



Fact Book 2016 - 2017

Texas Lutheran University

Texas Lutheran University (TLU) is a private, residential university affiliated with the Evangelical Lutheran Church in America offering Bachelor and selected Masters Degrees. Founded in 1891 in Brenham, Texas, TLU moved to Seguin in 1912. We are located approximately 30 miles east of San Antonio, 40 miles south of Austin, and 130 miles west of Houston. Outdoor recreation opportunities on the Guadalupe River, Lake McQueeney and many other water ways and parks are within easy driving distance. San Antonio and Austin provide many venues for entertainment, shopping, and cultural events.

Our most recent basic Carnegie classification is Baccalaureate Diverse Fields. Business Administration and Accounting, Kinesiology, Education, Biology, and Psychology are the top five majors and degrees awarded.

TLU has one of the most diverse student body populations in the nation, according to *US News and World Report's* annual college and university rankings. With the fall of 2010 enrollment, TLU became eligible for Hispanic Serving Institution status. In the fall 2016 term, TLU has maintained eligibility as a Hispanic Serving Institution with a 32% Hispanic population. Total fall 2016 student head count was 1299 with an entering freshmen class of 377.

We participate in NCAA division III athletics in the Southern Collegiate Athletic Conference (SCAC). Many of our athletes are chosen for Academic All Conference teams. Only athletes with a minimum 3.0 grade point average are chosen for this honor. Approximately 30% of our students participate in athletics.

At TLU, students participate in Theater, Visual Media, and the School of Music where they acquire professional level knowledge and skills in both the academic discipline and the performance of the art. For instance, in the School of Music, a student may major in music or music education or participate in jazz band, string ensemble, woodwind ensemble, other bands and various choir groups while pursuing a career in another discipline. The opportunity to pursue an avocation as well as a career is available to all students and is a cornerstone of a well-rounded liberal arts education.

The quality of our faculty members and their dedication to teaching are among TLU's many strengths. Our students participate in faculty-led student research, internships, conference presentations, and other high impact educational and co-curricular activities.

TLU, a community of faith and learning, offers a wide range of academic programs and prepares students to lead lives of purpose. Our students learn boldly and live to inspire!

****A special thanks goes out to J.R. Gibson, a TLU student and Institutional Research Assistant, who helped in producing the 2016-2017 Fact Book and in designing and producing the infographics on the back cover.**

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Student Population Facts and Characteristics Fall and Spring

Students by Type and Gender

Class Level	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	M	F	M	F	M	F	M	F	M	F
Full Time Degree Seeking										
Freshmen	234	232	221	173	194	147	276	203	241	186
Sophomore	148	166	158	180	153	161	129	121	149	144
Junior	105	130	115	140	111	149	104	131	82	123
Senior	102	128	115	156	129	182	126	192	127	160
Graduate Student	4	3	6	4	7	8	2	5	7	6
Total Full Time Degree Seeking	1252		1268		1241		1289		1225	
Part Time Degree Seeking										
Freshmen			3				1		2	12
Sophomore		1	2	1	2	4		2		1
Junior	1	3	1	2	2	2	2	3		2
Senior	10	9	14	14	15	17	16	14	11	12
Graduate Student			1		1	1		1		3
Total Part Time Degree Seeking	24		38		44		39		43	
Total Full Time Non Degree Seeking	1						2		1	
Total Part Time Non Degree Seeking	42		35		35		46		30	
Grand Total	1319		1341		1320		1376		1299	

Students by Type and Gender

Class Level	Spring 2013		Spring 2014		Spring 2015		Spring 2016		Spring 2017	
	M	F	M	F	M	F	M	F	M	F
Full Time Degree Seeking										
Freshmen	155	136	145	129	121	97	159	108	158	130
Sophomore	145	160	148	154	139	143	127	141	147	138
Junior	104	152	127	136	121	142	122	140	89	125
Senior	131	154	123	187	136	192	134	198	133	182
Graduate Student	5	3	3	2		2	2	4	4	2
Total Full Time Degree Seeking	1145		1154		1093		1135		1108	
Part Time Degree Seeking										
Freshmen			2	1	3	3	1	7		4
Sophomore	1	3	2	1	1	3		5	1	4
Junior	2		1	1			1	2	1	5
Senior	8	10	15	15	16	30	15	14	6	22
Graduate Student			4	3	5	5	2	9	5	7
Total Part Time Degree Seeking	24		45		66		56		55	
Total Full Time Non Degree Seeking	1				2		1		1	
Total Part Time Non Degree Seeking	31		34		27		31		25	
Grand Total	1201		1233		1188		1223		1189	

Majors

Counts of Majors	Fall 2015 (Majors 1 and 2)						Fall 2016 (Majors 1 and 2)					
	FR	SO	JR	SR	GS	Total	FR	SO	JR	SR	GS	Total
Accounting								2	2	2		6
Applied Science							6	10	2	2		20
Athletic Training	14	6	6	7		33		6	5	7		18
Biochemistry	6	5	3	5		19	7	5	5	3		20
Biology	20	15	14	32		81	18	11	18	20		67
Business Administration	84	52	51	73	8	268	80	52	42	69		243
Chemistry	4	4	3	9		20	2	6	2	9		19
Communication	6	10	5	8		29	5	7	8	4		24
Computer Science	14	6	8	3		31	14	11	6	8		39
Dramatic Media	7	5	6	5		23	15	8	5	7		35
Economics	1	2	2	2		7	1	1	1			3
Education	62	38	28	55		183	38	32	23	29		122
English	3	2	7	5		17	2	3	4	4		13
History	4	2	4	6		16	2	4	1	9		16
International Studies	1	3	1	2		7	1		1	2		4
Information Systems	4			10		14	2	4	1	3		10
Kinesiology	32	29	29	37		127	63	39	18	31		151
Masters of Accountancy*			11	24	9	44			9	28	17	54
Math	8	6	4	12		30	2	7	4	12		25
Music	3	6	5	12		26	21	17	11	15		64
Nursing			7	22		29			15	28		43
Philosophy	1			5		6		1		1		2
Physics	29	6	9	6		50	2	3	1	11		17
Political Science	5	2	6	4		17	7	4	3	5		19
Psychology	17	14	11	15		57	14	8	16	22		60
Social Entrepreneurship	5	2	8	6		21	2	10	2	7		21
Sociology	10	12	8	22		52	19	10	9	12		50
Spanish			1	9		10				3		3
Theology	5	2	3	5		15	2	6	1	7		16
Visual Media (Art)	2	2	4	7		15	2	1		5		8
Undecided	148	29	19	5		201	140	43	17	15		215

*Concurrent with Business Administration

Source: Registrar and Institutional Research

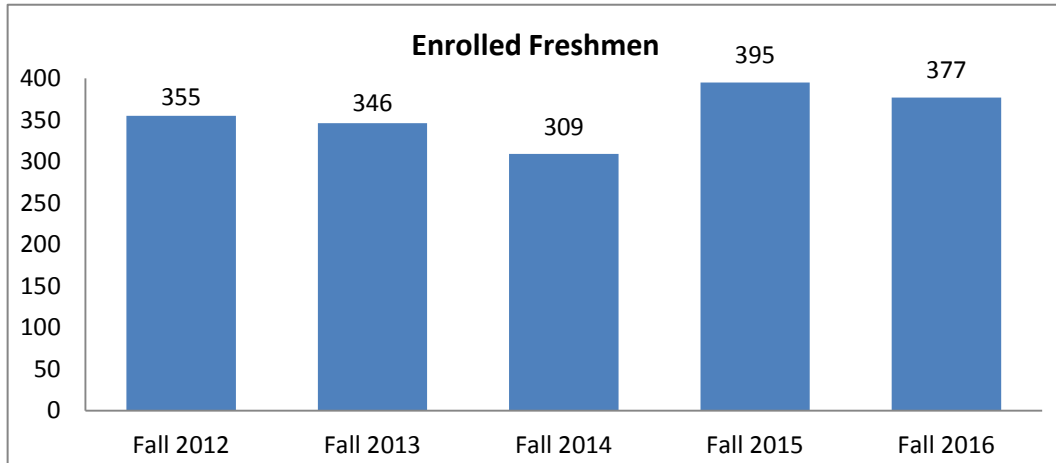
Freshmen and Transfers

Freshmen and Transfer Admissions

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
First Time Freshmen					
Applications	1852	1734	1516	1863	2131
Admitted	974	882	847	945	908
Enrolled	355	346	309	395	377
Acceptance Rate	53%	51%	56%	51%	43%
Yield Rate	36%	39%	36%	42%	42%
Transfers					
Applications	162	186	224	221	215
Admitted	74	89	76	76	76
Enrolled	61	60	53	59	53
Acceptance Rate	46%	48%	34%	34%	35%
Yield Rate	82%	67%	70%	78%	70%

Acceptance Rate = Admitted ÷ Applications

Yield Rate = Enrolled ÷ Admitted



Freshmen Demographics

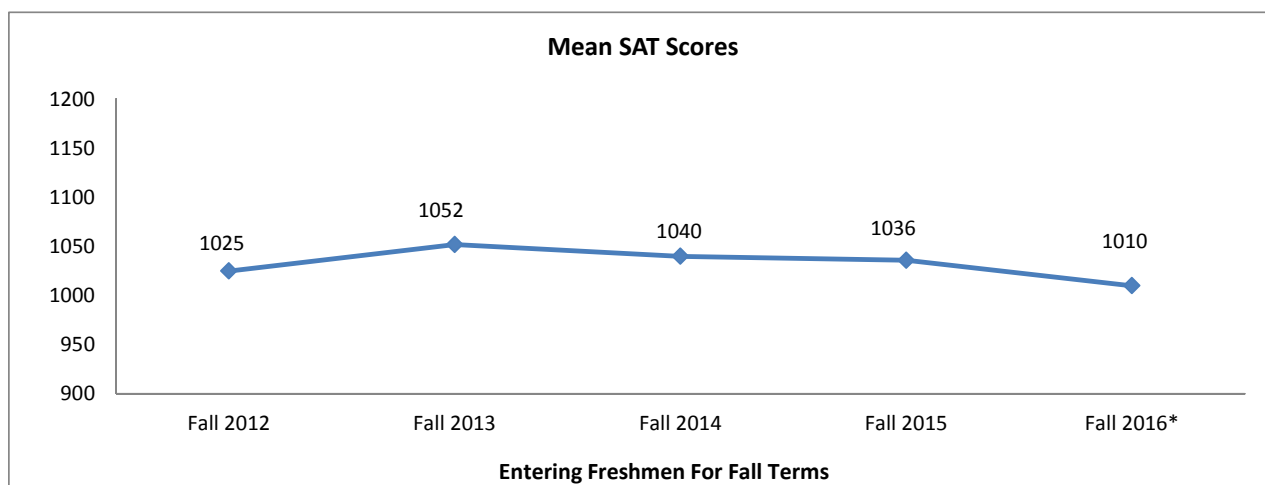
Demographics	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort
Cohort	355	100%	346	100%	309	100%	395	100%	377	100%
Men	174	49%	190	55%	171	55%	225	57%	206	55%
Women	181	51%	156	45%	138	45%	170	43%	171	45%
Athletes	152	43%	134	39%	159	51%	191	48%	166	44%
AAA Admits	32	9%	32	9%	19	6%	8	2%	1	0%
Living on Campus	291	82%	299	86%	284	76%	331	84%	326	86%
Pell Eligible	149	42%	135	39%	106	34%	152	38%	134	36%
First Generation	169	48%	176	51%	140	45%	216	55%	200	53%

Entering Freshmen SAT or ACT Converted to SAT Scale Scores

Statistical Data

Scores	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016*
Mean	1025	1052	1040	1036	1010
Median	1010	1040	1020	1030	990
Std Dev	141	130	135	126	128
Quartile 1	920	960	940	950	910
Quartile 2	1010	1040	1020	1030	990
Quartile 3	1110	1140	1130	1110	1100
Quartile 4	1580	1420	1420	1560	1420
Minimum	720	740	750	700	700
Maximum	1580	1420	1420	1560	1560

*Note: Fall 2016 SAT scores were converted to old scale.



*Note: Fall 2016 SAT scores were converted to old scale.

Entering Freshmen Distribution of SAT/ACT Converted Scores

Distribution of SAT/ACT Converted Scores	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort
860 and Below	37	10%	21	6%	19	6%	22	6%	30	8%
870 - 920	58	16%	38	11%	49	16%	66	17%	77	20%
930 - 1020	94	26%	89	26%	86	28%	106	27%	117	31%
1030 - 1130	85	24%	98	28%	80	26%	112	28%	79	21%
1140 and Above	80	23%	92	27%	73	24%	88	22%	73	19%
None	1	0%	8	2%	2	1%	1	0%	1	0%
Total	355	100%	346	100%	309	100%	395	100%	377	100%

Entering Freshmen High School GPA Statistical Data

High School GPA Data	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Mean	3.6	3.7	3.7	3.6	3.5
Median	3.6	3.7	3.7	3.6	3.6
Std Dev	0.5	0.5	0.6	0.5	0.6
Quartile 1	3.2	3.4	3.3	3.2	3.2
Quartile 2	3.6	3.7	3.7	3.6	3.6
Quartile 3	3.9	4.0	4.0	3.9	4.0
Quartile 4	5.9	6.2	6.3	6.1	6.5
Minimum	2.1	1.9	2.0	2.0	2.1
Maximum	5.9	6.2	6.3	6.1	6.5

Entering Freshmen Distribution of High School GPAs

Distribution High School GPAs	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort
Less than 3.1	56	16%	34	10%	63	20%	62	16%	69	18%
3.1 - 3.49	88	25%	75	22%	67	22%	91	23%	87	23%
3.5 - 3.99	125	35%	122	35%	104	34%	148	37%	91	24%
4.0 and Above	64	18%	92	27%	60	19%	83	21%	118	31%
None	22	6%	23	7%	15	5%	11	3%	12	3%
Total	355	100%	346	100%	309	100%	395	100%	377	100%

**Entering Freshmen High School Class Percentile Rank Statistical
Data**

School Percentile Rank Data	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Mean	29%	27%	29%	29%	33%
Median	26%	23%	25%	26%	31%
Std Dev	19%	19%	20%	21%	21%
Quartile 1	16%	12%	12%	12%	15%
Quartile 2	26%	23%	25%	26%	31%
Quartile 3	39%	41%	42%	42%	47%
Quartile 4	91%	94%	91%	86%	90%
Minimum	1.0%	1.0%	0.4%	0.7%	0.2%
Maximum	91%	94%	91%	86%	90%

