

**Minutes of the Regular Meeting of  
The Board of Regents of the University of New Mexico  
April 13, 2021; 9:00 AM  
Virtual meeting via Zoom; livestreamed for public viewing**

Members Present

Douglas Brown, President  
Kim Sanchez Rael, Vice President  
Sandra Begay, Secretary/Treasurer  
Jack Fortner  
Randy Ko  
William Payne  
Robert Schwartz

Administration Present

Garnett S. Stokes, President; James Holloway, Provost and EVP for Academic Affairs; Douglas Ziedonis, EVP for Health Sciences Center and CEO of the UNM Health System; Teresa Costantinidis, SVP for Finance and Administration; Loretta Martinez, General Counsel; Assata Zerai, VP for Diversity, Equity and Inclusion; Eliseo 'Cheo' Torres, VP Student Affairs; Dorothy Anderson, VP HR; Kate Becker, CEO, UNM Hospitals; Richard Larson, Exec. Vice Chancellor, HSC; Ava Lovell, Sr. Executive Officer for Finance & Administration, HSC; Duane Arruti, CIO; Eddie Nunez, Athletic Director; Cinnamon Blair, Chief University Marketing and Communications Officer; Barbara Damron, Chief Government Relations Officer; Liz Metzger, University Controller; Connie Beimer, VP Alumni Relations; Terry Babbitt, President's Chief of Staff; and others

Advisors Present

Finnie Coleman, Faculty Senate President; Nancy Shane, Staff Council President; Nihileswara 'Nikhil' Reddy Naguru, GPSA President; Muskan 'Mia' Amin, ASUNM President; Chad Cooper, President, Alumni Association Board; Kevin Malloy, Retiree Association President

Presenters

Lisa Todd, Moss Adams; John Kennedy, KPMG; Norma Allen, Director, OPBA; Bonnie White, CFO, UNMH

**CALL TO ORDER AND CONFIRMATION OF A QUORUM**

Regent President Doug Brown called the meeting to order at 9:00 AM and confirmed a quorum with all 7 members present via Zoom.

**LAND ACKNOWLEDGEMENT STATEMENT**

Regent Brown read aloud the Land Acknowledgement Statement:

*Land Acknowledgement Statement*

*Founded in 1889, The University of New Mexico sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico – Pueblo, Navajo, and Apache – since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide. We honor the land itself and those who remain stewards of this land throughout the generations and also acknowledge our committed relationship to Indigenous peoples. We gratefully recognize our history.*

**ADOPTION OF THE AGENDA**

Regent Brown asked for a motion to adopt the agenda.

- The motion to adopt the agenda passed unanimously (1<sup>st</sup> Rael; 2<sup>nd</sup> Schwartz; roll call vote – all 7 members present voted yes).

## APPROVAL OF MINUTES OF THE MARCH 8, 2021 REGULAR MEETING

Regent Brown asked for a motion to approve the minutes of the last meeting.

- The motion to approve the minutes of the March 8, 2021 regular meeting passed unanimously (1<sup>st</sup> Rael; 2<sup>nd</sup> Brown; roll call vote - all 7 members present voted yes).

## PUBLIC COMMENT

Before public comment, Regent Brown announced he would limit comments on a topic to 10 commenters so to manage time.

Stefi Weisburd, Education and Outreach Manager, SOE, talked about climate issues awareness across the campus and spoke in support of recommended climate actions, including fiduciary responsibilities around investments and updating UNM's 2009 Climate Action Plan that outlined the path to net zero emissions to include commitment to more ambitious emissions goals.

Nic Estrada, student and member of UNM LEAF (Leaders for Environmental Action & Foresight), spoke in support of divestment in fossil fuel investments and for updating UNM's Climate Action Plan. He shared an audio from a recent interview with Senator Martin Heinrich and urged UNM take a leadership role in the state to address climate issues.

Kineo Memmer, student and member of UNM LEAF, spoke about carbon emissions and the effects on the state and its population. He urged taking actionable steps to address climate issues, including updating the Climate Action Plan, addressing the investment portfolio and working to make UNM's campus less wasteful.

Tara Shaver, Bernalillo County resident and longtime advocate of pregnant women facing unplanned pregnancies, spoke against abortion and said that the services offered at UNM's Center for Reproductive Health provides options only for women who do not want to have their children, it doesn't help women who want to get pregnant. She urged the Regents to take action and close down the facility.

Samantha Cooney, Graduate Assistant, Department of Political Science, talked about her work as a teaching assistant, the contribution to UNM in the number of students she teaches, involving long hours contrasted with low pay. She spoke in support of United Graduate Workers of UNM union bargaining efforts to improve the lives of graduate workers.

Matthew Mingus, Assoc. Professor of History, UNM-Gallup, spoke in support of UA-UNM contract negotiations and talked about his immense disappointment with the administrative bargaining team and their recent counter offer regarding layoff notices, specifically with only 30-days' notice. This could wreak havoc on student learning and on the retention of faculty. He urged the Regents to advocate for providing faculty with at least one semester's notice before being laid off.

Axel Gonzalez, PhD candidate and Graduate Instructor in the Department of American Studies, spoke in support of graduate workers' right to unionize. Dr. Gonzalez talked about graduate instructors' contributions to the University, their importance to the undergraduate experience, the common workload and the majority of graduates supporting a union.

Jeremy Baker, Part-time Faculty, Sociology, UNM-Los Alamos and Valencia, spoke in support of UA-UNM and the contributions of highly-skilled adjunct faculty, including their work outside of the classroom developing instructional content and supporting students. He urged the University to find solutions in the collective bargaining process and increase adjunct faculty pay.

Jens Van Gysel, Project Assistant in the Linguistics Department, spoke in favor of UNM Graduate Workers United and talked the consequences of anti-union efforts for international graduate workers, the need for better wages and healthcare coverage, and for functional protections against retaliation and discrimination.

Natalia Toscano, PhD student and Graduate Instructor in the Department of Chicano/Chicana Studies, spoke in support of collective bargaining rights and United Graduate Workers union efforts; graduate students demand a union because they want livable wages so they don't have to work 2-3 jobs, and they need adequate health care, and to address their needs as employees.

Jerry Godbout, Assistant Professor of Chemistry, UNM-Valencia, spoke in support of faculty union negotiations and against administration's proposal to lay off personnel with only a 30-day notice. Dr. Godbout talked about the long-term investment and commitment both parties engage in when faculty are hired, along with ongoing demands and stress placed on junior faculty; the tradeoff has historically been security of employment, but this policy would change all of that and will be a huge problem for faculty recruitment.

Ana June, Assistant Professor of English, UNM-Valencia, spoke in support of the UA-UNM negotiations, including support for adjunct faculty and the graduate workers' unionization efforts. Dr. June discussed the importance of using reason to promote social progress and asked for continued collaboration and good faith bargaining to negotiate a contract and a strong union governed by human-first policies.

Kristian Simcox, Assistant Professor, UNM-Gallup, spoke in support of faculty in the UA-UNM negotiations and for the graduate workers union; that the aims of student success and faculty retention would be well-served by a collective bargaining agreement.

Juliette Cunico, Adjunct Professor of English, Adjunct Faculty Rep., UNM-Valencia, spoke in support of adjunct faculty in the UA-UNM negotiations and in support of graduate workers union efforts, adding they are some of the most committed and well-trained university instructors; advocating for a fair and equitable contract for all concerned.

Aaron Moore, Graduate Asst., Community and Regional Planning, Co-Chair, spoke in support of graduate students in the United Graduate Workers union efforts. He mentioned administrations' silence on the matter of the graduate union worker and talked about a research report that would be coming out addressing graduate worker trends and challenges related to maintaining financial security.

### **COMMENTS FROM REGENTS**

Regent Jack Fortner asked Administration to consider holding graduation ceremonies during Homecoming week for the 2020 graduates who could not have in-person graduation events due to the COVID pandemic. Additionally, Regent Fortner noted that since there were no Regents' meetings scheduled in the summer, he recommended holding a meeting at one of the branch campuses every summer. Thirdly, regarding the public comments referring to a proposed 30-day notice of layoffs, Regent Fortner requested Administration follow up with providing him an explanation of the proposed change along with the rationale, as well as Administration's thinking on how that would affect the University in the long term.

Regent Rob Schwartz affirmed his support for the recommendation to hold traveling Regents' meetings at branch campuses. Additionally, he stated that his support for the Center for Reproductive Health remains strong.

Regent Sandra Begay commented that a Regent may choose to comment his or her personal views during the meeting but that it is not a collective view. She stated that Regents have dialogue

during the public meetings, but that she would not share her personal beliefs or feelings about the abortion issue in the public meeting venue, iterating that UNM is a public institution and her personal views on the matter are private. On the sustainability issue, Regent Begay stated, "I have heard you!" She explained that she has asked Administration to think about how UNM would address sustainability issues, adding the institution should be allowed to think of all types of scenarios having to do with sustainability. She noted that her career is built on renewable energy in support of people of color having to do with sustainable efforts and so she is aware there are multiple ways to address sustainability.

Regent Kim Rael thanked those who participated in public comment and said she learns a lot from the comments. Regent Rael encouraged the community to continue to bring comments, and if the comments have to be limited during the meeting in order to manage time efficiently, she encouraged constituents to also submit written comments, which will be carefully read and considered.

Regent William Payne commented about the recent Senate Bill 94, signed by the Governor allowing for name, image and likeness compensation for university athletes. The Uniform Law Commission is currently looking at coming up with a national standard, but New Mexico is one of seven states that have this type of legislation which could be counter to the NCAA requirements of UNM's Athletic Director. Regent Payne asked Administration to look into how this could impact the University and its Athletic Director who is required to strictly follow NCAA and or Mountain West rules. In addition, Regent Payne stated his appreciation for all of the public comment. He clarified that public comment is helpful and he believes his role as a Regent is to listen but to also understand what Administration is doing with regard to the issues - to know what the administration's concerns are, versus the concerns heard during the public comment period.

Student Regent Randy Ko formally introduced himself and stated that students and other UNM constituents are welcome to send comments to him via his student regent email account. Regent Ko thanked everyone who had the courage to speak in public comments and added that the comments are appreciated.

Regent Brown congratulated Project ECHO for being a finalist in the MacArthur Foundation's *100&Change* competition. It made the top-6 finalists out of 400 non-profits, but did not win; however, this is an exceptional recognition of the value of the program. Regent Brown congratulated Dr. Sanjeev Arora and the whole team at ECHO.

