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

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

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Gender</th>
<th>Fall Recipient</th>
<th>First Gen (FAFSA)</th>
<th>BFC Students</th>
<th>SOAR Students</th>
<th>College from First Fall</th>
<th>Major</th>
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<tbody>
<tr>
<td>Fall 2023 Cohort as of Jan 15, 2024</td>
<td></td>
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<tr>
<td>TOTAL</td>
<td>1,769</td>
<td>1,665</td>
<td>95.8%</td>
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<tr>
<td>Fall 2022 Cohort as of Jan 16, 2023</td>
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<tr>
<td>TOTAL</td>
<td>1,658</td>
<td>1,504</td>
<td>96.1%</td>
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<td>Fall 2021 Cohort as of Jan 17, 2022</td>
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<tr>
<td>TOTAL</td>
<td>1,789</td>
<td>1,698</td>
<td>94.8%</td>
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<td>Fall 2020 Cohort as of Jan 18, 2021</td>
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<tr>
<td>TOTAL</td>
<td>1,640</td>
<td>1,462</td>
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<td>American Indian or Alaskan Native</td>
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<td>100.0%</td>
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<td>Asian</td>
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<td>Black or African American</td>
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<td>143</td>
<td>91.7%</td>
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<tr>
<td>Hispanic or Latino</td>
<td>157</td>
<td>152</td>
<td>98.8%</td>
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<tr>
<td>International</td>
<td>90</td>
<td>84</td>
<td>93.3%</td>
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<td>Pacific Islander</td>
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<td>Two or More Races</td>
<td>103</td>
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<td>25</td>
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<tr>
<td>White or Caucasian</td>
<td>938</td>
<td>897</td>
<td>95.6%</td>
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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 Sinquefield 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
<table>
<thead>
<tr>
<th>University Benchmark Institutions - 2023</th>
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<tr>
<td>American University</td>
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<td>Baylor University</td>
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<td>Boston College</td>
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<td>Boston University</td>
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<td>Brigham Young University</td>
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<td>Case Western Reserve University</td>
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<td>Clarke University</td>
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<td>Cleveland State University</td>
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<td>Creighton University</td>
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<td>DePaul University</td>
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<td>Drexel University</td>
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<td>Duquesne University</td>
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<td>Elon University</td>
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<td>Fairfield University</td>
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<td>Fordham University</td>
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<td>Georgetown University</td>
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# Unit-level Benchmark Institutions - 2023

## College of Arts and Sciences

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<thead>
<tr>
<th>Institution</th>
<th>College</th>
<th>University</th>
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<tbody>
<tr>
<td>American University</td>
<td>Rutgers - New Brunswick Campus</td>
<td>University of Connecticut</td>
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<tr>
<td>Boston University</td>
<td>Rutgers - New Jersey Newark Campus</td>
<td>University of Dayton</td>
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<tr>
<td>Case Western Reserve University</td>
<td>Santa Clara University</td>
<td>University of Iowa</td>
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<tr>
<td>Drexel University</td>
<td>Southern Methodist University</td>
<td>University of Miami</td>
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<td>Fordham University</td>
<td>Stony Brook University</td>
<td>University of Minnesota-Twin Cities</td>
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<tr>
<td>Hofstra University</td>
<td>Temple University</td>
<td>University of Missouri - Columbia</td>
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<td>Loyola University Chicago</td>
<td>The George Washington University</td>
<td>University of Pittsburgh</td>
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<tr>
<td>Marquette University</td>
<td>Tulane University</td>
<td>University of South Carolina Columbia</td>
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<tr>
<td>Michigan State University</td>
<td>SUNY University at Buffalo</td>
<td>University of Tennessee, Knoxville</td>
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<tr>
<td>Northern Illinois University</td>
<td>University of Central Florida</td>
<td>Vanderbilt University</td>
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<tr>
<td>Purdue University Main Campus</td>
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## Chaifetz School of Business

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<thead>
<tr>
<th>Institution</th>
<th>College</th>
<th>University</th>
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<tbody>
<tr>
<td>American University</td>
<td>Purdue University Main Campus</td>
<td>University of Denver</td>
</tr>
<tr>
<td>Boston University</td>
<td>Rutgers - New Brunswick Campus</td>
<td>University of Iowa</td>
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<td>University of Wisconsin-Madison</td>
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<td>Marquette University</td>
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<td>Vanderbilt University</td>
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## Unit-level Benchmark Institutions – 2023 (cont.)

### Doisy College of Health Sciences

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<tr>
<th>Institution 1</th>
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<th>Institution 3</th>
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<tbody>
<tr>
<td>Boston University</td>
<td>Purdue University Main Campus</td>
<td>University of Connecticut</td>
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<tr>
<td>Case Western Reserve University</td>
<td>Rutgers - New Brunswick Campus</td>
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<td>Michigan State University</td>
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<td>Vanderbilt University</td>
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<td>Northern Illinois University</td>
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### College for Public Health and Social Justice

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<tr>
<th>Institution 1</th>
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<th>Institution 3</th>
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<tbody>
<tr>
<td>Boston University</td>
<td>Southern Illinois University Edwardsville</td>
<td>University of Miami</td>
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<td>University of South Carolina Columbia</td>
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<tr>
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<td>Southern Illinois University Carbondale</td>
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<td>Vanderbilt University</td>
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[Image: SAINT LOUIS UNIVERSITY Logo]
## Unit-level Benchmark Institutions – 2023 (cont.)

### Social Work

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### School of Science and Engineering

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## Unit-level Benchmark Institutions – 2023 (cont.)

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### Unit-level Benchmark Institutions – 2023 (cont.)

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<td>Marquette University</td>
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*Note: The University benchmark groups was used for the School of Law and School of Education.*