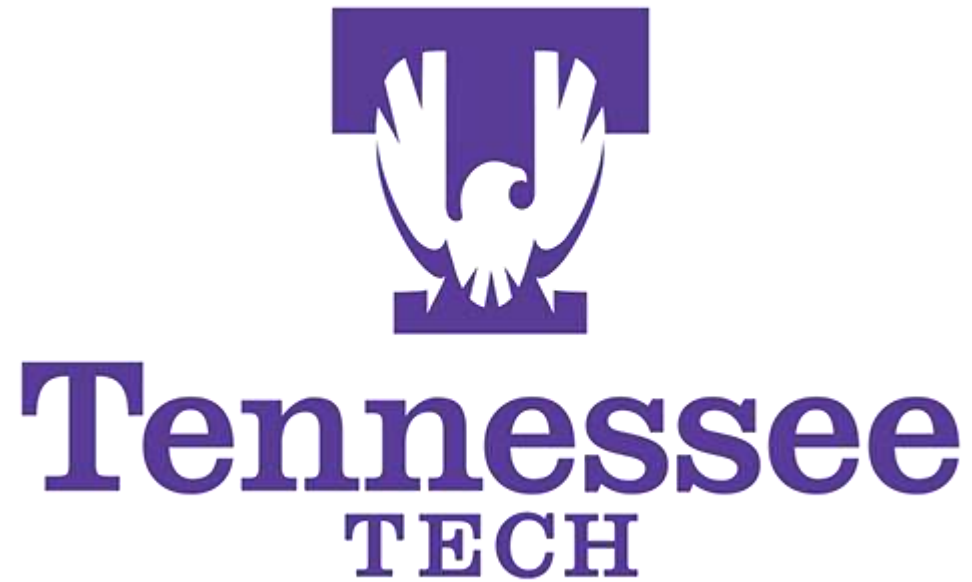




# ***Audit & Business Committee***

June 26, 2018



## ***Performance Evaluations and Salary Increases***

Presentation to Audit & Business  
Committee  
Board of Trustees  
June 26, 2018



# Non-Faculty Performance Evaluation Process

- Year 3 of new evaluation system based on performance
- Staff evaluations
  - Focus on individual employee performance
  - Ensure employees have a voice in their evaluation
  - Allow for specific goals and achievements to be recognized
  - Stress job specific performance
  - Include a self-evaluation component



# Continuing the Change of Non-Faculty Performance Evaluation Culture

- **Evaluate core competencies relevant to ALL positions**
  - Reliability/Accountability
  - Communication Skills
  - Collaboration
  - Quality/Productivity
  - Innovation
  - Diversity



# Continuing the Change of Non-Faculty Performance Evaluation Culture

- **Evaluations scores tie directly back to actual job responsibilities**
  - Annually employees and supervisors review job duties prior to evaluation to ensure accurate reflection of duties
  - Employee is rated on their specific job duties
- **Employee goals are set for high performance and departmental growth**
  - Annually evaluate accomplishments towards goals



# Non-Faculty Performance Scores

## Rating Guide

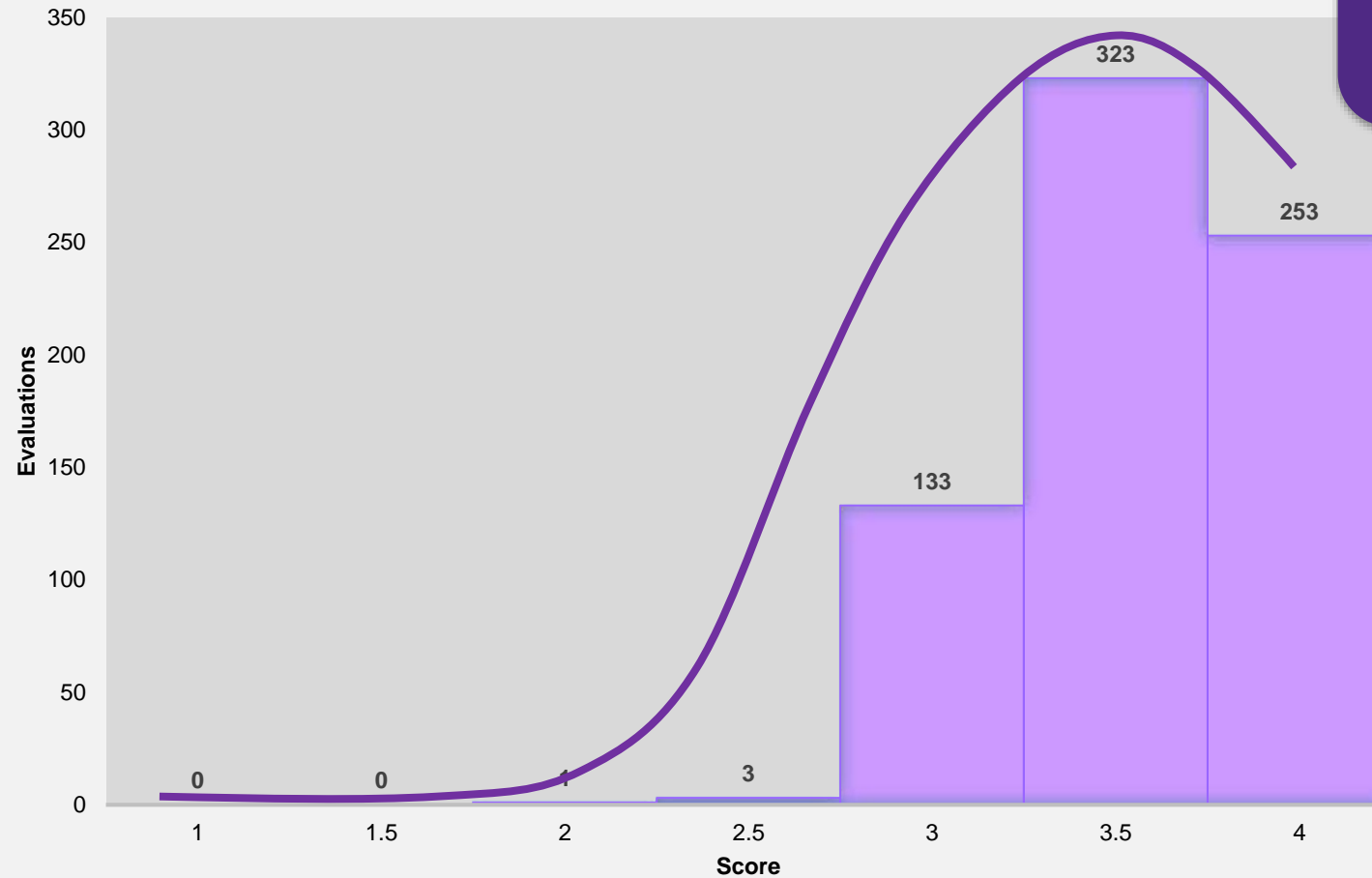
Exceeds Expectations 3.5 – 4.0

Meets Expectations 2.5 – 3.49

Needs Improvement 1.5 – 2.49

Unsatisfactory 0 – 1.49

NON-FACULTY 2018  
PERFORMANCE EVALUATIONS



**2018**  
35% - Score greater than 3.5  
9% - Score 4.0

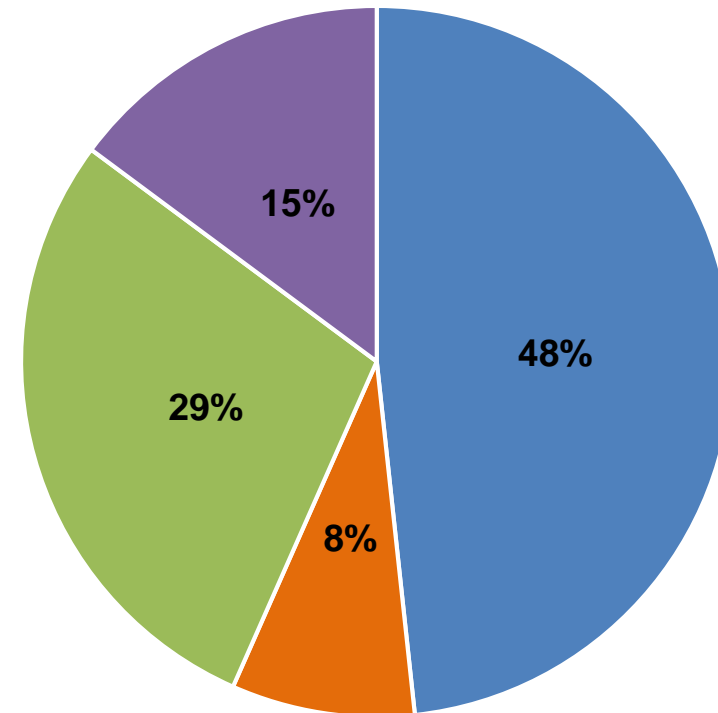
**2017**  
41% - Score greater than 3.5  
13% - Score 4.0



# Proposed 2.5% Salary Increase Distribution

<u>By Category</u>			
	Salaries	2.5% Amount	Percent Total
<b>Faculty</b>	\$ 33,707,834	\$ 842,696	48.29%
<b>Administrative</b>	\$ 5,820,815	\$ 145,520	8.34%
<b>Professional</b>	\$ 19,919,687	\$ 497,992	28.54%
<b>Clerical Support</b>	\$ 10,358,674	\$ 258,967	14.84%
<b>Total</b>	<b>\$ 69,807,010</b>	<b>\$ 1,745,175</b>	<b>100%</b>

Increase Distribution



■ Faculty ■ Administration ■ Professional ■ Clerical Support



# Non-Faculty Salary Increase Eligibility

- Employees are eligible for a performance increase if:
  - They were hired prior to May 1, 2018
  - They are not on an active Performance Improvement Plan
  - They received a Meets Expectations or higher on their performance evaluation
- Employees hired prior to January 1 are eligible for a maximum of 6%
- Employees hired after January 1 are eligible for a maximum of 2.5%





# How Evaluations Tie to Performance (Non-Faculty)

Merit Pay Worksheet

Department: Human Resources

## Clerical & Support

T#	Pos #	Eclass	First	Middle	Last	Department	Title	Hire Date	Grade	Salary	1% COLA Inc	Performance Evaluation						
												Prior Yr Score	Score	Overall Score	Increase Percentage	Amount of Increase	NEW Salary	Comments
T95123575	100000	CL	Mary	M	Max	Human Resources	Administrative Associate 2	9/5/1993	4	\$ 26,597	\$ 266	3.51	3.26	Meets Expectations	1.50%	\$ 402	\$ 27,265	
T74125896	200000	CL	Dorris	D	Day	Human Resources	Administrative Associate 3	9/8/2015	5	\$ 25,156	\$ 252	3.00	3.38	Meets Expectations	1.77%	\$ 450	\$ 25,858	
T96325874	300000	CL	Nancy	N	North	Human Resources	Administrative Associate 4	5/5/2014	6	\$ 26,992	\$ 270	3.10	3.09	Meets Expectations	1.25%	\$ 340	\$ 27,602	
T98745632	400000	CL	Sam	L	South	Human Resources	Administrative Associate 4	6/4/2013	6	\$ 27,852	\$ 279	3.87	3.75	Exceeds Expectations	2.49%	\$ 700	\$ 28,831	Strong employee - excellent customer service skills
T12345678	500000	CL	Walter	W	West	Human Resources	Administrative Associate 5	9/8/2001	7	\$ 31,052	\$ 311	3.18	3.80	Exceeds Expectations	2.75%	\$ 861	\$ 32,224	Significate improvement - goes above and beyond