### **PRESIDENT'S ADMINISTRATIVE REPORT**

President Garnett Stokes opened her report with a focus on UNM successes, first noting student recipients of the 2021 Truman Scholarship and the Goldwater Foundation Award, as well as several recent distinguished faculty awards. Additionally, UNM's Film and Digital Arts department has seen consistent growth over the last five years, noting that for the third year in a row, MovieMaker Magazine ranked Albuquerque as the best city to live and work as a filmmaker. As the University serves the film industry's growth in New Mexico, there has been an 80% increase in the department's majors and pre-majors.

President Stokes highlighted the recent appointment of U.S. Congresswoman and UNM alumna, Deb Haaland, to serve as the nation's Secretary of the Interior. Secretary Haaland is a member of Laguna Pueblo and the first Native American Cabinet secretary in U.S. history. Dr. Stokes talked about the upcoming 2021 spring commencement ceremony to be held at UNM's football stadium - the event will be an in-person ceremony but with limited attendance to adhere to health restrictions due to the COVID pandemic. The event will also be live streamed. President Stokes announced the retirement of Professor Eliseo 'Cheo' Torres who has served as UNM's Vice President for Student Affairs for 25 years. Dr. Torres will continue teaching his popular course on *Curanderismo*, the ancient art of Mexican healing.

The President formally welcomed three new regents, Jack Fortner, Bill Payne and Randy Ko. Regents Fortner and Payne are appointed by the Governor for six-year terms, and Student Regent Ko is appointed to a two-year term as specified in the state's constitution.

President Stokes discussed the highlights of the 55<sup>th</sup> Legislature. Regarding the Instruction and General (I&G) state appropriations, central campus funding increased by 3.2% (\$5.9 million), Health Sciences increased 4.1% (\$2.4 million), and there was no change for Branch Campus I&G funding. In the area of compensation, there will be a 1.5% cost of living adjustment for employees. The Lottery Scholarship received \$15.5 million in new funding, allowing the scholarship to cover 90% of students' tuition. Increases to Research and Public Service Projects (RPSPs) included: \$500K for Athletics; \$250K for OMI (Office of Medical Investigator); and \$250K for UNM's Comprehensive Cancer Center (CCC).

In the Junior Appropriations Bill, UNM gained a total of \$1.9 million for 16 programs, including funds for UNM's Project for NM Graduates of Color (PNMGC), Native American Student Services, and African American Student Services, to name a few of the programs that will benefit from this funding.

Regarding the 2021 Capital Outlay, the severance tax bond projects were a critical part of UNM's legislative priorities, many of them intended to improve facility learning and research environments: College of Fine Arts Facilities Renewal (\$2.2 million); Fire Safety Improvements (\$2 million); UNM Comprehensive Cancer Center radiation Vault (\$3 million); UNM Gallup Facility Repair and Renewal (\$800K); UNM Los Alamos Infrastructure Improvements (\$800K); UNM Taos Infrastructure Improvements (\$1.875 million); UNM Valencia Learning Commons Renewal (\$300K); Health Care Simulations Labs (\$1.9 million); as well as an additional \$5.4 million of capital outlay for 19 other projects across campuses.

Senate Bill 223, Cigarette Tax Distribution, authorizes the New Mexico Finance Authority to issue an additional \$22 million in cigarette tax revenue bonds for the purpose of completing the radiation vault project at the UNM Comprehensive Cancer Center.

In summary, the increase in state funding for the University included:

- \$8.3 million in I&G
- \$15.5 million for the Lottery Scholarship
- \$1.9 million for 16 programs from Junior Appropriations
- \$40.2 million for 28 Capital Outlay Projects
- \$12.8 million from statewide Severance Tax Bonds
- \$5.4 million from individual Severance Tax Bonds
- \$22 million from Cigarette Tax Revenue Bonds

Governor Lujan Grisham vetoed \$3,043,100 of UNM's Capital Outlay, and UNM did not receive any vetoes in HB2 or in the Junior Appropriations. Overall, the Governor used her veto pen pretty sparingly. Other universities also received some cuts. The Governor did veto the \$2.2 million severance tax bond for the planning, design and construction and improvement of UNM's arts facilities. This is a high priority for UNM and so there's a need to step back and really think about the ways in which the University will be able to successfully receive state support for this very important area of UNM and the state. The Governor vetoed funding that was expected for the Olympic sports training facility and funding that was requested through general funds for a press box for baseball. There's uncertainty as to why these things were vetoed, and the University be looking more carefully at these issues.

President Stokes thanked UNM's government relations team for their hard work during the legislative session.

Next, the President addressed the subject of enrollment with a focus on transfer students. Forty percent (40%) of UNM's undergraduate population are transfer students and nearly half of all graduates are considered transfers with even more having some type of transfer work. UNM averages about 2,400 new transfer students each year and approximately 1,400 of those are from 2-year institutions within NM, the largest number by far coming from CNM (Central New Mexico Community College). Dr. Stokes talked in more detail about CNM transfer students. CNM has had a 23% decline in enrollment since peak headcounts around 2010 and this decline has impacted UNM downstream. UNM and CNM are collaborating on a very important initiative to improve the transfers from CNM to UNM. Provost Holloway and CNM's chief academic officer have formed working groups that are charged with achieving particular goals, so President Stokes said she would continue to talk about progress on that project in the future. President Stokes showed a graph depicting decline from 2016 to 2020 in number of CNM transfer students to UNM, emphasizing that the decrease in the five-year period is exactly equivalent to the proportional enrollment decrease that CNM has experienced. The President clarified that a central point of the enrollment matter involves the need to tackle the issue of fewer students and the very real competitive market pressures along with the public perceptions about the value of post-secondary degrees, as even 2-year institutions nationally are seeing drops in enrollment.

President Stokes discussed the transfer student credit-hours that those students bring, the largest number by far are from those students that come to UNM with 60-80 credits. She touched on transfer numbers by major and mentioned there is need to also learn more about students who already have an associate's degree or certificate prior to arrival at UNM. One important issue is that CNM or any 2-year institution are considered to be cornerstones for access and equity, and this is another reason why UNM wants to strategically partner with CNM and other 2-year schools.

President Stokes stated that high-need, Pell-eligible students are most greatly affected, and she emphasized that UNM is going to have to figure out how to better serve those students so they are able to achieve degree completion at the same rate as others. And addressing questions of ethnicity of CNM transfers students, President Stokes said there is a lot of good planning underway, and she wrapped up by adding that UNM is doing a great deal of work to improve pathways to enhance engagement, increase student support, and close any gaps so to ensure that UNM is accessible for all students.

Next, President Stokes turned her focus to "improving our communities" and stated this is a part of the set of her goals. She let everyone know that we stand with our students, faculty and staff, and on April 9 there was a virtual vigil to honor and mourn in solidarity with the Asian American and Pacific Islander Communities and denounce the disturbing rise in xenophobia, racism, and violence against fellow Americans. President Stokes talked about Protect the Pack surveys that will be going out; the UNM Division for Equity and Inclusion invites all Lobos to learn about the Racial and Intersectional Microaggressions Survey, and The American College Health Foundation chose UNM to participate in its Emotional Well-Being survey. The information gathered will be used to hold workshops in the fall. President Stokes talked about how during the pandemic, the University's support services at every level experienced tremendous increases in demand for services. For example, Women's Resource Center had a 60% increase in counseling hours; demand for AGORA program services increased by more than 15%; the Office of Advising Strategies provided more than 15,000 virtual advising sessions, a 29% increase from fall 2019; and the Collegiate Recovery Center saw a 353% increase in the utilization of its life-changing services, just to name a few. The President stated how proud she is of all of the organizations that provide a vast array of services that are truly important and valued by members of the community.

The President continued her focus on community. Several activities and events were organized around Women's History Month in March and for Sexual Assault Awareness Month in April. President Stokes also talked about Project ECHO's partnership with a consortium of global health organizations to ensure that all countries receive support in their COVID-19 vaccine rollout!

Additionally, UNM's Clinical Law Program recently played an instrumental role in assisting the Laguna and Jemez Pueblos in their fight to protect clean water in New Mexico. Under the guidance of UNM School of Law professors, a group of law students and faculty drafted the complaint intended to persuade the federal courts to vacate the Navigable Waters Protection Rule.

President Stokes announced that UNM has been designated a Military Friendly Gold University by VIQTRORY! This positions UNM as a desired destination for military-affiliated students. The UNM Veteran & Military Resource Center (VMRC) served more than 1,200 students last year.

Next, President Stokes focused on one of her goals related to the budget, Goal #1, Drive aligned, fiscally strong strategic plan for UNM. She briefly discussed the sub goals and the primary individuals responsible each, along with 6-month and 12-18 month expected outcomes for each. The President said she would be giving progress updates on goals at future meetings.

President Stokes completed her report and opened the floor for questions.

Regent Rob Schwartz inquired if there was a sense of what the American Rescue Plan is going to do for UNM and what it would offer over the course of the next year or next few years. Dr. Stokes responded that the monies received to date have been enormously helpful and UNM is grateful for the support of federal congressional leaders, but she also recognized that the funds have not come close to filling the gaps of losses experienced by UNM and other entities as a result of the pandemic. She said she looked forward to sharing more information as it becomes available.

Regent Kim Rael thanked President Stokes for her report and expressed a special thanks to her leadership team for the thoughtful approach to commencement this year. It has been heartbreaking for students to not have access to the traditional commencement and other ceremonial markings of their milestones, and she commended President Stokes for the very thoughtful and safe planning.

Regent Sandra Begay commented with regard to the last slide in President Stokes' report regarding goals and objectives, that it would be worthwhile to have an interactive dialogue about how the Regents can be helpful in supporting the President's goals that were laid out by the Regents.

#### ADOPTION OF REGENTS' MEETING SCHEDULE FOR ACADEMIC YEAR 2021-2022

Regent Brown asked Loretta Martinez to introduce the item. Annually, the Regents adopt their meeting schedule, both for the regular business meetings and the committee meetings. The meeting dates were proposed at the previous meeting to allow the Regents to have time to consider the schedule before voting on it.

Regent Jack Fortner said that since there were no scheduled meetings in June or July he recommended considering utilizing those months to meet at the branch campuses, alternating campuses on a yearly basis.

- The motion to approve the Regents' meeting schedule for academic year 2021-2022 passed with a unanimous vote in favor (1<sup>st</sup> Schwartz; 2<sup>nd</sup> Rael; roll call vote - all 7 members present voted yes).

