

# Changes in Institutional Support

FY 2015-16 to FY 2018-19

May 27, 2021

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# Summary Overview

- How Colleges Spend Money website data is **not** comparable over time.
- Compared to peers, CU Boulder and UCCS **are in-line or below the median of peers** when looking at operational funds (E&G) spending per student.
- [Institutional support](#) growth has occurred in:
  - Administrative demand functions in HR and OIT centralized services.
  - Compliance with federal rules, data security, and research requirements.
  - IT expenditures and personnel requirements due to internet security and software updates.
- Compared to peers, CU campuses have:
  - Lower percent share of staff compared to total employees.
  - Lower student-to-staff ratios, with fewer staff per student.

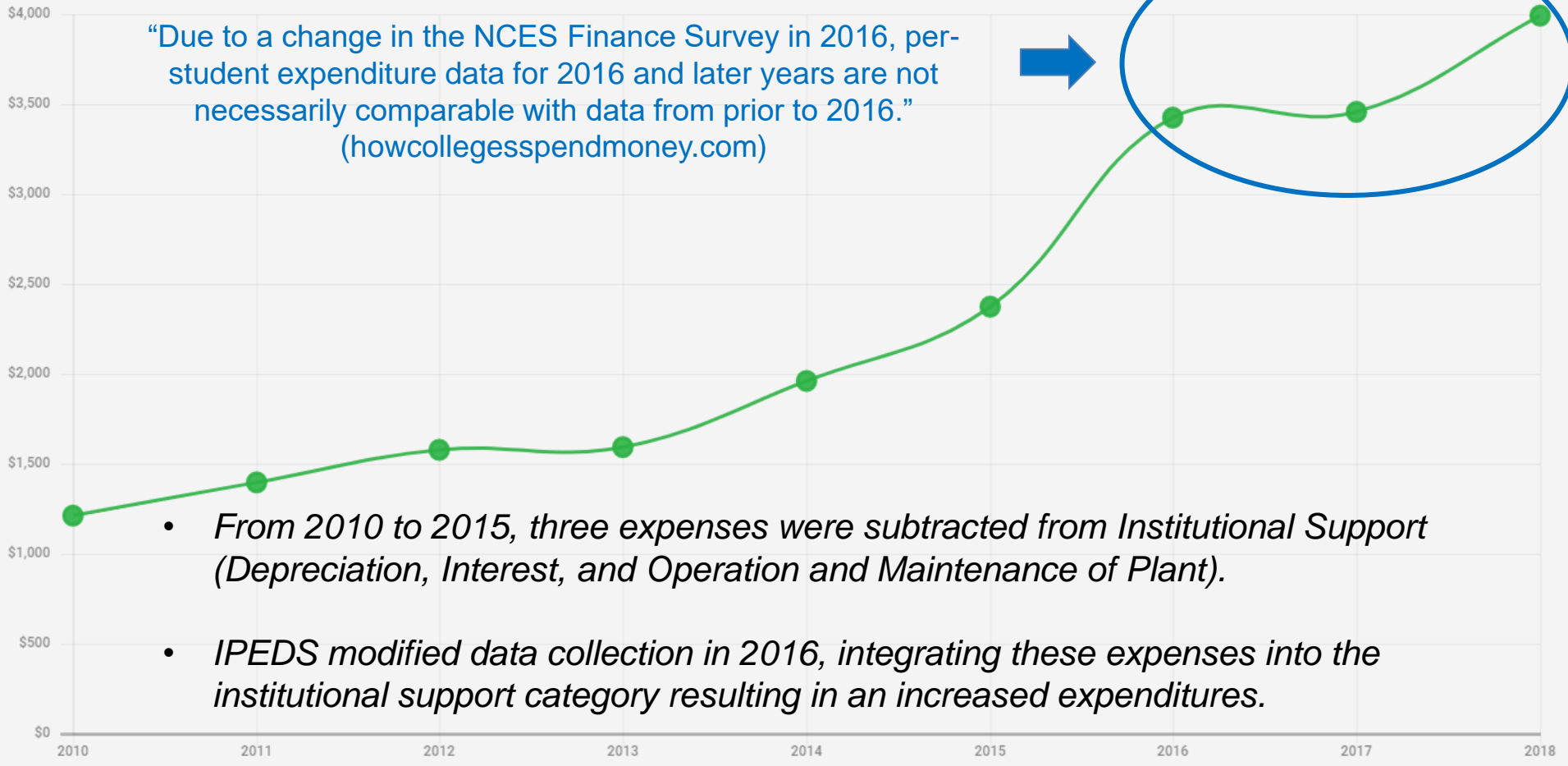
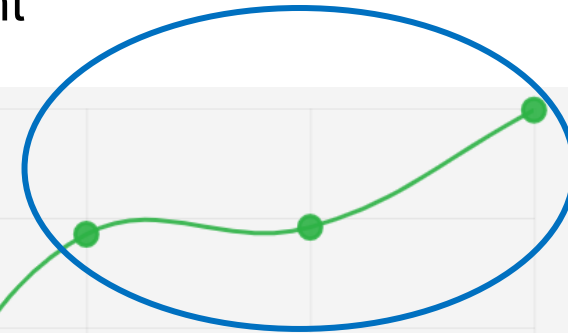


# How Colleges Spend Money Website

## Data Not Comparable Over Time

### Institutional Support Per Student

“Due to a change in the NCES Finance Survey in 2016, per-student expenditure data for 2016 and later years are not necessarily comparable with data from prior to 2016.”  
(howcollegesspendmoney.com)



- From 2010 to 2015, three expenses were subtracted from Institutional Support (Depreciation, Interest, and Operation and Maintenance of Plant).
- IPEDS modified data collection in 2016, integrating these expenses into the institutional support category resulting in an increased expenditures.



# CU BOULDER

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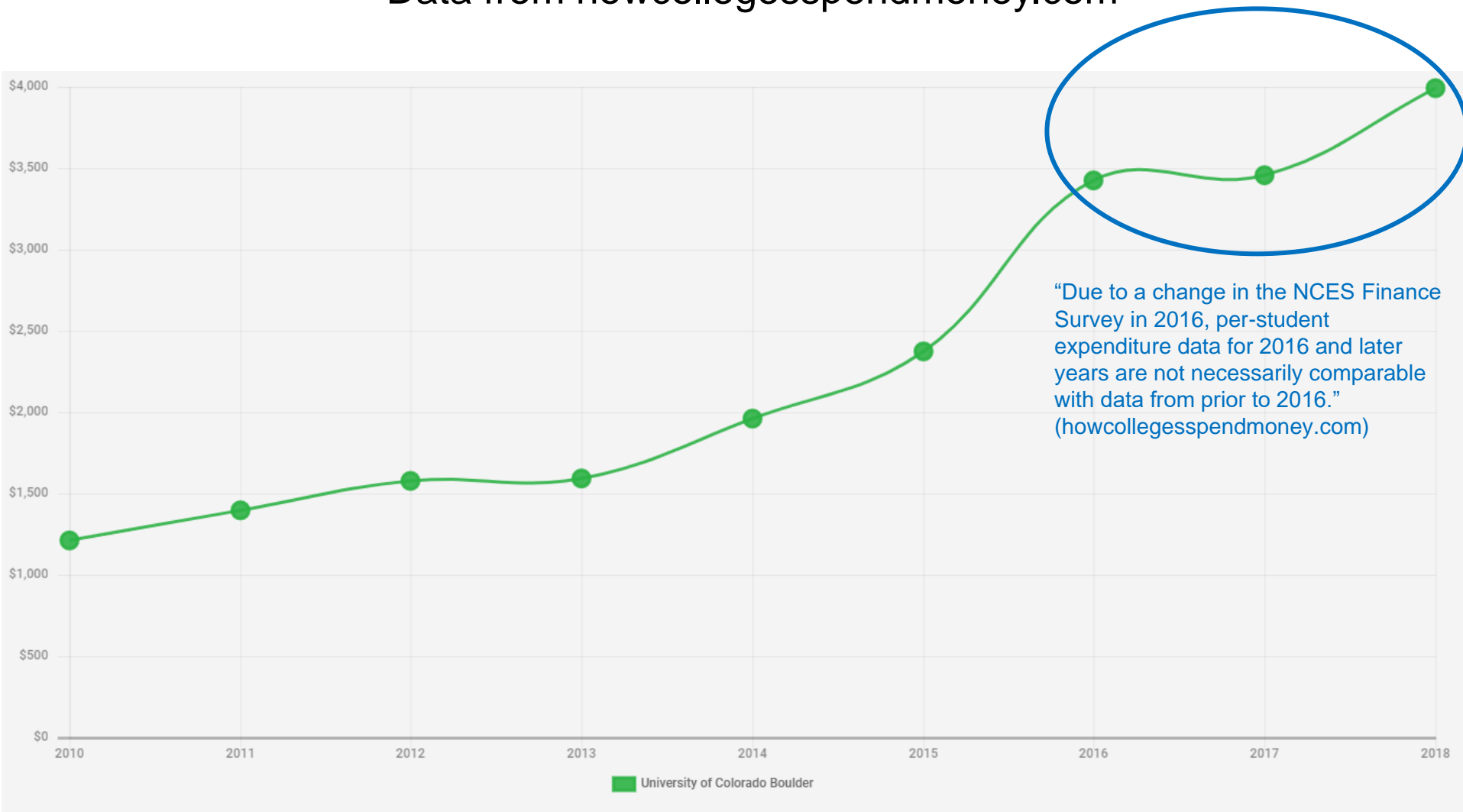


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# CU Boulder, Institutional Support Per Student

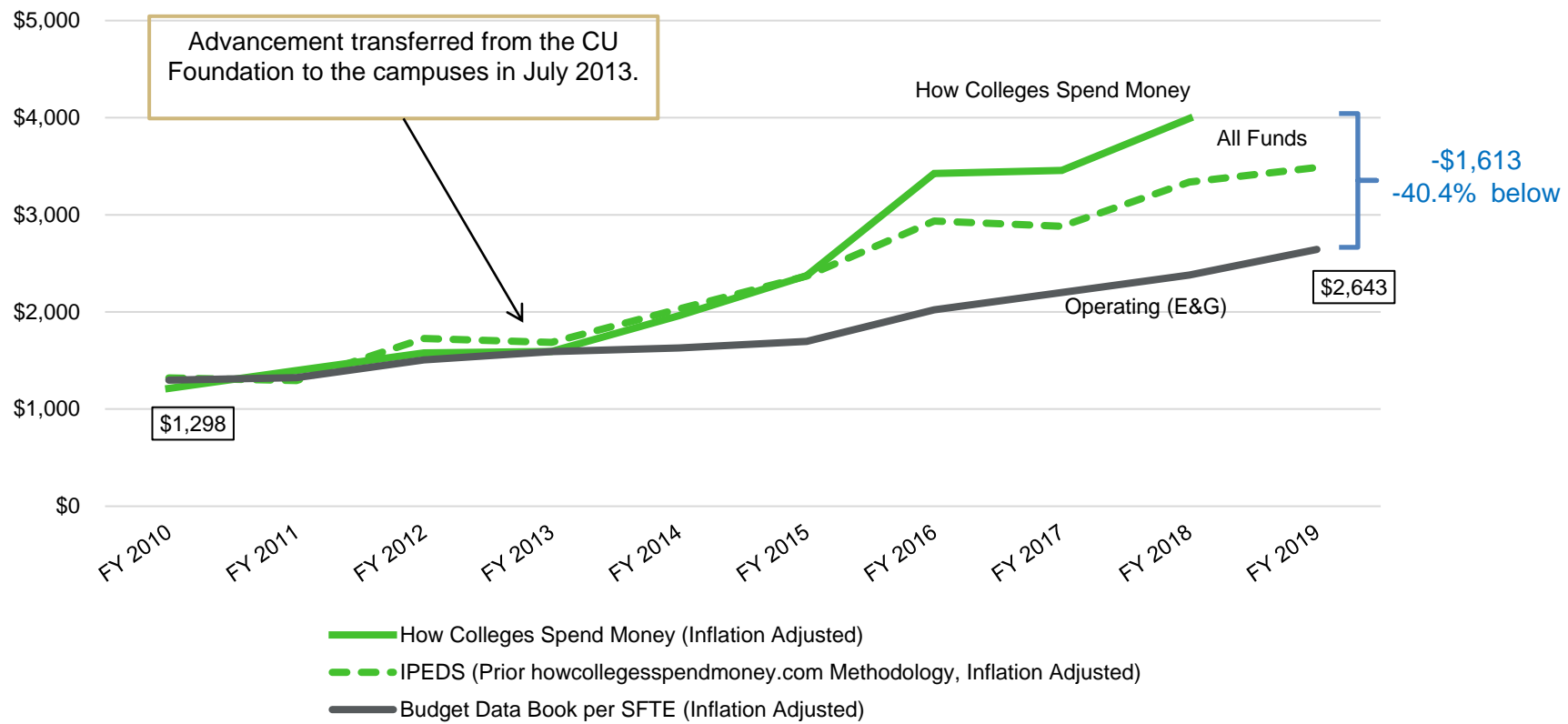
Data from [howcollegesspendmoney.com](http://howcollegesspendmoney.com)



# CU Boulder, Institutional Support Per Student

## 40% below howcollegesspendmoney.com

- Green dotted line (All Funds) corrects to normalize IPEDS data overtime
- Gray line adjusts to look at operating funds (E&G) only



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*Note: The green line is not comparable over time.*

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# CU Boulder Institutional Support All Fund Expenses (Operating + Auxiliary + Restricted) per SFTE Compared to Peers FY 2018-19

Lower ranking means less spending compared to peers

Peer Group	% from Median (+above / -below)	Rank
<a href="#">PAC-12</a>	-12%	3 of 12
<a href="#">AAU</a>	-4%	15 of 32
<a href="#">Hanover</a>	0%	7 of 11
<a href="#">Flagships</a>	+5%	28 of 48

Click on Peer Group to see a detailed comparison.



# CU Boulder

## Institutional Support Operating Fund Expenses

per SFTE Compared to Peers FY 2018-19

CU Boulder is in-line or below median expenditure  
 Lower ranking means less spending compared to peers

Peer Group	% from Median (+above / -below)	Rank
<a href="#">PAC-12</a>	-25%	4 of 12
<a href="#">AAU</a>	+3%	17 of 32
<a href="#">Hanover</a>	-34%	4 of 11
<a href="#">Flagships</a>	-12%	21 of 48

Click on Peer Group to see a detailed comparison.

Methodology: IPEDS Finance Survey includes all funds (Operating, Auxiliary, and Restricted). To estimate Operating funds from total funds, the methodology on the right is used.

$$\left[ \frac{\text{State Appropriation} + \text{Tuition Revenue}}{\text{IPEDS Revenue (All Funds)}} \right] * \text{Total IPEDS Expenditures (All Funds) per SFTE} = \text{Estimated Operating Expenditures per SFTE}$$



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# CU Boulder Staffing Ratios

## Rank Compared to Peers FY 2019

Peer Group	(A) Percent Faculty of Total Employees	(B) Student-to-Staff Ratio
AAU	<a href="#">7 of 34</a>	<a href="#">11 of 34</a>
Hanover	<a href="#">3 of 11</a>	<a href="#">7 of 11</a>
PAC-12	<a href="#">3 of 12</a>	<a href="#">5 of 12</a>
Flagships	<a href="#">11 of 50</a>	<a href="#">21 of 50</a>

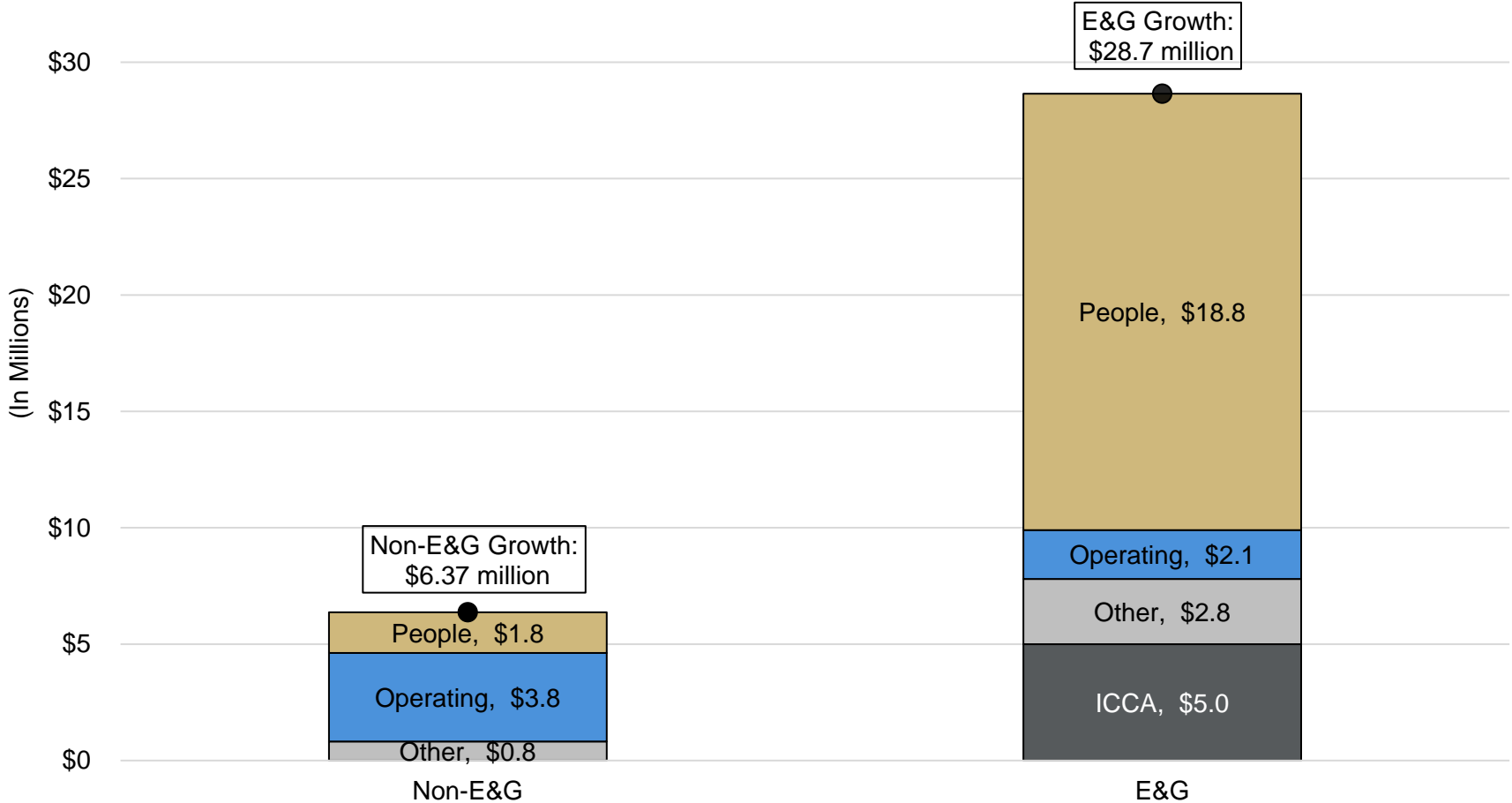
(A) Lower ranking means a higher percent share of faculty compared to total employees and less staff compared to total employees.

(B) Lower ranking means fewer staff per student.



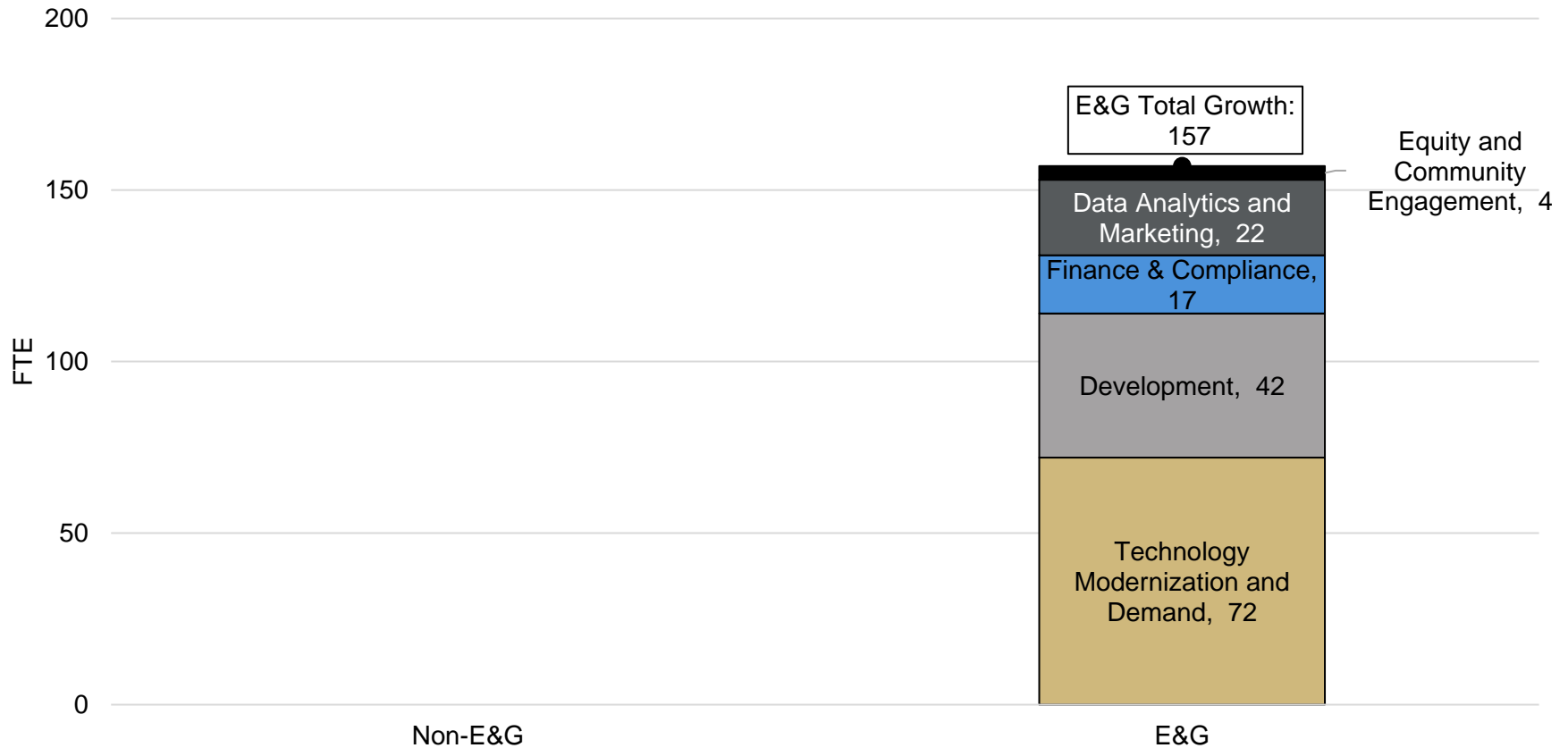
# CU Boulder, Change in Administrative Costs

FY 2015-16 to FY 2018-19, (no adjustments for inflation or enrollment)



# CU Boulder, Change in FTE

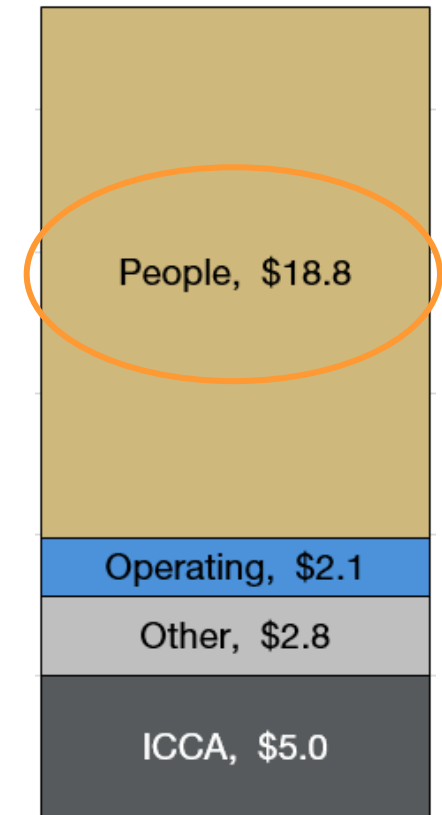
## FY 2015-16 to FY 2018-19



# CU Boulder, Change in People

## FY 2015-16 to FY 2018-19, \$18.8 million E&G

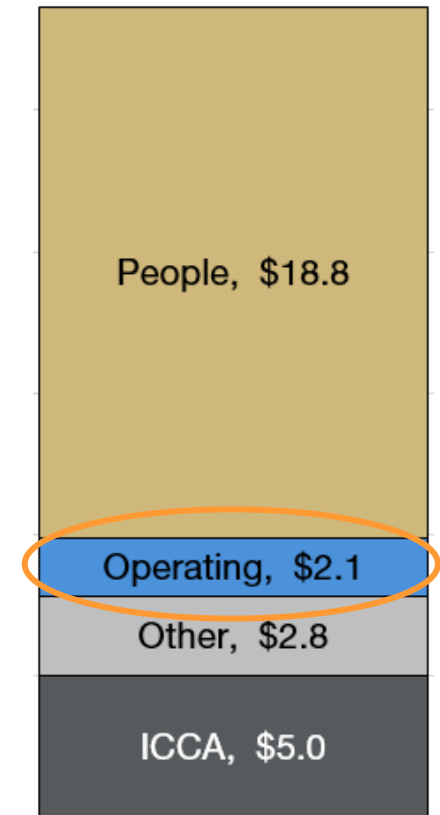
- **Technology Modernization and Demand Growth (\$4.2 million, 72 FTE):** Expansion of HR and OIT centralized services, advancing efforts in data integration, dedicated desktop support, and Enterprise Resource Planning (ERP) efforts which support the entire business systems IT environment.
- **Finance and Compliance (\$1.4 million, 17 FTE):** Maintain functional support for growing revenue and increasing compliance requirements, including cyber security laws and regulations for digital accessibility and captioning services.
- **Equity and Community Engagement (\$300,000, 4 FTE):** Investments to support campus-wide efforts, adding leadership and support to enable growth.
- **Development (\$4.5 million, 42 FTE):** Campus investment to supplement Foundation support as a way to increase dollars raised.
- **Data Analytics and Marketing (\$1.9 million, 22 FTE):** Investments in marketing to leverage evolving social and digital media platforms to reach prospective students to meet enrollment numbers.
- **Total compensation increases (\$6.5 million):** Cost increase from annual merit pool (\$1.1 million) and benefits (\$5.4 million).



