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Planning Committee

Campus Governance

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Planning minutes 04/15/2014

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Planning Committee Minutes
April 15, 2014
11:00 a.m., Moccasin Flower Room

Members Present: Julie Eckerle, Jon Anderson, Jim Barbour, Michael Eble, Jim Hall, Arne Kildegaard, Jane Kill, Sarah Mattson

Subject: Open discussion of the 2100-student enrollment target

The chair (Kildegaard) makes the following argument: UMM grosses approximately \$6500 per student, after merit aid; maintaining a 15:1 student faculty ratio implies additional costs of $(1/15)*\$75,000 = \5000 (per additional student); maintaining a 60:1 admissions counsellor-to-matriculated-student ratio implies additional costs of \$833 (per additional student); ignoring all other associated costs, this leaves a net of only \$666 (per additional student). (Other associated costs might include additional staffing in the One Stop, counseling, academic assistance, etc.) This figure, multiplied by 150 additional students, is still small enough to be swamped by random variation in budgets elsewhere. It is possible, even, that additional enrollment puts additional stress on our budget: we are losing money on each student, but trying to make it up on volume.

Jon Anderson is not entirely convinced. He thinks the modeling approach is right, but doubts the necessity of additional admissions counselors. Jon thinks we can refine our estimates.

Arne Kildegaard shared graphs of inflation-adjusted wages for full, associate, and assistant professors, 2000-2013 (based on AAUP data; graphs appended). He contrasted this with data on student loans distributed, average student debt assumed, and institutional aid to students. The punchline: real salaries for associate and full professors are down substantially since 2000 (on the order of 15%), not taking into consideration significant benefit cuts over the same period. Real student debt burdens are approximately constant. Real institutional aid to students has more than doubled since 2007-8 (prior data not reported comparably in the UMM databook). To summarize: rapid growth in institutional aid has made additional enrollments close to budget-neutral, if not budget-negative. Enrollments have increased (by about 200 students), but resources are as strained as ever. Further recruitment will not help UMM in resource terms, unless the per-student net revenue goes up. There is a clear history over the last decade of austerity on the academic side in favor of growth in merit aid.

A robust discussion ensued.

A sampling of contributions:

Jane Kill: We should reinforce the base before attempting to grow.

Jon Anderson: Continue to study the inflow and outflow of resources associated with new enrollments; need to sharpen estimates.

Michael Eble: Go slow. Give us 5 years of stability at 1900, and then think about what's next.

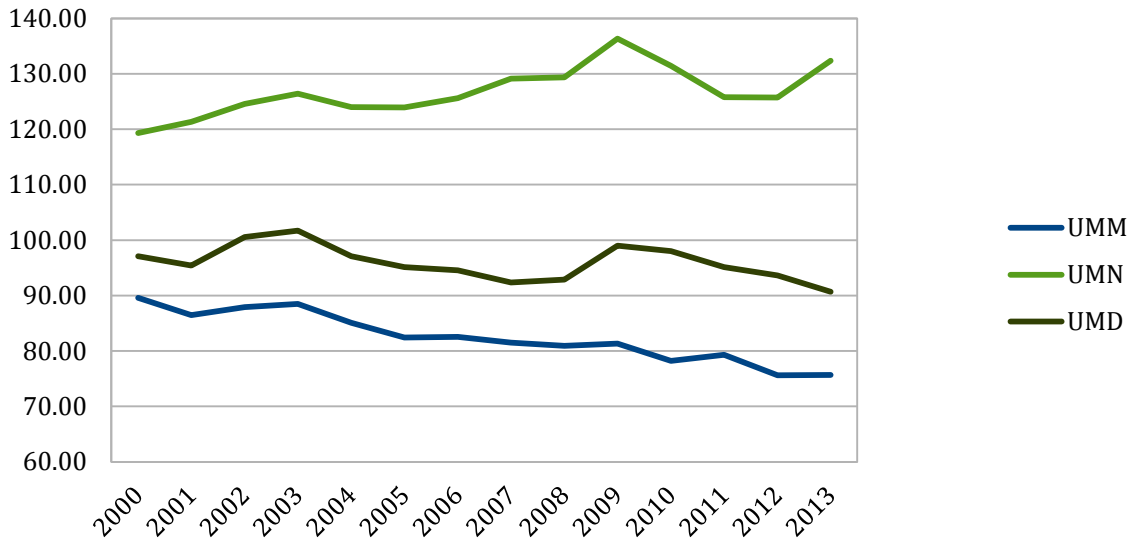
Jon Anderson: We're clearly "underdone" in Academic Assistance.