#### APPROVAL OF REGENT NOMINATIONS TO UNIVERSITY RESEARCH PARK AND ECONOMIC DEVELOPMENT ACT (URPEDA) BOARDS OF DIRECTORS

Regent Brown presented the item and asked for a motion to approve the nominations to the URPEDA boards of directors.

1. Regent Jack Fortner – Lobo Energy, Inc. Board of Directors
  2. Regent William H. Payne -- Lobo Development Corporation Board of Directors
  3. Regent Kim Sanchez Rael -- Rainforest Innovations Board of Directors
- The motion to approve the regent nominations to the URPEDA boards passed with a unanimous vote in favor (1<sup>st</sup> Schwartz; 2<sup>nd</sup> Rael; roll call vote - all 7 members present voted yes).

**APPROVAL OF KEY MANAGERIAL PERSONNEL (KMP) RESOLUTION**

It was explained that this item usually comes through the SSTAR Committee as a consent item, and the only change to this document is the revision of the list of Regents' names, taking off the three Regents whose terms recently expired and adding the new Regents' names to the list. There was no discussion.

- The motion to approve the revised KMP resolution passed with a unanimous vote in favor (1<sup>st</sup> Rael; 2<sup>nd</sup> Begay; roll call vote - all 7 members present voted yes).

**REGENTS' COMMITTEE REPORTS**

**APPROVAL OF CONSENT DOCKET**

Regent Brown addressed the consent docket, and there being no requests to remove any items for discussion, asked for a motion to approve the items on the docket.

1. [SSTAR]\* Form C – AAS Computational Mathematics (UNM Valencia) (New)
2. [SSTAR] Form C – UG Minor: Human Services (Main/COEHS) (New)
3. [SSTAR] Form C – CERT Community Safety & Human Security (Main/NSSP) (New)
4. [SSTAR] Form C – CERT Process Technology (UNM Gallup) (New)
5. [F&F]\* Approval of Disposition of Surplus Property for Jan./Feb.2021
6. [F&F] Approval of Bylaw Amendments for the UNM Alumni Association
7. [F&F] Approval of Projects:
  - a) UNM Taos Klauer Campus Water Tank
  - b) Re-Approval of the Reserve Officer Training Corps (ROTC) Renovation
8. [F&F] Approval of Project Development Proposal and Agreement Between the Regents of the University of New Mexico and Lobo Development Corporation (LDC) for the Real Estate Development and Management of Innovate ABQ Project Real Estate

\* [SSTAR] Student Success, Teaching and Research Committee; [A&C] Audit & Compliance Committee; [F&F] Finance & Facilities Committee; [HSCC] Health Sciences Center Committee

- The motion to approve the items on the consent docket passed with a unanimous vote in favor (1<sup>st</sup> Begay; 2<sup>nd</sup> Fortner; roll call vote - all 7 members present voted yes).

**AUDIT AND COMPLIANCE COMMITTEE**

**Approval of the FY20 UNM Consolidated Financial Statements External Audit Report**

Regent Brown introduced the item and asked the auditors, Lisa Todd of Moss Adams, and John Kennedy of KPMG to present the report. Lisa Todd introduced State Auditor, Brian Colon, also attending the meeting. Mr. Colon thanked the auditors, independent public accountants, and UNM leadership, and added that the pandemic brought communication challenges, but the University team pivoted to the needs and was always very responsive to questions. Mr. Colon commended the independent public accountants at Moss Adams and KPMG for a job well done. John Kennedy presented highlights of the clinical audits and Lisa Todd presented highlights of the non-clinical audits. In summary, the type of report the auditor issued on whether the financial statements



audited were prepared in accordance with GAAP was an 'unmodified' report; additionally, there were no material weaknesses nor significant deficiencies identified.

- The motion to approve the FY20 External Audit Report passed with a unanimous vote in favor (1<sup>st</sup> Begay; 2<sup>nd</sup> Schwartz; roll call vote - all 7 members present voted yes).
- At 11:04 AM, Regent Brown announced a 5-minute break in the virtual meeting.

## FINANCE AND FACILITIES COMMITTEE

### Approval of the Proposed Fiscal Year 2021-2022 Budget Planning Assumptions

Regent Begay asked Teresa Costantinidis to present the Branch Campus budget assumptions - the material was provided in the eBook. The Advisory Boards of each of the Branch Campuses have recommended no fee or tuition increase for the fiscal year. The Advisory Boards also support a 1.5% compensation increase. SVP Costantinidis showed pie chart breakdowns of revenue source-types for each of the Branches as well a bar graph of tuition rate comparison's to peers. The largest source of tuition to the branch campuses by percentage is state appropriations, with the local mil levies being the second largest source for each one except for UNM Gallup which has tuition as the second largest source of revenue in percentage terms, followed by the local mil levy. [ATTACHMENT A]

- The motion to approve the budget assumptions as presented for the Branch Campuses, Gallup, Los Alamos, Valencia and Taos, passed with a unanimous vote in favor (1<sup>st</sup> Begay; 2<sup>nd</sup> Fortner; roll call vote - all 7 members present voted yes).

SVP Costantinidis introduced Norma Allen to present the Main Campus budget assumptions. Ms. Allen outlined the overall budget assumptions, referring to slides that were included in the eBook. Overall, there is a \$4.9 million in funding requests; \$3.839 million in must funds and \$2.2 million in additional recommendations; and a 1.5% increase in compensation. There is also an estimated \$25.4 million in Mandatory Student Fee allocations. On the revenue side, from House Bill 2 (HB2), a 3.2% increase in state appropriations formula funding will equate to about \$6 million, and the 1.5% compensation increase will provide about \$3.2 million, with the education retirement benefit (ERB) 1% increase to employer contribution providing \$1.65 million.

Ms. Allen discussed the Budget Leadership Team (BLT), composed of faculty, staff, student and administration constituents and the Tuition and Fee subcommittee under the BLT. The BLT makes its budget recommendations to President Stokes. Ms. Allen talked about historic tuition and fee increases, referring to a table included at the end of the annual consolidated budget book depicting the data since 1970. She pointed out that there were some years that did not have increases but as a result, they were followed by years that need larger rate increases in order to support programs and student services, including financial aid and other support for students in need so they can be successful in their efforts at UNM.

Regent Brown said that at this point he'd like to give the student leaders, Regent Advisors, a chance to provide their comments during the tuition and fee presentation. Mia Amin, ASUNM President, said that she would like to wait and comment after the specific tuition and fee proposals were presented.

Ms. Allen continued, outlining the tuition and fee proposals. For tuition, a 2.2% tuition increase is proposed for resident students (undergraduate & graduate) including a 2.2% increase in upper division premiums. The 2.2% increase applies also to the differential tuition charges. For non-residents, a 5% increase is proposed for non-residents, undergraduate & graduate students. For the Mandatory Student Fees, the proposal is a 23.4% decrease in undergraduate fee rates, a 23.9% decrease in the graduate rates, to account for the newly proposed headcount fees: Athletics, \$100; Student Health and Counseling (SHAC), \$107; and the existing Tech Fee to be

increased by \$50 to \$150. Ms. Allen spoke to a couple of slides that displayed in dollar-terms how the proposed tuition and fee increases would hypothetically affect a student taking 1 credit-hour, 4 credit-hours, or a block of 15 credit-hours. The overall impact to a full-time, resident, lower-division undergraduate would be about \$132.74, or 3%. **[ATTACHMENT B]**

Regent Begay asked the student leaders to provide their comments. Ms. Amin stated that the students supported the proposed SHAC fee headcount model and explained that, unlike for Athletics, the SHAC's directors had submitted the request to the Student Fee Review Board (SFRB). Ms. Amin discussed the importance of keeping the students involved in the process and added that Athletics continues to be one of the more debated budgets at the student level. She asked the Regents to fail the athletics proposal with the intent to reconsider it after it has gone through the appropriate processes. Nikhil Reddy, GPSA President, spoke about the challenges of the SFRB fee allocation decisions and his concerns for the newly proposed fee structures; he requested that the Regents not approve the new fee proposal.

Regent Begay asked Provost Holloway to provide his comments. Provost Holloway thanked the student leaders for their comments and added that he and the President strongly support the creation of a student process for the review of headcount fees and for changes proposed to headcount fees. Provost spoke in support of the headcount fee and about the importance of a stable, ongoing budget for athletics. He noted that funding for Athletics supplied by student fees is used for student costs, like scholarships. Athletics has a little over \$5.4 million in student costs that they provide to student athletes, and about \$4.4 million of that is in the form of scholarships. Regent Begay clarified that the proposal is President Stokes', as her recommendation, adding that there are two important pieces to the proposal, 1) it is a trial for three years, and 2) the funds will go to student athletic scholarships.

Regent Kim Rael inquired the best practice for athletics funding among peer institutions, for example the headcount basis versus other sources of funding. Provost Holloway responded that the headcount fee is pretty common, and he could get exact numbers. AD Nunez responded that about six peer institutions utilize the headcount model and one other institution is in the process of a similar transition to the headcount model.

Regent Begay reminded the Regents of the action item and said they could take out the Athletics piece to discuss and vote on it separately. She asked if there was a motion to approve the budget proposal minus the athletics piece, and have the athletics part as a separate motion.

Regent Payne motioned approval of the budget proposal minus the athletics piece; Regent Fortner seconded. There was discussion on the motion.

Regent Rael said she would vote against the motion, the reason being she believes that anytime an institution adopts a tuition increase, the increase needs to be aligned with an institutional strategic vision that the leadership body have all agreed to. She said she didn't feel like the conversation had been had, and in contrast that decisions being made were incremental and around the edges. She clarified that it's not that maybe it's not a good or bad idea, but that there has not been enough conversation about the overall strategy of the institution for her to feel comfortable with the tuition increase or an increase in student rates. She affirmed that increasing enrollment is a strategic objective of the University, adding that it is known that probably UNM's peer institutions in New Mexico, most of them if not all, are not doing the tuition increases this cycle. She mentioned the importance of what will be communicated to parents and students across New Mexico as they are making college choice decisions right now. Regent Rael talked about the confusing tuition and fee structure, adding that the leadership body needs to step back and look at simplifying the structure for the entire community so that it makes sense and is straightforward to allow parents and students to make decisions, understanding what the cost of their education is really going to be at UNM. Regent Rael said she respected the hard work that had gone into the recommendation, but she couldn't support it

right now. She requested that the Board, in its strategic planning session and beyond, to really invert the process and focus on what is needed to be accomplished as an institution, to decide on a financial plan, and to build around that for years going forward. She reiterated the need to get away from conversations around discussing things that are incremental and at the edges. Regent Rael again thanked everyone for the work that went into the presentation, but said that she would not support the motion.

