



Peer Group Development for Administrative Professionals

July 20, 2017

Colorado School of Mines

This report is incomplete without the accompanying commentary by Sibson Consulting.

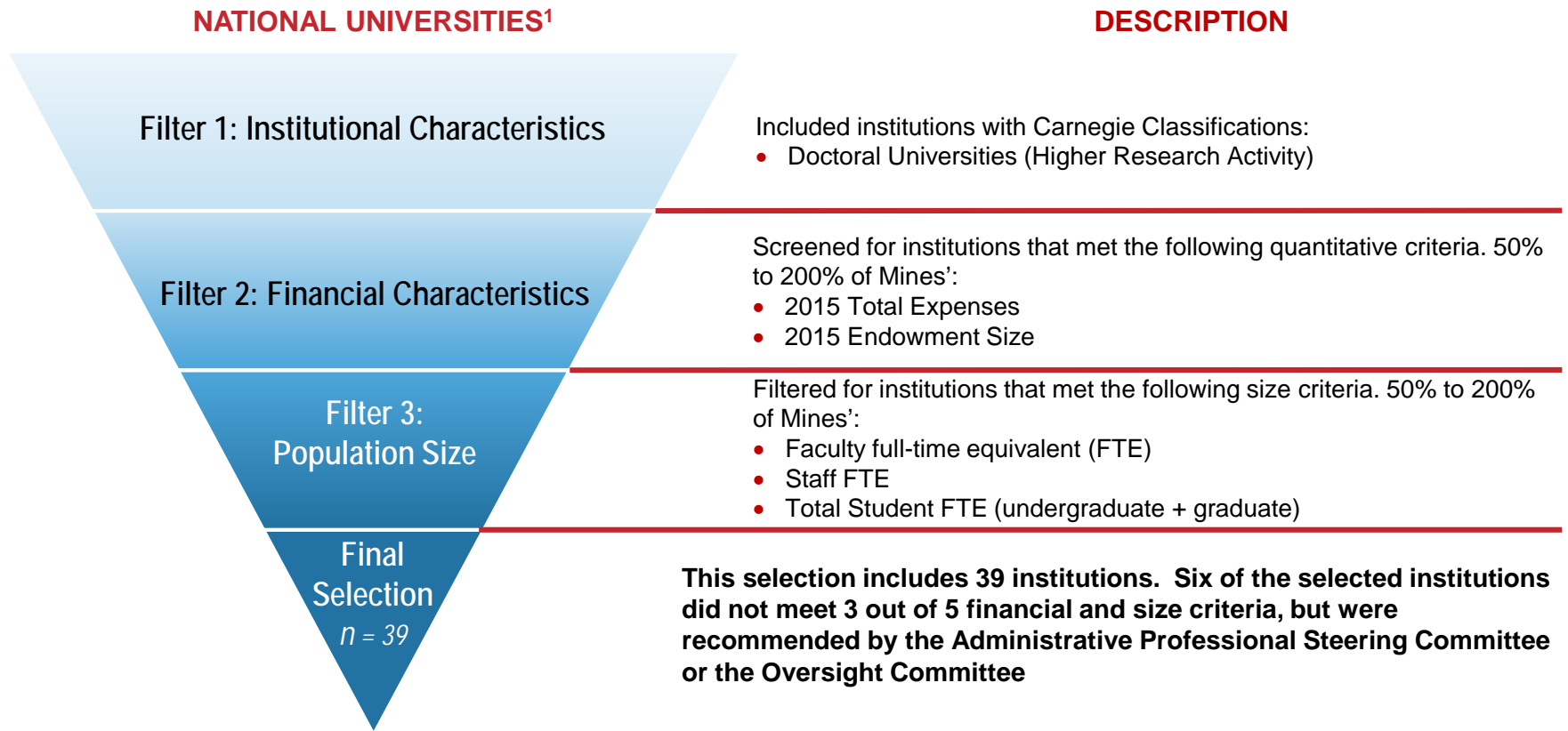
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Methodology for Selecting Peers

- Sibson identified a custom peer group of similar institutions to Colorado School of Mines (“Mines”)
- Sibson utilized the “funnel filter” approach described below:



¹ Peer Institution data obtained from IPEDS database (2015)

Administrative Professionals Peer Group

Institutional Characteristics

Institution Name	Location	Geographic Region	Total Expenses	Total Endowment
Bowling Green State University-Main Campus	Bowling Green, Ohio	Great Lakes	\$355,147,091	\$160,076,172
Catholic University of America	Washington, District of Columbia	Mid East	\$217,617,000	\$297,105,251
Duquesne University	Pittsburgh, Pennsylvania	Mid East	\$261,883,000	\$260,632,000
Florida Agricultural and Mechanical University	Tallahassee, Florida	Southeast	\$294,167,013	\$80,700,203
Florida Institute of Technology	Melbourne, Florida	Southeast	\$171,804,801	\$61,122,532
Illinois Institute of Technology	Chicago, Illinois	Great Lakes	\$267,827,000	\$222,986,000
Jackson State University	Jackson, Mississippi	Southeast	\$193,983,436	\$16,573,146
Lehigh University	Bethlehem, Pennsylvania	Mid East	\$350,484,000	\$1,215,926,000
Metropolitan State University of Denver	Denver, Colorado	Rocky Mountains	\$172,481,033	\$3,008,576
Michigan Technological University	Houghton, Michigan	Great Lakes	\$230,837,678	\$93,524,126
Missouri University of Science and Technology	Rolla, Missouri	Plains	\$186,751,118	\$175,067,774
New Jersey Institute of Technology	Newark, New Jersey	Mid East	\$319,731,000	\$98,197,000
North Carolina A & T State University	Greensboro, North Carolina	Southeast	\$256,028,167	\$43,868,935
Regis University	Denver, Colorado	Rocky Mountains	\$134,719,225	\$52,876,660
Rensselaer Polytechnic Institute	Troy, New York	Mid East	\$413,942,000	\$654,099,000
Rutgers University-Newark	Newark, New Jersey	Mid East	\$262,658,000	\$88,999,000
South Dakota State University	Brookings, South Dakota	Plains	\$276,545,361	\$102,875,539
Stevens Institute of Technology	Hoboken, New Jersey	Mid East	\$187,660,000	\$173,055,000
Teachers College at Columbia University	New York, New York	Mid East	\$185,079,678	\$276,665,177

