

FY25 Budget Planning Meeting #2

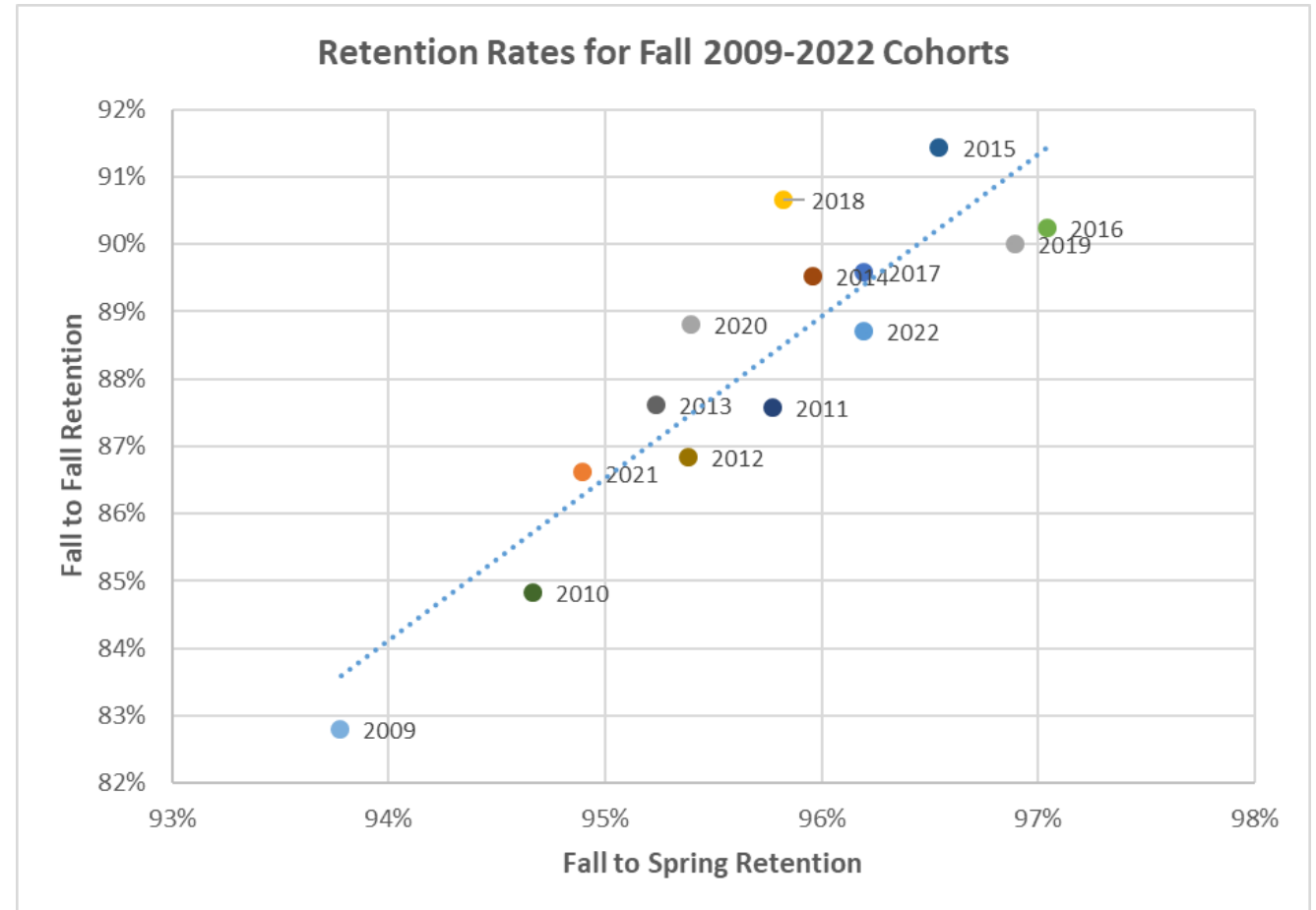
Mike Lewis, Provost

February 7, 2024



Fall to Spring Student Retention

- Preliminary fall-to-spring student retention rate is holding steady compared to last year.
 - *95.8% as of January 15, 2024*
 - *96.1% as of January 16, 2023*
 - *94.8% as of January 17, 2022*
 - *94.9% as of January 18, 2021*
- Positive correlation between final fall-to-spring retention rate and fall-to-fall student retention rate.
- Fall-to-fall retention rate has declined slightly from 2018 (90.7%) to 2022 (88.7%).