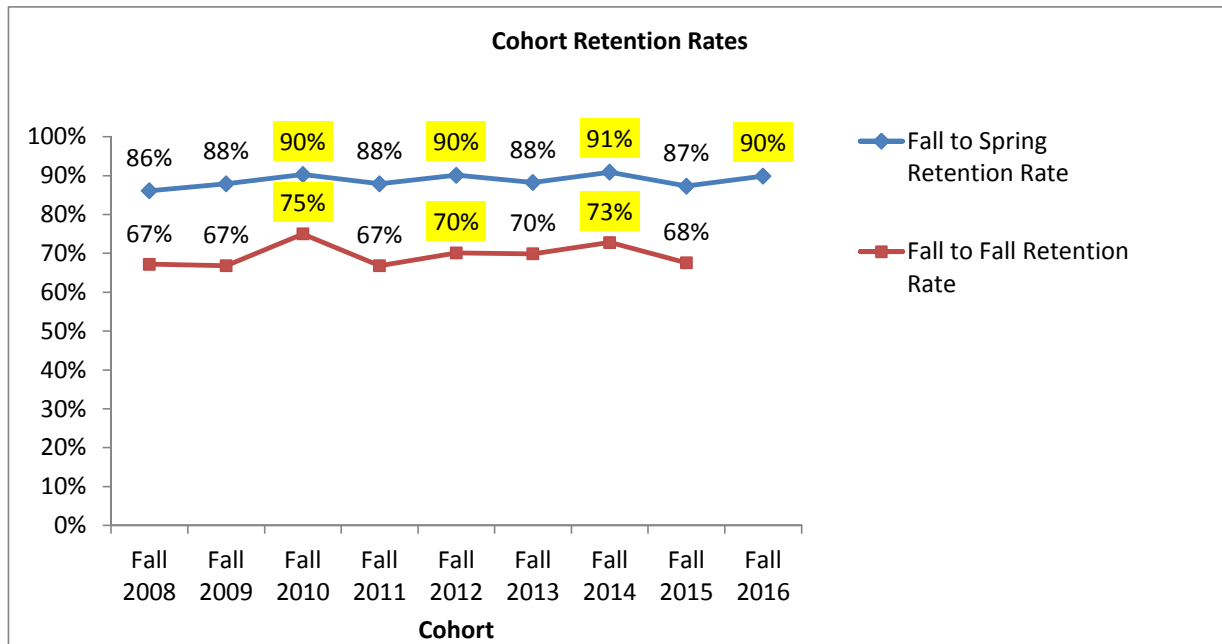
Entering Freshmen Distribution of High School Class Percentile Rank

Distribution High School Percentile Rank	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort	Count	Percent of Cohort
Top 25%	167	47%	164	47%	148	48%	172	44%	131	35%
26% - 50%	117	33%	99	29%	94	30%	117	30%	136	36%
51% - 75%	37	10%	34	10%	40	13%	51	13%	63	17%
76% - 100%	8	2%	5	1%	6	2%	12	3%	10	3%
No Class Rank	26	7%	44	13%	21	7%	43	11%	37	10%
Total	355	100%	346	100%	309	100%	395	100%	377	100%

Source: Registrar and Institutional Research

Retention Data

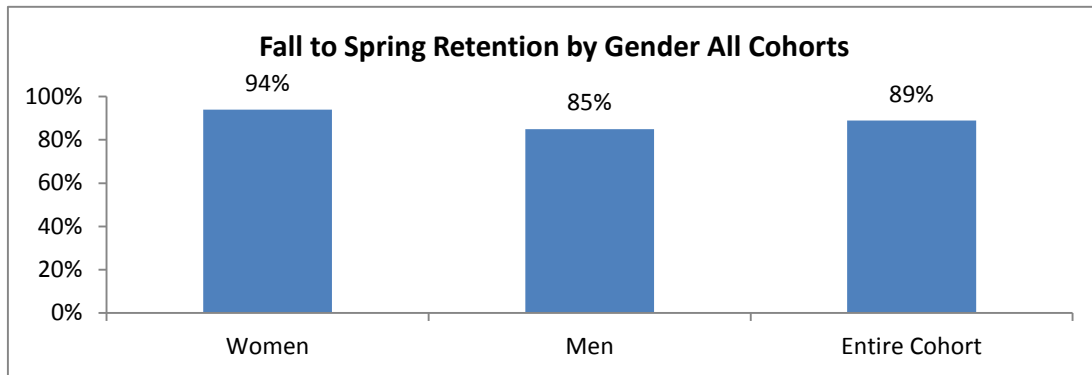
Cohort	Fall to Spring Retention Rate	Fall to Fall Retention Rate
Fall 2008	86%	67%
Fall 2009	88%	67%
Fall 2010	90%	75%
Fall 2011	88%	67%
Fall 2012	90%	70%
Fall 2013	88%	70%
Fall 2014	91%	73%
Fall 2015	87%	68%
Fall 2016	90%	



Fall to Spring Retention Demographics Fall 2011-2016 Cohorts

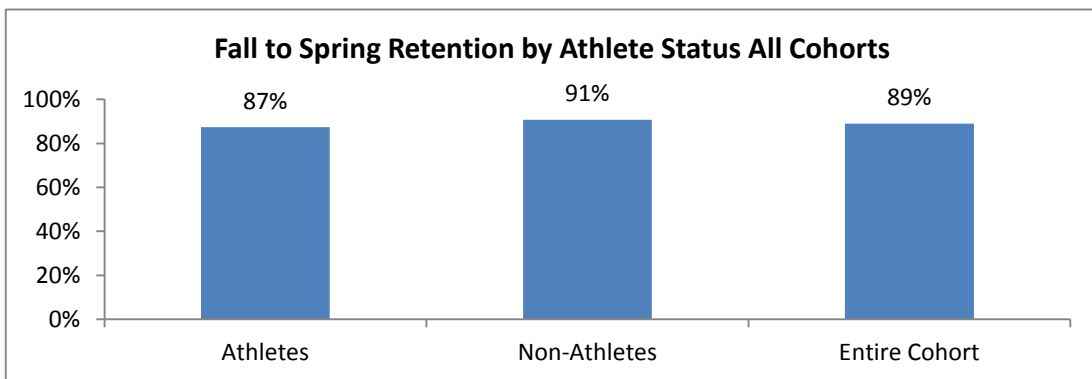
Gender

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Total
Women	93%	91%	95%	96%	92%	94%	94%
Men	83%	90%	83%	87%	84%	86%	85%
Entire Cohort	88%	90%	88%	91%	87%	90%	89%



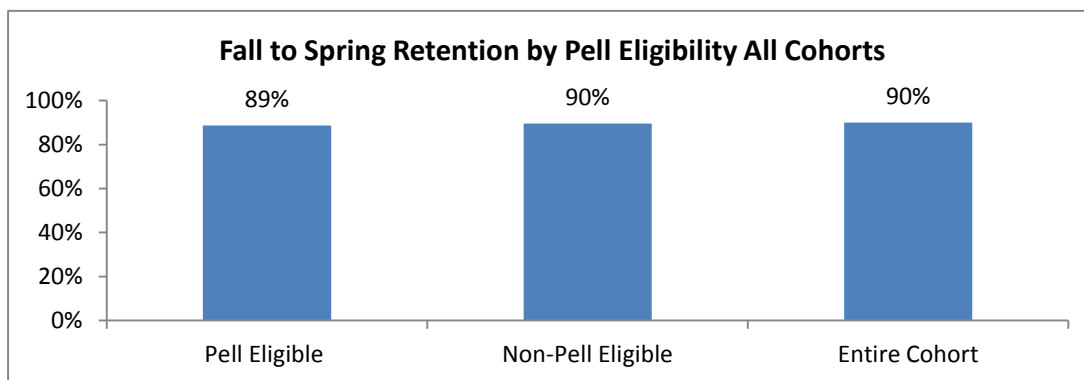
Athletes

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Total
Athletes	84%	89%	88%	91%	86%	88%	87%
Non-Athletes	90%	91%	88%	91%	89%	91%	91%
Entire Cohort	88%	90%	88%	91%	87%	90%	89%



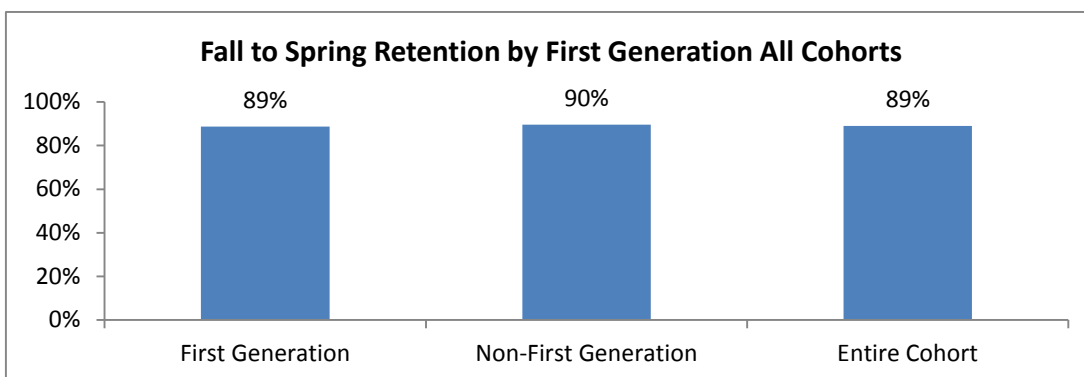
Pell Eligible

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Total
Pell Eligible	91%	89%	87%	90%	86%	87%	89%
Non-Pell Eligible							
Eligible	86%	91%	89%	91%	88%	92%	90%
Entire Cohort	88%	90%	88%	91%	87%	90%	90%



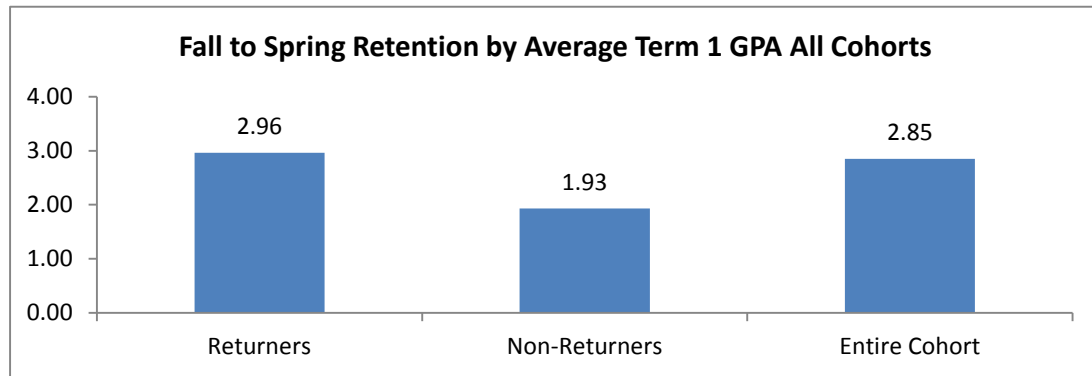
First Generation

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Total
First Generation	92%	87%	90%	91%	85%	87%	89%
Non-First Generation	84%	94%	86%	92%	89%	93%	90%
Entire Cohort	88%	90%	88%	91%	87%	90%	89%



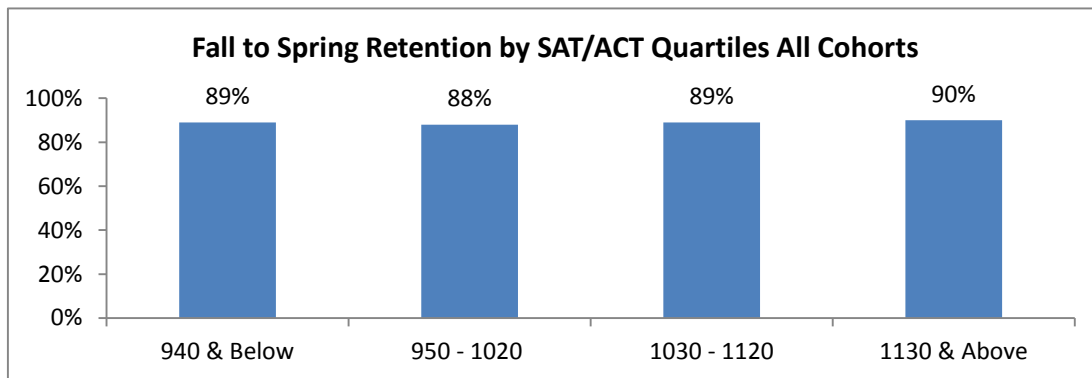
Average Term 1 GPA

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Total
Returners	2.94	2.98	3.02	2.91	2.98	3.05	2.96
Non-Returners	1.58	2.09	2.12	2.59	2.07	1.73	1.93
Entire Cohort	2.78	2.89	2.91	2.88	2.86	2.91	2.85



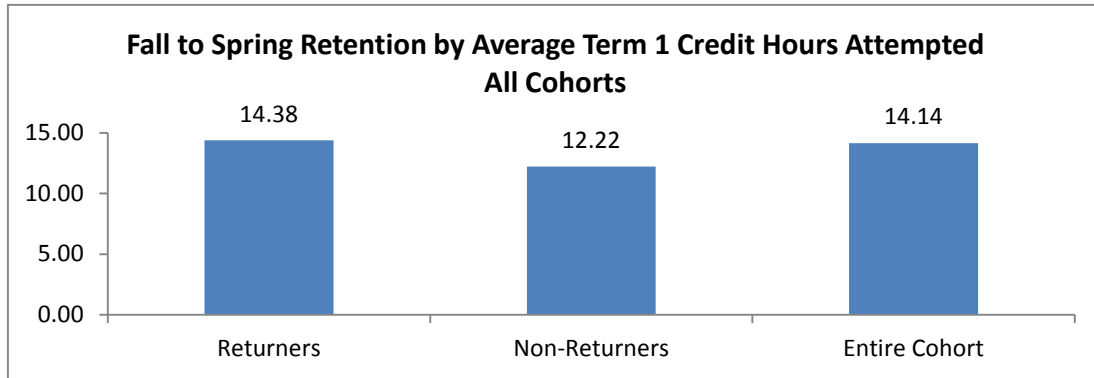
SAT/ACT Quartiles

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	All
940 & Below	88%	87%	88%	90%	88%	89%	89%
950 - 1020	89%	89%	89%	91%	85%	88%	88%
1030 - 1120	89%	91%	85%	90%	87%	91%	89%
1130 & Above	87%	92%	91%	92%	89%	92%	90%



