

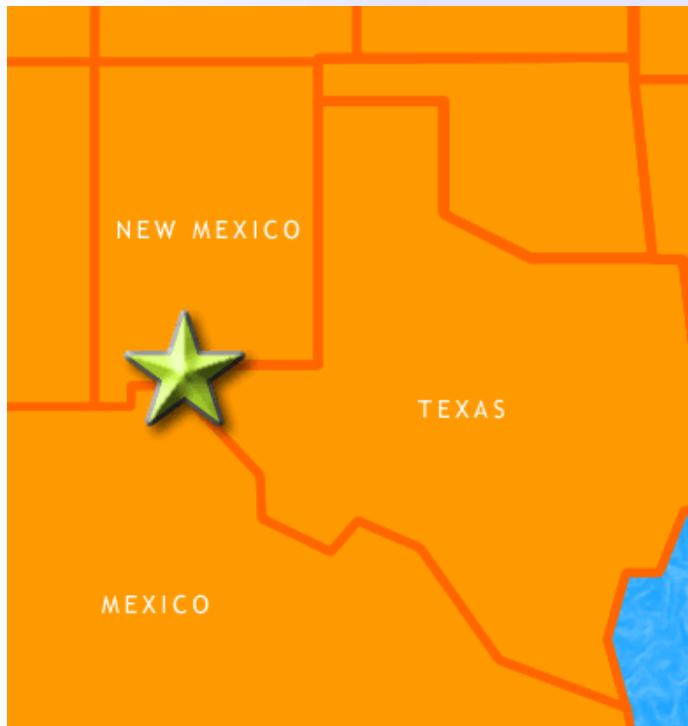


Aligning Reward Systems to Institutional Missions: Balancing Access and Excellence





Our Mission (Access)



The University of Texas at El Paso commits itself to providing quality higher education to a diverse student population.

Classified as a Doctoral/Research-Intensive university, UTEP seeks to extend the greatest possible educational access to a region which has been geographically isolated with limited economic and educational opportunities for many of its people.



Our Mission (Excellence)



The University will ensure that its graduates obtain the best education possible, one which is equal, and in some respects superior, to that of other institutions, so that its graduates will be competitive in the global marketplace.

UTEP also will capitalize on its bi-national location to create and maintain multicultural, inter-American educational and research collaborations among students, faculty, institutions, and industries, especially in northern Mexico.

