

## **Resolution 2004-5. On Tuition and Related Policies**

Whereas, the University stands at a critical juncture in its history as a result of factors including recent state budget cuts, the general economic climate, escalating costs of research and library resources, and other factors; and

Whereas, after extended deliberations, the campus Tuition Task Force unanimously recommended staged increases in tuition for undergraduate, graduate, and professional students (including both resident and non-resident students) in the amount of \$300 in each of the next three years in order to address pressing needs related to student financial aid, teaching assistant salaries, and faculty and staff salaries; and

Whereas, after similar deliberation, the student fee committee recommended fee increases for designated purposes in the amount of \$121; and

Whereas, several of the professional schools recommended school-based tuition increases in varying amounts to address pressing needs facing their programs, after deliberation and consultation with their faculty and students; and

Whereas, the Board of Trustees has in recent weeks considered these proposed tuition and fee increases, and is expected to adopt substantial additional tuition increases targeted toward non-resident students at its January meeting; and

Whereas, by long-standing practice, the Faculty Council, faculty committees, and individual faculty and staff members have functioned as stewards committed to maintaining and advancing the University's long-standing excellence; and

Whereas, Faculty Council and faculty committees have adopted and monitored policies and practices relating to student recruitment, admission, and academic performance; salary policies affecting the campus as a whole; the balance between academics and athletics; and institutional priorities; and

Whereas, recent deliberations and possible actions by the Board of Trustees relating to the pace and level of tuition increases, tuition differentials between academic programs and between residents and non-residents, and allocation of anticipated tuition revenues raise substantial issues concerning the future of the academic enterprise; now, therefore,

The Faculty Council resolves:

Section 1. The Faculty Council requests the Chancellor and the Board of Trustees to present proposed tuition increases to the Board of Governors in a way that separates and does not put at risk consensus recommendations (those presented by the Tuition Task Force, the student fee committee, and individual schools based on consultation with those directly affected) and permits the Board of Governors readily to distinguish and evaluate additional Trustee proposals for immediate and longer-term tuition increases targeted to non-resident students.

Sec. 2. The Faculty Council requests that, to the extent that the Chancellor and the Board of Trustees recommend immediate tuition increases affecting non-resident students in addition to

increases recommended by the Tuition Task Force, a sufficient proportion of resulting funds be allocated to ensure that resulting financial need is met in full for all currently enrolled students (undergraduate, graduate, and professional) throughout the duration of their studies.

Sec. 3. The Faculty Council requests that the Chancellor and Provost work with representatives of the Undergraduate Admissions Office, the Graduate School, the professional schools, and the Office of Institutional Research to complete and report by December 2004 on an appropriate study to determine the effects of anticipated tuition increases on recruitment of talented non-resident undergraduate, graduate and professional students, so that plans for further non-resident tuition increases can appropriately weigh the impacts on student body quality and diversity that may result.

Sec. 4. The Faculty Council expresses its concern and urges the Board of Trustees to give more considered attention to the special circumstances of graduate students who play such a distinctive and significant role in the research and teaching mission of the University. Because a substantial proportion of the graduate population enter as non-residents, are financially emancipated from their parents, participate in programs of studies that often last for five or more years, and must balance their own course work along with teaching and research responsibilities, substantial and sudden increases in non-resident tuition are likely to result in more financial dislocation than would be true for undergraduates. Successful recruitment and retention of the very best graduate students is crucial to the university's ability to retain top faculty and secure external research funding. Substantial, precipitous tuition increases affecting non-resident graduate students may also have a major, permanent impact on the university's ability to recruit the most talented students in future years. Comparisons to peer research universities' nonresident graduate student tuition "sticker price" should be taken into account the level of financial support available elsewhere because recruitment of graduate students generally depends on the overall financial package available rather than the listed price. While many graduate students receive relief from non-resident tuition rates as a result of tuition waivers, not all such students are eligible for such waivers (which depend upon service as teaching or research assistants), receive full waivers, continue in TA or RA positions throughout their academic programs, or qualify for waivers if not enrolled in covered Ph.D. programs. The Faculty Council therefore urges that any increases in nonresident graduate student tuition be held to the minimum possible, phased in as slowly as possible, and accompanied by an allocation of substantial revenues to provide financial aid for tuition waivers as well as supplemental types of support.

Sec. 5. The Faculty Council requests that the Chancellor and Provost begin immediately to work with the Executive Committee of Faculty Council to develop appropriate university-wide policies for allocation of tuition revenues toward faculty and librarian salary improvements, including policies that assure the availability of sufficient funds and appropriate processes to address (1) inequities that have arisen due to salary compression and (2) inequities between units that have arisen or may subsequently arise as a result of differential access to non-state revenues or differential professional school tuition funds.

Sec. 6. The Faculty Council requests that the Chancellor and Provost likewise begin immediately to work with the Executive Committee of Faculty Council to develop revenue allocation principles designed to assure that all campus units are required to bear a fair share of university-wide costs such as those associated with the campus library system, utilities,

administrative operations, and similar items, and assure that the growing pattern of professional school differential tuition increases and other developments not lead to expectations that some units need not contribute to shared expenses or bear shared responsibility for the common enterprise.

Sec. 7. The Faculty Council expresses its grave concern about anticipated plans to allocate portions of tuition revenues and revenues from sales of trademarked items exclusively for scholarship assistance to student athletes and other needs of to the athletic program, in contravention of longstanding policy and practice. It requests the Chancellor to present to the Council by its April 2004 meeting complete and accurate information regarding the extent to which such revenues have or will be used either directly or indirectly to support the athletic program, and to defer any further action to implement such changes until the Faculty Council has had the opportunity to study this matter and express its considered views. It further requests that he at the same time inform the Council of any other similar plans or actions to allocate revenues resulting from extraordinary tuition increases to non-academic purposes such as support for the campus development office.

Sec. 8. The Faculty Council designates the Executive Committee of Faculty Council as its representative in seeking additional information regarding administrative plans for fund allocations, distribution of tuition revenues, and development of related policies and plans. The Council requests that the Chancellor, the Provost, and the Board of Trustees accord faculty representatives a more integral role in deliberations regarding financial decisions that are likely to have substantial implications for the academic programs.

I certify that the foregoing is a true copy of a Resolution adopted by the Faculty Council on January 16, 2004.

Joseph S. Ferrell  
Secretary of the Faculty