(no adjustments for inflation or enrollment)

# CU Boulder, Change in Operating FY 2015-16 to FY 2018-19, \$2.1 million E&G

- **Technology Modernization (\$2.1 million):**  
Investments in a new Land Mobile Radio system for special events, unplanned emergencies, and daily communications between departments.



(no adjustments for  
inflation or enrollment)



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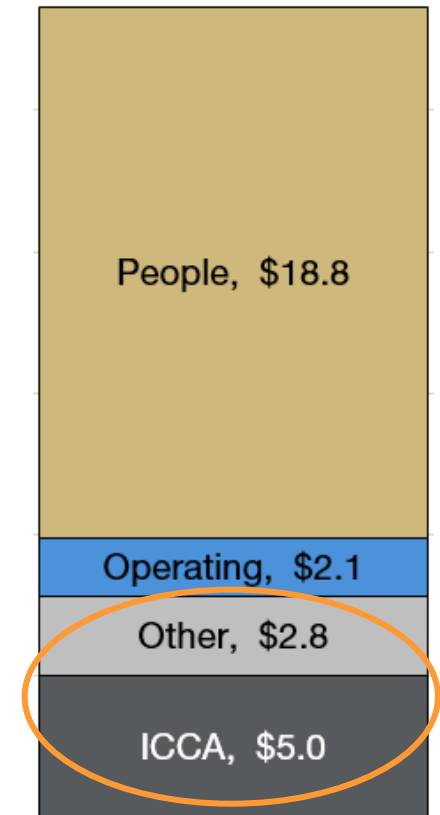
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# CU Boulder, Change in Other & ICCA

FY 2015-16 to FY 2018-19, \$7.8 million E&G

- **Increases in general liability insurance** (\$2.8 million)
- **ICCA (\$5 million):** System office change resulting from campus activity and System initiatives



(no adjustments for inflation or enrollment)



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# UCCS

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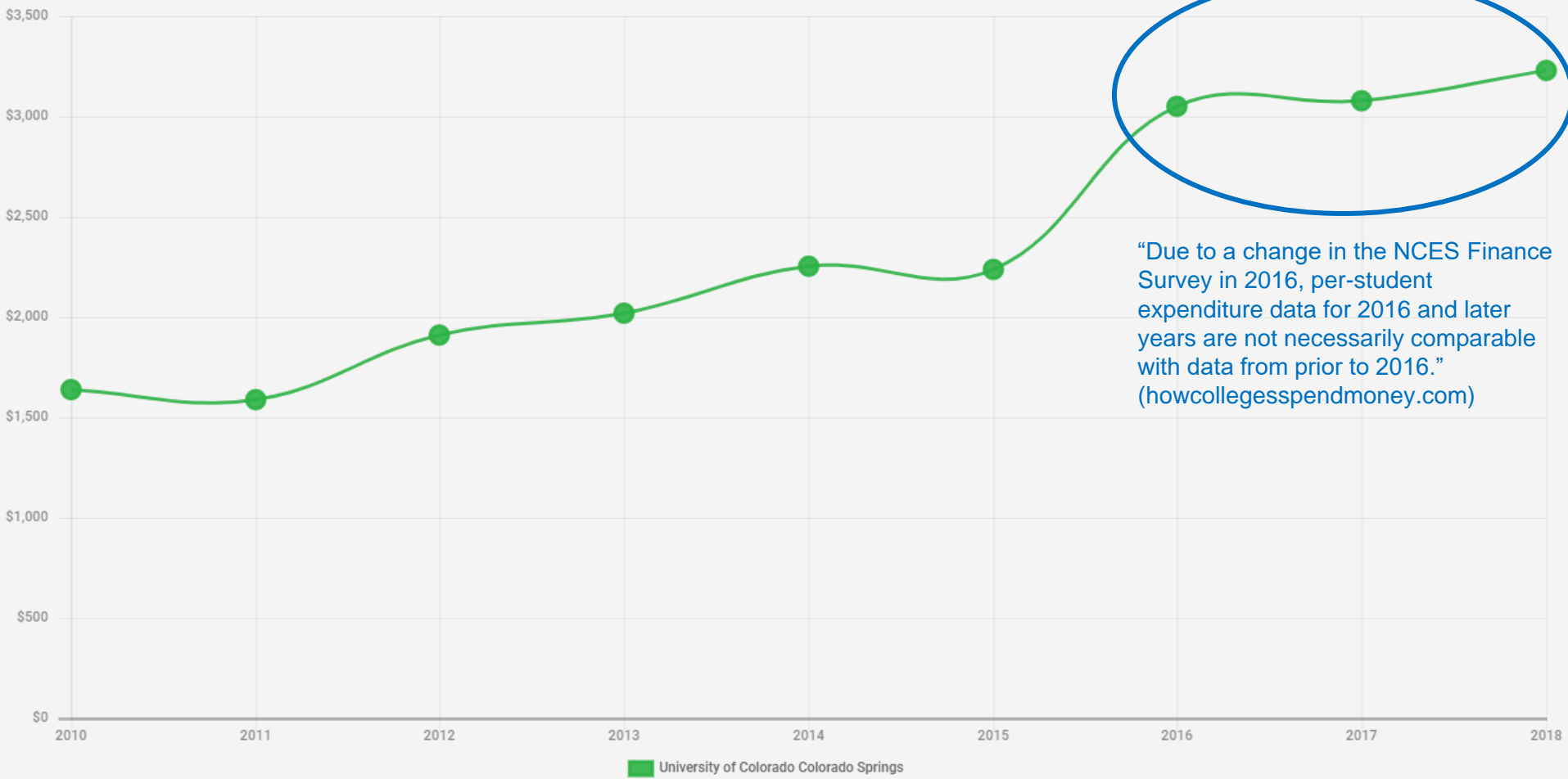


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# UCCS, Institutional Support Per Student

Data from [howcollegesspendmoney.com](http://howcollegesspendmoney.com)



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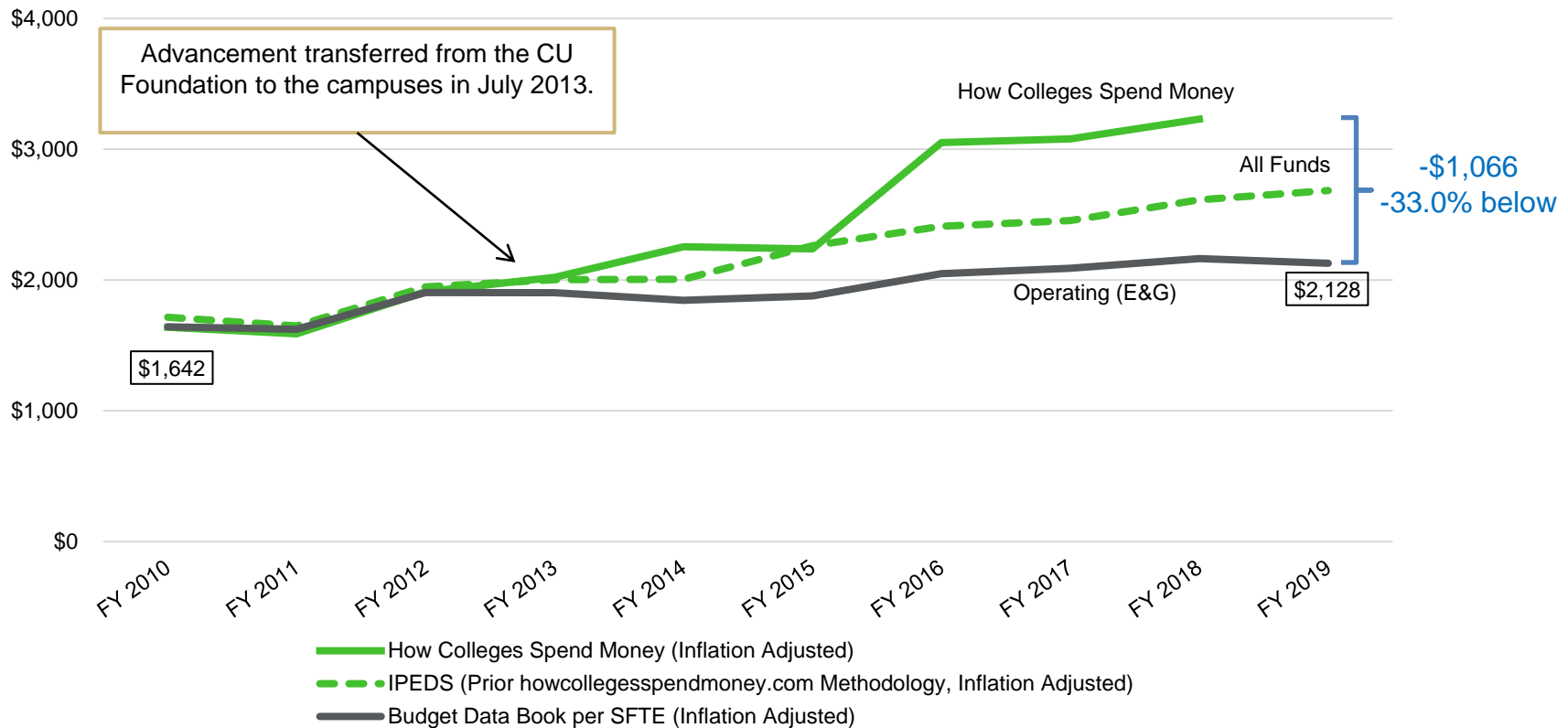
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# UCCS, Institutional Support Per Student

## 33% below howcollegesspendmoney.com

- Green dotted line (All Funds) corrects to normalize IPEDS data overtime
- Gray line adjusts to look at operating funds (E&G) only



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*Note: The green line is not comparable over time.*

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# UCCS Institutional Support All Fund Expenses (Operating + Auxiliary + Restricted) per SFTE Compared to Peers FY 2018-19

Lower ranking means less spending compared to peers

Peer Group	% from Median (+above / -below)	Rank
<a href="#">CCHE 2011</a>	+24%	22 of 31
<a href="#">Hanover</a>	+15%	7 of 11

Click on Peer Group to see a detailed comparison.



# UCCS Institutional Support Operating Fund Expenses per SFTE Compared to Peers FY 2018-19

Lower ranking means less spending compared to peers

Peer Group	% from Median (+above / -below)	Rank
<a href="#">CCHE 2011</a>	-29%	7 of 31
<a href="#">Hanover</a>	0%	6 of 11

Click on Peer Group to see a detailed comparison.

Methodology: IPEDS Finance Survey includes all funds (Operating, Auxiliary, and Restricted). To estimate Operating funds from total funds, the methodology on the right is used.

$$\left[ \frac{\text{State Appropriation} + \text{Tuition Revenue}}{\text{IPEDS Revenue (All Funds)}} \right] * \text{Total IPEDS Expenditures (All Funds) per SFTE} = \text{Estimated Operating Expenditures per SFTE}$$



# UCCS Staffing Ratios

## Rank Compared to Peers FY 2018-19

Peer Group	(A) Percent Faculty of Total Employees	(B) Student-to-Staff Ratio
CCHE 2011	<u>9 of 31</u>	<u>6 of 31</u>
Hanover	<u>3 of 11</u>	<u>3 of 11</u>

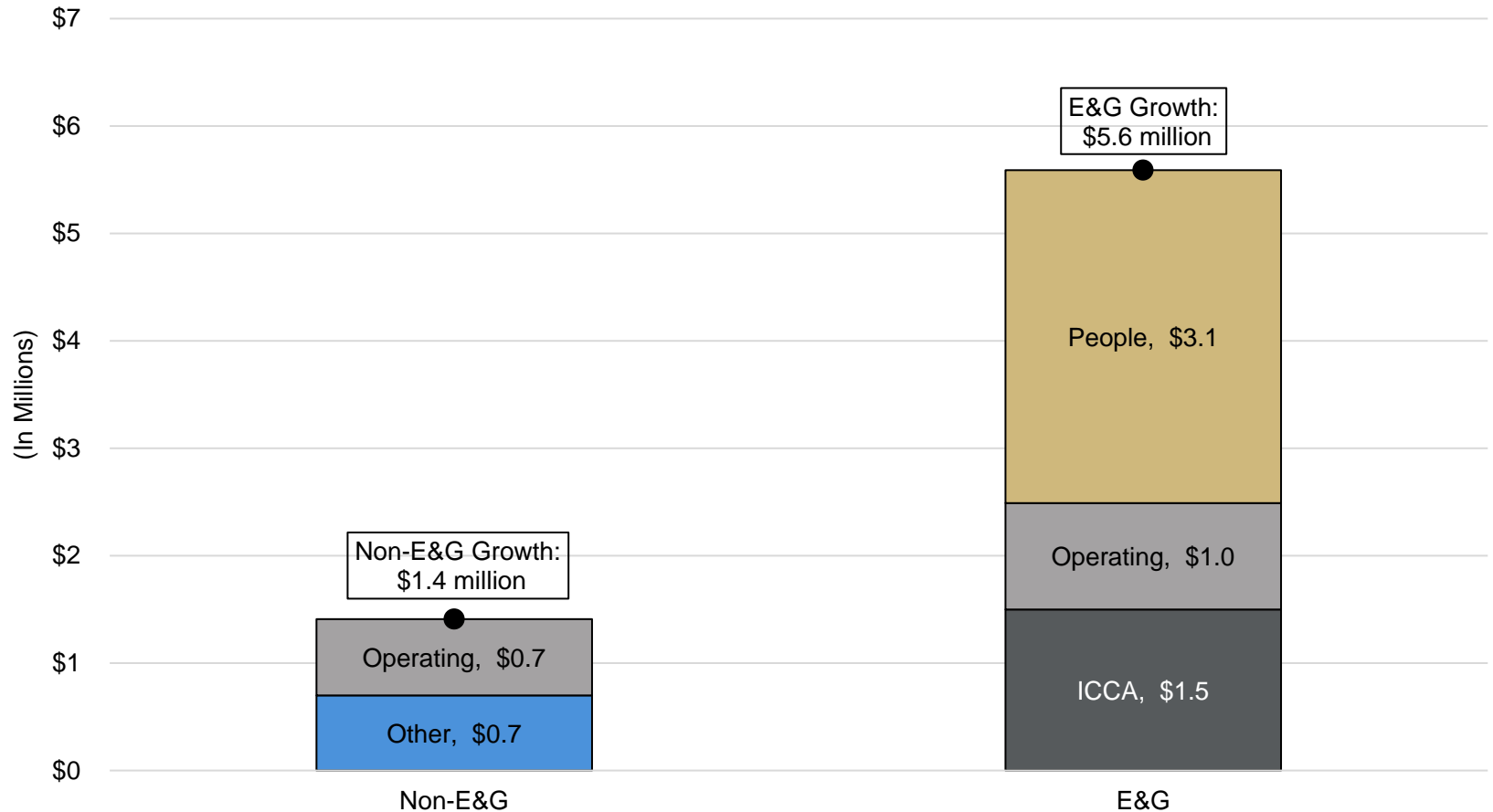
(A) Lower ranking means a higher percent share of faculty compared to total employees and less staff compared to total employees.

(B) Lower ranking means fewer staff per student.



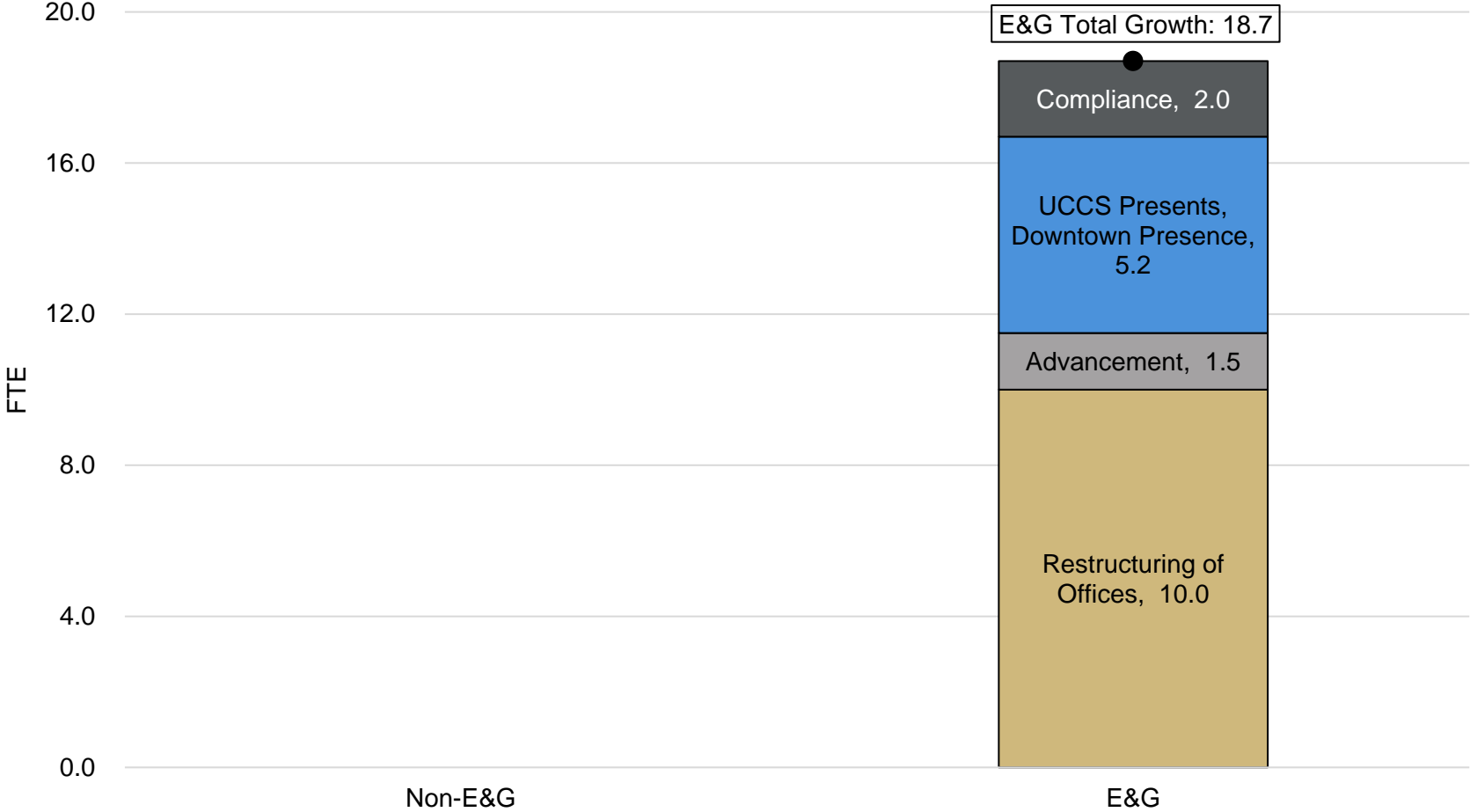
# UCCS, Change in Administrative Costs

FY 2015-16 to FY 2018-19, (no adjustments for inflation or enrollment)



# UCCS, Change in FTE

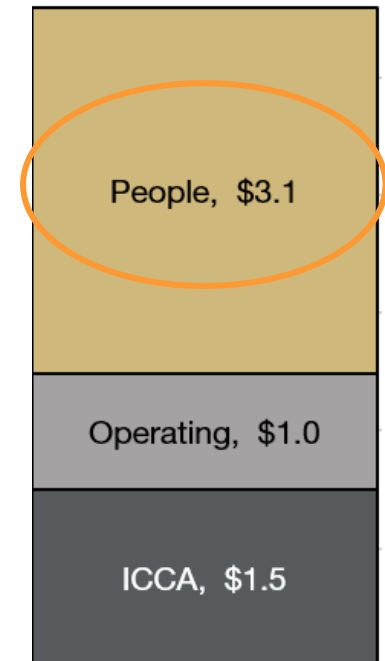
## FY 2015-16 to FY 2018-19



# UCCS, Change in People

## FY 2015-16 to FY 2018-19, \$3.1 million E&G

- **UCCS Presents and Downtown Presence (\$220,000, 5.2 FTE):** Ent Center for Arts opened and staffing was increased for business operations. \$20,000 for downtown marketing
- **Restructuring of Offices (\$630,000, 10.0 FTE):** Student Financial Services office, Registrar office, and Human Resources office were restructured to meet our mission, react to changing needs/compliance, and create efficiencies. New Budget & Planning position for new budget model and software
- **Advancement (\$124,000, 1.5 FTE):** Alumni Support Services to help raise funds
- **Compliance (\$113,000, 2.0 FTE):** General fund support of Intercollegiate Athletics due to compliance demands
- **Total compensation increases (\$2.0 million):** Cost increase from annual merit pool (\$0.8 million) and benefits (\$1.2 million).



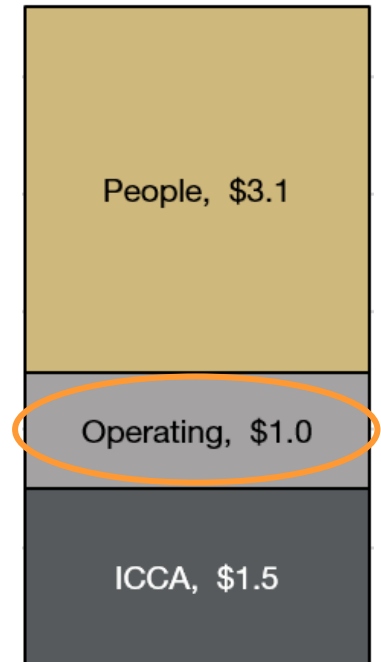
(no adjustments for inflation or enrollment)



# UCCS, Change in Operating

FY 2015-16 to FY 2018-19, \$1.0 million E&G

- **Increase in marketing efforts (\$50,000):** Marketing efforts for both recruitment and business ventures.
- **Continued increases in technology (\$300,000):** Online initiative expenses and costs to meet current technology expectations.
- **Other Operating (\$600,000):** Other operating expenses, including insurance services and dues & membership fees.



(no adjustments for inflation or enrollment)

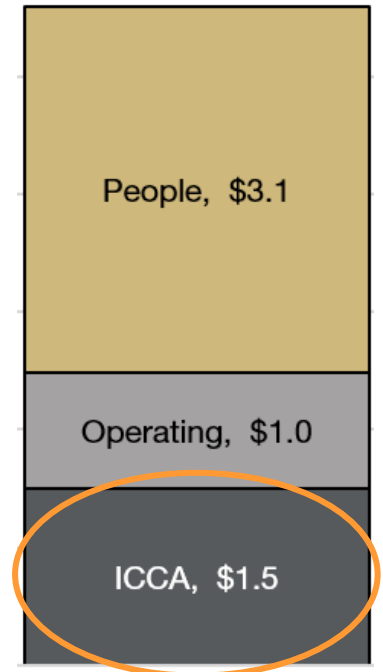




# UCCS, Change in Other & ICCA

FY 2015-16 to FY 2018-19, \$1.5 million E&G

- **ICCA (\$1.5 million):** Increase in support of system office



(no adjustments for inflation or enrollment)



# CU DENVER|ANSCHUTZ

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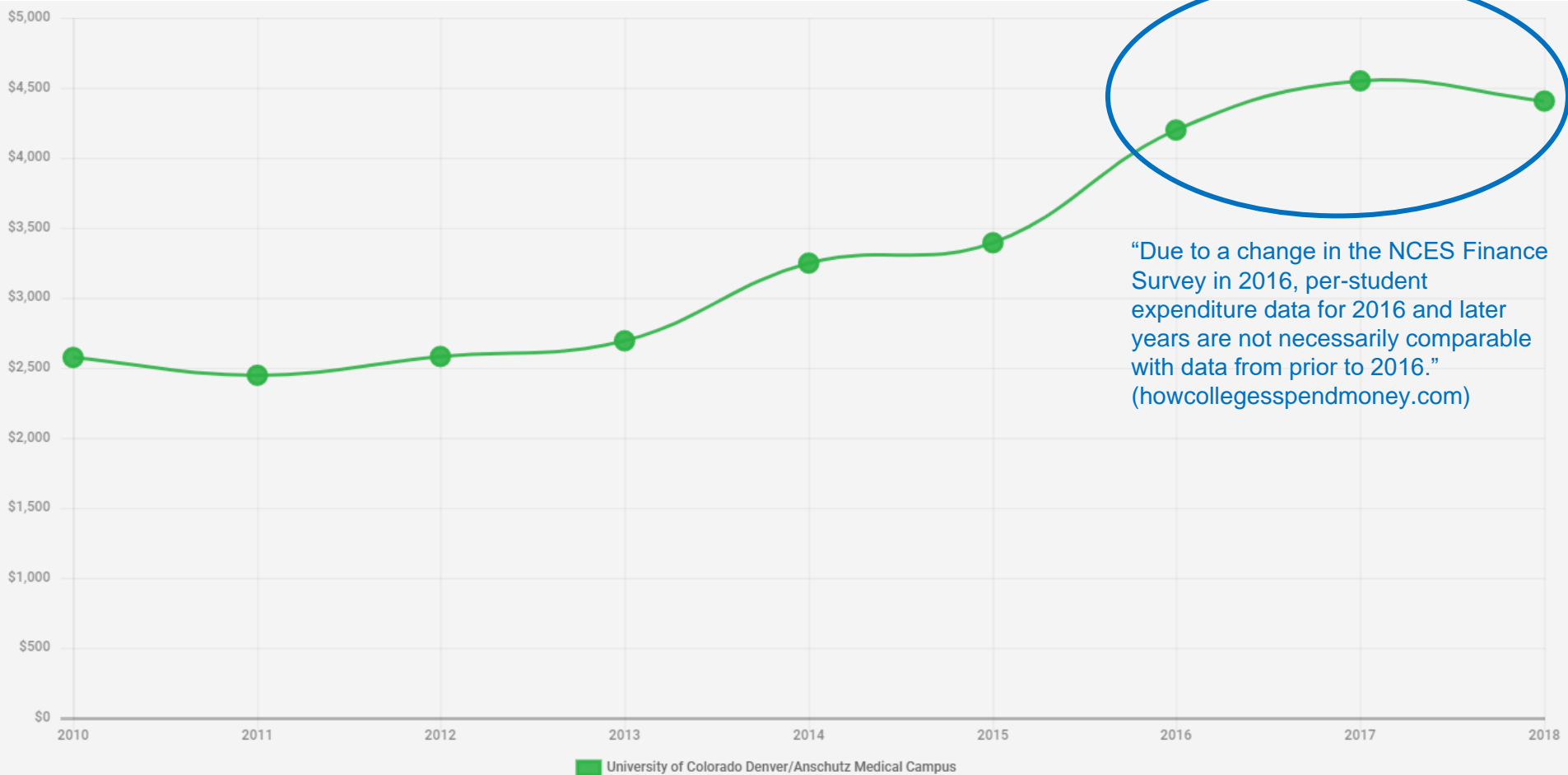