Regent Brown responded that this really does demand and require serious strategic thought about UNM's pricing involving tuition differentials, as well as the tuition and student fees, adding it would be a robust topic for the retreat. He reminded everyone that tuition increases compound and some of the other institutions in the state had in years past increased their tuitions more than UNM had. Regent Brown said slow and steady is a much better thing than foregoing tuition one year to find out that a quantum jump is needed the next time.

Regent Brown said he'd like to continue with the motion that excludes the athletics piece which needs more discussion and he recommended deferring that to May.

There was discussion.

Regent Schwartz agreed that it is extraordinarily complicated to figure out what a student actually pays at UNM, likening the listing of the tuition and fee components to reading a hospital bill. He confirmed that historically medical students which had a higher tuition didn't pay the fee for athletics, but it looks like now they will. What actually students care about is the total tuition and fees they will pay when they come to UNM. He said that maybe UNM ought to go back to the traditional notion that tuition is what it costs to provide a high quality education to the students who come to UNM, adding that students should be given the option to fund athletics if that is an amenity they want, and if the state legislature decides it wants to fund athletics, of course, it should fund athletics, and if the City of Albuquerque wanted to make a contribution, because it contributes to the economy of Albuquerque, then of course, they should fund athletics as well. Regent Schwartz expressed concern about the process that was used this year to get student input on the athletics fee which was to impose the fee and then go back and ask the students for input, rather than ask the students input, then after listening to the students, impose the fee.

Regent Schwartz spoke in favor of setting up a process in the future that opens this up so that the athletics program could get more if the students want to support it with additional resources, or would get less if the students weren't interested in supporting it because it's not fundamental to getting a good Higher Education (HE). Regent Schwartz said that he had little trouble with the proposed 2.2% tuition increase, because along with the fees, he thought that the cost of an education is going to stay about the same or go down, but he asked for confirmation on whether that would be the case.

Regent Randy Ko acknowledged that the Regents heard from the student leaders earlier. He pointed out that 2020 to 2021 changes to the block-rate tuition model contributed to an effective 17% increase for students taking 15 credit-hours, and he inquired the budget impact of those recent changes. With regard to program expansion needs, he emphasized the importance of keeping the students in mind as key stakeholders, including involving students early on in the process. He referred to other communication problems discussed in HSC Committee regarding the proposed tuition differential for the College of Population Health (COPH). Regent Ko discussed his concerns with the fee process and involving the students, adding that he'd like to see more detail about where the headcount fee funds will be going, specifically how would they support student success.

Provost Holloway responded to Regent Ko's request for details about fee increases. Both the SHAC and IT headcount fees were set to hold the revenues for those entities, the IT funds

support the production of online courses. He said it was important to note that even as UNM goes into an in-person fall semester, 20% of all courses in the fall will be online. He also addressed the issue of the complexity of the tuition and fee model stating they started last year to simplify the graduate level tuition. Regarding to the proposed 2.2% base tuition increase, the number was selected because it is the higher education price index, the cost of running a human focused organization like an institute of higher education. Provost Holloway discussed aspects of rising HE costs.

Regent Begay said she would call the question.

Regent Schwartz requested before the vote that he get an answer to his question, will the total amount in tuition and fees go up or down or stay the same for students?

Provost Holloway responded that he could give at least a partial answer. For a number of students, the cost will remain the same. For lower income students, they actually pay nothing, and they will still pay nothing. For students in the middle-income bracket, the net amount they will have to pay depends on their financial aid position. If they receive no financial aid, then the price will go up, the increase according to the table that was presented.

Regent Brown said the funding model deserves studied attention and his hope was that by this time next year a different and more simplified process would be in place. He supported proceeding with the question.

Regent Begay called the question and took a roll call vote.

- The motion to approve the budget assumptions as presented, leaving out the Athletic Fee proposal, passed with a 5-2-0 vote (1<sup>st</sup> Payne; 2<sup>nd</sup> Fortner; Regents Begay, Brown, Fortner, Payne and Schwartz voted yes; Regents Ko and Rael voted no).

Regent Fortner moved approval of the Athletics Fee proposal. Regent Payne seconded. There was discussion.

Regent Fortner commented on Regent Schwartz' suggestion for relooking at establishing tuition and fees based on a list of core amenities that students would want to pay for in order to get a quality education. He mentioned the SHAC as a health service amenity, suggesting that 50% of students may not utilize it because they use their own health coverage somewhere else, yet students are required to pay their share because it's a benefit that has been determined to be beneficial to the University. He added the same thinking would apply to the Athletics fee, there are some people who won't use it. Regent Fortner said the discussion of the value of athletics can be debated, but one thing that probably cannot be argued is that it is one of the three major porches that the University has to appeal to Albuquerque and New Mexico residents. He stated that one of the porches is Popejoy, one is the Health Sciences Center, and the third is Athletics. Regent Fortner reiterated Provost's point that the funds that go to Athletics go to educate students who might not otherwise be at UNM, and he urged in the best interest of the University, the approval of Administration's proposal.

Regent Begay said that she would call the question.

Regent Ko requested more discussion before the vote.

Regent Schwartz said this topic was important enough to allow some discussion, because it's not so simple. Acknowledging Regent Fortner's thoughtful statement, he added that he hoped this would get more time for discussions down the road.

Regent Ko said that one problem he had was that the prior vote already included the decrease in the Mandatory Student Fee rate, effectively making this part go through. Another issue he had was with respect to the proposed headcount fees requiring medical students to pay these fees when they have been exempted from paying the Mandatory Student Fee in the past. He pointed out that the proposal did exempt the dissertation students from the Athletics headcount fee, and he asked Regent Fortner if he would accept an amendment to his motion to exclude MD students also from the fee.

- *At 12:09 PM, Regent Brown announced that he had to leave the meeting and would turn over his position as Board President chairing the overall meeting to Vice President Rael.*

Before leaving the meeting, Regent Brown propose that the athletic fee not be authorized at this meeting, but at the May meeting which would hopefully give time for the right kind of student communication to ensue.

Regent Begay asked Regent Fortner if he wanted to comment regarding the requested amendment to his motion.

Regent Fortner said that with Regent Brown leaving the meeting there may not be enough votes to pass the motion, and he said he would accept Regent Ko's friendly amendment with the understanding that the Board would consider that additional part in May. Regent Fortner stated the requirement that his second also needed to accept the friendly amendment.

Regent Rael requested to offer an additional friendly amendment. She said that due to COVID last year, there was not the intended broader strategic discussion on Athletics on the overall budgeting process and strategic priorities of the University, so she supported the Athletic headcount fee, but for only a one-year implementation, not three years, so that over the next year there can be more conversation.

Regent Fortner responded that he would definitely accept that; however, he explained that procedurally from a parliamentary point of view Regent Payne needed to then not accept the first friendly amendment.

Regent Bill Payne said he had a question about the whole issue of fees. He explained that he accepted Administration's recommendation based on the Budget Leadership Team that probably spent a whole lot of time discussing this issue, but finding out after the fact that none of the students supported this fee, raises more questions and particularly a general question about the Mandatory Student Fee and the Student Fee Review Board's process for apportioning fees between 28 separate programs. Additionally, it raises the question of which of those organizations the medical students would want to pay for if they were given a vote on it, emphasizing this is something that needs further discussion. Regent Payne said he didn't feel comfortable parsing Administration's recommendation, and he suggested that if it's deferred, that it be deferred intact to the May meeting and hopefully in between there will be some more discussions. He expressed concern about the parsing of the recommendation, suggesting the Regents vote on the whole recommendation, indicating whether they agree there has been a sufficient vetting of the budget and everything else, or that there hasn't.

Regent Begay suggested to Regent Fortner that he withdraw his motion and the item would be tabled until the May meeting.

Regent Fortner withdrew his motion.

Regent Begay thanked the Regents for their patience and feedback and asked SVP Costantinidis to introduce the next budget item.

SVP Costantinidis introduced Ava Lovell to present the Health Sciences budget assumptions. Ms. Lovell presented slides that were provided in the eBook. In summary, the Health Sciences Academic Enterprise will do the same tuition increases that are proposed for Main Campus, a 2.2% increase for undergraduate and graduate resident and a 5% increase for non-resident students (graduate and undergraduate). The proposals exclude students in the School of Medicine (SOM) and College of Pharmacy (COP) because their tuitions are so high already; their exclusions being quite usual almost every year. Regarding the SOM, there are also other programs besides the MDs, including physical therapy, occupational therapy, and physician assistant, and those would have the increase imposed on them.

Ms. Lovell addressed the Differential Tuition proposals. The proposed College of Population Health (COPH) differential tuition was discussed at length at the HSC Committee. Last year, the Regents pre-approved the undergraduate COPH differential to start at \$50 per student credit-hour for FY21 and go up to \$100 for this year. The differential tuition for graduate students was not implemented last year, so this year the proposal is to start at \$25 per credit-hour, and go up to \$100 next year. One aspect in this proposal is that it will not affect students currently enrolled. The COP is requesting a 5% increase in its differential tuition, again to start for only new students and phased in over 4-years. Ms. Lovell explained that the HSC receives revenue (100%) only on one fee, the Health Sciences Library and Resource fee, and this fee has not been increased since 2010. The proposal is to increase this fee over a two-year phase-in, by \$66.50, from \$130 to 196.50, in first year, and by another \$66, from \$196.50 to \$262.50, in second year. Much of this will go to buy electronic textbooks which saves cost for the students. Ms. Lovell also explained that the Mandatory Student Fee has historically not been charged to the MD students. The newly proposed headcount fee models for Athletics, the SHAC, and the Tech Fee will be charged to the MD students, so these would in essence be new fees charged to the MD students.

Ms. Lovell briefly talked about the proposed 1.5% compensation increase. The signing of House Bill 2 enacted the cost of living increase of 1.5%, as part of legislature funding for I&G (instruction and general). Health Sciences I&G is a quite small percentage of its revenues, but as what has been done historically, the HSC gives the increase to all its faculty and staff across the Academic Enterprise, including research, library, and administration. The I&G funding for the increased salary and fringe for HSC would come to \$1.344 million, and the Health Sciences Center would pay an extra \$5.384 million to cover all of the faculty/staff compensation increases at the 1.5% level. Ms. Lovell addressed the compensation shortfalls for each of the units, the SOM's being the largest at \$3.664 million. The shortfalls being what the HSC will have to pay in order to apply the 1.5% compensation increase for all of the noted faculty and staff, and Ms. Lovell said she believed the HSC was able to fund the shortfall amounts. Ms. Lovell clarified that Regents' approval for the 1.5% compensation increase was requested.

