

BELLARMINE UNIVERSITY



Annual Impact Report 2022-2023

TRADITION AND TRANSFORMATION



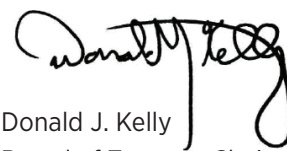
From the Board Chair

As the new Chair of the Bellarmine Board of Trustees, it's my honor to present Bellarmine's Annual Impact Report. In these pages you'll find highlights of the tremendous progress being made toward the goals established in the university's strategic plan, *Tradition and Transformation*.

In my seven years as a Trustee, Bellarmine has faced significant challenges, including the COVID-19 pandemic and changing views on higher education which continue to reshape the educational landscape, both nationally and regionally. The Board and the administration have made some difficult decisions to ensure that the university's strategic direction, finances, educational policies and programs remain consistent with Bellarmine's mission and vision.

While there remain both challenges and opportunities, I am extremely proud of the work we have done and the progress being made—and I say that not only as a Trustee but also as the proud parent of two Bellarmine graduates. Bellarmine remains a vital institution where students receive a transformational education that prepares them for success in their careers and in life. I'm especially pleased by the university's continued focus on affordability, which is expanding access to the Bellarmine experience to more students than ever. Together, we continue to move Bellarmine forward and impact the lives of our students and the community at large.

Swords up!



Donald J. Kelly
Board of Trustees Chair
Partner at Wyatt, Tarrant & Combs

From the President

Annual reports are a look back at the successes of the past year, and you will find a host of those in this report. I am proud and humbled by the many accomplishments of our administrators, faculty and staff on behalf of our students.

But I am also looking forward with great optimism—and for good reason. As you will see in this report, we welcomed 634 first-year students for Fall 2023—an increase of more than 15 percent over last year and our biggest incoming class since 2018.

The entering class show gains in three key areas that reflect Bellarmine's mission to make a high-quality, transformative education accessible to all qualified students:

- First-generation students, those who will be the first generation of their family to earn a bachelor's degree, increased from 35 percent of the Fall 2022 cohort to 44 percent this fall.
- Pell Grant-eligible students, those who demonstrate high financial need in order to make their college education possible, increased from 33 percent to 46 percent.
- Students of color increased from 26 percent to 33 percent, making this the most diverse class in Bellarmine history.

The Fall 2023 incoming class is the first group of first-year undergraduate students to arrive since we announced Bellarmine Forward, a plan that positions Bellarmine as the region's premier institution for well-rounded, career-ready graduates who benefit from a liberal arts education.

The uptick in enrollment tells me that our message is resonating with students who are searching for a values-based, holistic education in the Catholic tradition. These students are finding their way to us, and we will continue to offer each of them a personalized experience and the wraparound services to ensure their success.

Go, Knights!



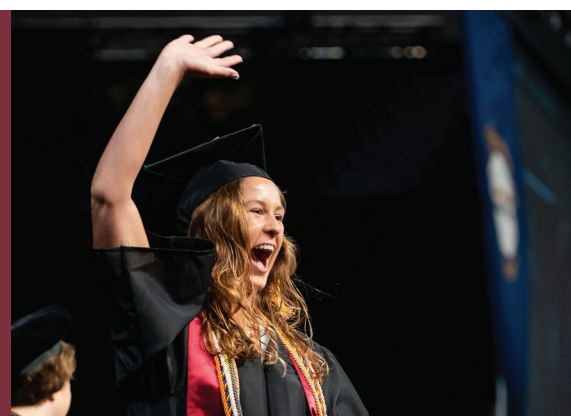
Susan M. Donovan, Ph.D.
President



BELLARMINE FORWARD

Bellarmine Forward is a strategic vision that strengthens Bellarmine University's academic offerings and its commitment to affordability and accessibility, positioning us as the region's premier institution for well-rounded, career-ready graduates.

Bellarmine Forward describes a Bellarmine education according to these five distinctive pillars.

Community Engagement

We are deeply connected to our city and the region through distinctive community service efforts, professional partnerships and athletics programs.



Best Return on Investment in the Region

Our affordable and transformational student experience leads to powerful outcomes. Money Magazine calls Bellarmine one of the best college values in the U.S., and our graduates' mid-career salaries are, on average, 16% higher than those of graduates from similar U.S. universities.