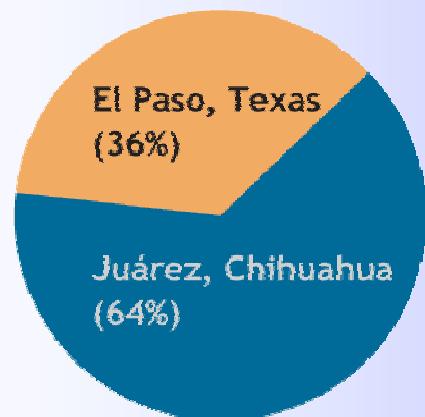


Demographics of El Paso Region

Population (2000) in the El Paso - Juárez

Metroplex: 1.9 million

Juárez, Chihuahua	1,218,817
El Paso, Texas	679,622

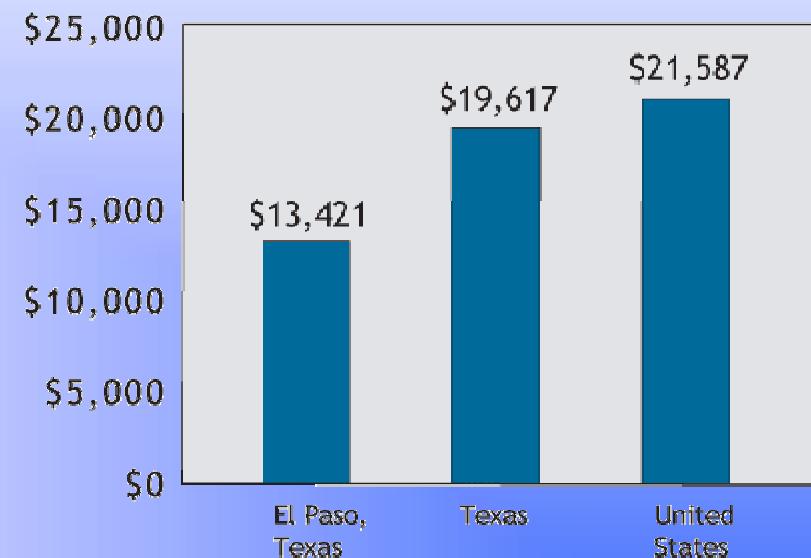


Source: U.S. Census and INEGI



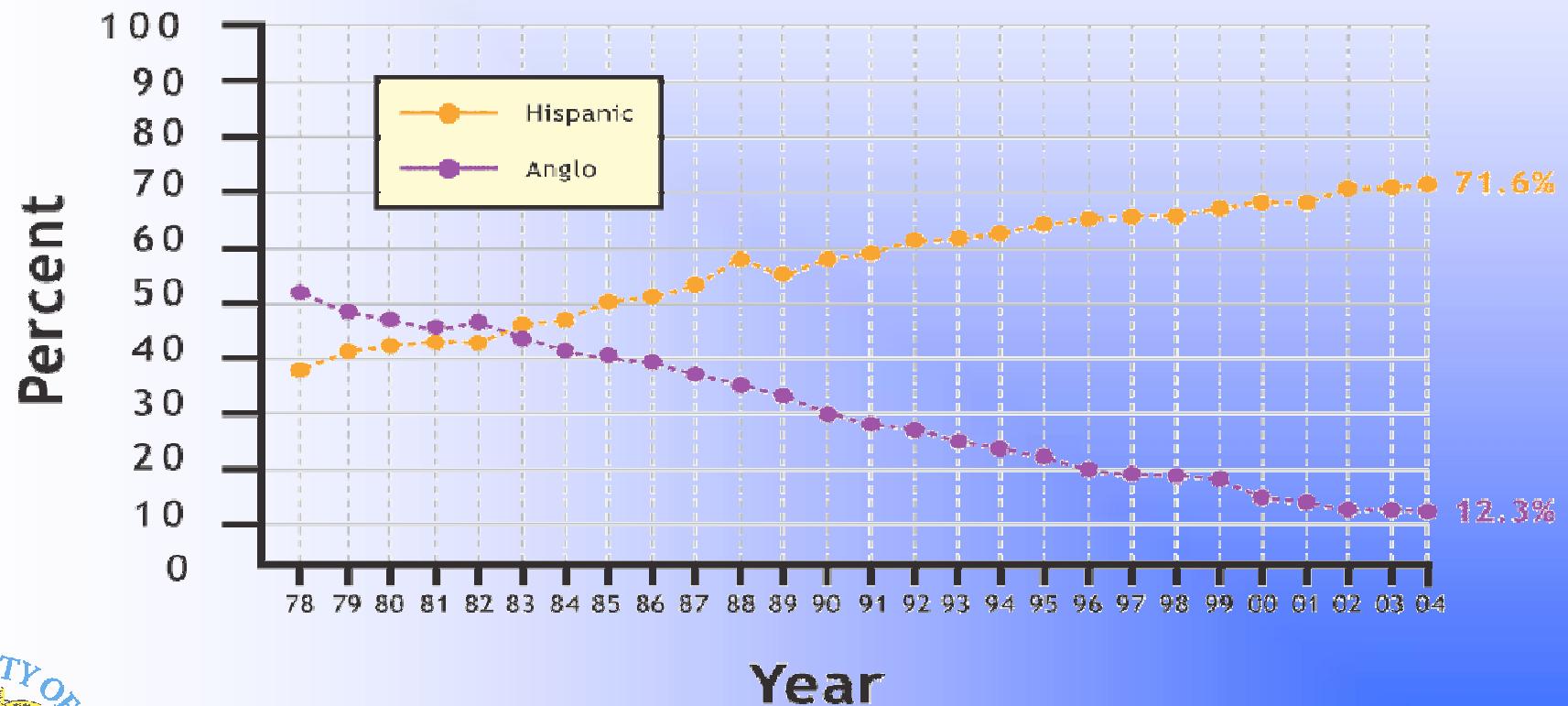