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# CU Denver|Anschutz, Institutional Support Per Student

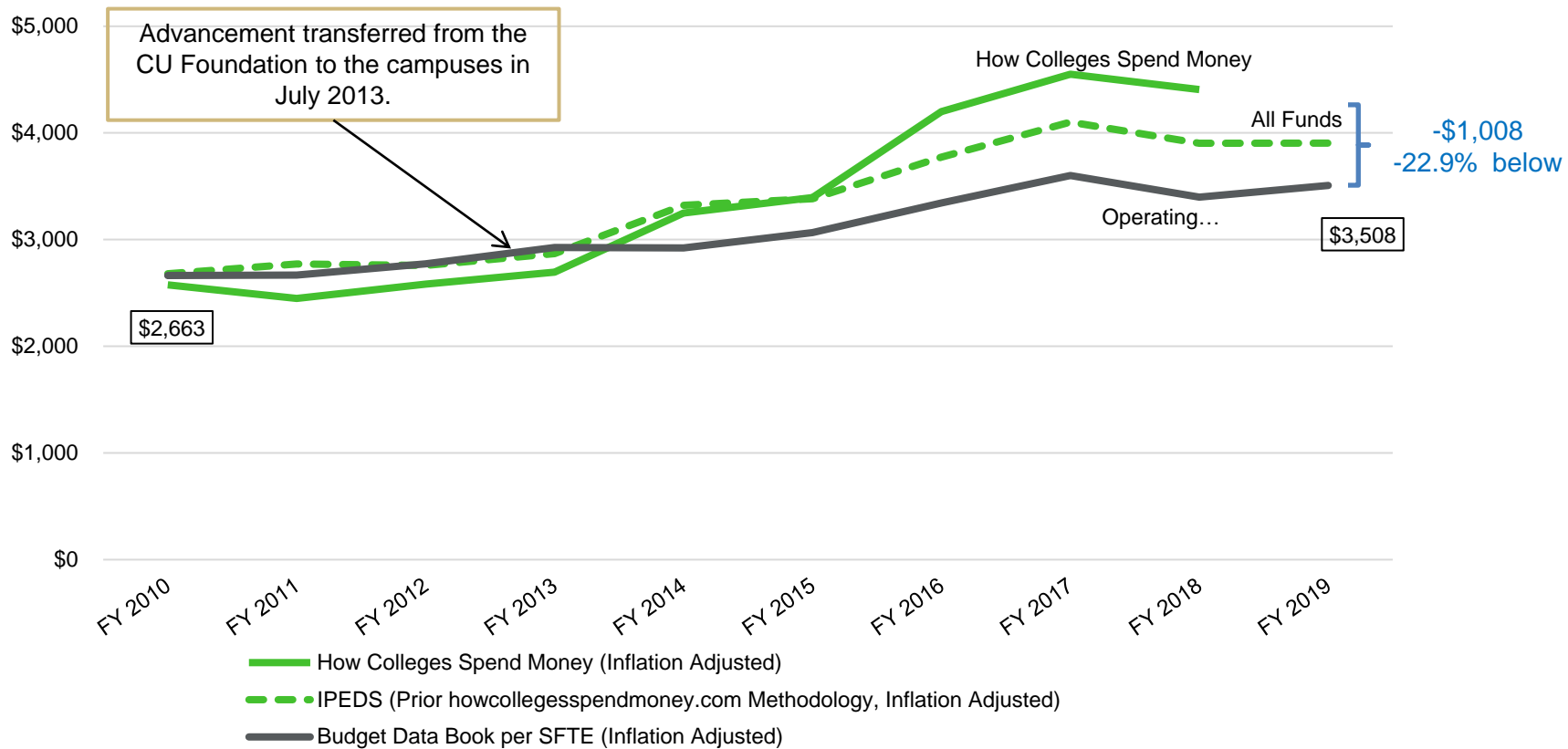
Data from [howcollegesspendmoney.com](http://howcollegesspendmoney.com)



# CU Denver|Anschutz, Institutional Support Per Student

## 23% below howcollegesspendmoney.com

- Green dotted line (All Funds) adjusts to normalize for IPEDS data change
- Gray line adjusts to look at operating funds (E&G) only



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# CU Denver Staffing Ratios Rank Compared to Peers FY 2018-19

Peer Group	(A) Percent Faculty of Total Employees	(B) Student-to-Staff Ratio
CCHE 2011	<u>2 of 12</u>	<u>5 of 12</u>
Hanover	<u>1 of 11</u>	<u>4 of 11</u>

(A) Lower ranking means a higher percent share of faculty compared to total employees and less staff compared to total employees.

(B) Lower ranking means fewer staff per student.



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Note: Denver Faculty & Staff counts from CU Denver IR published reporting

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Click on Rank to see a detailed comparison.

# CU Anschutz Staffing Ratios Rank Compared to Peers FY 2018-19

Peer Group	(A) Percent Faculty of Total Employees	(B) Student-to-Staff Ratio
CCHE 2011	<u>1 of 7</u>	<u>4 of 7</u>
Hanover	<u>1 of 9</u>	<u>6 of 9</u>

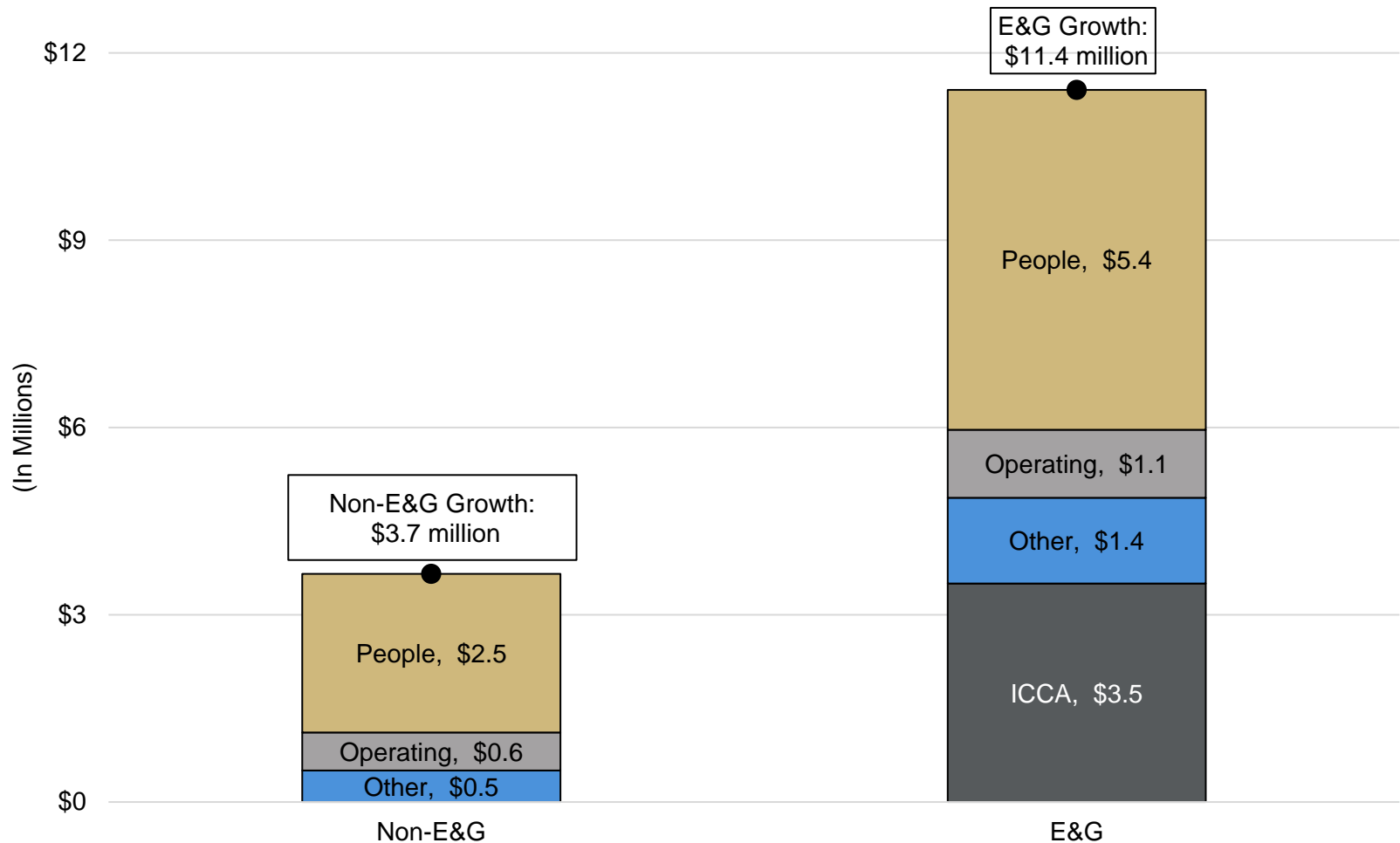
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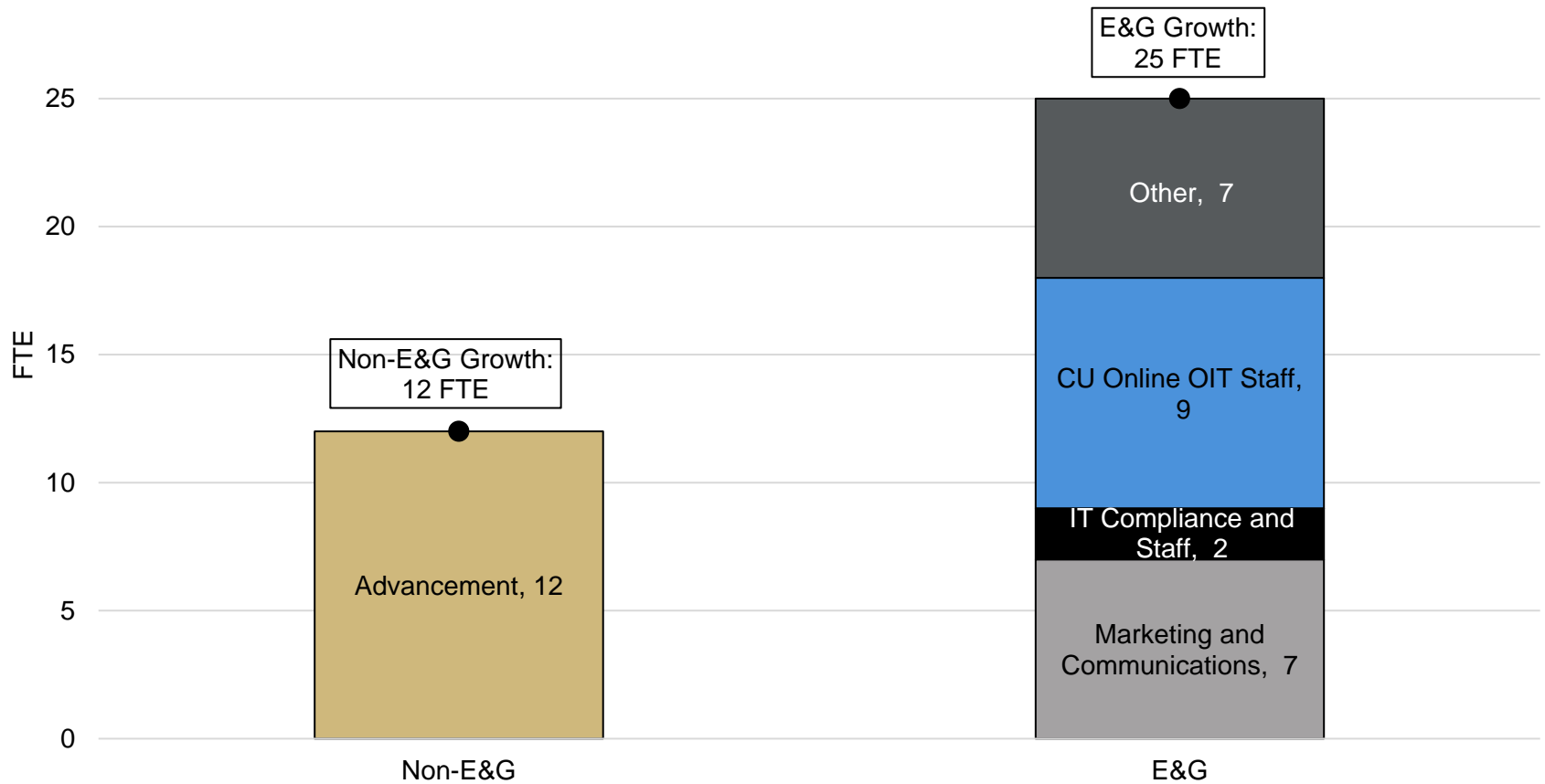
# CU Denver|Anschutz, Change in Administrative Costs

FY 2015-16 to FY 2018-19, (no adjustments for inflation or enrollment)



# CU Denver|Anschutz, Change in FTE

## FY 2015-16 to FY 2018-19

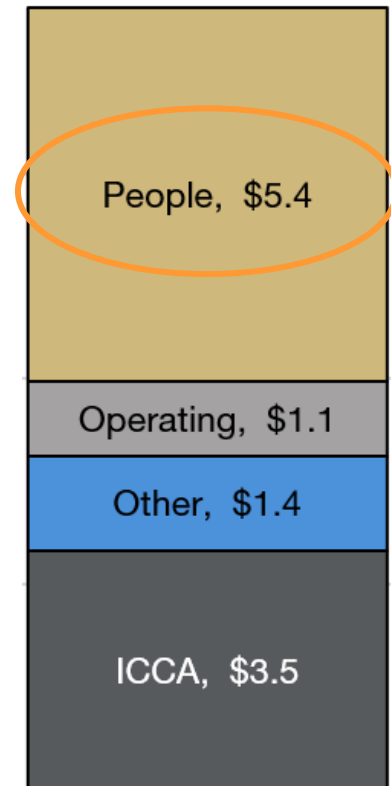




# CU Denver|Anschutz, Change in People

## FY 2015-16 to FY 2018-19, \$5.4 million E&G

- **Marketing and Communications (\$750,000, 7.0 FTE):** Enhancing digital marketing efforts, distinct campus branding, and distinct website initiatives
- **IT Compliance and Staff (\$200,000, 2.0 FTE):** 2 FTE support IT security, risk and compliance
- **CU Online OIT Staff (\$1.0 million, 9.0 FTE):** CU Online programs grew, requiring a corresponding increase through a dedicated instructional design team and additional personnel for technology support of the teaching and learning platform
- **Other (\$810,000, 7.0 FTE):** Staff for shared and campus-specific administration, including additional HR personnel in Learning and Development, Recruitment and Background Checks (to support a 15% increase in employee headcount between FY2016 and FY2019) as well as dedicated campus-specific Budget Office Personnel
- **Total compensation increases (\$2.7 million):** Cost increase from annual merit pool (\$800,000 million) and benefits (\$1.9 million)

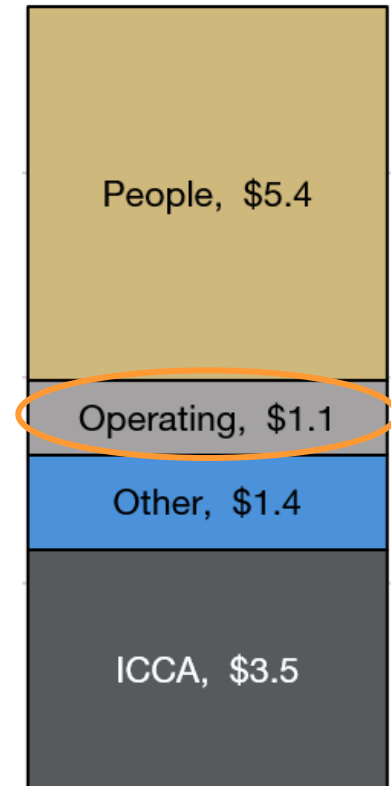


(no adjustments for inflation or enrollment)



# CU Denver|Anschutz, Change in Operating FY 2015-16 to FY 2018-19, \$1.1 million E&G

- **Prior Growth of the CU South Denver campus (\$376,000):** Increased operating expenditures for the facility and activities such as general office related operating, information technology software and equipment, and growth in auxiliary operations to support the meeting and event business as well as the Museum, Theater, and Bookstore.
- **Additional costs for IT mandatory software increases (\$712,000):** Security and Compliance software.



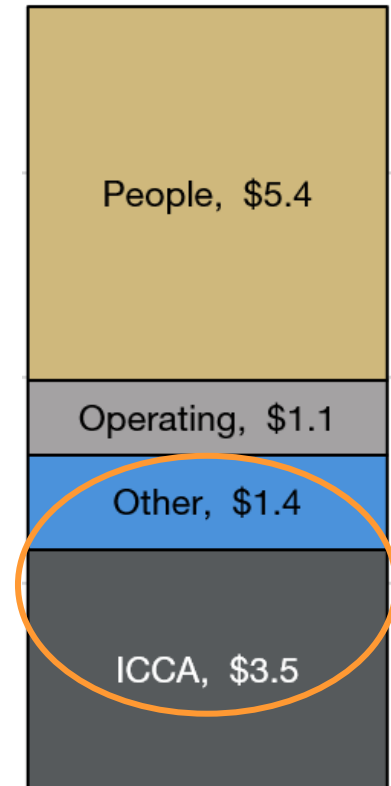
(no adjustments for inflation or enrollment)



# CU Denver|Anschutz, Change in Other & ICCA

FY 2015-16 to FY 2018-19, \$4.9 million E&G

- **CU's Technology Transfer operations (\$505,000):**  
Decentralized in July 2016, resulting in an Anschutz Campus specific CU Innovations office established in FY 2016-17.
- **ICCA campus contribution (\$3.5 million):** ERP Finance and HCM system upgrades and increases in System Office infrastructure and costs.
- Increased use of the **Employee Tuition Benefit (\$600,000)**
- **Insurance premium expenses (\$300,000)**



(no adjustments for inflation or enrollment)



# CU SYSTEM OFFICE

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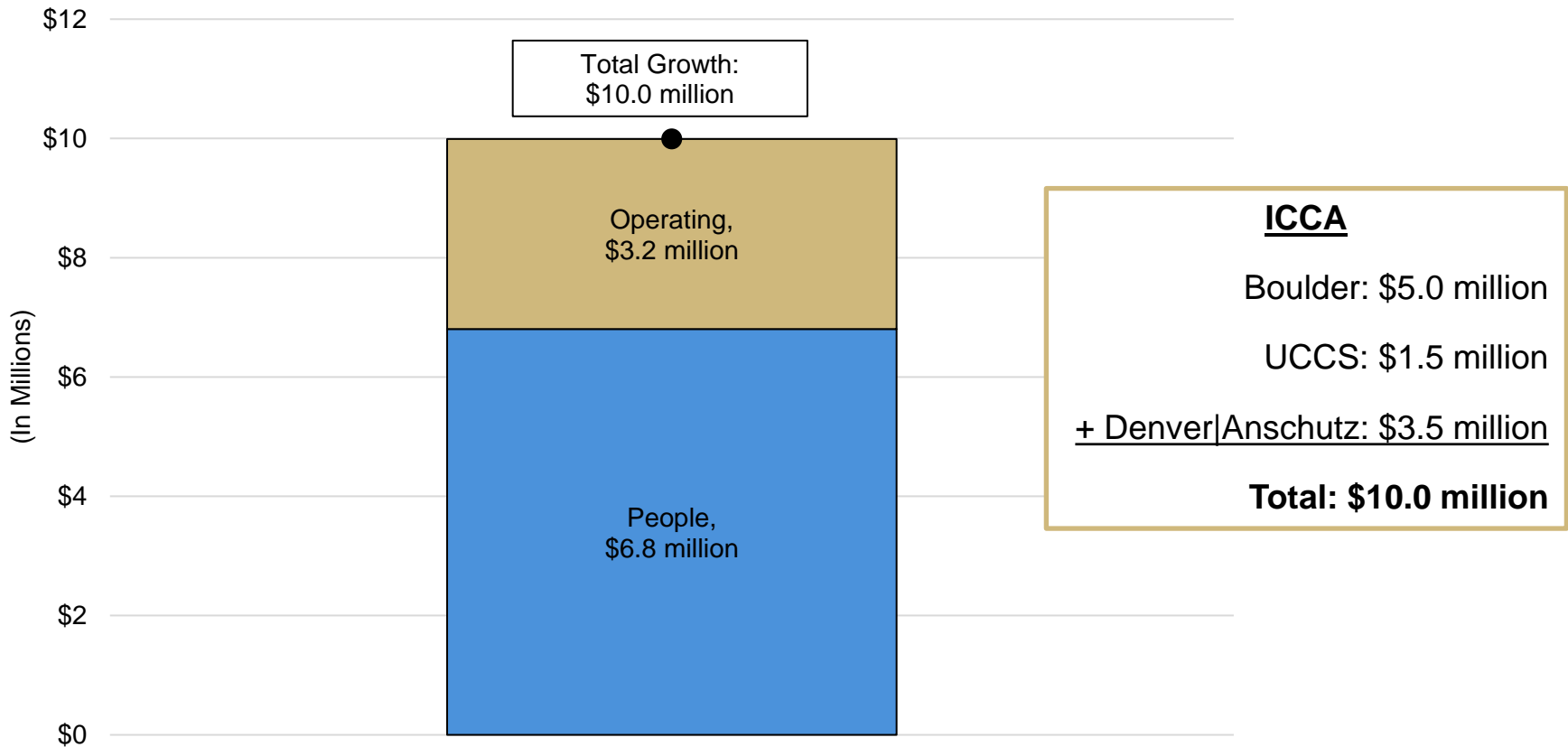


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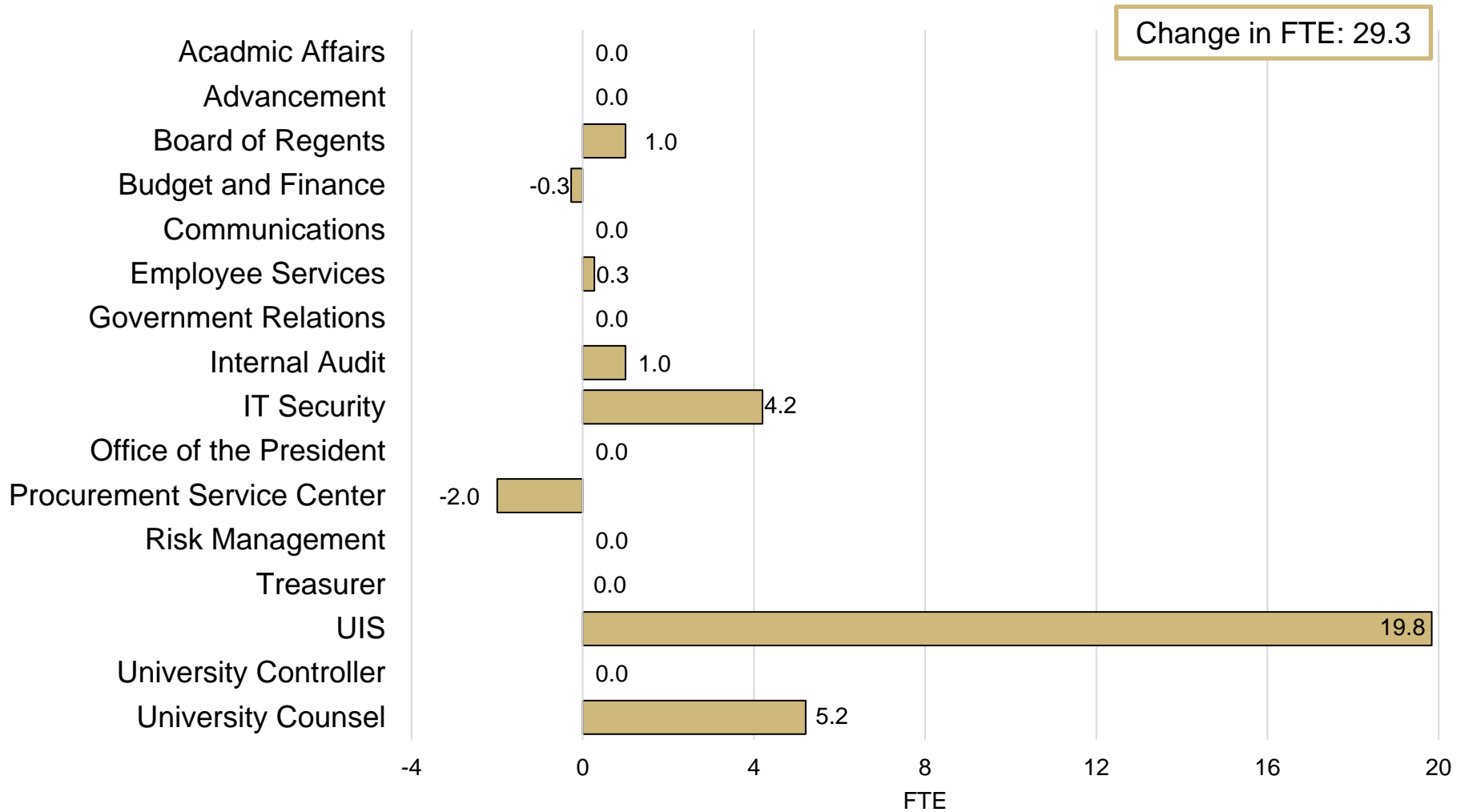
# CU System Office, Change in ICCA Budget

FY 2015-16 to FY 2018-19, (no adjustments for inflation or enrollment)



# CU System Office, Change in FTE

## FY 2015-16 to FY 2018-19



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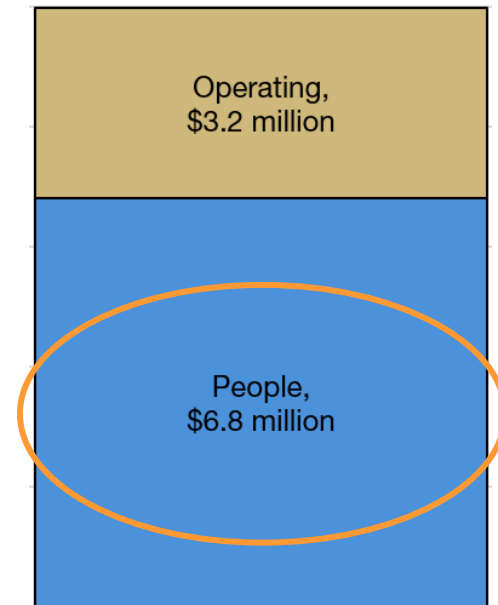
Source: CU System Office Budget & Finance

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# CU System Office, Change In People

FY 2015-16 to FY 2018-19, \$6.8 million

- **University Counsel (\$944,000, 5.2 FTE):** Increase campus legal needs driven by increase compliance and entrepreneurial activities
- **UIS (\$1.7 million, 19.8 FTE):** 13 new positions for implementation of new HR and Finance system, 1 new Customer Relationship Management position, and 1.5 new research reporting (eRA) positions. 4.3 positions were transferred from other departments to UIS
- **Procurement Service Center (\$0, -2.0 FTE):** Reduction of 1 FTE Executive Assistant and 1 FTE refinanced to non-E&G fund sources
- **IT Security (\$140,000, 4.2 FTE):** 2 FTE moved from UIS, 1 FTE transferred from Litigation/Risk, 1 new IT Security Analyst
- **Internal Audit (\$107,000, 1.0 FTE):** New Senior IT Auditor to address increased needs for data analytics and information security skills.



