



**Inside
Higher
Ed**

2024 Survey of College and University Chief Academic Officers

5.15.2024, 2 p.m. Eastern

Webcast | 2024 Survey of College and University Chief Academic Officers

Hosts:

Colleen Flaherty,
Inside Higher Ed

Ryan Quinn,
Inside Higher Ed

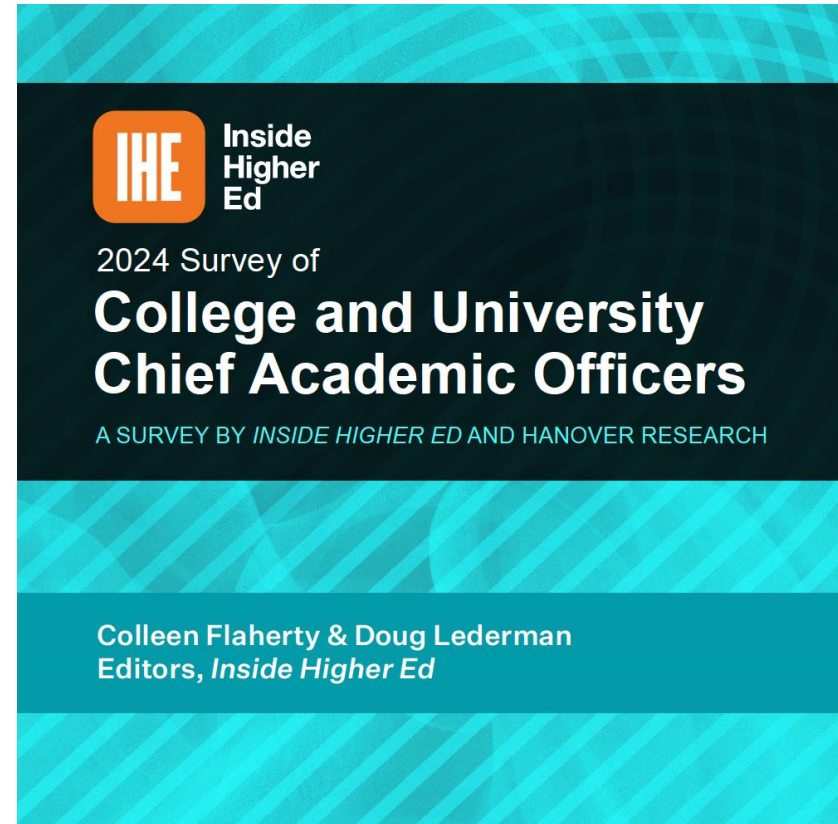
Panelists:

