

**UT El Paso
Compact for FY 09 – FY 10**

Mission: As the leading U.S. doctoral/research university serving a majority Mexican-American student population, the University of Texas at El Paso creates a broad range of educational opportunities for residents of the U.S.-Mexico border region, prepares a competitive workforce for the state and nation, and contributes to our community's quality of life.

Top 5 Priorities for FY 09 – FY 10

1. Enhance student success.
2. Continue to develop degree programs that address regional, state, and national priorities.
3. Foster multi-disciplinary research activity, and secure major funding for projects that have relevance for the binational region, state, and nation.
4. Increase alternative sources of funding.
5. Increase efficiency and effectiveness through a process of continuous improvement.

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)	64.3% (2001) 67.6% (2004)	67.3% (2005)	73% (2010)	Interventions are being implemented based on findings from a research study completed in spring 2007.
4-Year Graduation Rates – undergraduates graduating in four years or less from same institution (cohort)	3.6% (1998) 3.9% (2001)	4.4% (2002)	10% (2010)	Newly tightened curricular requirements and enhanced advising are expected to reduce time to degree; however, personal and work commitments prevent many students from taking full course loads
6-Year Graduation Rates – undergraduates graduating in six years or less from same institution (cohort)	24.4% (1996) 29.4% (1999)	28.9% (2000)	34% (2010)	Our recent efforts to improve time to degree, including 120-SCH degree programs and integrated academic/career advising, are expected to improve this metric.
Total degrees awarded	2,884 (2006)	3,171 (2007)	3,379 (2010)	Several initiatives have been implemented to improve degree completion, including closely tracking students with 90 SCH or more.
Degrees awarded in STEM, Health Sciences, and Education	1,609 (2006)	1,819 (2007)	1,952 (2010)	Emphasis on recruiting, advising, and identifying financial support for students in these key program areas has had a major impact on their success.
Number of degrees awarded to Hispanic students	1,986 (2006)	2,206 (2007)	2,487 (2010)	UTEP is committed to continuing to achieve enrollment demographics that mirror those of the Paso del Norte region, from which 82% of students originate.
Total Research Expenditures	\$41,933,182 (2006)	\$42,046,816 (2007)	\$55,000,000 (2010)	Increased research activity is a major element of UTEP's access and excellence strategy and, with aggressive annual increases, will enable us to reach our 2010 goal.

**UT El Paso
Compact for FY 09 – FY 10**

II. Update Strategic Initiatives from 2007 Compact

a. Completed Initiatives

	Impact (Metrics)	Analysis	Goal	Evaluation of initiative success
1. Reduction in total number of credit hours required for undergraduate degrees towards the minimum required by state and accrediting agencies.	Reduction in total SCH accumulated by graduates	140 degree plans, only 11 were granted temporary exemption of the 120 SCH requirement.	100% compliance with 120 hr degree plans	This initiative will reduce the average SCH accumulated by graduates and the average time to complete a degree.
2. Completion and approval of proposals for new doctoral programs.	Successful approval & implementation	Teaching, Learning & Culture and Computational Science proposals pending approval. Preliminary authority granted for Public Administration and Physical Therapy; pending for Communication, Nursing Practice, Biomedical Engineering and Transnational Society, Culture and Politics	Submit 1 proposal; secure planning authority for 2	Two doctoral proposals reviewed by site visitors and forwarded to THECB for approval. Preliminary authority granted.

b. Ongoing Initiatives

	Impact (Metrics)	Analysis	Goal	Next Steps
1. Improve college readiness and accelerate progress through first-year math and science	Increase enrollment in college level courses	The percent of full-time undergrads (FTUG) who enrolled in one or more developmental courses decreased from 52% in fall 04 to 38% in fall 07. The percent of FTUG who enrolled in college-level math in their first term increased from 24% in fall 04 to 47% in fall 07.	Increase number of graduates.	Continue implementation of college placement math testing and developmental interventions in high schools. Develop accelerated and hybrid first-year science courses. Expand peer tutoring model to additional first-year science courses.
2. Sustained annual increases in total number of applicants/enrollees in master's and doctoral programs.	Growth in graduate enrollment	There was a 3.5% increase in doctoral enrollment and a 4.4% increase in Master's enrollment. Master's and doctoral applications increased by 24% and 9%, respectively, from fall 2006 to fall 2007.	Steady growth, especially at doctoral level	Develop integrated enrollment management plan for graduate education.
3. Develop hybrid programs and courses	Increase enrollment in such courses.	This past year, 34 new hybrid and distance learning courses were added in focus areas of Nursing, Education, and Multidisciplinary studies to provide more flexibility for students.	Increase enrollment options	Work with academic deans to identify new courses and programs that can offer greater flexibility to students.