Julie Eckerle: ACE staffing may need additional support

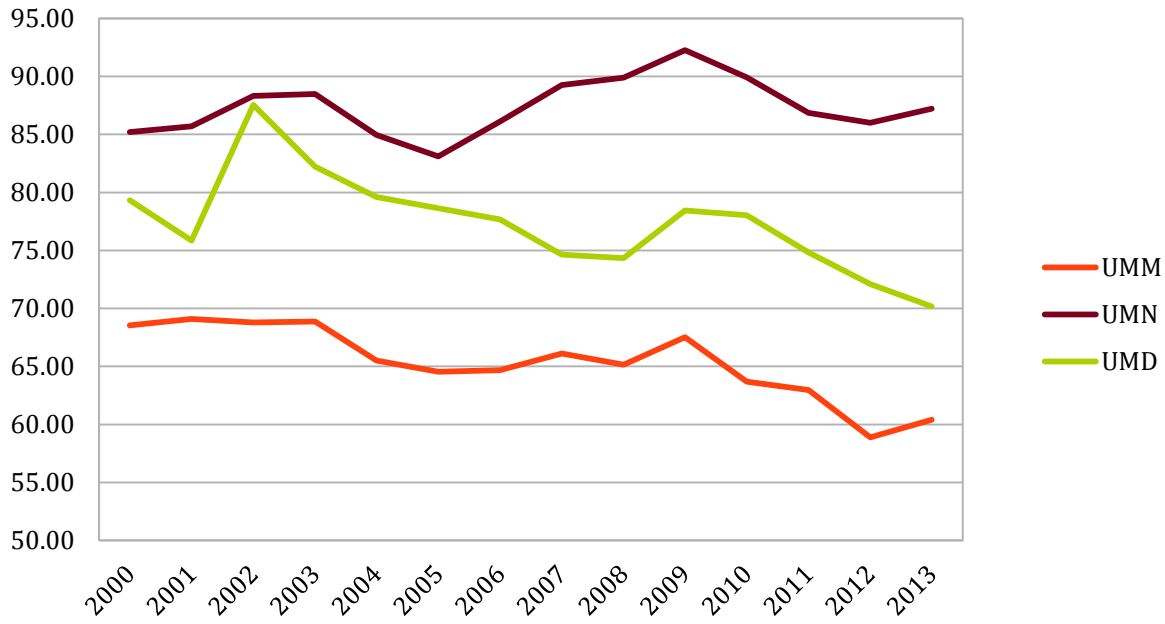
Jon Anderson: 1975 feels more like the magic number than 2100 does. Housing is a big consideration in this.

Julie Eckerle: Uncertain about some of the numerical calculations, but very concerned about workload and morale issues. More students helps this how?

