

# TALK WITH TUMINEZ: PBA ALLOCATIONS

President Astrid S. Tuminez  
22 April 2019  
Utah Valley University

WHAT A “YEAR” IT HAS BEEN!





# IT IS AN INTERESTING TIME IN HIGHER EDUCATION...

## Poll: Less than half of US adults have strong confidence in higher education

Duke  
CORPORATE EDUCATION

OUR STORY

OUR WORK

OUR INSIGHTS

OUR LOCATIONS



CONTACT

### HOW SEISMIC CHANGES IN THE HIGHER EDUCATION LANDSCAPE WILL IMPACT UNIVERSITIES

- John Davis and Mark Farrell

Henry C. Lucas, Jr.

Technology  
and the  
Disruption of  
Higher Education

World Scientific

## Higher Education Is Now Ground Zero For Disruption

NEW YORK TIMES BEST-SELLING AUTHOR  
**WILLIAM J. BENNE**  
WITH DAVID WILEZOL

IS  
COLLEGE  
WORTH  
IT?

A FORMER UNITED STATES SECRETARY OF  
EDUCATION AND A LIBERAL ARTS GRADUATE EXPOSE  
THE BROKEN PROMISE OF HIGHER EDUCATION

PRESENTED BY COLGATE UNIVERSITY

**INNOVATION[+]**  
DISRUPTION  
IN HIGHER EDUCATION

# IT IS A DIFFICULT TIME FOR HIGHER EDUCATION...

“For the first time in my lifetime, people are actually questioning the value of sending a child to college.

For the first time in my lifetime, people are asking whether or not colleges and universities are worthy of public support.

For the first time in my lifetime, people are expressing doubts about whether colleges and universities are even good for the nation.”



# IT IS A FINANCIALLY PERILOUS TIME FOR HIGHER EDUCATION...

FEATURED

University, public education, health services face massive cuts in Dunleavy budget

By Erin McGroarty, emcgroarty@newsminer.com Feb 13, 2019

## University of Alaska and K-12

The University of Alaska is facing a cut of more than \$134 million from fiscal 2019's appropriation of approximately \$327 million. The governor's amended budget funds the university at just over \$193 million. A cut of that scale would mean doubling tuition across the board or eliminating approximately 1,300 full-time positions, according to UA President Jim Johnsen.

## MU budget includes large department cuts

*\$25 million to be shifted in fiscal 2020*

**PBSO**  
**NEWS**  
**HOUR**

## Most Americans don't realize state funding for higher ed fell by billions

Education Feb 26, 2019 12:20 PM EDT

## University of Missouri to cut space as state money declines

Posted: 3:39 PM, Apr 19, 2019 Updated: 2:39 PM, Apr 19, 2019

**O** UNIVERSITY OF  
OREGON

Plans for budget reductions continue to take shape

**Public Universities Work Hard to Make Up for Budget Cuts. But In-State Students May Be Paying the Price.**

**Kansas State University President Richard Myers voices concern over state higher education cuts**

BUT THE REALITY IN UTAH IS DIFFERENT: WE ARE LUCKY!

**KSL.com**

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# How did education fare in the 2019 Legislature? 'Very, very well,' Utah Senate president says

By Marjorie Cortez | Posted - Mar 15th, 2019 @ 6:42am

# LEGISLATIVE OUTCOMES



# 2019 LEGISLATIVE OUTCOMES

## UVU 2019-20 NEW TAX FUNDS

Category	Amount
<b>Compensation</b> 2.5% salary & wages/4.35% medical	\$4,274,000
<b>Student Growth &amp; Capacity</b> New Faculty for High Demand, High Growth Programs	\$1,696,900
<b>Other</b> O&M for Noorda Performing Arts Center (5 months)	\$486,400
ISF Risk Management and Attorney General	\$323,200
Performance-Based Funding (on-going for 2018-19 one-time)	\$314,300
<b>Performance-Based Funding</b> (funded to Regents, estimated UVU share)	\$4,897,900
<b>New UVU Appropriated Tax Funds</b>	<b>\$11,992,700</b>

