

# **MEETING AGENDA** – Administration and Finance Quarterly Leadership Meeting

## **1. Welcome**

## **2. A&F Updates**

Budget- Tom Ehardt

Laying the Ground Work...Residential Campus – Emily Messa

TRAM – Susan Nester

HR Update – Sandy Coltharp

## **3. Finance Progress Card**

Tom Ehardt

Raymond Bartlett

Joan Nelson

## **4. Closing Remarks**

Dr. Carlucci

**Administration and Finance**  
Quarterly Leadership Meeting

**Budget**  
**Tom Ehardt**

# University of Houston System Legislative Funding

	FY14-FY15 vs FY11-FY12	
	Biennial General Revenue Change	
	<u>Dollars</u>	<u>Percent</u>
University of Houston	\$ 29,459,803	11.4%
UH-Clear Lake	2,400,859	5.2%
UH-Downtown	3,609,084	9.0%
UH-Victoria	2,338,426	8.5%
UH System Administration *	(2,453,673)	-4.7%
UHS Biennial Total	\$ 35,354,500	8.4%

	Annual - FY2014 vs FY2013	
	<u>Dollars</u>	<u>Percent</u>
UHS Annual Change	\$ 18,533,949	8.8%

\* The reduction at UHSA represents the reduced debt service need for existing TRBs due to refinancing these bonds to a lower interest rate.

# University of Houston + UH System Administration

## FY2014 vs FY2013 General Revenue

	<u>General Revenue Change</u>
<b>University of Houston</b>	
Formula Funding	\$ 11,224,725
College of Pharmacy	2,000,000
Hobby School of Public Affairs	200,000
Small Business Development Center	307,070
Texas Competitive Knowledge Fund	1,320,342
Research Development Fund	266,158
Subtotal - University of Houston	<u>15,318,295</u>
 <b>UH System Administration</b>	
Increased NASA Special Item	125,000
Reduced Funding for Existing TRBs	(1,214,185)
Subtotal - UHSA	<u>(1,089,185)</u>
 Plus estimated increase to State Paid Benefits	2,006,405
 Net GR Increase for FY2014 Budget	<u><u>\$ 16,235,515</u></u>

# University of Houston + UH System Administration

## FY2014 Change in Available Central Funds

### Revenue Changes for Central Funding

Net General Revenue Increase	\$	16,235,515
Tuition & Fees from Growth & Rate Changes		16,679,659
Unrestricted Endowment Income		495,333
Investment income on operating cash		(1,141,378)
Auxiliary/Admin fee change		310,700
Other		(6,278)
Available Central Revenue		<u>32,573,551</u>

### Adjustments

State-funded Benefits		(2,006,405)
Reduced debt service for existing TRBs		1,214,185
Debt service for Health & Biomed 1		(477,500)
Estimated tuition & fee bad debt (1.1%)		(183,000)
TPEG set-aside		(370,000)
Reduced obligation from investment income		1,015,967
Total Adjustments		<u>(806,753)</u>

**Net Available Central Revenue Change** \$ 31,766,798

# University of Houston + UH System Administration

## FY2014 Available Revenue vs Requests

<b>Available Central Revenue</b>	<b>\$ 31,766,798</b>
<b>College, Division, and Central Requests</b>	
Recurring Needs *	\$ 57,329,037
One-time Needs	27,269,307
Total Requests	<b>\$ 84,598,344</b>

\* Includes \$7.7 million for a 3% Faculty and Staff merit pay increase

**Administration and Finance**  
Quarterly Leadership Meeting

Laying the Ground Work for a  
Residential Campus

**Emily Messa**

A group of approximately 15 diverse students, both men and women, are posed in several rows. They are all wearing matching red polo shirts with a white logo on the chest. Many of the students are making peace signs with their hands. The background is a plain, light-colored wall.

# Laying the Groundwork for a Residential Campus

“Everyone on a campus, from the students to the president, participates in some phase of the student personnel program.” (NASPA, 1949)



# Academic Year 2013-14 by the Numbers

- Moving from 6,000 to 8,000 students living on campus.
- Moving from 4,400 to more than 6,000 meal plans.
- Moving from 1 million to more than 1.5 million meals served in the dining halls.
- Total garage parking spaces grow to more than 7,000!
- The University Center re-opens in January and will be the center of student activities all day long.
- Students will need our services more hours of the day as they are on campus longer hours.



# What should we expect on a residential campus?



A typical Saturday at UH

# What should we expect on a residential campus?



A typical Saturday on a residential campus

# HOW DO WE GET READY?

<http://youtu.be/8hqF7HPYYP8>

## Facilities Service Center

- 24/7 Call center operations rollout, effective 9/1/13
- Staff training in preparation for 24/7 rollout to begin 8/1/13
- Call center number to remain 713-743-4948



## Bayou Oaks Renovation

- \$1 Million Plus Investment
- Fraternity and General Rebuild
- WIFI Upgrade



## Campus Preparation

- Residence Halls
- Classrooms
- Elevators
- Life Safety Projects
- Up-coming Campus-wide Building Card Access Project.