**UT El Paso
Compact for FY 09 – FY 10**

	Impact (Metrics)	Analysis	Goal	Next Steps
4. Redesign of academic and career advising to provide students with a comprehensive and accessible advising system.	Improve retention, graduation, student satisfaction	The findings from the Advising Task Force have led to organizational changes that will be implemented in June 2008. The findings also resulted in the development of new tools for advisors.	Improve students' progress to degree	Development of support materials (i.e. handbook), expansion of web based materials and advisor training opportunities.
5. Advance Centennial Campaign: complete leadership phase	Donations from at least 50% of top 40 prospects	150 donors were screened; follow-up strategies have been developed for 50 prospects. Twenty major gifts of at least \$10k or higher have been secured. Six leadership briefings held, 300 alumni interviewed, 60 personal interviews conducted.	Increase in major gifts	Finalize the campaign priorities and prepare case for support by Fall 2008. Develop solicitation materials for all colleges and units by January 2009. Execute on cultivation/solicitation plans to complete the Leaders' gifts by December 31st 2010.

III. New Strategic Initiatives

Initiative, Rationale, & Strategy	Expected Impact (Metrics)	Goal	Specific Steps in 08-09, 09-10
1. Expand, upgrade and enhance campus infrastructure.	Complete renovation and construction projects to accommodate growth and support research competitiveness, in adherence to timelines and cost estimates.	Advance campus infrastructure.	Complete construction of Biosciences Research Building, UTEP Bookstore, Men's and Women's Basketball Practice Facility, College of Health Sciences/School of Nursing building, Chemistry and Computer Science Building. Complete renovation and upgrading of core Science and Engineering Complex. Complete expansion of new student recreational facilities.
2. Identify and secure funding to support major research initiatives having special relevance for the future of the Paso del Norte region & promote the translation of research findings to implementation.	Growth in research funding to support regionally relevant research and increased recruitment and retention of competitive faculty in critical areas.	Advance research relevant to the region.	Expand research partnerships with regional educational institutions. Develop and support interdisciplinary UTEP teams to respond to strategic regional research issues.
3. Redefinition of entering students and UTEP's response to them.	Improvement in retention and completion rates	Adjust programs to meet student needs	Implement reorganization of University College and consolidation of Professional and Continuing Education.

IV. UT System Strategic Plan Initiatives

a. Enrollment Management Plan Development and Targets

UTEP has added a new Associate Vice Provost for Enrollment Management. Under his leadership, the Enrollment Management Committee is refining and updating the enrollment management plan, which will include specific enrollment goals, strategies, resources required and financial implications.

b. Financial Management Plan

UTEP engages in significant financial planning, including the formal budget processes, the annual six year financial forecast, the development of compacts and strategic plan, and the tuition setting process. UTEP is currently in the process of implementing FuturePerfect, a financial modeling and scenario planning tool. This tool will enhance the University's forecasting capabilities and strengthen financial management and planning for the institution.

**UT El Paso
Compact for FY 09 – FY 10**

c. Information Security Plan

A campus-wide information security plan is currently being implemented based on the recommendations defined in the UT System security plan. This effort is being led by the UT System Chief Information Security Officer, Lewis Watkins.