# WHAT IS PERFORMANCE-BASED FUNDING?

- ▶ Completions - All Awards granted (15%)
- ▶ Underserved students - Graduates who were PELL-eligible (10%)
- ▶ Market demand - Completions in high demand programs (25%)
- ▶ Awards per FTE - Total awards granted divided by full-time equivalent students (50%)
- ▶ Research Expenditures (only for R1 institutions)



# LEGISLATIVE OUTCOMES: WSB—IT IS MORE THAN JUST A BUILDING

**\$75 million Project**

\$50 million Legislative Support

\$13 million Donor Support

**\$12 million - The Task at Hand!**



# 2019-20 TUITION INCREASE—1.7 PERCENT

- Compensation
  - Salaries/Wages: \$1,114,593
  - Medical premiums: \$338,954
  - Faculty merit/rank, tenure & promotion: \$442,538
- Mandated costs/commitments
  - Risk Management insurance rates: \$156,100
- **Student Mental Health Services: \$227,379**

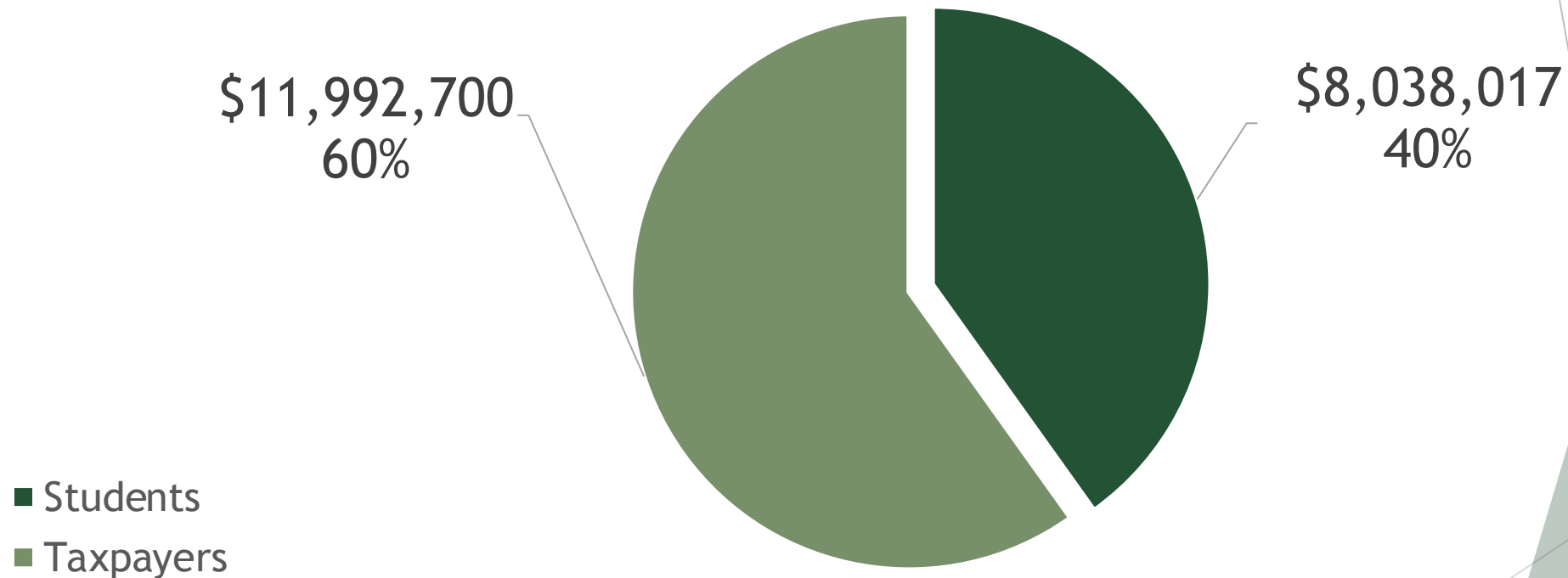
Undergraduate  
Tuition Burden  
(Increase)

