

**UT Arlington
Compact for FY 09 – FY 10**

Mission: The University of Texas at Arlington is a comprehensive research, teaching, and public service institution whose mission is the advancement of knowledge and the pursuit of excellence. The University is committed to the promotion of lifelong learning through its academic and continuing education programs and to the formation of good citizenship through its community service learning programs. The diverse student body shares a wide range of cultural values and the University community fosters unity of purpose and cultivates mutual respect.

Top 5 Priorities for FY 09 – FY 10:

1. Enhance instruction and the learning environment.
2. Enhance research activity and the reputation of the university.
3. Enhance student life programming and student engagement.
4. Improve student readiness, retention and graduation rates.
5. Achieve increased diversity among faculty and staff.

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)	68.0% (2000) 64.1% (2005)	61.4% (2006 cohort)	65.0% (2007 cohort)	One-year persistence rates have been adversely impacted by the inclusion of CAP students in the cohort.
4-Year Graduation Rates – Undergraduates graduating in four years or less from same institution (cohort)	12.7% (1997) 13.4% (2002)	14.2% (2003 cohort)	26.0% (2006 cohort)	Improving advising and student support services such as supplemental instruction, at-risk student interventions, and the like are having a positive outcome.
6-Year Graduation Rates – Undergraduates graduating in six years or less from same institution (cohort)	30.6% (1995) 41.6% (2000)	36.9% (2001 cohort)	46.0% (2004 cohort)	Increased admissions standards in 2003, along with improved advising and student support services should have a positive impact on graduation rates.
6-Yr Composite Graduation/Persistence Rates - % graduating or still enrolled in the same or other Texas institution	56.7% (1995) 64.0% (1999)	65.0% (2000 cohort)	71.0% (2004 cohort)	This measure shows that UT Arlington has a role in successfully preparing a significant number of students who transfer to and graduate from other Texas institutions.
# of Bachelor's degrees awarded (AY)	2,798 (00-01) 3,531 (05-06)	3,861 (06-07)	3,950 (08-09)	Improving retention for both freshman and transfer students will lead to a higher percentage of students receiving degrees.
# of Graduate degrees awarded (AY)	1,141 (00-01) 2,047 (05-06)	1,860 (06-07)	1,910 (09-10)	Increased numbers of foreign graduate students recruited in last few years will lead to continued increases in graduate degrees awarded. Emphasis is now shifting to Ph.D. degrees awarded.
Annual research expenditures	\$19.5 M (00-01) \$34.9 M (05-06)	\$39.6 M (06-07)	\$45 M (08-09)	Research expenditures track with awards, which have been steadily increasing over the last several years, and are expected to continue to steadily increase.

UT Arlington
Compact for FY 09 – FY 10

II. Update Strategic Initiatives from 2008 Compact

a. Completed Initiatives

	Impact (Metrics)	Analysis	Goal	Evaluation of initiative success
1. Faculty hiring	Increased research expenditures and scholarship; lower student/faculty ratios	Completed 99 hires with start dates in fall 2007; 13 new T/TT positions added and 31 replacement T/TT hired; others are instructors, clinical, and visiting faculty.	13 new T/TT positions added in FY08	Successful
2. Increase STEM PhD Graduate Assistant support	Increased student enrollment; improved student profile	Expanded STEM Tuition Fellowship program to include all STEM PhD Graduate Assistants, making financial support offers more competitive	Provide tuition discounts for all STEM Ph.D. students	Successful
3. Increase merit-based aid for undergraduates	improved student profile: average high school rank, SAT/ACT scores	57% of FTFT entering freshman in Fall 2007 were in the top 25% of their graduating high school class.	Comparable to peer institutions	Continue to see steady improvements in student quality.
4. Nanoelectronics Initiative – Participation in State Lab in Nanoelectronics for development of the next generation of computer chips and transistor technology	External funding generated to support nanoelectronics research, patents filed	07-08: Completed funding for endowing one chair position, secured support funds and successfully hired chair candidate.	Secure \$2 M for endowment and \$3.0 M in support funds (\$2.5 M ETF, and \$0.5 M STARS)	Successful in filling first nanoelectronics chair.
5. Fill Provost position	Enhanced Academic Initiatives across 11 colleges and schools	Initiated national search to replace Dana Dunn who stepped down in fall 2007.	Hire replacement in spring 2008	Successful. Hired Dr. Donald Bobbitt to start July 1, 2008.

b. Ongoing Initiatives

	Impact (Metrics)	Analysis	Goal	Next Steps
1. Increase faculty diversity	Increased % of minority faculty	Faculty profile currently does not match student diversity profile; T/TT Faculty profile comprises 4% African Americans and 4% Hispanics.	12 new lines added over two years (07-08 and 08-09)	Complete hiring of 5 new lines in 08-09. Secure budget allocation for additional hires in future years.
2. Increase PhD and PhD-bound Graduate Assistant Support	Increased student enrollment; improved PhD student profile	Current levels of graduate support are not competitive with peer institutions	Tuition fellowship for all PhD-bound and PhD Grad Assistants	In 08-09, expand tuition discount to include all Ph.D. track students in STEM fields. Also increase graduate student stipends in non-stem fields to keep these programs competitive with peers.