Fall to Spring Student Retention - Demographics



SAINT LOUIS UNIVERSITY
OFFICE OF INSTITUTIONAL RESEARCH

Preliminary Fall to Spring Retention Weekly Trend First-Time, Full-Time Freshmen Cohorts, Fall 2019-Fall 2023

Filters affect this view.

Race/Ethnicity: (All) |
 Gender: (All) |
 Pell Recipient: (All) |
 First Gen (FAFSA): (All) |
 BFC Students: (All) |
 SOAR Students: (All) |
 College from First Fall: (All) |
 Major f: (All)

	Fall 2023 Cohort as of Jan 15, 2024			Fall 2022 Cohort as of Jan 16, 2023			Fall 2021 Cohort as of Jan 17, 2022			Fall 2020 Cohort as of Jan 18, 2021		
	Cohort	Registered	Rate	Cohort	Registered	Rate	Cohort	Registered	Rate	Cohort	Registered	Rate
TOTAL	1,769	1,695	95.8%	1,658	1,594	96.1%	1,789	1,696	94.8%	1,540	1,462	94.9%

Race/Ethnicity

Race/Ethnicity	Fall 2023 Cohort as of Jan 15, 2024	Fall 2022 Cohort as of Jan 16, 2023	Fall 2021 Cohort as of Jan 17, 2022	Fall 2020 Cohort as of Jan 18, 2021					
	Cohort	Registered	Rate	Cohort	Registered	Rate	Cohort	Registered	Rate
American Indian or Alaskan Native	1	1	100.0%				1	1	100.0%
Asian	298	291	97.7%	276	273	98.9%	256	250	97.7%
Black or African American	156	143	91.7%	144	134	93.1%	140	124	88.6%
Hispanic or Latino	157	152	96.8%	145	138	95.2%	166	160	96.4%
International	90	84	93.3%	57	52	91.2%	43	42	97.7%
Pacific Islander	1	1	100.0%				1	1	100.0%
Two or More Races	103	101	98.1%	104	99	95.2%	103	95	92.2%
Unknown	25	25	100.0%	4	4	100.0%	8	8	100.0%
White or Caucasian	938	897	95.6%	928	894	96.3%	1,073	1,017	94.8%



SAINT LOUIS UNIVERSITY

Faculty Compensation Update:

New Process for Identification of Benchmark Institutions

- The process employed by Mercer and resulting analysis set the stage for the internal market and equity reviews from 2015 to-date. The process, however, **resulted in some implausible benchmarks.**
- The Compensation and Fringe Benefit Committee of the Faculty Senate in conjunction with the Provost's office outlined a process to identify benchmark institutions that would allow for **dean, faculty, and administrator input into the selection process** as well as result in both school/college level peer groups AND an **overarching set of peer institutions** for the university.
- The Office of Institutional Research provided an initial set of institutions (n = 130), and the deans narrowed down the list to forty-five comparable institutions.
- Faculty councils in each of the schools further narrowed the list to about 30 institutions per school/college, resulting in the **unit-level benchmark institutions list (see Appendix A).**
- Cross-application schools, Catholic Universities ranked within the top 150 per USNWR, and Private Universities ranked between 75 – 125 per the USNWR rankings were added to the list of 45 dean-selected institutions. This list became the **overall university benchmark group.**

Faculty Compensation Update: FY24 Process and Results

- The unit level benchmarks were completed at the end of March 2023.
- Salary data from CUPA-HR were pulled for all comparison groups, adjusted for cost of labor (4%) and were analyzed.
- Analysis was reviewed and discussed with the Faculty Senate Compensation and Fringe Benefit Committee members and the current president of the Faculty Senate.
- Based upon the results of the analysis, the group recommended the following to the provost:
 - The Promotion and Tenure increase schedule was adjusted to confirm that those receiving a promotional increase would receive a salary adjustment consistent with the 25th percentile of the promoted rank.
 - Given the equity pool allocation amount for FY24 (this year), the group recommended to give increases to the most faculty possible to the greatest extent possible.
 - Regardless of tenure status, assistant and associate professors' salaries were increased to the 33rd percentile of the market (applying P&T and equity increases).
 - While full professors could not be addressed in full, they received \$6,800 as an annual increase, effective July 1, 2023.
 - Equity increases were adjusted where applicable to consider performance issues or where the equity increase would create significant inequities within units.