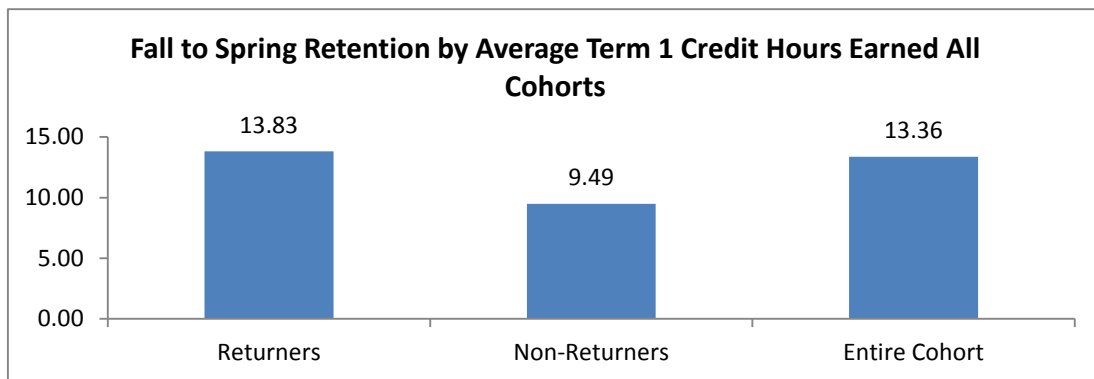
Average Term 1 Credit Hours Attempted

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	All
Returners	14.31	14.67	14.28	14.41	14.24	14.60	14.38
Non-Returners	11.63	12.46	13.10	12.50	12.04	11.87	12.22
Entire Cohort	13.99	14.45	14.14	14.23	13.96	14.32	14.14



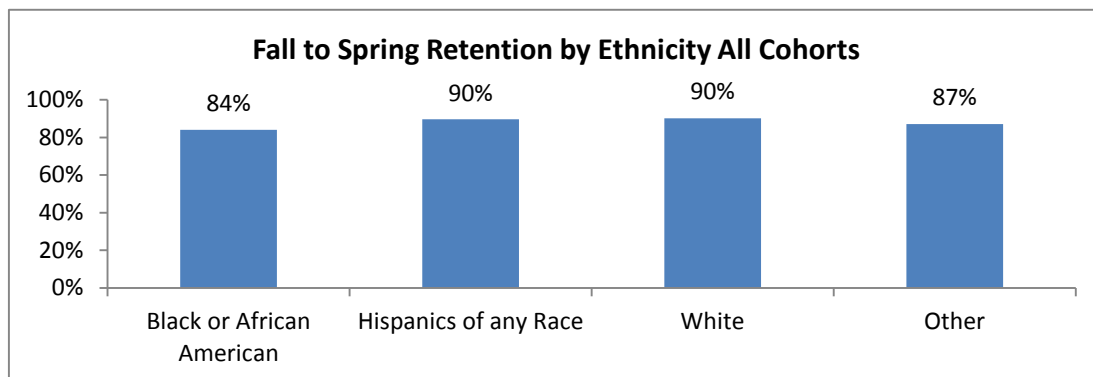
Average Term 1 Credit Hours Earned

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	All
Returners	13.69	14.23	13.93	13.69	13.53	14.31	13.83
Non-Returners	8.52	10.23	10.10	11.25	9.92	9.05	9.49
Entire Cohort	13.07	13.84	13.47	13.47	13.07	13.78	13.36



Ethnicity

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	All
Black or African American	89%	84%	100%	75%	82%	80%	84%
Hispanics of any Race	84%	93%	82%	94%	87%	93%	90%
White	90%	89%	91%	92%	88%	92%	90%
Other	90%	88%	86%	88%	93%	81%	87%



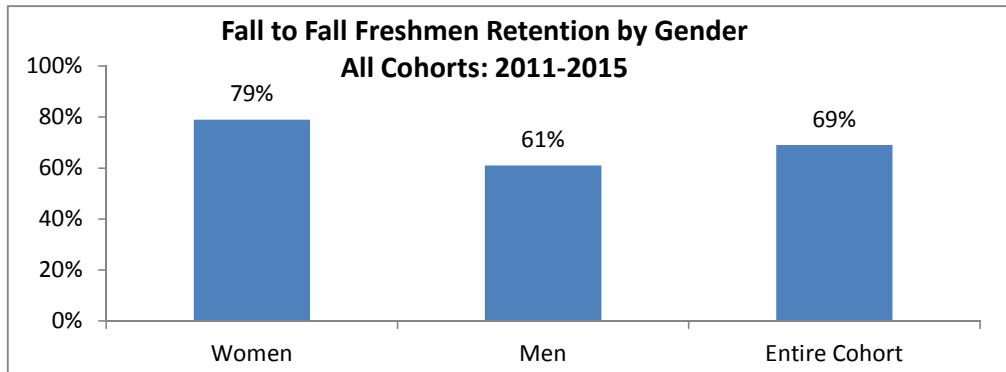
Frequency and Retention from Fall to Spring by Term 1 GPA Bands

Cohort	Below 2.0		2.0-2.4999		2.5-2.9999		3.0 & Above	
	# in Cohort	% Returning	# in Cohort	% Returning	# in Cohort	% Returning	# in Cohort	% Returning
Fall 2011	67	60%	54	87%	61	85%	216	98%
Fall 2012	47	77%	52	83%	63	94%	193	94%
Fall 2013	46	67%	46	83%	53	92%	201	93%
Fall 2014	49	88%	37	89%	52	87%	171	94%
Fall 2015	65	72%	49	82%	55	80%	226	95%
Fall 2016	51	65%	47	83%	64	95%	215	96%
All	402	71%	329	85%	407	89%	1382	95%

Fall to Fall Retention Demographics

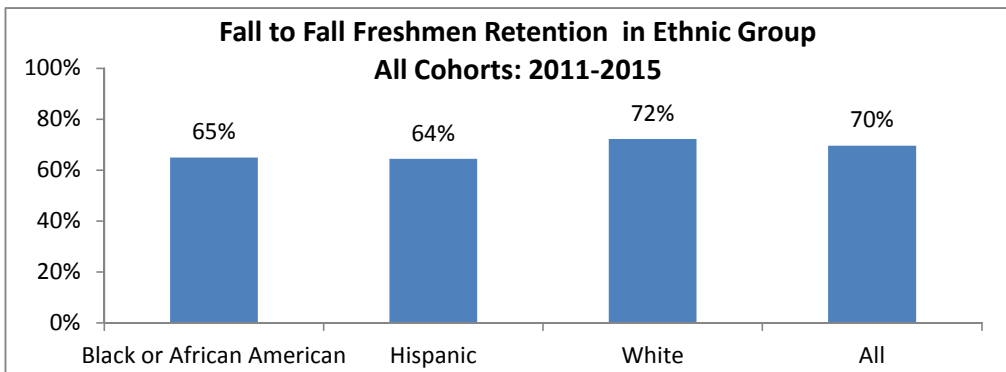
Gender

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Total
Women	75%	78%	81%	80%	79%	79%
Men	59%	61%	61%	66%	59%	61%
Entire Cohort	67%	70%	70%	73%	68%	69%



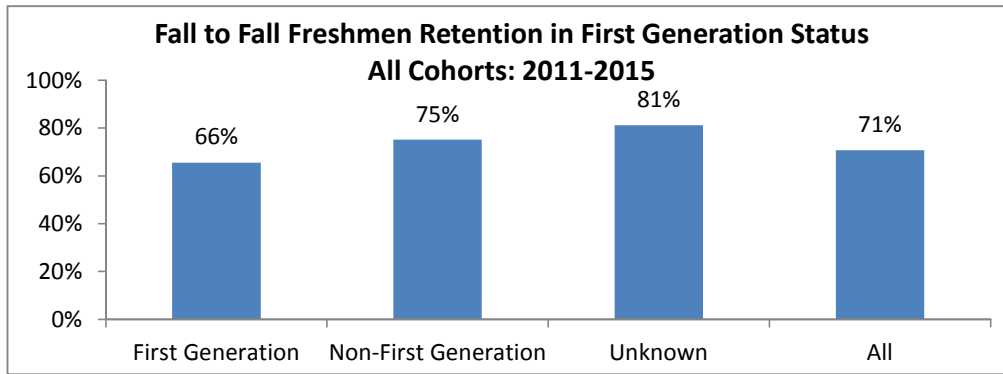
Ethnicity

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Total
Black or African American						
American	59%	59%	79%	71%	56%	65%
Hispanic	56%	62%	65%	73%	65%	64%
White	74%	71%	73%	72%	71%	72%
All	67%	70%	70%	73%	68%	70%



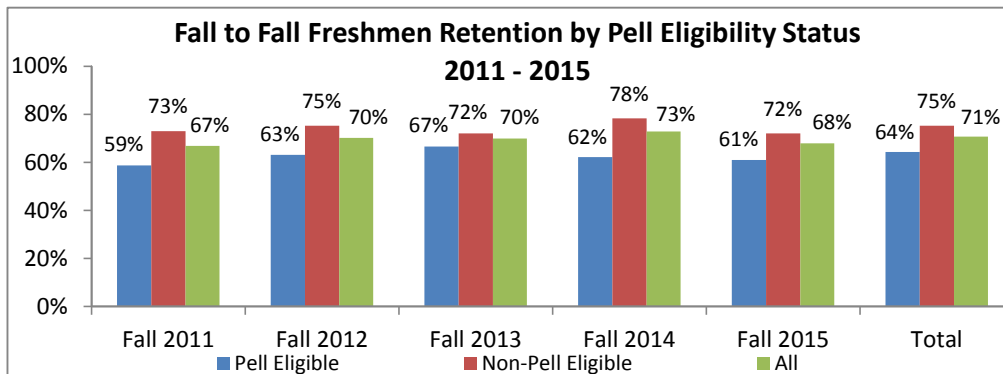
Percent Retained within First Generation Status

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Total
First Generation	58%	65%	64%	71%	64%	66%
Non-First Generation	77%	74%	76%	70%	71%	75%
Unknown	50%	90%	75%	82%	91%	81%
All	67%	70%	70%	73%	68%	71%



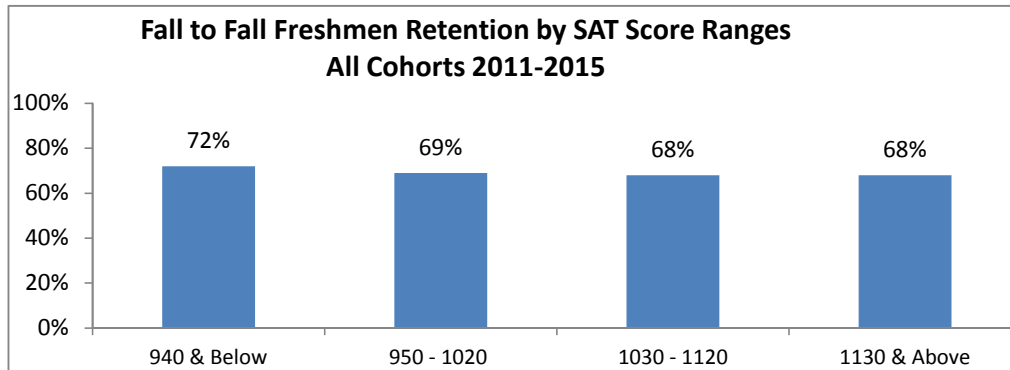
Percent Retained by Pell Eligibility Status for Fall Entering Cohorts

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Total
Pell Eligible	59%	63%	67%	62%	61%	64%
Non-Pell Eligible	73%	75%	72%	78%	72%	75%
All	67%	70%	70%	73%	68%	71%



SAT/ACT Quartiles

Cohort	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	All
940 & Below	78%	62%	77%	72%	67%	72%
950 - 1020	73%	69%	70%	73%	60%	69%
1030 - 1120	58%	71%	68%	71%	71%	68%
1130 & Above	51%	78%	65%	75%	71%	68%



Frequency and Retention from Fall to Fall by Term 1 GPA Bands

Cohort	Below 2.0		2.0-2.4999		2.5-2.9999		3.0 & Above	
	# in Cohort	% Returning	# in Cohort	% Returning	# in Cohort	% Returning	# in Cohort	% Returning
Fall 2011	67	25%	54	50%	61	59%	216	86%
Fall 2012	47	32%	52	52%	63	73%	193	83%
Fall 2013	46	20%	46	59%	53	66%	201	85%
Fall 2014	49	45%	37	65%	52	65%	171	85%
Fall 2015	65	34%	49	61%	55	56%	226	81%
All	351	32%	282	61%	343	66%	1167	85%

15 TO FINISH

Data shows that any student, regardless of first generation status, Pell eligibility, SAT score, or ethnic group membership who attempts 15 or more credit hours in the first term will have a higher retention rate than those who attempt less than 15 credit hours in the first term. See tables and graphs below.

