

UT Permian Basin Compact for FY 09 – FY 10

Mission: The mission of The University of Texas of the Permian Basin is to provide quality education to all qualified students in a supportive educational environment; to promote excellence in teaching, research, and service; and to serve as a resource for the intellectual, social, economic, and technological advancement of the diverse constituency in Texas and the region.

Top 5 Priorities for FY 09 – FY 10:

1. Growth in enrollments.
2. Increased retention and graduation rates.
3. Enhanced recognition of quality.
4. Increased sponsored projects.
5. Building long and successful partnerships.

I. Performance Summary Table and Analysis

Indicator	Past	Current	Goal	Explanation
Persistence Rates – First-year persistence rates for first-time, full-time degree-seeking undergraduates (cohort)	57.3% (2004)	61.7% (2007)	75%	UTPB increases activities each year to increase retention. In fall, 2007 it implemented its 2007 Retention Action Plan
4-Year Graduation Rates – undergraduates graduating in four years or less from same institution (cohort)	15.2% (1997) 16.0% (2000) 21.8% (2001)	17.0% (2003)	18% (2010) 26% (2015)	The growth in graduation rates generally reflects development of a more full-time student body and the growth of student support programs.
6-Year Graduation Rates – undergraduates graduating in six years or less from same institution (cohort)	24.0% (1995) 31.3% (1998) 35.1% (1999)	33.9% (2001)	40% (2010) 54% (2015)	New housing and recruiting are resulting in a growing full-time student body. UTPB revised its admissions criteria for 2009 and beyond. University implementing strategic enrollment plan retention efforts.
Enrollment growth	55% in last six years 1.7% (2006)	3.1% (2007)	5,000 headcount by 2012, 7,000 by 2018.	Growth is essential for the long-run viability of the institution. Low regional unemployment rate is slowing growth. University implementing strategic enrollment plan.
Increased sponsored projects	\$1.8 million (2003) \$3.4 million (2006)	\$4.1 million (2007)	\$4.0 million (2010)	The \$4.0 million target for 2010 is the recommendation of the Washington Advisory Group
Art, education, and social work accreditation	Association to Advance Collegiate Schools of Business International Accreditation in business (2005)	Accreditation earned from the National Association of Schools of Art and Design, National Council for Accreditation of Teacher Education, and Council on Social Work Education	SACS review in 2010	New degree programs are now working on specialized accreditation. These include computer science and the new programs—public administration, industrial technology, and athletic training.
Successful Performing Arts Center (PAC) Capital Campaign; moving to design and construction	State funding approved in 2006	Programming is complete, Project is now in design stage	Successful PAC community partnership	The Wagner-Noel Performing Arts Center is a great opportunity for UTPB to partner with Midland and Odessa to create a regional arts center.

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Indicator	Past	Current	Goal	Explanation
Satisfactory Financial Rating	On Watch (2007)	On Watch (2008)	Satisfactory Rating	The University is implementing recommendations of the UT System consultant

II. Update Strategic Initiatives from 2006 Compact

a. Completed Initiatives

	Impact (Metrics)	Analysis	Goal	Evaluation of initiative success
1. The first four specialized accreditations have been earned	Increased recognition of quality	While new programs will seek their specialized accreditations this process will take two to five years	Improved recognition of UTPB quality	UTPB is on the survey for the U.S. News & World Report business school rankings for the first time. Similar recognition will come with the new accreditations. Initiative from an earlier Compact.
2. New admissions standards approved	Should increase retention & graduation rates	New admissions standards were approved by the Board of Regents for implementation starting in fall, 2009	Graduation rates of 40% (2010) 54% (2015)	The admissions review was successful. The improvement in graduation rates will be measured in 2010 and 2015.
3. Sponsored Projects reached \$4.1 million	Increased research and funded programs	A number of changes were made in UTPB's support for and expectations for research as a result of the WAG Recommendations	\$4.0 Million in sponsored programs by 2010.	The changes recommended by the WAG seem to have been successful. UTPB will now build on this success to expand its sponsored programs. Initiative from an earlier Compact.