Resident - \$86

Non-resident - \$266



# NEW ONGOING APPROPRIATED FUNDS AVAILABLE FOR ALLOCATION



Total on-going: \$20,030,717

# FUNDS ALLOCATED IN PBA

## On-going Appropriated

New Tax Funds	\$11,992,700
2019-20 Tuition Increase	\$2,279,564
2018-19 Enrollment Growth	\$4,120,174
2019-20 Projected Enrollment Growth (new programs)	\$1,638,279
Reallocations	\$1,945,482
Total On-going Appropriated	\$21,976,199

## One-time Appropriated

2018-19 Enrollment Growth	\$4,019,779
Contingencies	\$7,194,891
New Tax Funds	\$19,200
Total One-time Appropriated	\$11,233,870

## On-going Non-Appropriated

Off budget tuition	\$156,000
2019-20 Student Fee Increase	\$166,465
Institutional Interest Income	\$84,515
Private donations	\$270,000
Total On-going Non-Appropriated	\$676,980

## One-time Non-Appropriated

Off budget tuition	\$156,000
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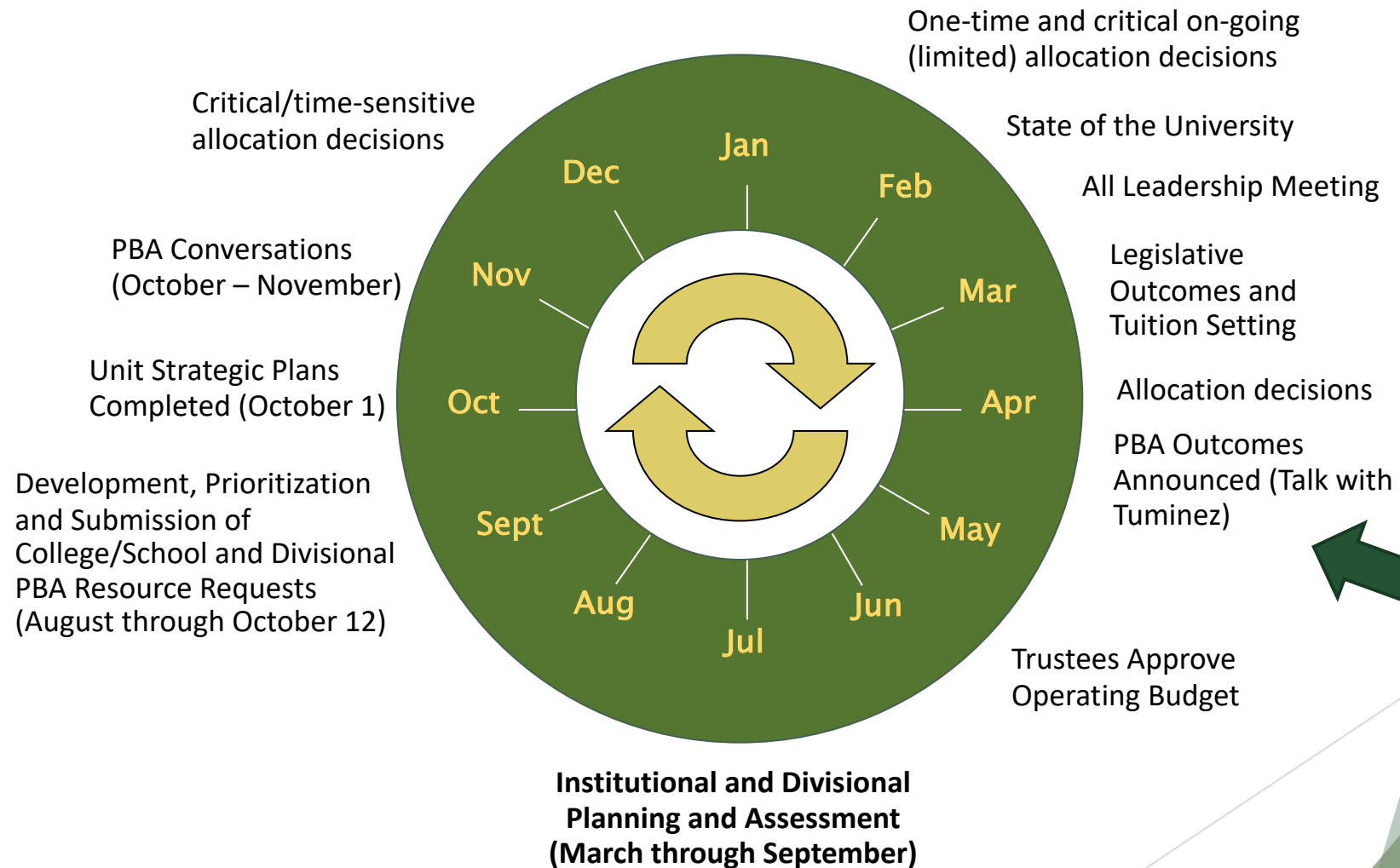
<b>Grand Total</b>	<b>\$34,043,049</b>
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# VALUES AND ACTION COMMITMENTS