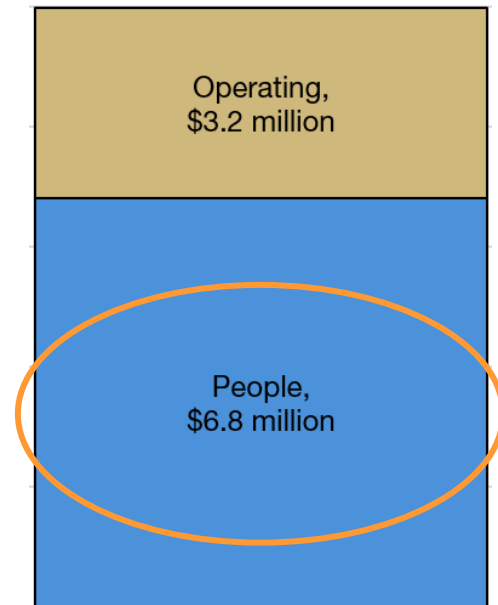
(no adjustments for inflation or enrollment)

Note: Dollar amount only reflects the new additive FTE cost to a division or unit  
FTE amount reflects the net FTE change to a division or unit

# CU System Office, Change In People

FY 2015-16 to FY 2018-19, \$6.8 million

- **Employee Services (\$291,000, 0.3 FTE):** Implementation of new HR and Finance system, transfer of staff to other E&G and non-E&G fund sources
- **Budget and Finance (\$0, -0.3 FTE):** Refinanced to non-E&G fund source
- **Board of Regents (\$106,000, 1.0 FTE):** New Special Assistant position to assist the Board Secretary
- **Academic Affairs (\$99,000, 0.0 FTE):** Salary market adjustments
- **Total compensation increases (\$3.4 million):** Cost increase from merit pool (\$2.8 million) and benefits (\$559,000)



(no adjustments for inflation or enrollment)

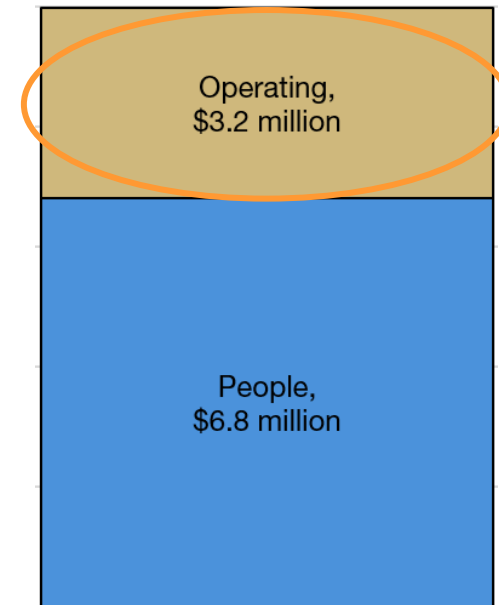
Note: Dollar amount only reflects the new additive FTE cost to a division or unit  
FTE amount reflects the net FTE change to a division or unit



# CU System Office, Change in Operating

FY 2015-16 to FY 2018-19, \$3.2 million

- **System Administration Pooled Operating (\$75,000):** Patient Centered Outcome Research Institute (PCORI) fee, RTD Eco-Pass, CRM credit for future spending
- **University Relations (\$48,000):** CRM costs
- **UIS (\$2.8 million):** UIS Hardware and Software
- **Procurement Service Center (\$39,000):** Concur service agreement increase
- **IT Security (\$126,000):** IT maintenance contracts
- **Internal Audit (\$5,000):** Service contracts
- **Employee Services (\$68,000):** Multi-state tax services.
- **Academic Affairs (\$45,000):** Taking Student Success to Scale (TS3) Initiative, University of the Arctic membership, and Open Educational Resources (OER)



(no adjustments for inflation or enrollment)



# Conclusions

- How Colleges Spend Money website data is **not** comparable over time.
- Compared to peers, CU Boulder and UCCS **are in-line or below the median of peers** when looking at operational funds (E&G) spending per student.
- [Institutional support](#) growth has occurred in:
  - Administrative demand functions in HR and OIT centralized services.
  - Compliance with federal rules, data security, and research requirements.
  - IT expenditures and personnel requirements due to internet security and software updates.
- Compared to peers, CU campuses have:
  - Lower percent share of staff compared to total employees.
  - Lower student-to-staff ratios, with fewer staff per student.



# APPENDIX

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# What is Institutional Support?

Institutional Support is a NACUBO expense category =  
Administrative Costs

- **Executive management, compliance, and long-range planning** (e.g. president/chancellor, vice-presidents/vice-chancellors, legal office)
- **Fiscal operations** (e.g. accounting office, bursar and audit)
- **Logistical services** (e.g. personnel, procurement and communications)
- **Computing support** (e.g. computer support/UIS)
- **Public Relations/development** (e.g. university affairs and advancement)



# Where is Institutional Support reported?

- The Federal Department of Education's Integrated Postsecondary Education Data System (IPEDS) – total funds.
- The Colorado Department of Higher Education's Budget Data Books (BDB) – **E&G only**.
- CU's annual budget as an expenditure category – all fund types.



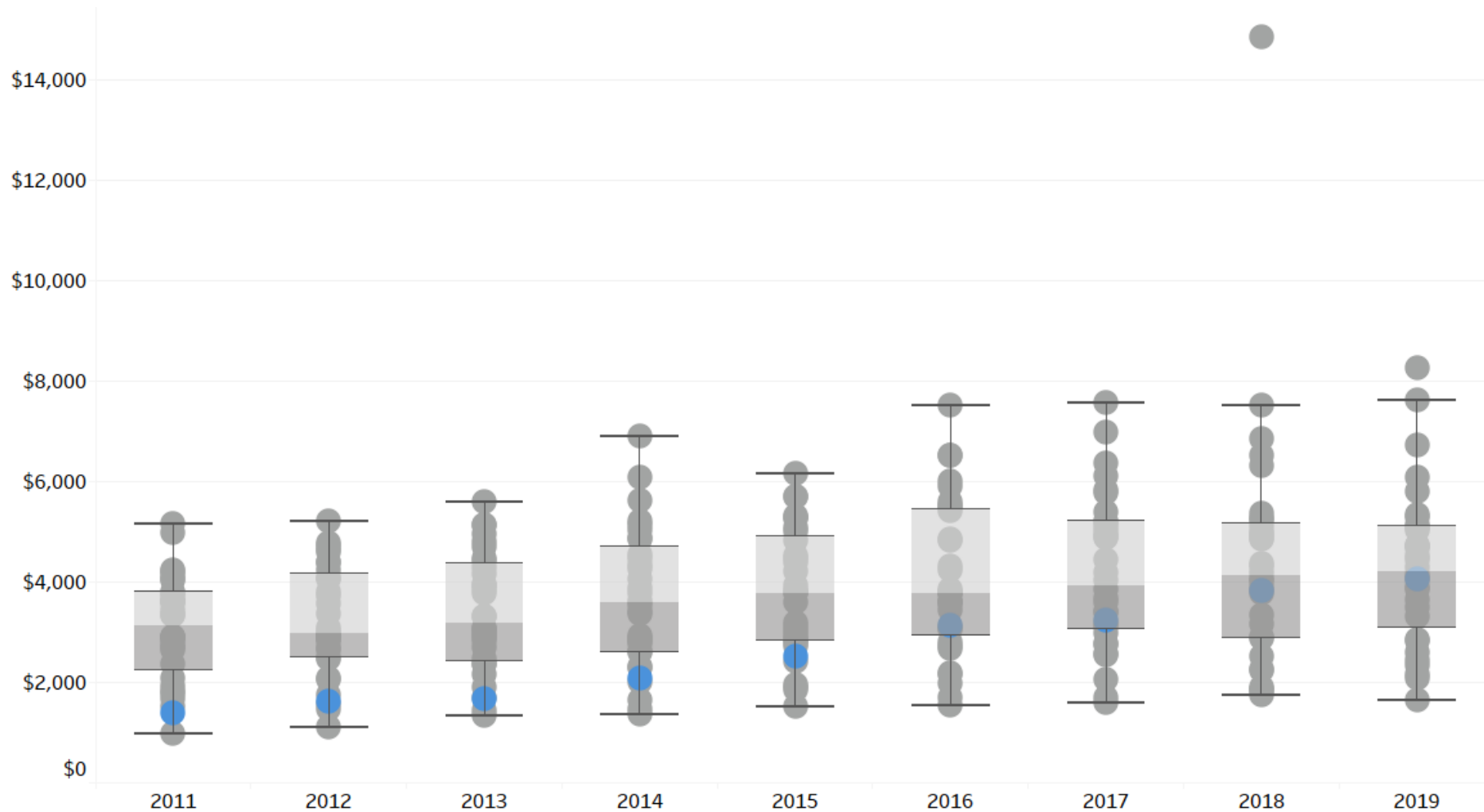
# What can Institutional Support tell us?

- How has spending on this area changed at CU?
- What did CU buy with the expenditure?
- How does this compare to CCHE defined Peers?



# CU Boulder vs AAU Peers

## Institutional Support Expenditures per SFTE



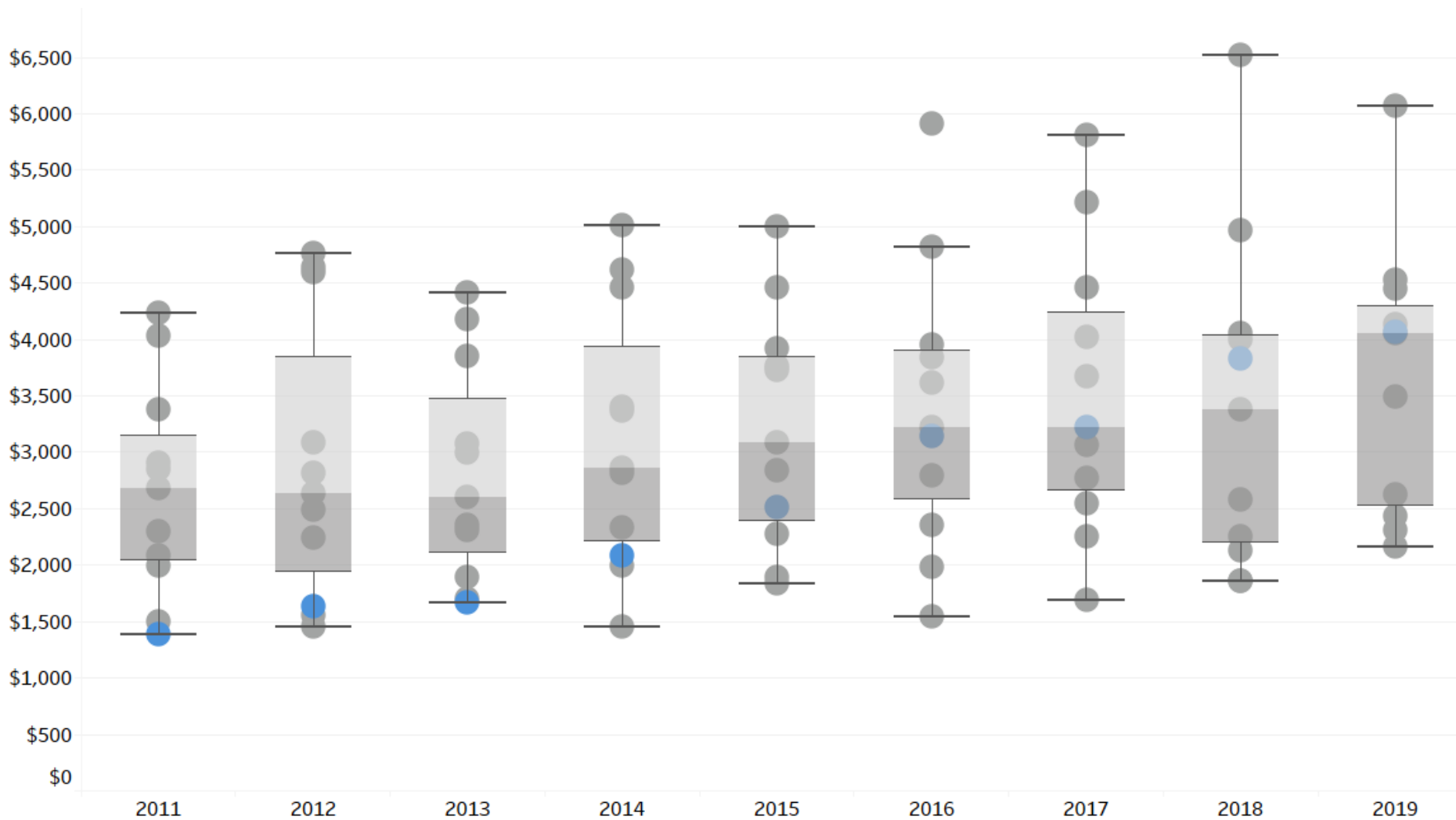
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# CU Boulder vs Hanover Peers

## Institutional Support Expenditures per SFTE



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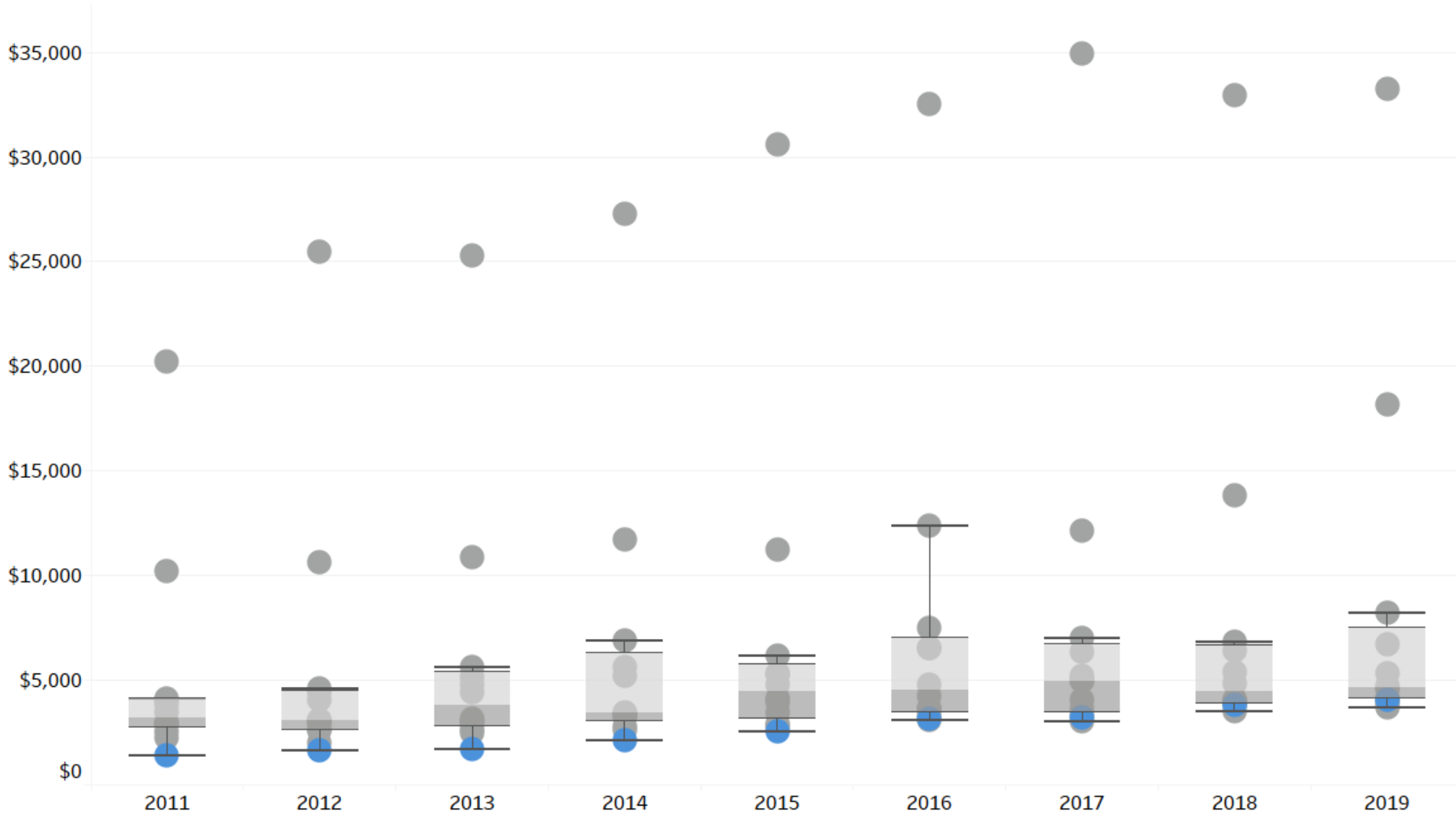
Source: IPEDS Finance and 12-Month Enrollment Surveys  
Data compiled by CU System Office of Institutional Research

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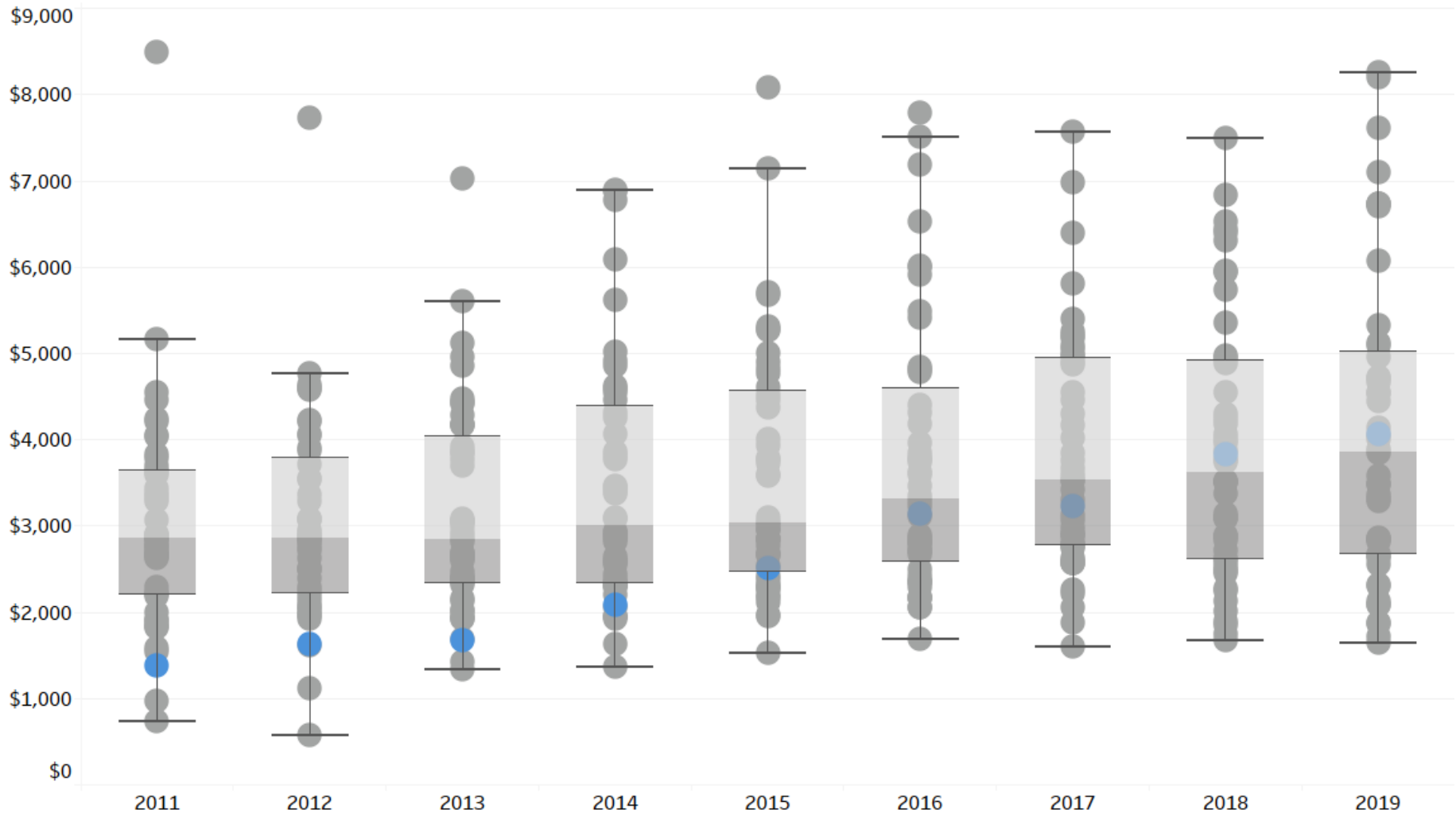
# CU Boulder vs PAC-12