Career-ready Graduates

We are nationally recognized for providing talented leaders across high-demand fields - including healthcare, business and education - through innovative employer partnerships, internships, mentors and free career services for life.



Students Who Are Prepared for Life

Guided by our Catholic traditions, we nurture an interfaith community where a liberal arts foundation and hands-on experiences build critical thinking, collaboration skills and character.



Equitable & Inclusive Environment

We are a student-centered community committed to diversity, equity, inclusion and a learning environment grounded in social justice.

Bellarmine's curriculum maintains a strong foundation in the liberal arts, and it stands out across employment sectors.

Our students' success is our community's success.

We invite you to be a part of it.

Transformative Student Experience

Bellarmino will develop highly personalized pathways and intentional success plans for every student. These begin with application for admission and carry through career attainment or post-graduate study and include the value of campus life and clear communication of what a Bellarmine education will deliver to students in the 21st century.



Bachelor's Degree Recipient Outcomes Class of 2022

98%

working or continuing education within six months of graduation

95%

pursuing full-time opportunities in their career field of interest

91%

participating in 90+ hours of experiential education

70%

remained in Louisville MSA after graduation

100%

of student-athletes had career success within six months of graduation



"I really enjoyed activities that allowed me to put into practice what I've learned. Being able to do ovarian cancer research with an amazing advisor like Dr. Huff, who always reminds me of the beauty and importance of what we do, makes me appreciate my degree a lot more."

-Laura Sackie '23

Biology major with Biochemistry minor



Average attendance at Catholic Mass in Our Lady of the Woods Chapel was up 47% over the prior year, also exceeding attendance levels from the year before COVID-19's arrival.

In May, Fr. John Pozhathuparambil was appointed Director of Campus Ministry after several years of service on our campus.

Residence Life Occupancy

Residence hall occupancy has fully rebounded from the COVID-19 pandemic, matching levels not seen since 2016.

| RESIDENTIAL STUDENTS | AUGUST 2021 | AUGUST 2022 | AUGUST 2023 |
|----------------------|-------------|--------------|--------------|
| First-Year Students | 404 | 391 | 434 |
| Second Year* | 219 | 292 | 268 |
| Juniors | 116 | 152 | 171 |
| Seniors | 111 | 118 | 140 |
| Grad./Postbac. | 26 | 29 | 12 |
| Exchange | 1 | 12 | 5 |
| Transfer | 33 | 25 | 14 |
| TOTAL | 910 | 1,019 | 1,044 |

*INCLUDES RETURNING FIRST-YEAR STUDENTS AND SOPHOMORES

Retention Rate vs. 30-Year Average

While Bellarmine saw a slight decrease in retention among new students who entered college during the pandemic, retention of returning students was up, in some cases representing the highest numbers in more than 30 years.

| CLASS | RETENTION RATE | VS. 30-YEAR AVERAGE |
|---|----------------|---------------------|
| Sophomores (Fall 2022 Cohort) | 75.1% | 79.94% |
| Juniors (Fall 2021 Cohort) | 73.4% | 70.29% |
| Seniors (Fall 2020 Cohort) | 65.8% | 66.29% |
| 4-year Graduate Rate (Fall 2019 Cohort) | 63% | 52.62% |
| Transfer (Summer/Fall 2022 Cohort) | 73.4% | |

Enrollment for Fall 2023

3,002

Total enrollment for Fall 2023, including 2,359 undergraduate and 643 graduate students

634

Number of students in first-year class, the most diverse in Bellarmine's history (see Priority 3 for details)

Student Experience

94.8%

of first-year students participated in three or more activities

915

degrees awarded in May 2023, (632 undergraduate and 283 graduate or doctoral)

41

military affiliated students received a degree including 21 veterans - largest numbers in Bellarmine's history

Student Support

3,831

Academic Advising appointments in 2022-23 academic year (increase of 8.4%)

Model for Academic Innovation

Bellarmine will diversify its educational delivery to become a model for academic innovation and purposeful risk-taking, including the development of new and nimble ways of delivering academic course content and the strengthening of continuing education.



