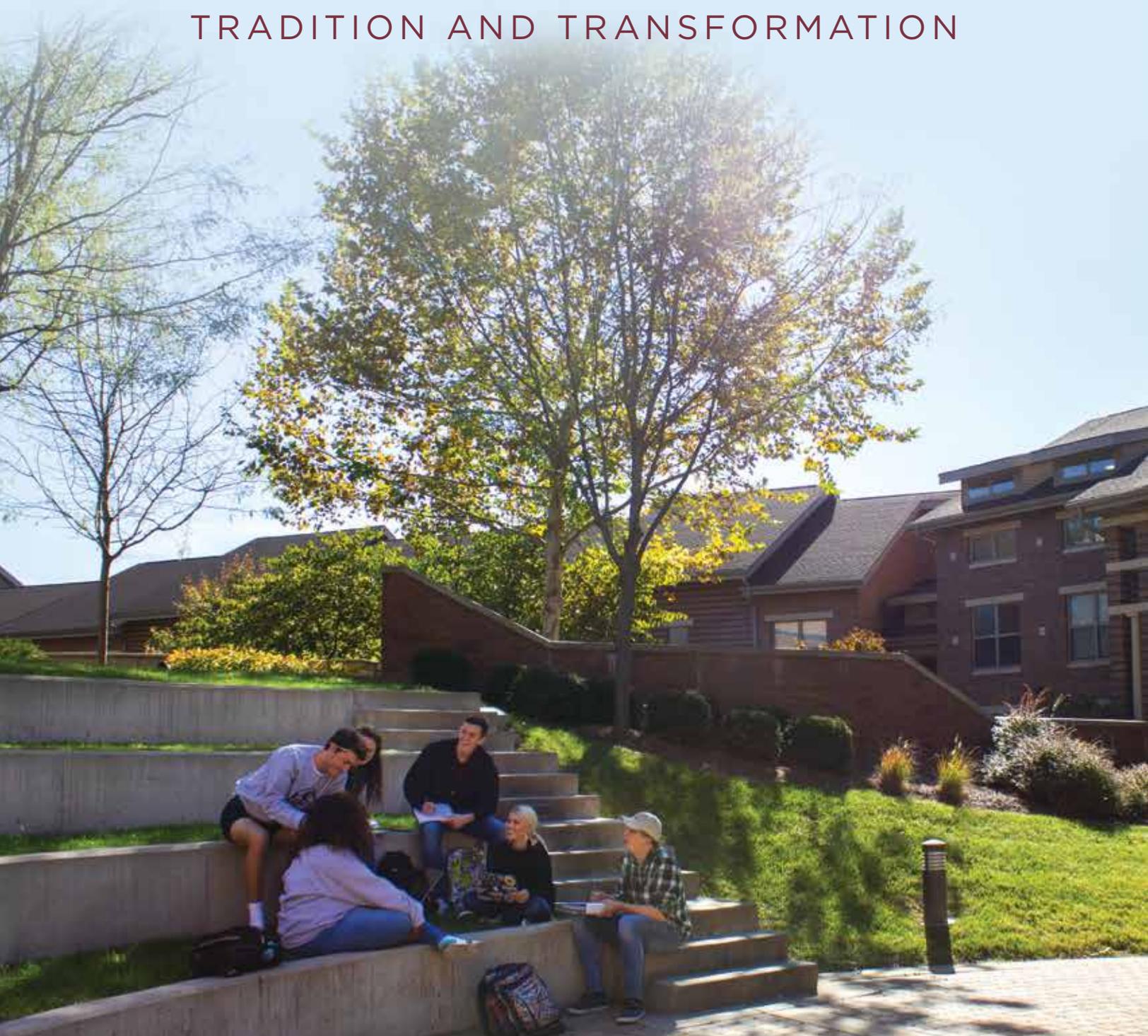


BELLARMINE UNIVERSITY
IN VERITATIS AMORE

Annual Report 2018-2019

TRADITION AND TRANSFORMATION



From the President

When I arrived in Louisville two years ago as Bellarmine's fourth president, I was proud to follow the presidents who came before me, and who built Bellarmine from a small, excellent all-male college to an exceptional co-educational university of regional stature.