George Justice,
Provost,
University of Tulsa

Julian Vasquez Heilig,
Provost,
Western Michigan
University

About the Survey

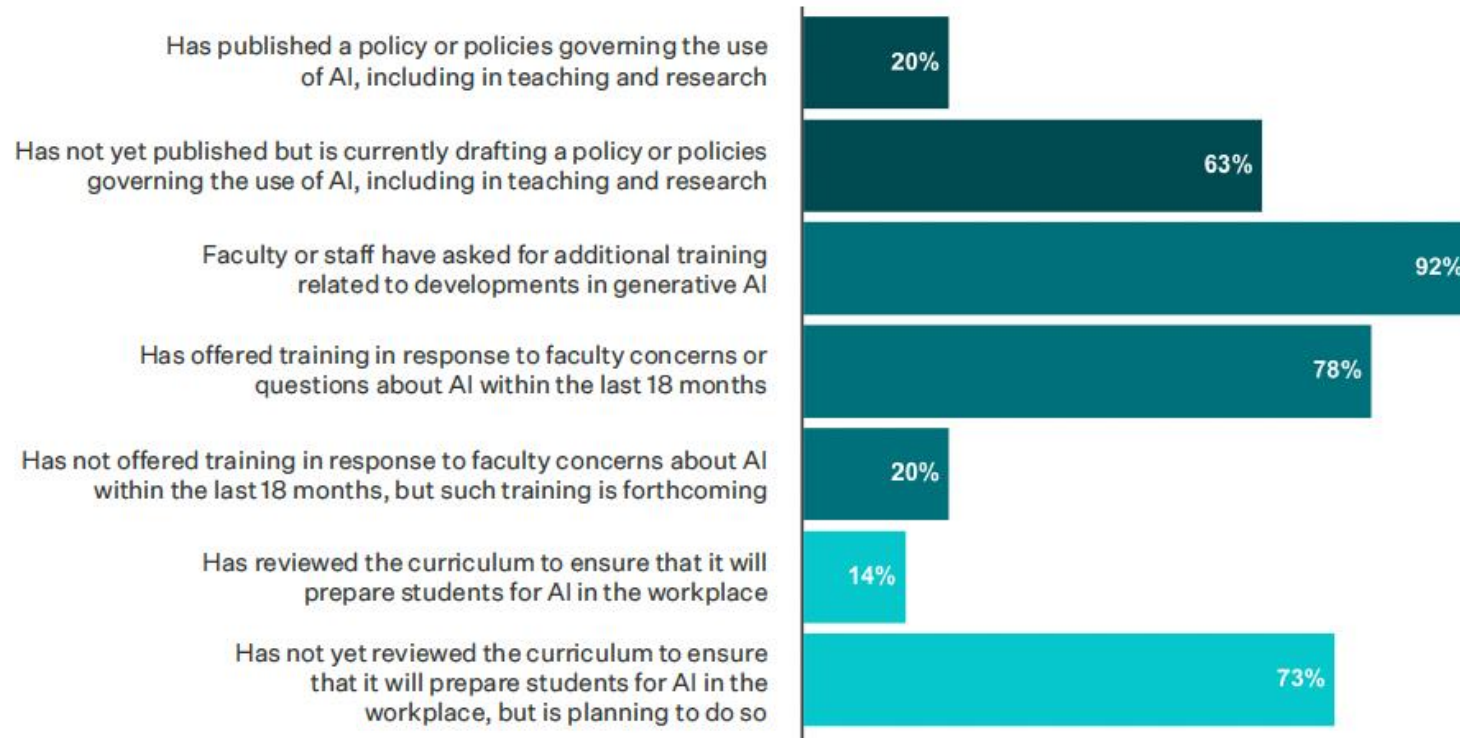
- 331 provosts at 2- and 4-year colleges and universities
- 159 public, 165 private nonprofit institutions represented
- Margin of error: 5%
- Response rate: 13%
- Partnered with Hanover Research



Key Findings

Provosts On: Artificial Intelligence

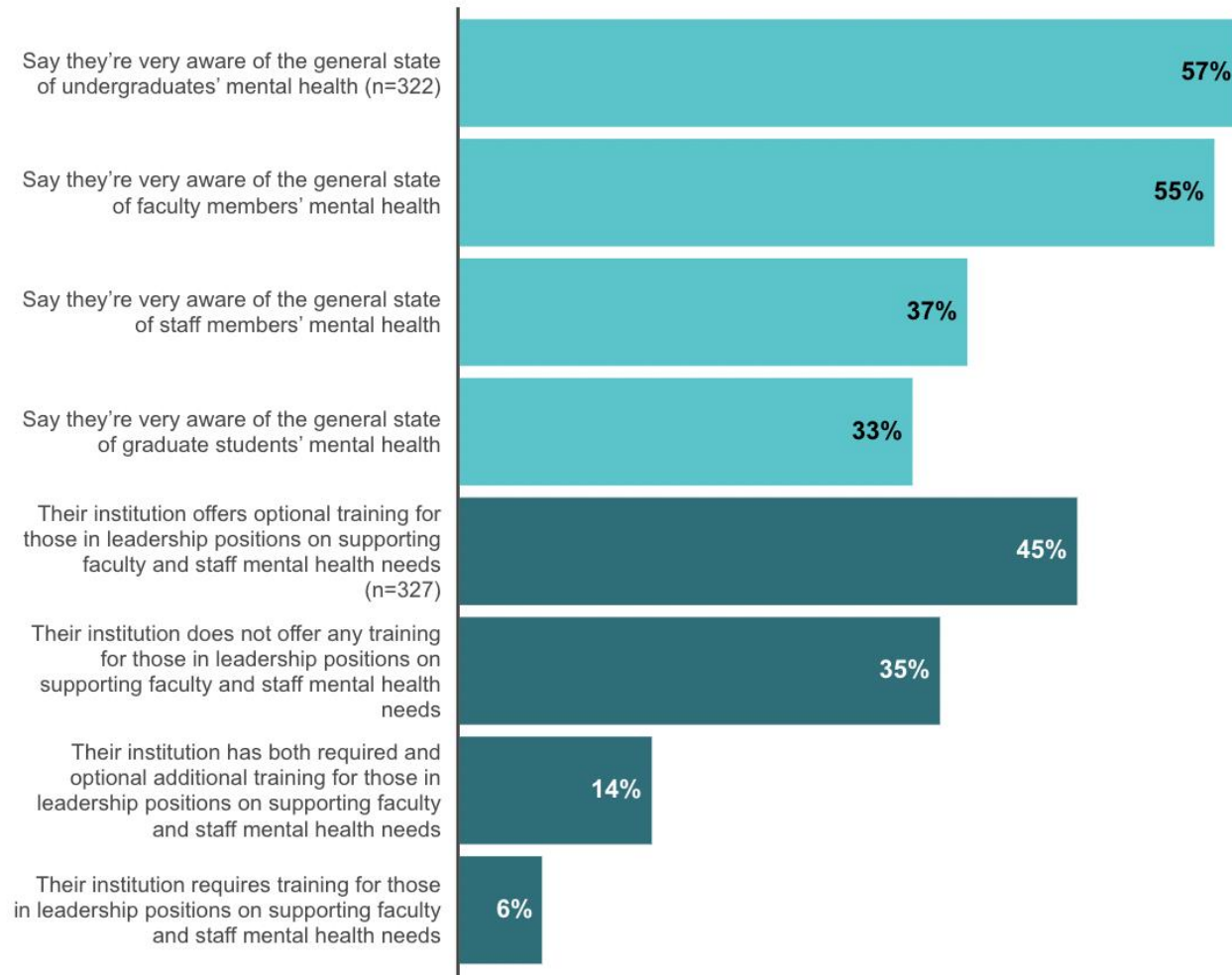
Provosts who indicate the following regarding their institution and AI (n=331):