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: Institutional Match:	\$2,193,000 --	Noncompetitive awards recruit junior faculty. The outcomes measures for these investments will take some time to develop.	\$1,570,559 \$3,584,867
Competitive STARS Awards: Institutional Match:	\$4,045,600 \$1,494,000	Sponsored external funding:..... \$38,946,629 Net return on investment: \$33,407,029 Patents issued: 1 Patents pending: 5 Scientific publications:..... 271 National awards:..... 6 Collaborations: 99 National scholarly board appointments:..... 2 International scholarly board appointments: ... 1 Sponsored graduate students:..... 146 Sponsored post-docs:..... 18	\$1,688,838 \$200,000

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	12	3	1	3	3	3	25
Medical/Health	6	-2	1	1	1	1	8
Total	18	1	2	4	4	4	33

VII. Status of Campus Strategic/Long-Range Plan

Two years of extensive planning activities have produced UTEP's 2008-2015 Strategic Plan. During this process, we revised our mission and vision, and restated our goals and objectives. There was extensive campus and community involvement in the planning process. We are currently developing materials for print and online publication and communication.

VIII. Campus Consultation to Develop Compact

The current Compact is consistent with the 2008-2015 Strategic Plan, and faculty, staff, students and the community were extensively involved in developing the plan. In addition, we worked with campus departments to identify and update initiatives that are in the current Compact.

UT El Paso
Compact for FY 09 – FY 10

IX. Budget

The University of Texas at El Paso
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	\$ 63,659,402	67,959,250	76,663,511	8,704,261	12.8%
Federal Sponsored Programs	62,611,976	51,948,450	54,290,191	2,341,741	4.5%
State Sponsored Programs	12,009,003	24,425,329	25,090,661	665,332	2.7%
Local and Private Sponsored Programs	4,052,772	480,147	512,322	32,175	6.7%
Net Sales and Services of Educational Activities	3,621,796	3,311,945	3,236,564	(75,381)	-2.3%
Net Sales and Services of Hospital and Clinics	-	-	-	-	-
Net Professional Fees	-	-	-	-	-
Net Auxiliary Enterprises	27,628,337	26,178,821	20,674,105	(5,504,716)	-21.0%
Other Operating Revenues	317,352	60,000	60,000	-	0.0%
Total Operating Revenues	173,900,638	174,363,942	180,527,354	6,163,412	3.5%
Operating Expenses:					
Instruction	78,581,401	76,634,837	80,612,574	3,977,737	5.2%
Academic Support	13,143,716	14,406,573	17,414,481	3,007,908	20.9%
Research	33,091,229	31,158,250	32,705,366	1,547,116	5.0%
Public Service	8,701,312	8,730,849	9,880,763	1,149,914	13.2%
Hospitals and Clinics	-	-	-	-	-
Institutional Support	19,446,280	24,887,453	26,184,139	1,296,686	5.2%
Student Services	12,344,609	12,263,282	14,742,416	2,479,134	20.2%
Operations and Maintenance of Plant	19,895,710	19,707,502	21,224,143	1,516,641	7.7%
Scholarships and Fellowships	26,091,052	22,823,059	27,316,922	4,493,863	19.7%
Auxiliary Enterprises	37,884,204	36,712,022	30,759,826	(5,952,196)	-16.2%
Depreciation and Amortization	11,880,023	13,486,069	14,438,131	952,062	7.1%
Total Operating Expenses	261,059,536	260,809,896	275,278,761	14,468,865	5.5%
Operating Surplus/Deficit	(87,158,898)	(86,445,954)	(94,751,407)	(8,305,453)	9.6%
Budgeted Nonoperating Revenues (Expenses):					
State Appropriations & HEAF	78,906,009	77,728,236	91,155,704	13,427,468	17.3%
Gifts in Support of Operations	7,466,212	5,870,592	6,590,584	719,992	12.3%
Net Investment Income	9,205,113	6,006,445	7,056,080	1,049,635	17.5%
Other Non-Operating Revenue	982,833	-	-	-	-
Other Non-Operating (Expenses)	-	-	-	-	-
Net Non-Operating Revenue/(Expenses)	96,560,167	89,605,273	104,802,368	15,197,095	17.0%
Transfers and Other:					
AUF Transfers Received	-	-	-	-	-
AUF Transfers (Made)	-	-	-	-	-
Transfers for Debt Service - Interest	(4,013,219)	(4,269,543)	(4,954,876)	(685,333)	16.1%
Total Transfers and Other	(4,013,219)	(4,269,543)	(4,954,876)	(685,333)	16.1%
Budget Margin	5,388,050	(1,110,224)	5,096,085	6,206,309	-559.0%
Reconciliation to Change in Net Asset:					
Net Non-Profit Health Corp Activity	-	-	-	-	-
Net Inc./(Dec.) in Fair Value of Investments	8,181,837	-	-	-	-
Interest Expense on Capital Asset Financings	-	-	-	-	-
Capital Approp., Gifts and Sponsored Programs	5,908,999	3,264,000	5,900,000	2,636,000	80.8%
Additions to Permanent Endowments	933,494	1,224,000	1,206,000	(18,000)	-1.5%
Transfers for Debt Service - Principal	(5,884,972)	(6,108,972)	(13,559,104)	(7,450,132)	122.0%
Reverse Transfers for Debt Service (System Only)	-	-	-	-	-
Transfers and Other	42,308,575	18,180,000	18,090,000	(90,000)	-0.5%
SRECNA Change in Net Assets	\$ 56,835,983	15,448,804	16,732,981	1,284,177	8.3%
Total Revenues and AUF Transfers	\$ 270,460,805	263,969,215	285,329,722	21,360,507	8.1%
Total Expenses (Including Transfers for Interest)	(265,072,755)	(265,079,439)	(280,233,637)	(15,154,198)	5.7%
Budget Margin	\$ 5,388,050	(1,110,224)	5,096,085	6,206,309	
Reconciliation to Use of Prior Year Balances					
Depreciation		13,486,069	14,438,131		
Capital Outlay		(5,372,577)	(3,181,382)		
Transfers for Debt Service - Principal		(6,108,972)	(13,559,104)		
Budgeted Transfers		251,000	(769,266)		
Use of Prior Year Balances		<u>1,145,296</u>	<u>2,024,464</u>		