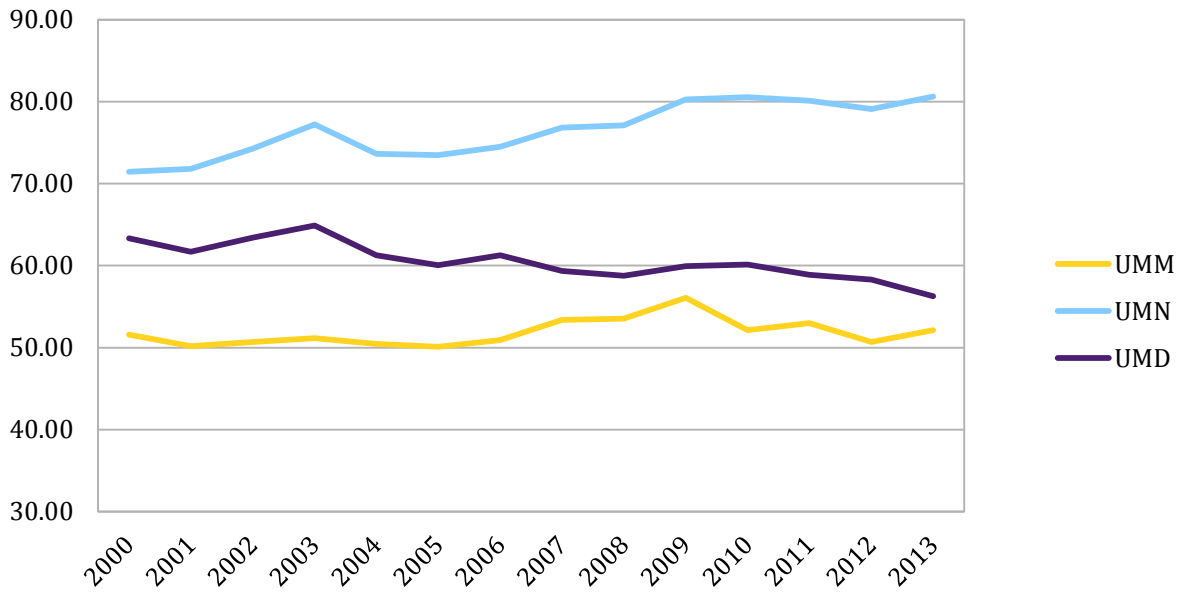
Average Full Professor Salaries, 2000-2013
(Inflation-adjusted 2012 \$s)



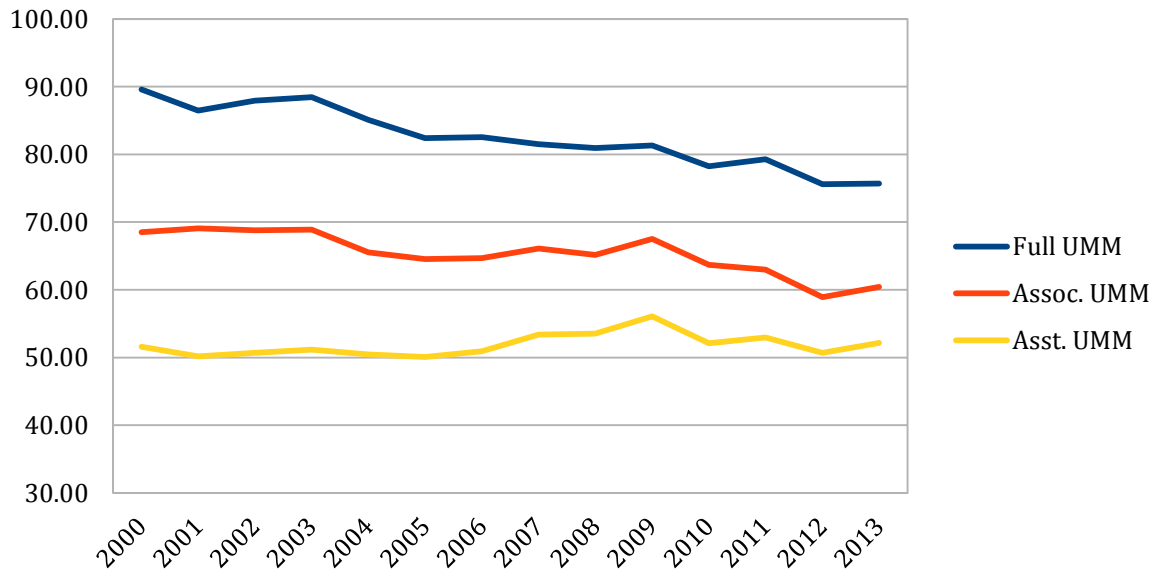
Average Associate Professor Salaries, 2000-2013
(Inflation-adjusted 2012 \$s)



Average Assistant Professor Salaries, 2000-2013
(Inflation-adjusted 2012 \$s)



Average UMM Salaries By Rank, 2000-2013
(Inflation-adjusted 2012 \$s)



Comments:

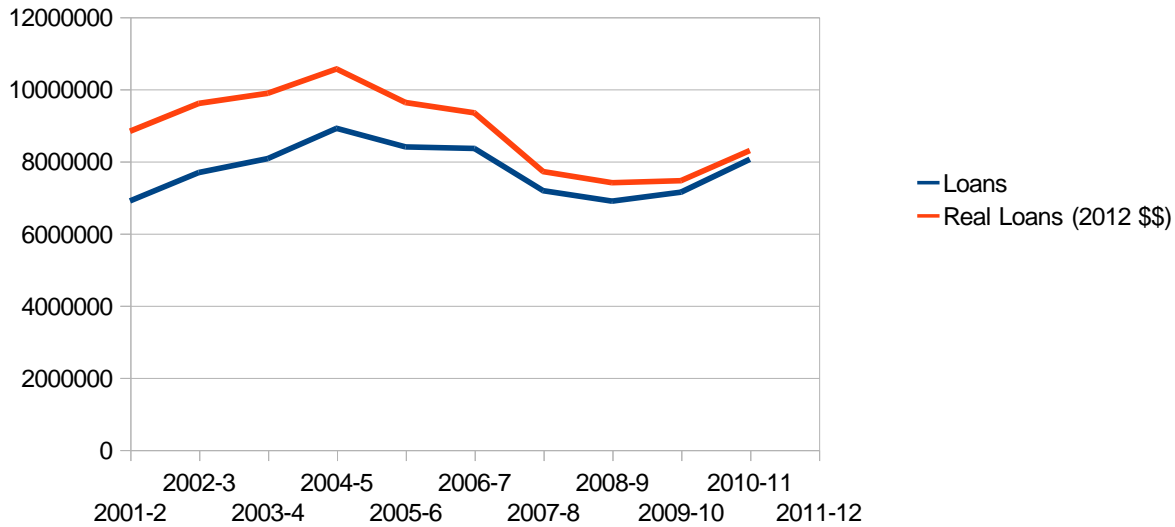
1. Based on AAUP data
2. Salary compression at UMM: in 2008, the average full professor earned 1.8x the average assistant professor; today, 1.46

3. UMM real wages (after inflation) down 16% for full professors, down 13% for associate professors, up 2% for assistant professors. Compare with UMN: Full up 11%; associate up 2%; assistant up 13%
4. This does not include the increased premiums for health insurance, or reduced benefits elsewhere in the compensation package.

More:

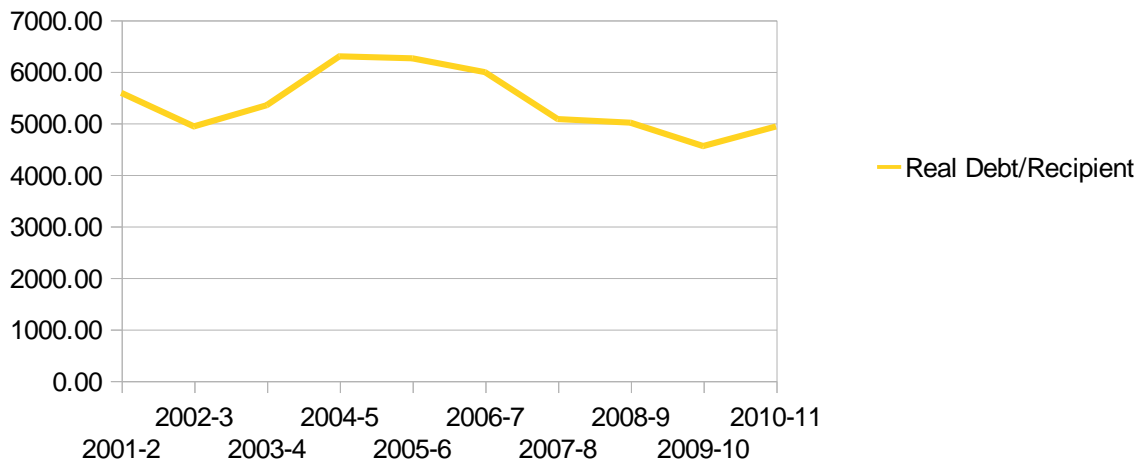
Student Loans Distributed

Source: UMM Databook



Average Student Debt Assumed (2012 constant \$s)

Source: UMM Databook



Real Institutional Aid to Students

Source: UMM Databook