**UT Arlington
Compact for FY 09 – FY 10**

3. Improve faculty salaries	Improved faculty retention	Provide a 3% merit pool and a 1% equity pool for AY08-09	Salaries comparable to peer institutions	Continue to identify funds to support faculty merit and equity increases for several years.
4. Active Learning: Pathways to Higher Order Learning (Quality Enhancement Plan)	NSSE scores, increased scores on critical thinking test	07-08: 11 pilot projects implemented and being assessed	Improvement in higher order thinking skills.	In 08-09, data will be analyzed to determine most effective strategies and contexts. Additional pilot programs may be launched.
5. Increase average dollar value of external awards for tenured and tenure-track faculty	Average dollar value of awards for T/TT faculty	\$40,684 in FY04; \$65,279 in FY07	5% increase each year - \$68,543 in FY08	Continue hiring targeted research faculty in strategic areas.

III. New Strategic Initiatives

Initiative, Rationale, & Strategy	Expected Impact (Metrics)	Goal	Specific Steps in 08-09; 09-10
1. Enrollment management: Enhance student recruitment, readiness and retention	<p>a. Undergraduate: significantly improved retention and graduation rates.</p> <p>b. Graduate: Increased graduate student retention, especially in doctoral programs</p>	<p>a. Improvement in current rates</p> <p>b. Improvement in current rates</p>	<p>a. 08-09: Implement a First Year Experience program; improve advising, supplemental instruction, and other interventions for at-risk students. 09-10: Initially assess impact these programs are having.</p> <p>b. 08-09: Hire a graduate retention and completion coordinator in the Office of Graduate Studies to track and benchmark retention and graduation rates at the graduate level. 09-10: Formulate intervention strategies as appropriate for selected programs.</p>
2. Increase need-based aid for students	Increase access for under-represented groups; increase enrollments; improve retention by lowering number of hours students work.	Increase in enrollments by 1-2% per year	<p>08-09: Allocate an additional \$1 M in need-based aid.</p> <p>09-10: Assess next steps for additional aid.</p>
3. Excellence Initiative focused on raising funds to provide research support and additional salary increments for outstanding research faculty, as well as establishing endowed professorships in all academic units. Envisioned as a strategic element of an overall larger development Initiative.	Lower turnover among research faculty and improved recruiting; enhanced research and scholarly reputation of institution.	Being established	<p>08-09: Prepare case materials for academic units in preparation to launch initiative.</p> <p>09-10: Continue preliminary fundraising efforts with target prospects.</p>

IV. UT System Strategic Plan Initiatives

a. Enrollment Management Plan Development and Targets

In keeping with the enrollment management plan submitted in January 2008, our efforts for undergraduate and graduate enrollments will be focused around: 1) Recruitment and matriculation including, but not limited to, extending our brand recognition efforts; 2) Increasing internal fellowship programs; 3) Identifying resources to expand selected academic programs with growth potential; 4) Readiness and academic success including, but not limited to, expanding efforts in the first year experience program; 5) Retention and degree completion including, but not limited to, increasing funds for need based financial aid, increasing early warning and academic review efforts, ensuring that continuance and graduation GPA requirements in undergraduate programs do not inhibit degree progress, and creating graduate program retention and completion data to drive collaborative interventions.

UT Arlington
Compact for FY 09 – FY 10

b. Financial Management Plan

The financial condition of the University is strong. We expect our debt ratios to dip slightly in the next year or two owing to the construction of the \$138 million Engineering Research Complex, funded in part with Tuition Revenue Bonds and Permanent University Funds, as well as several other highly leveraged projects. UT Arlington continues to spend less than it earns creating another positive annual operating margin in 2007, and we expect that ratio to remain somewhere between 3.5 and 5.5 in the near future. Our total fund balances have steadily increased as evidenced by the increase in our operating expense coverage ratio from 2.7 to 4.6 months over the past 5 years. Our composite index should remain mostly stable even with the addition of the numerous construction projects now under way on campus.

c. Information Security Plan

The Office of Information Technology, Information Security Office continues to develop, monitor and enforce practices to ensure that UT Arlington's administrative and academic information is secure from unauthorized access, protected from inappropriate alteration, physically secure, and available to users in a timely fashion. Security initiatives include VPN access, vulnerability scanning, implementation of firewalls, intrusion detection, intrusion prevention, incident monitoring, malware protection, spam filtering, and more. The Information Security Office identifies and addresses destructive exposures, disclosure, modification, or interruptions that may cause financial and/or information loss to UT Arlington and coordinates the handling of security incidents, recoveries, breaches, intrusions, and/or abuses with the appropriate department or external agency. Short term focus will address configuration management, protection of sensitive information and continued campus security awareness and training.