**EXCEPTIONAL CARE, EXCEPTIONAL ACCOUNTABILITY,  
EXCEPTIONAL RESULTS**

# 2018-19 PLANNING, BUDGET & ASSESSMENT (PBA) CYCLE



# 2018-19 AREAS OF FOCUS

- ▶ Improve student retention, persistence, learning and completion. (*Achieve*)
- ▶ Pursue excellence in engaged learning that promotes success in undergraduate scholarship, post-graduation career pursuits, and civic responsibility. (*Achieve*)
- ▶ Strengthen outreach and internal academic and student support efforts for students from historically underrepresented cultural backgrounds and those who are first-generation students and low-income. (*Include*)



# INCLUDE

*UVU integrates education opportunities appropriate to both community colleges and universities*

- ▶ Enhance and expand career and technical education and two-year degree programs (\$110,248 ongoing)
  - ▶ 1 faculty—Automotive Power Sports; hourly faculty and operating funds for Intelligence Studies
- ▶ Enhance and expand STEM programs (\$846,520 ongoing)
  - ▶ 7 faculty—Civil Engineering, Mechanical Engineering, Math, Information Technology, Biology, Computer Science
  - ▶ 1 lecturer—Information Technology (strategic workforce initiative)

# INCLUDE

*UVU integrates education opportunities appropriate to both community colleges and universities (continued)*

- ▶ Enhance and expand undergraduate health professions programs (\$353,299 ongoing; \$257,000 one-time)
  - ▶ 3 faculty—Nursing and Biology
  - ▶ Dental Hygiene chairs
- ▶ Enhance and expand new undergraduate programs (\$100,312 ongoing)
  - ▶ 1 faculty—Family Science
  - ▶ Hourly faculty in Family Science and Special Education

# INCLUDE

*UVU integrates education opportunities appropriate to both community colleges and universities (continued)*

- ▶ Expand graduate programs (\$1,694,422 ongoing; \$174,622 one-time)
  - ▶ 7 faculty—MEd Leadership, Physician Assistant, Financial Planning and Analytics, Marriage and Family Therapy, MEd Higher Ed Leadership
  - ▶ 1 professional-in-residence—Financial Planning and Analytics
  - ▶ 5 staff—Physician Assistant, Financial Planning and Analytics, Marriage and Family Therapy
  - ▶ Summer ICHE, hourly faculty, graduate assistants, operating funds
- ▶ Enhance graduate programs (\$95,325 ongoing)
  - ▶ Summer ICHE, hourly faculty, hourly staff, and operating funds

# INCLUDE

*UVU provides accessible, equitable, and culturally diverse learning experiences for students of all backgrounds, including those historically underrepresented in higher education.*

- ▶ Area of Focus 3—Strengthen outreach and internal academic and student support efforts for students from historically underrepresented cultural backgrounds and those who are first-generation students and low-income. (\$60,000 ongoing, \$181,900 one-time)
  - ▶ Programmatic support for Women’s Success Center, UVU Prep, African student initiative, Governor’s Native American Summit, Multicultural Center
  - ▶ Inclusion Plan development
  - ▶ Online accessibility