<b>C&amp;S Totals</b>	\$ 137,649	\$ 1,376	2.00%	\$ 2,753	\$ 141,778
<b>Merit Pay Budget</b>	\$ 2,753		2.00%	\$ 2,753	\$ 141,778

## Professional (Administrative)

T#	Pos #	Eclass	First	Middle	Last	Department	Title	Hire Date	Grade	Salary	1% COLA Inc	Performance Evaluation						
												Prior Yr Score	Score	Overall Score	Increase Percentage	Amount of Increase	NEW Salary	Comments
T85265497	120000	AD	Jake	J	Jones	Human Resources	Manager	1/5/2002	44	\$ 51,024	\$ 510	2.85	3.10	Meets Expectations	1.75%	\$ 891	\$ 52,425	
T36521478	130000	AD	Fred	F	First	Human Resources	Specialist	2/14/2008	43	\$ 45,893	\$ 459	3.00	3.42	Meets Expectations	2.18%	\$ 1,000	\$ 47,352	
T85697412	110000	AD	Liz	L	Last	Human Resources	Coordinator	3/5/2006	42	\$ 42,652	\$ 427	3.00	3.65	Exceeds Expectations	3.00%	\$ 1,278	\$ 44,357	Innovated thinker - Process improvement within area
T65982314	140000	AD	Rosie	R	Flower	Human Resources	Manager	4/15/2015	44	\$ 45,268	\$ 453	2.65	2.40	Needs Improvement	0.00%	\$ -	\$ 45,721	
T78452598	150000	AD	Betty	B	Blossom	Human Resources	Manager	5/9/2012	44	\$ 49,580	\$ 496	3.25	3.53	Exceeds Expectations	3.00%	\$ 1,485	\$ 51,561	Managed several projects outside of scope
T15359575	160000	AD	Tess	T	Trust	Human Resources	Assistant Director	6/25/2011	47	\$ 63,258	\$ 633	3.16	3.44	Meets Expectations	2.06%	\$ 1,300	\$ 65,191	

<b>Admin Totals</b>	\$ 297,675	\$ 2,977	1.980%	\$ 5,954	\$ 306,606
<b>Merit Pay Budget</b>	\$ 5,954		2.00%	\$ 5,954	\$ 306,606

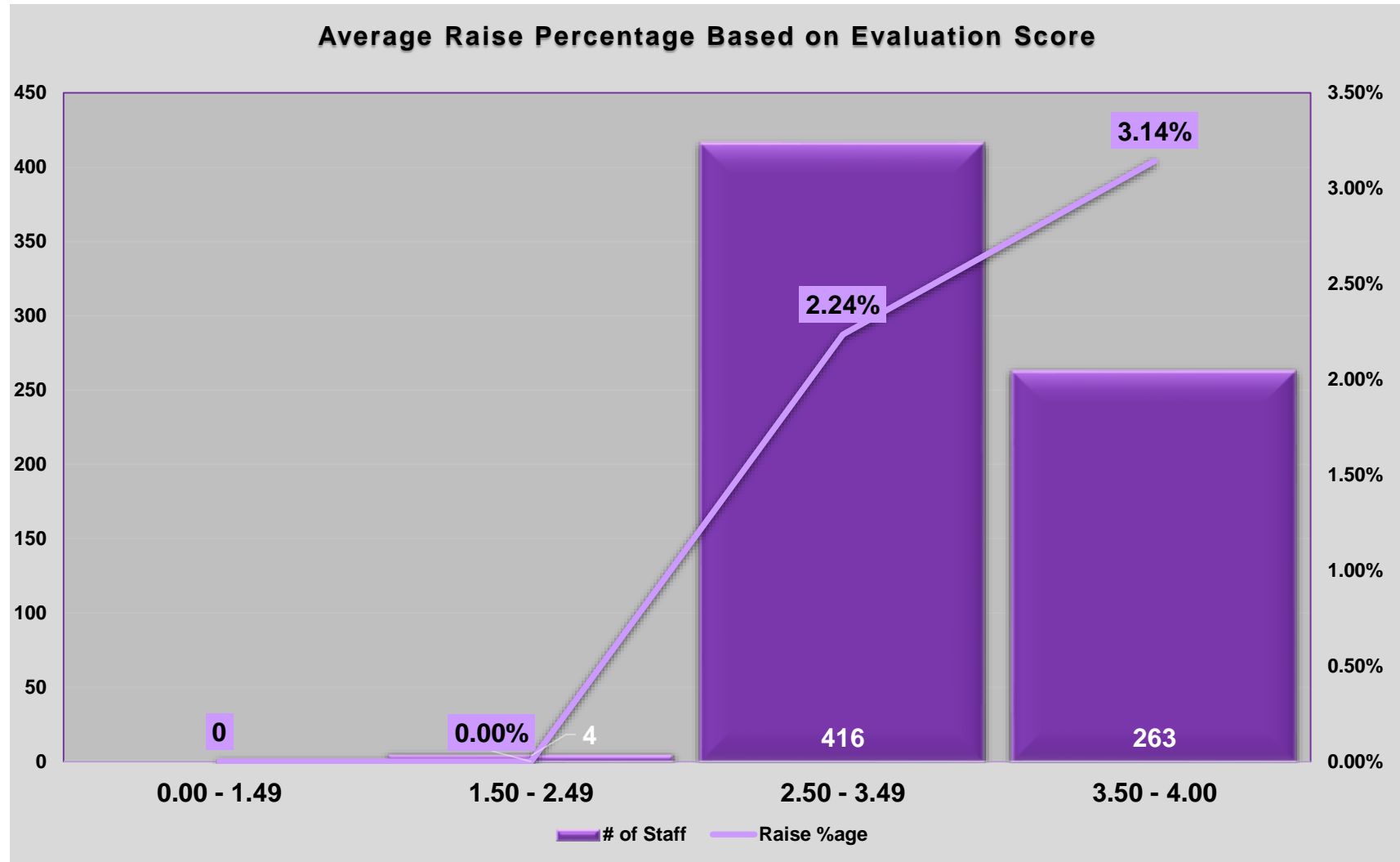
<b>Department Totals</b>	\$ 435,324	\$ 4,353	1.980%	\$ 8,707	\$ 448,384
<b>Merit Pay Budget</b>	\$ 8,707		2.00%	\$ 8,707	\$ 448,384

\$ 448,384  
Under (Over) Budget \$0



# Raise Distributions (Non-Faculty)

Scores	Average % Raise Increase
Unsatisfactory 0.00 – 1.49	0.00%
Needs Improvement 1.50 – 2.49	0.00%
Meets Expectations 2.50 – 3.49	2.24%
Exceeds Expectations 3.50 – 4.00	3.14%



Spread for non-faculty merit increases  
0% - 6.00%

2.50% Overall Average for Non-Faculty



# Faculty Performance Evaluation Process

- All faculty, both tenured and non-tenured, are evaluated annually by the department chairperson and the college dean on
  - Teaching
  - Advisement
  - Research/Scholarship/Creative Activity
  - Service/Outreach
  - Administration
  - Other (as assigned and detailed)



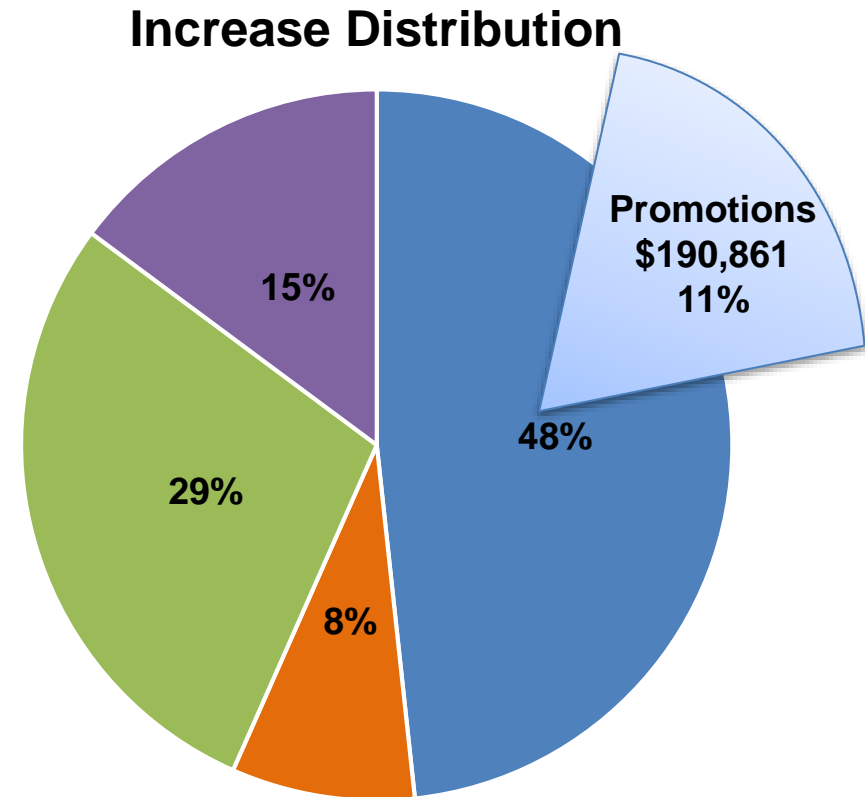
# Changing the Faculty Compensation Culture

- **Prior to 2018, the Faculty Compensation Committee used a complex formula that**
  - Ensured all faculty were at 80 percent of target salary based on CUPA-HR salary data for their discipline and rank
  - Applied additional equity to move faculty towards target salary that included a performance component based on annual evaluation data for 5 years
- **For FY19, faculty salary increases are based on individual faculty performance**
  - Looks at annual evaluation data for 3 years
  - Includes a one-time bonus for exceptional faculty performance



# Proposed 2.5% Salary Increase Distribution

<u>By Category</u>			
	Salaries	2.5% Amount	Percent Total
<b>Faculty</b>	\$ 33,707,834	\$ 842,696	48.29%
<b>Faculty Promotions</b>		\$ 190,861	10.94%
<b>Faculty Performance</b>		\$ 651,835	37.35%
<b>Administration</b>	\$ 5,820,815	\$ 145,520	8.34%
<b>Professional</b>	\$ 19,919,687	\$ 497,992	28.54%
<b>Clerical Support</b>	\$ 10,358,674	\$ 258,967	14.84%
<b>Total</b>	<b>\$ 69,807,010</b>	<b>\$ 1,745,175</b>	<b>100%</b>



■ Faculty ■ Administration ■ Professional ■ Clerical Support



# Faculty Salary Increase Eligibility

- Faculty must have an overall rating of *acceptable* or higher in the most recent evaluation to receive a raise
- Faculty with a 3-year average rating below *good* may be excluded from receiving a performance raise at the discretion of the chair/director
- Full-time temporary faculty rehired for 2018-19 are eligible for a raise of up to 1.0%
- Individual raises for each faculty member will be determined by the chair/director and **must be correlated to a 3-year average of the annual faculty evaluations**