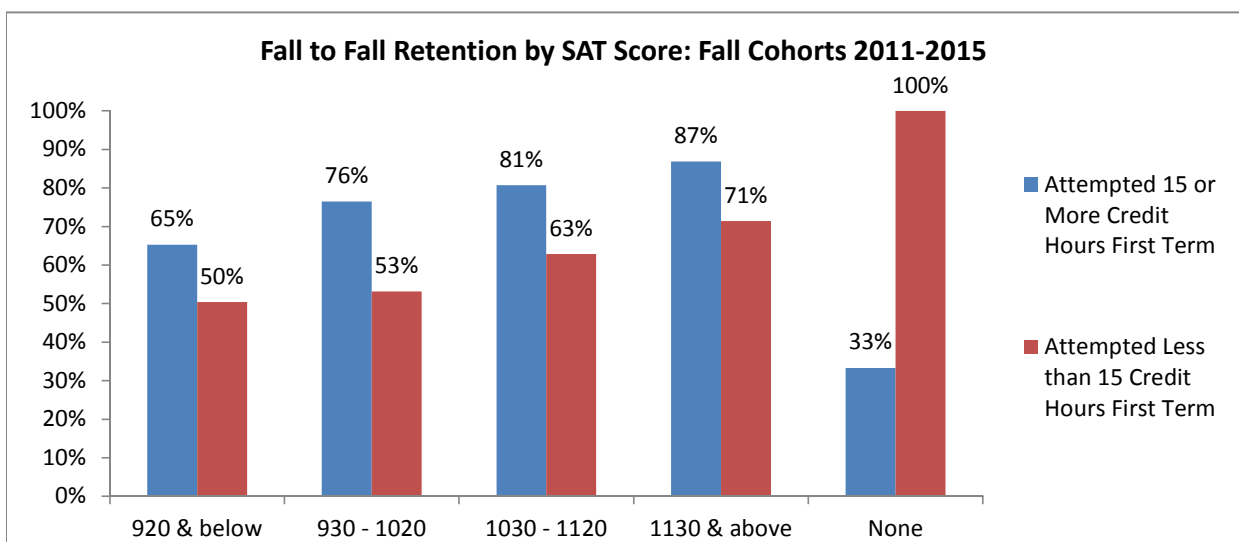
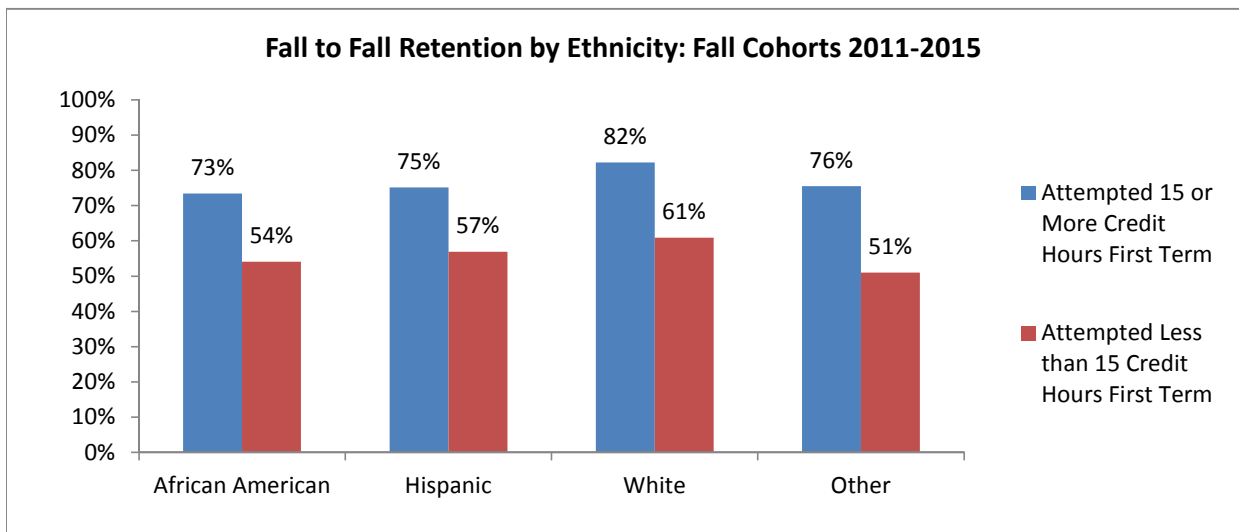
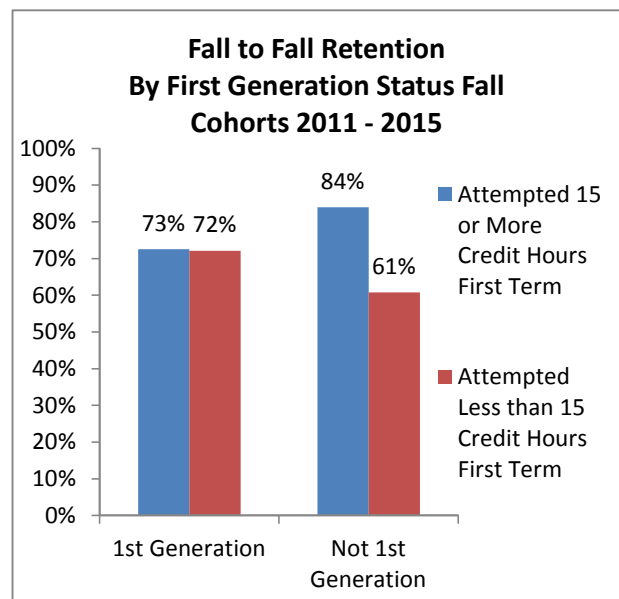
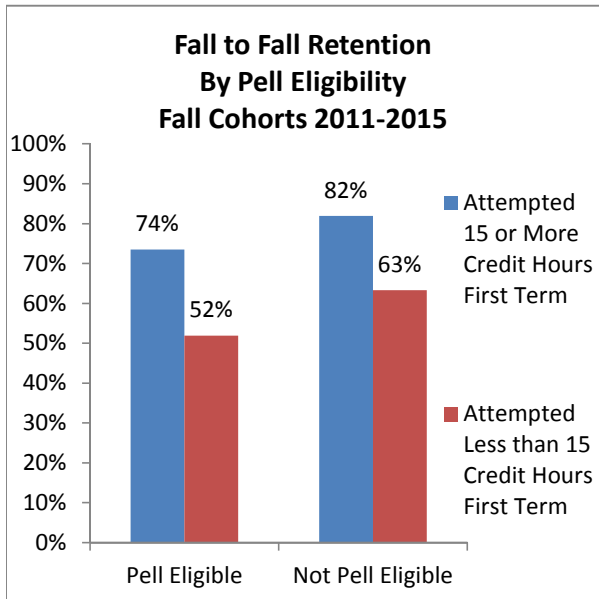
Freshmen Retention

Fall to Fall Retention 2011-2015 (Total 'n' = 1,803 in Dataset)

	Attempted 15 or More Credit Hours First Term			Attempted Less than 15 Credit Hours First Term		
	# Retained	# Total	% Retained	# Retained	# Total	% Retained
1st Generation	325	448	73%	254	352	72%
Not 1st Generation	378	450	84%	214	352	61%
Pell Eligible	250	340	74%	195	376	52%
Not Pell Eligible	511	624	82%	293	463	63%
African American	58	79	73%	53	98	54%
Hispanic	227	302	75%	160	281	57%
White	439	534	82%	249	409	61%
Other	37	49	76%	26	51	51%

Retention Rates of SAT or ACT Scores Converted to SAT Scale Quartiles

SAT Quartiles	Attempted 15 or More Credit Hours First Term			Attempted Less than 15 Credit Hours First Term		
	# Retained	# Total	% Retained	# Retained	# Total	% Retained
920 & below	107	164	65%	123	244	50%
930 - 1020	179	234	76%	126	237	53%
1030 - 1120	209	259	81%	127	202	63%
1130 & above	264	304	87%	110	154	71%
None	1	3	33%	2	2	100%



Data shows that any student regardless of first generation status, pell eligibility, SAT score, or ethnic group membership who attempts 15 or more credit hours in the first term will have a higher graduation rate than those who attempt less than 15 credit hours in the first term. See tables and graphs below.

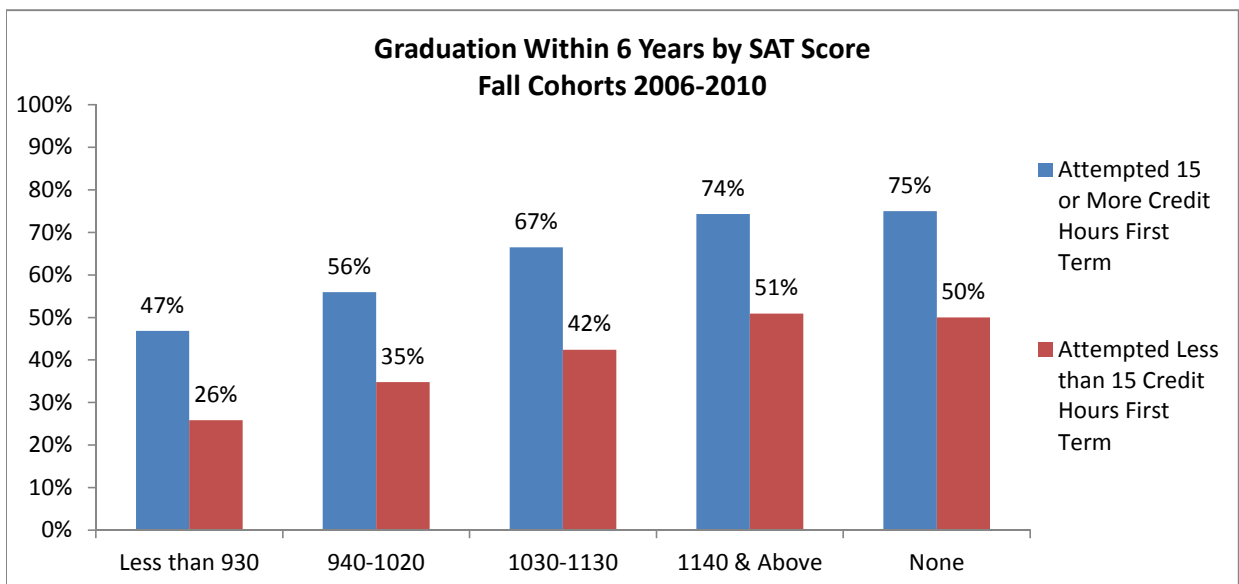
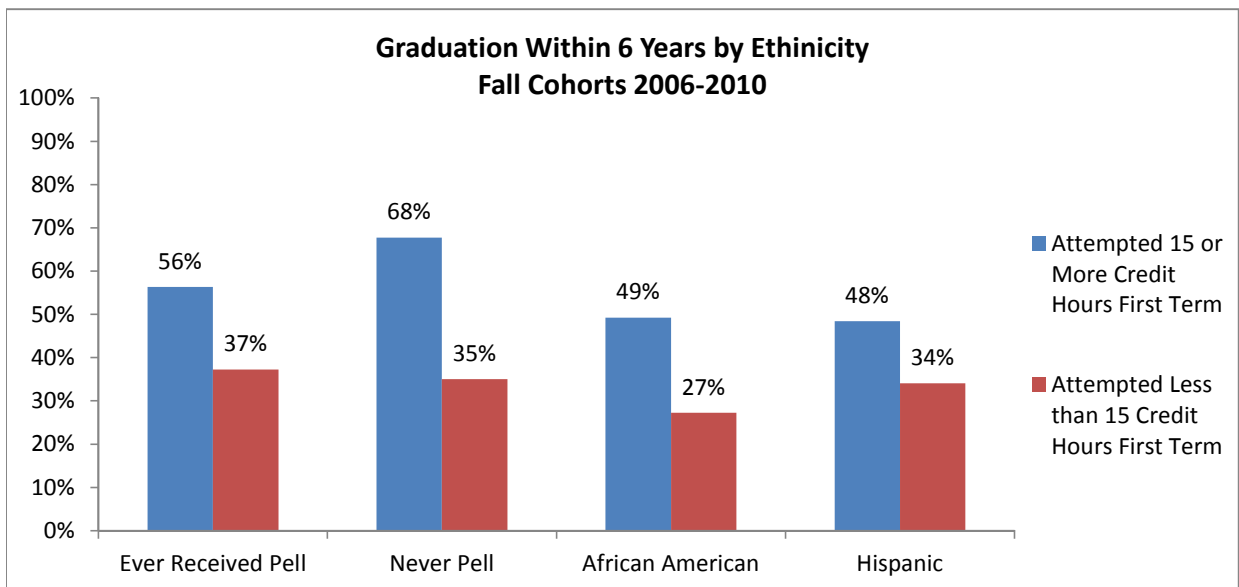
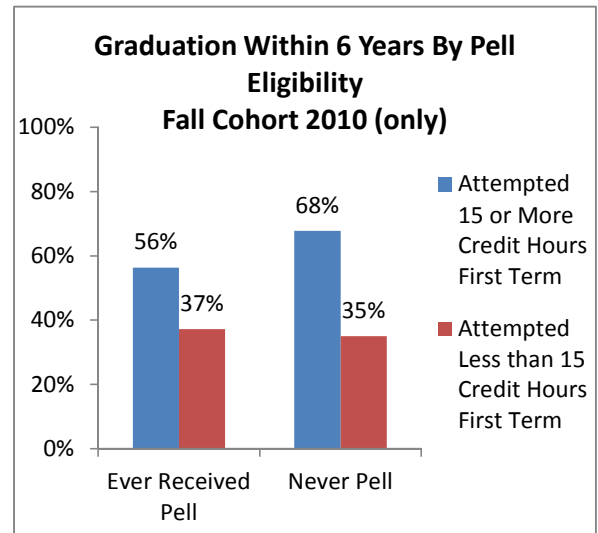
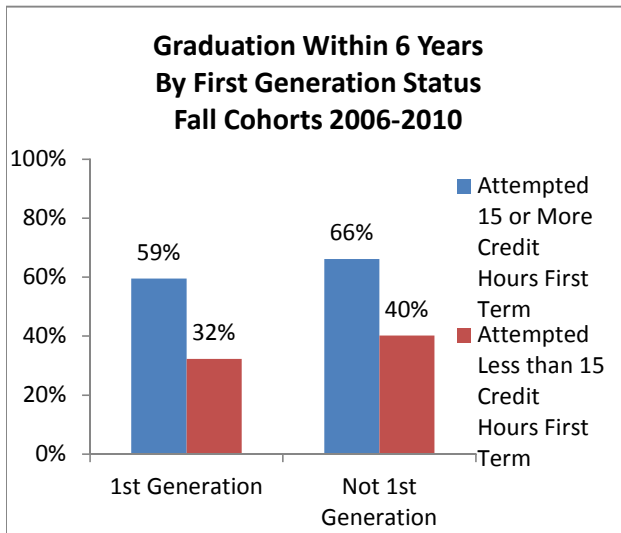
Graduation Rates

Graduation Rates Within 6 Years Fall 2006-2010 Cohorts (Total 'n' = 1833 in Dataset)

	Attempted 15 or More Credit Hours First Term			Attempted Less than 15 Credit Hours First Term		
	# Graduated	# Total	% Graduated	# Graduated	# Total	% Graduated
1st Generation	185	311	59%	170	526	32%
Not 1st Generation	282	426	66%	191	475	40%
Ever Received Pell	165	293	56%	172	462	37%
Never Pell	334	493	68%	205	585	35%
African American	33	67	49%	30	110	27%
Hispanic	76	157	48%	105	308	34%
White	369	526	70%	229	576	40%
Other	21	36	58%	13	53	25%

Graduation Rates Within 6 Years Fall 2006-2010 Cohorts (Total 'n' = 1833 in Dataset)

SAT Ranges	Attempted 15 or More Credit Hours First Term			Attempted Less than 15 Credit Hours First Term		
	# Graduated	# Total	% Graduated	# Graduated	# Total	% Graduated
Less than 930	59	126	47%	96	371	26%
940-1020	103	184	56%	95	273	35%
1030-1130	143	215	67%	95	224	42%
1140 & Above	185	249	74%	86	169	51%
None	9	12	75%	5	10	50%



Graduation Data

Overview of Retention and Graduation

Fall to Fall Retention of Fall First Time Freshmen Cohorts

Graduation rates are calculated as for IPEDS using a year end of August 31.

