



Baylor Annual Report 2009

Baylor



BAYLOR
UNIVERSITY

IMPERATIVE III

Develop a world-class faculty

BAYLOR WILL CONTINUE TO RECRUIT FACULTY from a variety of backgrounds capable of achieving the best of scholarship, both in teaching and research. We will recruit high-potential junior faculty as well as highly esteemed senior faculty who embrace the Christian faith and are knowledgeable of the Christian intellectual tradition. Many of these faculty will especially exemplify the integration of faith and learning in their disciplines and in interdisciplinary or collaborative activities. A significant number of Baylor faculty will continue to be recognized as leaders in their respective disciplines and in productive, cutting-edge research.

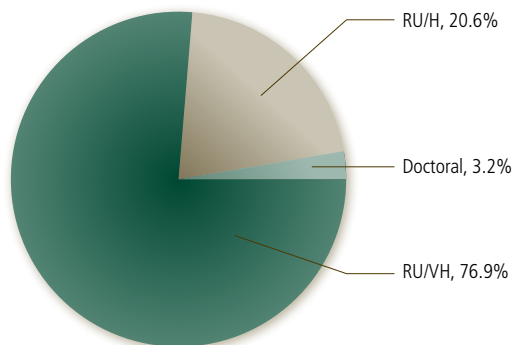
PROGRESS SUMMARY

IMPERATIVE GOALS

The majority of new Baylor faculty graduated from universities with very high research production.

Of the tenured/tenure track faculty hired fall 2002 through fall 2008, over three-fourths received their degrees from universities characterized by “very high research activity.” (Fig. 3.1)

Fig. 3.1 New tenured/tenure track faculty hires by Carnegie Classification of degree granting institution



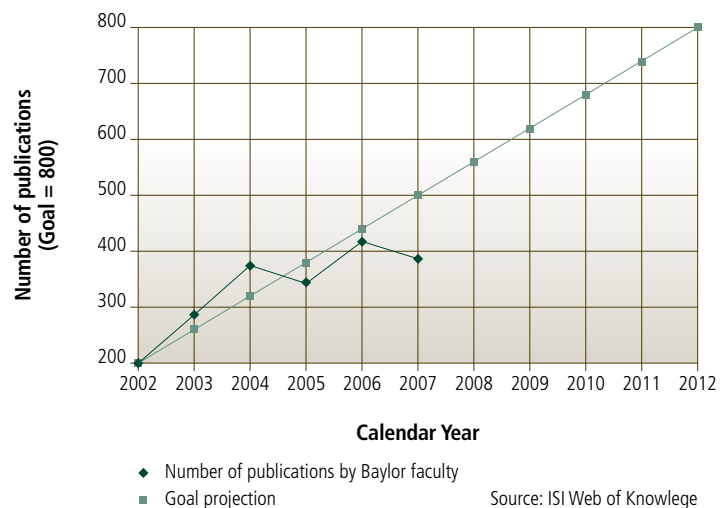
RU = Research University
VH = Very high research activity
H = High research activity

Source: Institutional Research & Testing

We are making remarkable progress in faculty publications.

The number of publications in major journals by Baylor faculty has increased, from 202 in 2002 to 386 in 2007. However, it appears that the surge resulting from initial 2012 hires and research support is leveling off. (Fig. 3.2)

Fig. 3.2 Number of publications authored by Baylor faculty



Source: ISI Web of Knowledge

We are **making progress for fiscal support of research.** Research expenditures have grown significantly in the past six years. External expenditures from grants have increased by almost \$4 million (Fig.3.3), while total research and sponsored activity expenditures have grown by almost \$6 million. (Fig. 3.4) This growth in external support for research has combined with our increases in graduates with research doctorates to produce the new Carnegie classification of “research university” for Baylor.

We are **on track in being intentional about the integration of faith and learning.** Baylor hires committed Christians and evaluates each individual job candidate’s willingness to be committed to the University’s mission and vision. Each department has submitted to the Provost a statement describing how its faculty integrate faith and learning in their work. All units advocate reflecting Christian values in the ways faculty relate to one another, students and staff. The relation of faith to the content of teaching and research varies widely from discipline to discipline. For example, these issues are intrinsic to the subject matter of some units (e.g., the Department of Religion or George W. Truett Theological Seminary), while other units explore them as they bear on moral and ethical professional conduct, motivation for professional service or the exploration of particular cultural issues.

Fig. 3.3 External expenditures from grants

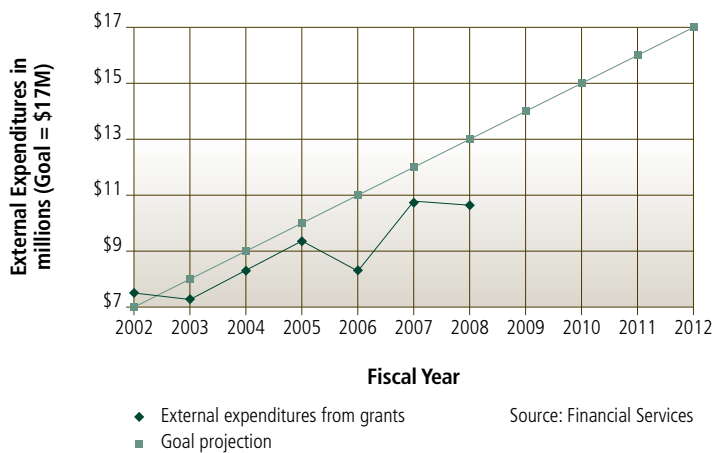


Fig. 3.4 Total research and sponsored activity expenditures

