

## UT Permian Basin Compact for FY 10 – FY 11

**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 10 – FY 11:

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)	65.6% (2002) 61.9% (2006)	54.0% (2007)	75%	UTPB adds activities to increase retention every year. In fall 2007 UTPB implemented the 2007 Retention Action Plan. The University also continues to implement the Enrollment Management Plan.
4-Year Graduation Rates – undergraduates graduating in four years or less from same institution (cohort)	15.2% (1997) 14.2% (2002)	17.6% (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) 29.2% (2000)	30.1% (2001)	40% (2010) 54% (2015)	New housing and recruiting are resulting in a growing full-time student body. UTPB revised and implemented its admissions criteria for 2009 and beyond. University is implementing strategic enrollment plan retention efforts.
Enrollment Growth	48% in last six years 1.7% (2006) 3.1% (2007)	(1.8%) (2008)	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 is implementing strategic enrollment plan.
Increased Sponsored Projects	\$1.8 million (2003) \$3.4 million (2006) \$4.1 million (2007)	\$4.0 million (2008) Over \$6.0 million as of 4/09	\$5.2 million (2010)	The \$4.0 million target for 2010 is the recommendation of the Washington Advisory Group.
Successful Performing Arts Center (PAC) Capital Campaign; under construction.	State funding approved in 2006	Groundbreaking on April 3, 2009	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.

### 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.

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	Impact (Metrics)	Analysis	Goal	Evaluation of initiative success
2. New admissions standards approved	Should increase retention and 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.
4. Satisfactory financial rating	On watch (2006) On watch (2007)	Satisfactory rating (2008)	Satisfactory rating	The University continues to implement recommendations of the UT System consultant.

**b. Ongoing Initiatives**

	Impact (Metrics)	Analysis	Goal	Next Steps
1. Enrollment growth	2.3% SCH growth over FY 06 -4.7% decrease in fall 2008	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) 6-year graduation rates: 30.1% (2002) Retention rate: 54% (2008)	Graduation rates were up slightly. Retention rates were flat or improved slightly.	6-year graduation rates of 40% (2010) 53% (2015)	UTPB has implemented the admissions standards approved for 2009 and continues working to build STEM majors. Reorganization of academic advising and the Freshman Seminar is being discussed.
3. STEM program development	Increase STEM graduates and increased average funding per SCH; 105 STEM majors in 2009	UT Permian Basin has received final authority from the Board of Regents and Texas Higher Education Coordinating Board for a BS in Mechanical Engineering. STEM-related program grants have increased.	Implement the degree program. Reach 205 majors in the program by fall 2013	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 2012	Under 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 "satisfactory."	Maintain 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 09-10, 10-11
1. Development of Engineering Programs	Initiation of mechanical engineering program. Engineering majors to reach 205 by 2013. Increase in STEM graduates outside of engineering.	Increased STEM graduates	Preliminary authority gained in 07-08. Program authority granted 1/29/09. Start-up in 09-10.
2. P-16 and Transfer Initiatives	Improved college readiness of high school graduates in the region; increased enrollment of transfer students.	Improved student success by West Texas high school and community college 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 and MISD for Summer 2009. Addition of a transfer advisor and transfer recruiter.
3. Faculty and 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 and 08-09.

### IV. UT System Strategic Plan Initiatives

#### a. Enrollment Management Plan Development and Targets.

The strategic enrollment management plan was put into action on September 1, 2006. During spring 2009 an updated enrollment management plan was submitted to the UT System. Since fall 2006 and 2007 showed a lower rate of graduate enrollment, a new scholarship plan for teachers was implemented. Called the BEST program, it resulted in a significant increase in graduate students for the fall 2008 semester. Undergraduate enrollment was up in the fall 2007 for the 10th year in a row, but decreased slightly in fall 2008. An enhanced recruitment plan using new strategies has been implemented. Since retention continues to be at 55-65% each year, new efforts are underway to address retention as evidenced by a new freshman initiative and increased efforts in providing scholarships for transfer students. An early alert system was implemented in fall 2007 and this effort is helping UTPB monitor students who are at risk for failure. Earlier interventions are now in place with the use of an intervention team.

#### b. Financial Management Plan

The fiscal management goals and priorities for UT Permian Basin are to maintain 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 from current operations and will continue moving toward the UT System goal of two months expense coverage in its reserve calculation. During the year the campus will also continue work with UT Austin in the implementation 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 outside of the Accounting and HR areas will begin.

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**c. Information Security Plan**

The UTPB Information Security Program continues to mature. The program is now managed by a full time Chief Information Security Officer. The program is currently focused on information security awareness, configuration change control and overall network security. These areas offer significant opportunities for improvements in the institution's overall information security posture. The formalization of the security program through the development of written plans has helped to elevate the priority of information security throughout the organization.