b. Ongoing Initiatives

	Impact (Metrics)	Analysis	Goal	Next Steps
1. Enrollment growth	2.3% SCH growth over FY 06	This is less than target. The high employment rate in the region seems to be a major factor	5.5%	UTPB will expand its recruiting outside the Permian Basin as it continues to develop programs for regional students
2. Graduation and retention rates	6-year graduation rates: 37% (2000) Retention rate: 60.1% (2006)	Graduation rates were up slightly. Retention rates were flat or improved slightly.	6-year graduation rates of 40% (2010) 53% (2015)	UTPB is implementing its admissions standards approved for 2009 and working to build STEM majors.
3. STEM program development	Increase STEM graduates & increased average formula funding per SCH	UT Permian Basin has received preliminary authority from the Board of Regents and Texas Higher Education Coordinating Board for degrees in Chemical, Mechanical, and Electrical Engineering. STEM-related program grants have increased.	Implement the 3 degree programs. Reach 350 majors in the programs by 2015	UTPB will work to obtain full degree authority from UT System and the Coordinating Board. UTPB will continue to work to get STEM program support grants.
4. Wagner-Noel Performing Arts Center	Completion of a major community partnership	The performing arts center is a major partnership for UTPB	Opening in 2011	Design and construction

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	Impact (Metrics)	Analysis	Goal	Next Steps
5. Fiscal Management Plan	Increased reserves; improved financial ratios	UTPB's financial rating is currently "on watch." It must return to a sound rating.	Strong financial position and satisfactory rating	UTPB has implemented stronger financial controls and improved budgeting techniques. It is working to develop new revenue sources.

III. New Strategic Initiatives

Initiative, Rationale, & Strategy	Expected Impact (Metrics)	Goal	Specific Steps in 07-08, 08-09
1. Creation of a College of Engineering and Energy Sciences	Creation of engineering programs Engineering majors to reach 300 by 2014 Increase in STEM graduates outside of engineering	Increased STEM Graduates	Preliminary authority gained in 07-08 Seek program authority in 08-09 Possible start-up in 09-10
2. P-16 Initiatives	Improved college readiness of high school graduates in the region	Improved student success by West Texas high school students	West Texas Regional P-16 Council formed under UTPB leadership 07-08 UTPB active in vertical alignment teams 07-08 Summer bridge program with ECISD formed
3. Faculty & Staff Recruitment and Retention	Reduced turnover in staff and faculty positions Higher quality faculty and staff	Reduced turnover	Market based salary adjustments were made in 07-08. Similar adjustments in a limited area are planned for 08-09

IV. UT System Strategic Plan Initiatives

a. Enrollment Management Plan Development and Targets.

An updated enrollment management plan was submitted to the UT System in January 2008. The goal is to reach 5,000 headcount enrollment by 2013 and 7,000 by 2017.

b. Financial Management Plan

The fiscal management goals and priorities for UT Permian Basin are to achieve a sound financial rating from The University of Texas System and the Board of Regents. In addition the campus will manage its budget in a manner that allows for a competitive staff compensation plan for both faculty and staff positions in an effort to reduce unwanted employee turnover and to insure the ability to attract applicants for all positions.

Specifically the University will target a UT System financial condition margin of 1% for the next year including accounting for depreciation as required in the margin calculation. The campus will target an addition to its cash reserves of at least \$2 million and will strive for the UT System goal of two months expense coverage in its reserve calculation. During the year the campus will also work with UT Austin in the development of a Data Warehouse that will significantly expand the access to financial information and the ability to answer financial questions. By year end, training of prospective users of the Data Warehouse will begin.

c. Information Security Plan

The UTPB Information Security Program continues to mature. The program is currently involved with three major areas of development; policy/plan revision, infrastructure improvement, and staffing. Efforts are underway to establish formal program budgets as well as formalized action, training and monitoring plans. Infrastructure improvements include upgrades to network monitoring and intrusion detection equipment as well as replacement of edge connectivity equipment to enhance network security. Efforts to fully staff the Information Security Program are continuing. Local job market conditions are making the staffing effort particularly difficult.