- 2 in 10 say their institution has published an AI policy; 6 in 10 say it's in the works
- Nearly all say faculty and staff members have asked for genAI training
- 1 in 7 says their institution has reviewed the curriculum to align with rise of AI in the workplace
- Most are concerned about academic integrity—but still enthusiastic about AI
- ~Half of institutions represented are using AI for chatbots

Provosts On: Mental Health

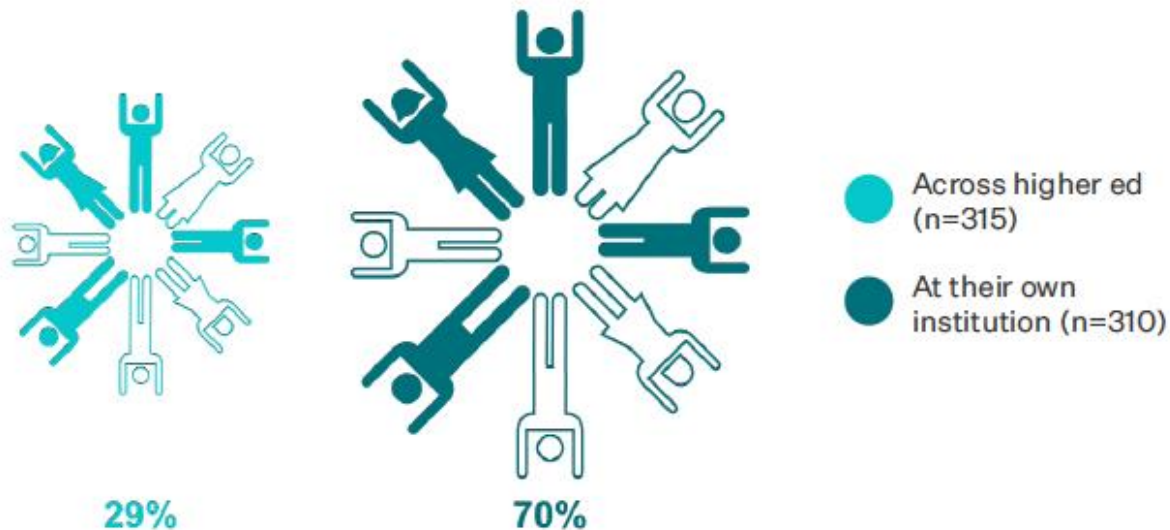
Provosts who indicate the following on mental health:



- Most say they're either somewhat or very aware of the general state of undergraduates, faculty mental health
- ~Half say their institution provides optional training for leaders on supporting faculty, staff mental health
- Few say leadership training on supporting faculty/staff mental health is required