## [ATTACHMENT C]

Regent Begay asked for a motion to approve the HSC budget proposal that was presented.

- The motion to approve the budget assumptions as presented for the Health Sciences Center, passed with a unanimous vote in favor (1<sup>st</sup> Schwartz; 2<sup>nd</sup> Fortner; roll call vote - all 6 members present voted yes).

UNM Foundation 2<sup>nd</sup> Quarter Finance and Endowment Portfolio Report (information only)  
Regent Begay clarified the documentation for this report was provided in the eBook for information only, and the item would not be presented.

## HEALTH SCIENCES CENTER COMMITTEE

Approval of Clifton Larson Allen (CLA) services - \$1,917,670

Regent Schwartz asked Kate Becker and Bonnie White to present the item. Ms. Becker said there was a time when the Health Sciences Center and Health System had their audits, both internal and external performed by external agencies, and a few years ago the decision was made to bring that internal audit function in-house and hire people to do that work. Those people were subsequently brought in. Ms. Becker continued that now with more understanding of the breadth and depth of the complexity of the health system internal audit work, it seemed wise to connect with a contract that would enable the utilization of a broader range of people who have expertise in a variety of areas to support this function. So after going through an RFP process to select a vendor to provide internal audit services, the proposal is brought to the Regents for approval. Ms. Becker introduced Bonnie White to present the details of the contract. The contract with CliftonLarsonAllen LLP (CLA) has a four-year term with an estimated cost of \$1,917,670 over the full term. CLA will provide three thousand (3,000) hours of internal auditing each year for the years 2021 through 2024. The purchased services will include, but will not be limited to, audit procedures to determine whether operating procedures are followed and internal controls are effective. Services will include performing an annual enterprise risk assessment, conducting internal audits, engagement administration and reporting.

Regent Payne inquired how the \$1.9 million would be accounted for in the budget. Ms. White responded that this will be included in each of the clinical entities' budgets, UNM Hospital (UNMH) and SRMC and the Medical Group, with the bulk going to UNMH; the funds will replace some of the funds in the budget for internal staff in previous years.

- The motion to approve the Clifton Larson Allen internal audit services passed with a unanimous vote in favor (1<sup>st</sup> Schwartz; 2<sup>nd</sup> Fortner; roll call vote - all 6 members present voted yes).

### ADVISORS' COMMENTS

Nancy Shane commented about the University's further development of guidelines for staff to work remotely, taking advantage of the past year's learnings; recent approval of new academic programs and the difficult subject of addressing potential program cuts as well as the need to identify helpful metrics to aid in program approval or deletion decisions. Dr. Shane commented about the proposed athletic fee charge and said she appreciated the Regents close attention to all university matters.

Finnie Coleman commented on Faculty Senate resolutions regarding climate change and divestment that will be presented to Regents at the next meeting. Regarding the union negotiations process, he said he hoped the Regents, the President, Provost and others in positions of responsibility and authority recognize the depth of the public comments made earlier. The things that faculty members are saying are not coming out of a vacuum; they are coming out of a need by the Faculty to be heard in ways that they have not been heard in the past.

Chad Cooper commented on Alumni Association activities, including recent Lobo Living Room events, scholarship opportunities, and an upcoming virtual STEM career fair and several 2021 Alumni Awards nominations with a July 15 deadline to submit nominations; he talked about program plans for the 15 regional chapters in the U.S. and the 8 cultural and interest-based chapters.

Nikhil Naguru commented on the status of the annual GPSA elections for President and other officers.

Kevin Malloy commented about the Retiree Association's activities during the legislative session, with particular focus on Senate Bill 42 which was introduced by Senator Stewart and signed by the Governor providing for an increase in the employer contribution rate paid into the

fund by a one percentage point per year over the next four years. Dr. Malloy talked about concerns over the continued erosion of the fund despite this increase, an issue the Association will continue to follow very closely in the future.

**VOTE TO CLOSE THE MEETING AND PROCEED IN EXECUTIVE SESSION**

(1<sup>ST</sup> Fortner; 2<sup>ND</sup> Begay; roll call vote - all 6 members present voted yes). The meeting closed at 12:43 PM.

- A. Discussions subject to attorney-client privilege pertaining to threatened or pending litigation as permitted by Section 10-15-1H(7), NMSA (1978)

**VOTE TO RE-OPEN THE MEETING AND CERTIFICATION THAT ONLY THOSE MATTERS DESCRIBED IN THE CLOSED SESSION AGENDA WERE DISCUSSED IN CLOSED SESSION, AND IF NECESSARY, FINAL ACTION WITH REGARD TO CERTAIN MATTERS WILL BE TAKEN IN OPEN SESSION**

The meeting re-opened at 1:08 PM.

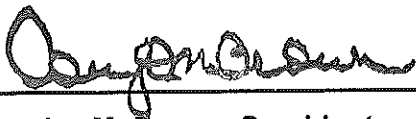
Regent Rael certified that closed session discussions were limited to only those matters described in the closed session agenda and confirmed there were no items upon which the Board needed to act.

**ADJOURN**

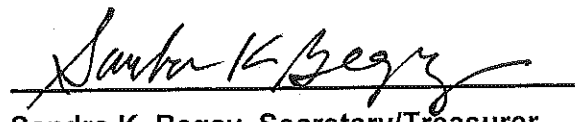
There being no further business, Regent Rael asked for a motion to adjourn: Regent Fortner motioned; Regent Schwartz seconded; all 6 members present voted in favor; the meeting adjourned at 1:09 PM.

**Approved:**

**Attest:**



**Douglas M. Brown, President**



**Sandra K. Begay, Secretary/Treasurer**



**ATTACHMENTS TO THE MINUTES OF THE  
APRIL 13, 2021 BOARD OF REGENTS**

**Requesting Approval of  
Proposed FY 21-22**

**Budget Planning Assumptions  
Branches, Main Campus and Health Sciences Center  
BOR Finance and Facilities Committee**

**April 6, 2021**

# Branch Campuses **ATTACHMENT A** Budget Planning Assumptions

## **UNM-Gallup Advisory Board Meeting February 16, 2021**

- No fees or tuition increase.

## **UNM-Los Alamos Advisory Board Meeting March 8, 2021**

- No fees or tuition increase.

## **UNM-Taos Advisory Board Meeting March 24, 2021**

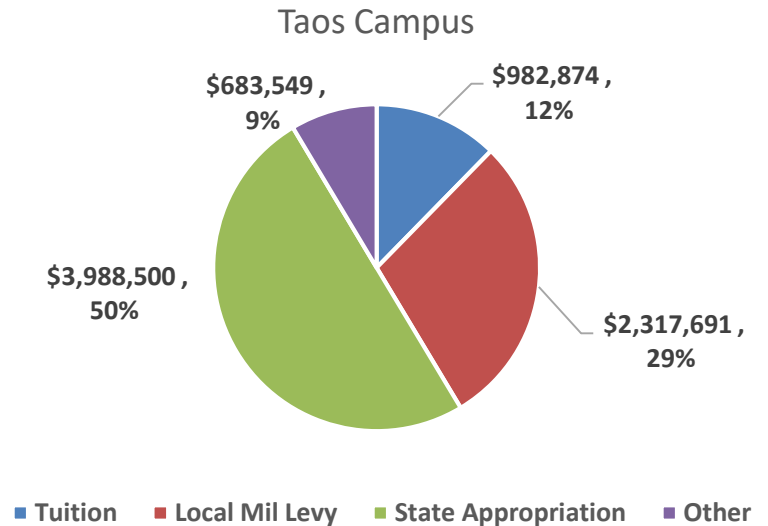
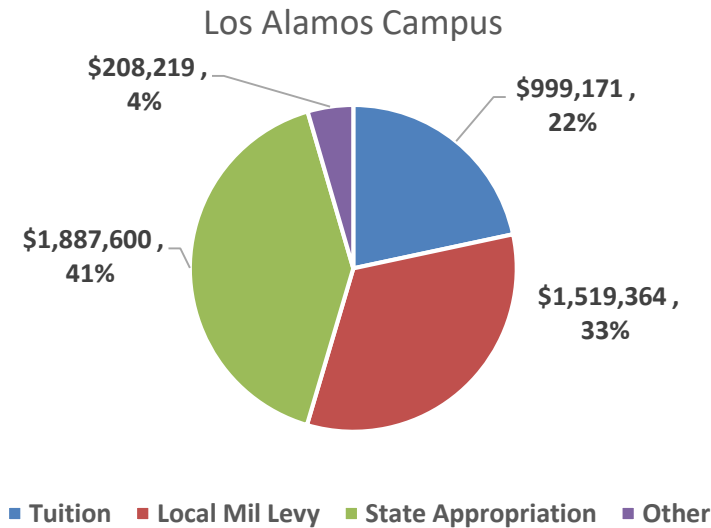
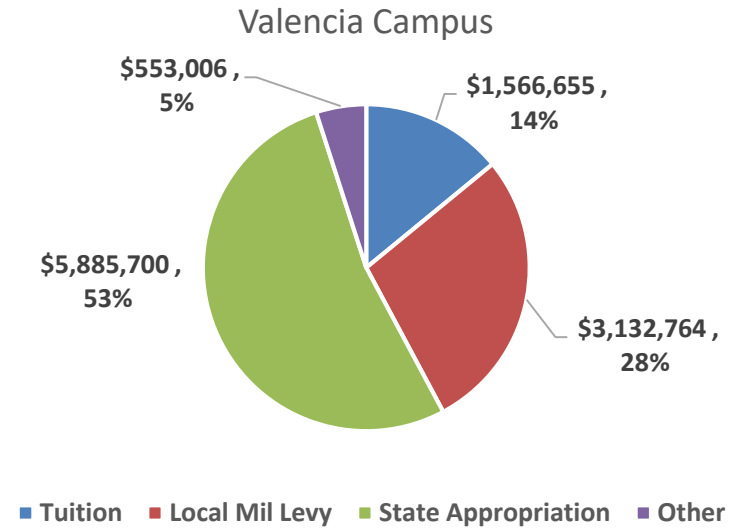
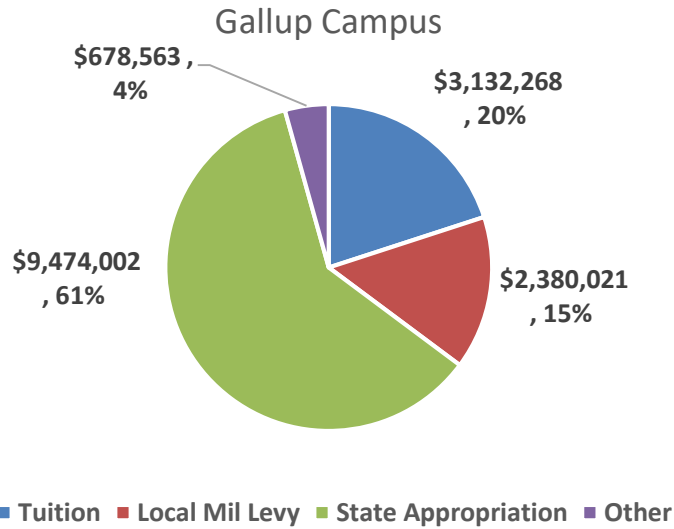
- No fees or tuition increase.