## Institutional Support Expenditures per SFTE



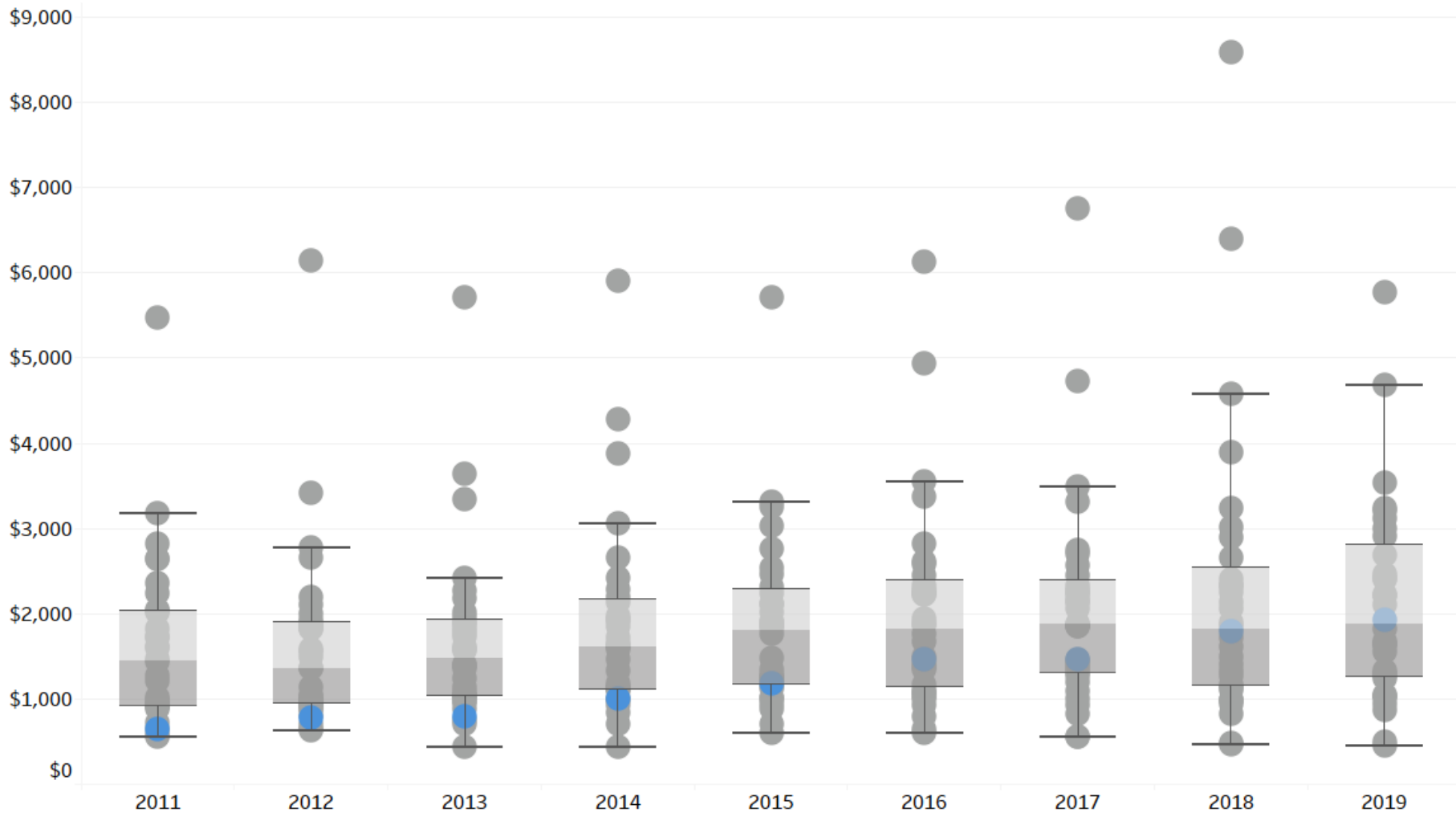
# CU Boulder vs Flagship Universities

## Institutional Support Expenditures per SFTE



# CU Boulder vs AAU Peers

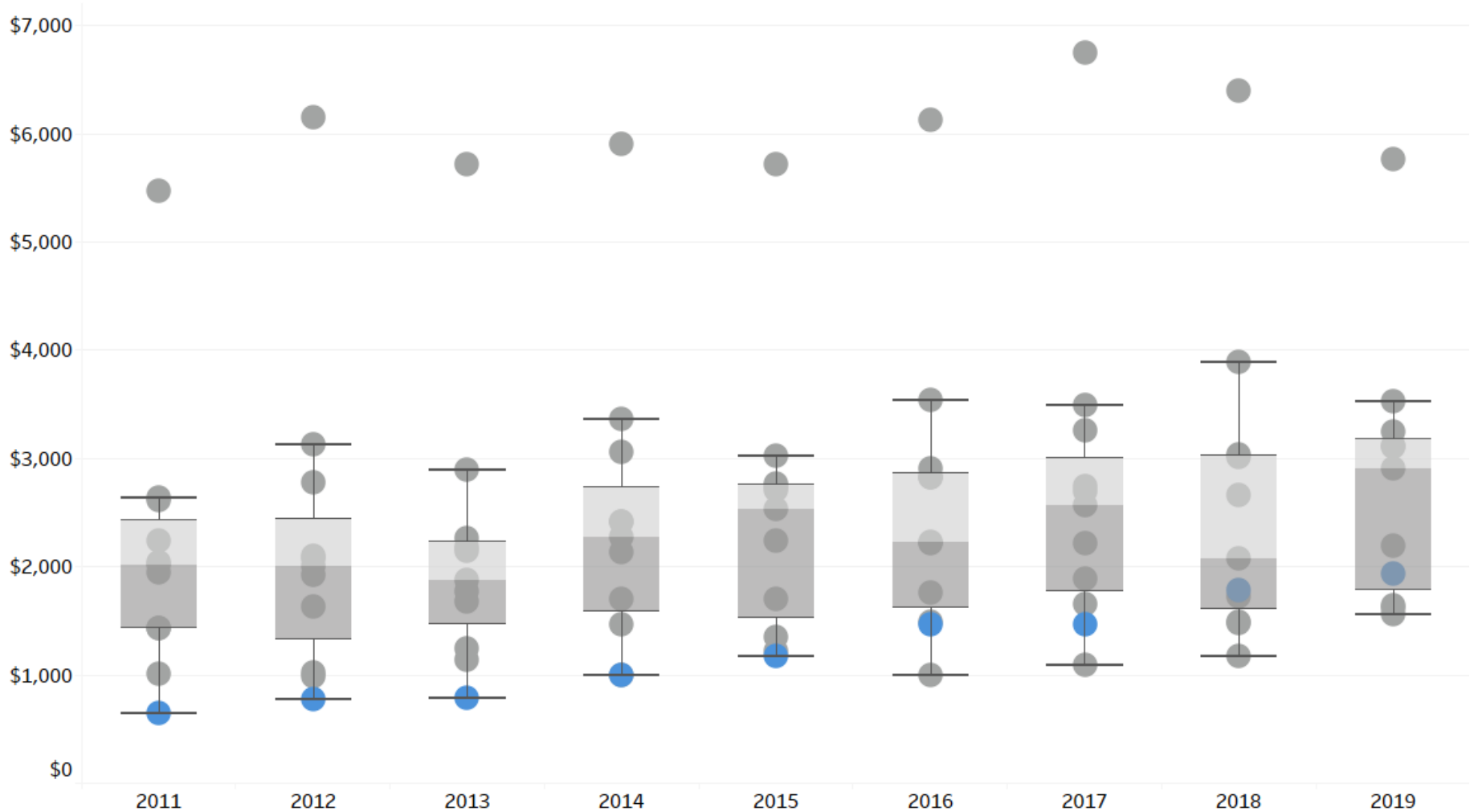
## Estimated Operating Institutional Support Expenditures per SFTE



$$\left[ \frac{\text{State Appropriation + Tuition Revenue}}{\text{IPEDS Revenue (All Funds)}} \right] * \text{Total IPEDS Expenditures (All Funds) per SFTE} = \text{Estimated Operating Expenditures per SFTE}$$

# CU Boulder vs Hanover Peers

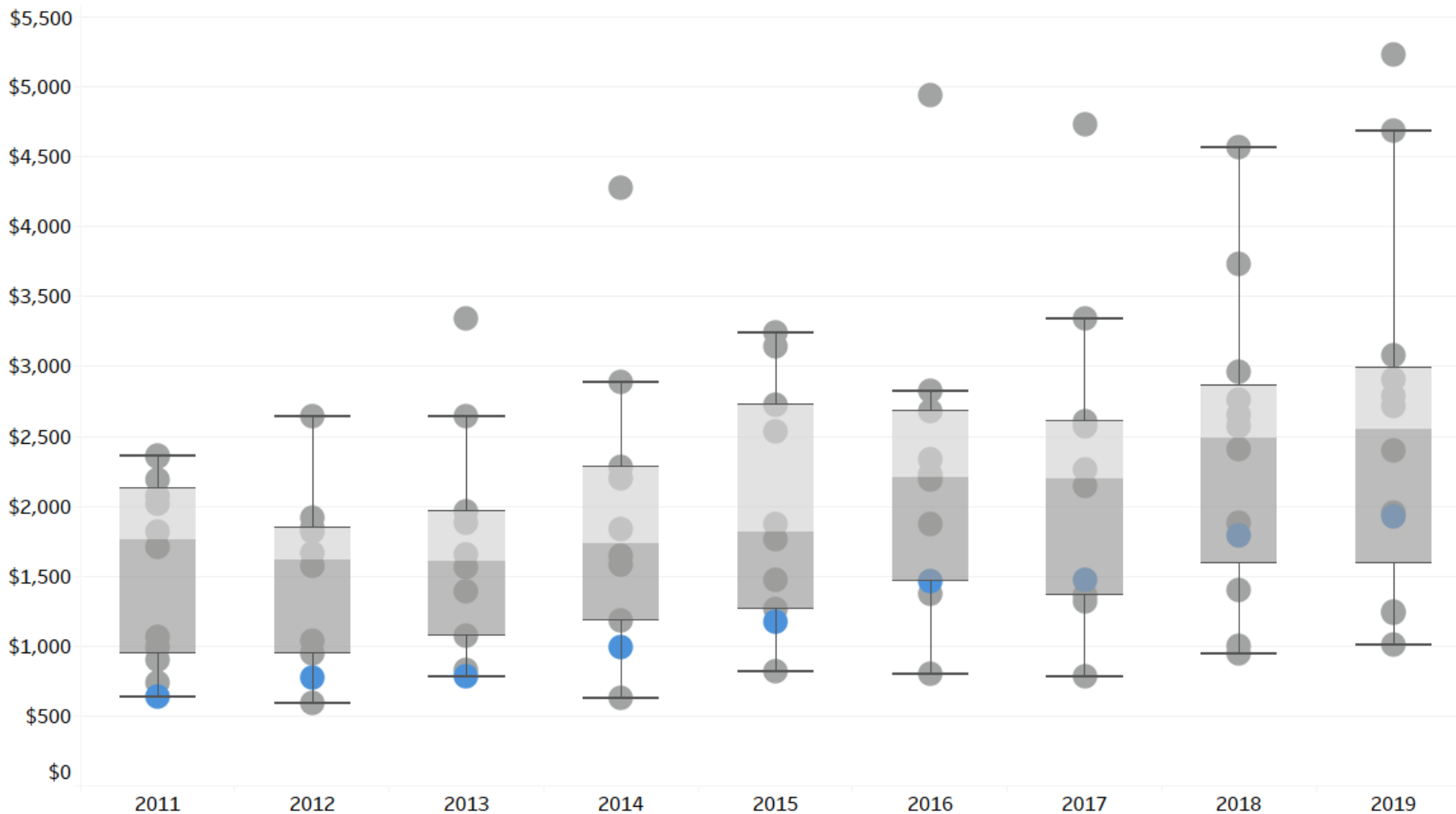
## Estimated Operating Institutional Support Expenditures per SFTE



$$\left[ \frac{\text{State Appropriation + Tuition Revenue}}{\text{IPEDS Revenue (All Funds)}} \right] * \text{Total IPEDS Expenditures (All Funds) per SFTE} = \text{Estimated Operating Expenditures per SFTE}$$

# CU Boulder vs PAC-12

## Estimated Operating Institutional Support Expenditures per SFTE



Source: IPEDS Finance Survey, 2011-2019 Expenditures (All funds); Operating Expenditures include things like instruction, student services, and scholarships. To estimate operating funds from total funds, the methodology on the right is used.

$$\left[ \frac{\text{State Appropriation} + \text{Tuition Revenue}}{\text{IPEDS Revenue (All Funds)}} \right] * \text{Total IPEDS Expenditures (All Funds) per SFTE} = \text{Estimated Operating Expenditures per SFTE}$$



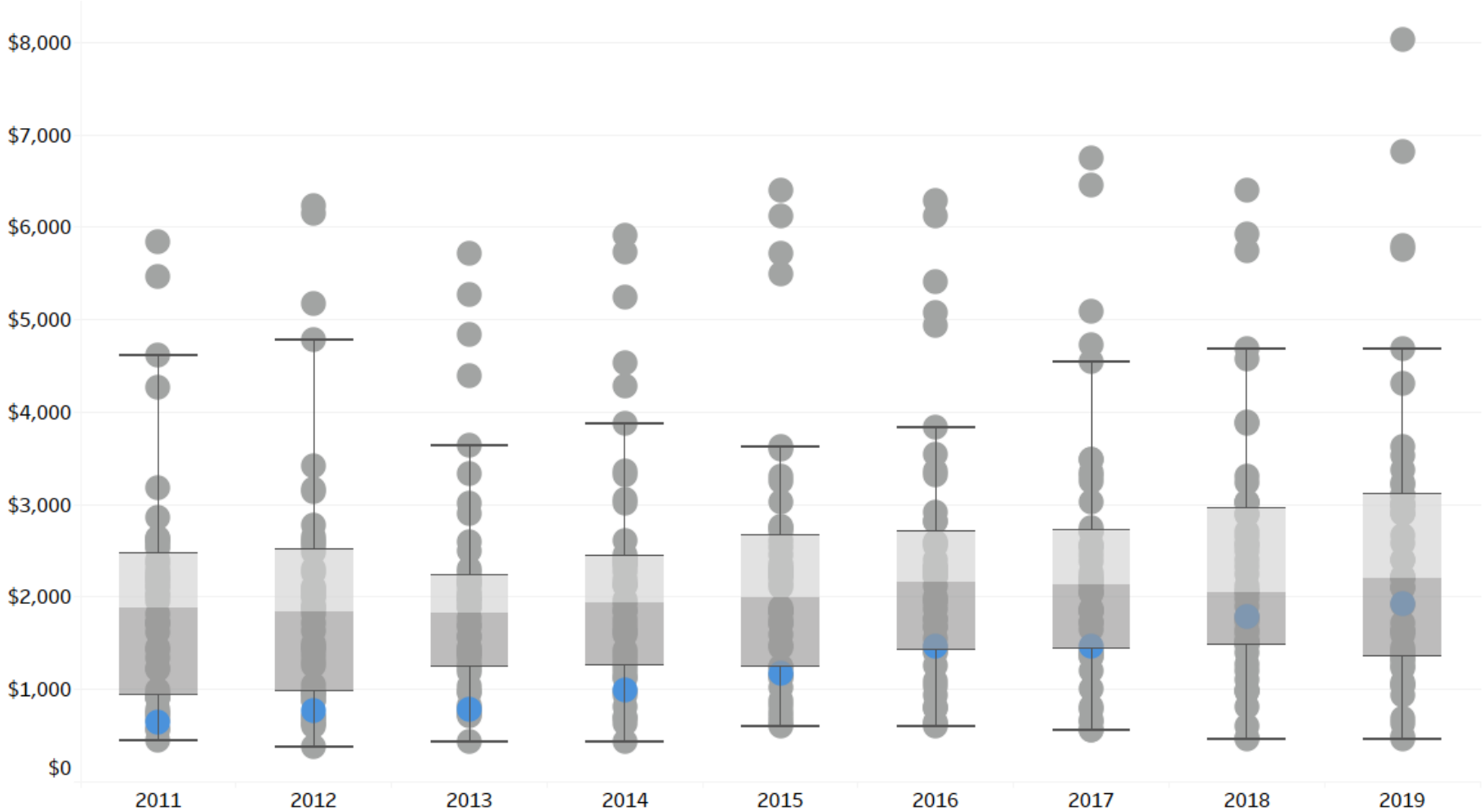
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# CU Boulder vs Flagship Universities

## Estimated Operating Institutional Support Expenditures per SFTE



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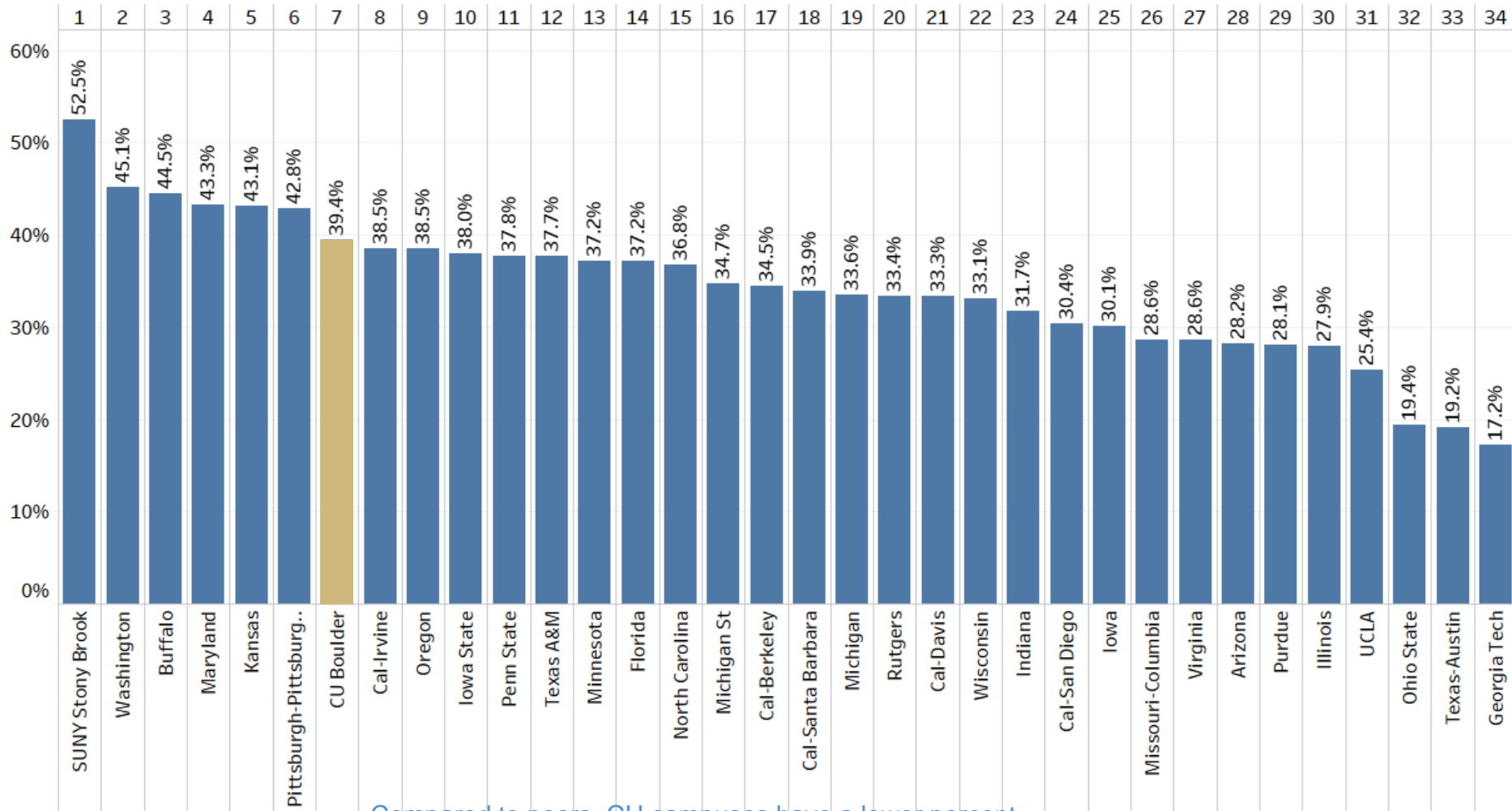
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# CU Boulder vs AAU Peers

## % Faculty of Total Employees



Compared to peers, CU campuses have a lower percent share of staff compared to total employees.

Source: IPEDS 2019 Fall Staff Survey  
Data compiled by CU System Office of Institutional Research

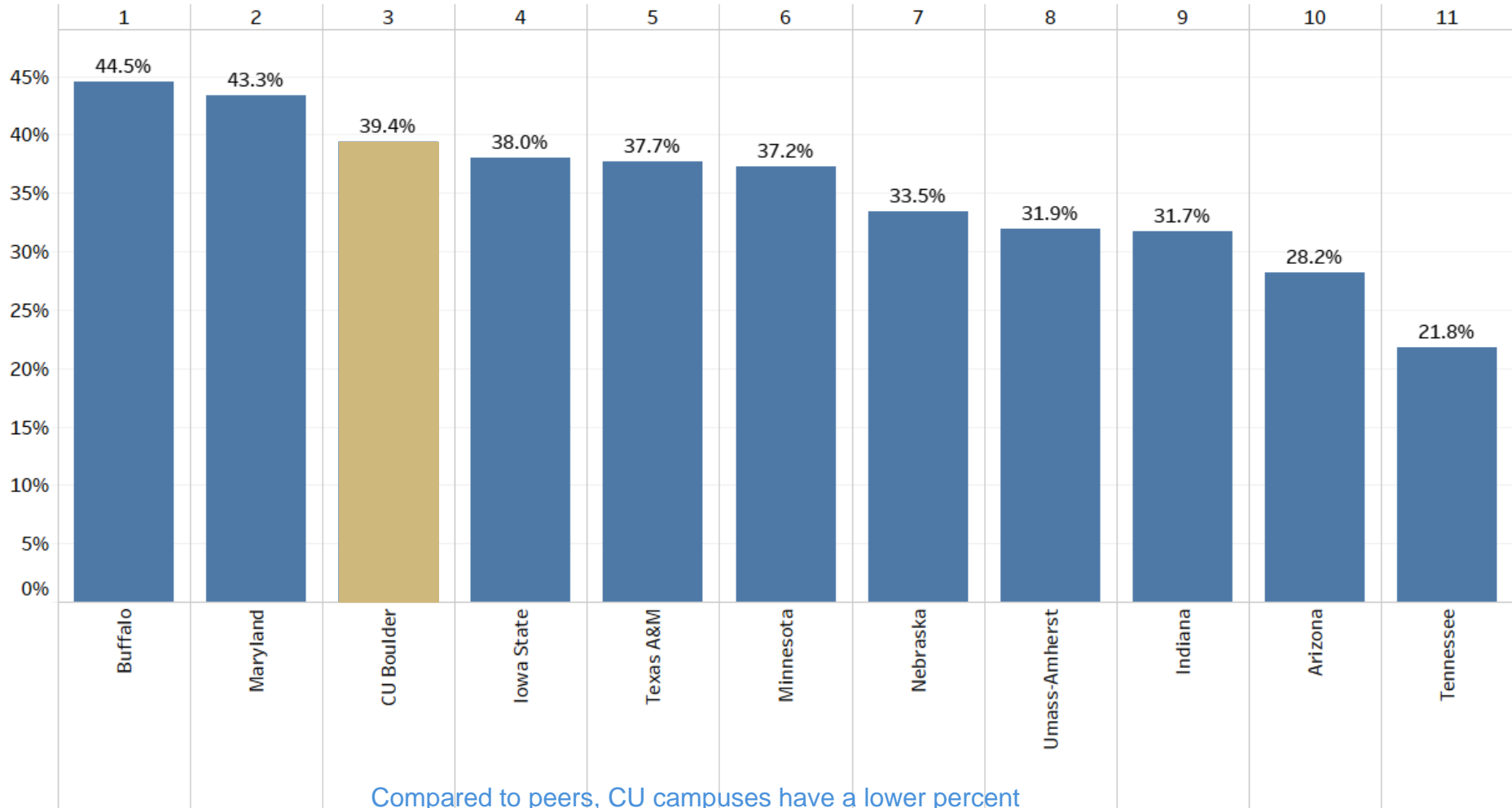


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# CU Boulder vs Hanover Peers

## % Faculty of Total Employees



Compared to peers, CU campuses have a lower percent share of staff compared to total employees.



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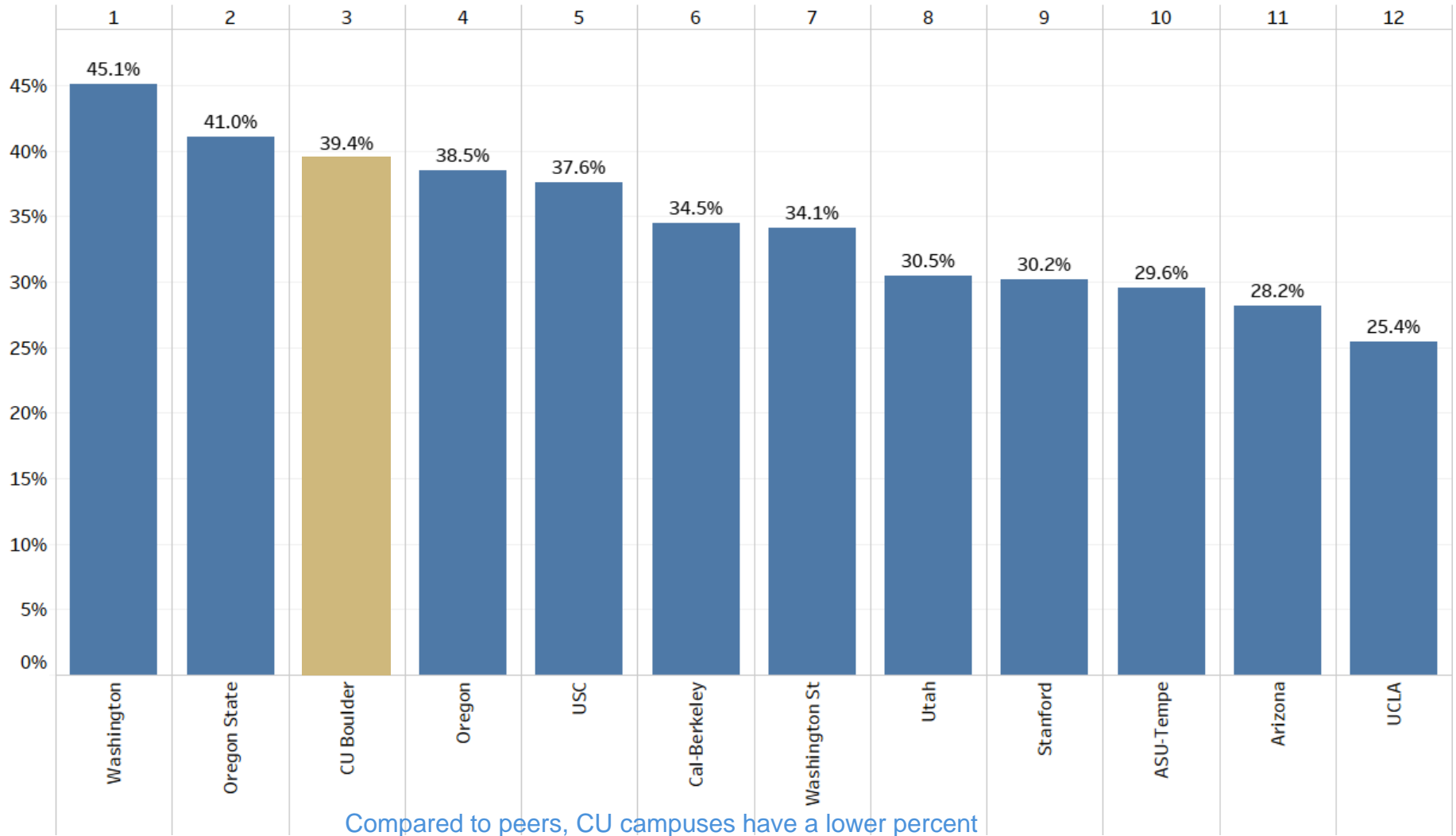
Source: IPEDS 2019 Fall Staff Survey  
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# CU Boulder vs PAC-12