NOTABLE GRANTS RECEIVED TO ENHANCE ACADEMIC EXCELLENCE

\$1.45M

Noyce Knight Scholars
National Science Foundation's Robert Noyce program

\$400K

Support of Summer Learning Programs
James Graham Brown Foundation

\$50K

Bridge to BU Program
CPE

\$20K

Course-Based Undergraduate Research Experience (CURE) grant
National Science Foundation

\$85.7K

Physical Therapy Clinic & School of Education Scholarship
WHAS Crusade for Children

\$80K

Bellarmine Multitiered Supports in Reading Literacy Program
CPE

\$1M

Community Health Professions Simulation Center
U.S. Department of Education

\$50K

Early Arrival Program for Academic Transitions
Kentucky Council on Postsecondary Education (CPE)



“The Noyce Knights Scholars program is paying for me to become a high school math teacher, my dream career!”

—Will Baxter

Secondary Education and Mathematics major

The Noyce Knights program, funded by the National Science Foundation, covers Scholars’ total cost of attendance after financial aid is applied.

New Core Curriculum

BELLARMINE COLLEGE OF ARTS & SCIENCES

Student research was recognized with top rankings at the 2022 Kentucky Academy of Science’s Annual Meeting:

- Chase Yost – Cellular and Molecular Biology Poster Presentation
- Samia Mahmood – Computer and Information Sciences Oral Presentation
- Hannah Carter – Ecology Poster Presentation
- Nathan Mayer – Physics/Astronomy Oral Presentation

DONNA AND ALLAN LANSING SCHOOL OF NURSING AND CLINICAL SCIENCES

A Dedicated Education Hospital was established at Norton Healthcare’s Audubon Hospital. Learning in Bellarmine’s nursing program can transcend the walls of the classroom with every student receiving hands-on learning opportunities throughout the various hospital units at Audubon. Additionally, the university revised its Bachelor of Science in Nursing curriculum to align with the new American Association of Colleges of Nursing’s standards and to create a more transfer friendly program, which allows students to complete coursework in two years rather than three.

SCHOOL OF MOVEMENT AND REHABILITATION SCIENCES

A Movement Disorders Fellowship between Bellarmine University and the Ohio State University’s Wexner Medical Center was approved to provide first of its kind advanced clinical and research training. Additionally, Bellarmine University was recognized for the fourth consecutive year with Gold Status by the American College of Sports Medicine for its commitment to a culture of health and wellness.

W. FIELDING RUBEL SCHOOL OF BUSINESS

Dr. Diane G. Bruce was named the Rubel School’s new dean in May 2023. The Louisville native was previously inaugural dean of the School of Business and Entrepreneurship at North Central College in Naperville, Ill. Bruce said she was attracted to the Rubel School because it “offers a quality business education grounded in the liberal arts, which produces future business leaders who can think critically, communicate effectively and contribute collaboratively.” Additionally, a second cohort of the Women of Color Entrepreneurship Leadership Certificate completed the program in late 2022.

The Rubel School was named one of the best MBA Business Schools in 2023 by the Princeton Review.

ANNSLEY FRAZIER THORNTON SCHOOL OF EDUCATION

Dr. Elizabeth Dinkins, dean of Bellarmine’s Annsley Frazier Thornton School of Education, was named an Impact Academy fellow through the national non-profit organization Deans for Impact. She is one of 24 leaders chosen for the fellowship’s eighth cohort for their commitment to improving educator preparation.

NEW PROGRAMS AND DELIVERY METHODS

- Doctor of Nursing Practice– Nurse Anesthetist
- Sociology / Anthropology Combined Major

National University Rankings per U.S. News & World Report

234

Overall Ranking

313

in Top Performers for Social Mobility

Niche.Com Catholic College Ranking

#56

for Best Catholic College in America (out of 166)

