rate to 14%, & scouted 700 new candidates.

20 Years of Building for Faculty

300+ peers have vetted and chosen Interfolio

8.5m

SCHOLARLY
WORKS

55k+

FACULTY
REVIEWS

23k+

FACULTY
HIRED

98%

RENEWAL
RATE

Sample Peer INSTITUTIONS

- Florida A&M University
- Jacksonville University
- Flagler College
- University of North Florida
- Florida Atlantic University
- Florida International University
- St Petersburg College
- University of Florida
- University of Miami Herbert School of Business
- Saint Leo University
- Florida A&M University
- Bethune-Cookman University

RPT Implementation High Level Timeline



Weeks 1-2	Weeks 2-4	Weeks 4-6	Weeks 6-8	Weeks 8-10	Weeks 11-12
Interfolio Discovery Service					
	Configure Users, Units, SSO and Templates				
			Train Administrative Users and Committees		
				Create Cases, Notify Candidates, Assemble Packets	
					Close Out Project

Case Studies

Reducing the Resources Consumed by Faculty Reviews

Tulane University Frees up Hundreds of Faculty and Staff Hours for Higher-Value Activities

Challenge

- ▶ Paper-based processes for promotion, tenure, and annual reviews created huge burden for faculty and staff

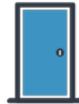
Solution

- ▶ Tulane adopted Interfolio to manage faculty reviews online

Results

- ▶ Hundreds of hours of faculty and staff time freed up for higher-value activities
- ▶ Reviewers no longer required to read P&T files in locked room on campus during business hours
- ▶ Thousands of dollars saved in printing costs and reduced carbon footprint

Annual Efficiency Gains from Adopting Online Review Platform



SAVED

5,175 trips by reviewers to locked rooms on campus to review candidate files



SAVED

619 hours of staff time

- reminding faculty to submit materials
- organizing and distributing materials
- managing review workflows and sequences of access
- chasing down external reviewers
- archiving materials



SAVED

1,072 hours of reviewee time

- tracking down materials and feedback from previous reviews
- accessing instructions, deadlines, and communications
- printing and organizing documents and assembling copies in binders



SAVED

\$14,862 in paper, toner, and printer maintenance and **51 trees**

Creating Best Practices in Faculty Data Management

University of Missouri Cleans Up Billions in Grant Data & Enhances Transparency, Usability, and Trust

Challenge

- ▶ Communication gaps existed between grants offices & faculty members
- ▶ Management processes were hindered, reducing quality of key-decision data

Solution

- ▶ Adopted Interfolio Faculty Activity Reporting solution Promoted validation processes to clean data

Results

- ▶ Improved business processes
- ▶ Improved communications & transparency
- ▶ Increased data accuracy & usability
- ▶ Enhanced faculty trust & buy-in

Impact from Using Faculty Activity Reporting System to Validate Grant Data

SYSTEM IMPACT



\$3.0 billion in inactive grant dollars cleaned up at the University of Missouri System's four institutions

SYSTEM IMPACT



5,063 inactive grants cleaned up at the University of Missouri System's four institutions



INSTITUTION IMPACT

\$1.9 billion in grant dollars accounted for at the University of Missouri Columbia



TIME IMPACT

2 years to 2-days estimated reduction in time required to clean up data due to using Interfolio instead of manual options

"This process wouldn't have been possible without making this information available to faculty through our Interfolio system." Jana Moore, Sr. Project Support Coordinator, Academic Affairs. University of Missouri System

Note: Grants data discussed above are older, inactive grants--not fund-in progress or completed grants.

“Faculty need to be able to provide the whole story of what they do to their chair: teaching, research, and service—and the impact of these activities. Having this information makes it easier for the Chair to tell the story of the department to the Dean, easier for the Dean to tell the story of the college to the Provost, and easier for the Provost to tell the story of the institution to the Chancellor and/or President. **These stories are invaluable as administrators must communicate the impact of the faculty and their work to the public and legislators.**”

Kathy Schmidke Felts, Ph.D.

Associate Director, Institutional Research
University of Missouri, Columbia