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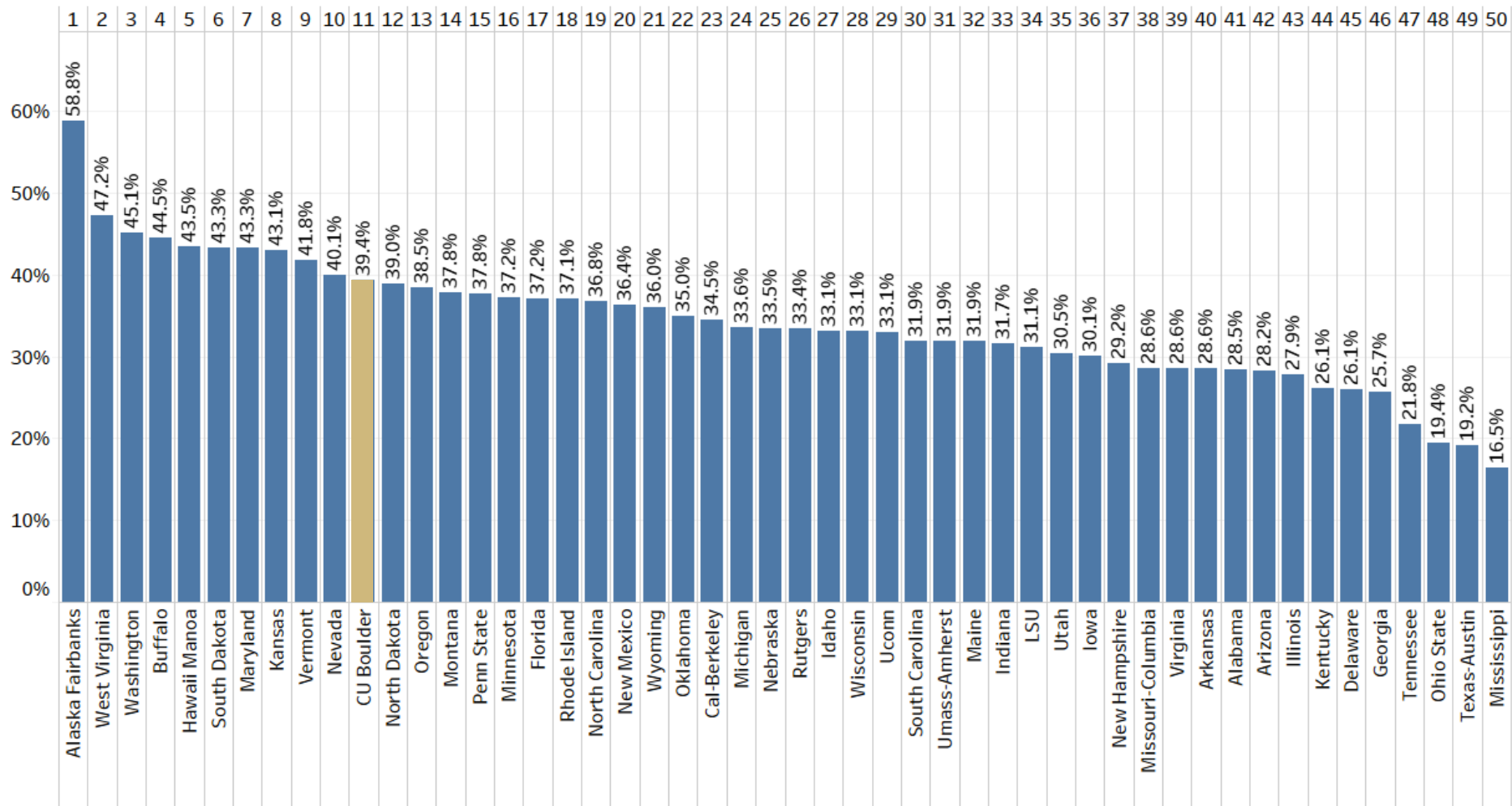


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# CU Boulder vs Flagship Universities

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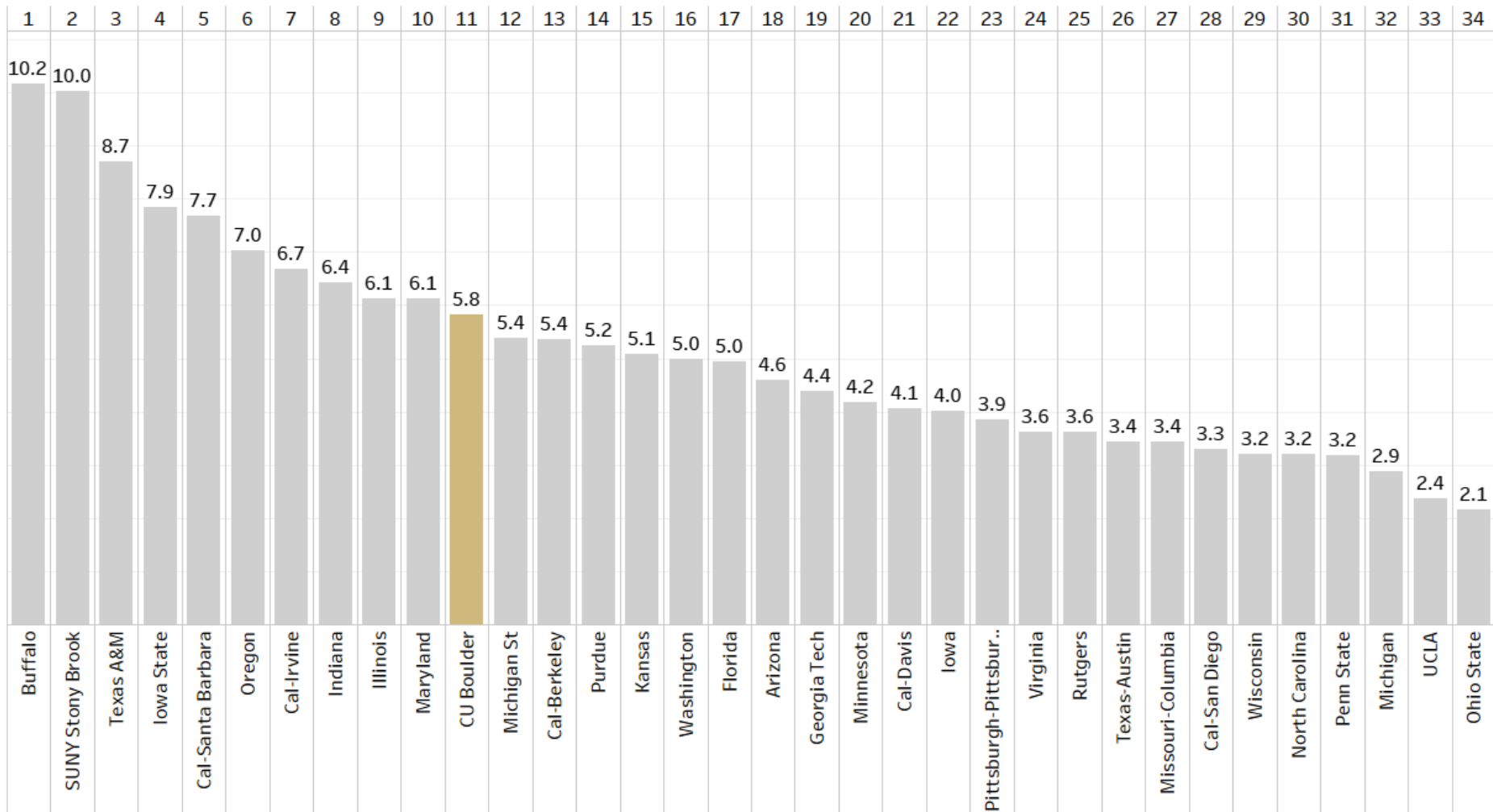
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Source: IPEDS 2019 Fall Staff Survey  
Data compiled by CU System Office of Institutional Research

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# CU Boulder vs AAU Peers

## Student-to-Staff Ratio (SFTE / # Staff)



Compared to peers, CU campuses have lower student-to-staff ratios, with fewer staff per student.

Source: IPEDS 2019 Fall Staff & 12-Month Enrollment Surveys  
Data compiled by CU System Office of Institutional Research

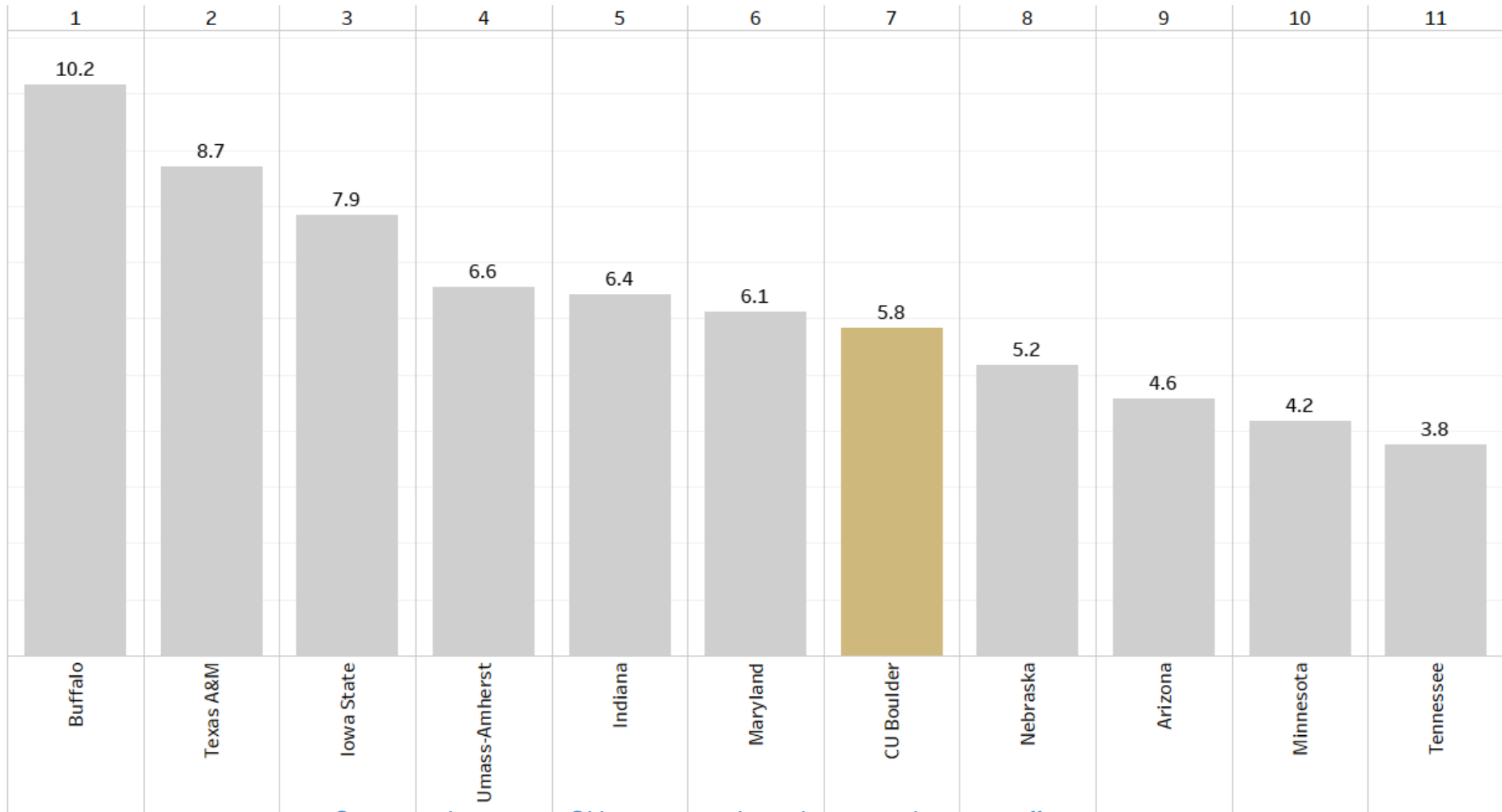


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# CU Boulder vs Hanover Peers

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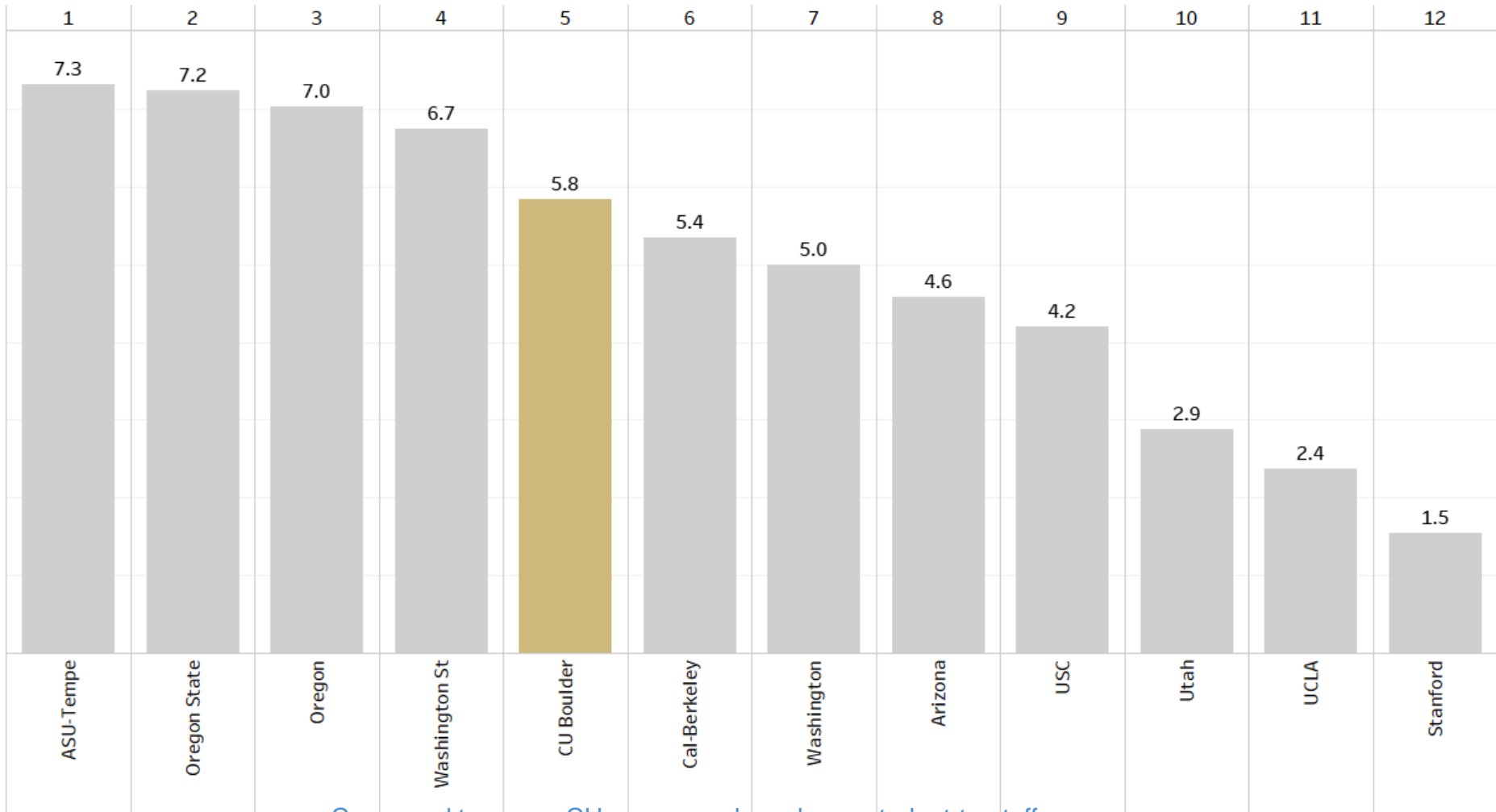
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# CU Boulder vs PAC-12

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Data compiled by CU System Office of Institutional Research

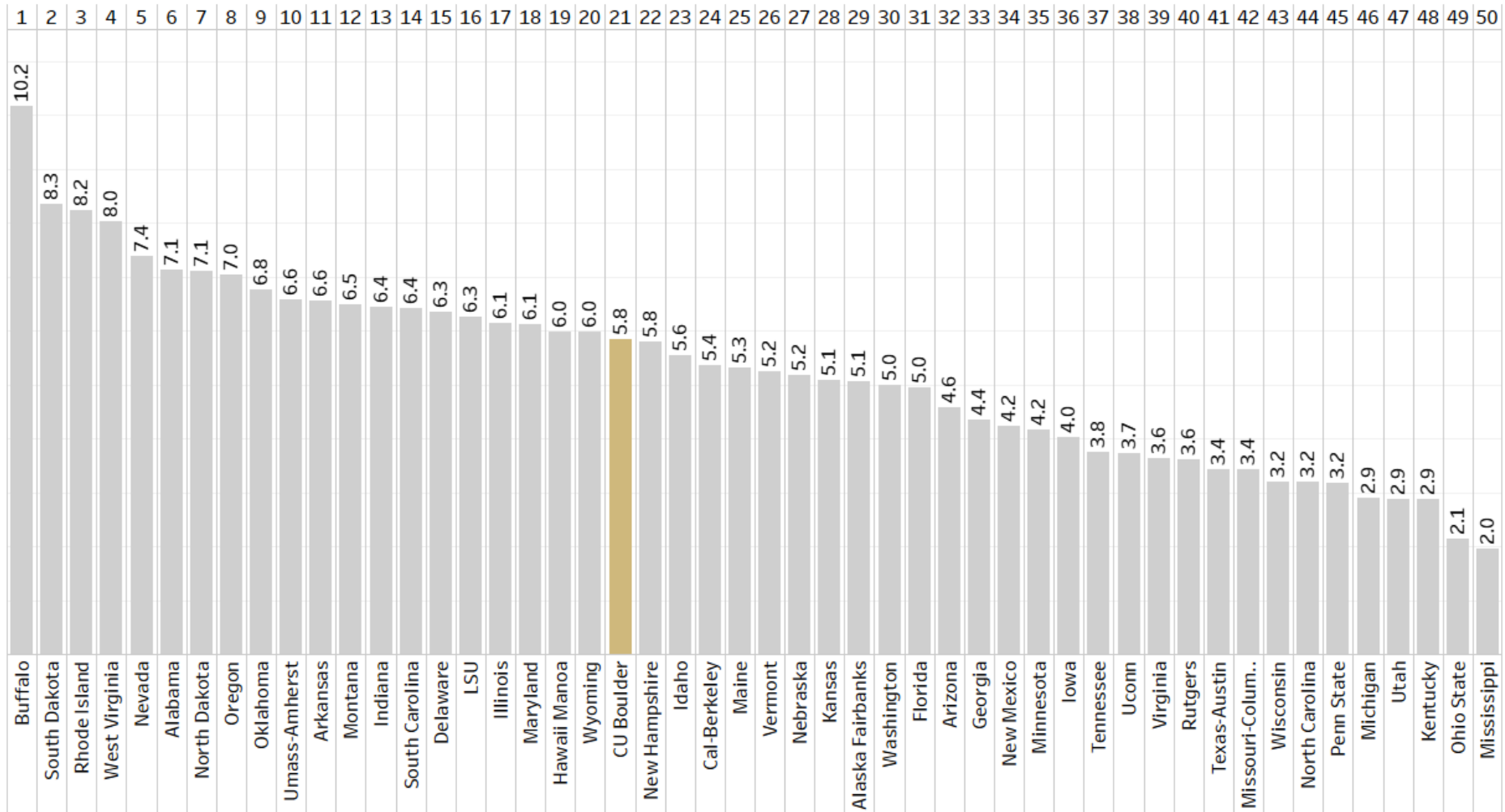


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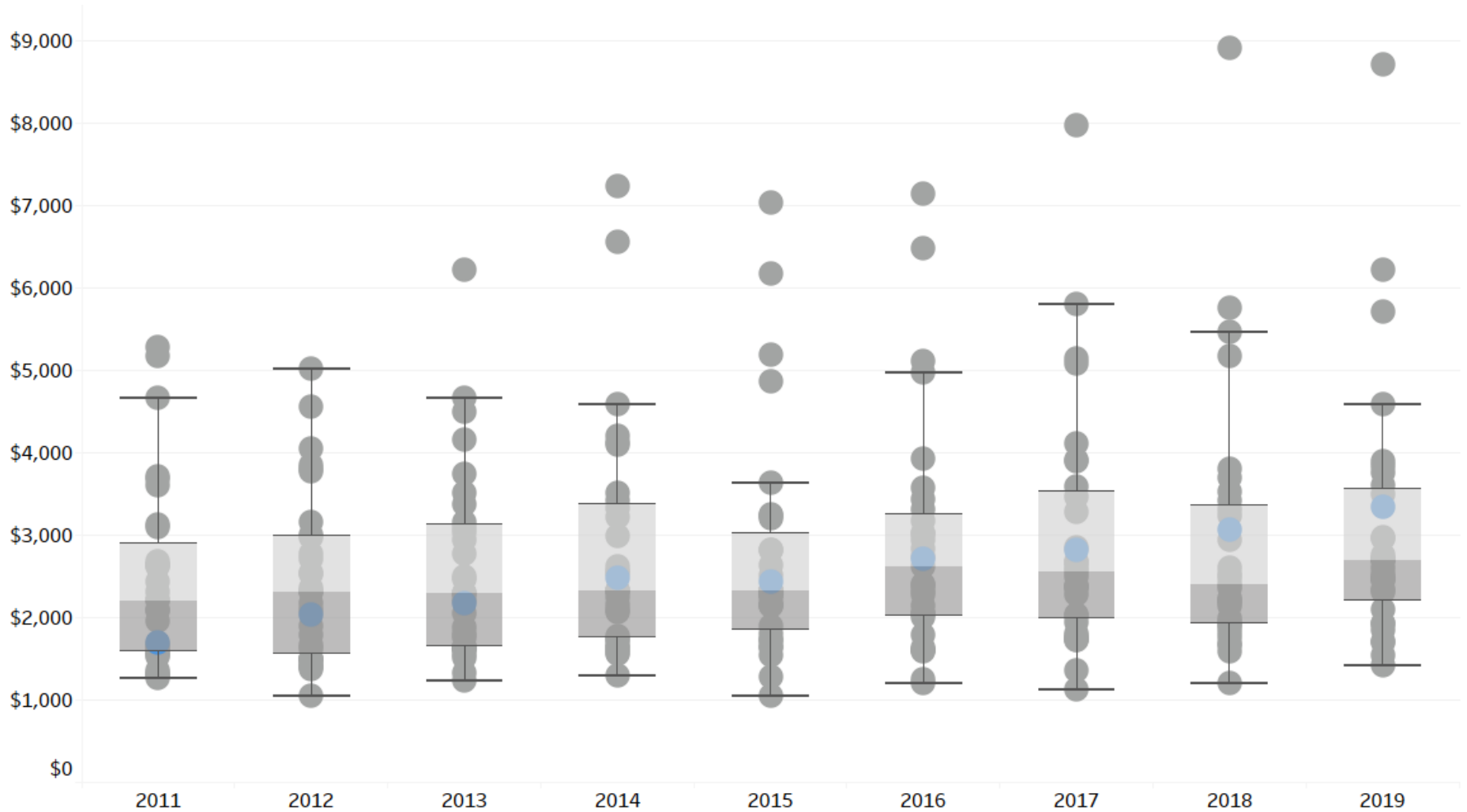


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# UCCS vs CCHE 2011 Peers

## Institutional Support Expenditures per SFTE



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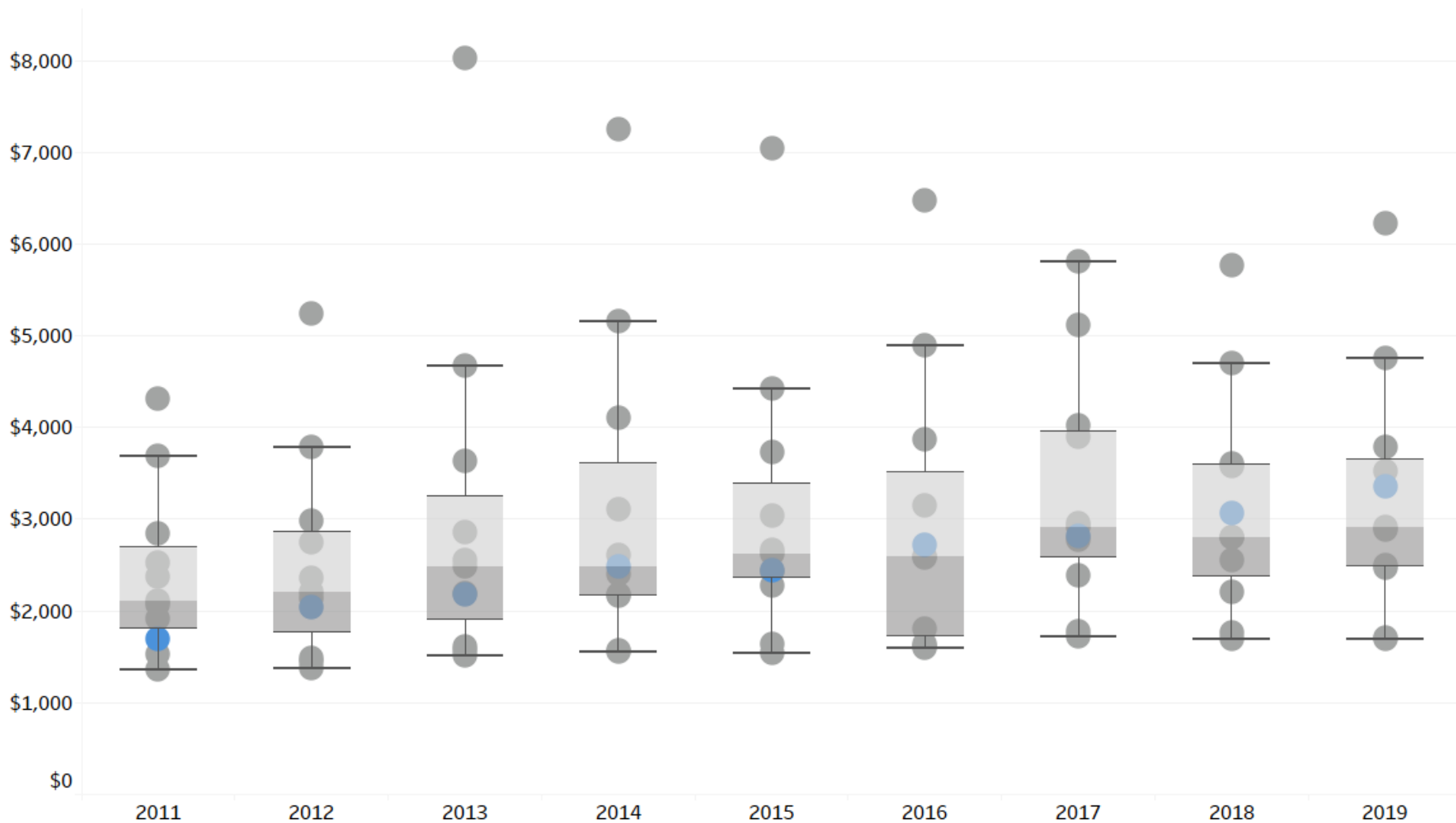
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Source: IPEDS 2019, Finance and 12-Month Enrollment Surveys  
Data compiled by CU System Office of Institutional Research