#114

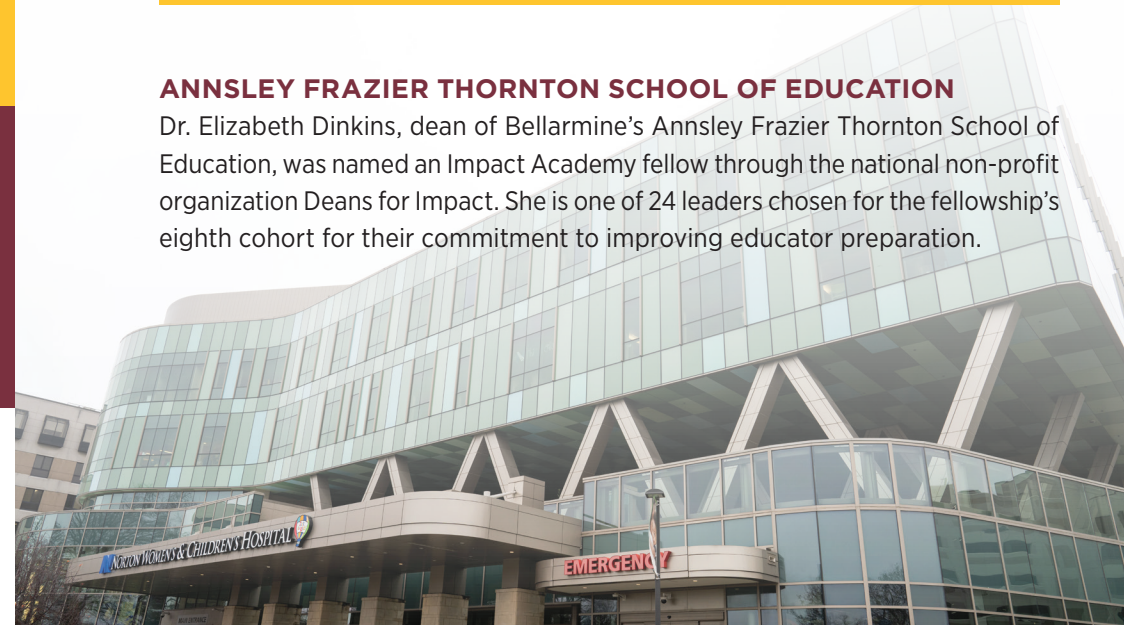
for Best Colleges in America (out of 1,356)

#104

for Best Colleges of Kinesiology & Physical Therapy (out of 589)

#288

for Best Value Colleges in America (out of 1,498)



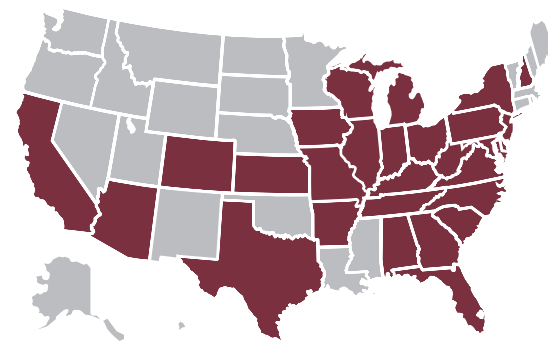
Diversify Enrollment & Geographic Reach

Bellarmino will expand its geographic reach to enhance reputation and impact through enrollment pipelines, athletics, alumni engagement, and outreach.



| THREE-YEAR TRENDS FOR FIRST-TIME FULL-TIME STUDENTS | % PELL ELIGIBLE | % FIRST GEN | % STUDENTS OF COLOR |
|---|-----------------|-------------|---------------------|
| 2021 | 29% | 38% | 25% |
| 2022 | 33% | 36% | 27% |
| 2023 | 46% | 44% | 33% |

| FIRST-YEAR STUDENT PROFILE | 2021 | 2022 | 2023 |
|---|-------|---------|---------|
| Male/Female | 34/66 | 42/58 | 38/62 |
| From Kentucky | 71% | 66% | 73% |
| Average ACT/SAT Composite | 24.2 | 26/1211 | 25/1167 |
| Median High School GPA | 3.72 | 3.72 | 3.65 |
| Honors Program | 15% | 15% | 14% |
| Percentage of NCAA Student-Athletes | 20% | 23 % | 24% |
| Legacy Students (Sibling, child or grandchild of alumni) | 14% | 20% | 9% |



FIRST-YEAR STUDENTS
 First-year students come from 28 states and 9 countries (including the U.S.)