*Note: Institutions listed in blue are from Steering Committee's responses
Purple institutions are recommendations from the Oversight Committee*

Administrative Professionals Peer Group *continued*

Institutional Characteristics

Institution Name	Location	Geographic Region	Total Expenses	Total Endowment
Texas A & M University-Commerce	Commerce, Texas	Southwest	\$162,521,557	\$19,565,375
The New School	New York, New York	Mid East	\$330,793,000	\$299,890,000
The University of Montana	Missoula, Montana	Rocky Mountains	\$309,699,932	\$170,167,546
University of Alabama in Huntsville	Huntsville, Alabama	Southeast	\$213,839,340	\$74,366,851
University of California-Merced	Merced, California	Far West	\$237,035,000	\$8,162,000
University of Colorado Colorado Springs	Colorado Springs, Colorado	Rocky Mountains	\$158,357,834	\$0
University of Colorado Denver	Denver, Colorado	Rocky Mountains	\$1,589,179,034	\$0
University of Denver	Denver, Colorado	Rocky Mountains	\$364,932,631	\$467,252,915
University of Idaho	Moscow, Idaho	Rocky Mountains	\$368,164,892	\$240,979,808
University of Louisiana at Lafayette	Lafayette, Louisiana	Southeast	\$262,853,057	\$138,917,718
University of Maine	Orono, Maine	New England	\$347,104,000	\$286,644,000
University of Maryland-Baltimore County	Baltimore, Maryland	Mid East	\$372,948,086	\$72,808,950
University of Massachusetts-Dartmouth	North Dartmouth, Massachusetts	New England	\$231,125,000	\$49,093,966
University of Missouri-St Louis	Saint Louis, Missouri	Plains	\$221,096,499	\$74,560,323
University of New Orleans	New Orleans, Louisiana	Southeast	\$166,453,750	\$23,250,028
University of Northern Colorado	Greeley, Colorado	Rocky Mountains	\$209,145,323	\$83,071,771
University of South Dakota	Vermillion, South Dakota	Plains	\$191,566,505	\$210,205,498
University of Tulsa	Tulsa, Oklahoma	Southwest	\$206,246,656	\$1,023,411,834
Wichita State University	Wichita, Kansas	Plains	\$261,967,075	\$259,690,837
Worcester Polytechnic Institute	Worcester, Massachusetts	New England	\$213,305,000	\$433,062,000

Note: Institutions listed in blue are from Steering Committee's responses

¹ Institution was included in both the filtered peer group and the Committee responses

Administrative Professionals Peer Group *continued*

Institutional Characteristics

	Total Expenses	Total Endowment
25th Percentile	\$192,774,971	\$56,999,596
Median	\$237,035,000	\$102,875,539
75th Percentile	\$314,715,466	\$260,161,419
Mines as a % of 25th Percentile	112%	406%
Mines as a % of Median	91%	225%
Mines as a % of 75th Percentile	69%	89%

Appendix



Mines Peer Group for Administrative Professional

Filtered Institutions ¹	
Bowling Green State University-Main Campus	Texas A & M University-Commerce
Catholic University of America	The New School
Duquesne University	The University of Montana
Florida Agricultural and Mechanical University	University of Alabama in Huntsville
Florida Institute of Technology	University of California-Merced
Illinois Institute of Technology	University of Idaho
Jackson State University	University of Louisiana at Lafayette
Lehigh University	University of Maine
Michigan Technological University	University of Maryland-Baltimore County
Missouri University of Science and Technology	University of Massachusetts-Dartmouth
New Jersey Institute of Technology	University of Missouri-St Louis
North Carolina A & T State University	University of New Orleans
Rensselaer Polytechnic Institute	University of Northern Colorado
Rutgers University-Newark	University of South Dakota
South Dakota State University	University of Tulsa
Stevens Institute of Technology	Wichita State University
Teachers College at Columbia University	Worcester Polytechnic Institute

¹ Clark Atlanta University also matched 3 of the 5 criteria through the filtering process but was removed due to total expenses being less than 40% of Mines

Mines Peer Group for Administrative Professional *continued*

Oversight Committee Recommendations

Metropolitan State University of Denver (Denver, CO)

Administrative Professional Steering Committee Responses

Regis University (Denver, CO)

University of Colorado, Colorado Springs (Colorado Springs, CO)

University of Colorado, Denver (Denver, CO)

University of Northern Colorado (Greeley, CO)

University of Denver (Denver, CO)