Per Capita Money Income, 2000 U.S. Census

(El Paso PCI is 68% that of Texas and 62% of the U.S.)





UTEP's Shifting Demographics





UTEP Student Profile

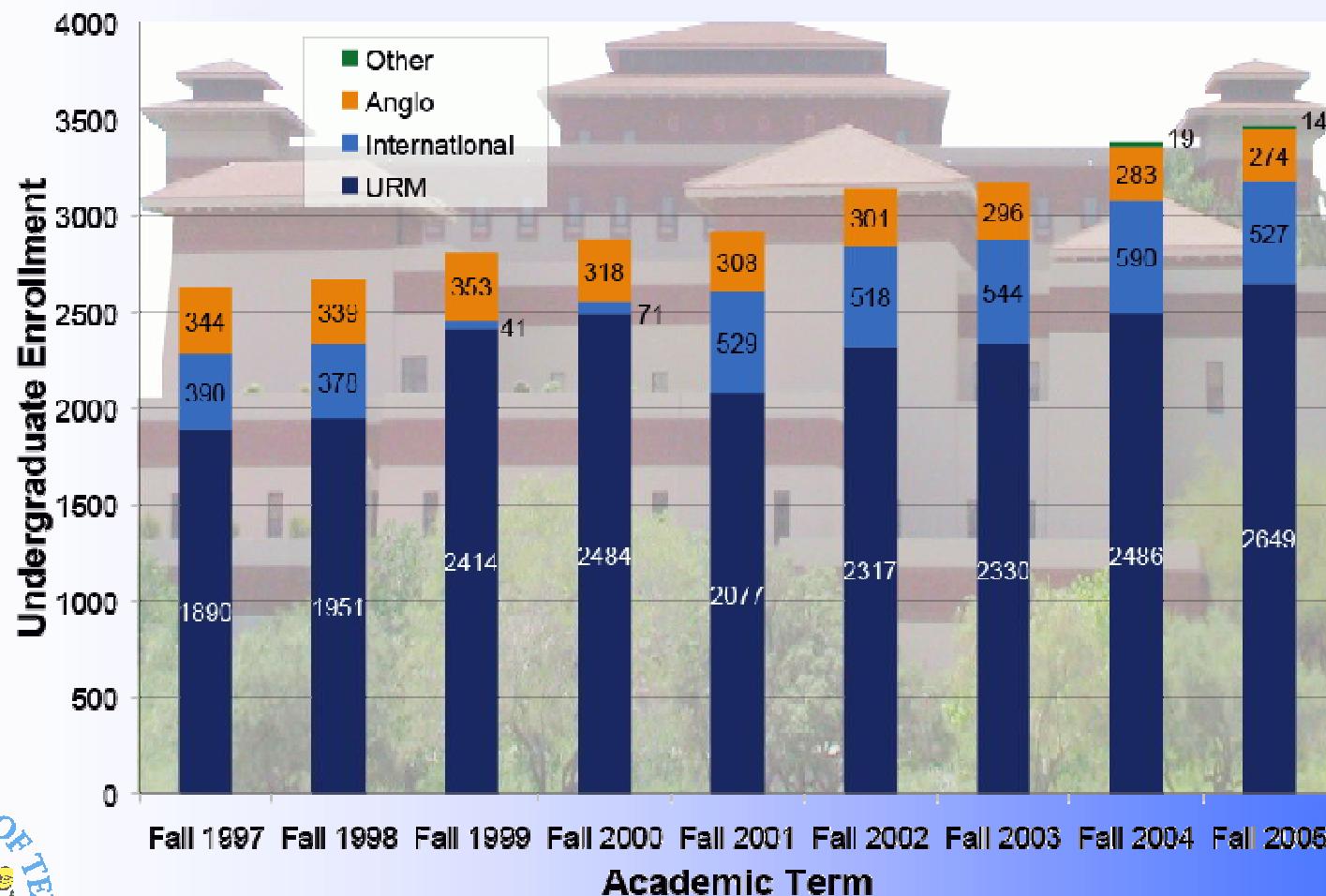
- 19,842 students
- 72.5% Hispanic
- 61.5% full-time enrollment
- 98% commute daily
- 81% work
- 50%+ first in their family to pursue a bachelors degree