Top Religious Affiliations:
 Catholic
 Christian
 Non-Denominational
 Baptist
 No Preference

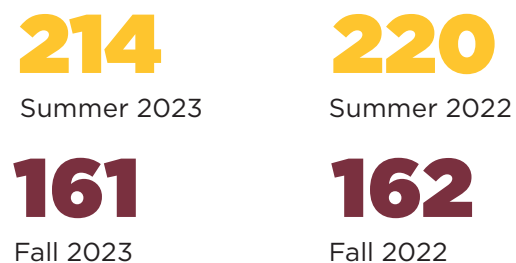
Top 5 Majors:
 Nursing
 Business Administration
 Biology
 Exercise Science
 Psychology

TRANSFER STUDENTS
 85 transfers for Fall 23 compared to 74 in 2022

Top five majors:
 Sports Administration
 Business Administration
 Nursing
 Exercise Science
 Environmental Science

Top three previous institutions attended:
 Jefferson Community & Technical College, University of Louisville, Elizabethtown Community & Technical College

NEW GRADUATE AND SECOND-DEGREE STUDENTS



Expanding Awareness

Alumni Connecting with Students

1,800

students contacted by Alumni Write a Knight campaign

436

students impacted by Alumni Mentors

6,641

Alumni Event Engagements

Student-Athlete Success

82%

Percentage of student-athletes earning a GPA of at least 3.0

#3

Rank in ASUN Conference for Academic Performance - 3rd year to be in Top three



"I chose Bellarmine not only because of athletic and academic scholarships but also because Bellarmine had a strong educational tradition and great values and was well-known for student support. It was during a time of true need that I realized while my family back at home continues to struggle, my home is also now at Bellarmine."

—Ekaterina "Kat" Tikhonko

Junior Chemistry major and tennis player from Belarus, where her parents lost their jobs during the Ukraine-Russia conflict

Commitment to Equity & Inclusion

Bellarmine will demonstrate a fully realized and lived commitment to equity and inclusion, empowering all members of its increasingly diverse community and supporting them to achieve their full potential.



NEW LEADERSHIP

In May 2022, President Susan M. Donovan appointed Dr. Tomarra Adams as Bellarmine's new Chief Diversity, Equity and Inclusion Officer, effective July 1. Upon her appointment, Adams noted that Bellarmine's leadership "has renewed vision and synergy in expanding accessible pathways to a college degree for those who have been historically marginalized, having a faculty and staff representative of a shifting demographic of students, and creating opportunities for meaningful institutional change, partnerships, and teaching that embrace an inclusive environment both within and outside of the classroom."



PROFESSIONAL DEVELOPMENT HIGHLIGHTS

100%

of our athletics coaching staff participated at least one DEI training

98%

of our Student Government Association Executive Board completed the DEI Endorsement Program

- Nearly 100% of the faculty in Bellarmine College of Arts & Sciences and the Annsley Frazier Thornton School of Education engaged in DEI professional development.
- The Office of Identity and Inclusion offered more than 20 workshops for students and external entities.

"The members of the Bellarmine Black Caucus (BBC) have been instrumental in my transition to Bellarmine by providing support, perspective on organizational history and culture, and actively engaging in work to create a sense of belonging and mentorship for faculty, staff and students. The BBC brings value for a more diverse and inclusive Bellarmine community."

—Dr. Tomarra Adams

Bellarmine's Chief Diversity, Equity and Inclusion Officer

RECRUITMENT AND RETENTION PARTNERSHIP HIGHLIGHTS

Bellarmine introduced new grant-funded programs and pipelines that seek to increase the diversity of our students and ensure their success. These initiatives included a new mission-driven initiative called Bridge to BU that aligned with our core values of intrinsic dignity, academic excellence, social responsibility and hospitality. This four-week summer residential experience provided comprehensive support to potential first-year students to position them for personal, academic and career success at Bellarmine.

Along with several other institutions in the Commonwealth of Kentucky, we have partnered with the Association of Governing Boards and Gardner Institute on a project called Governing Board Equity in Student Success Academy. Through this project, we will enhance Bellarmine's student outcomes by examining and improving the equity of retention and graduation rates among first-generation students, underrepresented minority students, and Pell-eligible students. This university-wide initiative will produce a universally designed strategic plan that sustains ongoing support for students and institutional enrollment.



PROGRAMMING & ENGAGEMENT HIGHLIGHTS

- The Dr. Patricia Carver Office of Identity and Inclusion offered nearly 150 cultural programming opportunities for our campus.
- Knights of Color Program participants had higher average GPAs than peer students who did not participate.
- First-generation Pioneer Scholars students continued to be retained to their sophomore year at a higher rate than students who did not participate in the program.
- Students who receive support through Accessibility Resource Center maintain an overall average GPA of 3.26.