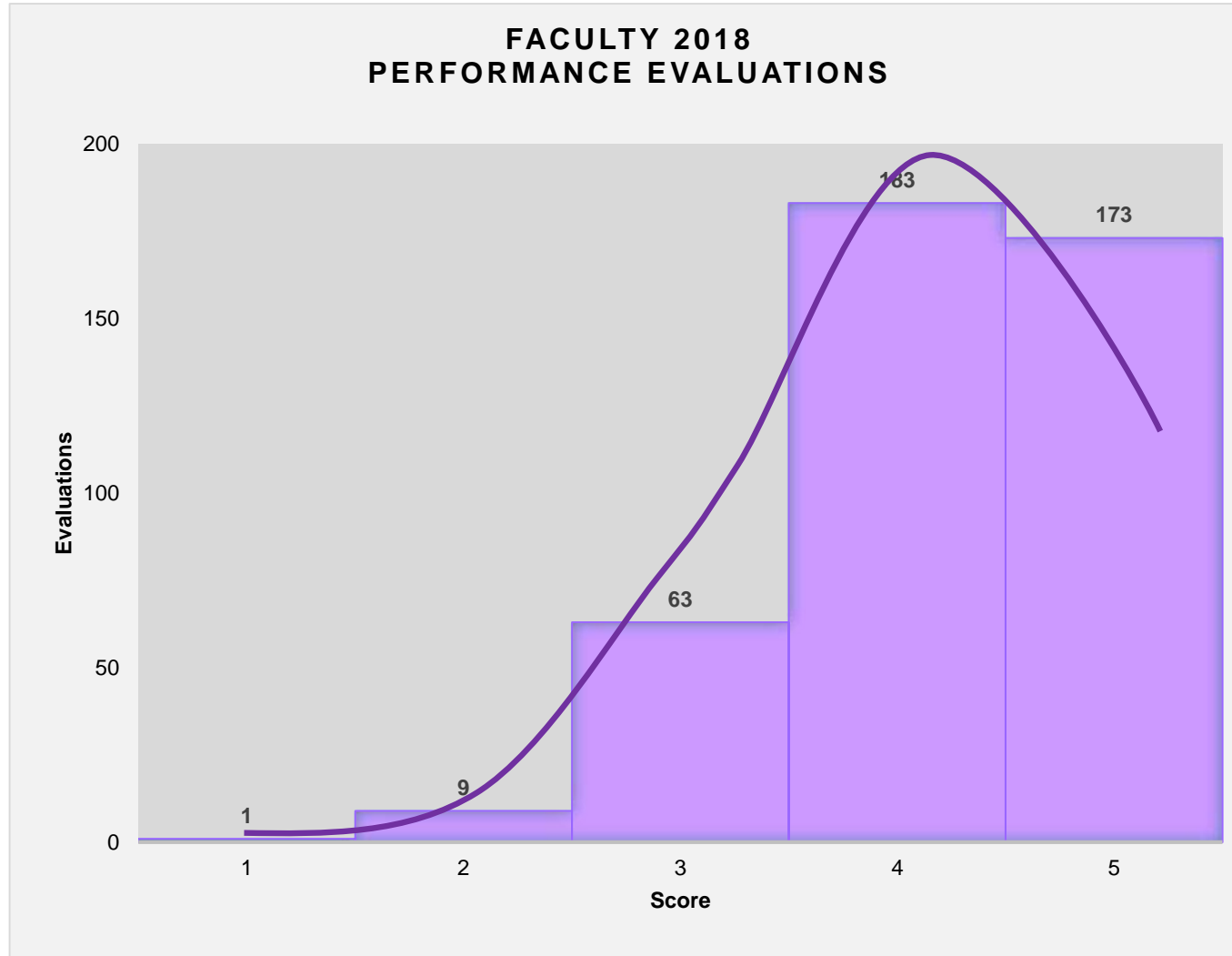
# How Evaluations Tie to Performance (Faculty)

Merit Pay Worksheet																
Department:																
T#	Pos #	Eclass	First	Middle	Last	Title	Salary	FY19 Promotion	Salary incl Promotion	Performance Evaluation Score				Increase Percentage	Amount of Increase	NEW Salary
										2016	2017	2018	AVG			
123456	235143	F9	Name	Name	Name	Professor	\$ 73,047		\$ 73,047	4	4	4	4.00	1.64%	\$ 1,200	\$ 74,247
234561	235143	F9	Name	Name	Name	Associate Professor	\$ 87,553		\$ 87,553	5	5	5	5.00	1.31%	\$ 1,150	\$ 88,703
345666	235143	F9	Name	Name	Name	Associate Professor	\$ 71,360		\$ 71,360	4	4	4	4.00	1.47%	\$ 1,050	\$ 72,410
456771	235143	F9	Name	Name	Name	Associate Professor	\$ 59,087	\$ 5,000	\$ 64,087	4	4	4	4.00	2.22%	\$ 1,420	\$ 65,507
567876	235143	F9	Name	Name	Name	Associate Professor	\$ 89,069		\$ 89,069	5	5	5	5.00	1.24%	\$ 1,102	\$ 90,171
678981	235143	F9	Name	Name	Name	Assistant Professor	\$ 64,025		\$ 64,025	4	4	4	4.00	2.81%	\$ 1,800	\$ 65,825
790086	235143	F9	Name	Name	Name	Assistant Professor	\$ 65,843	\$ 2,500	\$ 68,343	4	4	5	4.33	1.17%	\$ 800	\$ 69,143
901191	235143	F9	Name	Name	Name	Assistant Professor	\$ 62,732		\$ 62,732	N/A	4	5	4.50	4.11%	\$ 2,576	\$ 65,308
1012296	235143	F9	Name	Name	Name	Assistant Professor	\$ 79,790		\$ 79,790	N/A	4	5	4.50	1.56%	\$ 1,244	\$ 81,034
<b>Totals</b>							<b>\$ 652,506</b>	<b>\$ 7,500</b>	<b>\$ 660,006</b>					<b>1.870%</b>	<b>\$ 12,342</b>	<b>\$ 672,348</b>
<b>Merit Pay Budget</b>									<b>\$ 12,342</b>					<b>1.87%</b>		



# Faculty Performance Scores

Rating	
5	Outstanding
4	High
3	Good
2	Acceptable
1	Unacceptable



**2018**  
83% of  
scores  
High or  
Outstanding

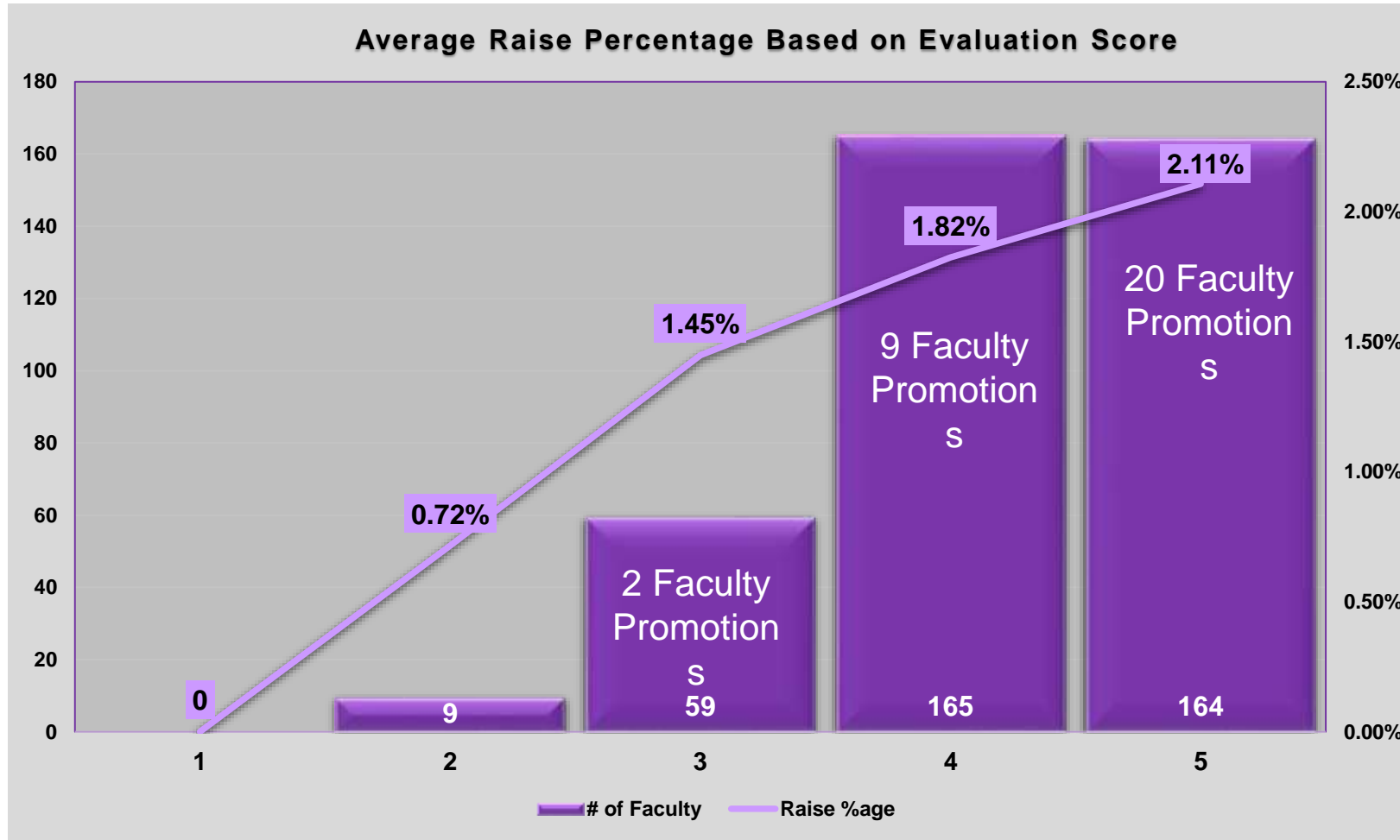
**2017**  
77% of  
Scores High  
or  
Outstanding





# Raise Distribution (Faculty)

Rating	
5	Outstanding
4	High
3	Good
2	Acceptable
1	Unacceptable



Spread for faculty increases (excluding performance bonus)

0% - 4.62%

1.86% Overall Average for Faculty



\* Includes performance and faculty promotions; does not include performance bonus