## **UNM-Valencia Advisory Board Meeting March 30, 2021**

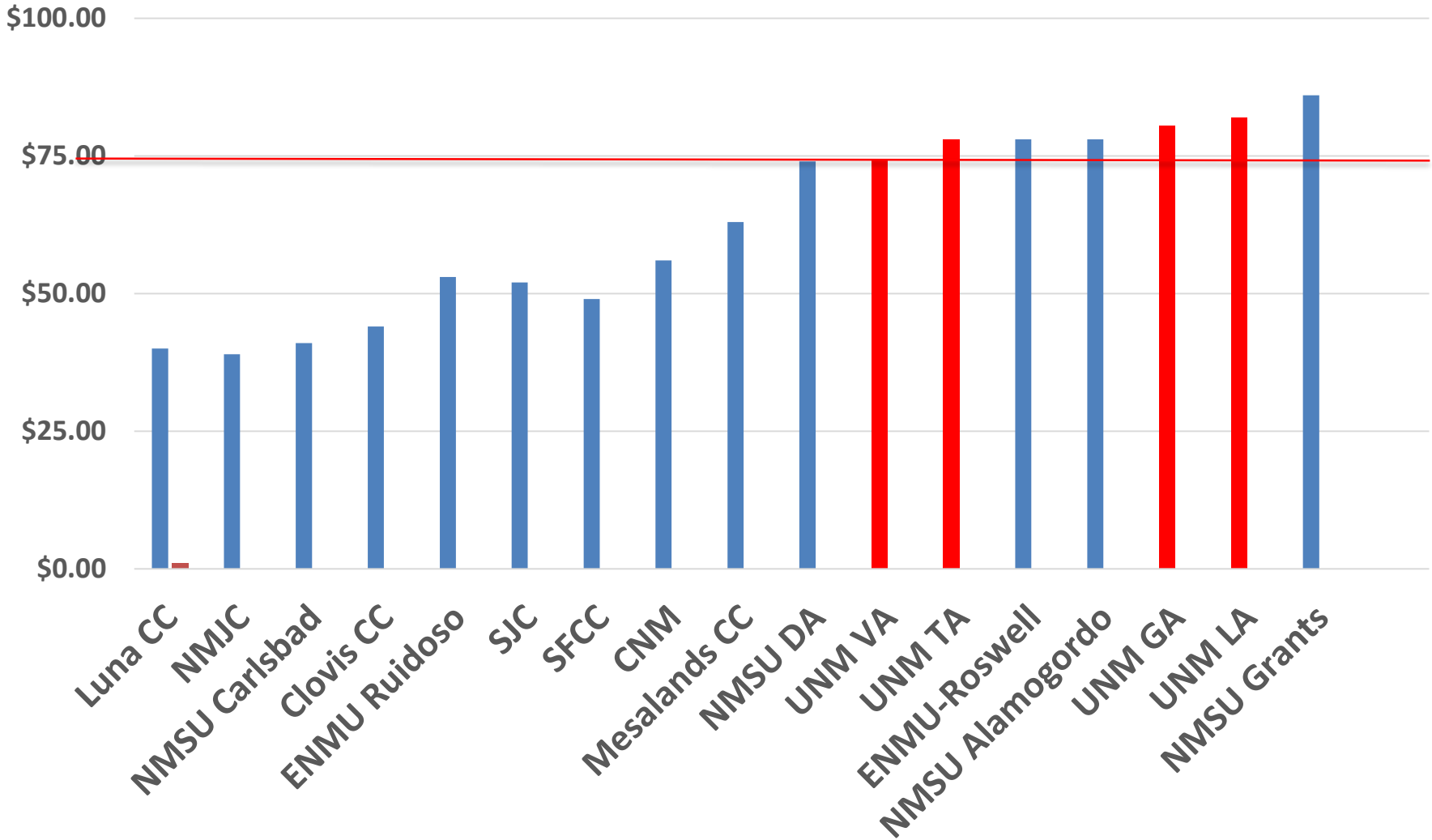
- No fees or tuition increase.

*\*All Branch Campus Chancellors indicate that their Advisory Boards support a 1.5 percent compensation increase.*

# Branch Revenues



### 2020-2021 Tuition Rate Comparison



■ Res Tuition

**FY 21-22**

**Main Campus Budget Planning Assumptions**

**Here Today to Request Approval of:**

Overall FY 21-22 Budget Planning Assumptions

Tuition Rate Proposal

Fee Rate Proposal

Funding Requests \$4.9M

Must Funds \$3.839M

Additional Recommendation \$2.2M

Compensation 1.5% Increase

Base Allocations and Utilities \$4M increase or 1.5%

Mandatory Student Fee Allocations \$25.4M

# Revenue Assumptions



# Main Campus State Appropriations

## House Bill 2

Description	Amount
I&G Formula Funding 3.2%	\$5.993M
1.5% Compensation Increase	\$3.231M
Transfer to Nursing, Pharmacy and Population Health-Formula Distribution	(\$40K)
Educational Retirement Benefit 1% Increase to Employer Contribution	\$1.651M
<b>Total Net Increase</b>	<b>\$10.8M</b>

Note 3/25 Presentation differences: HSC transfer amount was reduced from \$322K to \$40K. Adjusted out the \$5.2M CARES Swap restoration. The initial \$5.2M of CARES Swap reduction didn't affect them in FY21.

Note: ERB funding has a reversion clause on unspent funding.



# Tuition and Fee Proposal

## Tuition Recommendation

**ATTACHMENT B cont.**

### **Proposed Increases-\$2.3M Tuition**

2.2% Resident (Undergraduate and Graduate)

2.2% Upper Division Premiums

5% Non-Resident (Undergraduate and Graduate)

0.41% Flat Dissertation Rate-Resident and Non-Resident 1-6 Hours-\$1,181 to \$1,186

Charge the same Flat Dissertation Rate of \$1,186 to Non-Resident-7 hours and above

*Note: 2.2% Increase in Differential Tuition generates \$210K. This flows directly to the college and school.*

*Note: Also 10% of \$2.3M Base Tuition and Premium Increase will be transferred to Student Aid \$230K.*

## Fee Recommendation

**Existing** Mandatory Student Fees: 23.4% decrease in Undergrad and a 23.9% decrease in Grad rates to account for **New** fees. See note 1 below.

**New** SHAC Fee \$107 Fall/Spring \$72 Summer-net revenue neutral. See note 1 below.

**New** Athletics Fee \$100 Fall/Spring \$67 Summer-net revenue neutral. See note 1 below.

**Existing** Tech Fee from \$50 to \$150 Fall/Spring and from \$10 to \$20 for Summer. The proposed Tech Fee eliminates the \$100 Online Max per course fee. See Note 2 below.

### ***Recommending that future changes to headcount models have student input and review.***

*Note 1: The offsetting reductions in mandatory student fee rates for new fees still leaves a \$348K shortfall. This shortfall is offset by a reduction in expenditures. In addition, the revenue generated by the mandatory student fees, SHAC fee and Athletics Fee is projected to generate the same amount of revenues as the current model.*

*Note 2: Also, the proposed Tech Fee will additionally fund \$255K for a Learning Mgt System replacement, online proctoring, and online learning support.*

*Note 3: Dissertation Students will only pay the Tech Fee and SHAC Fee*

# Tuition and Fee Rates-Traditional Face to Face Students



**ATTACHMENT B cont.**

FY 22 Tuition and Fee Rates	1 Credit Hour-Current Rates						1 Credit Hour-Proposed Rates										
	Per Credit Hour			Headcount			Per Credit Hour				Headcount				Total	\$ Change	% Change
	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPSA	Tech Fee	Total	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPSA	Tech Fee	SHAC Fee	Athletics Fee				
Undergraduate Resident-Lower	\$269.28	\$0.00	\$69.09	\$1.67	\$50.00	\$390.04	\$275.20	\$0.00	\$52.53	\$1.67	\$150.00	\$0.00	\$0.00	\$479.40	\$89.36	22.9%	
Undergraduate Non-Resident-Lower	\$928.34	\$0.00	\$69.09	\$1.67	\$50.00	\$1,049.10	\$974.76	\$0.00	\$52.53	\$1.67	\$150.00	\$0.00	\$0.00	\$1,178.96	\$129.86	12.4%	
Undergraduate Resident-Upper	\$269.28	\$35.00	\$69.09	\$1.67	\$50.00	\$425.04	\$275.20	\$35.78	\$52.53	\$1.67	\$150.00	\$0.00	\$0.00	\$515.18	\$90.14	21.2%	
Undergraduate Non-Resident-Upper	\$928.34	\$35.00	\$69.09	\$1.67	\$50.00	\$1,084.10	\$974.76	\$35.78	\$52.53	\$1.67	\$150.00	\$0.00	\$0.00	\$1,214.74	\$130.64	12.1%	
Graduate Resident	\$328.88	\$0.00	\$77.84	\$25.00	\$50.00	\$481.72	\$336.12	\$0.00	\$59.18	\$25.00	\$150.00	\$0.00	\$0.00	\$570.30	\$88.58	18.4%	
Graduate Non-Resident	\$1,027.18	\$0.00	\$77.84	\$25.00	\$50.00	\$1,180.02	\$1,078.54	\$0.00	\$59.18	\$25.00	\$150.00	\$0.00	\$0.00	\$1,312.72	\$132.70	11.2%	
Dissertation Resident/Non-Resident	\$1,181.00	\$0.00	\$0.00	\$0.00	\$50.00	\$1,231.00	\$1,186.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00	\$1,336.00	\$105.00	8.5%	