Semester	# in Cohort	2nd Yr. Retention	3rd Yr. Retention	4th Yr. Retention	4 Yr. Grad. Rate	5 Yr. Grad. Rate	6 Yr. Grad. Rate
Fall 2005	380	68%	55%	50%	28%	45%	49%
Fall 2006	387	64%	53%	48%	27%	42%	46%
Fall 2007	365	72%	56%	51%	31%	49%	52%
Fall 2008	396	67%	50%	47%	31%	43%	44%
Fall 2009	346	67%	50%	47%	30%	45%	47%
Fall 2010	340	75%	57%	54%	30%	49%	52%
Fall 2011	398	67%	56%	50%	35%	51%	
Fall 2012	355	70%	58%	54%	39%		
Fall 2013	346	70%	61%	54%			
Fall 2014	309	73%	59%				
Fall 2015	395	68%					

Graduate Demographics

6-Year Graduation Rates for Freshmen Cohorts Fall 2006-Fall 2010

Graduates by Gender

Gender	Fall 2006 Cohort Count	Fall 2006 Cohort Percent of Grads	Fall 2007 Cohort Count	Fall 2007 Cohort Percent of Grads	Fall 2008 Cohort Count	Fall 2008 Cohort Percent of Grads	Fall 2009 Cohort Count	Fall 2009 Cohort Percent of Grads	Fall 2010 Cohort Count	Fall 2010 Cohort Percent of Grads
Male	74	42%	84	45%	70	40%	76	47%	76	43%
Female	102	58%	104	55%	104	60%	87	53%	101	57%
Total	176	100%	188	100%	174	100%	163	100%	177	100%

Graduates by Ethnicity

Ethnicity	Fall 2006 Cohort Count	Fall 2006 Cohort Percent of Grads	Fall 2007 Cohort Count	Fall 2007 Cohort Percent of Grads	Fall 2008 Cohort Count	Fall 2008 Cohort Percent of Grads	Fall 2009 Cohort Count	Fall 2009 Cohort Percent of Grads	Fall 2010 Cohort Count	Fall 2010 Cohort Percent of Grads
Asian	3	2%	0	0%	1	1%	1	1%	2	1%
American Indian	0	0%	1	1%	1	1%	0	0%	1	1%
Black, non-Hispanic	10	6%	15	8%	13	7%	13	8%	12	7%
Hispanic	28	16%	32	17%	39	22%	35	21%	47	27%
Non-Resident Alien	2	1%	0	0%	3	2%	5	3%	0	0%
White	127	72%	137	73%	117	67%	108	66%	111	63%
Two or more races	1	1%	0	0%	0	0%	1	1%	3	2%
Unknown	5	3%	3	2%	0	0%	0	0%	1	1%
Total	176	100%	188	100%	174	100%	163	100%	177	100%

Fall 2010 Freshman Cohort 6-year Graduation Rates by Type of Federal Financial Aid

Recipient of Federal Pell Grant	Recipient of Subsidized Federal Loan But Did Not Receive Pell Grant	Did Not Receive Either a Pell Grant or Subsidized Federal Loan	Aggregated Class
46%	58%	62%	52%

Degrees Earned (includes all Major 1 and concurrent Major 2 degrees only)

Majors	Fall 2006 Cohort		Fall 2007 Cohort		Fall 2008 Cohort		Fall 2009 Cohort		Fall 2010 Cohort	
	Count	Percent of Degrees	Count	Percent of Degrees	Count	Percent of Degrees	Count	Percent of Degrees	Count	Percent of Degrees
Accounting	8	4%	11	5%	4	2%	0	0%	0	0%
Applied Science	2	1%	1	0%	0	0%	0	0%	0	0%
Athletic Training	7	4%	3	1%	3	1%	3	2%	7	4%
Biology	22	12%	26	13%	13	6%	22	12%	13	7%
Business Administration	28	15%	42	20%	29	14%	32	17%	34	17%
Chemistry	6	3%	1	0%	4	2%	11	6%	6	3%
Communication	6	3%	10	5%	22	11%	8	4%	3	2%
Computer Science	2	1%	7	3%	5	2%	5	3%	3	2%
Dramatic Media	4	2%	2	1%	5	2%	3	2%	4	2%
Economics	1	1%	0	0%	0	0%	1	1%	0	0%
Education	11	6%	20	10%	15	7%	13	7%	17	9%
English	2	1%	3	1%	4	2%	4	2%	5	3%
History	5	3%	7	3%	6	3%	1	1%	3	2%
International Studies	0	0%	1	0%	3	1%	0	0%	0	0%
Information Systems	0	0%	1	0%	2	1%	0	0%	6	3%
Kinesiology	24	13%	27	13%	30	15%	29	15%	24	12%
Math	7	4%	4	2%	6	3%	4	2%	5	3%
Music	6	3%	3	1%	6	3%	4	2%	8	4%
Nursing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	1%
Masters of Accountancy	0	0%	0	0%	6	3%	8	4%	10	5%
Philosophy	1	1%	0	0%	3	1%	2	1%	1	1%
Physics	6	3%	2	1%	4	2%	4	2%	8	4%
Political Science	5	3%	5	2%	6	3%	4	2%	4	2%
Psychology	19	10%	16	8%	18	9%	15	8%	19	10%
Sociology	5	3%	4	2%	2	1%	6	3%	9	5%
Spanish	0	0%	3	1%	3	1%	2	1%	1	1%
Theology	8	4%	5	2%	2	1%	4	2%	6	3%
Visual Media (Art)	4	2%	3	1%	4	2%	4	2%	2	1%
Total Degrees	189	100%	207	100%	205	100%	189	100%	199	100%

Source: Registrar and Institutional Research

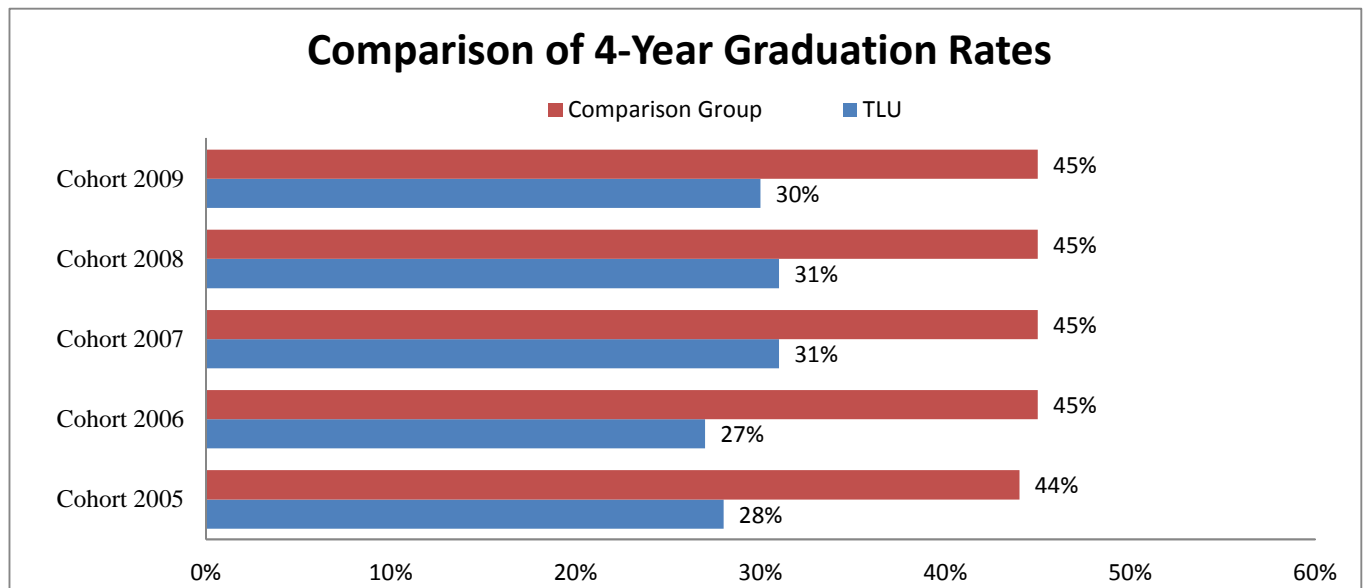
Comparison of 4-Year Graduation Rates to National Group

TLU's 4-year graduation rate is compared to a national group of institutions based on the following criteria:

- *Title IV participating
- *US only
- *Private, non-profit
- *Degree granting, primarily Baccalaureate or above
- *Carnegie classes of Masters small, BA Arts & Science, BA Diverse
- *Has full-time undergraduates

Entering Freshman Cohort	Texas Lutheran University	N	Mean	25th Percentile	Median	75th Percentile	Standard Deviation
Cohort 2005	28%	454	44%	28	43	62	23.43
Cohort 2006	27%	456	45%	27	44	63	23.28
Cohort 2007	31%	454	45%	27	45	63	22.89
Cohort 2008	31%	457	45%	28	44	63	22.98
Cohort 2009	30%	456	45%	27	44	63	23.15

Source: Integrated Postsecondary Education Data System (IPEDS)



Comparison of 6-Year Graduation Rates To National Group

Entering Freshman Cohort	TLU	N	Mean	25th Percentile	Median	75th Percentile	Std. Dev.
Cohort 2005	49%	454	55%	42	54	70	20.71
Cohort 2006	45%	456	55%	41	55	71	20.42
Cohort 2007	52%	454	56%	41	57	71	19.86
Cohort 2008	44%	457	55%	41	55	72	20.28
Cohort 2009	47%	456	55%	41	56	71	20.68

Comparison Group Criteria (Same as for 4-Year Comparison Group)