*UVU fosters an inviting, safe, and supportive environment in which students, faculty, and staff can succeed.*

- ▶ Expand mental health resources for students (\$363,594 ongoing; \$37,126 one-time)
  - ▶ 3 staff—mental health therapists; hourly psychiatric nurse practitioners
- ▶ Enhance inviting, safe, and supportive campus environment (\$157,029 ongoing; \$120,000 one-time)
  - ▶ 2 staff—police dispatcher and officer; lactation suites; hourly staff for Reflection Center

# ENGAGE

*UVU faculty, staff, and students practice excellent, engaged teaching and learning activities as a community of scholars, creators, and practitioners.*

- ▶ Enhance instructional and academic support services (\$571,370 ongoing, \$508,461 one-time)
  - ▶ 2 Staff-Library, SOA Asst. Dean
  - ▶ Operating funds for library, IRB, Utah Women in Leadership
  - ▶ Exam proctoring in Canvas

# ENGAGE

*UVU develops relationships and outreach opportunities with students, alumni, and community stakeholders*

- ▶ Enhance support for communication materials, programs, and events (\$219,497 ongoing, \$245,325 one-time)
  - ▶ 2 staff—SOA web developer, director of photography
  - ▶ Operating funds for University Relations, SOA marketing, COED
- ▶ Strengthen UVU's community engagement and academic outreach (\$80,017 ongoing, \$90,000 one-time)
  - ▶ Operating support for Community Engagement, homecoming, COED, Global Engagement
- ▶ Enhance, expand, and operate facilities that support community engagement (\$886,400 ongoing; \$959,200 one-time)
  - ▶ 1 staff—grounds for Lakemount Manor;
  - ▶ O&M for Noorda and Lakemount Manor
  - ▶ Remodel and maintenance for Lockhart Area and Thanksgiving Point

# ENGAGE

*UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability.*

- ▶ Compensation (\$7,763,520 ongoing)
  - ▶ Medical premium increase

## MANDATORY ENROLLMENT

**(Open enrollment April 15-May 10)**

- ▶ Full-time employees—mix of across the board, merit, and market equity salary increase
- ▶ Adjunct faculty—3.55% increase
- ▶ Hourly staff—mix of across the board and market equity wage increase



Details available on HR website and  
will be sent via HR Matters email

# ENGAGE

*UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability.*

- ▶ Improve employee recognition (\$62,224 ongoing, \$62,224 one-time)
  - ▶ Increase awards for Faculty Senate and PACE
- ▶ Expand employee engagement, training, and development (\$176,336 ongoing, \$221,200 one-time)
  - ▶ Operating support for PACE events
  - ▶ Expand training through Staff Education Fund, adjunct training, online learning, teaching excellence certification pathways
- ▶ Strengthen culture of responsibility, ethics, and risk management (\$1,079,778 ongoing, \$50,281 one-time)
  - ▶ 6 staff—Employee Relations, Office of General Counsel, compliance, sustainability, fixed asset accountant, environmental health coordinator
  - ▶ Mandated costs—risk management, Attorney General’s office

# ACHIEVE



*UVU supports students in completing their educational goals*

*Area of Focus 1--Improve student retention, persistence, learning, and completion*

- ▶ Improve access to full-time faculty, particularly in high demand programs (\$2,525,303 ongoing)
  - ▶ 14 faculty
    - Digital Media, Digital Marketing, Aviation, BSW, Communications, Public Relations, Psychology, Physics, Accounting, Organizational Leadership, Statistics, Strategic Management & Operations
  - ▶ 7 lecturers—Communications, BSW, critical need areas (tbd)
- ▶ Improve student retention (\$1,013,272 ongoing)
  - ▶ Establish First Year Advising Center—1 Director, 7 Advisors, operating funds
  - ▶ Hourly retention mentors

# ACHIEVE

*UVU supports students in completing their educational goals*

*Area of Focus 1--Improve student retention, persistence, learning, and completion  
(continued)*