Provosts On: Diversity, Equity and Inclusion

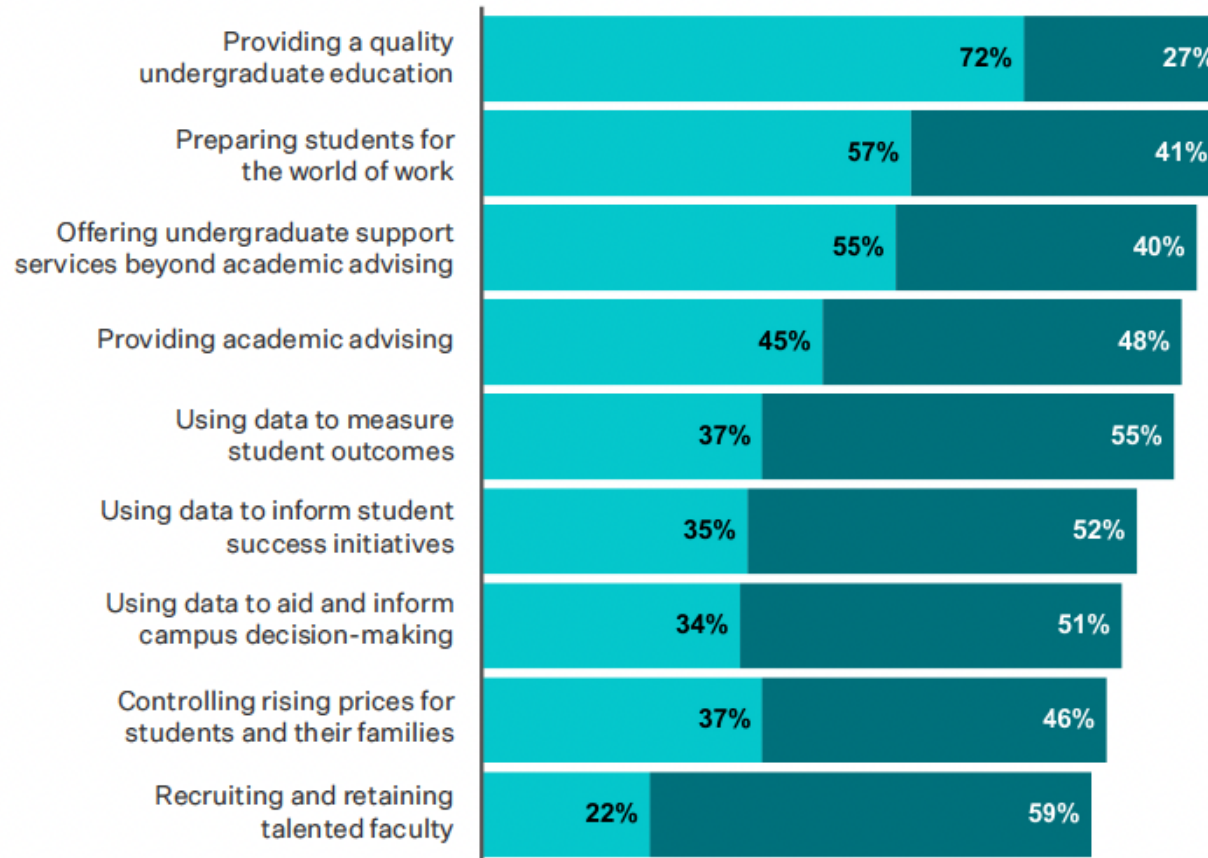
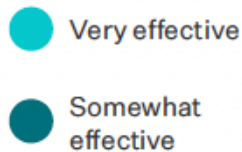
Provosts who say the state of race relations is good or excellent, in higher ed generally and at their institution:



- 6 in 10 agree or strongly agree SCOTUS decision on race-conscious admissions will decrease student racial diversity in higher education in general vs. 1 in 10 who says it will decrease student racial diversity at their own institution
- 1 in 10 says institution has curtailed DEI measures beyond admissions in response to SCOTUS or other pressure from lawmakers
- 3 in 10 rate the state of race relations across higher ed as good or excellent vs. 7 in 10 who rate it good or excellent on their own campus

Provosts On: Institutional Effectiveness and Change Management

Provosts who say their institution is very effective or somewhat effective at the following functions (n=321):



- 3 in 4 say their institution is very effective at providing a quality undergraduate education
- More than half of say their institution is very effective at preparing students for the world of work, offering undergraduate support services
- ~1 in 3 each says their institution is very effective at using data to measure student outcomes, inform student success initiatives
- ~1 in 3 says institution is very effective at controlling rising prices for students and their families

Provosts On: Budgets and Finances

Provosts who agree or strongly agree with the following on budgets and finances (n=317):



82%

Financial concerns are prevalent in their institution's discussions about launching new academic programs.