Only U.S., doctoral research intensive university with a student body that is predominantly Hispanic.



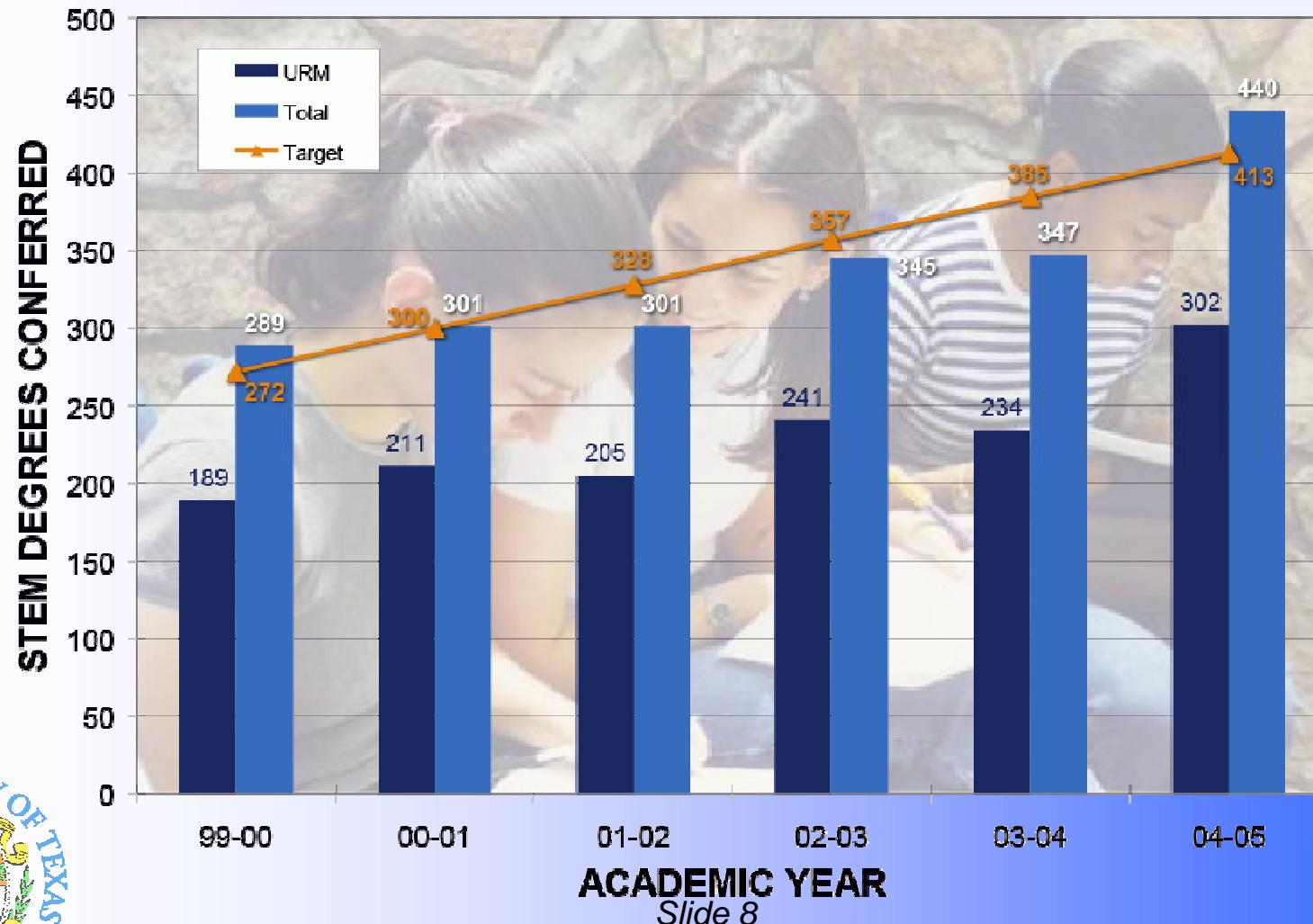


STEM UG Enrollment Trends



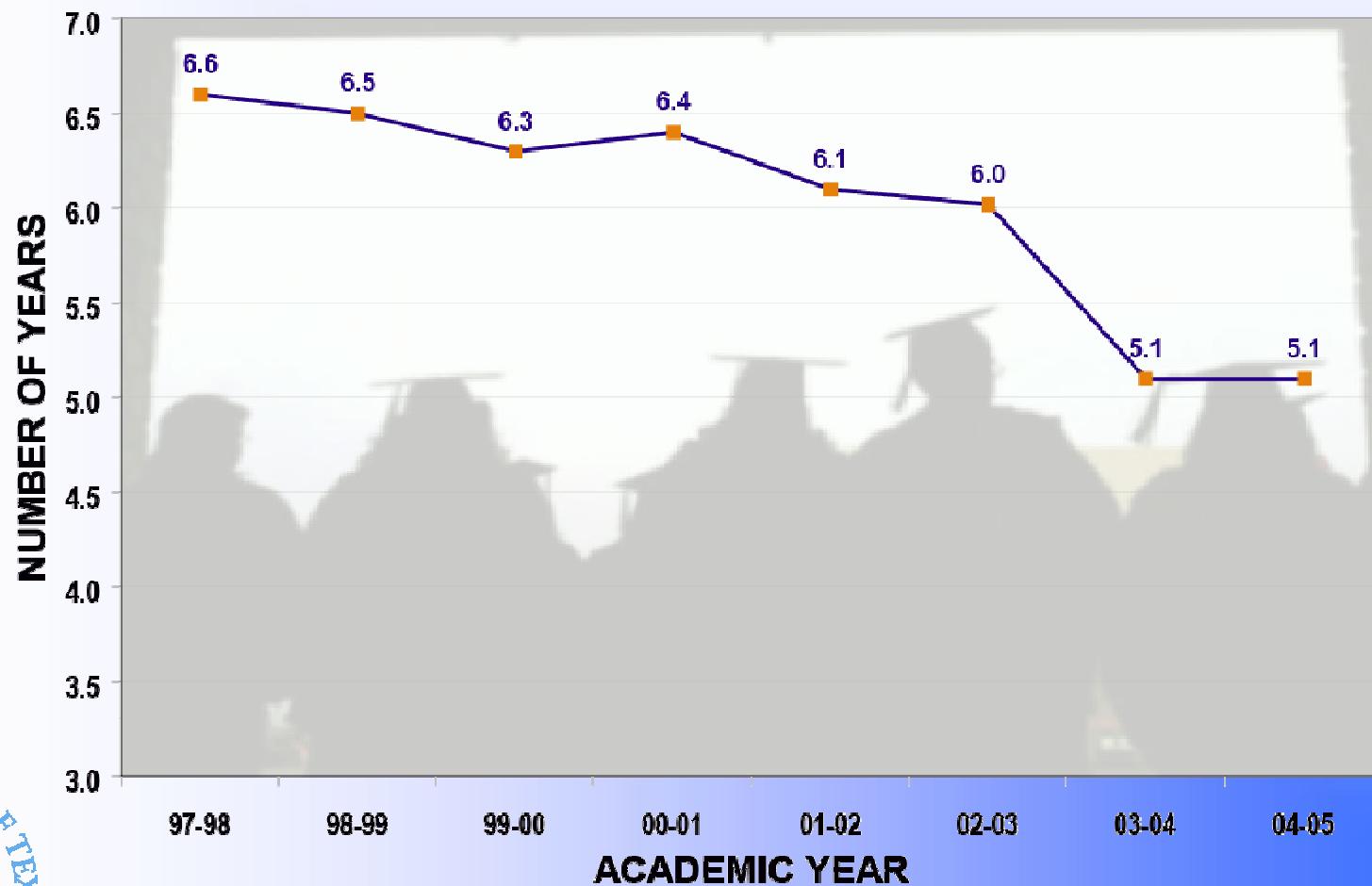


STEM Degree Production





Average Years to Graduation (STEM)





Why Research?

- To create, interpret, evaluate, apply, and disseminate knowledge
- To attract and retain a diverse, innovative, and productive faculty body fully dedicated to learning and teaching
- To contribute to the formation of a broader intellectual foundation for the 21st century
 - More than 90% of undergraduates who engage in research complete their baccalaureate degrees at UTEP
 - More than 40% continue on to graduate school





Leveraging State Funding

- Physical Infrastructure
- Academic Programs
- Education and Human Resources





Areas of Research

- Aerospace and Defense
- Biomedical and Health
- Computer Science and Engineering
- **Education**
- Environmental Science and Engineering
- Material Science and Engineering
- Social and Behavioral Sciences