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V. System Contributions and Investments

	\$ Amount, FY 05	\$ Amount, FY 07	Description / Metrics of Impact
Noncompetitive STARS Awards	\$667,429	\$321,248	Noncompetitive awards recruit junior faculty. The outcomes measures for these investments will take some time to develop.
Institutional Match	--	\$35,800	

VI. Number of New Faculty Positions Projected to 2011

Field	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11	Total FY 06 – FY 11
STEM	1	2	2	1	6	6	18
Medical/Health	1	1	1	0	0	2	5
Humanities and fine arts	1	0	1	0	1	1	4
Social sciences & history	0	0	1	0	0	0	1
Business	1	0	0	0	0	1	2
Education	2	0	1	2	0	2	7
Biology & other sciences	1	0	0	0	0	0	1
Total	7	3	6	3	7	12	38

VII. Status of Campus Strategic/Long-Range Plan: The institution has recommendations from the Group of Thirty on the higher education needs of the region. The Budget and Planning Committee has completed its review of national and state factors impacting the strategic plan and looked at the issues of strategic alignment. The Committee has also developed the strategic initiatives and completed the draft strategic plan document. The plan is being reviewed by the University community.

VIII. Campus Consultation to Develop Compact: This compact is a revision of the compact developed and adopted in the 2008-2010 academic year. The revision was drafted by the budget and planning committee that has representatives from the administration, faculty, staff, and student government. The draft was shared by e-mail with all faculty and staff and the student government leadership. It was formally approved by the Administrative Council and the executive staff.

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IX. Budget

The University of Texas of the Permian Basin Operating Budget, Fiscal Year Ending August 31, 2008

	FY 2006 Actual	FY 2007 Adjusted Budget	FY 2008 Operating Budget	Budget	
				Increases (Decreases) From 2007 to 2008	
				Amount	Percent
Operating Revenues:					
Tuition and Fees	\$ 8,754,588	10,018,192	10,527,152	508,960	5.1%
Federal Sponsored Programs	5,125,667	6,083,918	6,739,340	655,422	10.8%
State Sponsored Programs	502,695	663,520	663,520	-	0.0%
Local and Private Sponsored Programs	43,185	75,000	75,000	-	0.0%
Net Sales and Services of Educational Activities	392,183	275,569	370,372	94,803	34.4%
Net Sales and Services of Hospital and Clinics	-	-	-	-	-
Net Professional Fees	-	-	-	-	-
Net Auxiliary Enterprises	1,659,892	1,817,880	2,429,177	611,297	33.6%
Other Operating Revenues	292,447	2,000	2,000	-	0.0%
Total Operating Revenues	16,770,657	18,936,079	20,806,561	1,870,482	9.9%
Operating Expenses:					
Instruction	11,157,749	11,632,873	12,754,770	1,121,897	9.6%
Academic Support	5,480,102	4,752,464	5,523,556	771,092	16.2%
Research	2,282,425	4,111,899	3,091,089	(1,020,810)	-24.8%
Public Service	1,294,629	1,466,239	1,538,300	72,061	4.9%
Hospitals and Clinics	-	-	-	-	-
Institutional Support	3,567,139	3,010,956	3,517,056	506,100	16.8%
Student Services	1,321,652	1,668,646	2,002,334	333,688	20.0%
Operations and Maintenance of Plant	3,838,718	3,845,819	4,557,059	711,240	18.5%
Scholarships and Fellowships	3,886,596	2,725,621	3,875,346	1,149,725	42.2%
Auxiliary Enterprises	2,453,289	2,398,374	2,414,202	15,828	0.7%
Depreciation and Amortization	3,347,735	2,985,674	3,650,000	664,326	22.3%
Total Operating Expenses	38,630,034	38,598,565	42,923,712	4,325,147	11.2%
Operating Surplus/Deficit	(21,859,377)	(19,662,486)	(22,117,151)	(2,454,665)	12.5%
Budgeted Nonoperating Revenues (Expenses):					
State Appropriations & HEAF	17,043,186	17,208,512	31,605,947	14,397,435	83.7%
Gifts in Support of Operations	3,669,757	444,435	994,435	550,000	123.8%
Net Investment Income	1,187,933	876,219	1,455,392	579,173	66.1%
Other Non-Operating Revenue	-	-	-	-	-
Other Non-Operating (Expenses)	-	-	-	-	-
Net Non-Operating Revenue/(Expenses)	21,900,876	18,529,166	34,055,774	15,526,608	83.8%
Transfers and Other:					
AUF Transfers Received	-	-	-	-	-
AUF Transfers (Made)	-	-	-	-	-
Transfers for Debt Service - Interest	(1,748,774)	(1,696,271)	(1,898,169)	(201,898)	11.9%
Total Transfers and Other	(1,748,774)	(1,696,271)	(1,898,169)	(201,898)	11.9%
Budget Margin	(1,707,275)	(2,829,591)	10,040,454	12,870,045	-454.8%
Reconciliation to Change in Net Asset:					
Net Non-Profit Health Corp Activity	-	-	-	-	-
Net Inc./Dec. in Fair Value of Investments	1,111,102	-	-	-	-
Interest Expense on Capital Asset Financings	-	-	-	-	-
Capital Approp., Gifts and Sponsored Programs	767,470	100,000	100,000	-	0.0%
Additions to Permanent Endowments	277,752	200,000	400,000	200,000	100.0%
Transfers for Debt Service - Principal	(1,169,812)	(1,242,114)	(9,976,671)	(8,734,557)	703.2%
Reverse Transfers for Debt Service (System Only)	-	-	-	-	-
Transfers and Other	1,685,836	6,500,000	2,000,000	(4,500,000)	-69.2%
SRECNA Change in Net Assets	\$ 965,073	2,728,295	2,563,783	(164,512)	-6.0%
Total Revenues and AUF Transfers	\$ 38,671,533	37,465,245	54,862,335	17,397,090	46.4%
Total Expenses (Including Transfers for Interest)	(40,378,808)	(40,294,836)	(44,821,881)	(4,527,045)	11.2%
Budget Margin	\$ (1,707,275)	(2,829,591)	10,040,454	12,870,045	
Reconciliation to Use of Prior Year Balances					
Depreciation		2,985,674	3,650,000		
Capital Outlay		(262,076)	(201,195)		
Transfers for Debt Service - Principal		(1,242,114)	(9,976,671)		
Budgeted Transfers		(25,000)	-		
Use of Prior Year Balances		(1,373,107)	3,512,588		