74%

Most new funds their institution will have to spend on academic programs will come from reallocation, not new revenues.



42%

Their institution should reduce the number of academic programs it offers by the end of the next academic year.



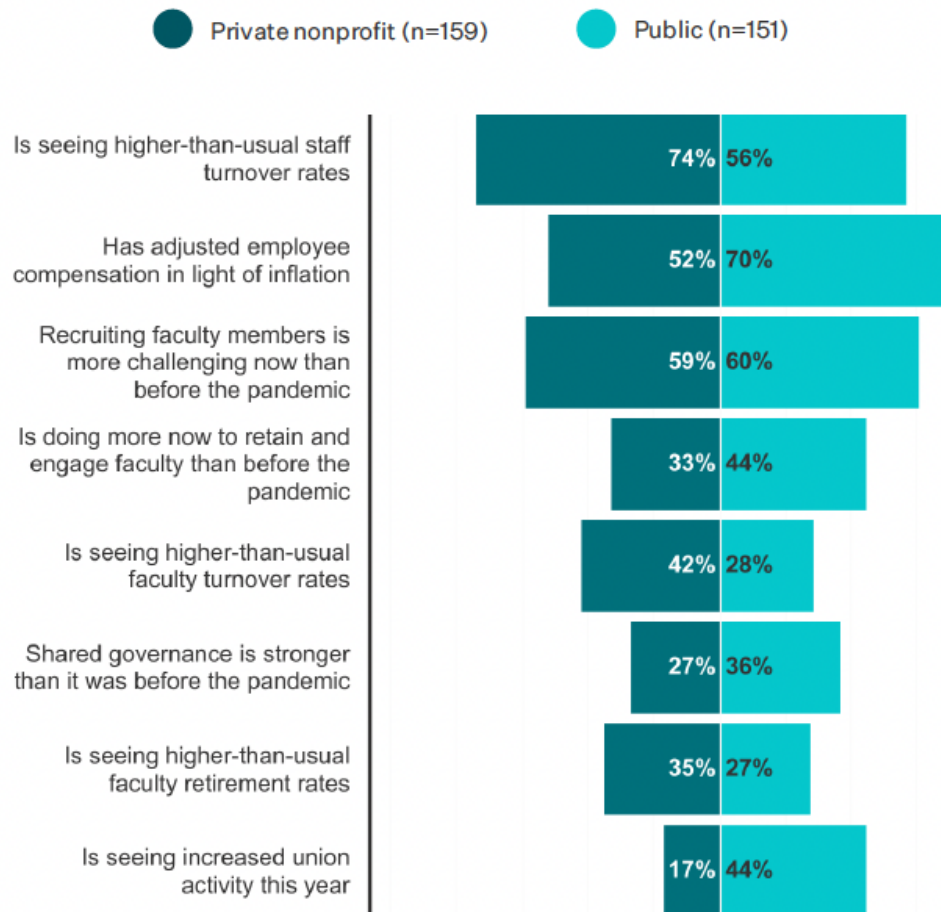
35%

Their institution is likely to reduce the number of academic programs it offers by the end of the next academic year.

- 8 in 10 agree or strongly agree that financial concerns, including revenue, market opportunities and profit, factor in to discussions about launching new academic programs
- ~3 in 4 agree or strongly agree that most new funds their institution spends on academic programs will have to come from reallocation, not new revenue
- ~4 in 10 agree or strongly agree that their institution should reduce its # of academic programs by the end of next academic year; nearly as many say their institution is likely to do so