- ▶ Improve and support student on-boarding-through-graduation student support programs/services (\$395,300 ongoing, \$165,000 one-time)
  - ▶ 5 staff—DegreeWorks administrator, graduation advisor, international admissions, completion project manager, Campus Connections
  - ▶ Operating funds and/or hourly for graduation, admissions, Freshman reading, peer advising pilot expansion
- ▶ Increase sections and support services to meet enrollment growth (\$1,014,490 ongoing; \$979,709 one-time)
  - ▶ Hourly faculty to support new sections in schools and colleges
- ▶ Support instructional, academic support, and student services programs and equipment (\$59,440 ongoing, \$1,796,120 one-time)
  - ▶ Hourly staff for NSS/Forensic Science
  - ▶ Equipment—pianos and sound equipment for Noorda, classroom technology, library security gates, College of Science, CHPS R&R

# ACHIEVE

*UVU students master the learning outcomes of the university and their programs (\$397,975 ongoing)*

- ▶ 1 staff and hourly staff for supplemental instruction
- ▶ ALEKS

*UVU prepares students for success in their subsequent learning, professional, and civic pursuits*

*Area of Focus 2—Pursue excellence in engaged learning that promotes success in undergraduate scholarship, post-graduation career pursuits, and civic responsibility*

- ▶ Implement and sustain engaged learning opportunities (\$125,489 ongoing)
  - ▶ Summer ICHE for School of Education internships
  - ▶ Honors housing support

# OPERATE EFFECTIVELY

*UVU strategically allocates resources to achieve institutional objectives*

- ▶ Implement and sustain innovative practices and technology systems (\$350,000 ongoing)
  - ▶ 1 senior leader and operating funds for Digital Transformation
- ▶ Support and sustain technology solutions, systems, and infrastructure (\$648,980 ongoing, \$804,000 one-time)
  - ▶ 2 staff—security analyst, system admin for labs
  - ▶ Firewall, advanced endpoint protection, CheckPoint and computer asset management, accessibility initiative, wireless controller replacement, computer pods
- ▶ Provide staffing, operating funds, and equipment to support programs and services (\$1,098,739 ongoing, \$752,021 one-time)
  - ▶ 12 staff—Athletics, departmental accounting, UCCU Center, University Relations, Human Resources, IT, Institutional Advancement, Audio/Video Services
  - ▶ Campus image and branding
  - ▶ Preparation for comprehensive fundraising campaign
  - ▶ Equipment

# OPERATE EFFECTIVELY

*UVU strategically allocates resources to achieve institutional objectives (continued)*

- ▶ Enhance and remodel facilities (\$3,958,000 one-time)
  - ▶ Remodel—Physician Assistant program, Art & Design, Financial Aid, Losee Center 4<sup>th</sup> floor, additional offices
  - ▶ Enhance live interactive and ITV classrooms
  - ▶ Facilities equipment
- ▶ Budget stabilization (\$404,300 ongoing, \$27,681 one-time)
  - ▶ Base fund Adobe license
  - ▶ Institutional contingencies

