

# FY25 Budget Planning Meeting #2

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Mike Lewis, Provost

*February 7, 2024*





# Fall to Spring Student Retention





# Faculty Compensation Update: FY24 Process and Results

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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 25<sup>th</sup> 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.

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(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.





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			



# 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		

Boston University	Southern Illinois University Edwardsville	University of Miami
Creighton University	90.465 TmW8iCreighton University	



# Unit-level Benchmark Institutions 2023 (cont.)

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

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	

Drexel University