In many ways, however, Bellarmine remains a "best-kept secret" of higher education. It is my duty and my privilege to move this university forward to even greater prominence and impact.

To that end, in late 2017 I initiated the process for a new strategic plan that would direct Bellarmine's growth over the next five to seven years. A steering committee of 29 Bellarmine community members, including two co-chairs, guided the 18-month strategic planning process, gathering input from faculty, students, staff, alumni, donors, and key city officials, embodying the true essence of shared governance.

More than 3,000 touchpoints from these stakeholders informed the final plan, *Tradition and Transformation*, which was approved by the Board of Trustees in May 2019. Detailed implementation plans that will be updated annually will allow the university to create measures of success and hold the campus community accountable for achieving them. Dr. Sean Ryan, Senior Vice President, will oversee the implementation, monitoring, and assessment of the strategic plan.

Through collective and concerted efforts, the strategic plan refined Bellarmine University's guiding statements: mission, vision, and core values.



OUR MISSION

We are an inclusive Catholic university that educates students—mind, body, and spirit—for meaningful lives, rewarding careers, ethical leadership, and service to improve the human condition.

OUR VISION

We will become the leading Catholic university in the South by embracing innovation and creativity, forging new and mutually beneficial partnerships, intentionally diversifying curricula and community, and providing a distinctive and transformative student experience.

OUR VALUES

Bellarmino University finds its Catholic identity in the inclusive spirit of Thomas Merton. We believe in the search for the true self, the interconnectedness of life and the solidarity of the human spirit, which transcends ethnic, religious, and social divisions. We educate the whole person to realize their highest potential as part of an interconnected world. Our values are Academic Excellence, Intrinsic Dignity, Social Responsibility, Integrity, Hospitality, and Stewardship.

Academic Excellence: Promoting academic inquiry rooted in the liberal arts tradition—critical thinking, communication, collaboration, creativity, and compassion—with an expectation of excellence

Intrinsic Dignity: Respecting the intrinsic value and dignity of every individual

Social Responsibility: Cultivating grounded citizens who contribute to and advocate for the public good, environmental sustainability, global understanding, and informed civic engagement

Integrity: Fostering strong ethical principles, honesty, fairness, transparency, and trustworthiness

Hospitality: Creating an inclusive community that welcomes all and models a spirit of goodwill

Stewardship: Exercising thoughtful stewardship of our university resources

Tradition and Transformation also sets forth six (6) strategic priorities that will guide and inform the university as we build upon current academic programs, make our annual operating plans, and acquire and distribute resources:

1. Distinctive, Transformative Student Experience
2. Academic Innovation and Excellence
3. Geographical and Diversity Expansion
4. Equity and Inclusion Commitment
5. Meaningful Engagement and Partnerships
6. Access and Affordability

The 2018-19 academic year was filled with energy and enthusiasm and included many accomplishments. The efforts and achievements in this Annual Report illuminate the collaborative work of faculty, staff, administration, and students on key initiatives and activities designed to further our institutional mission. We have categorized them under the six strategic priorities.

It is important to note that while the strategic plan itself is new, advancing students' academic and career success has been an ongoing endeavor at Bellarmine for nearly 70 years. *Tradition and Transformation* allows us to build upon this excellent foundation in a strategic and intentional way. It enhances, clarifies, and strengthens the distinctive qualities that make Bellarmine a valuable institution and that will ensure that it remains one well into the future.

Susan M. Donovan, Ph.D., President
September 2019

Distinctive, Transformative Student Experience

Bellarmino will develop a highly personalized pathway and intentional success plan for every student that begins with application for admission and carries through career attainment or post-graduate study, including enhancement of the vibrancy of campus life and clear communication of what a Bellarmine education will deliver to students in the 21st century.