# Performance Bonus (Faculty)

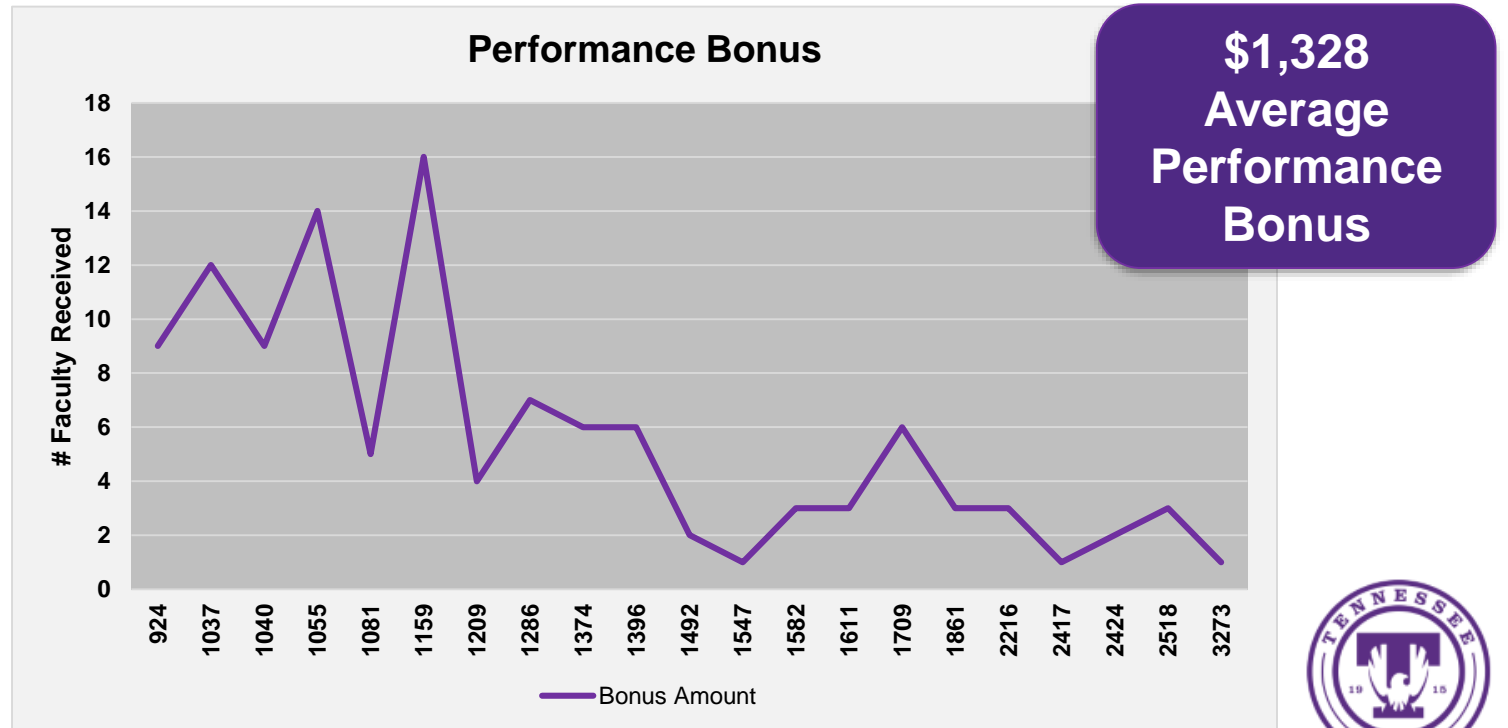
- Based on current year evaluation score; converted to a z-score (standard deviation)
- To be eligible for a bonus, the faculty's z-score must be in the 70<sup>th</sup> percentile for the university
- Performance bonus is based on a proportionate distribution; higher the z-score = higher the bonus



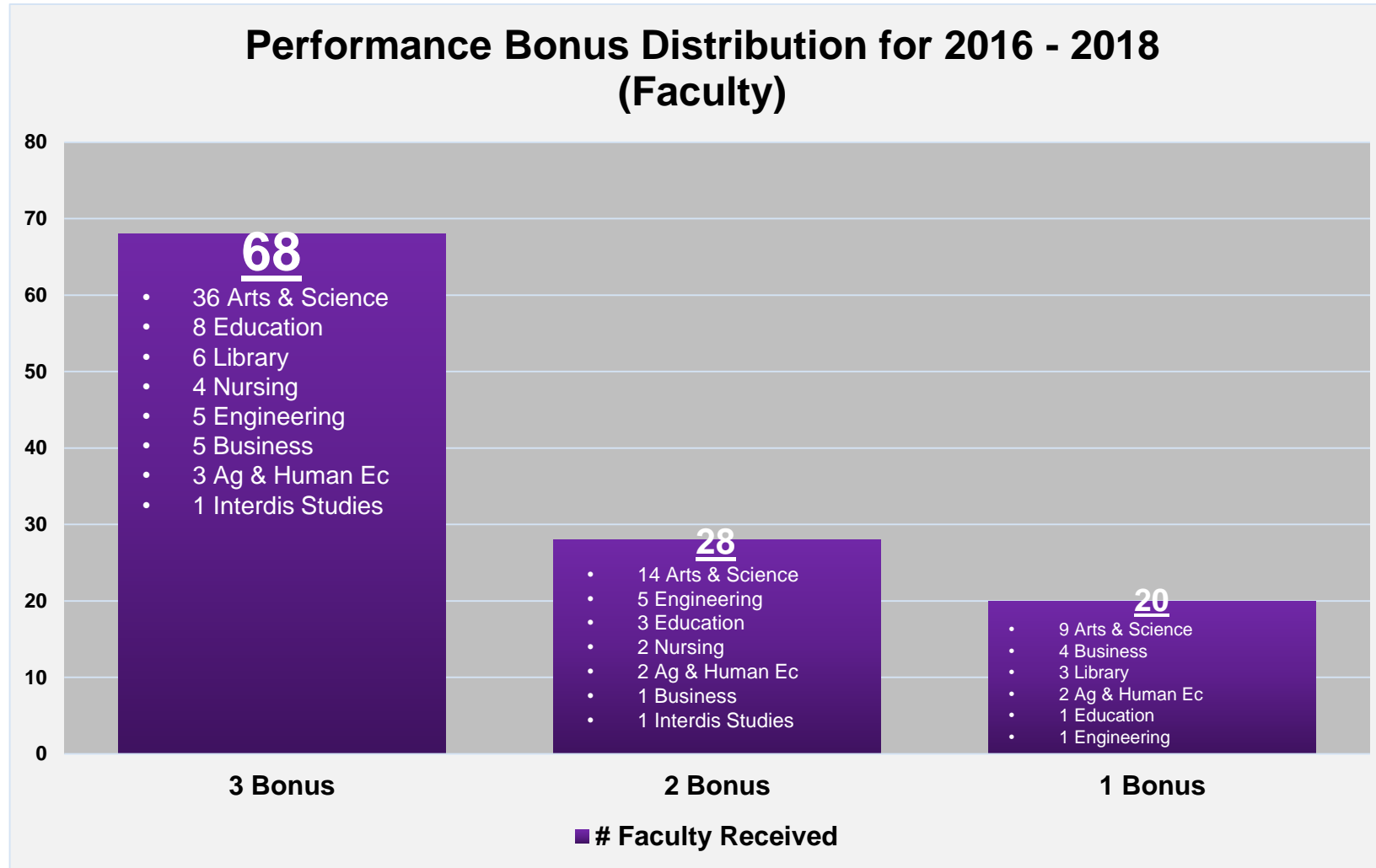
# Performance Bonus (Faculty)

- Additional permanent funding pool of \$154,000
- One-time performance bonus based on current year evaluation
  - 30 percent (116) of faculty received bonus for FY18-19

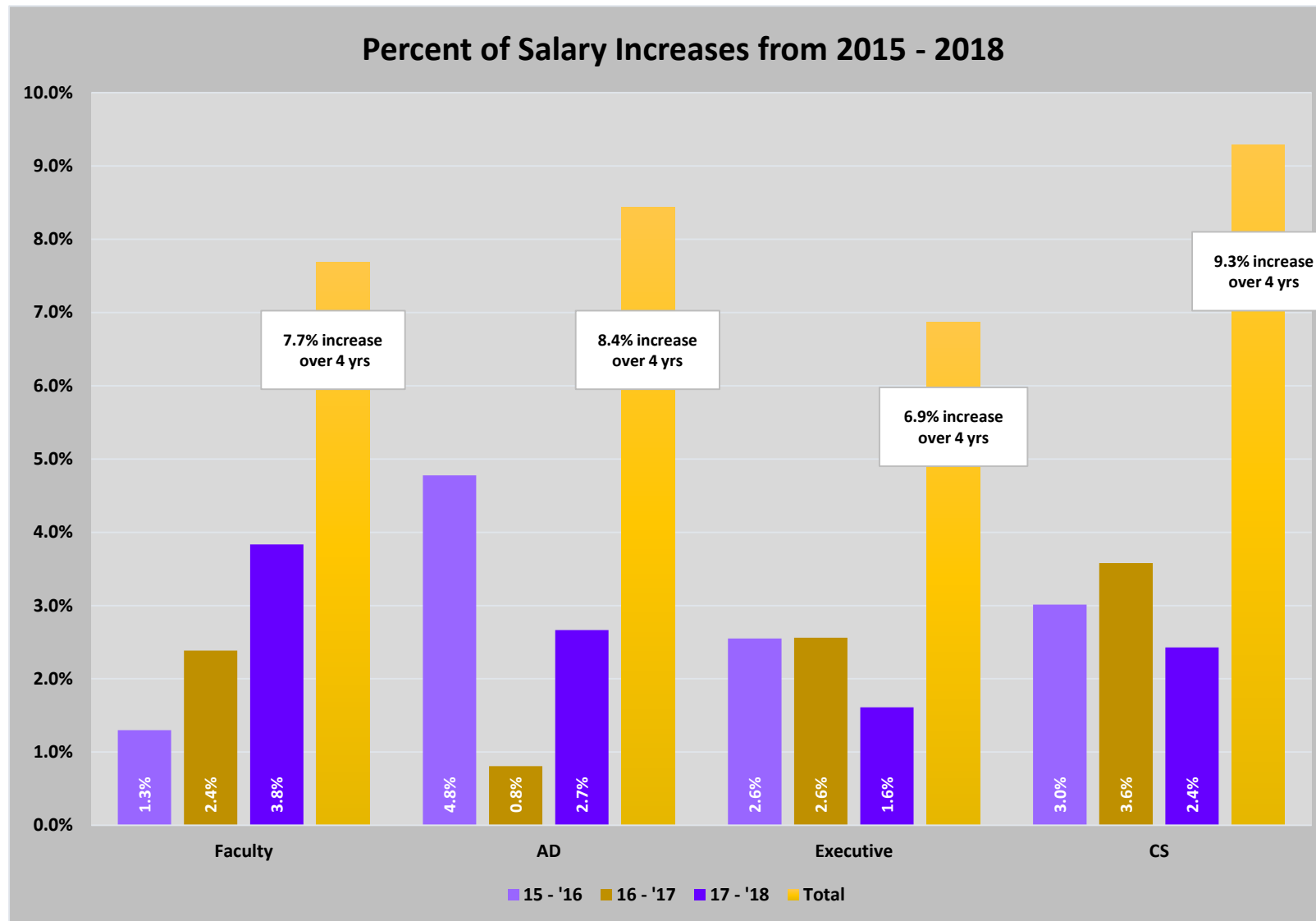
Performance  
bonus ranged  
from  
**\$924 - \$3,273**