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# UCCS vs Hanover Peers

## Institutional Support Expenditures per SFTE



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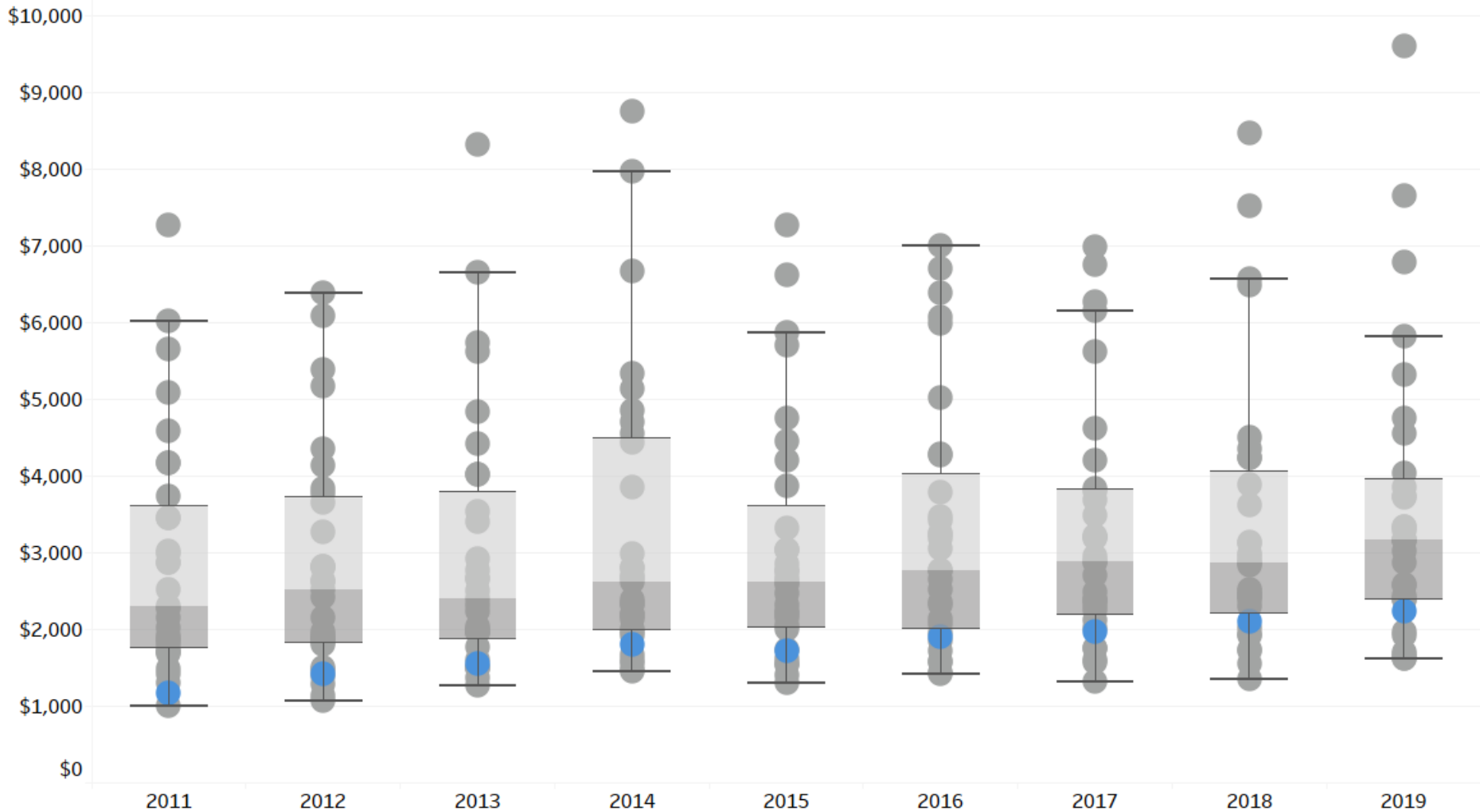
Source: IPEDS 2019, Finance and 12-Month Enrollment Surveys  
Data compiled by CU System Office of Institutional Research

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# UCCS vs CCHE 2011 Peers

## Estimated Operating Institutional Support Expenditures per SFTE



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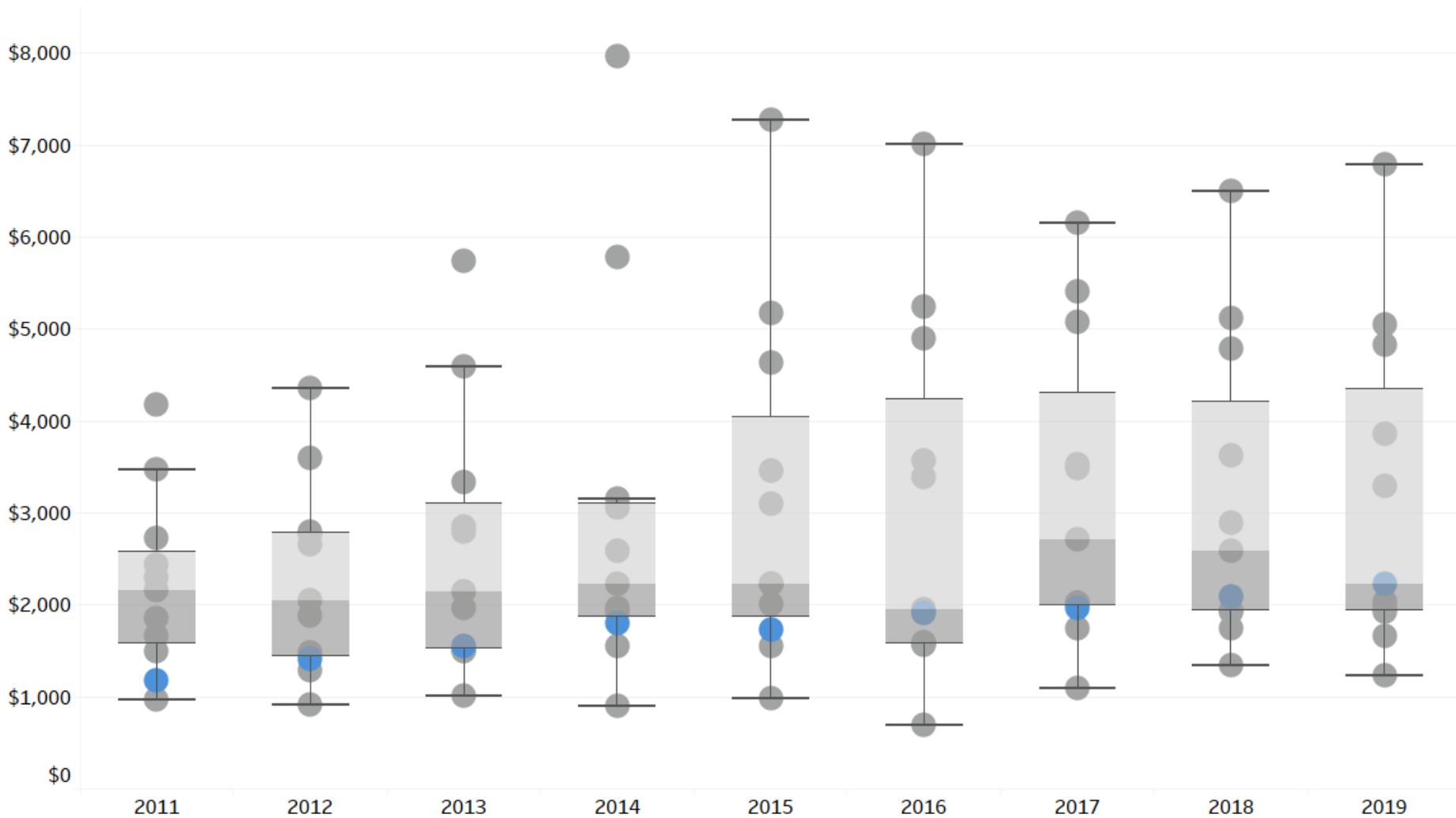
Source: IPEDS Finance Survey, 2011-2019 Expenditures (All funds); Operating Expenditures include things like instruction, student services, and scholarships. To estimate operating funds from total funds, the methodology on the right is used.

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# UCCS vs Hanover Peers

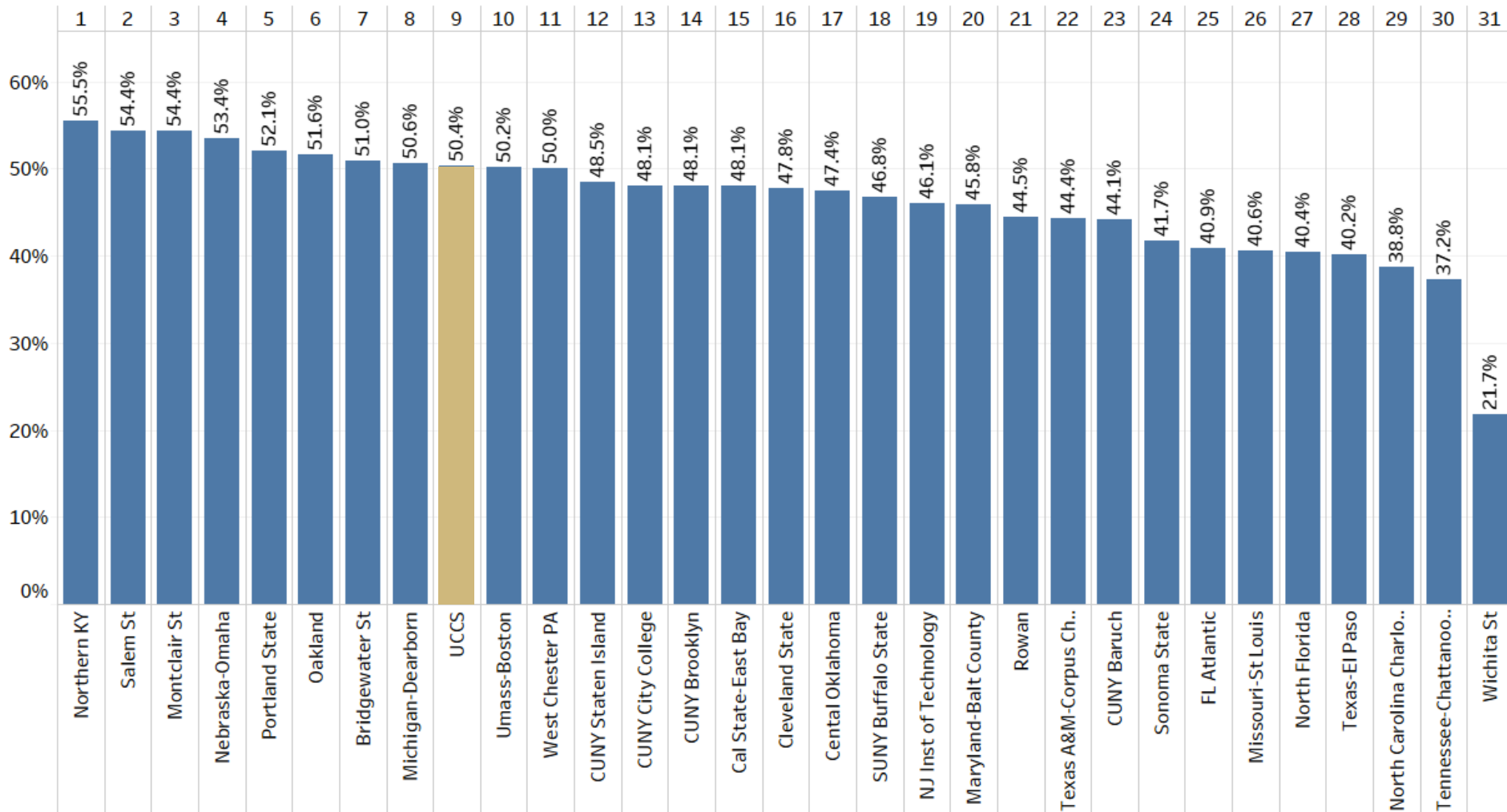
## Estimated Operating Institutional Support Expenditures per SFTE



$$\left[ \frac{\text{State Appropriation} + \text{Tuition Revenue}}{\text{IPEDS Revenue (All Funds)}} \right] * \text{Total IPEDS Expenditures (All Funds) per SFTE} = \text{Estimated Operating Expenditures per SFTE}$$

# UCCS vs CCHE 2011 Peers

## % Faculty of Total Employees



Compared to peers, CU campuses have a lower percent share of staff compared to total employees.

Source: IPEDS 2019 Fall Staff Survey  
Data compiled by CU System Office of Institutional Research

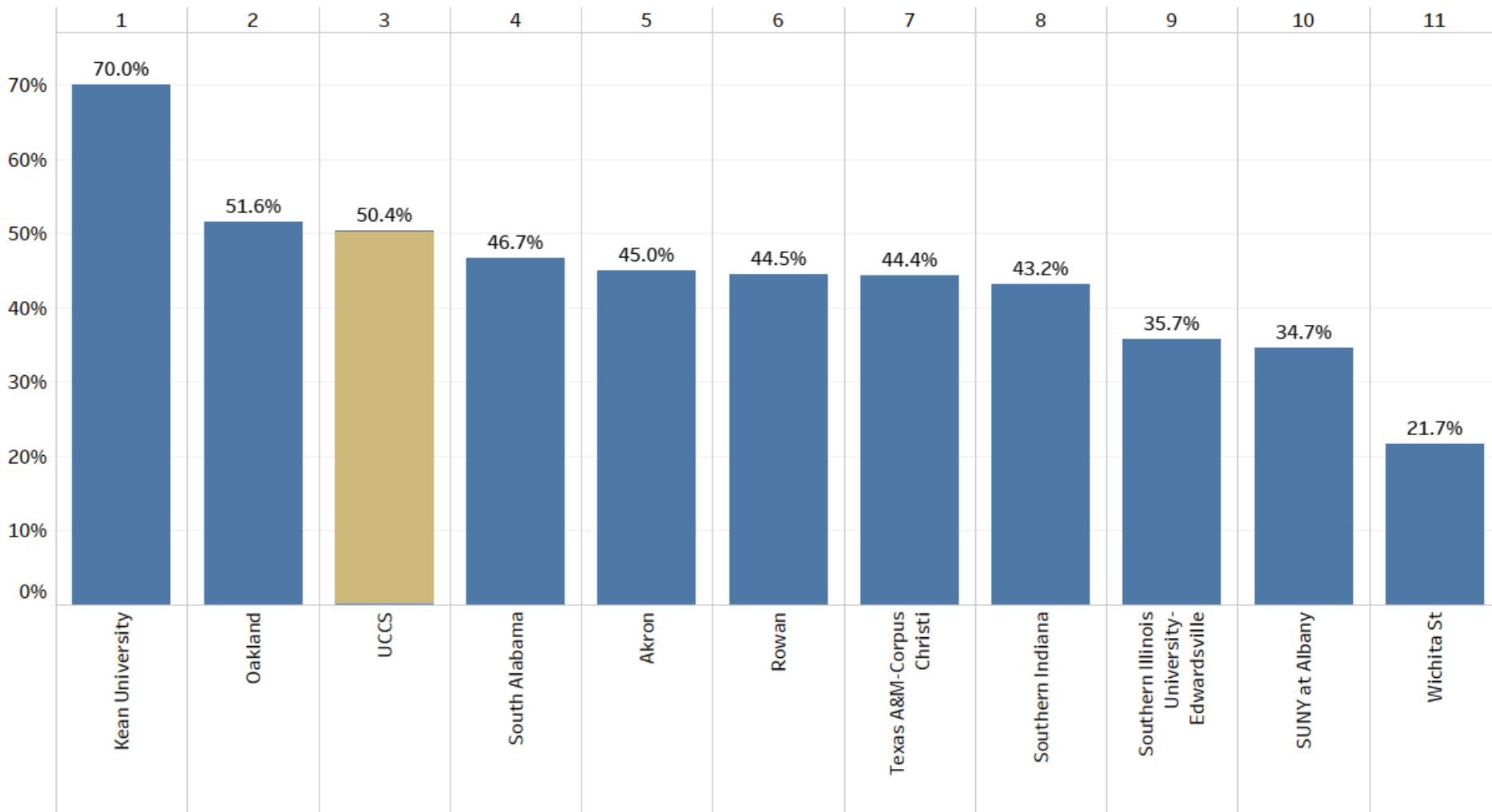


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# UCCS vs Hanover Peers

## % Faculty of Total Employees



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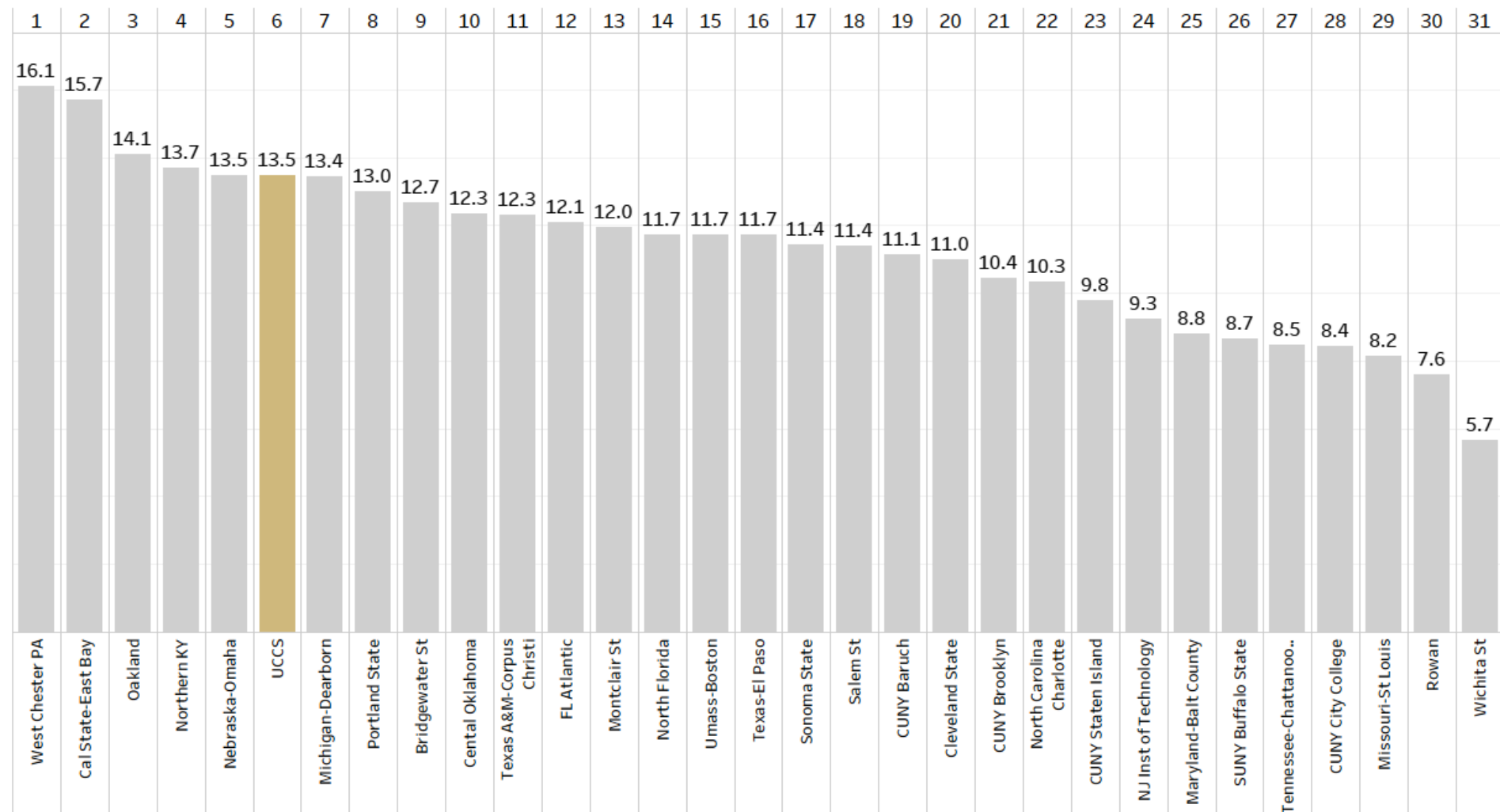


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# UCCS vs CCHE 2011 Peers

## Student-to-Staff Ratio (SFTE / # Staff)



Compared to peers, CU campuses have lower student-to-staff ratios, with fewer staff per student.

Source: IPEDS 2019 Fall Staff & 12-Month Enrollment Surveys  
Data compiled by CU System Office of Institutional Research

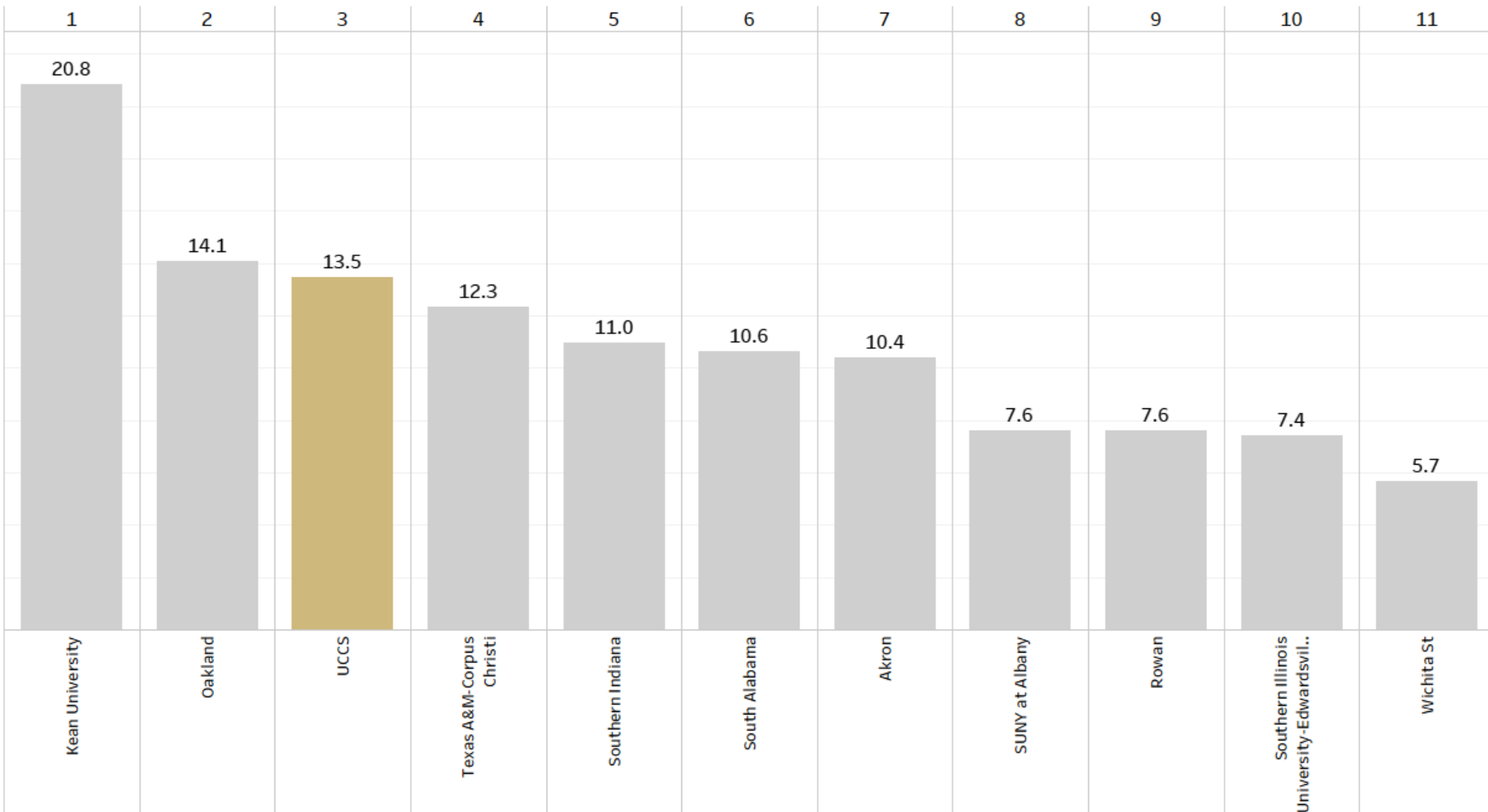


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# UCCS vs Hanover Peers

## Student-to-Staff Ratio (SFTE / # Staff)



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Data compiled by CU System Office of Institutional Research

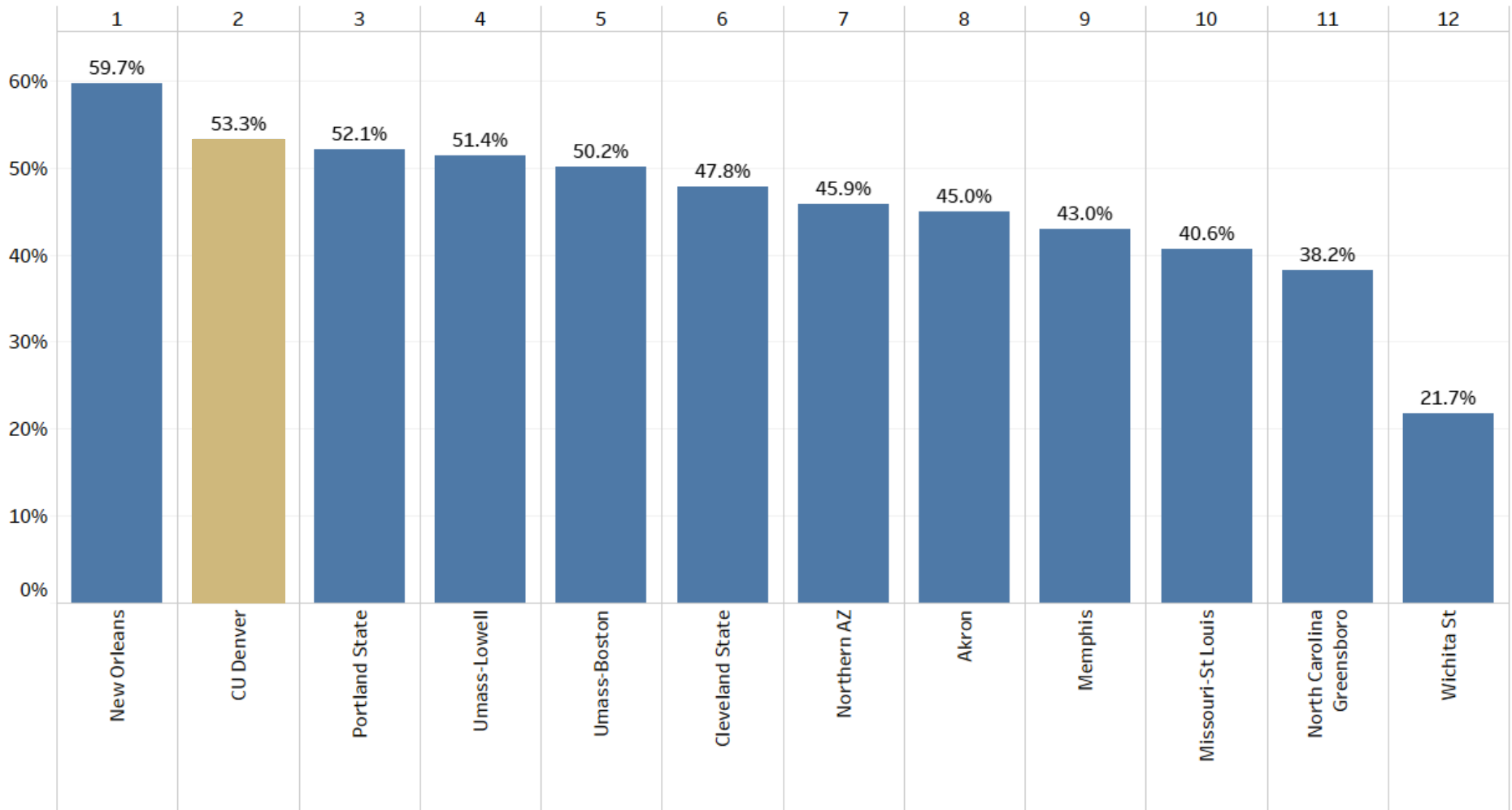


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# CU Denver vs 2011 CCHE Peers

## % Faculty of Faculty & Staff



Compared to peers, CU campuses have a lower percent share of staff compared to total employees.