**V. System Contributions and Investments**

	\$ Amount, FY 05	\$ Amount, FY 06	Description / Metrics of Impact
STARS Program – noncompetitive (10 combined awards)	\$667,429	NA	Noncompetitive awards recruit junior faculty. The outcomes measures for these investments will take some time to develop.

**VI. Number of New Faculty Positions Projected to 2010**

Field	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12	Total FY 06 – FY 12
STEM	1	2	2	1	4	3	2	15
Medical/Health	1	1	1	0	0	2	2	7
Humanities and fine arts	1	0	1	0	1	1	1	5
Social sciences & history	0	0	1	0	0	1	1	3
Business	1	0	0	0	0	1	0	2
Education	2	0	1	2	0	2	2	9
Biology & other sciences	1	0	0	0	0	0	1	2
<b>Total</b>	<b>7</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>10</b>	<b>9</b>	<b>43</b>

**VII. Status of Campus Strategic/Long-Range Plan:** 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 developed the draft 2009-2019 strategic plan document. The plan has been reviewed by the University community and submitted to UT System administration for approval.

**VIII. Campus Consultation to Develop Compact:** The compact is a revision of the compact developed and adopted in the 2009-2010 academic year. The revision was drafted by the Budget and Planning Committee which 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 is 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, 2009**

	FY 2007 Actual	FY 2008 Adjusted Budget	FY 2009 Operating Budget	Budget Increases (Decreases) From 2008 to 2009	
				Amount	Percent
<b>Operating Revenues:</b>					
Tuition and Fees	\$ 8,010,485	10,527,152	11,212,579	685,427	6.5%
Federal Sponsored Programs	5,251,294	6,739,340	6,276,563	(462,777)	-6.9%
State Sponsored Programs	534,153	663,520	663,520	-	0.0%
Local and Private Sponsored Programs	10,708	75,000	75,000	-	0.0%
Net Sales and Services of Educational Activities	483,654	370,372	393,625	23,253	6.3%
Net Sales and Services of Hospital and Clinics	-	-	-	-	-
Net Professional Fees	-	-	-	-	-
Net Auxiliary Enterprises	1,824,170	2,429,177	2,963,605	534,428	22.0%
Other Operating Revenues	377,208	2,000	2,000	-	0.0%
<b>Total Operating Revenues</b>	<b>16,491,672</b>	<b>20,806,561</b>	<b>21,586,892</b>	<b>780,331</b>	<b>3.8%</b>
<b>Operating Expenses:</b>					
Instruction	11,075,649	12,754,770	13,409,883	655,113	5.1%
Academic Support	5,458,801	5,523,556	6,031,840	508,284	9.2%
Research	1,610,558	3,091,089	2,093,035	(998,054)	-32.3%
Public Service	1,405,304	1,538,300	1,549,193	10,893	0.7%
Hospitals and Clinics	-	-	-	-	-
Institutional Support	3,193,256	3,517,056	3,872,266	355,210	10.1%
Student Services	1,535,903	2,002,334	2,130,768	128,434	6.4%
Operations and Maintenance of Plant	3,786,494	4,557,059	4,868,412	311,353	6.8%
Scholarships and Fellowships	3,088,405	3,875,346	3,422,655	(452,691)	-11.7%
Auxiliary Enterprises	2,525,606	2,414,202	2,886,475	472,273	19.6%
Depreciation and Amortization	3,257,668	3,650,000	4,200,000	550,000	15.1%
<b>Total Operating Expenses</b>	<b>36,937,644</b>	<b>42,923,712</b>	<b>44,464,527</b>	<b>1,540,815</b>	<b>3.6%</b>
<b>Operating Surplus/Deficit</b>	<b>(20,445,972)</b>	<b>(22,117,151)</b>	<b>(22,877,635)</b>	<b>(760,484)</b>	<b>3.4%</b>
<b>Budgeted Nonoperating Revenues (Expenses):</b>					
State Appropriations & HEAF (Non-capitalized)	16,943,816	31,605,947	31,716,370	110,423	0.3%
Gifts in Support of Operations	1,275,722	994,435	994,435	-	0.0%
Net Investment Income	2,992,744	1,455,392	2,173,880	718,488	49.4%
Other Non-Operating Revenue	-	-	-	-	-
Other Non-Operating (Expenses)	-	-	-	-	-
<b>Net Non-Operating Revenue/(Expenses)</b>	<b>21,212,282</b>	<b>34,055,774</b>	<b>34,884,685</b>	<b>828,911</b>	<b>2.4%</b>
<b>Transfers and Other:</b>					
AUF Transfers Received for Operations	-	-	-	-	-
AUF Transfers (Made) for Operations	-	-	-	-	-
Transfers for Debt Service - Interest	(1,624,465)	(1,898,169)	(1,710,284)	187,885	-9.9%
<b>Total Transfers and Other</b>	<b>(1,624,465)</b>	<b>(1,898,169)</b>	<b>(1,710,284)</b>	<b>187,885</b>	<b>-9.9%</b>
<b>Budget Margin (Deficit)</b>	<b>(858,155)</b>	<b>10,040,454</b>	<b>10,296,766</b>	<b>256,312</b>	<b>2.6%</b>
<b>Reconciliation to Change in Net Assets:</b>					
Net Non-Profit Health Corp Activity	-	-	-	-	-
Net Inc./(Dec.) in Fair Value of Investments	577,755	-	-	-	-
Interest Expense on Capital Asset Financings	-	-	-	-	-
Capital Approp., Gifts and Sponsored Programs	-	100,000	100,000	-	0.0%
HEAF (Capitalized)	-	-	-	-	-
Additions to Permanent Endowments	188,551	400,000	200,000	(200,000)	-50.0%
Transfers for Debt Service - Principal	(1,333,493)	(9,976,671)	(9,987,946)	(11,275)	0.1%
Reverse Transfers for Debt Service (System Only)	-	-	-	-	-
Transfers and Other	7,815,135	2,000,000	47,000,000	45,000,000	2250.0%
<b>SRECNA Change in Net Assets</b>	<b>\$ 6,389,793</b>	<b>2,563,783</b>	<b>47,608,820</b>	<b>45,045,037</b>	<b>1757.0%</b>
<b>Total Revenues and AUF Transfers</b>	<b>\$ 37,703,954</b>	<b>54,862,335</b>	<b>56,471,577</b>	<b>1,609,242</b>	<b>2.9%</b>
<b>Total Expenses (Including Transfers for Interest)</b>	<b>(38,562,109)</b>	<b>(44,821,881)</b>	<b>(46,174,811)</b>	<b>(1,352,930)</b>	<b>3.0%</b>
<b>Budget Margin (Deficit)</b>	<b>\$ (858,155)</b>	<b>10,040,454</b>	<b>10,296,766</b>	<b>256,312</b>	
<b>Reconciliation to Use of Prior Year Balances</b>					
Depreciation		3,650,000	4,200,000		
Capital Outlay		(201,195)	(331,195)		
HEAF (Capitalized)		-	-		
Transfers for Debt Service - Principal		(9,976,671)	(9,987,946)		
Budgeted Transfers		-	-		
<b>Use of Prior Year Balances</b>		<b>3,512,588</b>	<b>4,177,625</b>		