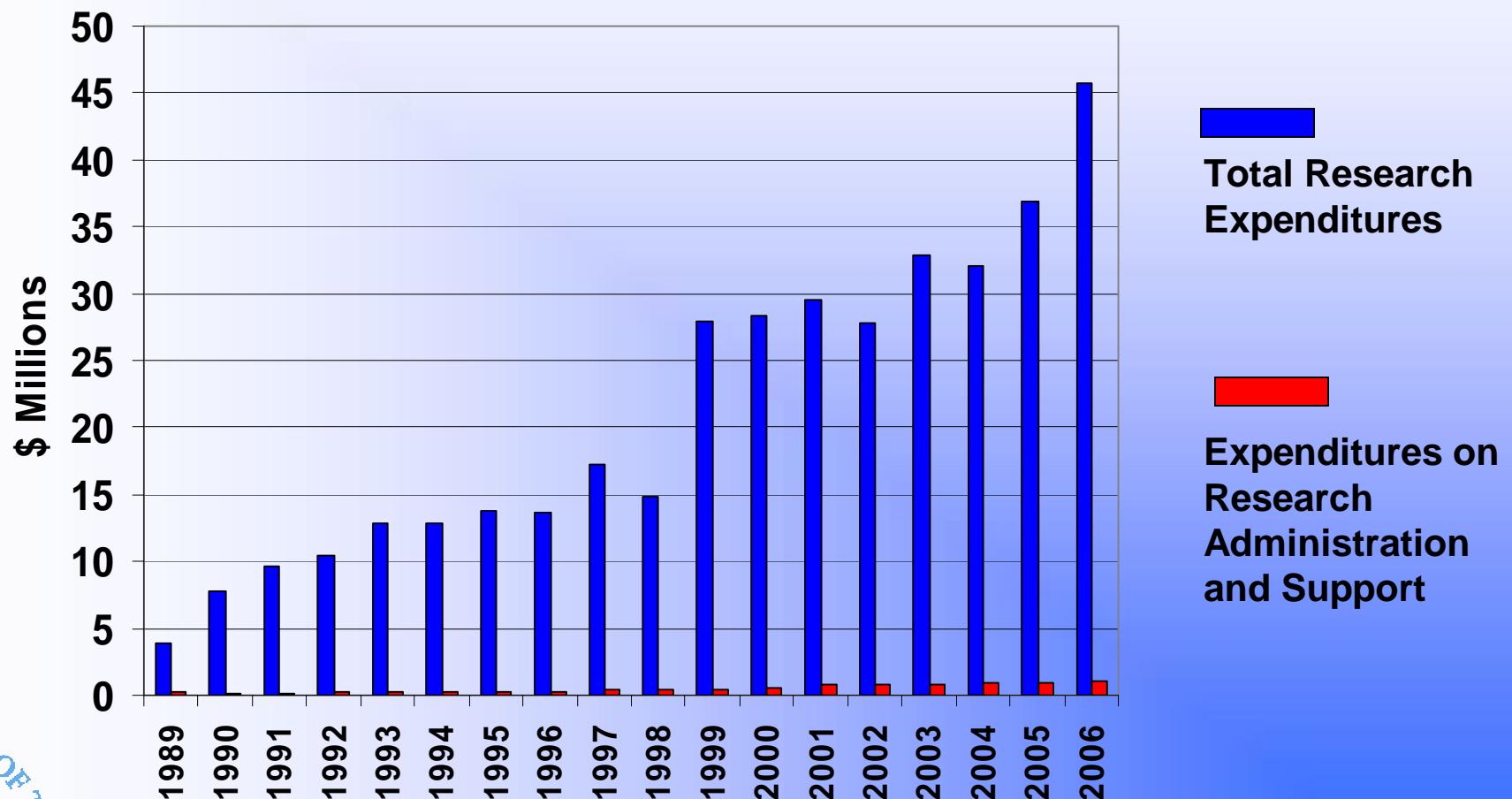


Administration: Balancing Act

- Vision and Mission
- Priorities
 - Enrollment Growth
 - Retention and Graduate Rates
 - Infrastructure Development
- Policies
 - New Faculty Hires
 - Rewards
 - Distribution of Resources
- External Relations
 - Funding Agencies (NSF, NIH, NASA)
 - Industry
 - Foundations