Provosts On: Faculty and Staff Retention

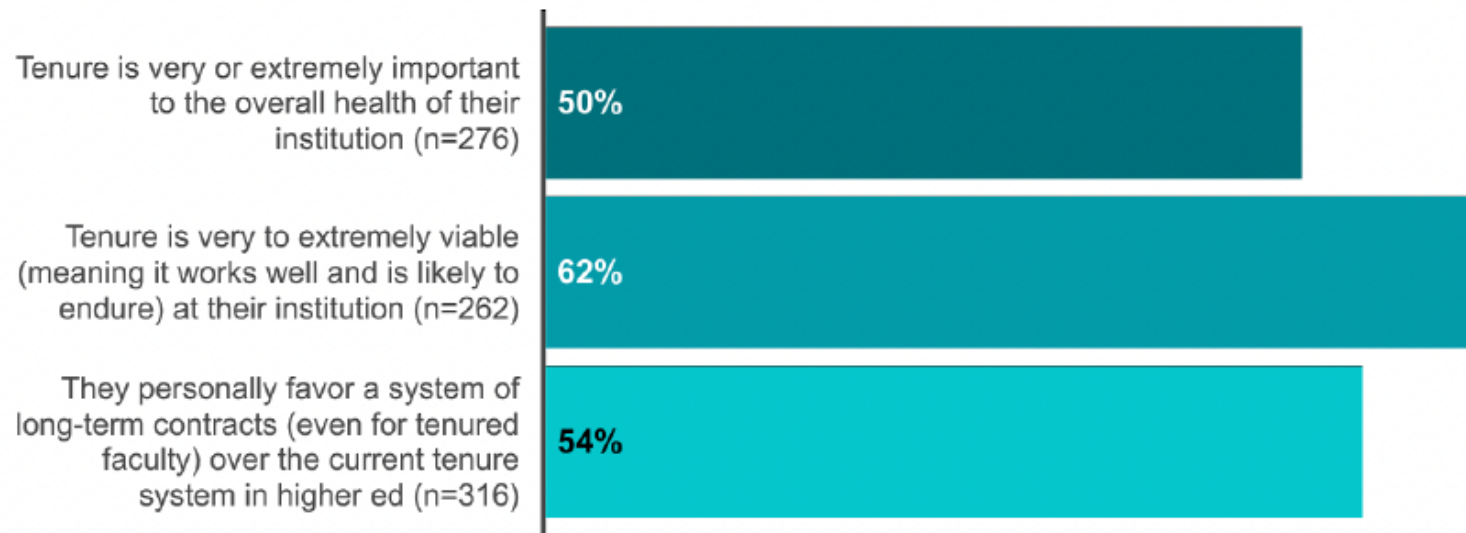
Provosts who agree or strongly agree with the following on their institution's faculty and staff retention, by sector:



- 2 in 3 agree or strongly agree that their institution is currently seeing higher-than-usual staff turnover rates
- ~2 in 3 agree or strongly agree that recruiting faculty members now is more challenging than it was before the pandemic
- ~1 in 3 each says their institution is seeing higher-than-usual faculty turnover and faculty retirement rates
- Majority say their institution has made adjustments to employee compensation in light of inflation
- 4 in 10 say their institution is doing more now to retain and engage faculty members than it was prior to the pandemic

Provosts On: Faculty and Tenure

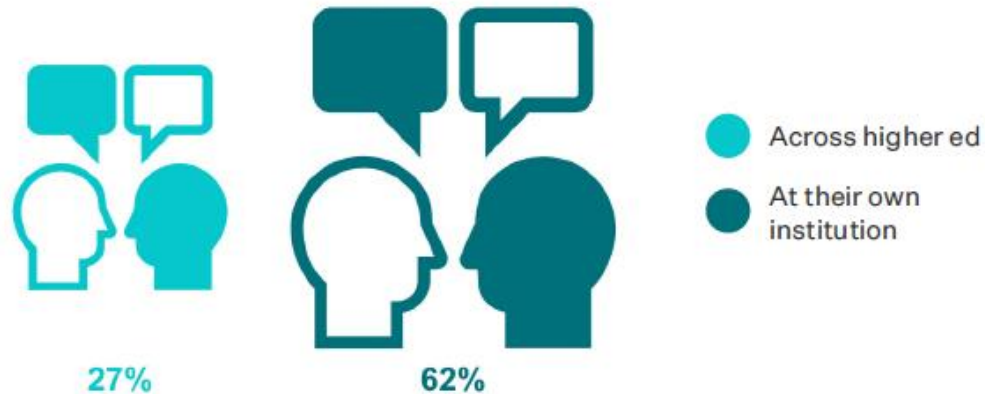
Provosts who say the following on faculty tenure:



- 1 in 2 says tenure is very or extremely important to the overall health of their institution
- ~2 in 3 say tenure is very or extremely viable at their institution
- More than half favor long-term contracts for faculty members over the current tenure system
- ~4 in 10 say a quarter to half of course sections at their institution are taught by untenured or non-tenure-track professors
- Nearly half agree or strongly agree that U.S. graduate programs admit too many Ph.D. students, given the current job market

Provosts On: Campus Speech

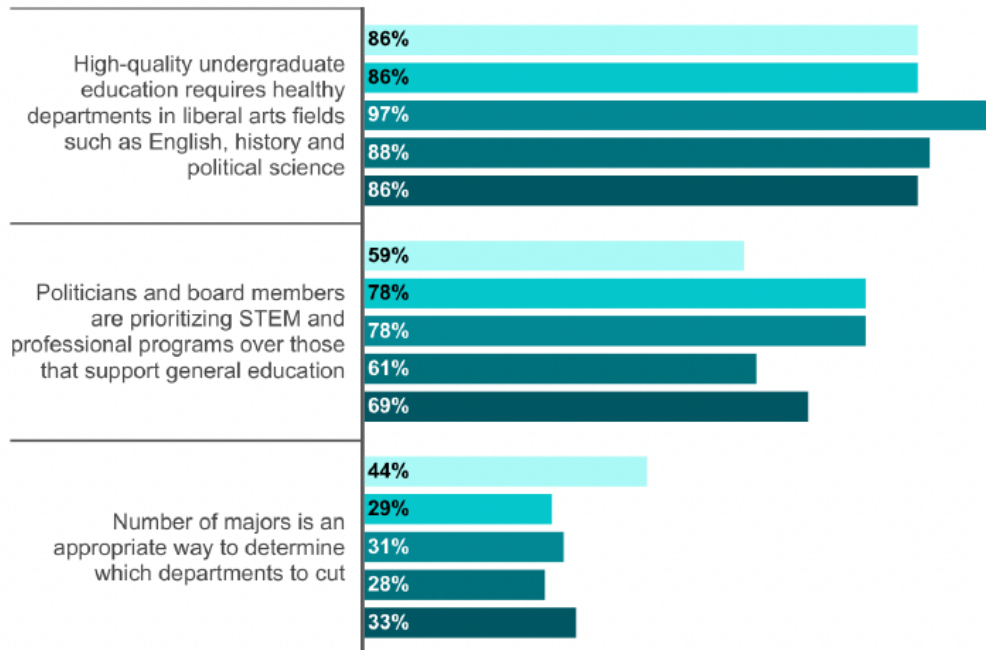
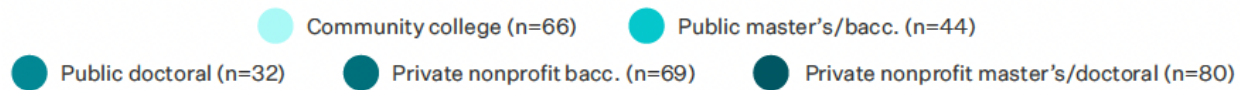
Provosts who rate the climate for open inquiry and dialogue good or excellent, in higher ed generally and at their institution (n=305):



- 7 in 10 agree or strongly agree that their institution has a clear response plan in place for addressing student complaints about professors' speech in the classroom
- ~6 in 10 says there's a plan in place for addressing complaints about student organizations' speech
- 4 in 10 agree or strongly agree that current world events have stressed their institution's speech policies to the point that they may need to be revisited
- More than half are very or extremely concerned about the 2024 election results affecting the climate for free inquiry at their institution

Provosts On: Declines in Majors and Academic Departments

Provosts who agree or strongly agree with the following on academic programs, by institution type:



- 9 in 10 agree or strongly agree that high-quality undergraduate education requires healthy departments in liberal arts fields (English, history, political science, etc.)
- ~2 in 3 agree or strongly agree politicians and boards prioritize STEM and professional programs over those that support general education
- ~1 in 3 say # of students majoring in a program is an appropriate way to determine which departments to cut

Provosts On: The Provost's Role

Provosts who agree or strongly agree with the following about being a chief academic officer (n=299):



- 4 in 10 somewhat or strongly agree that the job is more focused on financial management than on academic issues
- 9 in 10 still agree or strongly agree that they're glad they pursued administrative work

Panel Discussion



George Justice,
Provost and Executive Vice President for Academic Affairs,
University of Tulsa



Julian Vasquez Heilig,
Provost and Vice President for Academic Affairs,
Western Michigan University

Audience Q & A

Thank You!

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