# Performance Bonus (Faculty)



# Salary Increases from 2015 - 2018

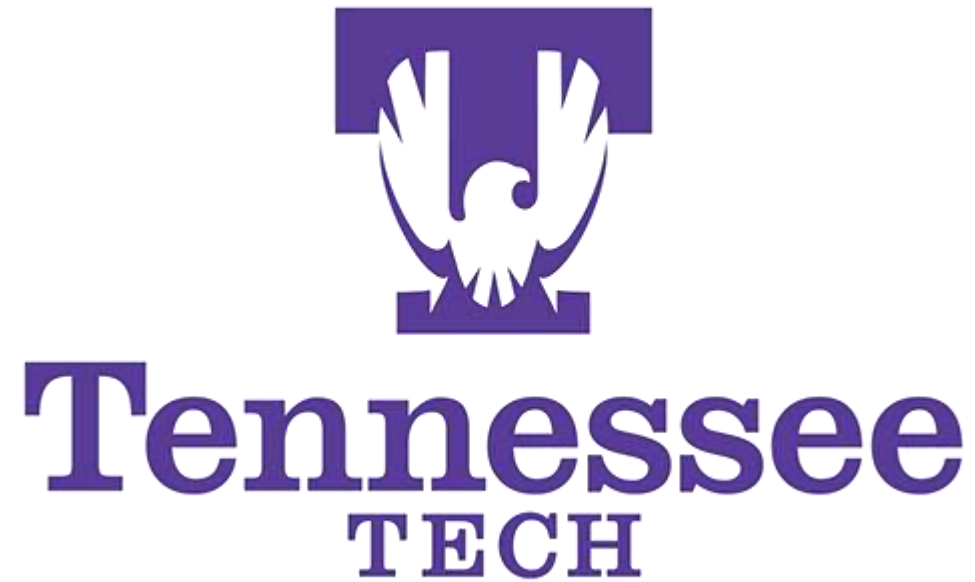


# DISCUSSION



# ***Audit & Business Committee***

June 26, 2018



## ***Campus Master Plan Amendment***

Presentation to Audit & Business Committee  
Board of Trustees

June 26, 2018

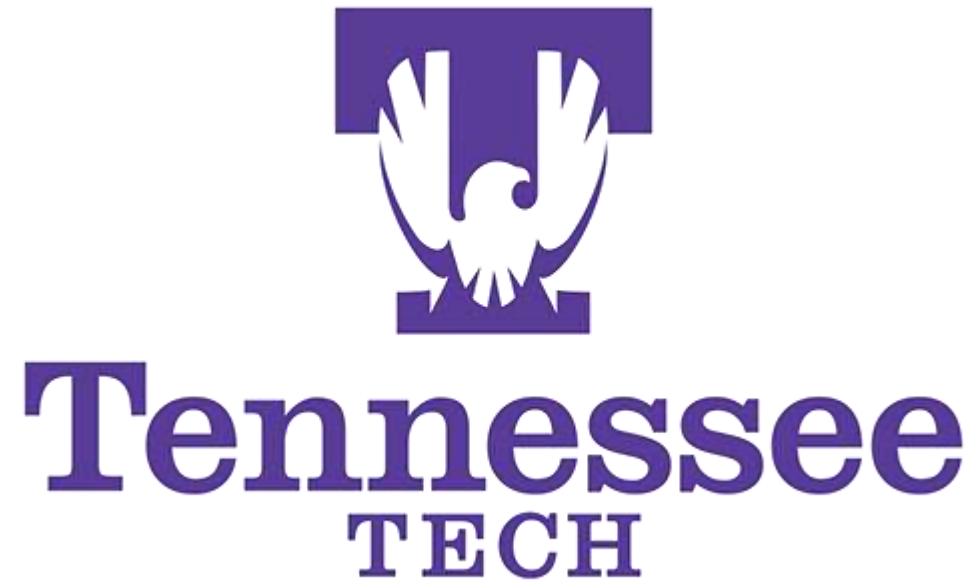






# ***Audit & Business Committee***

June 26, 2018



## ***Capital Budget Discussion***

Presentation to Audit & Business Committee  
Board of Trustees

June 26, 2018



# Capital Outlay Project Request

## Engineering & Research Building

- New construction
- 100,000 new square footage (60,000 NASF)
- Project Cost, \$55 million
- 5% Match requirement, \$2.75 million
- State funds request, \$52.25 million
- Modern, student-centered, inter-disciplinary space
- Open, flexible, re-configurable spaces to promote multi-purpose use and collaborative learning



# FY2019-2020 Maintenance Pools and Allocations

Governing Boards	Maintenance Pool	Maintenance Allocation
Locally Governed Institutions		
Austin Peay	3.1%	\$3,670,000
East Tennessee	7.7%	\$9,250,000
Middle Tennessee	6.8%	\$8,120,000
Tennessee State	5.2%	\$6,220,000
<b>Tennessee Tech</b>	<b>5.1%</b>	<b>\$6,170,000</b>
University of Memphis	12.4%	\$14,830,000
Tennessee Board of Regents	19.9%	\$23,850,000
UT System	39.9%	\$47,890,000
<b>Total</b>	<b>100.0%</b>	<b>\$120,000,000</b>

# Capital Maintenance Projects Request

Priority	Project	Project Cost	Project Description
1	Several Buildings Roof Replacement	\$3,060,000	Roof replacements and related roof component repairs
2	Several Buildings Upgrades	\$3,110,000	Building systems and interior upgrades
	<b>Total Request</b>	<b>\$6,170,000</b>	

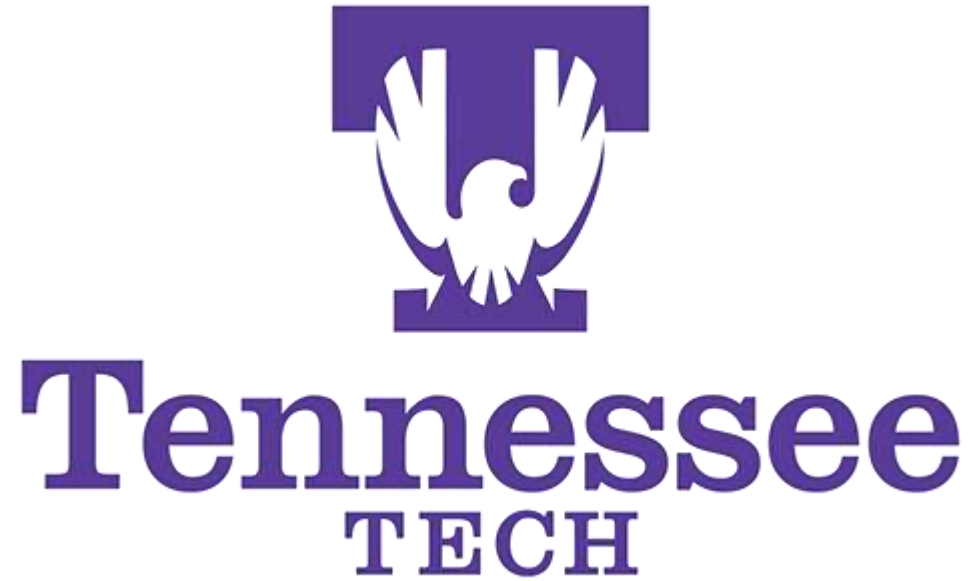


# Disclosed Projects

Fiscal Year	Project	Project Cost	Project Description
2018-19	Cooper/Dunn Residence Hall Upgrades	\$6,700,000	Residence Hall Upgrade
2019-20	Hooper Eblen Center Roof Replacement	\$1,550,000	Roof replacement
2019-20	Baseball Field Lighting Replacement	\$870,000	Lighting replacement
	<b>Total Request</b>	<b>\$9,120,000</b>	



# DISCUSSION



***Budget Discussion  
Estimated (FY2018) and Proposed (FY2019)***

Presentation to Audit & Business Committee  
Board of Trustees

June 26, 2018





# E&G Budget Summary

	Estimated Budget FY2018	Proposed Budget FY2019
Beginning Fund Balance	\$11,099,350	\$8,369,706
E&G Revenues	\$156,329,800	\$158,734,200
E&G Expenses	\$154,678,300	\$153,947,000
Mandatory and Non-mandatory Transfers	\$4,381,200	\$4,886,100
Ending Fund Balance	\$8,369,650	\$8,270,806

