College of Arts & Sciences
Budget Advisory Committee
MINUTES
Wednesday, November 7, 2012

Present:
Voting members: Professors Naiomi Cameron, Matthew Johnston, Jay Odenbaugh, Harry Schleef, Ellen Seljan,
Ex-officio: Tuajuanda Jordan - Dean of the College, Gary Reiness - Associate Dean of the College and George Battistel - Associate Vice President of Finance
Guests: Carl Vance - Vice President for Business & Finance, Robert Nayer - Director of Operating and Capital Budgets and student representative, Justin Midyet and Lisa Meyer – Dean for Enrollment and Communications
Recorder: Anne Boal - Mathematical Sciences

The minutes from the October 17th meeting were approved as written.

Ms. Lisa Meyer addressed the student enrollment targets for CAS. She joined the admissions team during the summer of 2011 when the college offices were organizing for the largest freshmen class ever, of 607 students. This fall we welcomed 552 freshmen and 53 transfer students, for a total CAS student body of 2041. The college has decided that this is a good size for the student body, and in order to stay at this number, Mervyn Brockett has determined that we would need 550 new freshmen and 50 transfer students each year. However, if we admitted that many students next year, we would go over the target, so they are aiming for 510 new freshmen and 30 transfer students for next year. The tuition discount rate is now 42%, but in order to attract more minorities and men, it may have to be a little higher. This year the freshmen class included 37% men, but the admissions office is aiming for 40%. During the recent economic downturn, the discount rate last year was 47%, but that is not sustainable. They track the incoming class closely so that they can make adjustments to the mix, by admitting more transfer or waitlisted students.

She explained that the yield, that is, the percentage of admitted students who actually attend, is at 13%. This rate is similar to our comparable colleges. To increase our yield, they prefer to admit students who have shown higher interest in LC, by visiting the campus and submitting a FAFSA. They have found that the yield among students who have not submitted a FAFSA is very low, so they will start to send a card to students to remind them to submit their FAFSA and ask the students to let them know if they are no longer interested in Lewis & Clark. Surveys of students have found that the top reasons that students do not attend Lewis & Clark are for financial reasons or 'culture and fit'.

Mr. Vance shared handouts on the loan indebtedness of our graduates from 2005/06 to 2011/12 and compared to other institutions. This topic has been in the news lately. These charts show that our students' loan indebtedness and the percentage of students who are in debt upon graduation, are lower than the median of our comparable colleges. The CAS class of 2011 had an average indebtedness of almost $25K, with a range of $500 - $135K. He explained that the few students with very large loan amounts, had taken out these loans outside of our financial aid loan packages, and often had a co-signer for such large loans. The vast majority of graduates in the US with large loans had attended for-profit colleges, not a college such as Lewis & Clark. With the average loan balance of LC alum at $25K, their monthly payment would be $287/month over 10 years.

Dean Jordan requested a member from this committee to volunteer to be the faculty representative on the Fringe Benefits Committee. She needs to know who will step forward by tomorrow.

Dean Jordan shared a graph of median CAS faculty salaries for the last 6 years for assistant, associate and full professors. This committee had requested this information.

There was a discussion about various faculty cohort groups who may be on a lower salary path than their peers simply because of their year of hire. During Jane Hunter's appointment as Interim Dean, she was able to bump up some long-term non-tenure track faculty, plus some junior faculty who were in disadvantaged salary groups. Also, recently the college was able to give raises to some administrators whose salaries were below market. Associate Dean Reiness also noted that the faculty who received tenure in 2010 did not receive a high merit increase, so this negatively impacted their lifetime earnings. The prior chair of this committee, Professor Bekar, produced an analysis of these inequities. Further investigation may be needed.

Professor Schleef also had concerns about market comparisons of faculty salaries with other institutions. Studies had been done in previous years, but could be updated.