Title IV Participating

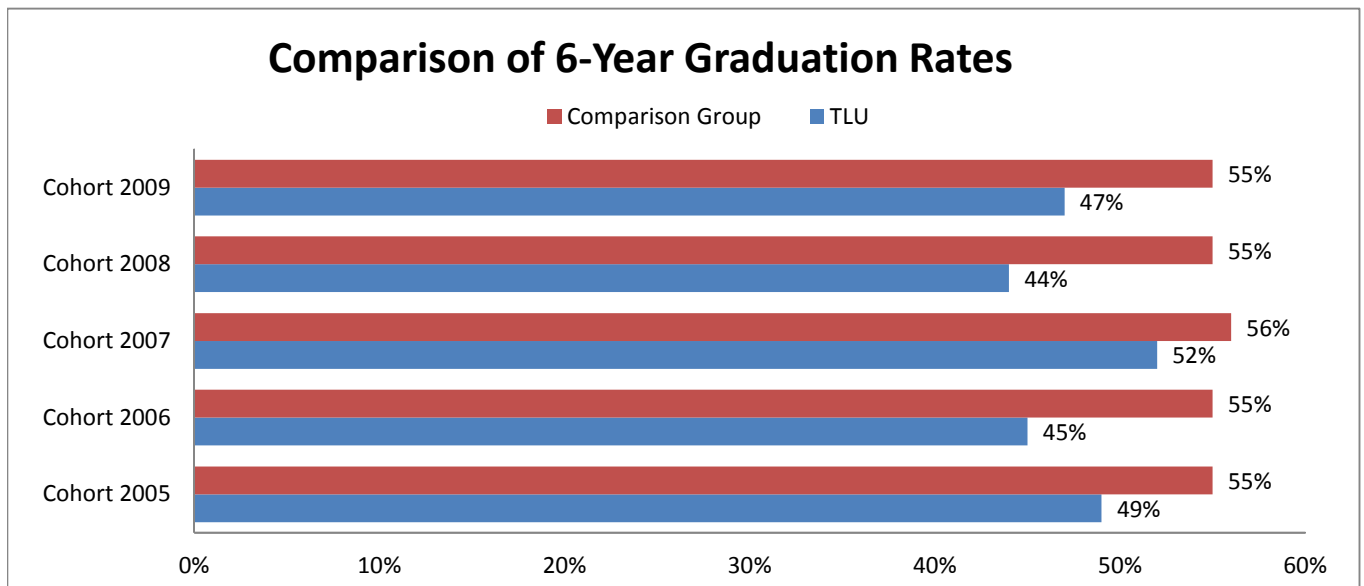
US only

Private Non-Profit

Degree Granting, Primarily Baccalaureate or above

Carnegie classes: Masters small, BA A&S, BA Diverse

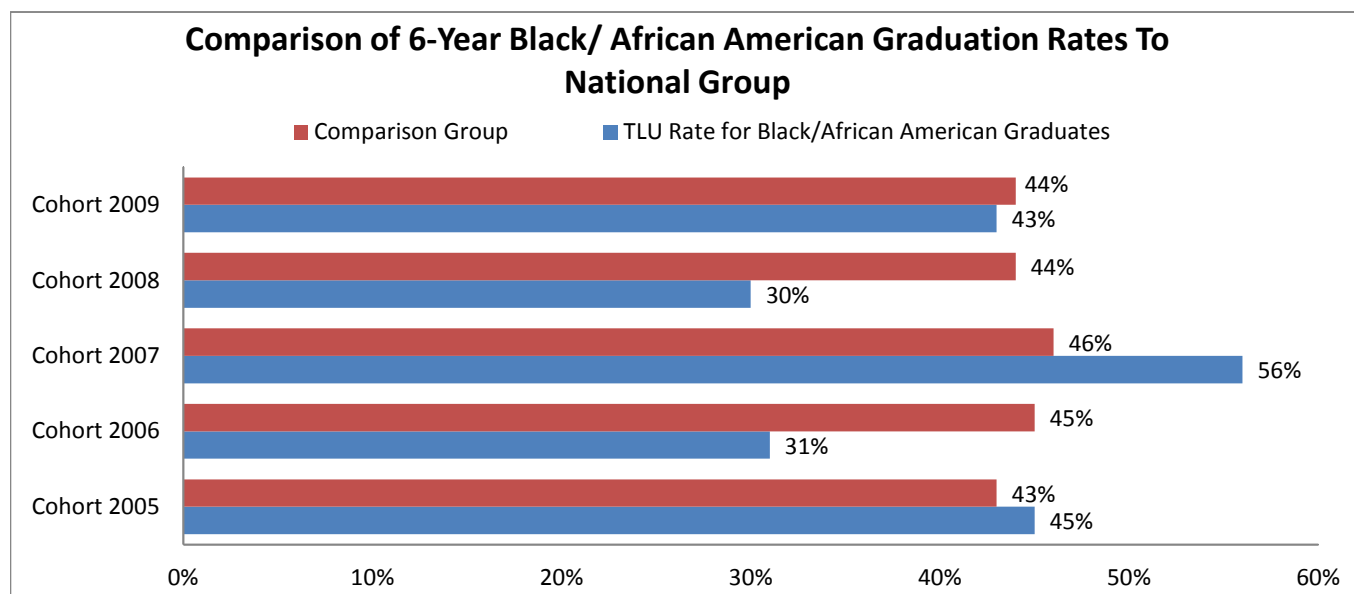
Has Full Time UG



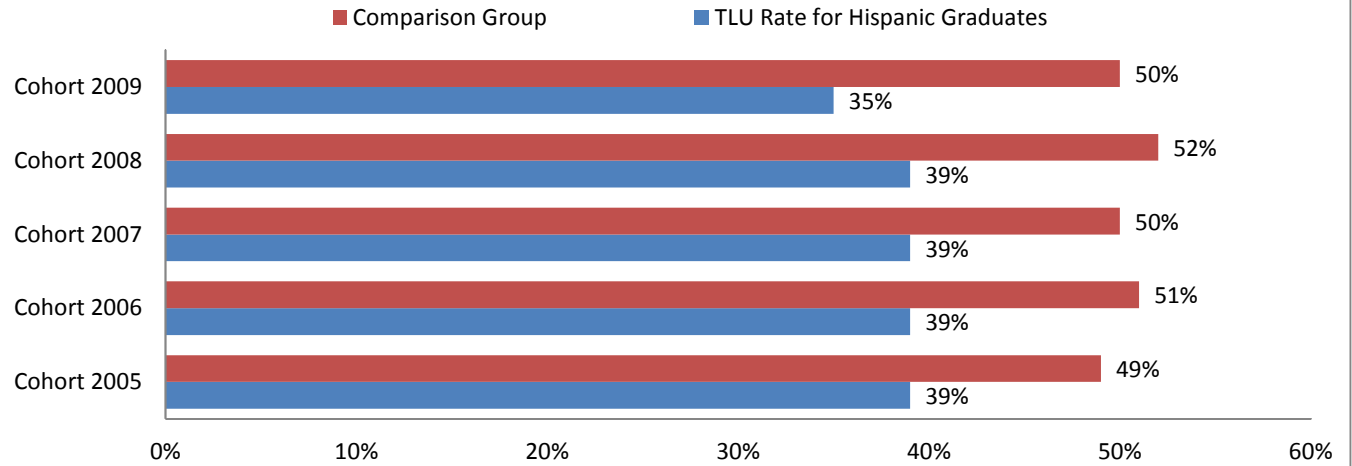
Comparison of 6-Year Graduation Rates To National Group By Ethnicity

Variable	TLU Rate for Black/African American Graduates	National Group Rate for Black/African American Graduates	TLU Rate for Hispanic Graduates	National Group Rate for Hispanic Graduates	TLU Rate for White Graduates	National Group Rate for White Graduates
Cohort 2005	45%	43%	39%	49%	52%	58%
Cohort 2006	31%	45%	39%	51%	49%	57%
Cohort 2007	56%	46%	39%	50%	60%	58%
Cohort 2008	30%	44%	39%	52%	50%	59%
Cohort 2009	43%	44%	35%	50%	54%	58%

Source: Integrated Postsecondary Education Data System (IPEDS)



Comparison of 6-Year Hispanic Graduation Rates to National Group



Comparison of 6-Year White Graduation Rates to National Group



Faculty Information

Full Time Faculty

Full Time Instructional Faculty by Gender

Gender	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Male	53%	52%	51%	48%	48%
Female	47%	48%	49%	52%	52%
Total	100%	100%	100%	100%	100%

Full Time Instructional Faculty by Ethnicity

Ethnicity	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Asian	1%	1%	1%	1%	1%
Black, non-Hispanic	3%	4%	2%	2%	1%
Hispanic	9%	7%	9%	7%	7%
White	86%	87%	85%	86%	87%
Non-Resident Alien	0%	0%	0%	0%	1%
Unknown	1%	1%	2%	2%	3%
Total	100%	100%	100%	100%	100%

Full Time Instructional Faculty by Rank

Rank	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Professor	27%	23%	28%	32%	34%
Associate Professor	31%	28%	21%	22%	25%
Assistant Professor	31%	38%	38%	33%	32%
Instructor	4%	4%	5%	4%	4%
Lecturer	6%	7%	7%	9%	5%
Total	100%	100%	100%	100%	100%

Full Time Instructional Faculty by Degree Type

Degree Type	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Terminal Degree	79%	80%	84%	81%	85%
Master Level Degree	21%	20%	16%	19%	15%
Total	100%	100%	100%	100%	100%

Full Time Instructional Faculty by Tenure Status

Tenure Status	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Tenured	60%	52%	51%	48%	59%
On Tenure Track	27%	30%	33%	40%	33%
Not On Tenure Track	13%	17%	16%	12%	8%
Total	100%	100%	100%	100%	100%

Source: AAUP Data

Part Time Faculty

****Part Time Faculty DOES NOT includes Full Time Faculty and Staff with an Overload Contract beginning with Fall 2012**

Part Time Faculty by Gender

Gender	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Male	45%	58%	52%	40%	47%
Female	55%	42%	48%	60%	53%
Total	100%	100%	100%	100%	100%

Part Time Faculty by Ethnicity

Ethnicity	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
American Indian or Alaska Native	0%	0%	0%	2%	0%
Asian	5%	4%	0%	4%	2%
Black, non-Hispanic	0%	0%	0%	0%	0%
Hispanic	5%	4%	16%	11%	14%
Non-Resident Alien	2%	0%	0%	0%	2%
White	80%	87%	79%	78%	79%
Unknown	7%	6%	5%	4%	2%
Total	100%	100%	100%	100%	

Part Time Faculty by Degree Type

Degree Type	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Terminal Degree	27%	19%	32%	27%	28%
Master Level Degree	69%	67%	66%	69%	65%
Bachelor Level Degree	4%	13%	2%	4%	7%
Total	100%	100%	100%	100%	100%

Totals may not add to 100% due to rounding.

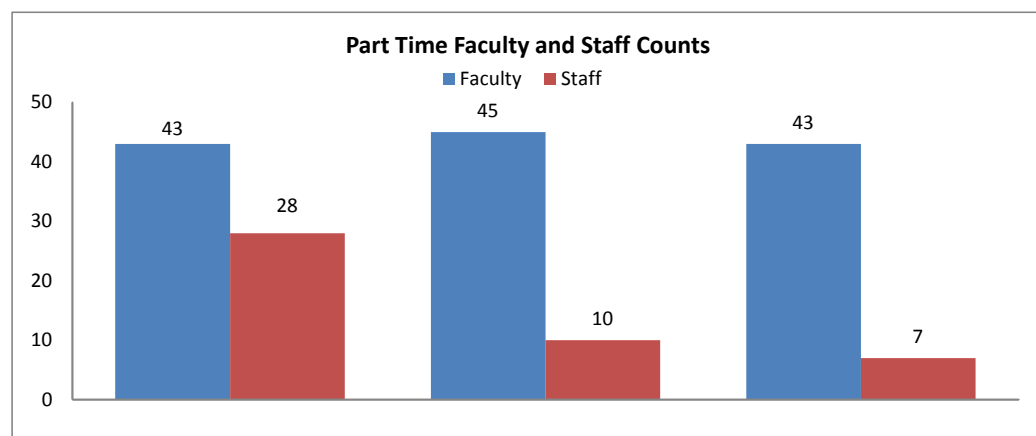
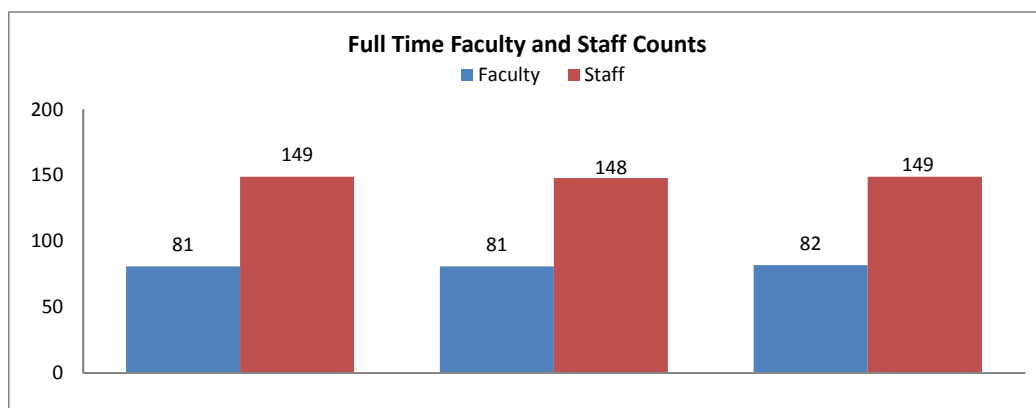
Source: Institutional Research

Faculty and Staff Counts

	Fall 2014			Fall 2015			Fall 2016		
	Full Time	Part Time	FTE	Full Time	Part Time	FTE	Full Time	Part Time	FTE
Faculty	81	43	95	81	45	96	82	43	96
Staff	149	28	159	148	10	151	149	7	151
Total	230	71	254	229	55	247	231	50	247

Full Time Staff by Ethnicity and Gender

	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Nonresident Alien	0	0	0	0	0	0	0	0	1	0
Hispanic/Latino	19	19	21	20	19	21	17	23	15	18
American Indian or Alaska native	0	0	0	0	0	0	0	0	0	0
Asian	1	2	1	2	0	1	0	1	0	1
Black or African American	7	2	7	3	6	4	5	6	3	6
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0
White	82	97	83	104	73	102	74	99	72	100
Two or More Races	0	0	0	0	0	0	0	0	0	0
Race and Ethnicity Unknown	5	1	5	1	2	2	2	2	2	3
Total	114	121	117	130	100	130	98	131	93	128



Student Faculty Ratios

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
FTE Students	1278	1304	1279	1326	1261
FTE Faculty with Librarians	95	98	101	101	101
FTE Faculty without Librarians	91	93	96	96	96
Student/Faculty Ratio with Librarians	13:1	13:1	13:1	13:1	11:1
Student/Faculty Ratio without Librarians	14:1	14:1	14:1	14:1	13:1

Class Section Sizes

Range of Enrollment	Number of Sections within a Range of Enrollment				
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
2 - 9	91	112	84	89	106
10 - 19	145	143	182	149	157
20 - 29	114	106	115	128	108
30 - 39	25	29	16	32	32
40 - 49	2	4	4	2	1
50 - 99	0	0	1	0	0
100+	0	0	0	0	0
Total	377	394	402	400	404

Semester Credit Hours by Full Time and Part Time Faculty

	Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Taught by Full Time Faculty	15,611	81%	14,048	74%	16,270	83%	14,986	86%
Taught by Part Time Faculty	3,584	19%	4,954	26%	3,282	17%	2,513	14%
Total	19,195	100%	19,002	100%	19,552	100%	17,499	100%

Source: Registrar and Institutional Research

Texas Lutheran University Financial Summary

Financial Ratios	Mean 2015	FY2016	FY2015	FY2014	FY2013	FY2012	ELCA Benchmark
Primary Reserve	0.859	0.954	1.137	1.121	1.121	1.023	> 0.40
Net Income	0.037	-0.072	0.213	-0.014	-0.058	-0.205	> 0.03
Viability	1.242	1.435	1.616	1.281	1.334	1.151	1.25 to 2.00
Return on Net Assets	0.019	0.041	0.101	0.051	0.072	-0.060	>0.06
Capitalization	0.689	0.775	0.777	0.730	0.749	0.727	0.50 to 0.85
Total Tuition Discount Ratio	0.453	0.575	0.562	0.548	0.520	0.494	n/a
Department of Education Composite Score	2.720	2.200	3.000	2.500	2.300	2.200	1.50 to 3.00
Composite Financial Index	3.500		6.400	4.400	4.400	2.700	>3.00

Operating Budget Variance (\$000)	Revenue Budget	Revenue Actual	Revenue Variance	Expense Budget	Expense Actual	Expense Variance	Surplus/ (Deficit)
FYE 5/31/2016	29,913	29,344	(569)	31,901	31,142	759	(1,798)
FYE 5/31/2015	27,700	27,781	81	29,700	31,071	(1,371)	(3,290)
FYE 5/31/2014	28,046	27,842	(204)	29,046	30,448	(1,402)	(2,606)
FYE 5/31/2013	27,486	28,130	644	28,481	29,120	(639)	(990)
FYE 5/31/2012	28,033	27,714	(319)	28,033	27,690	344	25
FYE 5/31/2011	27,365	26,991	(374)	27,365	26,717	648	274
FYE 5/31/2010	26,334	26,661	328	27,184	26,211	973	451
FYE 5/31/2009	27,004	27,915	911	27,004	25,952	1,052	1,963
FYE 5/31/2008	26,686	27,155	469	26,686	25,356	1,330	1,799
FYE 5/31/2007	25,448	25,918	470	25,448	24,661	787	1,257
FYE 5/31/2006	24,450	24,949	499	24,537	24,187	350	762
FYE 5/31/2005	23,276	24,134	858	23,276	23,193	83	941