Faculty Compensation Update: FY25 Process

- The provost accepted the recommendation, and it was implemented for Fiscal Year 2024.
- The same process for analyzing market data will be conducted for FY25 and is underway.
- Benchmarks groups will be revisited every three years, and the process will be led by the Compensation and Fringe Benefits committee of the Faculty Senate.
- We need to determine the FY25 faculty equity compensation pool.

FY25 Investment for Non-Compensation Priorities

- Start-up funding for research support of new faculty
 - In year 6 of 10 for Sinquefeld Gift
 - Most commitments are for 3 years, so we are nearing the end of our ability to commit funds from the SCRI.
- Start-up funding typically supports
 - New equipment/Disposable materials
 - Professional development
 - Postdoctoral and research staff
 - Graduate research assistants
- Continued support and development of teaching efforts of the faculty, including in the university core, that will be a priority as workload is reassigned
- Graduate Assistantship packages competitive with market
- With simplification of FAFSA, anticipating more Pell eligible and first-generation students
- Work with HR on promotional opportunities for staff per Glint survey results



Questions? Comments?

Appendix A: Faculty Compensation Benchmark Groups

University Benchmark Institutions - 2023

American University	Gonzaga University	Stony Brook University	University of Missouri - Columbia
Baylor University	Hofstra University	Temple University	University of Missouri - Kansas City
Boston College	Howard University	Texas Christian University	University of Nebraska at Omaha
Boston University	Indiana University	The George Washington University	University of Notre Dame
Brigham Young University	Loyola Marymount University	The Ohio State University	University of Pittsburgh
Case Western Reserve University	Loyola University Chicago	Tulane University	University of San Diego
Chapman University	Marquette University	SUNY University At Buffalo	University of San Francisco
Clarke University	Michigan State University	University of Central Florida	University of South Carolina Columbia
Cleveland State University	Northern Illinois University	University of Cincinnati	University of St. Thomas
Creighton University	Rochester Institute of Technology	University of Connecticut	University of Tennessee, Knoxville
DePaul University	Rutgers - New Brunswick Campus	University of Dayton	University of Vermont
Drexel University	Rutgers - New Jersey Newark Campus	University of Denver	University of Wisconsin-Madison
Duquesne University	Santa Clara University	University of Illinois at Chicago	Vanderbilt University
Elon University	Seattle University	University of Illinois at Urbana-Champaign	Villanova University
Fairfield University	Seton Hall University	University of Iowa	Wright State University Main Campus
Fordham University	Southern Illinois Univ Edwardsville	University of Miami	Xavier University
Georgetown University	Stevens Institute of Technology	University of Minnesota-Twin Cities	

Unit-level Benchmark Institutions - 2023

College of Arts and Sciences		
American University	Rutgers - New Brunswick Campus	University of Connecticut
Boston University	Rutgers - New Jersey Newark Campus	University of Dayton
Case Western Reserve University	Santa Clara University	University of Iowa
Drexel University	Southern Methodist University	University of Miami
Fordham University	Stony Brook University	University of Minnesota-Twin Cities
Hofstra University	Temple University	University of Missouri - Columbia
Loyola University Chicago	The George Washington University	University of Pittsburgh
Marquette University	Tulane University	University of South Carolina Columbia
Michigan State University	SUNY University at Buffalo	University of Tennessee, Knoxville
Northern Illinois University	University of Central Florida	Vanderbilt University
Purdue University Main Campus	University of Cincinnati	

Chaifetz School of Business		
American University	Purdue University Main Campus	University of Denver
Boston University	Rutgers - New Brunswick Campus	University of Iowa
Case Western Reserve University	Santa Clara University	University of Miami
Creighton University	Seattle University	University of Minnesota-Twin Cities
Drexel University	Southern Methodist University	University of Missouri - Columbia
Fordham University	The George Washington University	University of Pittsburgh
Hofstra University	Tulane University	University of South Carolina Columbia
Loyola Marymount University	University of Central Florida	University of Tennessee, Knoxville
Loyola University Chicago	University of Cincinnati	University of Wisconsin-Madison
Marquette University	University of Dayton	Vanderbilt University

Unit-level Benchmark Institutions – 2023 (cont.)