# SUMMARY

## Appropriated Funds

- ▶ \$21,976,199 on-going (42 faculty, 52 staff)
- ▶ \$11,233,879 one-time

## Non-appropriated Funds

- ▶ \$676,980 on-going (2 staff)
- ▶ \$156,000 one-time

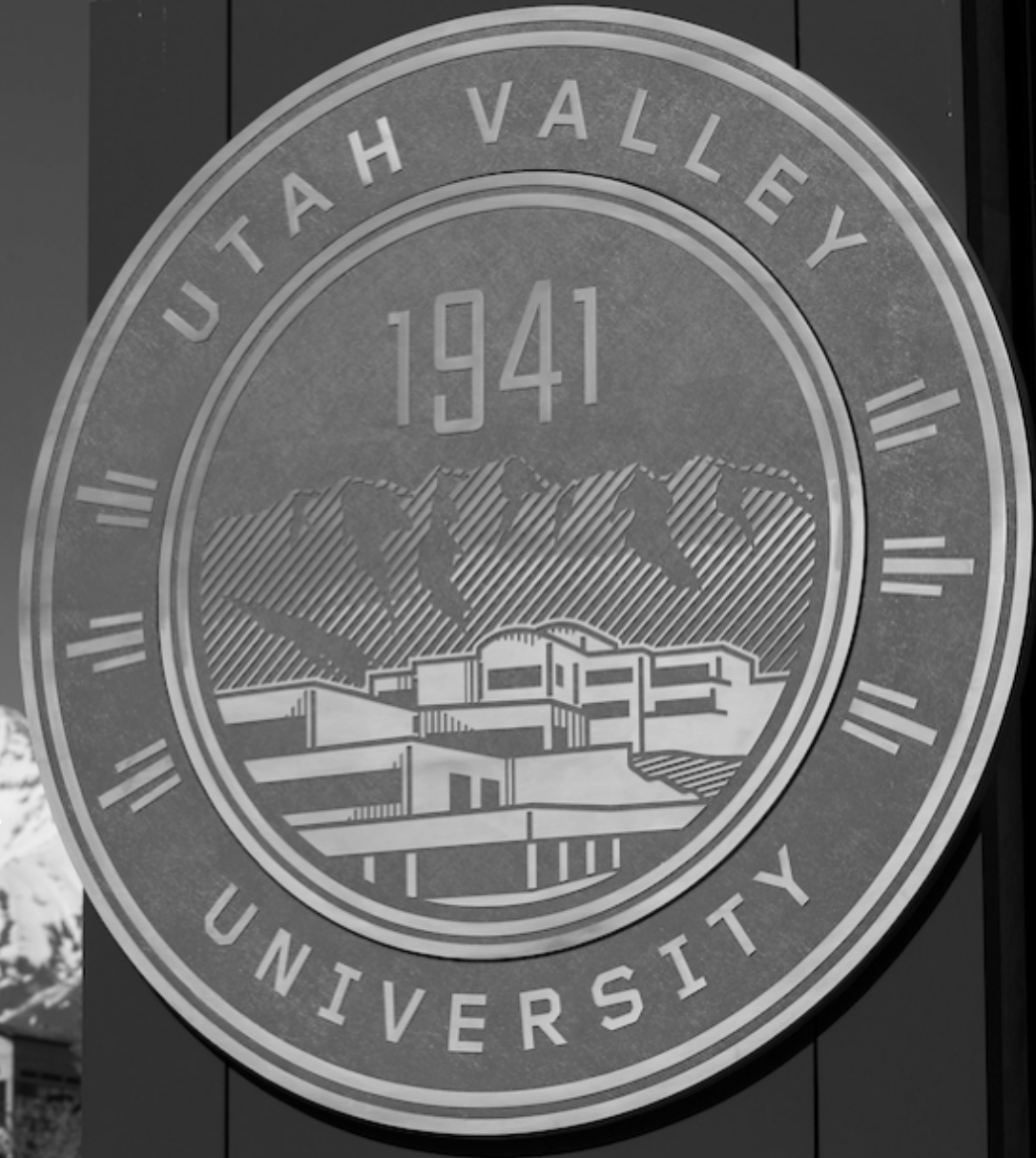
**TOTAL: \$34,043,049**

**Want to Know More?  
Allocation Details  
Available at  
[www.uvu.edu/pba](http://www.uvu.edu/pba)**

# REMEMBER OUR WHY!



PENCIL IT IN:  
UPCOMING YEAR-END  
EVENTS



# MANDATORY BENEFITS ENROLLMENT: APRIL 15 - MAY 10

**my.UVU.edu / HR Benefits Service Center / Benefits Enrollment Tile**

- Benefit Enrollment Guide
- Benefits Fair
- Town Hall Information Sessions
  - On-Campus
  - Off-Campus
- Enrollment Help Sessions
- New Enrollment System
  - Online Benefits Enrollment System (OBES)



UVU Commencement  
May 2, 2019  
6:30pm  
UCCU Center





<https://www.uvu.edu/summeruniversity/>

MAY 13-15, 2019