

**Jon M. Huntsman School of Business
Differential Tuition Advisory Board
October 25, 2022 Meeting Minutes**

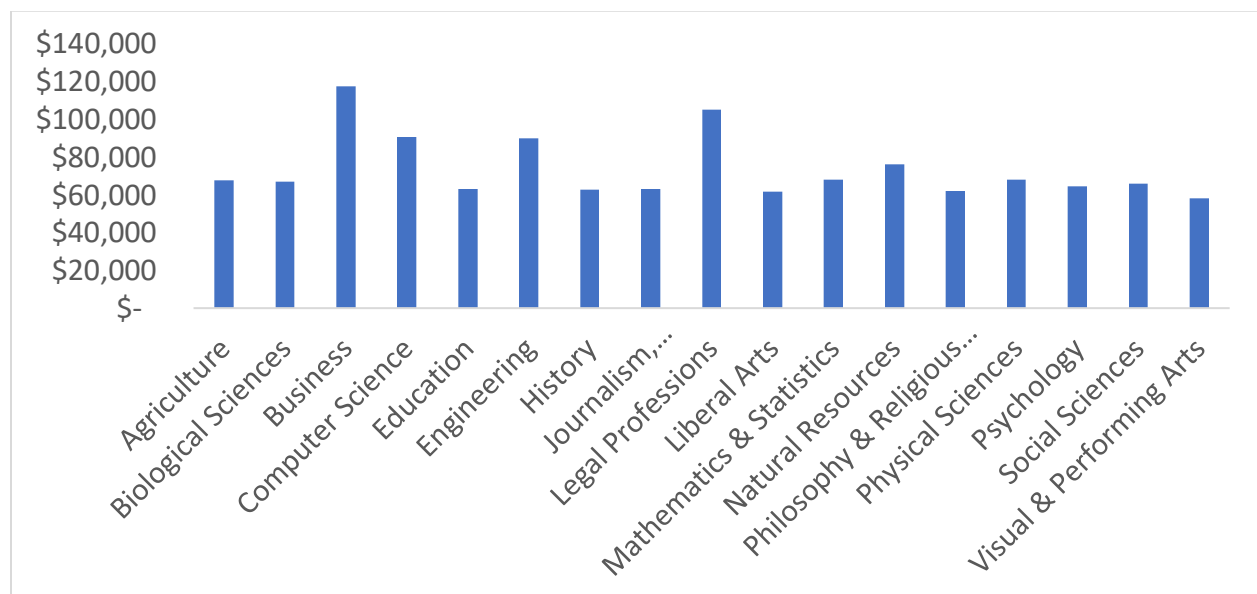
In attendance

Sterling Bone, Jonah Feigelson, Elisa Hoffman, Jacob Horton, Sadie Jensen (Business Senator), Konrad Lee, Dave Patel (chair), Frank Shuman, Ryan Whitby

Dean Patel welcomed the group and asked board members to introduce themselves.

After introductions, the conversation began with a discussion of the Huntsman School journey over the past decade, goals and objectives for the next decade, and the role differential tuition plays in the day-to-day operations and the strategic objectives of the school.

During AY2021-2022, 86 percent of differential tuition was used for faculty and staff salaries. The singular reason for this use is the relative pay of business-discipline faculty versus non-business faculty. Dean Patel showed the salaries for incoming assistant professors from the 2019-20 Faculty in Higher Education Survey, by the College and University Professional Association for Human Resources (CUPA-HR). Findings detailed aggregate salary information from 853 institutions for 175,706 new faculty and showed that business discipline faculty commanded more in salary than any other academic discipline, including legal professions (see chart 1). The remainder of differential tuition during AY2021-2022 was used for investments in professional staff such as career coaches, employer relations, recruiting, and philanthropy, as well as for faculty research tools and databases, IT hardware, and marketing, and for investment into new programs such as the She’s Daring Mighty Things initiative and the Analytics Solutions Center.



Over the past decade from 2011 to 2020, these investments, especially in people, have meant not just an increase in the number of faculty and staff, but a substantial increase in the quality of faculty and staff we have been able to attract.

Additional impact of these investments include the following:

- A 320 percent increase in female undergraduate enrollment in the HSB from 2011-2020, vs a 13 percent increase in female undergraduate enrollment at USU for the same period
- A 292 percent increase in first-time freshmen enrollment in the HSB from 2011-2020, vs a 15 percent increase in first-time freshmen enrollment at USU for the same period
- A 227 percent increase in philanthropy from 2011-2020
- A 378 percent increase in scholarship dollars provided by the Huntsman School from 2011-2020

The Huntsman School plans to focus future resources on experiential learning, including enhancing existing interdisciplinary programs in entrepreneurship and leadership, and new initiatives for female students and in data analytics.

The ensuing conversation focused on members of the faculty sharing their perspective of the Huntsman School journey, and students' questions and comments about which faculty salaries are funded through differential tuition and the university budget process.

There being no further discussion, Dean Patel adjourned the meeting.