Doisy College of Health Sciences		
Boston University	Purdue University Main Campus	University of Connecticut
Case Western Reserve University	Rutgers - New Brunswick Campus	University of Dayton
Cleveland State University	Seton Hall University	University of Iowa
Creighton University	Southern Illinois University Carbondale	University of Minnesota-Twin Cities
Drexel University	Stony Brook University	University of Missouri - Columbia
Duquesne University	Temple University	University of Nebraska at Omaha
Gonzaga University	The George Washington University	University of Pittsburgh
Hofstra University	SUNY University at Buffalo	University of South Carolina Columbia
Marquette University	University of Central Florida	University of Wisconsin-Madison
Michigan State University	University of Cincinnati	Vanderbilt University
Northern Illinois University		

College for Public Health and Social Justice		
Boston University	Southern Illinois University Edwardsville	University of Miami
Creighton University	Temple University	University of Minnesota-Twin Cities
Drexel University	The George Washington University	University of Missouri - Columbia
Loyola University Chicago	Tulane University	University of Pittsburgh
Michigan State University	University of Cincinnati	University of South Carolina Columbia
Rutgers - New Brunswick Campus	University of Connecticut	University of Wisconsin-Madison
Southern Illinois University Carbondale	University of Iowa	Vanderbilt University

Unit-level Benchmark Institutions – 2023 (cont.)

Social Work		
American University	Seton Hall University	University of Iowa
Boston University	Southern Illinois University Carbondale	University of Miami
Case Western Reserve University	Southern Illinois University Edwardsville	University of Minnesota-Twin Cities
Creighton University	Temple University	University of Missouri - Columbia
Drexel University	The George Washington University	University of Nebraska at Omaha
Fordham University	Tulane University	University of Pittsburgh
Hofstra University	SUNY University at Buffalo	University of San Francisco
Loyola University Chicago	University of Central Florida	University of South Carolina Columbia
Marquette University	University of Connecticut	University of Tennessee, Knoxville
Michigan State University	University of Denver	Vanderbilt University
Rutgers - New Brunswick Campus		

School of Science and Engineering		
Boston University	Southern Methodist University	University of Miami
Case Western Reserve University	Stony Brook University	University of Minnesota-Twin Cities
Drexel University	Temple University	University of Missouri - Columbia
Loyola University Chicago	The George Washington University	University of Missouri - Kansas City
Marquette University	SUNY University at Buffalo	University of Pittsburgh
Michigan State University	University of Central Florida	University of South Carolina Columbia
Purdue University Main Campus	University of Cincinnati	University of Tennessee, Knoxville
Rutgers - New Brunswick Campus	University of Connecticut	University of Vermont
Santa Clara University	University of Dayton	Vanderbilt University
Southern Illinois University Carbondale	University of Denver	Wright State University
Southern Illinois University Edwardsville	University of Iowa	

Unit-level Benchmark Institutions – 2023 (cont.)

School for Professional Studies		
American University	Marquette University	The George Washington University
Boston University	Michigan State University	Tulane University
Case Western Reserve University	Purdue University Main Campus	SUNY University at Buffalo
Creighton University	Rutgers - New Brunswick Campus	University of Cincinnati
Drexel University	Rutgers - New Jersey Newark Campus	University of Connecticut
Duquesne University	Santa Clara University	University of Dayton
Fordham University	Seattle University	University of Denver
Gonzaga University	Seton Hall University	University of San Francisco
Hofstra University	Southern Methodist University	University of Vermont
Loyola Marymount University	Stony Brook University	Vanderbilt University
Loyola University Chicago	Temple University	

School of Nursing		
Drexel University	Michigan State University	University of Cincinnati Main Campus
Duquesne University	Purdue University Main Campus	University of Connecticut
Loyola Marymount University	Seton Hall University	University of Missouri - Columbia
Loyola University Chicago	Stony Brook University	University of Missouri - Kansas City
Marquette University	The George Washington University	University of Tennessee, Knoxville

Unit-level Benchmark Institutions – 2023 (cont.)

University Libraries		
American University	Michigan State University	University of Connecticut
Case Western Reserve University	Northern Illinois University	University of Dayton
Cleveland State University	Rutgers - New Jersey Newark Campus	University of Denver
Creighton University	Santa Clara University	University of Missouri - Kansas City
Drexel University	Seattle University	University of Nebraska at Omaha
Fordham University	Seton Hall University	University of Pittsburgh
Gonzaga University	Southern Illinois University Carbondale	University of San Francisco
Hofstra University	Southern Illinois University Edwardsville	University of Vermont
Loyola Marymount University	Southern Methodist University	Vanderbilt University
Loyola University Chicago	Stony Brook University	Wright State University
Marquette University	Tulane University	

Note: The University benchmark groups was used for the School of Law and School of Education.