AGENDA

■ Welcome
  – New faculty, administration, staff

■ Acknowledgments

■ Strategic Plan 2015-2020: Values and Value

■ Budget Guidelines and Parameters 2015-2016
HIGH FIVES

- Find the Good and Praise It
- African American Composers Concert
- West Side Story In Concert
- Faculty Chamber Concert – Time Capsule III
- Nightingale and Health Science Scholarship Competitions
- Spring Semester Retention - 94%, previous years – 92%, 91%, 90%
- Drupal Implementation
HIGH FIVES

- Employee Satisfaction Survey
- Violence Against Women Act (VAWA) Compliance – see booklet
- Annual Trustee Opportunity Fund
- VPAA Search Committee
- Babies and Grandbabies
- Personal Thanks
Strategic Priorities:

- Assuring and Advancing Viterbo’s Franciscan Identity
- Offering Distinctive and Innovative Academic Programs
- Supporting and Enhancing Student Experiences
- Enriching and Engaging the Community
  - Internal and External
Strategic Plan 2015-2020
Values and Value

Resource Plans -
- Academic Portfolio Plan
- Enrollment Plan
- Pricing and Discount Plan
- Facilities Plan
- IIT Plan
- Fundraising/Campaign Plan
- Campus Master Plan Update
- Personnel Priority Plan
BUDGET APPROACH AND PRIORITIES

- Financial Planning Assumptions
  - Challenging and Competitive Environment
  - Achievable Enrollment Projections
  - Attention to Compensation
  - Relative Rankings – Tuition and Fees
TUITION AND FEES FOR 2015-2016

- Undergraduate tuition +5%
  - Previous years’ increases: 14-15=2%; 3%, 3.75%, 4.5%, 3.5%, 3.5%, 4.5%
  - Technology Fee +$50/semester (for new IIT position)
- New rate = $25,050 tuition and fees
  - National Average in 2014-2015 ($31,231)
  - WAICU Rank 2nd to bottom
- Graduate Tuition and other +5%
- Room & Board Charges +4%
BUDGET PARAMETERS

ENROLLMENT ASSUMPTIONS

- FT UNDERGRAD 1,445 2 SEM AVERAGE
  - 2014-15 actual 1,424, approximately 21 additional students (track/international)
  - 2015-16 FT new student goal 455 (325 fr, 130 tr)
    goal in 2014-15=460; actual fall 457 (317 fr, 140 tr)
  - Spring to Fall Retention is Key!
  - Graduate: enrollment same as 2014-15, new revenue from 5% increase
  - CAL – enrollment same as 2014-15; new revenue from 5% increase
BUDGET PARAMETERS

- **MAJOR EXPENDITURES**
  - SALARIES AND BENEFITS = 61% of budget
  - INSTITUTIONAL SCHOLARSHIPS = 28%
    - Discounts = $16 m
  - COMPENSATION 2% ATB ($331,000)
  - HEALTH INSURANCE PREMIUMS +5%
  - CONTINGENCY ($1M), decreased by $100K
  - PHYSICAL PLANT ($900,000), decreased by $100K
  - PERSONNEL “FREEZES” yielding $877,000
BUDGET PARAMETERS

- COMPENSATION PLAN – ($361,000)
  - DEPENDENT ON RESOURCES
  - 2% ATB ($331,000 consistent with CPI and many employers’ plans)
  - Faculty Promotions ($30,000)
BUDGET PARAMETERS

- HEALTH INSURANCE – Migration to 80/20
  - 81/19% Employer/Employee Ratio
  - 5% INCREASE BUDGETED – ACTUAL PREMIUM INCREASE TBA
  - HEALTH INSURANCE COSTS 2014-2015
    - Viterbo Contribution $2,650,000
    - Employee Contribution $550,000
    - $3,200,000

- At 81/19% and 5% projected increase in rates:
  - Family plan monthly increase $29.88 (+$359/yr.)
  - Single plan monthly increase $12.32 (+$148/yr.)
BUDGET PARAMETERS

Personnel “Freezes”

- Forced Savings of $877,000
- Fluid Process – result must be $877,000 unspent in salary and benefits
- 14 Positions “frozen”
  - 11 faculty, 3 non-faculty
  - Includes 6 half time positions
- 21 Approved Searches/New Positions
  - 14 faculty, 7 non-faculty
BUDGET PARAMETERS

Physical Plant ($900,000), + some restricted funds

Major Projects:
– McDonald Apartments $390,000
– FAC Orchestra Shell $400,000
– Dining Hall Air Handling Unit $175,000
CURRENT PICTURE

FALL ENROLLMENT (2/16/15)

- FRESHMEN:  
  APPS. - 9%
  ACCEPTANCES - 21%
  T. DEPOSITS - 12%
  H. DEPOSITS - 11%

- TRANSFER:  
  APPS - 14%
  DEPOSITS + 0% (small # 16)
CURRENT PICTURE

- FY14-15 - FINANCIAL PERFORMANCE ON TRACK (but tight)
- MASTER OF ARTS IN EDUCATION (Iowa revenues similar to last year, Wisconsin revenues significantly below last year)
- CAL Revenues down
- Graduate revenues up
CHANGE

- CONSTANT IN LIFE, AND IN ORGANIZATIONAL LIFE
- EXTERNALLY IMPOSED
- INTERNALLY CHOSEN
- KEY IS HOW WE RESPOND!
Comments/Questions

Q & A

Announcements

– Humanities Symposium – 2/25
– Prayers for Spring Break Travelers
  – China, Italy, Service Trips to New York, Ohio and South Dakota, Athletes (Kentucky, Arizona, Greece)