The Bellarmine experience begins well before students step foot into their first class, with immersive Knight U summer orientation programs for new students and their families. This summer, we hosted three one-day programs and one overnight visit. Overall, 603 students attended a Knight U session, compared to 527 in summer 2018.

79.4%

First-to-second-year retention,
fall 2018 cohort
(78.7% - fall 2017 cohort)

66.3%

Six-year graduation rate, 2013 cohort

57.6%

Four-year graduation rate, 2015 cohort
(highest rate in 10 years)

932

2018-2019 degree conferrals:
621 undergraduate and 311 graduate
(2017-2018 degree conferrals:
575 undergraduate and 305 graduate)

RESIDENTIAL STUDENTS	August 2018	August 2019
First-Year Students	431	412
Second Year*	261	272
Juniors	144	143
Seniors	81	110
Grad./Postbac.	33	28
Exchange	11	11
Transfer/Commuter	20	31
TOTAL	981	1,007

SOURCE: BELLARMINE INSTITUTIONAL RESEARCH AND EFFECTIVENESS (IR&E)

*INCLUDES RETURNING FIRST-YEAR STUDENTS AND SOPHOMORES
SOURCE: OFFICE OF RESIDENCE LIFE

ACADEMIC ADVISING

Bellarmino's innovative campus-wide first-year predictive model uses dozens of variables to predict when a new college student might be at risk of failing or withdrawing, based on student outcome data from previous years. The first-year predictive model won two national awards in 2018:

- The National College Learning Center Association's Innovative Use of Technology Award
- The American College Personnel Association's Innovative Academic Support Initiative Award

Results from the initial year of the new first-year advising model seem overwhelmingly positive:

- 37% increase in advising interactions from 2017-18 (3,162) to 2018-19 (4,335)
- 12% increase in advising interactions with unique students from 2017-18 (1,100) to 2018-19 (1,234)

FACILITY ENHANCEMENTS

A thorough study of student housing led to nimble and swift changes in housing policy and practice, resulting in significant retention of upper-class students, with 36% more seniors remaining in student housing than last year.

Petrik Hall, a suite-style building, was renovated to add kitchenettes. The renovation provided 17 suites, with the capability to house roughly 130 upper-class students. The first-year learning communities previously housed in Petrik shifted to Kennedy-Newman Hall, which received dynamic new branding.



With financial support from the Student Government Association, two high traffic areas on campus were updated: the Sport, Recreation, and Fitness Center (\$127K) and the Centro Student Lounge (\$70K).

COUNSELING AND RELATED SERVICES

The Counseling Center saw a 30% increase in students seen (455) in 2018-2019. Disability Services saw a 16% increase, from 183 registered students in spring 2018 to 212 in spring 2019. The impact of Disability Services' work is reflected in these students' GPAs, which rose from an average of 3.0 in 2017-18 to an average of 3.3 at the end of 2018-19.

STUDENT-ATHLETES

The Bellarmine Knights won national titles in dance and cheer, along with an individual national championship (Yashira Rhymer-Stuart) in women's track and field. Men's basketball and baseball won GLVC titles, while men's and women's soccer and women's basketball were conference tournament runners-up. Bellarmine Athletics won the 2019 GLVC Commissioner's Cup, recognizing the strongest finish across the conference's seven core sports.

Bellarmino's student-athletes had an average GPA of 3.28, and 56% of student-athletes who competed in a conference-sponsored sport earned academic honors from their league.

SOURCE: THE DIVISION OF STUDENT AFFAIRS AND STUDENT SUCCESS CENTER

Student Success Center

5,572

Total number of Tutoring Center appointments

91%

Percentage of students who agreed that their **advisor demonstrated a positive and encouraging attitude toward their progress at Bellarmine**

Counseling and Related Services

98.7%

Percentage of those surveyed who said **counseling made a positive impact in their life**

91%

Retention rate of first-year students in fall 2018 who registered with Disability Services

Career Advising and Placement

99%

Percentage of 2018 graduates working or continuing education within six months of graduation

1,982

Number of students who had one-on-one appointments

Student-Athletes: Academic Achievements

3.28

average student-athlete GPA

A photograph of three people in a meeting, overlaid with a yellow tint. A man on the left is looking towards a woman in the center, who is smiling and looking towards a woman on the right. They are sitting at a table with a laptop in front of them. The background shows a window with a grid pattern.