FY 22 Tuition and Fee Rates	4 Credit Hour-Current Rates						4 Credit Hour-Proposed Rates										
	Per Credit Hour			Headcount			Per Credit Hour				Headcount				Total	\$ Change	% Change
	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPSA	Tech Fee	Total	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPSA	Tech Fee	SHAC Fee	Athletics Fee				
Undergraduate Resident-Lower	\$1,077.12	\$0.00	\$276.37	\$6.67	\$50.00	\$1,410.16	\$1,100.80	\$0.00	\$210.13	\$6.67	\$150.00	\$107.00	\$100.00	\$1,674.60	\$264.44	18.8%	
Undergraduate Non-Resident-Lower	\$3,713.36	\$0.00	\$276.37	\$6.67	\$50.00	\$4,046.40	\$3,899.04	\$0.00	\$210.13	\$6.67	\$150.00	\$107.00	\$100.00	\$4,472.84	\$426.44	10.5%	
Undergraduate Resident-Upper	\$1,077.12	\$140.00	\$276.37	\$6.67	\$50.00	\$1,550.16	\$1,100.80	\$143.12	\$210.13	\$6.67	\$150.00	\$107.00	\$100.00	\$1,817.72	\$267.56	17.3%	
Undergraduate Non-Resident-Upper	\$3,713.36	\$140.00	\$276.37	\$6.67	\$50.00	\$4,186.40	\$3,899.04	\$143.12	\$210.13	\$6.67	\$150.00	\$107.00	\$100.00	\$4,615.96	\$429.56	10.3%	
Graduate Resident	\$1,315.52	\$0.00	\$311.36	\$25.00	\$50.00	\$1,701.88	\$1,344.48	\$0.00	\$236.72	\$25.00	\$150.00	\$107.00	\$100.00	\$1,963.20	\$261.32	15.4%	
Graduate Non-Resident	\$4,108.72	\$0.00	\$311.36	\$25.00	\$50.00	\$4,495.08	\$4,314.16	\$0.00	\$236.72	\$25.00	\$150.00	\$107.00	\$100.00	\$4,932.88	\$437.80	9.7%	
Dissertation Resident/Non-Resident	\$1,181.00	\$0.00	\$0.00	\$0.00	\$50.00	\$1,231.00	\$1,186.00	\$0.00	\$0.00	\$0.00	\$150.00	\$107.00	\$0.00	\$1,443.00	\$212.00	17.2%	

FY 22 Tuition and Fee Rates	Block-Current Rates (UG Res-15 Hrs/UG NR and GR 12 Hrs)						Block-Proposed Rates (UG Res-15 Hrs/UG NR and GR 12 Hrs)										
	Per Credit Hour			Headcount			Per Credit Hour				Headcount				Total	\$ Change	% Change
	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPSA	Tech Fee	Total	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPSA	Tech Fee	SHAC Fee	Athletics Fee				
Undergraduate Resident-Lower	\$3,369.92	\$0.00	\$1,041.40	\$20.00	\$50.00	\$4,481.32	\$3,444.06	\$0.00	\$793.00	\$20.00	\$150.00	\$107.00	\$100.00	\$4,614.06	\$132.74	3.0%	
Undergraduate Non-Resident-Lower	\$11,400.74	\$0.00	\$829.12	\$20.00	\$50.00	\$12,299.86	\$11,970.78	\$0.00	\$630.40	\$20.00	\$150.00	\$107.00	\$100.00	\$12,978.18	\$678.32	5.5%	
Undergraduate Resident-Upper	\$3,369.92	\$525.00	\$1,041.40	\$20.00	\$50.00	\$5,006.32	\$3,444.06	\$536.70	\$793.00	\$20.00	\$150.00	\$107.00	\$100.00	\$5,150.76	\$144.44	2.9%	
Undergraduate Non-Resident-Upper	\$11,400.74	\$420.00	\$829.12	\$20.00	\$50.00	\$12,719.86	\$11,970.78	\$429.36	\$630.40	\$20.00	\$150.00	\$107.00	\$100.00	\$13,407.54	\$687.68	5.4%	
Graduate Resident	\$3,981.64	\$0.00	\$934.08	\$25.00	\$50.00	\$4,990.72	\$4,069.24	\$0.00	\$710.16	\$25.00	\$150.00	\$107.00	\$100.00	\$5,161.40	\$170.68	3.4%	
Graduate Non-Resident	\$12,361.20	\$0.00	\$934.08	\$25.00	\$50.00	\$13,370.28	\$12,979.26	\$0.00	\$710.16	\$25.00	\$150.00	\$107.00	\$100.00	\$14,071.42	\$701.14	5.2%	
Dissertation Resident	\$1,181.00	\$0.00	\$0.00	\$0.00	\$50.00	\$1,231.00	\$1,186.00	\$0.00	\$0.00	\$0.00	\$150.00	\$107.00	\$0.00	\$1,443.00	\$212.00	17.2%	
Dissertation Non-Resident	\$7,811.12	\$0.00	\$0.00	\$0.00	\$50.00	\$7,861.12	\$1,186.00	\$0.00	\$0.00	\$0.00	\$150.00	\$107.00	\$0.00	\$1,443.00	-\$6,418.12	-81.6%	

Note<sup>1</sup>: ASUNM Fee is embedded in the mandatory student fee rate and is allocated to ASUNM \$1.67 per credit hour up to 12 hours. This practice has been in place for a number of years.

Note: The current Tech Fee rate above does not include the \$100 ONLINE MAX per course fee. The proposed Tech Fee rate above eliminates the \$100 ONLINE MAX per course fee.



# Tuition and Fee Rates-Students taking 1 or 2 Online Courses

**ATTACHMENT B cont.**



FY 22 Tuition and Fee Rates	1 Credit Hour-Current Rates							1 Credit Hour-Proposed Rates							\$ Change	% Change	
	Per Credit Hour			Headcount				Per Credit Hour			Headcount						
	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPISA	Online Max Fee-Taking One Online Course <sup>2</sup>	Tech Fee	Total	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPISA	Tech Fee	SHAC Fee	Athletics Fee			Total
Undergraduate Resident-Lower	\$269.28	\$0.00	\$69.09	\$1.67	\$100.00	\$50.00	\$490.04	\$275.20	\$0.00	\$52.53	\$1.67	\$150.00	\$0.00	\$0.00	\$479.40	-\$10.64	-2.2%
Undergraduate Non-Resident-Lower	\$928.34	\$0.00	\$69.09	\$1.67	\$100.00	\$50.00	\$1,149.10	\$974.76	\$0.00	\$52.53	\$1.67	\$150.00	\$0.00	\$0.00	\$1,178.96	\$29.86	2.6%
Undergraduate Resident-Upper	\$269.28	\$35.00	\$69.09	\$1.67	\$100.00	\$50.00	\$525.04	\$275.20	\$35.78	\$52.53	\$1.67	\$150.00	\$0.00	\$0.00	\$515.18	-\$9.86	-1.9%
Undergraduate Non-Resident-Upper	\$928.34	\$35.00	\$69.09	\$1.67	\$100.00	\$50.00	\$1,184.10	\$974.76	\$35.78	\$52.53	\$1.67	\$150.00	\$0.00	\$0.00	\$1,214.74	\$30.64	2.6%
Graduate Resident	\$328.88	\$0.00	\$77.84	\$25.00	\$100.00	\$50.00	\$581.72	\$336.12	\$0.00	\$59.18	\$25.00	\$150.00	\$0.00	\$0.00	\$570.30	-\$11.42	-2.0%
Graduate Non-Resident	\$1,027.18	\$0.00	\$77.84	\$25.00	\$100.00	\$50.00	\$1,280.02	\$1,078.54	\$0.00	\$59.18	\$25.00	\$150.00	\$0.00	\$0.00	\$1,312.72	\$32.70	2.6%
Dissertation Resident/Non-Resident	\$1,181.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$1,231.00	\$1,186.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00	\$1,336.00	\$105.00	8.5%

FY 22 Tuition and Fee Rates	4 Credit Hour-Current Rates							4 Credit Hour-Proposed Rates							\$ Change	% Change	
	Per Credit Hour			Headcount				Per Credit Hour			Headcount						
	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPISA	Online Max Fee-Taking One Online Course <sup>2</sup>	Tech Fee	Total	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPISA	Tech Fee	SHAC Fee	Athletics Fee			Total
Undergraduate Resident-Lower	\$1,077.12	\$0.00	\$276.37	\$6.67	\$100.00	\$50.00	\$1,510.16	\$1,100.80	\$0.00	\$210.13	\$6.67	\$150.00	\$107.00	\$100.00	\$1,674.60	\$164.44	10.9%
Undergraduate Non-Resident-Lower	\$3,713.36	\$0.00	\$276.37	\$6.67	\$100.00	\$50.00	\$4,146.40	\$3,899.04	\$0.00	\$210.13	\$6.67	\$150.00	\$107.00	\$100.00	\$4,472.84	\$326.44	7.9%
Undergraduate Resident-Upper	\$1,077.12	\$140.00	\$276.37	\$6.67	\$100.00	\$50.00	\$1,650.16	\$1,100.80	\$143.12	\$210.13	\$6.67	\$150.00	\$107.00	\$100.00	\$1,817.72	\$167.56	10.2%
Undergraduate Non-Resident-Upper	\$3,713.36	\$140.00	\$276.37	\$6.67	\$100.00	\$50.00	\$4,286.40	\$3,899.04	\$143.12	\$210.13	\$6.67	\$150.00	\$107.00	\$100.00	\$4,615.96	\$329.56	7.7%
Graduate Resident	\$1,315.52	\$0.00	\$311.36	\$25.00	\$100.00	\$50.00	\$1,801.88	\$1,344.48	\$0.00	\$236.72	\$25.00	\$150.00	\$107.00	\$100.00	\$1,963.20	\$161.32	9.0%
Graduate Non-Resident	\$4,108.72	\$0.00	\$311.36	\$25.00	\$100.00	\$50.00	\$4,595.08	\$4,314.16	\$0.00	\$236.72	\$25.00	\$150.00	\$107.00	\$100.00	\$4,932.88	\$337.80	7.4%
Dissertation Resident/Non-Resident	\$1,181.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$1,231.00	\$1,186.00	\$0.00	\$0.00	\$0.00	\$150.00	\$107.00	\$0.00	\$1,443.00	\$212.00	17.2%