Source: IPEDS 2019 Fall Staff Survey, Denver # provided by IR  
Data compiled by CU System Office of Institutional Research

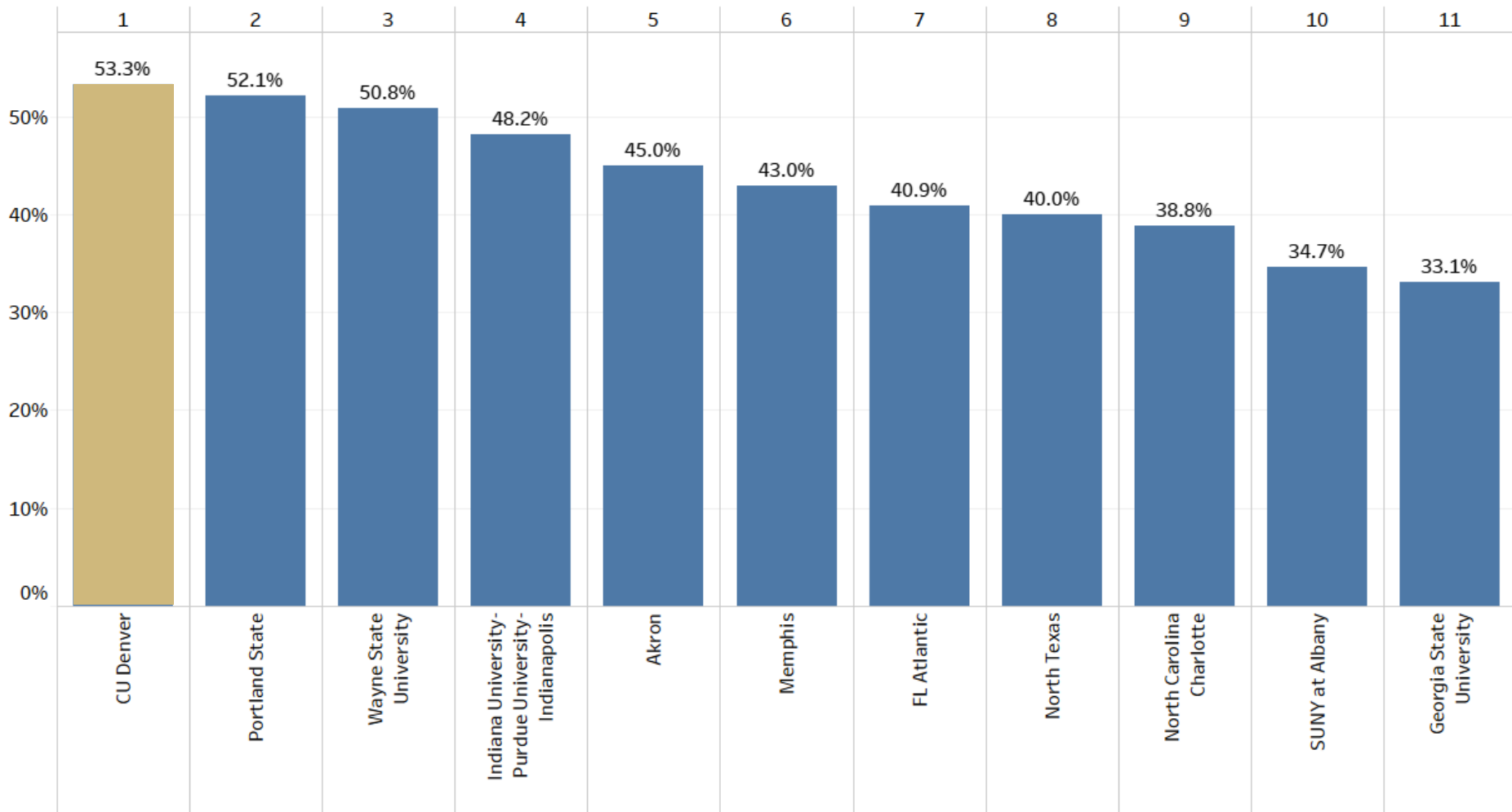


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# CU Denver vs Hanover Peers

## % Faculty of Faculty & Staff



Compared to peers, CU campuses have a lower percent share of staff compared to total employees.

Source: IPEDS 2019 Fall Staff Survey, Denver # provided by IR  
Data compiled by CU System Office of Institutional Research



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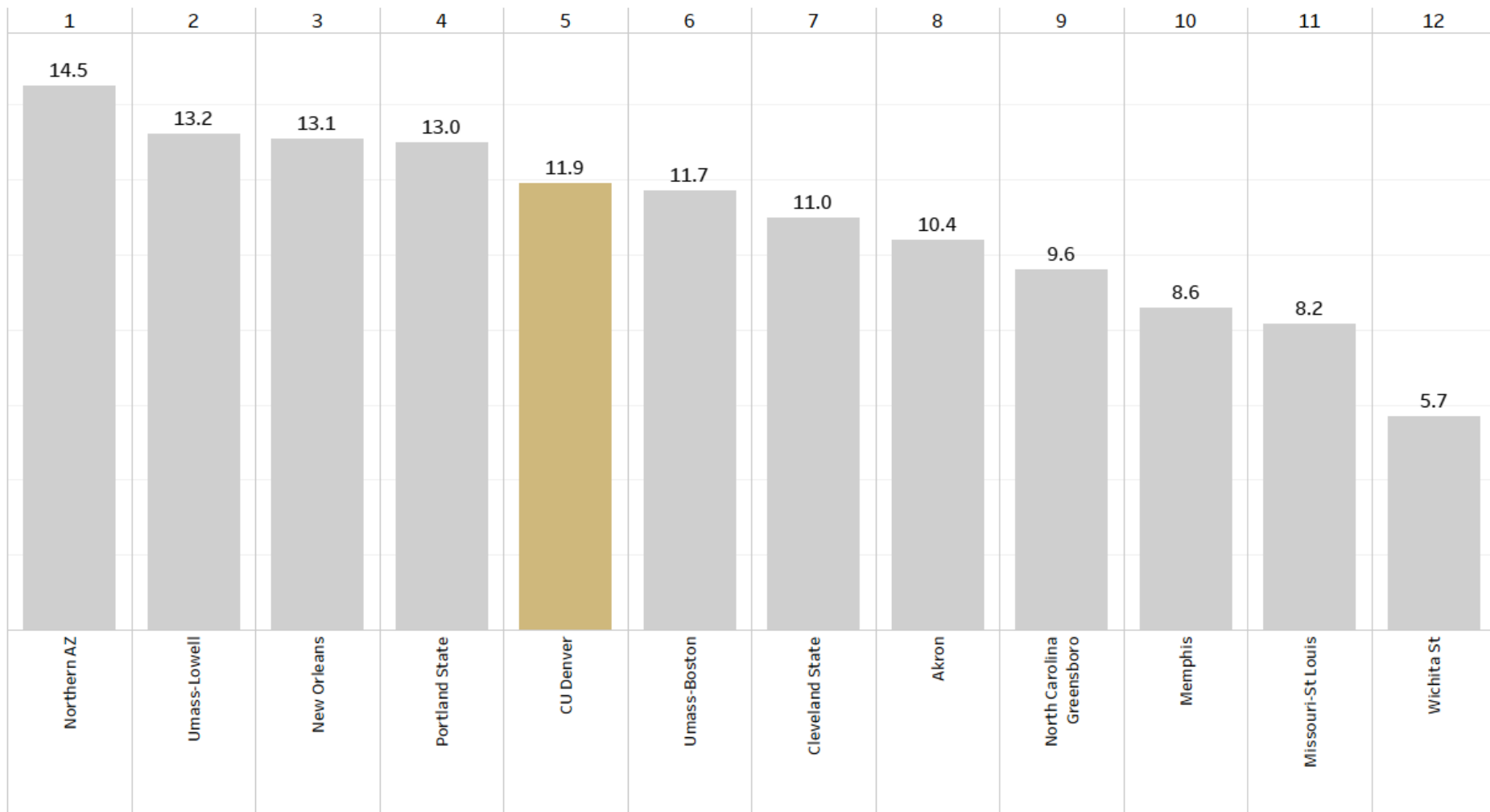
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# CU Denver vs CCHE 2011 Peers

## Student-to-Staff Ratio (SFTE / # Staff)



Compared to peers, CU campuses have lower student-to-staff ratios, with fewer staff per student.

Source: IPEDS 2019, Fall Staff & 12-Month Enrollment Surveys  
Data compiled by CU System Office of Institutional Research



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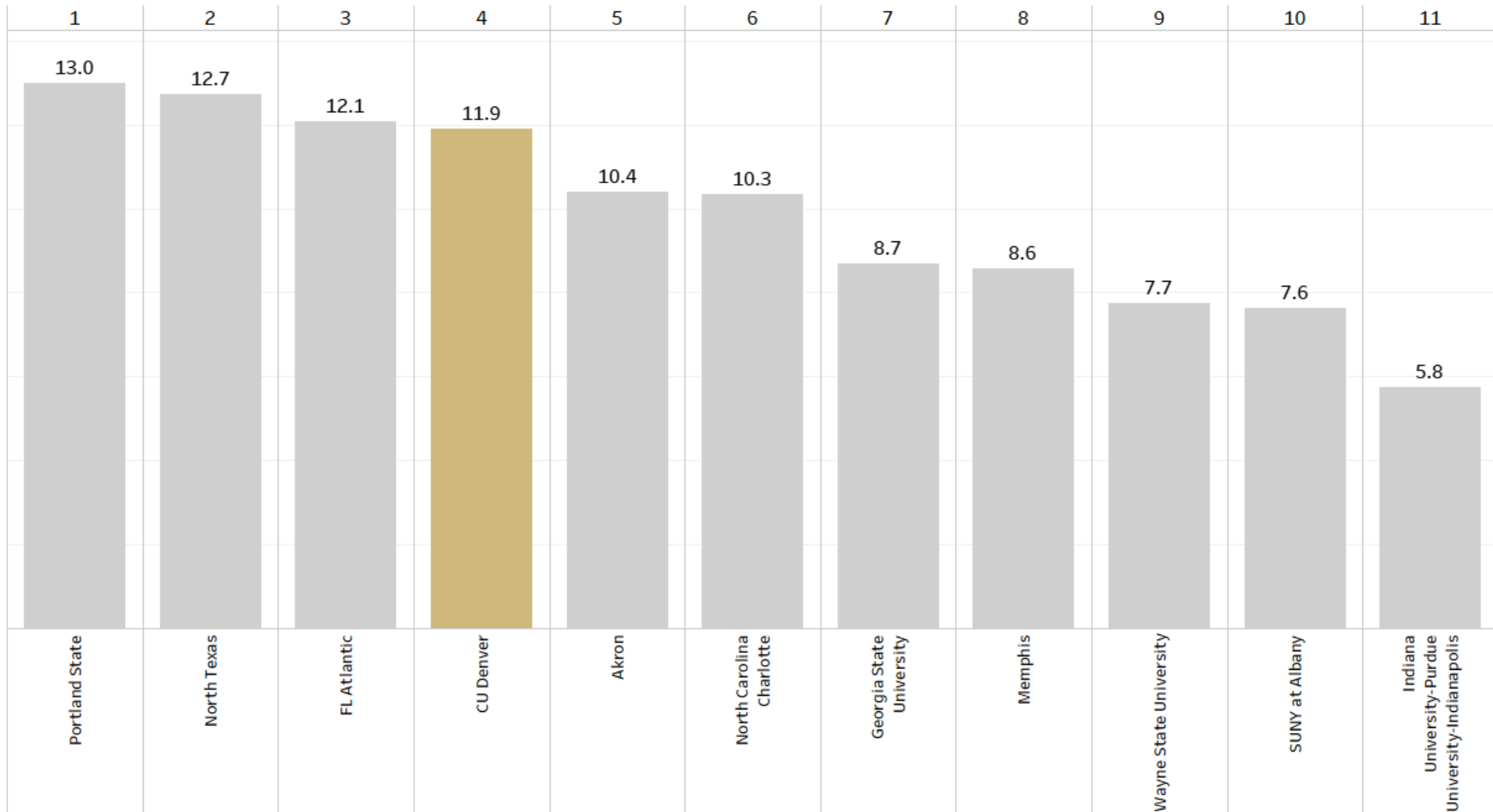
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# CU Denver vs Hanover Peers

## Student-to-Staff Ratio (SFTE / # Staff)



Compared to peers, CU campuses have lower student-to-staff ratios, with fewer staff per student.

Source: IPEDS 2019, Fall Staff & 12-Month Enrollment Surveys  
Data compiled by CU System Office of Institutional Research

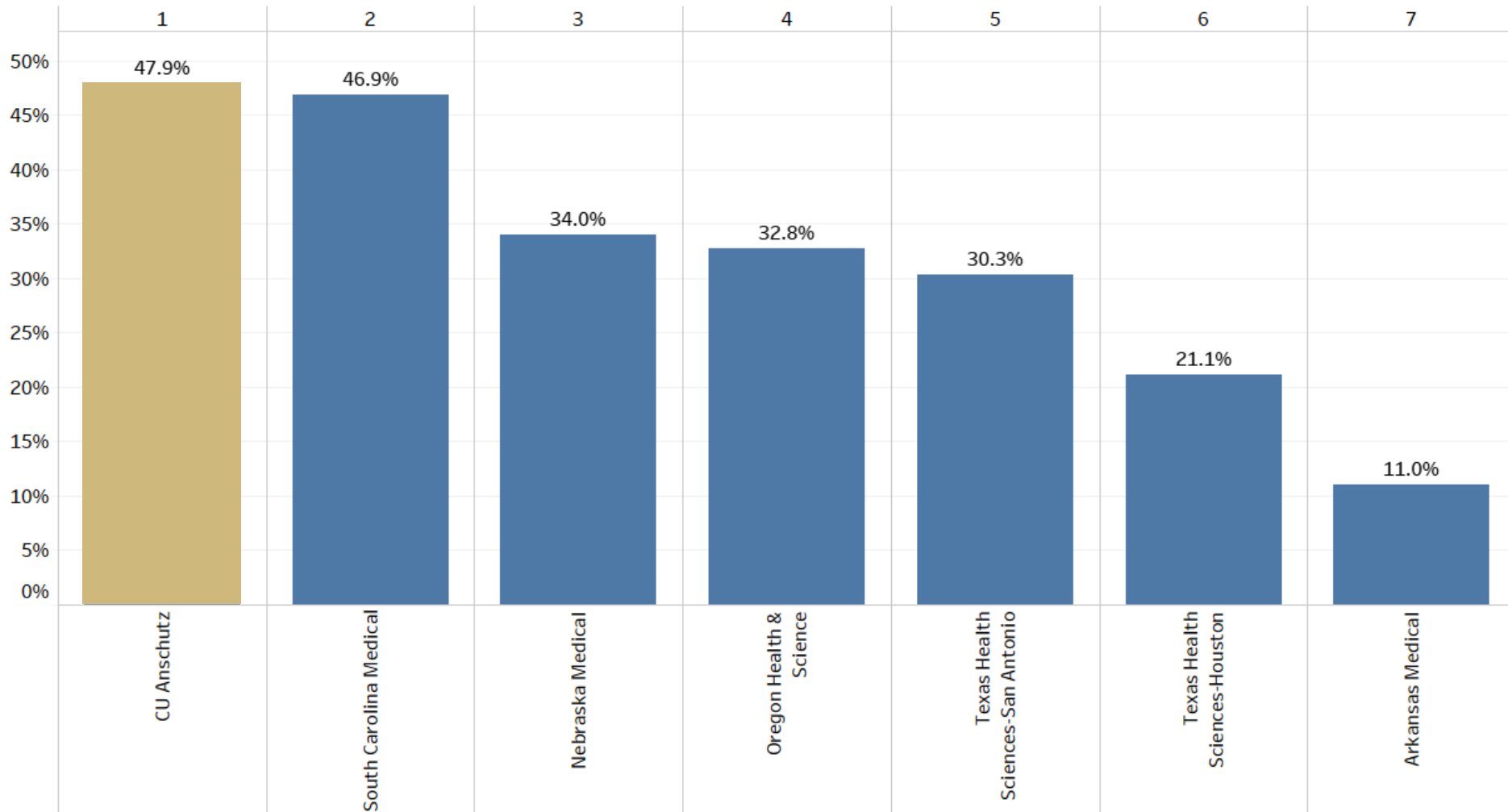


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# CU Anschutz vs CCHE 2011 Peers

## % Faculty of Faculty & Staff



Compared to peers, CU campuses have a lower percent share of staff compared to total employees.

Source: IPEDS 2019 Fall Staff, Anschutz # from campus IR  
Data compiled by CU System Office of Institutional Research

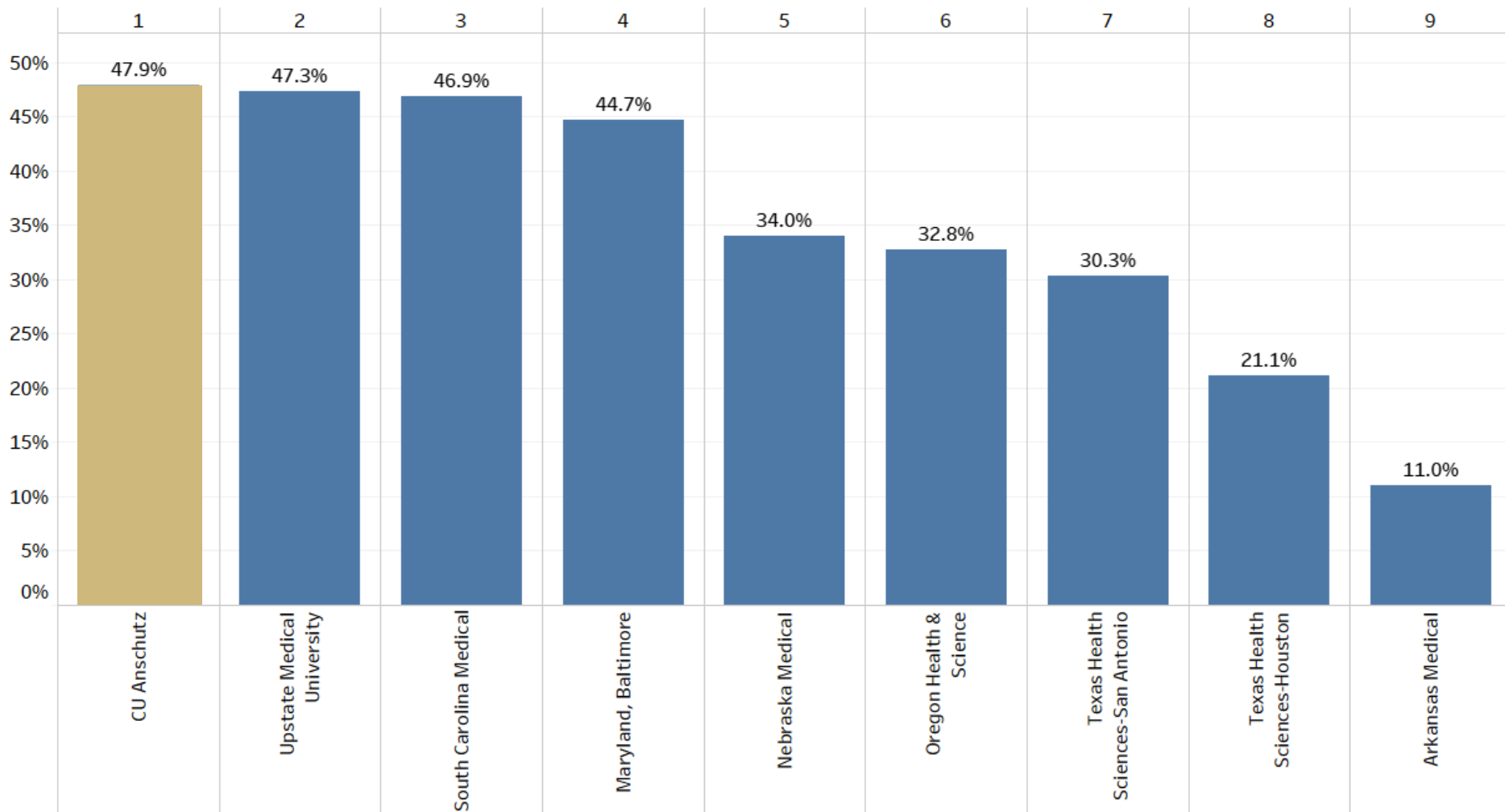


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# CU Anschutz vs Hanover Peers

## % Faculty of Faculty & Staff



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Source: IPEDS 2019 Fall Staff, Anschutz # from campus IR  
Data compiled by CU System Office of Institutional Research

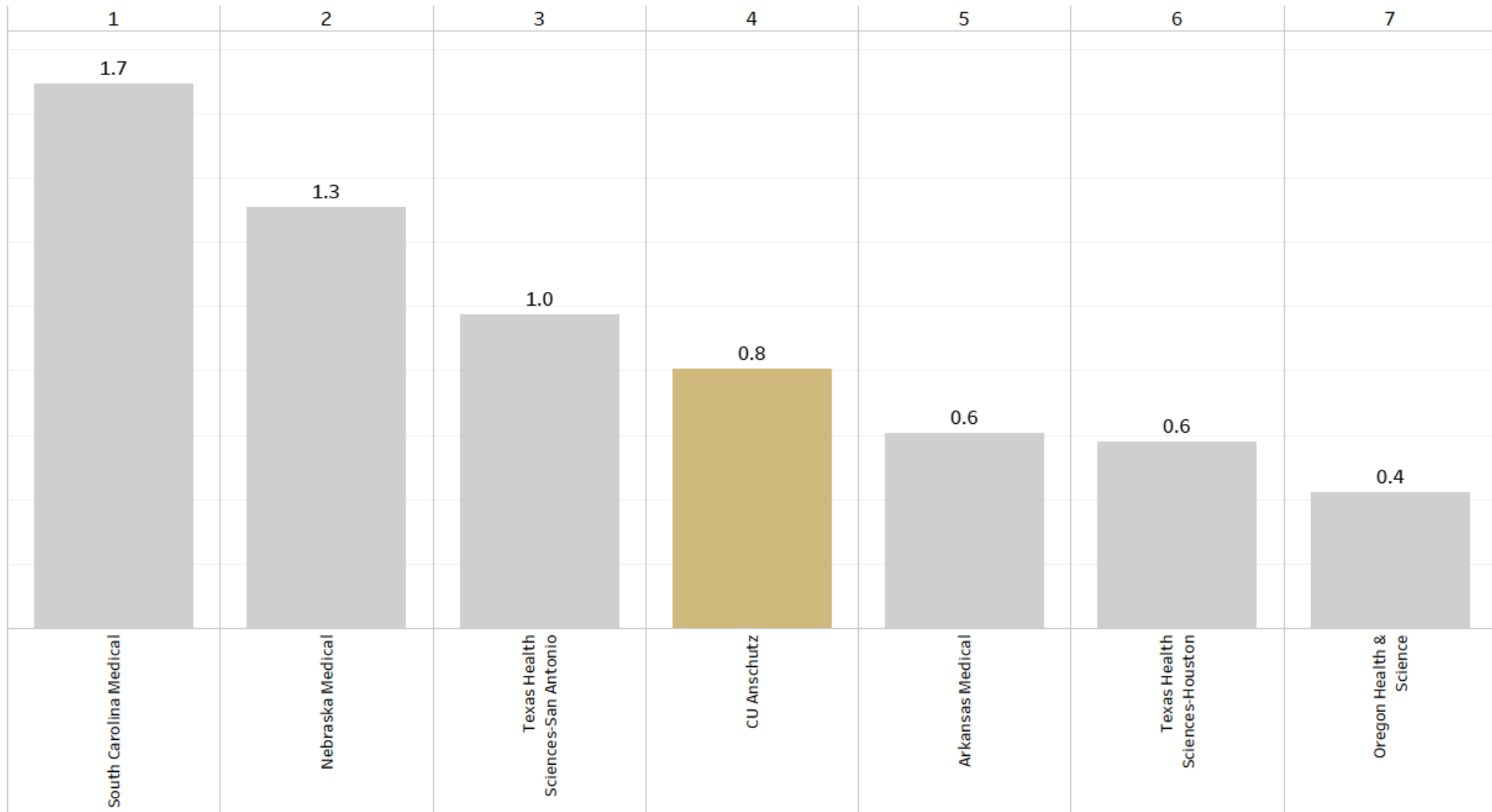


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# CU Anschutz vs CCHE 2011 Peers

## Student-to-Staff Ratio (SFTE / # Staff)



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Source: IPEDS 2019 Fall Staff & 12-Month Enrollment Survey  
Data compiled by CU System Office of Institutional Research



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# CU Anschutz vs Hanover Peers

## Student-to-Staff Ratio (SFTE / # Staff)