Academic Innovation and Excellence

Bellarmino 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.

College and School Enhancements

#1

Bellarmino University's Respiratory Therapy program was ranked No. 1 in the nation by College Choice, a website that offers college rankings and resources

\$50K

grant received by the Physical Therapy program to support the pediatric service-learning clinic

\$100K

The School of Education implemented the GenCyber Knights program, funded by a \$100,000 grant, training 40 middle and high school teachers to incorporate cyber citizenship in the classroom

Rankings: U.S. News & World Report

#17

overall (Category: Southern Regional Universities)

#32

for undergraduate teaching quality (Category: Southern Regional Universities)

Rankings: Forbes

#84

among all U.S. universities in the South

SOURCE: DIVISION OF ENROLLMENT, MARKETING AND COMMUNICATION



NEW LEADERSHIP

Dr. Paul Gore was appointed as the new Provost and Vice President for Academic Affairs. The provost is the university's chief academic officer, overseeing the faculty in Bellarmine's colleges and schools and maintaining the university's academic accreditations.

The appointment of 11 new faculty members in 2018-19 contributed to Bellarmine's 11:1 student to faculty ratio, small class sizes, and personal attention to each student. The new faculty members are filling a combination of newly-created positions and positions that became available through retirement or departure from the university.

CARNEGIE CLASSIFICATION

Bellarmino University's Carnegie Classification was elevated from "master's large" to "doctoral/professional studies." The change, part of a realignment in how U.S. universities that grant doctoral degrees are evaluated, reflects recent growth in doctoral degrees that serve professions outside of higher education. The number of doctoral programs that Bellarmine offers has grown from one to six over the past decade:

- Doctor of Education in K-12 District Leadership
- Doctor of Nursing Practice
- Doctor of Philosophy in Education and Social Change
- Doctor of Philosophy in Health Professions Education
- Doctor of Philosophy in Leadership in Higher Education
- Doctor of Physical Therapy

COLLEGE AND SCHOOL ACCOMPLISHMENTS

To strengthen graduate enrollment, Dr. Nancy York, Dean of the School of Nursing and Clinical Sciences, and her leadership team moved four graduate programs in the Lansing School of Nursing and Clinical Sciences (Master of Science in Nursing, Master of Science in Nursing: Family Nurse Practitioner, Doctor of Nursing Practice, Bachelor of Science in Nursing to Doctor of Nursing Practice) to an online format.

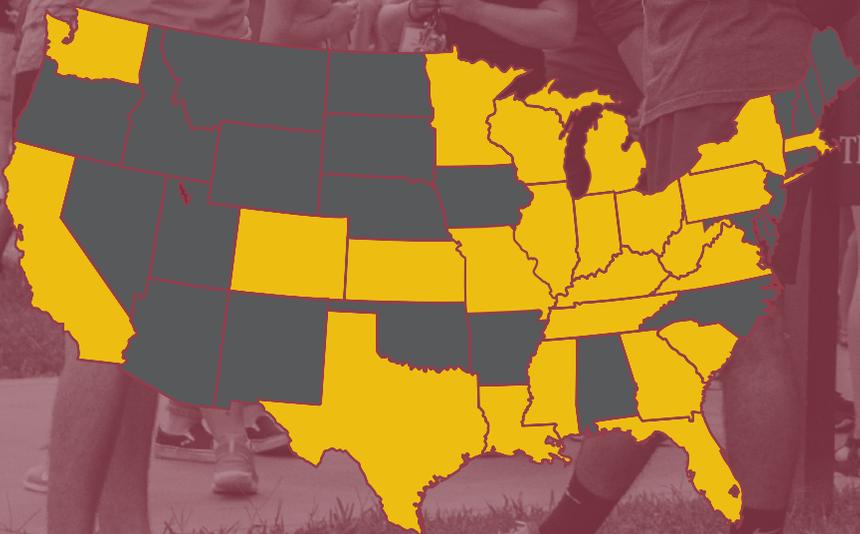
The new Master of Science in Athletic Training was awarded full Commission on Accreditation of Athletic Training Education accreditation.