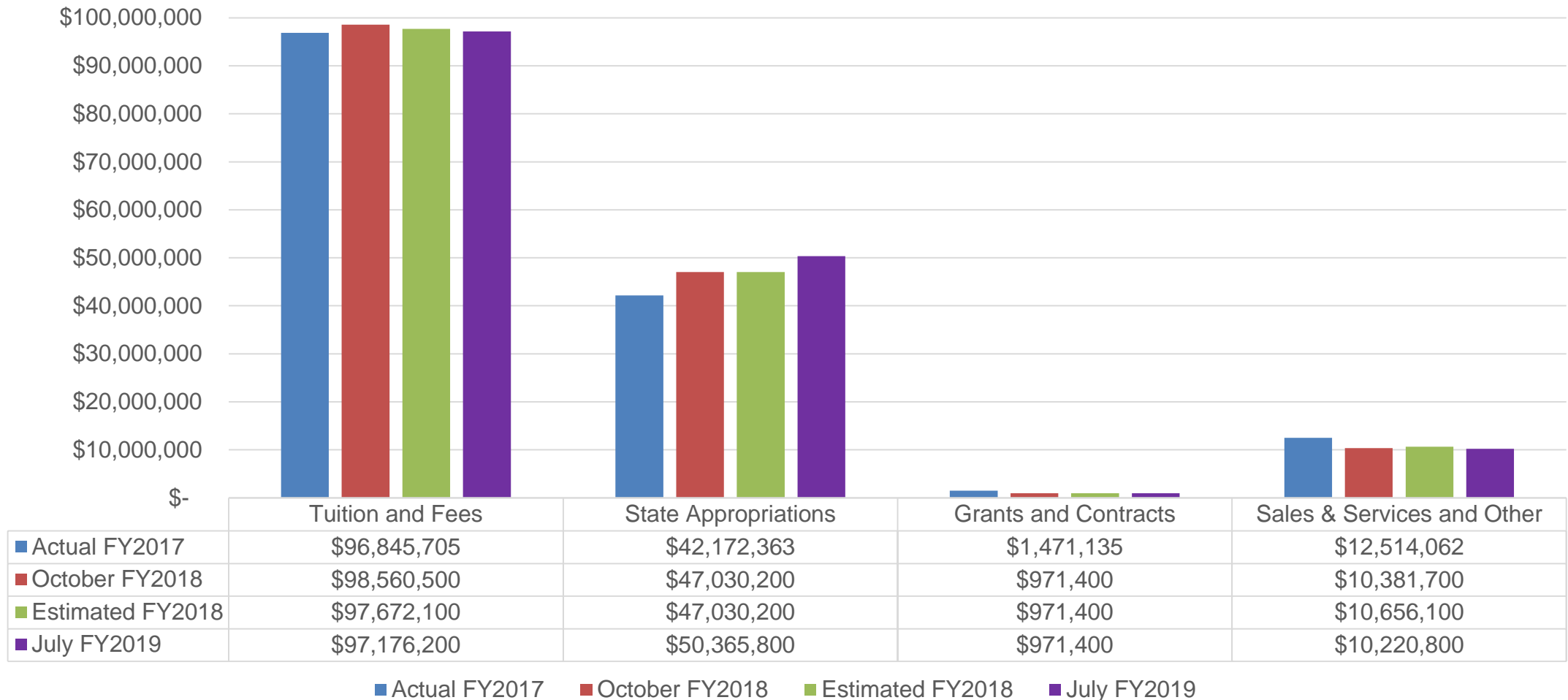


# Auxiliary Enterprises Budget Summary

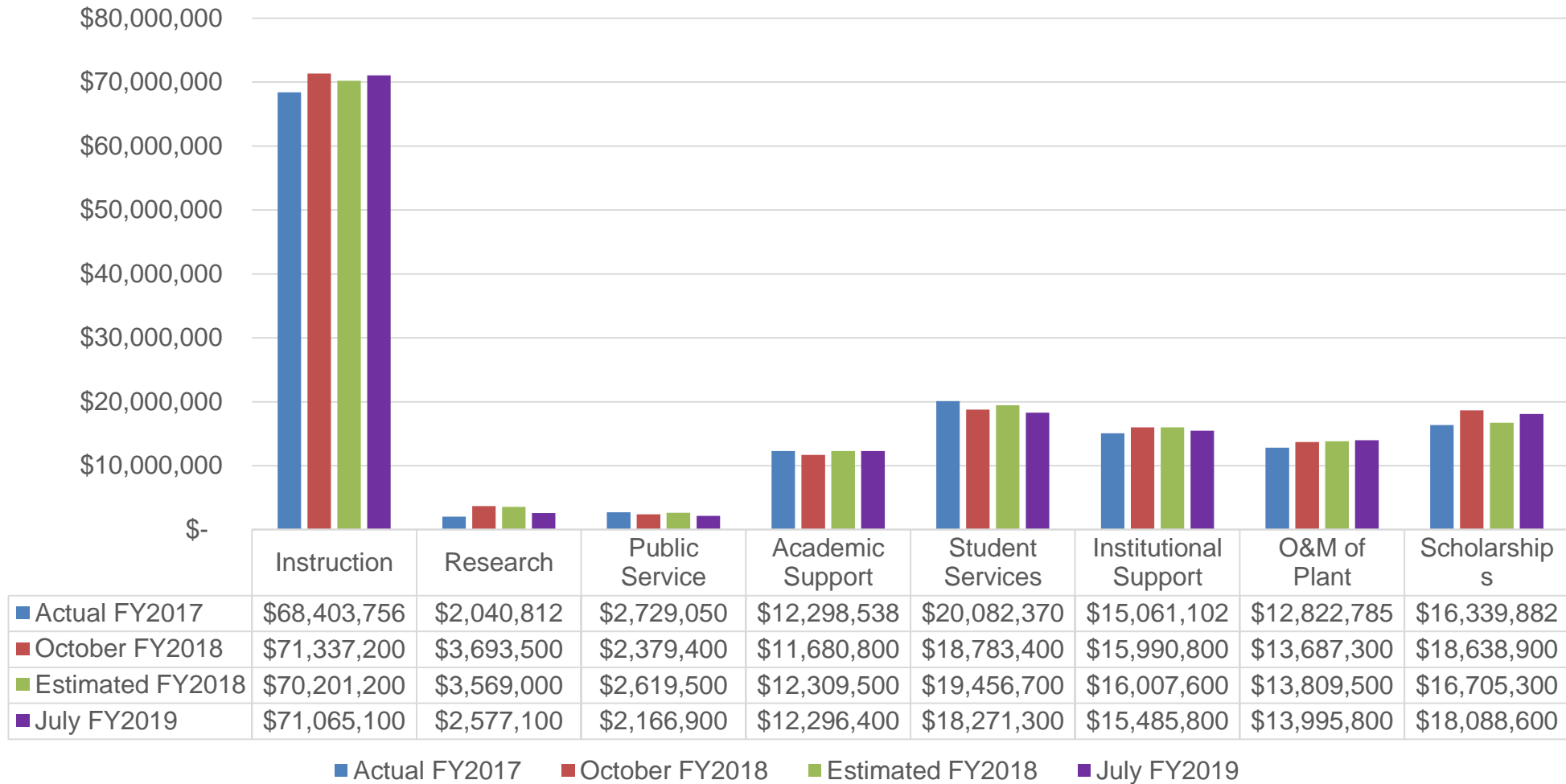
	Estimated Budget FY2018	Proposed Budget FY2019
Beginning Fund Balance	\$1,561,750	\$1,308,294
Aux Revenues	\$18,341,000	\$18,342,300
Aux Expenses	\$7,316,400	\$7,435,000
Mandatory and Non-mandatory Transfers	\$11,278,000	\$10,907,300
Ending Fund Balance	\$1,308,350	\$1,308,294



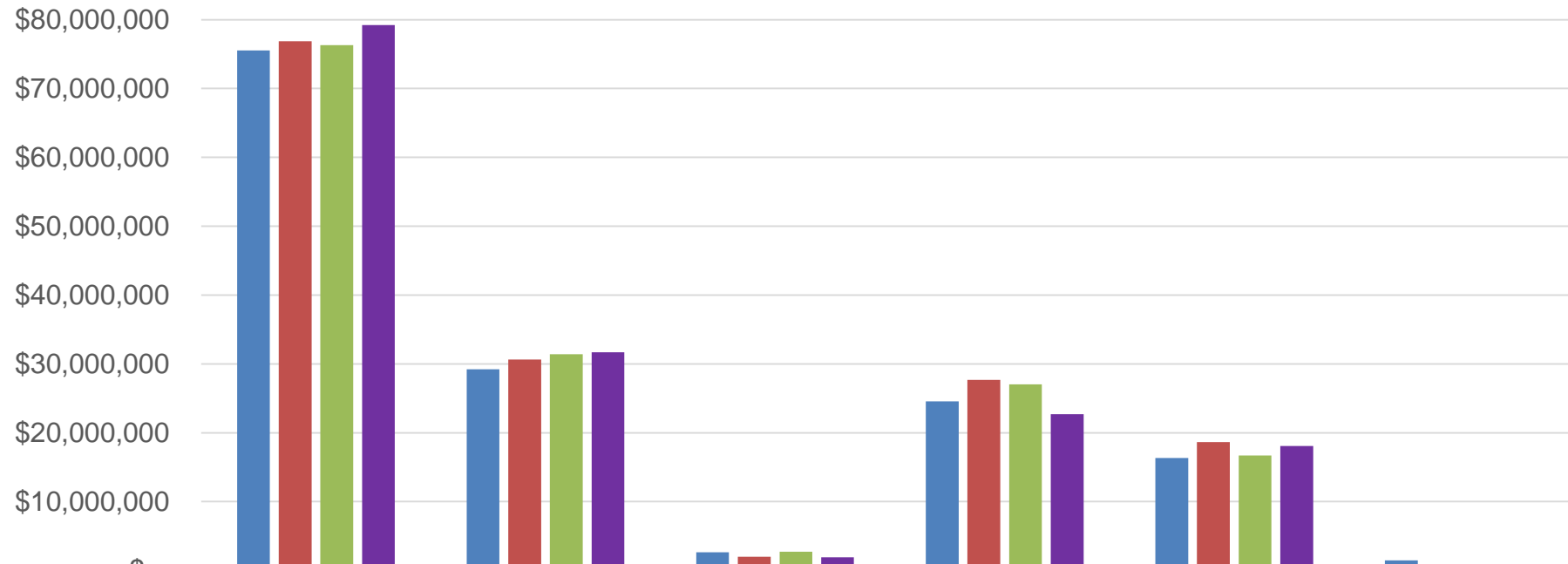
# E&G Revenues



# E&G Expenses by Functional Categories



# E&G Expenses by Natural Classification



	Salaries and Wages	Fringe Benefits	Travel	Operating & Utilities	Scholarships	Capital
Actual FY2017	\$75,535,248	\$29,237,119	\$2,626,694	\$24,573,939	\$16,339,882	\$1,465,413
October FY2018	\$76,850,500	\$30,649,300	\$2,008,500	\$27,687,200	\$18,638,900	\$356,900
Estimated FY2018	\$76,290,300	\$31,424,100	\$2,725,200	\$27,022,700	\$16,705,300	\$510,700
July FY2019	\$79,227,400	\$31,704,600	\$1,911,700	\$22,676,200	\$18,088,600	\$338,500

Actual FY2017    October FY2018    Estimated FY2018    July FY2019



# Estimated Budget FY2017-18

## Beginning Fund Balance

Total E&G Fund Balance	\$11,099,350
Allocation for Encumbrances	\$270,194
Allocation for Working Capital	\$2,944,013
Special Allocations*	\$7,885,143
Unallocated Balance	\$0
*2% to 5% Reserve	\$6,003,362
*Student Activity Fee	\$621,069
*Technology Access Fee	\$1,076,383
*Specialized Academic Course Fee	\$184,329

## Ending Fund Balance

Total E&G Fund Balance	\$8,369,650
Allocation for Encumbrances	\$270,194
Allocation for Working Capital	\$2,944,013
Special Allocations*	\$5,155,443
Unallocated Balance	\$0
*2% to 5% Reserve	\$3,273,662
*Student Activity Fee	\$621,069
*Technology Access Fee	\$1,076,383
*Specialized Academic Course Fee	\$184,329

# Proposed Budget FY2018-19

## Beginning Fund Balance

Total E&G Fund Balance	\$8,369,706
Allocation for Encumbrances	\$270,194
Allocation for Working Capital	\$2,944,013
Special Allocation*	\$5,155,499
Unallocated Balance	\$0
*2% to 5% Reserve	\$3,273,718
*Student Activity Fee	\$621,069
*Technology Access Fee	\$1,076,383
*Specialized Academic Course Fee	\$184,329

## Ending Fund Balance

Total E&G Fund Balance	\$8,270,806
Allocation for Encumbrances	\$270,194
Allocation for Working Capital	\$2,944,013
Special Allocations*	\$5,056,599
Unallocated Balance	\$0
*2% to 5% Reserve	\$3,174,818
*Student Activity Fee	\$621,069
*Technology Access Fee	\$1,076,383
*Specialized Academic Course Fee	\$184,329

# Reserves: Unexpended Plant and Renewal & Replacements

## Unexpended Plant

Total	\$30,597,392
Land Purchases	\$1,518,031
New Construction:	
Science Building	\$10,842,023
Fitness & Rec Center	\$9,973,949
Parking & Transportation	\$1,764,497
Residence Hall Rvn & Roof	\$1,693,838
Roaden & Eblen Centers Rvns	\$1,355,103
Infrastructure – HVAC	\$1,665,146
Football Digital Board	\$151,109
Extraordinary Maint	\$1,388,609
Engineering Master Plan	\$10,000
Dept Small Projects	\$175,809
Other Small Projects	\$59,278

## Renewal & Replacements

Total	\$33,389,941
Auxiliary – Housing	\$14,831,957
Auxiliary – Other	\$9,272,969
Computer Center	\$2,531,771
Technology Update	\$1,122,847
Telecommunications	\$363,378
Printing & Photo Srv	\$222,218
Motor Pool	\$515,606
Craft Center R&R	\$754,410
Departmental R&R	\$595,422
University Reserve	\$3,179,363



# New resources and uses 2018-2019

(as presented at the March meeting)

Governor's budget dedicated to 2.5% salary improvements	\$1,281,500
Governor's budget dedicated to formula outcomes	\$1,327,400
Outcomes formula adjustment	\$463,400
Total anticipated increase in state appropriations	\$3,072,300
Revenue generated per 2.66% maintenance fee increase	\$1,982,700
<b>Resources anticipated to address needs</b>	<b>\$5,055,000</b>

Cost of 2.5% salary improvements with fringe benefits	\$2,216,354
Dedicate funds to re-establish operating fund balance	\$2,000,000
Cost increases other than salaries and fringe benefits (2017 HEPI 3.7%)	\$1,802,000
<b>Total anticipated needs for FY2018-19</b>	<b>\$6,018,354</b>

<b>Difference between resources and needs</b>	<b>\$(963,354)</b>
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# New resources and uses 2018-2019

(updated since the March meeting)

Cost of 2.5% salary improvements with fringe benefits	\$2,216,354
Dedicate funds to re-establish operating fund balance	\$2,000,000
New academic program expenditures & start up costs	\$402,000
Recurring expense increases included in Proposed Budget	\$717,991
Recurring funding requests remaining to be funded	\$870,437
<b>FY2018-19 Budget Need</b>	<b>\$6,206,782</b>
Governor's budget dedicated to 2.5% salary improvements	\$1,281,500
Governor's budget dedicated to formula outcomes	\$1,327,400
Outcomes formula adjustment	\$463,400
<i>*Carnegie classification recognition</i>	\$700,000
<b>FY2018-19 Funds Available due to anticipated increases in state appropriations</b>	<b>\$3,772,300</b>
Revenue reduction due to early enrollment indicators	\$(2,361,359)
<b>FY2018-19 New Resources</b>	<b>\$1,410,941</b>
<b>Unmet Need</b>	<b>\$(4,795,841)</b>
<b>Maintenance Fee Increase Needed</b>	<b>6.43%</b>
<b>Maintenance Fee Increase Recommended</b>	<b>2.66%</b>
Revenue generated per 2.66% maintenance fee increase	\$1,982,700
<b>Remaining unmet need after maintenance increase</b>	<b>\$(2,813,141)</b>