FY 22 Tuition and Fee Rates	Block-Current Rates (UG Res-15 Hrs/UG NR and GR 12 Hrs)							Block-Proposed Rates (UG Res-15 Hrs/UG NR and GR 12 Hrs)							\$ Change	% Change	
	Per Credit Hour			Headcount				Per Credit Hour			Headcount						
	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPISA	Online Max Fee-Taking Two Online Courses <sup>2</sup>	Tech Fee	Total	Base Tuition	Premium	Mandatory Student Fees	ASUNM <sup>1</sup> /GPISA	Tech Fee <sup>2</sup>	SHAC Fee	Athletics Fee			Total
Undergraduate Resident-Lower	\$3,369.92	\$0.00	\$1,041.40	\$20.00	\$200.00	\$50.00	\$4,681.32	\$3,444.06	\$0.00	\$793.00	\$20.00	\$150.00	\$107.00	\$100.00	\$4,614.06	-\$67.26	-1.4%
Undergraduate Non-Resident-Lower	\$11,400.74	\$0.00	\$829.12	\$20.00	\$200.00	\$50.00	\$12,499.86	\$11,970.78	\$0.00	\$630.40	\$20.00	\$150.00	\$107.00	\$100.00	\$12,978.18	\$478.32	3.8%
Undergraduate Resident-Upper	\$3,369.92	\$525.00	\$1,041.40	\$20.00	\$200.00	\$50.00	\$5,206.32	\$3,444.06	\$536.70	\$793.00	\$20.00	\$150.00	\$107.00	\$100.00	\$5,150.76	-\$55.56	-1.1%
Undergraduate Non-Resident-Upper	\$11,400.74	\$420.00	\$829.12	\$20.00	\$200.00	\$50.00	\$12,919.86	\$11,970.78	\$429.36	\$630.40	\$20.00	\$150.00	\$107.00	\$100.00	\$13,407.54	\$487.68	3.8%
Graduate Resident	\$3,981.64	\$0.00	\$934.08	\$25.00	\$200.00	\$50.00	\$5,190.72	\$4,069.24	\$0.00	\$710.16	\$25.00	\$150.00	\$107.00	\$100.00	\$5,161.40	-\$29.32	-0.6%
Graduate Non-Resident	\$12,361.20	\$0.00	\$934.08	\$25.00	\$200.00	\$50.00	\$13,570.28	\$12,979.26	\$0.00	\$710.16	\$25.00	\$150.00	\$107.00	\$100.00	\$14,071.42	\$501.14	3.7%
Dissertation Resident	\$1,181.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$1,231.00	\$1,186.00	\$0.00	\$0.00	\$0.00	\$150.00	\$107.00	\$0.00	\$1,443.00	\$212.00	17.2%
Dissertation Non-Resident	\$7,811.12	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$7,861.12	\$1,186.00	\$0.00	\$0.00	\$0.00	\$150.00	\$107.00	\$0.00	\$1,443.00	-\$6,418.12	-81.6%

Note<sup>1</sup>: ASUNM Fee is embedded in the mandatory student fee rate and is allocated to ASUNM \$1.67 per credit hour up to 12 hours. This practice has been in place for a number of years.

Note<sup>2</sup>: Online Max Fee is assessed \$100 for each course not by headcount. The proposed Tech Fee eliminates the \$100 ONLINE MAX per course fee.



# Allocation Assumptions



# Allocations

**ATTACHMENT B cont.**

Funding Requests \$4.9M

\$1.1M SVP for Finance and Administration

\$2.926M Academic Affairs

\$831K President's Organizations

Must Fund Allocations \$3.839M

\$2.1M Proposed 1% ERB Increase

\$400K Estimated Minimum Wage Increase

\$232K Student Health Insurance 8.7% increase

\$70K GATA Tuition Waivers

\$53K Worker's Comp increase 10%

(\$280K) Misc. Fringe Benefits Tax Decrease 4%

\$375K Property Insurance 25% Increase

\$69K General Liability Insurance Cyber Security

\$300K President scholarship commitment (Year 2 of 3)

\$520K Faculty Promotions

Utilities 0%

Additional Recommendation \$2.2 M (detail next slide)

Compensation Increase 1.5%-\$3.4M

Base Allocations and Utilities \$4M or 1.5% Increase

Mandatory Student Fees \$25.4M

*Note: Mandatory student fees allocations of \$25.7M were adjusted to \$25.4M. The SFRB contingency was brought down from \$432K to \$84K.*

# Additional Recommendation

FY 22 Main Campus Core Fund Contribution			
	Current FY 21 Amount Collected	Proposed 4% of Expenditures Base FY 22	Difference
Main Campus Self Supporting Units	\$4,105,150	\$2,312,751	(\$1,792,399)
Public Service	\$164,351	\$121,121	(\$43,230)
RPSPs	\$340,715	\$0	(\$340,715)
<b>Total</b>	<b>\$4,610,216</b>	<b>\$2,433,872</b>	<b>(\$2,176,344)</b>

Establishment of 4% assessment on public service activities and auxiliary enterprise activities to support core funded central services. Assessment will be based upon FY 20 total expenditures.



**Main Campus-DRAFT 4/6/21**

	Category	FY 2021 Forecast Recurring (A)	Fiscal Year 2022 Scenario HB2 ( B )	% Change (A&B)
	State Appropriations	186,173,400	197,048,250	5.8%
	Tuition Revenue	113,673,247	115,973,247	2.0%
	One-Time Revenues	281,234	-	-100.0%
	Other/Net Transfers Out	(18,367,611)	(18,637,111)	1.5%
	<b>Total I&amp;G Revenues</b>	<b>281,760,270</b>	<b>294,384,386</b>	<b>4.5%</b>
	Mandatory Student Fees	32,241,498	25,392,526	-21.2%
	<b>Total Revenues</b>	<b>314,001,768</b>	<b>319,776,912</b>	<b>1.8%</b>
	Base Allocation	257,593,850	261,362,050	1.5%
	Utilities	15,766,656	15,998,656	1.5%
	Funding Requests	-	4,856,435	
	Must Fund Increases	-	3,839,179	
	Additional Recommendation	-	2,176,344	
	Compensation	-	3,420,000	
	<b>Total I&amp;G Expense</b>	<b>273,360,506</b>	<b>291,652,664</b>	<b>6.7%</b>
	Mandatory Student Fee Allocations	30,240,828	25,392,526	-16.0%
	<b>Total Expense</b>	<b>303,601,334</b>	<b>317,045,190</b>	<b>4.4%</b>
	<b>Projected Surplus (Deficit)</b>	<b>10,400,435</b>	<b>2,731,723</b>	
	<b>I&amp;G</b>	<b>8,399,765</b>	<b>2,731,723</b>	
	<b>Fees</b>	<b>2,000,670</b>	<b>(0)</b>	
	<b>Total Surplus (Deficit)</b>	<b>10,400,435</b>	<b>2,731,723</b>	

**Requesting Approval of:**

Overall FY 22 Budget Planning Assumptions

Tuition Rate Proposal

Fee Rate Proposal

Funding Requests \$4.9M

Must Funds \$3.839M

Additional Recommendation \$2.2M

Compensation 1.5% Increase

Base Allocations and Utilities \$4M increase or 1.5%

Mandatory Student Fee Allocations \$25.4M



# HSC FY22 Tuition, Fee and Compensation Planning

# Summary Regular Tuition Rate Changes Proposed

- All Undergraduate Resident 2.2% increase
- All Undergraduate Nonresident 5% increase
- All Graduate Resident 2.2% increase  
(Exclude SOM MD and PharmD)
- All Graduate Nonresident 5% increase  
(Exclude SOM MD and PharmD)

# Proposed Differential Tuition Changes

- College of Population Health Undergraduate
  - Increase from \$50 to \$100 per credit hour
- College of Population Health Graduate
  - New \$25 per credit hour
  - Phase one of a two year phase-in
  - \$100 per credit hour effective Fall 2022
- College of Pharmacy PharmD
  - 5% increase (from \$379.50 to \$398.48) to be phased in by new student cohort over 4 years

Rate schedule/staggered implementation	Tuition Differential per Credit Hour			
Fiscal Year	P1	P2	P3	P4
Proposed FY22 (effective Fall 2021)	\$398.48	\$379.50	\$379.50	\$379.50
Proposed FY23 (effective Fall 2022)	\$398.48	\$398.48	\$379.50	\$379.50
Proposed FY24 (effective Fall 2023)	\$398.48	\$398.48	\$398.48	\$379.50
Proposed FY25 (effective Fall 2024)	\$398.48	\$398.48	\$398.48	\$398.48

# HSC Student Fee Increases

- HSC Library and Resource Fee two year phase-in
  - Year 1 increase \$66.50 per semester (from \$130 to \$196.50)
  - Year 2 increase \$66.00 per semester (from \$196.50 to \$262.50)
- Mandatory Fee (University-wide per Main Campus proposal)
  - Undergraduate -23.4% or -\$248.40 per semester
  - Graduate -23.96% or -\$223.92 per semester (excludes MD)
- Tech Fee (University-wide per Main Campus proposal)
  - Increase from \$50 to \$150 per semester
- Health and Wellness Fee (University-wide per Main Campus proposal)
  - New \$107 per semester
- Athletics Fee (University-wide per Main Campus proposal)
  - New \$100 per semester

# UNM HSC Academic Enterprise

## FY 2022 Faculty & Staff 1.5% Salary Increase plus Fringe

All HSC Unrestricted	School of Medicine	College of Nursing	College of Pharmacy	College of Population Health	HSC VP Research and HSLIC	VP HSC Admin	Total HSC
Grouping	1.5% w Fringe	1.5% w Fringe	1.5% w Fringe	1.5% w Fringe	1.5% w Fringe	1.5% w Fringe	1.5% w Fringe
Faculty	3,469,556	118,345	75,150	26,212	27,586	127,219	\$ 3,844,068
Staff	1,077,702	42,262	54,238	10,348	56,584	298,445	\$ 1,539,579
<b>Grand Total</b>	<b>4,547,258</b>	<b>160,607</b>	<b>129,388</b>	<b>36,560</b>	<b>84,170</b>	<b>425,664</b>	<b>\$ 5,383,647</b>
<b>State new comp 1.5% with fringe</b>	883,315	98,072	100,033	31,631	18,470	212,835	\$ 1,344,356
<b>Shortfall</b>	<b>(3,663,943)</b>	<b>(62,535)</b>	<b>(29,355)</b>	<b>(4,929)</b>	<b>(65,700)</b>	<b>(212,829)</b>	<b>\$ (4,039,291)</b>

State new comp is actually 1.3646% w fringe of I&G  
 Excludes increases to employer ERB (expenses and state funding)

**ATTACHMENT C cont.**