10TH BELLARMINE FACULTY MEMBER RECEIVES FULBRIGHT

Dr. Joseph Flipper, associate professor of theology, received a prestigious Fulbright award that will support a research trip to Chile in the spring 2020 semester.

Geographical and Diversity Expansion

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



W.L. Lyons Brown Library
Thomas

69%

of first-year students are from Kentucky (74% - fall 2018)

Breakdown: 24 states, plus Guam and Puerto Rico, and 5 other nations

SOURCE: BELLARMINE IR&E



NEW LEADERSHIP

Dr. Michael Marshall was appointed Vice President of Enrollment, Marketing and Communication, with primary responsibility for defining the university's brand and shaping its vision for enrollment. He leads a newly combined division that includes undergraduate and graduate admissions, financial aid, marketing, and communication.

FIRST-YEAR STUDENTS – FALL 2019

- 616 full-time students

Enrollment Indicators:

- Yield is 19.3%
- Enrollment Melt: 81 students paid deposit, but did not enroll (11.6% of confirmed) (103 [13.8% of confirmed] – fall 2018)

Demographic Profile:

- Students Receiving Federal Pell Grant: 23% (30% – fall 2018)
- Under-Represented Minorities: 18% (18% – fall 2018)
- First-Generation Students: 35% (36% – fall 2018)
- Residential Students: 67% (66% – fall 2018)
- Alumni Legacy (sibling, parent or grandparent): 16%
- Top Religious Affiliations: Catholic (32.8%), Christian (14.3%), No Preference (8.3%), Baptist (7.8%), Non-Denominational (5.8%)

Top 5 Feeder High Schools: Our Lady of Mercy Academy (28), St. Xavier High School (22), Trinity High School (20), Atherton High School (18), Male Traditional High School (15)

Top 5 Majors: Nursing, Undeclared, Biology, Exercise Science, Business Administration

TRANSFER STUDENTS

- 69 full-time students
- Top 5 Majors: Nursing, Exercise Science, Psychology, Respiratory Therapy, Communication

GRADUATE AND SECOND-DEGREE STUDENTS – FALL 2019

***Top 5 Feeder Institutions:** Bellarmine University (84), University of Louisville (32), University of Kentucky (18), International College/University (7), Spalding University (5) **most recent institution attended*

Top 5 Programs: Master of Business Administration, Master of Science in Nursing: Family Nurse Practitioner, Master of Arts in Teaching, Doctor of Philosophy in Education and Social Change, Master of Education in Higher Education Leadership and Social Justice

ALUMNI ENGAGEMENT

The Alumni Association held a record 125 events that drew a record total number of attendees: 11,433. Among the events were four on-campus class reunions.

First-Year Students: Academic Profile

24.8

Average SAT/ACT Composite
(25.1 – fall 2018)

3.61

Average High School GPA
(3.56 – fall 2018)

First-Year Students: Demographic Profile

16%

Honors Program Students
(12% – fall 2018)

22%

Student-Athletes
(16% – fall 2018)

Graduate and Second-Degree Students

Summer and Fall 2019

486

**new graduate and
second-degree students**

Alumni Association

136

**people at the Class of 1969's 50th
Anniversary Reunion**—the largest
50th reunion in Bellarmine history

SOURCE: BELLARMINE IR&E, CAREER DEVELOPMENT CENTER AND OFFICE OF DEVELOPMENT AND ALUMNI RELATIONS AND DIVISION OF ENROLLMENT, MARKETING AND COMMUNICATION

Equity and Inclusion Commitment

Bellarmino 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.