# New resources and uses 2018-2019

(updated since the March meeting – revenue assumptions & projections)

Anticipated Summer FTE decline of 70 (35 in CE FY17-18 and 35 in PB FY18-19)	\$(358,698)
Anticipated Fall FTE decline of 94	\$(849,478)
Further reduction in TNeCampus graduate revenue sharing	\$(250,000)
Reduction in fall to spring revenue projections (90% to 88% estimate)	\$(903,183)
	<b>\$(2,361,359)</b>

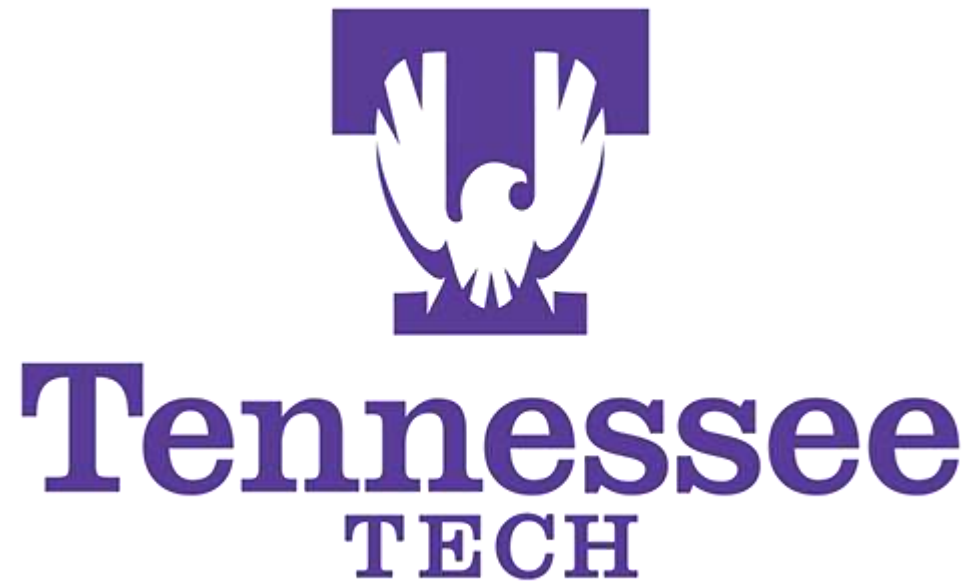


# New resources and uses 2018-2019

(updated since the March meeting - continued)

<b>Remaining unmet need after maintenance fee increase</b>	<b>\$(2,813,141)</b>
<b>Short-term plan to address remaining unmet need:</b>	
Continue to provide required 2% fund balance from one-time resources	\$2,000,000
Reduce cost increases for other than salaries and fringe benefits	\$813,141
	<b>\$2,813,141</b>
<b>Long-term plan to address budget shortfall:</b>	
Right size budget to reflect current enrollments	
Grow enrollments	
<b>Additional note: Dedicated funding for the College of Engineering (earmarked for Engineering only)</b>	<b>\$3,000,000</b>

# DISCUSSION



## ***Maintenance and Mandatory Fees***

Presentation to Audit & Business Committee  
Board of Trustees

June 26, 2018



# THEC Recommendation 2018-2019 Annual Rates

2018-19 Approved Binding Rates			
Maintenance Fee		Maintenance + Mandatory Fees	
Minimum	Maximum	Minimum	Maximum
\$0 or less	\$230	\$0 or less	\$266



# THEC Recommendation 2018-2019 Annual Rates

2018-19 Maintenance and Mandatory Fee Increase Scenario and Comparison – 3% Limit							
2017-18			2018-19			Combined Increase	Combined % Increase
Maintenance Fee	Mandatory Fee	Maintenance + Mandatory	Maintenance Fee	Mandatory Fee	Maintenance + Mandatory		
\$7,656	\$1,217	\$8,873	\$7,886	\$1,254	\$9,139	\$266	3%





# Per Semester In-state Maintenance Fee History

	Fall 2014	Fall 2015*	Fall 2016	Fall 2017	Fall 2018**
Undergraduate Maintenance	\$3,237	\$3,591	\$3,690	\$3,828	\$3,930
Dollar increase over prior year	\$189	\$354	\$99	\$138	\$102
Percentage increase	6.2%	10.9%	2.8%	3.74%	2.66%
*Collapsed existing mandatory and non-mandatory fees equivalent to \$18 per UG hour in Maintenance fees					
**Anticipated maintenance fee to be effective fall 2018					
Rate per credit hour	\$257	\$285	\$293	\$304	\$312
Dollar increase	\$15	\$28*	\$8	\$11	\$8



# Per Semester Mandatory Fees

	2017-18	2018-19	Dollar Increase	Percentage Increase
Athletic Fee	\$248	\$248	Zero	Zero
Campus Recreation	\$48	\$48	Zero	Zero
Technology Access Fee	\$112.50	\$112.50	Zero	Zero
Facilities Development Fee	\$51	\$51	Zero	Zero
Debt Service	\$129	\$129	Zero	Zero
SGA/SOLO	\$20	\$30	\$10	50%
Student Mental Health Wellness	New Fee	\$3	\$3	100%
Combined Total All Mandatory Fees	\$608.50	\$621.50	\$13	2.14%

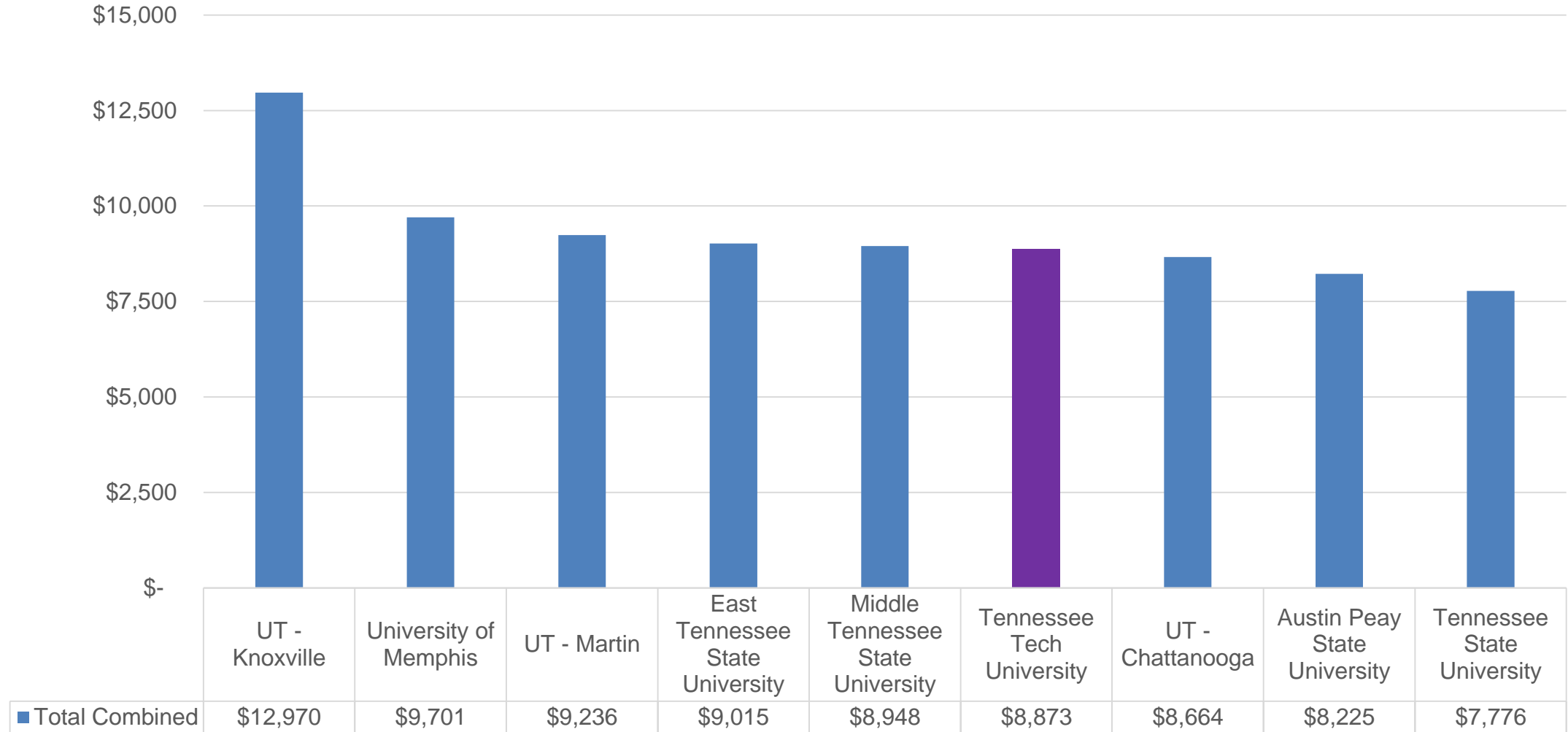


# Tennessee Institution Anticipated Tuition Increases

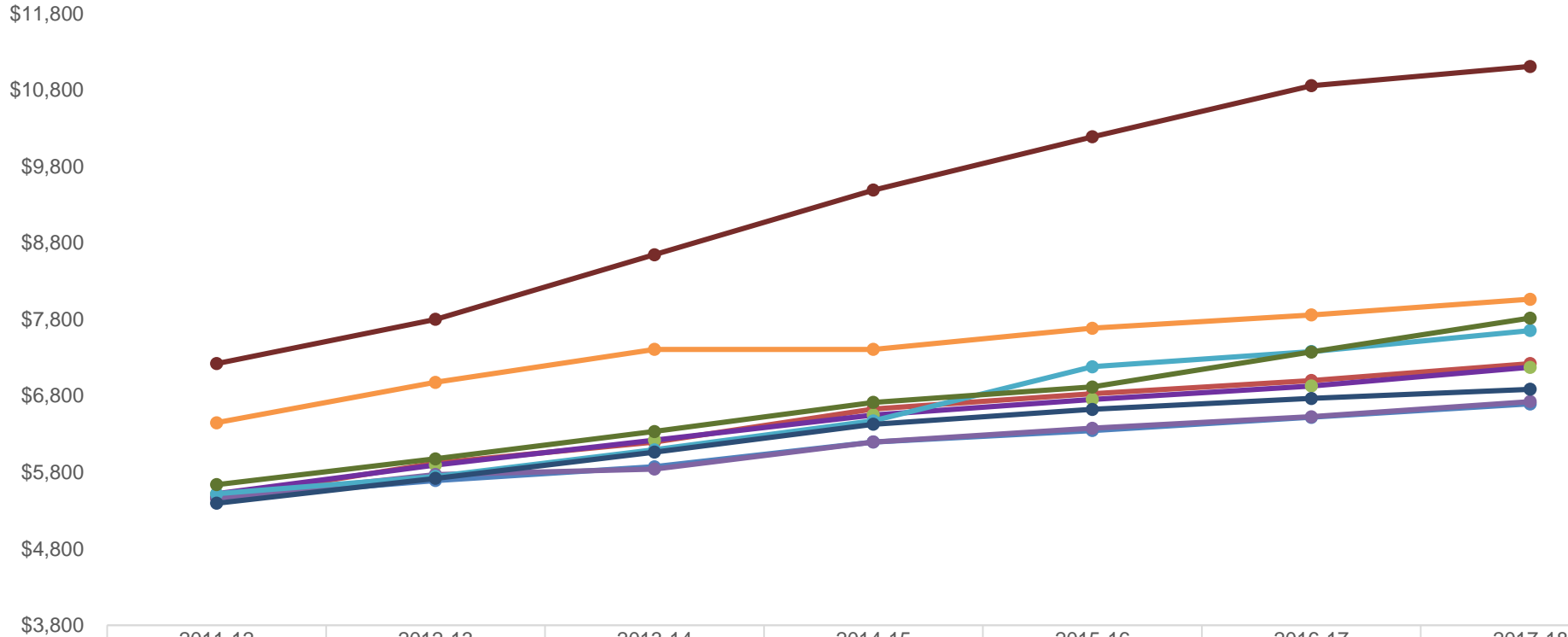
Institution:	Total Increase %:
Austin Peay State University	2.99%
East Tennessee State University	2.91%
Middle Tennessee State University	2.88%
Tennessee State University	2.59%
<b>Tennessee Tech University</b>	<b>2.66%</b>
University of Memphis	0.00%
University of Tennessee - Chattanooga	0.00%
University of Tennessee - Knoxville	0.00%
University of Tennessee - Martin	3.00%