Pooled Endowment Performance	FY2016	FY2015	FY2014	FY2013	FY2012
FY Rate of Return (net of fees)	-3.7%	1.6%	12.3%	17.5%	-5.3%
FY Benchmark Rate of Return ¹	-4.9%	2.5%	13.0%	17.3%	-5.1%
Goal Return	8.5%	8.5%	8.5%	8.5%	8.0%
Long Term Expected Return	6.4%	6.3%	8.4%	8.1%	8.5%
Spending Rate	6.5%	6.5%	6.5%	6.5%	5.5%
Market Value - Pooled Endowment (\$000)	75,639	80,958	81,055	73,047	65,004
Beck Trust (\$000)	6,123	5,583	5,512	5,243	4,871

¹ Composite of all of the pooled endowment; asset classes weighted based on our portfolio allocation

Other Critical Metrics	FY2016	FY2015	FY2014	FY2013	FY2012
Fall Full-time Enrollment	1,291	1,241	1,268	1,253	1,309
Fall FTE	1,326	1,279	1,304	1,278	1,353
Unfunded Tuition Discount	43.7%	43.1%	42.4%	39.2%	37.9%
Net Tuition per FTE (\$000)	14.6	14.2	14.1	14.4	13.7
% Student Cost covered by Tuition	68.1%	63.7%	65.7%	68.8%	72.9%
Expense per FTE (\$000)	23.5	24.3	23.3	22.8	20.5

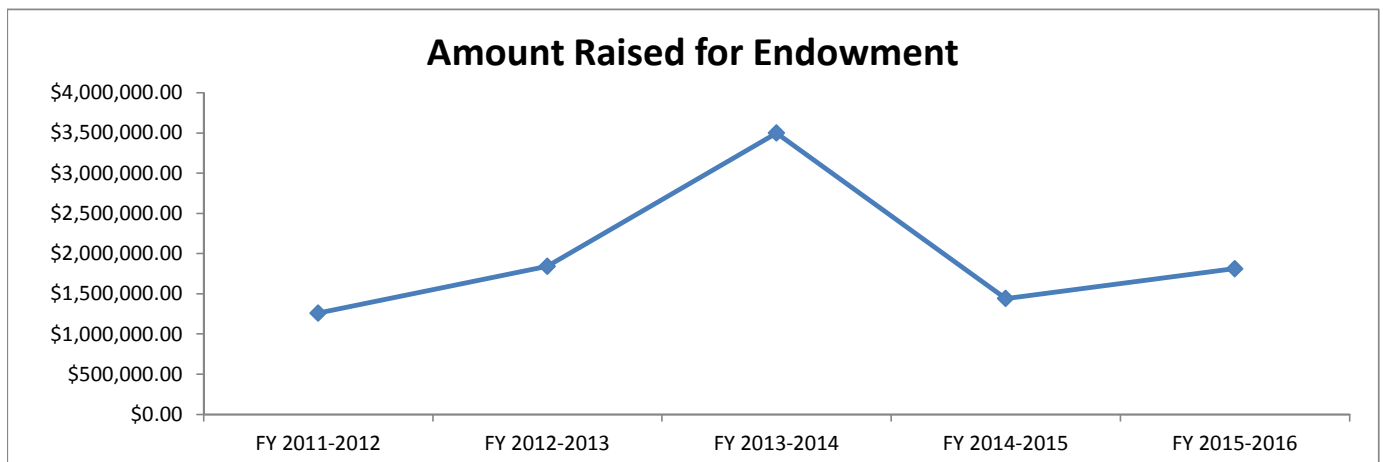
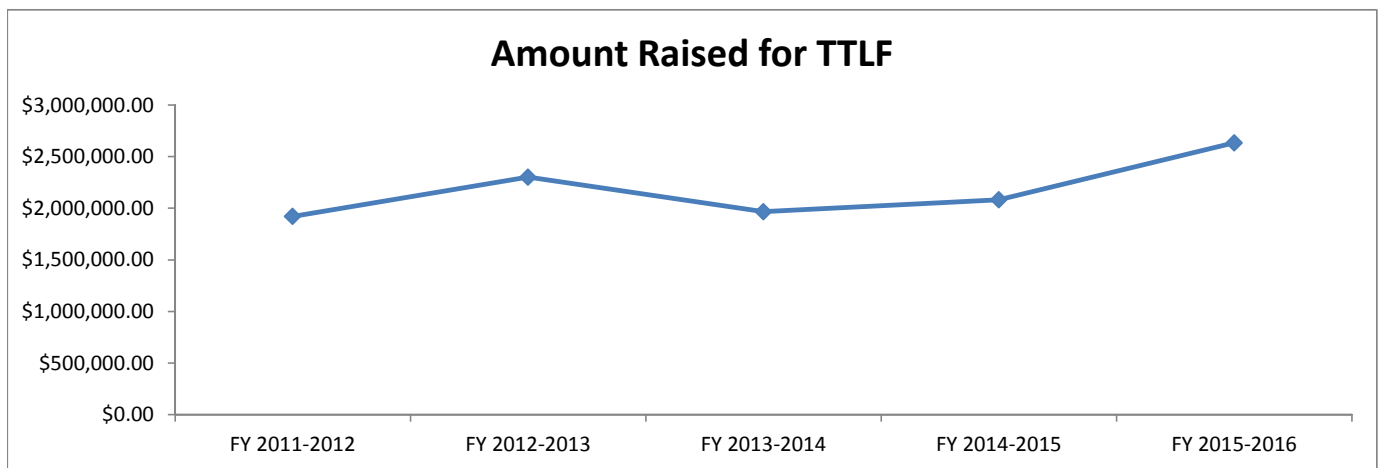
Balance Sheet Items (\$000)	FY2016	FY2015	FY2014	FY2013	FY2012
Unrestricted Cash	4,619	6,692	1,216	1,097	3,794
P,P,&E	52,506	53,921	52,110	46,639	47,190
Bonds Payable	24,521	25,720	26,880	28,045	29,092
Line of Credit - Operating	-	-	750	-	-
Line of Credit - Construction	-	-	3,435	-	-
Net Assets	125,066	130,326	117,738	111,856	104,099
Current Ratio	1.15	1.49	0.73	1.03	1.14
Quick Ratio	1.12	1.46	0.71	0.98	1.10

Source: Finance Staff

5 Year Giving Totals

FISCAL-YEAR-TO-DATE GIVING	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016
The Texas Lutheran Fund (TTLF)					
Undesignated (cash)	\$1,240,595.88	\$1,185,824.16	\$867,888.70	\$773,965.84	\$772,106.65
TTLF Designated (cash) **	\$680,086.05	\$1,116,691.83	\$1,097,988.14	\$1,309,483.99	\$1,862,483.45
TTLF	\$1,920,681.93	\$2,302,515.99	\$1,965,876.84	\$2,083,449.83	\$2,634,590.10
Endowment (cash)	\$1,260,976.01	\$1,840,121.36	\$3,499,419.01	\$1,441,395.12	\$1,812,667.92
Capital (cash)	\$668,821.01	\$511,107.50	\$738,756.41	\$1,217,726.98	\$3,466,633.39
Other (unrestricted gifts)					\$45,745.81
Total FYTD Cash Giving	\$3,850,478.95	\$4,653,744.85	\$6,204,052.26	\$4,742,571.93	\$7,959,637.22

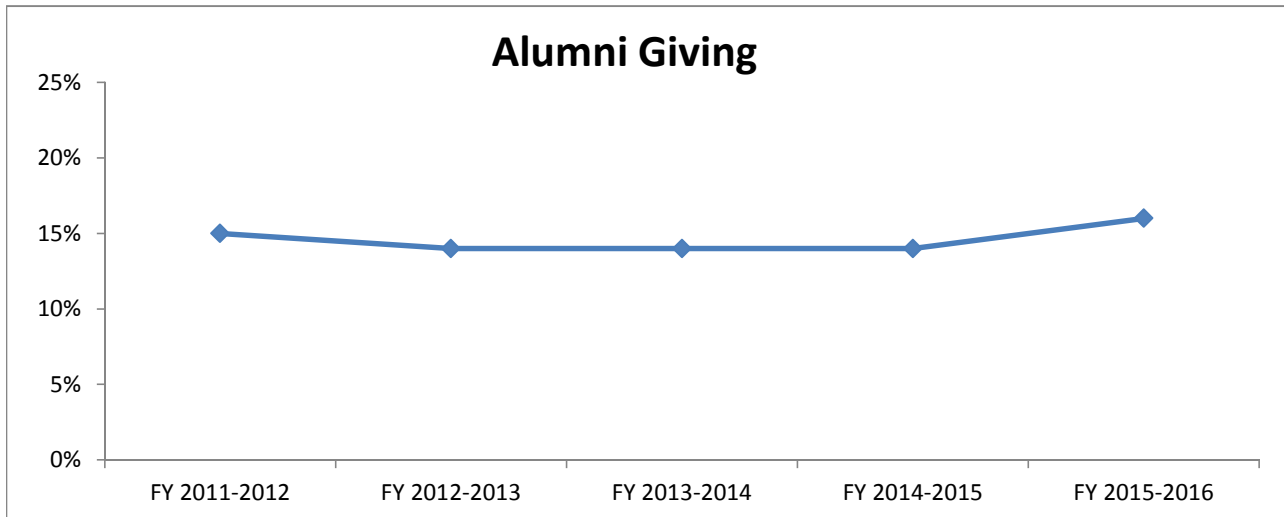
**** This report does NOT Include Pledges**



Source: Development Staff - Fonda Mathis
3/15/2017

Percent of Alumni Giving

FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016
15%	14%	14%	14%	16%



Source: Development Staff - Fonda Mathis
3/15/2017

5 Year Comparison of Total Giving By Source

Dollar Comparison

Groups	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016
Alumni	\$ 1,598,869	\$ 1,544,742	\$ 1,437,134	\$ 1,031,811	\$ 1,176,154
Friends	\$ 1,108,027	\$ 492,946	\$ 812,558	\$ 1,279,999	\$ 2,699,220
Foundations	\$ 237,133	\$ 489,273	\$ 595,331	\$ 1,002,195	\$ 1,024,327
Corporations, Businesses & Organizations	\$ 315,099	\$ 734,126	\$ 349,578	\$ 628,605	\$ 772,411
Religious Organizations	\$ 73,654	\$ 375,155	\$ 110,921	\$ 103,814	\$ 61,311
Estates - Bequests	\$ 420,643	\$ 984,941	\$ 2,869,515	\$ 665,671	\$ 2,195,141
Trusts	\$ 97,054	\$ 32,562	\$ 29,016	\$ 30,476	\$ 31,073
Total	\$ 3,850,479	\$ 4,653,745	\$ 6,204,052	\$ 4,742,572	\$ 7,959,637

Percent Comparison

Groups	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016
Alumni	42%	33%	23%	22%	15%
Friends	29%	11%	13%	27%	34%
Foundations	6%	10%	10%	21%	13%
Corporations, Businesses & Organizations	8%	16%	5%	13%	9%
Religious Organizations	2%	8%	2%	2%	1%
Estates - Bequests	11%	21%	46%	14%	28%
Trusts	3%	1%	1%	1%	1%
Total	100%	100%	100%	100%	100%

Totals may not add to 100% due to rounding.