OII Involvement

132

OII events in 2018-2019, including the monthly BU Dialogue, a trip to Selma, Alabama, and annual Dialogue on Diversity Conference, with more than 1,500 total points of contact

100+

participants in Home Food Fridays and the Q*mmunity Luncheons, new initiatives to increase sense of belonging for students of color and those who identify as LGBTQ+

Military and Veteran Services

#11

among best colleges for veterans according to U.S. News & World Report (Category: Southern Regional Universities)

30%

of military and veteran students are under-represented minorities, a higher level of diversity than Bellarmine's overall student population.

PRESIDENT'S ADVISORY BOARD ON EQUITY AND INCLUSION

The President's Advisory Board on Equity and Inclusion met for the first time in January 2019. Nearly half of the board participated in the Association of American Colleges & Universities Diversity, Equity & Student Success Conference in March.

The co-chairs of the committee have worked with Dr. Helen-Grace Ryan, Vice President for Student Affairs, and the full board to develop the implementation plan for the strategic priority focused on equity and inclusion and plan a half-day workshop in the fall.

THE OFFICE OF IDENTITY AND INCLUSION (OII)

Physical Growth: The Office of Identity and Inclusion (OII) doubled in size, with an additional expansion planned in spring 2020. There were 35 OII facilitations, trainings, workshops and conference presentations.

Campus Recognition: The Office of Identity and Inclusion was recognized by the campus community with four end-of-year awards: Outstanding Campus Partner, Ally Award, Departmental Ally Award, and Student Advocate of the Year.

Dialogue on Diversity: The annual Dialogue on Diversity had record-breaking attendance with 193 participants, a 10% increase over last year's conference.

Out-of-State Cultural Excursions: 97 students traveled to either Washington, D.C. or Selma and Montgomery, Alabama to learn about race relations.

Campus Collaboration: The Office of Identity and Inclusion collaborated with 25 offices, departments, student organizations, or outside organizations during the year.

THE OFFICE OF MILITARY AND VETERAN SERVICES

The new Office of Military and Veteran Services is focusing efforts on this prospective student population with great success so far. Approximately 125 active duty, veteran, and veteran dependents enrolled at Bellarmine in fall 2019, an increase of more than 55% since last fall.

KNIGHTS PANTRY

A collaborative grant from Dare to Care allowed Student Affairs to establish an on-campus food pantry for students at risk of food insecurity. Knights Pantry served more than 900 people with 18 food drives to supplement pantry needs.

SOURCE: THE DIVISION OF STUDENT AFFAIRS, DIVISION OF ENROLLMENT, MARKETING AND COMMUNICATION, AND OFFICE OF MILITARY AND VETERAN SERVICES



Meaningful Engagement and Partnerships

Bellarmino 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.





Working with the community

17,561

service hours were completed by 2,655 volunteers campus-wide



GE APPLIANCES
a Haier company

Our Catholic social justice mission calls us to build an intentional, visible, symbiotic relationship with our community. By connecting the campus, the community, and the curriculum, we will enhance social and civic engagement, with an eye toward enhancing career development and increasing alumni involvement.

The Bellarmine Strategic Partnership Team, which includes representatives from Academic Affairs, Career Development, and Development and Alumni Relations, is initiating strategic, multi-level connections between Bellarmine and corporations' human resources, community engagement, and philanthropic endeavors. Key strategic meetings included Republic Bank, Texas Roadhouse, Ford, and LG&E. Other strategic partnership efforts:

GE Appliances: Established the GEA2DAY program for Bellarmine students, which provides paid, part-time employment and tuition benefits. Initiated and cultivated ongoing collaboration that is serving as the foundation for exploring supply chain academic programs, diversity and inclusion strategies, and co-op opportunities for students.

UPS: Collaborating with UPS administrators from Louisville and Atlanta to explore dedicated workforce development pipelines in finance, accounting, sales, information technology, data analytics, and human resources, to potentially include tuition assistance, paid part-time work, internships for academic credit, and co-op opportunities.