# UNIVERSITY of HOUSTON

## Science Complex Renovations

### Science and Teaching Lab

- 120,000 sf \$33M new bldg., Biology & Chemistry Labs/Research under constr., scheduled compl. Aug 2013.

### Fleming Life Safety Renovations - \$5,160,000M total project cost. 117,155 sf building built in 1964.

- New fire sprinkler, fire alarm, stair, & restroom renovations, repurpose lab space to office space.

### Science and Research 1 – Life Safety Upgrades - \$16M, completed Summer 2013

- Infrastructure Improvements- replaced/repair chill water piping air handling units, sanitary sewer system
- Life Safety Improvements – New stair pressurization system, replaced domestic/fire tank, new fire sprinkler system, fire alarm system, modernized elevators, new emergency generator.



## Central Plant Expansion

- Under construction with a scheduled completion date of September 2013
- Addition of 8,600 sf existing heating/cooling plant
- 3 new chillers, new office suite, 3 new low NOx high efficiency boilers
- 5 new cooling towers
- Early completion by 190 days, temporary cooling towers allowed for multiple tower construction simultaneously
- \$38.5M project cost, below \$45M budget

## Cougar Place

- Under construction with a scheduled move in date of Fall 2013
- Cougar Place replaces the old 400 bed facility with 800 bed capacity 4 bedroom, 4 beds/unit, primarily for sophomore and upper class students includes classrooms and learning center
- 48.5M project cost, 318,000 sf, 4 stories



## Cougar Village II

- Under construction with a scheduled move in date of Fall 2013
- New 2 bedroom units with 4 beds/unit and 1,144 bed capacity
- To complement the existing Cougar Village I
- Primarily for Freshman students
- \$50M project cost, 288,000 sf, 7 stories



## Welcome Center Student Garage

- Currently under construction with completion date of Fall 2013
- A 532,000 sf garage dedicated to student only parking
- Provides 1,500 parking spaces with a bridge connection to 300 additional spaces at the Welcome Center
- Features AVI readers which allow hands free access by linking parking passes to toll tags and increases entry/exit efficiency by 50%



## Stadium Construction Site

- 40,000 Seats, stadium chairs & benches with backs
- Open for Fall 2014 Football Season
- Light rail station at southwest corner of stadium
- Adjacent to 2400 space Stadium Parking Garage
- State of the art video board, sound system
- Views from stands to downtown Houston
- Band facilities incorporated
- More amenities with better distribution



## Cougar Place & Cougar Village II

- Both currently under construction with completion date of Fall 2013
- Cougar Place 800 bed facility primarily for Sophomore and upper class housing, 4 bedroom 4 beds per unit
- Cougar Village II, 1144 bed facility primarily for Freshman, 2 bedroom units with 4 beds per unit.
- Cougar Place \$48.5M cost 318,000 sf
- Cougar Village II \$50M cost 288,000 sf



## ERP Student Parking

completion of parking lot repairs to much needed student parking and continued shuttle service.



## Wrapping of Cougar Line Shuttles:

Building 14 being used to wrap the new fleet of shuttle buses.



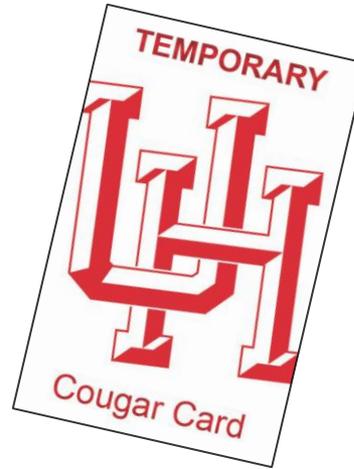
## Auxiliary Services Transaction System

- Internet-based devices
- Faster transaction times
- E-receipts
- Check campus account balances online
- Online Flex Account Deposits/Cougar Cash Replenishments



## Lost Card Program

- After-hours online reporting
- Transferred accounts to temporary card including building access



## Dining Services

- Preparing for largest residential population
- Hiring additional staff including new executive chef
- Preparing recipes for new menu items
- Re-upholstery for all booths in UCS
- Increasing the hours of operation for Cougar Woods



## **New Shuttle Fleet**

Twelve 35-passenger buses with new wrap, bike racks, video monitors, cameras, and customized UH logo seats. Card Access on the shuttle buses



## **Lot and Street Maintenance and Repair**

18 locations, 127,091 SF of asphalt and 2,216 SF of concrete repair



# How can you be part of laying the groundwork?

- Be a PAL to a first-year student (contact Simon Bott). It's a lot of fun and easy to do! Research also shows that student connections with staff matter in student success. (Kuh, Kinzie, Schuh & Associates, 2010)
- Sign up for Cougar Movers as a department – it's a great way to build camaraderie with your department!
- Sign up for CFI or A&F Ambassadors to support the A&F team on the front lines.
- Be familiar with the campus buildings and be ready to answer questions on the first days of classes!