**UT El Paso
Compact for FY 09 – FY 10**

X. Data Summary

<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007
Undergraduates	12,955	13,642	14,384	15,085	15,901	16,296	16,793	17,026
Graduate/professional	2,269	2,578	2,848	3,457	3,017	2,961	3,049	3,129
Total enrollment	15,224	16,220	17,232	18,542	18,918	19,257	19,842	20,155
<i>yr of matriculation</i>		1999	2000	2001	2002	2003	2004	2005
1st year persistence		64.3%	64.6%	64.3%	68.7%	56.9%	67.9%	67.3%
<i>yr of matriculation</i>	1995	1996	1997	1998	1999	2000	2001	2002
4-year graduation rate	2.1%	2.9%	2.5%	3.6%	4.5%	4.0%	3.9%	4.4%
5-year graduation rate	14.4%	14.8%	14.8%	16.0%	18.1%	16.7%	17.9%	
6-year graduation rate	25.1%	24.4%	25.6%	27.2%	29.4%	28.9%		
<i>academic year</i>	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07
Baccalaureate degrees	1,695	1,651	1,692	1,798	1,754	1,957	2,106	2,394
Master's degrees	419	449	466	578	660	772	744	735
Doctorate degrees	17	28	27	30	24	28	34	42
<i>academic year</i>	2000	2001	2002	2003	2004	2005	2006	2007
Faculty	831	877	914	883	949	1,059	1,083	1,097
Administrative		377	374	327	303	292	292	222
Other, Non-Faculty		1,198	1,219	1,155	1,169	1,227	1,251	1,315
Student employees		1,672	1,772	1,638	1,815	1,882	2,016	1,990
<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007
FTE student / FTE faculty	18 to 1	19 to 1	19 to 1	21 to 1	19 to 1	19 to 1	20 to 1	20 to 1
<i>fiscal year</i>	2000	2001	2002	2003	2004	2005	2006	2007
Federal research exp	\$22,972,030	\$22,872,682	\$19,796,441	\$17,022,000	\$22,232,318	\$23,961,812	\$26,821,331	\$27,094,552
State research exp	\$3,204,195	\$3,277,906	\$4,255,601	\$7,857,281	\$7,286,141	\$8,810,215	\$9,875,604	\$8,231,691
<i>fiscal year</i>	2000	2001	2002	2003	2004	2005	2006	2007
Revenue / FTE student	\$11,000	\$11,000	\$9,000	\$9,000	\$9,000	\$9,000	\$10,000	\$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	\$112,029,000	\$105,946,000	\$96,135,000	\$107,008,000	\$117,563,000	\$132,056,000	\$141,534,000	\$157,974,000