Norton Healthcare: Continue to collaborate with Norton Healthcare to provide financial assistance for students, support for nursing faculty, health and wellness programming on campus, and sports health services for student-athletes. In addition, Bellarmine and Norton are now exploring strategic partnership opportunities in telehealth education.

Live.Work.Lead.Serve Internships: Through funding from the Brown and Ogle Foundations, established partnerships with local nonprofit organizations to provide stipends to students completing summer internships for credit. The program served 20 students in summer 2019, and another 20 will participate next summer.



Enhancing Access and Affordability

Bellarmino 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.



50

**U.S. states and 12 countries
represented during Day of Giving
compared to 47 states in 2018**

SOURCE: OFFICE OF DEVELOPMENT AND ALUMNI RELATIONS



AFFORDABILITY INITIATIVES

The University made several strides in making a Bellarmine education more affordable:

- Lowest Tuition Increase in Decades: 1.5%
- Previously, all residential students received a housing award of \$3,000 within their financial aid package. Starting this spring, the listed housing price was reduced by that same amount (\$3,000) and the scholarship eliminated. This made the price more transparent, accessible and competitive.
- No increase in room and board.
- The price of single rooms was reduced by \$500 per semester.

Loan Repayment Assistance Program (LRAP): The Loan Repayment Assistance Program partners with Bellarmine to provide support in loan repayment for students who earn less than \$43,000 after graduation. If students show they have a full-time job, LRAP repays a percentage of their federal, private, and alternative loans. In fall 2019, we have 75 students in the pilot program. Bellarmine students leveraging this resource were surveyed, and 36% responded “strongly agree” or “agree” they would not have enrolled in Bellarmine without LRAP.

UNIVERSITY DEVELOPMENT

Thanks to the generosity of donors and friends of Bellarmine, several fundraising records were set in 2018-2019:

Day of Giving

- 16% over last year’s total of \$306,752
- Attracted 489 first-time givers

50th Reunion Endowed Scholarship: In the second year of the program, the Class of 1969 50th Reunion Endowed Scholarship raised a record \$179,091, more than double the previous year’s total.

President’s Society: A record 578 commitments were made vs. 521 last year, including 128 President’s Society commitments from Board of Overseers’ efforts.

Increased Support: Trustee support was up by 45% over last year: \$2,375,797 vs. \$1,634,400. The Annual Fund drew \$2,857,420 in support, 33% over the goal of \$2,150,000. Knight of Knights sponsorships raised \$205,000. Eight new Heritage Society members were recognized.

Online Giving Continues to Increase: Donors gave \$264,484 online this year vs. \$156,942 last year, an increase of 69%. The number of gifts increased to 1,806 gifts from 932 last year.

In the first year of fundraising specifically for Athletics, donors gave \$1.69M in development and sponsorships.

Financial Aid

\$58M

Invested approximately \$58M in **institutional aid**

\$18M

Invested nearly \$18M in **first-year institutional aid**

Day of Giving

\$356K

Record total for Day of Giving

1,155

Total donors for 2019
(639 donors – 2018)

University Development Parents

102

New Parents Circle members
vs. 88 new members in 2018, plus \$229,728 in total parent support vs. \$146,953 in 2018

Students

\$17K

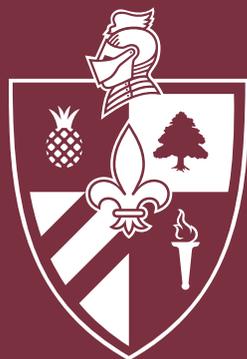
raised for the Senior Campaign
vs. \$9,570 in 2018
Secured 69 gifts of \$250+ vs. 49 in 2018

Development

\$7M

in total support

SOURCE: OFFICE OF DEVELOPMENT AND ALUMNI RELATIONS AND DIVISION OF ENROLLMENT, MARKETING AND COMMUNICATION



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