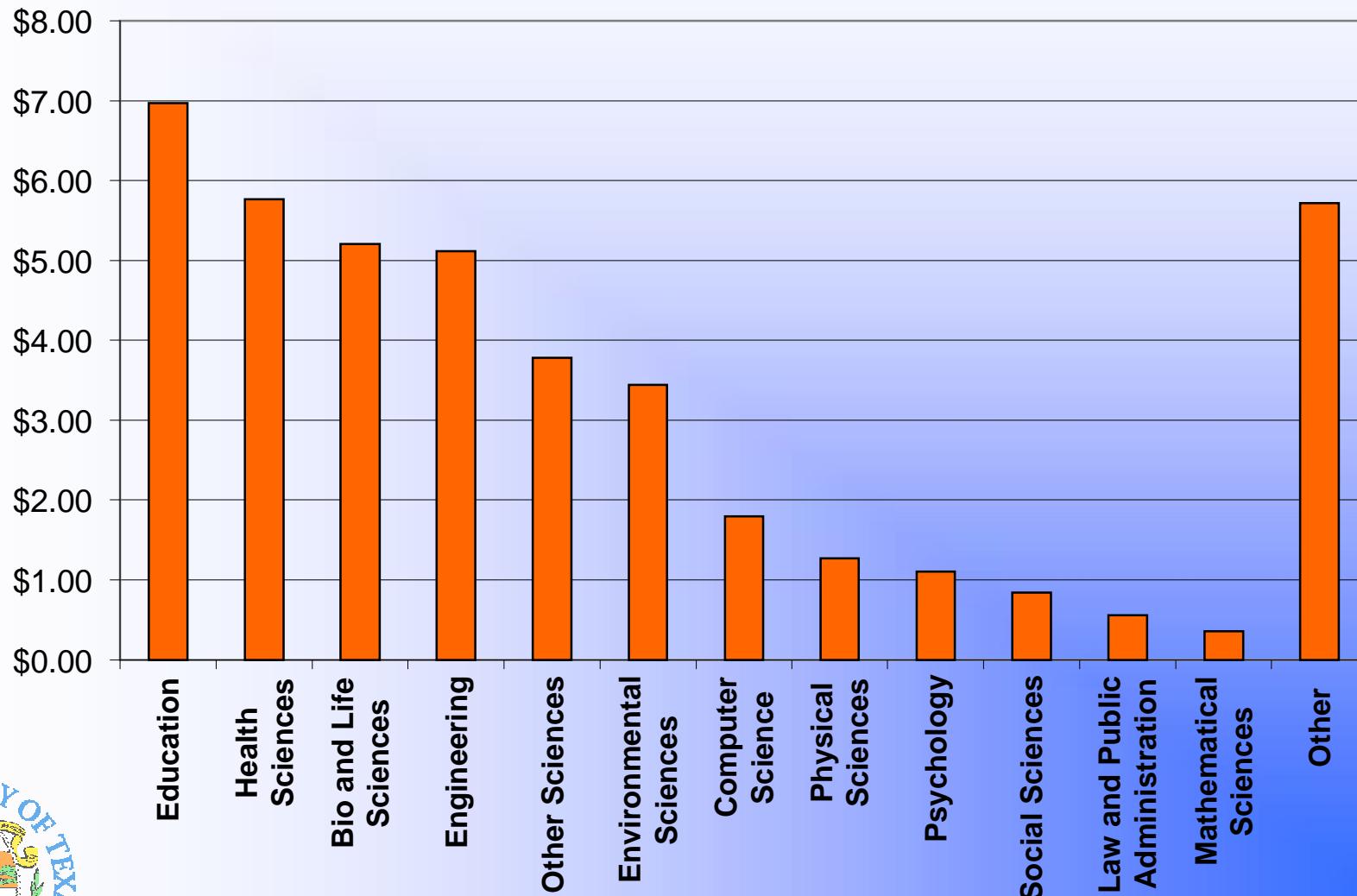
History of Research Expenditures



Research & Sponsored Projects



Distribution of Expenditures by Research Areas



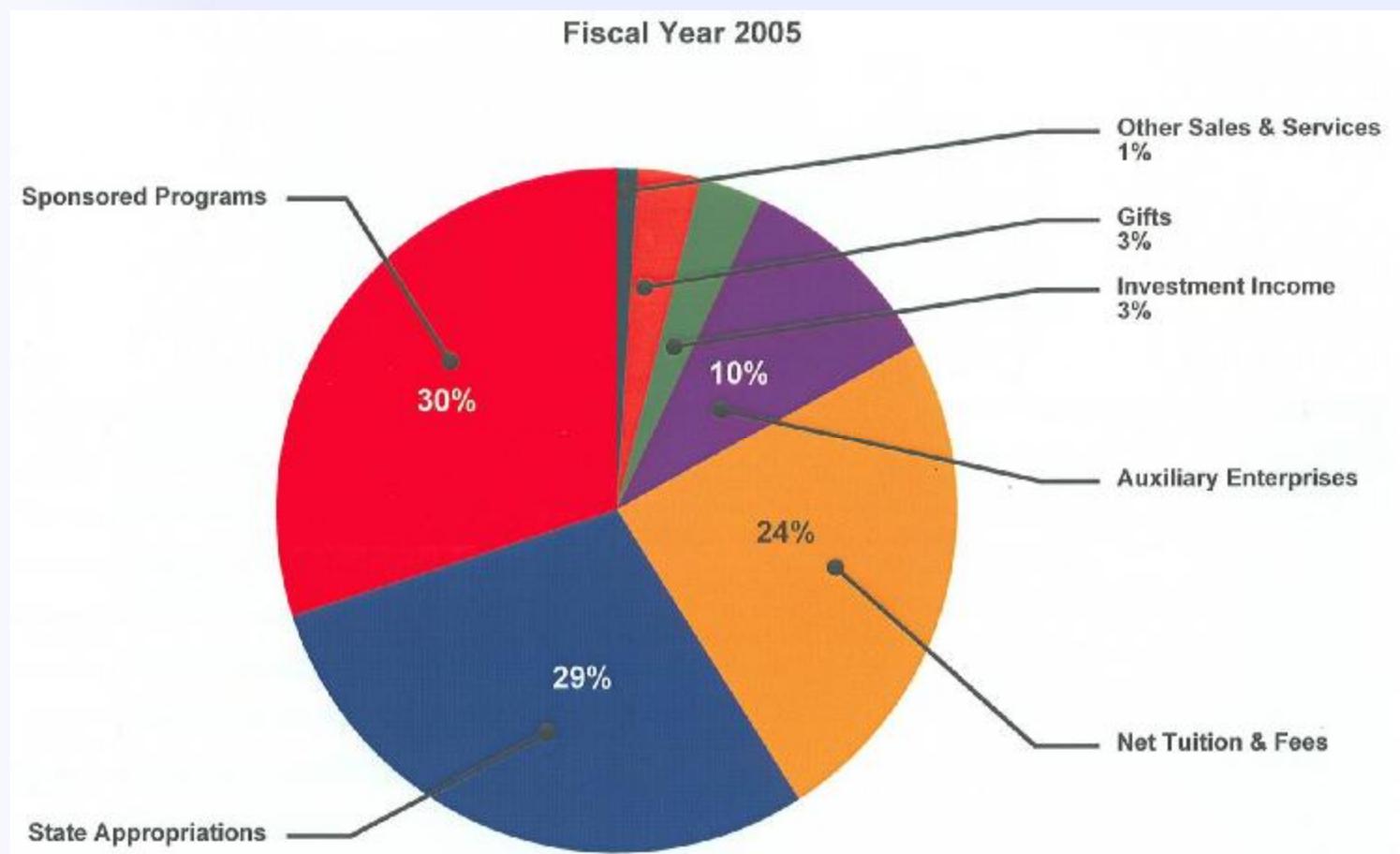
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Source: 2006 Research Expenditures, THECB



