# **Faculty Senate Provost Report**

March 6, 2024

- Faculty Compensation Study
- Enrollment & Retention
- A&S Strategic Planning Committee Update
- Legislative Update
- Q&A

### Peer Group Selected

#### II. Peer Group<sup>1</sup>

- Auburn University
- Augusta University
- Baylor University
- Buffalo State University
- Case Western Reserve University
- Clemson University
- DePaul University
- Drexel University
- East Carolina University
- Florida International University
- George Mason University
- Georgia State University
- Idaho State University
- Kansas State University
- · Loyola University Chicago
- Miami University
- · Mississippi State University
- Montana State University
- · Ohio University
- · Stony Brook University

- Syracuse University
- Temple University
- The University of Texas at Arlington
- The University of Texas at Dallas
- Thomas Jefferson University
- Tulane University
- University at Buffalo, State University of New York
- University of Central Florida
- University of Colorado Boulder
- University of Colorado Denver
- University of Connecticut
- · University of Dayton
- University of Florida
- University of Houston
- University of Idaho
- University of Illinois at Chicago
- University of Kentucky
- University of Maine
- University of Miami
- . University of Michigan-Ann Arbor

- University of Minnesota-Twin Cities
- University of Missouri-Columbia
- University of New Mexico Main Campus
- University of North Carolina at Charlotte
- University of North Texas Denton Campus
- University of Oklahoma Norman Campus
- University of Rhode Island
- University of South Carolina Columbia
- University of South Florida
- University of Tennessee, Knoxville
- University of Texas at El Paso
- · University of Texas at San Antonio
- University of Wisconsin-Madison
- University of Wisconsin-Milwaukee
- · Virginia Commonwealth University
- Wayne State University
- · West Virginia University
- Western Michigan University

<sup>→</sup> Segal

### **Faculty Compensation Study Timeline**

Methodology & Approach

Final Data Validation

Salary Market Assessment

**Implementation Strategy** 

- Development of market assessment approach
- Methodology presentations to campus groups
- Final UofL data validation with HR, Office of Faculty Affairs, and academic unit finance/business officers
- Individual faculty confirmations and acknowledgments of compensation

- Base salary market assessment against approved peer group
- Pay equity study
- Preliminary cost estimates
- Multi-phase, multiyear implementation strategy
- Communications to campus groups

October 2023 – February 2024 January - April 2024

April - June 2024

May - July 2024

### Detailed Events in February and Next Steps for March

- **February 7**: Methodology presented to Faculty Senate (Segal/Provost)
- February 21: Methodology presented to Council of Academic Officers (Segal/Provost)
- February 21: Unit faculty data validation instructions explained to LFOs/Unit Faculty Affairs representatives (Segal/Provost)
- **February 21**: Faculty data files sent to LFOs (March 15 Verification)
- February 28: Methodology presented to Department Chairs (Segal/Provost)
- March 15: LFOs will complete faculty data validation and send to their unit deans for review and approval
- March 22: Deans will approve unit faculty data validation
- Early April: Letters will be sent to faculty

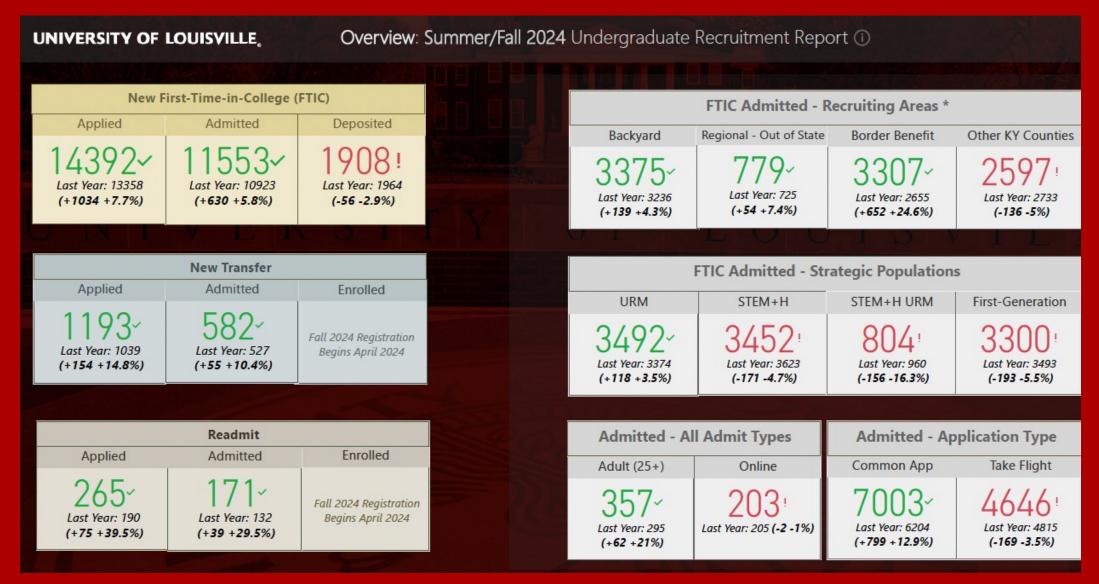
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### FAFSA Delay Impact on Admits and Deposits



Consumer Income	PIT Change in Deposit Volume from EC23 to EC24 From Students within 50 Miles of Campus	PIT Change in Deposit Volume from EC23 to EC24 From Students Over 50 Miles from Campus
<\$50k	-25.0%	8.5%
\$50k-\$100k	-14.0%	3.4%

## Fall Admissions Report March 6, 2024



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