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**X. Data Summary**

<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007	2008
Undergraduate	1,979	2,077	2,292	2,638	2,923	2,933	3,000	3,070	2,809
Graduate/professional	293	332	380	390	368	473	462	489	687
Total enrollment	2,272	2,409	2,672	3,028	3,291	3,406	3,462	3,559	3,496
<i>yr of matriculation</i>	1999	2000	2001	2002	2003	2004	2005	2006	2007
1st year persistence	64.9	55.6	61.2	65.6	67.8	57.3	57.0	61.9	54.0
<i>yr of matriculation</i>	1995	1996	1997	1998	1999	2000	2001	2002	2003
4-year graduation rate	10.0%	9.3%	15.2%	17.0%	15.5%	16.0%	21.8%	14.2%	17.60%
5-year graduation rate	20.0%	19.5%	25.9%	26.8%	32.0%	25.7%	28.5%	24.3%	
6-year graduation rate	24.0%	23.2%	29.5%	31.3%	35.1%	29.2%	33.9%		
<i>academic year</i>	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08
Baccalaureate degrees	334	329	417	345	443	437	485	508	518
Master's degrees	92	87	68	101	109	127	127	120	109
<i>academic year</i>	2000	2001	2002	2003	2004	2005	2006	2007	2008
Faculty	143	138	154	186	204	209	223	222	223
Administrative		37	37	37	39	45	46	43	47
Other, Non-Faculty		146	160	167	179	189	176	184	195
Student employees		165	201	210	260	229	239	250	272
<i>fall</i>	2000	2001	2002	2003	2004	2005	2006	2007	2008
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	17 to 1
<i>fiscal year</i>	2000	2001	2002	2003	2004	2005	2006	2007	2008
Federal research exp	\$233,075	\$147,629	\$138,194	\$166,777	\$1,215,420	\$360,016	\$348,266	\$147,220	\$313,608
<i>fiscal year</i>			01-02	02-03	03-04	04-05	05-06	06-07	07-08
Tuition & Fees / FTE student			\$2,050	\$2,040	\$1,860	\$2,640	\$2,910	\$2,790	\$3,470
State Appropriations / FTE student			\$8,340	\$7,450	\$6,520	\$6,170	\$6,290	\$6,380	\$11,470
<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	8/31/2008
Endowment total value	\$12,043	\$10,818	\$9,653	\$10,582	\$13,147	\$15,250	\$16,747	\$18,814	\$17,848