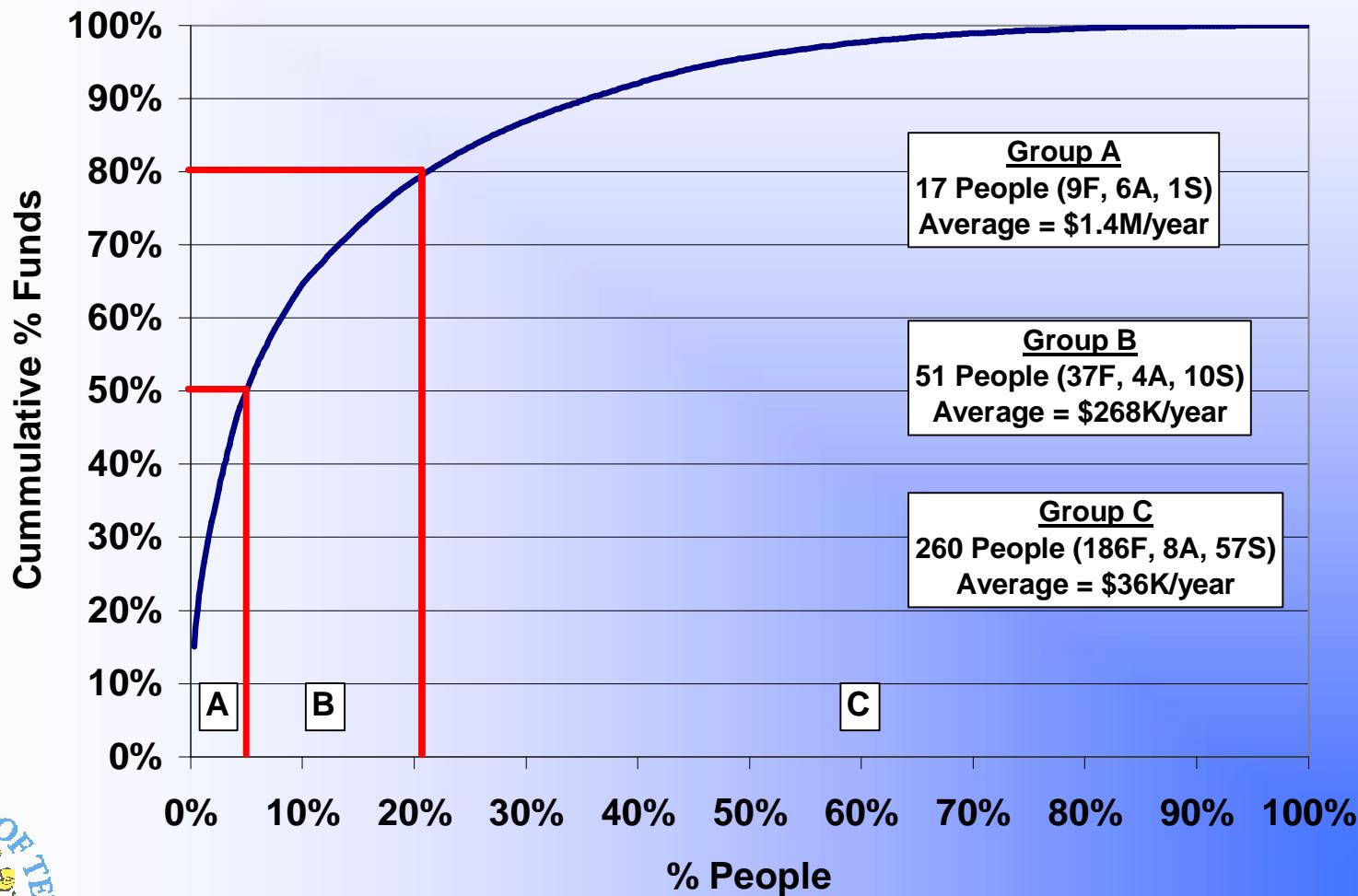


Importance of Sponsored Programs as a Revenue Source





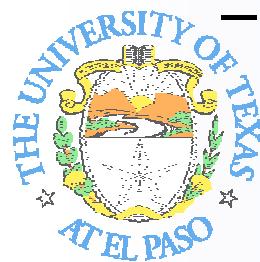
Who Generates Research Funding?