## Maintenance & Mandatory Fees Comparison 2017-18



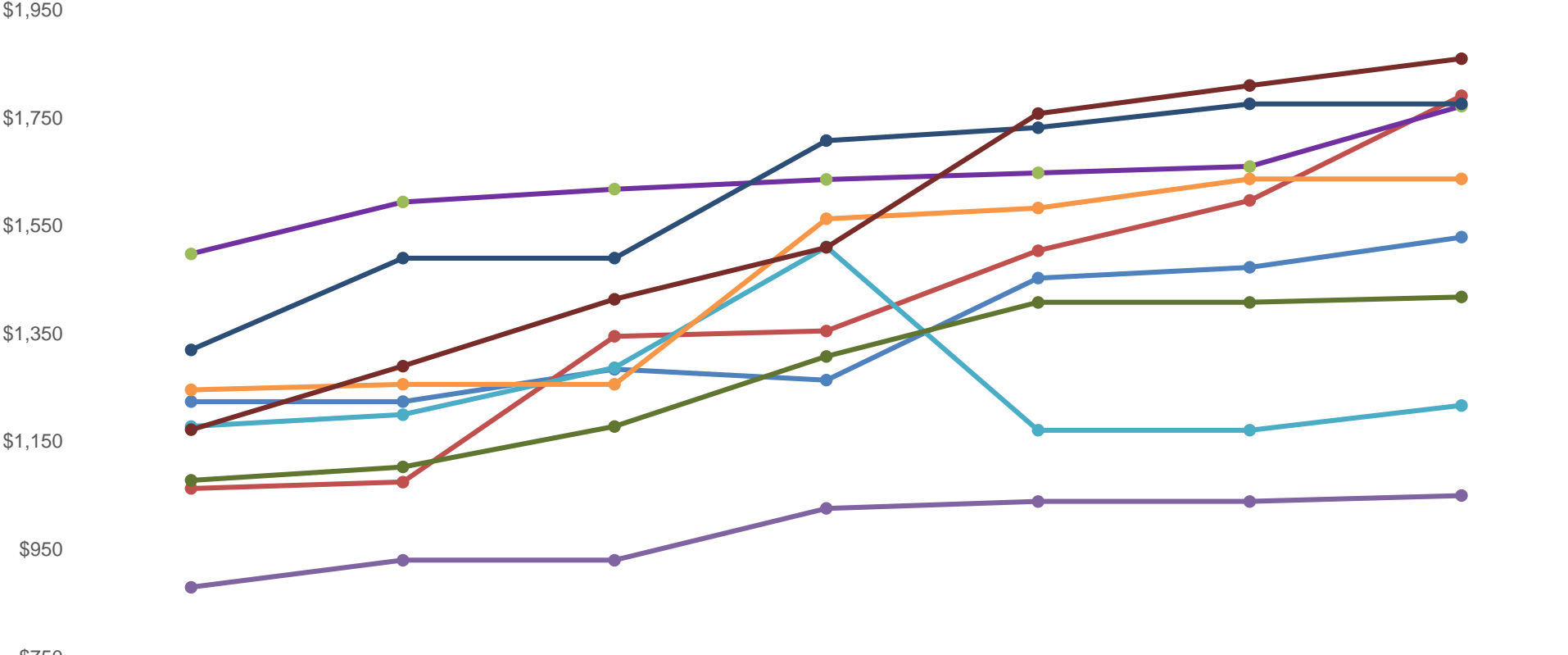
# MAINTENANCE FEES COMPARISON (2012-2018)



	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
— Austin Peay	\$5,466	\$5,694	\$5,874	\$6,198	\$6,348	\$6,522	\$6,696
— East Tennessee	\$5,466	\$5,922	\$6,198	\$6,630	\$6,828	\$7,002	\$7,224
— Middle Tennessee	\$5,520	\$5,898	\$6,222	\$6,552	\$6,756	\$6,930	\$7,176
— Tennessee State	\$5,466	\$5,772	\$5,844	\$6,198	\$6,378	\$6,528	\$6,726
— Tennessee Tech	\$5,520	\$5,748	\$6,096	\$6,474	\$7,182	\$7,380	\$7,656
— University of Memphis	\$6,450	\$6,978	\$7,410	\$7,410	\$7,686	\$7,860	\$8,064
— UT Chattanooga	\$5,398	\$5,722	\$6,065	\$6,430	\$6,624	\$6,768	\$6,888
— UT Knoxville	\$7,224	\$7,802	\$8,648	\$9,493	\$10,190	\$10,858	\$11,110
— UT Martin	\$5,640	\$5,978	\$6,336	\$6,716	\$6,918	\$7,375	\$7,818



# MANDATORY FEES COMPARISON (2012-2018)



	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
— Austin Peay	\$1,224	\$1,224	\$1,284	\$1,264	\$1,453	\$1,473	\$1,529
— East Tennessee	\$1,063	\$1,075	\$1,345	\$1,355	\$1,504	\$1,597	\$1,791
— Middle Tennessee	\$1,498	\$1,594	\$1,618	\$1,636	\$1,648	\$1,660	\$1,772
— Tennessee State	\$880	\$930	\$930	\$1,026	\$1,039	\$1,039	\$1,050
— Tennessee Tech	\$1,178	\$1,200	\$1,287	\$1,511	\$1,171	\$1,171	\$1,217
— University of Memphis	\$1,246	\$1,256	\$1,256	\$1,563	\$1,583	\$1,637	\$1,637
— UT Chattanooga	\$1,320	\$1,490	\$1,490	\$1,708	\$1,732	\$1,776	\$1,776
— UT Knoxville	\$1,172	\$1,290	\$1,414	\$1,510	\$1,758	\$1,810	\$1,860
— UT Martin	\$1,078	\$1,103	\$1,178	\$1,308	\$1,408	\$1,408	\$1,418



# Fees not subject to THEC binding rates

- Graduate maintenance fee
- Out-of-state tuition
- Non-mandatory fees (approved at the March meeting)



# Anticipated graduate maintenance fees

Graduate In-State Tuition				
	Fall 2017	Fall 2018	Dollar Increase	Percentage Increase
For Base 10 Hours	\$4,880	\$5,020	\$140	2.9%
Hourly rate over base hours	\$96	\$99	\$3	3.1%





# Out-of-state tuition

- Out-of-state students pay same maintenance and other fees as in-state students, plus an out-of-state tuition rate
- 2017-2018 out-of-state tuition rate
  - Base (12 credit hours) \$7,932.00
  - Hourly rate over base \$132
  - Tuition and Fees (12 credit hours) \$4,256.50
- No increase in out-of-state tuition is anticipated

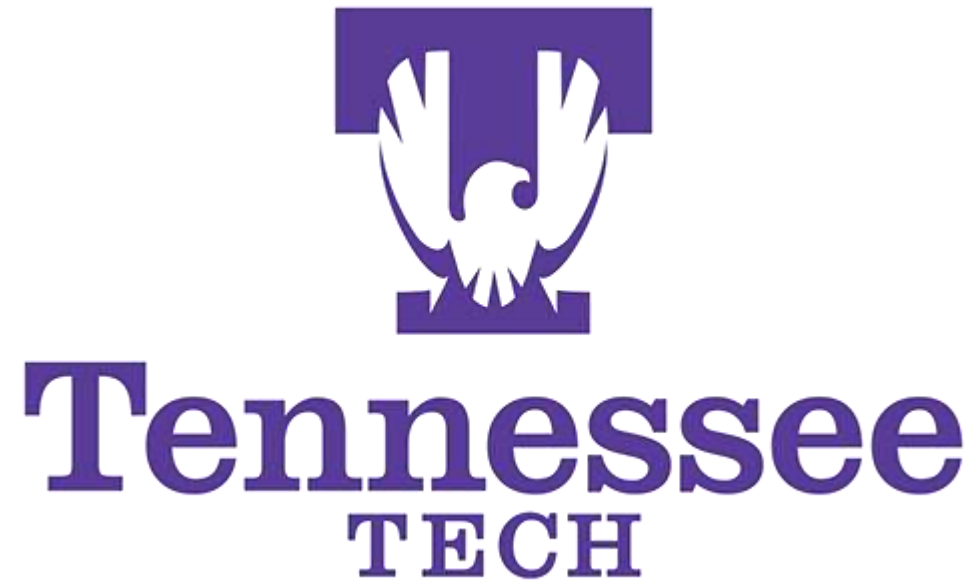


# Out-of-State Tuition Comparison

Tennessee Peers	12 SCH	9 SCH
<b>Lowest to Highest by UG -</b>	<u>Undergraduate</u>	<u>Graduate</u>
University of Memphis	\$10,514.50	\$9,740.50
<b>Tennessee Tech University</b>	<b>\$12,188.50</b>	<b>\$11,496.50</b>
University of Tennessee - Chattanooga	\$12,391.00	\$13,069.00
Middle Tennessee State University	\$13,174.00	\$12,096.00
East Tennessee State University	\$13,231.50	\$12,370.50

National Peers	12 SCH	9 SCH
<b>Lowest to Highest by UG -</b>	<u>Undergraduate</u>	<u>Graduate</u>
South Dakota State University	\$4,326.00	\$5,641.65
Louisiana Tech University	\$6,908.00	\$5,815.00
Appalachian State University	\$9,524.50	\$9,135.50
University of Alabama - Huntsville	\$10,278.00	\$11,348.00
Maine	\$11,184.00	\$12,573.00
New Mexico State University	\$11,350.50	\$11,632.50
University of Idaho	\$11,906.00	\$12,594.00
Murray State	\$11,910.00	\$13,405.50
<b>Tennessee Tech University</b>	<b>\$12,188.50</b>	<b>\$11,496.50</b>

# DISCUSSION



## ***Non-mandatory Fees***

Presentation to Audit & Business Committee  
Board of Trustees

June 26, 2018



# Additional Non-Mandatory Fee Proposal 2018-2019

- Whitson-Hester School of Nursing
  - Master of Science in Nursing (MSN Graduate Program)

<b>Nursing Graduate Online Fee*</b> (Current TN eCampus Online Fee is \$122)	<b>\$150 / per SCH</b> (new replacement fee)
<b>Nursing Graduate Specialized Academic Fee</b> (Current Nursing Graduate SACF is \$30)	<b>\$30 increase per SCH</b> (total new fee = \$60 per SCH)

*\*Fee to be charged in lieu of TN eCampus Online fee as courses transition from TN eCampus to TTU Online delivered courses.*



# DISCUSSION



# ***Audit & Business Committee***

June 26, 2018