ACCOLADES FOR VETERAN STUDENT SUCCESS

Bellarmine was awarded prestigious "Military Friendly" designation by Military Friendly, a company which sets high standards for military affiliated students in higher education based on a survey of more than 1,800 schools – 665 received this designation for going above the standards.

Meaningful Engagement & Partnerships

Bellarmine will be an engaged partner to expand learning opportunities, enhance career networks and economic growth, and advance equity and quality of life for its neighboring communities.



“So many organizations on campus are working to better their community, whether that be campus, Louisville, or beyond. I saw that dedication to service firsthand during my three times on Alternative Spring Break. As I went from participant to trip lead to student director, I witnessed groups of Bellarmine students, many of whom had never met, come together to help a community in need. I find that beautiful.”

—Shelby Chatterton '23

Double major in Neuroscience and Psychology

VICE PRESIDENT FOR DEVELOPMENT & ALUMNI RELATIONS

Scott Self was appointed Vice President for Development & Alumni Relations in October 2022. Self is a Louisville native with more than 20 years of higher education development experience at universities including Vanderbilt, The Ohio State University and Texas Tech. At Vanderbilt, Self was the Associate Vice Chancellor of Development and Alumni Relations, where he oversaw a development team of more than 100 and led the university to a record fundraising year of more than \$195 million in 2019.



NEW STRATEGIC PARTNERSHIPS

In order to expand learning opportunities and strengthen career pathways for students, we are continuing to add to Bellarmine's already robust number of community-based partnerships and coalitions.



Family Scholar House

Ensures that students affiliated with Family Scholar House have seamless enrollment pipeline to Bellarmine and receive the financial, academic and social wraparound services they need.



Transylvania University

Guarantees admission and increased formal partnership for guaranteed admission and increased recruiting opportunities for graduate and second-degree students.



Centre College

Guarantees admission and formal partnership for guaranteed admission and increased recruiting opportunities for graduate and second-degree students



CHI & Legacy Foundation of Kentuckiana

3-year, \$60K partnership for nursing scholarships and workforce development



Enhancing Access & Affordability



Bellarmine will be a responsible and effective steward of its resources, making a Bellarmine education accessible to students of all backgrounds and ensuring financial stability for decades to come.

NEW ACCESS & AFFORDABILITY INITIATIVES

Bellarmine has launched several new initiatives to make a Bellarmine education more attainable regardless of a family's financial need. These build on previous commitments including the Public Price Promise, which matches the cost to attend any state's flagship public university, and the Louisville Century Scholars, which fosters a college-going culture among, and clear pathway for, local high school students, often the first generation to attend college.

New Scholarships

- HOPE Kentucky Scholarship program - 100% coverage of tuition and fees for Pell-eligible students in Kentucky
- Bellarmine University Alumni Association Legacy Scholarship - \$1,000 per year for total of \$4,000
- Class of 1972 Endowed Scholarship: \$157,114.22 (Robust campaign for their 50th reunion)



"Cost is a barrier for so many of our talented students in the Commonwealth. Bellarmine's goal is to help them accomplish their dreams and achieve their highest potential, no matter their financial background."

—Lauren Keeling

Assistant Vice President of Enrollment Management and interim Dean of Admission

PHILANTHROPY

A major reorganization of the development team in Fall 2022 created 6 additional gift officers to increase fundraising capacity, with clear goals and tracking for each officer's work. Each school or college within Academic Affairs now has a designated gift officer, ensuring that fundraising priorities align with faculty needs. Additionally, one officer leads fundraising work to support the institution's move to NCAA Division I.

In May 2023, the Development team launched the Bellarmine Forward campaign, an ongoing initiative raising current-use funds to educate the region's most well-rounded, career-ready graduates. This campaign offers donors an appealing menu of giving opportunities tailored to their interests, while offering targeted experiences and events for prospective major donors.

Total FY23 Donor Financial Support

\$10,006,130

Philanthropy Total - Gifts, New Pledges, Government Grants & Sponsorship

\$9,733,407

Total Athletic Gifts and Sponsorship

\$2,313,038

Bellarmine Fund (Annual Fund)

\$1,148,136

ONLINE GIVING CAMPAIGNS

Day of Giving - April 2022

\$598,440

"Champion the Knights" Athletics Giving - November 2022

\$656,506

Institutional Aid

\$66M+

Bellarmine's total investment in institutional student aid

\$20M+

Bellarmine's investment in institutional aid for new first-year students