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X. Data Summary

<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007
Undergraduate	1,979	2,077	2,292	2,638	2,923	2,933	3,000	3,070
Graduate/professional	293	332	380	390	368	473	462	489
Total enrollment	2,272	2,409	2,672	3,028	3,291	3,406	3,462	3,559
<i>yr of matriculation</i>		1999	2000	2001	2002	2003	2004	2005
1st year persistence		64.9%	55.6%	61.2%	65.6%	67.8%	57.3%	57.0%
<i>yr of matriculation</i>	1995	1996	1997	1998	1999	2000	2001	2002
4-year graduation rate	10.0%	9.3%	15.2%	17.0%	15.5%	16.0%	21.8%	14.2%
5-year graduation rate	20.0%	19.5%	25.9%	26.8%	32.0%	25.7%	28.5%	
6-year graduation rate	24.0%	23.2%	29.5%	31.3%	35.1%	29.2%		
<i>academic year</i>	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07
Baccalaureate degrees	334	329	417	345	443	437	485	508
Master's degrees	92	87	68	101	109	127	127	120
<i>academic year</i>	2000	2001	2002	2003	2004	2005	2006	2007
Faculty	143	138	154	186	204	209	223	222
Administrative		37	37	37	36	42	43	40
Other, Non-Faculty		146	160	167	179	189	176	184
Student employees		165	201	210	260	229	239	250
<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007
FTE student / FTE faculty	17 to 1	17 to 1	17 to 1	18 to 1	18 to 1	18 to 1	18 to 1	18 to 1
<i>fiscal year</i>	2000	2001	2002	2003	2004	2005	2006	2007
Federal research exp	\$233,075	\$147,629	\$138,194	\$166,777	\$1,215,420	\$360,016	\$348,266	\$147,220
<i>fiscal year</i>	2000	2001	2002	2003	2004	2005	2006	2007
Revenue / FTE student	\$14,000	\$14,000	\$13,000	\$11,000	\$10,000	\$10,000	\$11,000	\$9,000
(nearest thousand)								
<i>as of</i>	8/31/2000	8/31/2001	8/31/2002	8/31/2003	8/31/2004	8/31/2005	8/31/2006	8/31/2007
Endowment total value	\$12,043,000	\$10,818,000	\$9,653,000	\$10,582,000	\$13,147,000	\$15,250,000	\$16,747,000	\$18,814,000