V. System Contributions and Investments

a. Summary of investments:

	FY 05 and FY 06 cumulative awards	Impact (FY 05 and FY 06 cumulative)	FY 07 awards
Noncompetitive STARS Awards:	\$2,613,560	Noncompetitive awards recruit junior faculty. The outcomes measures for these investments will take some time to develop.	\$1,804,656
Institutional Match:	\$2,005,844		\$2,078,016
Competitive STARS Awards:	\$3,859,762	Sponsored external funding:..... \$9,566,300	\$2,320,800
Institutional Match:	\$1,700,000	Net return on investment: \$4,006,538	
		Patents issued: 3	
		Patents pending: 4	
		Scientific publications:..... 149	
		National awards:..... 1	
		Collaborations: 66	
		Sponsored graduate students:..... 81	
		Sponsored post-docs: 23	

b. Other System contributions: PUF funds for Engineering/Science Research Building support (\$30 M provided for Science Component in Engineering Research Building; \$25 M provided for the Structural Engineering Building – Hanson collaborative project in Grand Prairie.)

UT Arlington
Compact for FY 09 – FY 10

VI. Number of New Faculty Positions Projected to 2011

Field	FY 07	FY 08	FY 09	FY 10	FY 11	Total FY 07 – FY 11
STEM	11	9	2	8	10	40
Education	1	0	2	1	1	5
Nursing	1	1	0	2	1	5
Art	0	0	0	0	0	0
Liberal Arts	1	0	3	1	1	6
Business	2	3	0	1	1	7
Total	16	13	7	13	14	63

VII. Status of Campus Strategic/Long-Range Plan: Completed. <http://www.uta.edu/mavericksonthemove/index.html>

VIII. Campus Consultation to Develop Compact:

Input received from Faculty Senate, academic deans, vice presidents, and other key administrators. Draft to be shared with campus upon approval.

UT Arlington
Compact for FY 09 – FY 10

IX. Budget

The University of Texas at Arlington
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	\$ 115,288,057	136,390,851	141,257,069	4,866,218	3.6%
Federal Sponsored Programs	41,889,465	36,299,683	45,598,014	9,298,331	25.6%
State Sponsored Programs	6,077,608	6,579,235	6,947,320	368,085	5.6%
Local and Private Sponsored Programs	2,147,500	9,633,486	13,997,806	4,364,320	45.3%
Net Sales and Services of Educational Activities	9,200,374	8,808,052	10,499,002	1,690,950	19.2%
Net Sales and Services of Hospital and Clinics	-	-	-	-	-
Net Professional Fees	-	-	-	-	-
Net Auxiliary Enterprises	24,040,015	21,376,676	20,594,438	(782,238)	-3.7%
Other Operating Revenues	8,116,507	4,385,548	4,476,005	90,457	2.1%
Total Operating Revenues	206,759,526	223,473,531	243,369,654	19,896,123	8.9%
Operating Expenses:					
Instruction	99,587,093	116,901,621	121,220,518	4,318,897	3.7%
Academic Support	28,731,240	24,738,242	29,811,687	5,073,445	20.5%
Research	26,544,313	30,030,433	37,173,004	7,142,571	23.8%
Public Service	12,225,445	8,923,374	9,578,842	655,468	7.3%
Hospitals and Clinics	-	-	-	-	-
Institutional Support	23,678,634	23,482,037	26,522,188	3,040,151	12.9%
Student Services	20,087,217	20,568,665	22,145,441	1,576,776	7.7%
Operations and Maintenance of Plant	25,306,298	33,400,279	35,483,162	2,082,883	6.2%
Scholarships and Fellowships	12,697,230	13,548,580	19,981,725	6,433,145	47.5%
Auxiliary Enterprises	33,195,548	31,919,630	33,671,343	1,751,713	5.5%
Depreciation and Amortization	20,088,625	17,957,919	21,500,000	3,542,081	19.7%
Total Operating Expenses	302,141,643	321,470,780	357,087,910	35,617,130	11.1%
Operating Surplus/Deficit	(95,382,117)	(97,997,249)	(113,718,256)	(15,721,007)	16.0%
Budgeted Nonoperating Revenues (Expenses):					
State Appropriations & HEAF	102,698,859	103,680,936	110,971,082	7,290,146	7.0%
Gifts in Support of Operations	2,278,181	2,402,532	2,401,449	(1,083)	0.0%
Net Investment Income	7,184,370	3,563,166	4,794,145	1,230,979	34.5%
Other Non-Operating Revenue	-	-	-	-	-
Other Non-Operating (Expenses)	-	-	-	-	-
Net Non-Operating Revenue/(Expenses)	112,161,410	109,646,634	118,166,676	8,520,042	7.8%
Transfers and Other:					
AUF Transfers Received	-	-	-	-	-
AUF Transfers (Made)	-	-	-	-	-
Transfers for Debt Service - Interest	(8,087,677)	(8,562,619)	(8,944,363)	(381,744)	4.5%
Total Transfers and Other	(8,087,677)	(8,562,619)	(8,944,363)	(381,744)	4.5%
Budget Margin	8,691,616	3,086,766	(4,495,943)	(7,582,709)	-245.7%
Reconciliation to Change in Net Asset:					
Net Non-Profit Health Corp Activity	-	-	-	-	-
Net Inc./(Dec.) in Fair Value of Investments	4,653,899	-	-	-	-
Interest Expense on Capital Asset Financings	-	-	-	-	-
Capital Approp., Gifts and Sponsored Programs	99,253	103,000	103,000	-	0.0%
Additions to Permanent Endowments	1,265,737	615,872	1,465,800	849,928	138.0%
Transfers for Debt Service - Principal	(7,038,649)	(7,896,462)	(14,398,808)	(6,502,346)	82.3%
Reverse Transfers for Debt Service (System Only)	-	-	-	-	-
Transfers and Other	18,619,844	40,600,000	35,512,800	(5,087,200)	-12.5%
SRECNA Change in Net Assets	\$ 26,291,700	36,509,176	18,186,849	(18,322,327)	-50.2%
Total Revenues and AUF Transfers	\$ 318,920,936	333,120,165	361,536,330	28,416,165	8.5%
Total Expenses (Including Transfers for Interest)	(310,229,320)	(330,033,399)	(366,032,273)	(35,998,874)	10.9%
Budget Margin	\$ 8,691,616	3,086,766	(4,495,943)	(7,582,709)	
Reconciliation to Use of Prior Year Balances					
Depreciation		17,957,919	21,500,000		
Capital Outlay		(15,628,801)	(16,195,776)		
Transfers for Debt Service - Principal		(7,896,462)	(14,398,808)		
Budgeted Transfers		(79,241)	(270,008)		
Use of Prior Year Balances		(2,559,819)	(13,860,535)		