Source: Development Staff - Fonda Mathis

3/15/2017

Financial Aid Statistics

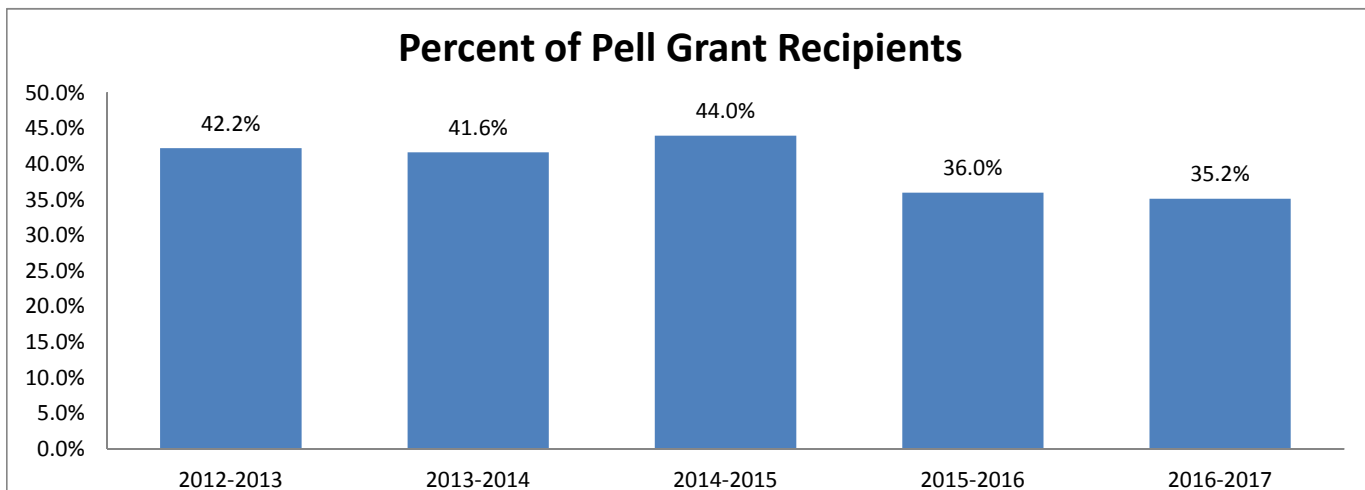
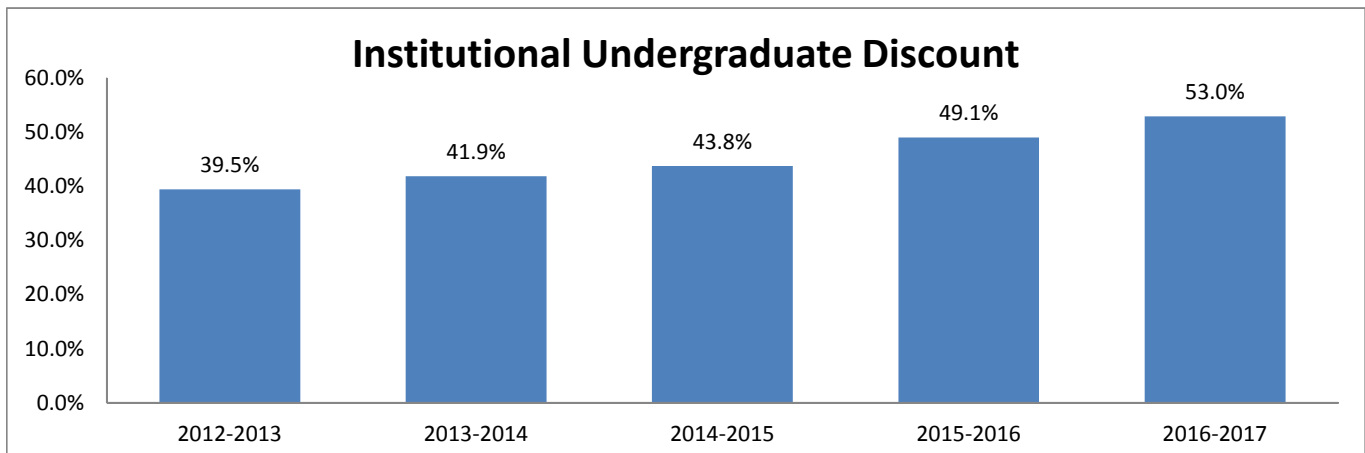
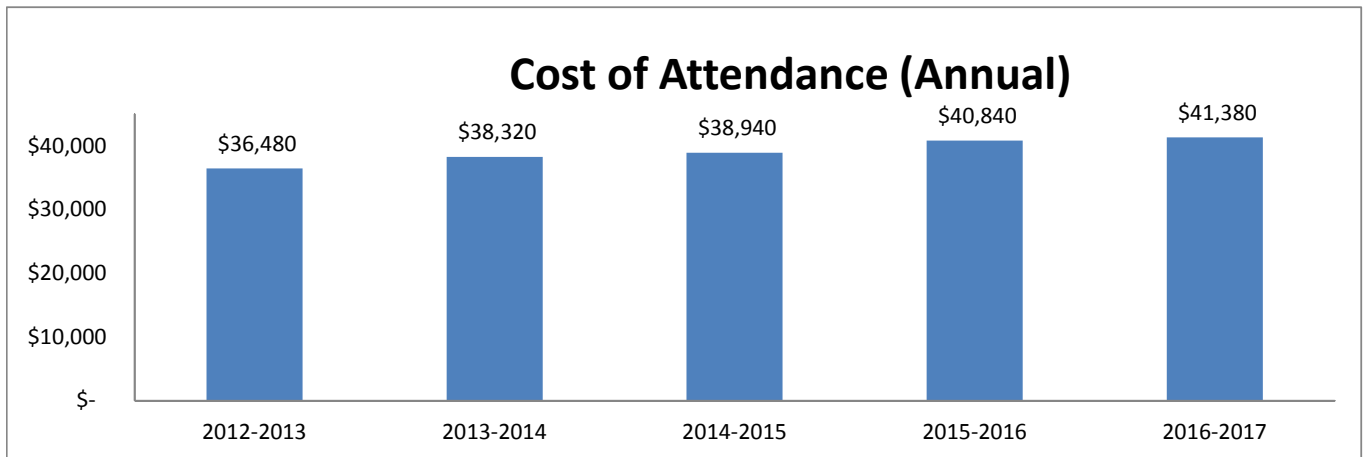
As of 12th Class Day

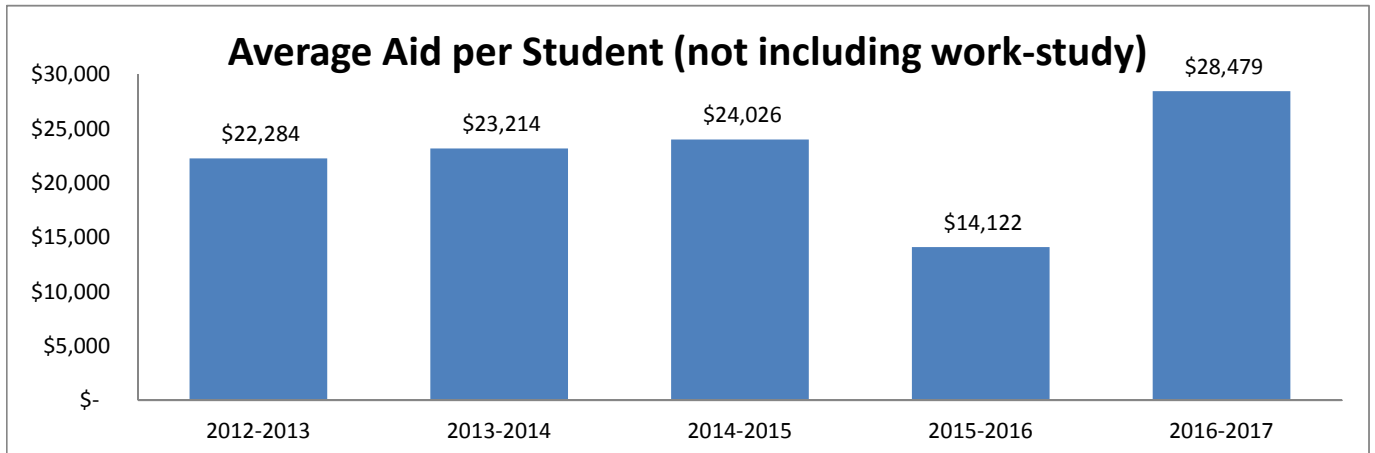
All Students					
**					
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Cost of Attendance (Annual)	\$ 36,480	\$ 38,320	\$ 38,940	\$ 40,840	\$ 41,380
Full-Time Enrollment	1253	1268	1305	1318	1226
Tuition	\$ 24,860	\$ 25,760	\$ 26,670	\$ 27,600	\$ 28,600
Institutional Undergraduate Discount	39.5%	41.9%	43.8%	49.1%	53.0%
Total # of Award Packages	1736	1685	1726	1921	1931
# of Accepted Award Packages	1235	1237	1291	1348	1292
# of Students that filed FAFSA	1160	1183	1175	1228	1172
Percent of Students that filed FAFSA	92.6%	93.3%	91.0%	93.0%	95.6%
Enrolled Students w/Financial Need	1040	1062	1073	1084	1004
Percent of Students w/Financial Need	83.0%	83.8%	82.2%	88.0%	81.9%
Average Financial Need of FAFSA filers	\$ 24,153	\$ 25,056	\$ 27,203	\$ 23,745	\$ 25,160
# of Pell Grant Recipients	529	528	517	485	431
Percent of Pell Grant Recipients	42.2%	41.6%	44.0%	36.0%	35.2%
Average Parent Income (dependent students)	\$ 78,791	\$ 82,555	\$ 80,870	\$ 84,442	\$ 99,206
Average TLU Scholarship/Grant per Student	\$ 11,426	\$ 13,019	\$ 13,731	\$ 14,448	\$ 16,098
TLU Scholarships & Grants	\$ 14,316,745	\$ 16,508,242	\$ 17,164,105	\$ 18,967,861	\$ 19,735,993
Tuition Remission		\$ 737,717	\$ 715,950	\$ 121,356	\$ 598,178
Tuition Exchange		\$ 142,468	\$ 67,633	\$ 37,203	\$ 75,790
External Funding	\$ 447,649	\$ 393,545	\$ 499,667	\$ 525,964	\$ 503,374
State Grants	\$ 2,148,009	\$ 1,854,161	\$ 1,460,172	\$ 1,644,330	\$ 1,832,827
Funded	\$ 1,367,132	\$ 1,357,395	\$ 1,460,172	\$ 1,644,330	\$ 1,832,827
Unfunded	\$ 780,877	\$ 496,766	\$ -	\$ -	\$ -
Federal Grants	\$ 2,435,304	\$ 2,481,961	\$ 2,332,458	\$ 2,039,561	\$ 1,953,385
Student Loans	\$ 8,173,390	\$ 8,196,924	\$ 9,331,700	\$ 7,693,115	\$ 10,967,580
Total Aid Awarded	\$ 27,521,097	\$ 29,434,833	\$ 31,353,661	\$ 31,514,413	\$ 35,826,750
Average Aid per Student (not including work-study)	\$ 22,284	\$ 23,214	\$ 24,026	\$ 14,122	\$ 28,479
Avg State Grant	\$ 1,714	\$ 1,462	\$ 1,533	\$ 3,156	\$ 3,250
Avg Federal Grant	\$ 1,944	\$ 1,957	\$ 2,243	\$ 4,225	\$ 4,480
Avg Loan	\$ 6,523	\$ 6,464	\$ 5,100	\$ 8,520	\$ 9,766

** 2014 - 2015 Institutional Undergraduate Discount is an estimate only

Source: Financial Aid Department

Selected Graphs for All Students





Introduction to Fall 2016 Campus Climate Survey Results

April 2017

In 2011, the Department of Justice re-issued a “Dear Colleague” letter detailing the expectations for college campuses in their handling of Title IX complaints. In order to be in compliance and address our specific campus needs, the DOJ recommended colleges administer a campus climate survey. TLU complied with this recommendation by taking the following actions:

- Formation of an Ad Hoc “Campus Climate Survey Committee” charged with identifying an appropriate survey instrument, administering the survey, and reporting results. Committee members - Dr. Dan Braaten, Dr. Corinne Castro, Dr. Bernadette Buchanan, and Jean Constable
- Administrator Researcher Campus Climate Consortium (ARC3) survey instrument was chosen. The committee made appropriate revisions to meet TLU needs which included adding a section on racial and ethnic bias and eliminating other sections due to duplications from other survey’s being administered on campus.
- Survey was administered during the fall 2016 semester using a marketing campaign created by J.R. Gibson, senior marketing student and institutional research assistant to boost community awareness and engagement.

Response Rate:

Students responded at a rate of 43%, faculty at 54%, and staff at 70%. These high response rates indicated a very successful survey administration and were representative of the TLU population. Other characteristics of respondents included:

Gender of Respondents		
Students	Woman	65%
	Man	33%
	Other*	2%
Faculty/Staff	Woman	62%
	Man	35%
	Other*	2%
* Other includes Transwoman, Transman, Genderqueer, Gender Not Listed		

Race/Ethnicity of Respondents		
Students	White/Caucasian	60%
	Black/African-American	9%
	Hispanic or Latino/a	25%
	Other*	6%
Faculty/Staff	White/Caucasian	78%
	Black/African-American	5%
	Hispanic or Latino/a	13%
	Other*	4%
*Other includes Asian or Asian American, Hawaii or Pacific Islander, Native American or Alaskan Native, A Race Not Listed Here		

Early Results

Early results indicate that students report they are satisfied with their choice in attending TLU and that they feel safe on campus. For example, 90% of students would recommend TLU to others and 84% of students feel safe on TLU's campus. However, there are variations in the level of satisfaction in perceptions of safety across gender and racial/ethnic identities. Overall, 94% of faculty report they feel safe on campus but with some variations in the perception of safety across racial/ethnic groups.

Next Steps

The survey results presented rich and complex data that will need additional follow up to understand both context and meaning to enable a complete report back to the community. All of the variations within the survey results will be the focus of research efforts during the 2017-2018 academic year. Focus groups will be formed to enrich and inform the qualitative data provided from survey results and to assist the committee in making appropriate recommendations. A full report of the TLU campus climate survey is anticipated in the spring of 2018.

Comments, Questions or Concerns? Please contact the Ad Hoc Campus Climate Survey Committee:
Dr. Dan Braaten, Dr. Corinne Castro, Dr. Bernadette Buchanan, Jean Constable

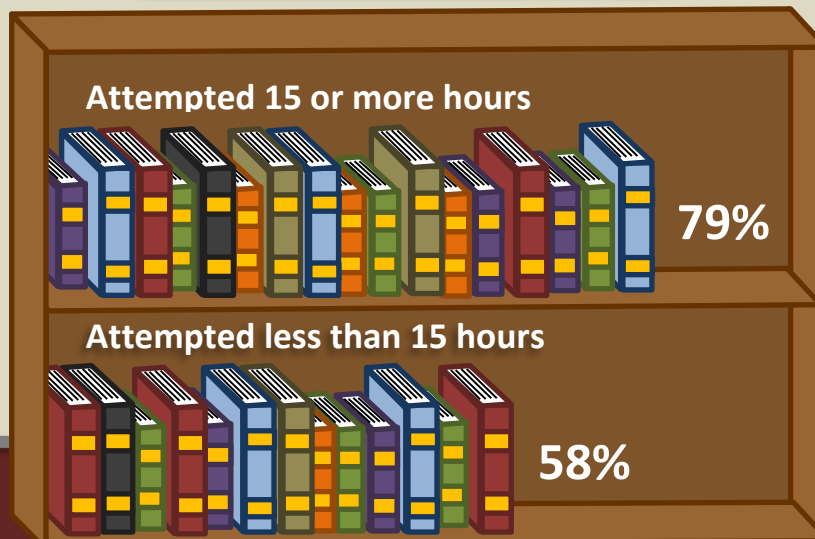
"Engaging in collaborative process brings the voices of students, staff, and faculty from across the institutions to the assessment table." (Commission on Institutions of Higher Education, 2016)

Learn boldly.
Live to inspire.



TLU DOG HOUSE

Retention Rates Across All Entering SAT Scores



Fall 2016 Campus Climate Survey Results

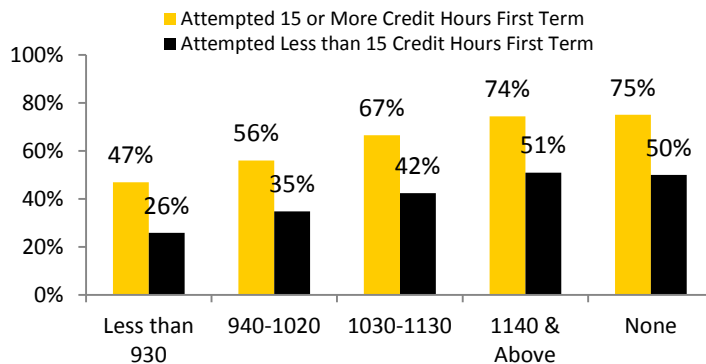
43% of students
responded

54% of faculty
responded

70% of staff
responded

Graduation Rates

Those that attempt 15 credit hours or more in the first term are more likely to graduate within 6 years regardless of SAT score



90%

of students
would
recommend
TLU to others