Roles of Faculty

- Tenor of Research
- Faculty to Faculty Mentoring
 - Priorities
 - Milestones
- Tenure and Promotion Decisions
- Championing Causes
 - Research Models
 - Effective Teaching
 - Training Opportunities





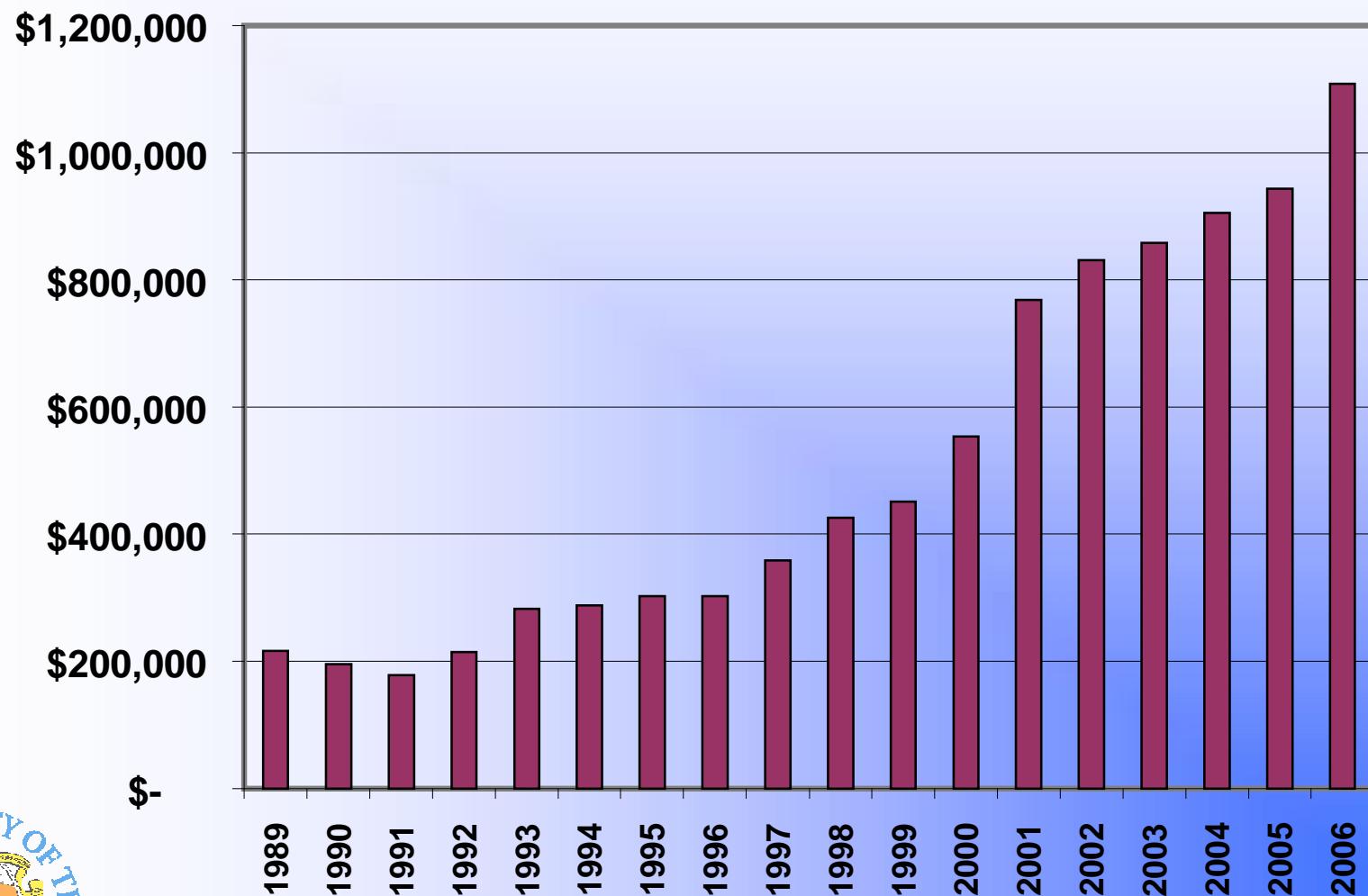
History of Research Administration Support

- In 1985
 - Research administration support resided in the Graduate School
 - 1 staff person
- In 2006
 - Research administration support provided by a unit (ORSP) with 21.25 FTE
 - \$1.11 Million operating budget
 - \$8 Million of local and state funds invested in research enhancement





ORSP Operating Budget





Research Milestones (2006)

- Reached \$45.7 million in research expenditures (compared to \$3.9 million in 1989)
- Ranked
 - second in federal research expenditures among UT System's academic institutions and
 - fourth in the Texas among public academic institutions
- Developed a national model for entering student success in an urban, commuter, minority-serving setting
- Helped to transform El Paso's
 - K-12 teaching and
 - preparation of pre-service teachers
- Led the nation in producing Hispanic science and engineering B.S. recipients who have gone on to earn a Ph.D.