**UT Arlington
Compact for FY 09 – FY 10**

X. Data Summary

<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007
Undergraduate	15,449	16,330	17,649	18,867	19,114	19,448	19,205	18,810
Graduate	4,975	4,850	6,172	6,112	6,183	5,768	5,620	6,078
Total enrollment	20,424	21,180	23,821	24,979	25,297	25,216	24,825	24,888
<i>yr of matriculation</i>		1999	2000	2001	2002	2003	2004	2005
1st year persistence		65.9%	68.0%	65.6%	66.4%	60.4%	68.9%	64.1%
<i>yr of matriculation</i>	1995	1996	1997	1998	1999	2000	2001	2002
4-year graduation rate	9.6%	13.2%	12.7%	12.3%	14.5%	15.1%	14.5%	13.4%
5-year graduation rate	22.4%	29.3%	30.6%	29.5%	31.8%	32.8%	30.4%	
6-year graduation rate	30.6%	36.4%	36.7%	37.6%	39.5%	41.6%		
<i>academic year</i>	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07
Baccalaureate degrees	2,813	2,798	2,892	3,150	3,280	3,316	3,531	3,861
Master's degrees	975	1,087	1,069	1,366	1,796	1,883	1,943	1,737
Graduate level certificates	--	--	--	--	--	55	47	49
Doctorate degrees	78	87	72	62	75	83	104	123
<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007
Faculty	1,034	1,055	1,089	1,135	1,188	1,224	1,240	1,320
Administrative		206	346	302	307	327	356	383
Other, Non-Faculty		2,014	1,373	1,376	1,440	1,513	1,563	1,609
Student employees		1,026	1,737	1,724	2,145	2,112	2,139	2,116
<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007
FTE student / FTE faculty	20 to 1	20 to 1	22 to 1	22 to 1	21 to 1	21 to 1	20 to 1	20 to 1
<i>fiscal year</i>	2000	2001	2002	2003	2004	2005	2006	2007
Federal research exp	\$5,242,897	\$9,224,210	\$7,923,657	\$7,993,576	\$11,093,256	\$17,833,042	\$19,095,309	\$20,259,415
<i>fiscal year</i>	2000	2001	2002	2003	2004	2005	2006	2007
Revenue / FTE student	\$11,000	\$12,000	\$12,000	\$10,000	\$11,000	\$11,000	\$12,000	\$10,000
(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	\$35,214,000	\$31,366,000	\$28,859,000	\$34,735,000	\$38,512,000	\$45,635,000	\$50,750,000	\$57,646,000