**Administration and Finance**  
Quarterly Leadership Meeting

Time Reporting  
Absence Management  
(TRAM)

**Susan Nester**

# Administration and Finance

## Quarterly Leadership Meeting

- **Benefits-Eligible Monthly Employees**
  - TRAM Implementation – May 1st
- **Bi-Weekly Employees**
  - Pilot Group TRAM Implementation – May 22<sup>nd</sup>
  - Outstanding Issues
    - Business Processes
    - Minor Programming Revisions
    - Standard Reports
    - Training Updates
- **Full TRAM Implementation**
  - Phased-in Approach – Fall 2013
- **FY14 Merit**
  - New Year Rosters to Colleges and Divisions – Aug 9<sup>th</sup>
  - Staff Merit Letters – Aug 14<sup>th</sup>

**Administration and Finance**  
Quarterly Leadership Meeting

HR Updates  
**Sandy Coltharp**

# Administration and Finance

## Quarterly Leadership Meeting

- **Benefit's Fair**
  - Theme: UH & You: Step Into Your Future
  - Date: Wednesday, July 24
  - Location: Campus Recreation and Wellness Center
  - Donate: Bring a non-perishable item for donation to the Stare of Hope
- **Annual Online Benefits Enrollment**
  - July 22<sup>nd</sup> – August 2<sup>nd</sup>
  - Access two ways –
    - Call ERS or Go on-line

# Administration and Finance

## Quarterly Leadership Meeting

- **Tobacco Use Certification**

- Deadline August 31<sup>st</sup>

- Non tobacco users must certify to avoid additional cost
- If you fail to certify, you will be charged an additional \$30 per month in premiums up to \$90 per household

- **Benefits Extended to Employees Working 30 Hours**

- Affordable Care Act Effective September 1,2013
- Employee (non-student) working at least 30 hours per week, will be eligible for paid health insurance
- Employees will be notified

**MEETING AGENDA** – Administration and Finance  
Quarterly Leadership Meeting

**Finance Progress Card**  
Tom Ehardt

# Board of Regents Approved UH Goals

- **National Competitiveness**

UH will become a nationally competitive public research university as measured by the Top American Public Research University analysis and/or Carnegie Foundation for the Advancement of Teaching.

- **Student Success**

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

- **Community Advancement**

UH will commit to fulfilling regional and state workforce needs while becoming the primary engine of social, economic, and intellectual development.

- **Athletic Competitiveness**

UH will provide a comprehensive educational experience to its students and, within this context, it will seek to build the strongest athletic program possible.

- **Local and National Recognition**

UH will be known for its accomplishments locally and nationally.

- **Competitive Resources**

UH will build a resource base that enables it to accomplish its mission and realize its vision

# University of Houston Progress Card

## Annual Performance

## Increase/Decrease

1. Nationally Competitive Research University	Base Year (2007-08)	2011-12	2012-2013
1.a. Total Research Expenditures	\$73,542,000	\$113,709,000	\$116,175,000
1.b. Federal Research Expenditures	\$40,116,000	\$59,580,000	\$67,227,000
1.c. Number of Graduate Programs Ranked in Top 50	4	7	8
1.d. Number of Citations	20,828	26,739	41,172
1.e. Number of Doctorates Awarded	239	284	305
1.f. Number of Postdoctoral Appointees	158	210	213

From Last Year	From Base Year
\$2,466,000	\$42,633,000
\$7,647,000	\$27,111,000
1	4
14,433	20,344
21	66
3	55

2.A UH System: Student Success	Base Year (2007-08)	2011-12	2012-2013
2.A.a. Total Enrollment	34,663	39,820	40,749
2.A.b. Transfer Retention Rate (First Year)	77%	77%	79%
2.A.c. Transfer Graduation Rate (4 Year)	58%	61%	60%
2.A.d. Total Degrees Awarded	6,961	7,840	8,252
2.A.e. Student Satisfaction (Exiting Seniors)	77% (2001)	79%	81%

From Last Year	From Base Year
929	6,086
2%	2%
-1%	2%
412	1,291
2%	4%

2.B. UH: Student Success	Base Year (2007-08)	2011-12	2012-2013
2.B.a. FTIC Retention Rate (First Year)	77%	81%	83%
2.B.b. FTIC Graduation Rate (6 Year)	43%	46%	46%
2.B.c. Percentage of Graduate/Professional Students	20%	20%	20%
2.B.d. Freshman Acceptance Rate	77%	63%	56%
2.B.e. Freshman Median SAT	1055	1114	1130
2.B.f. Course Completion Rate	88%	94%	95%

From Last Year	From Base Year
2%	6%
0%	3%
0%	0%
-7%	-21%
16	75
1%	6%

3. Community Advancement	Base Year (2007-08)	2011-12	2012-2013
3.a. % Graduates Enrolled in Grad Courses or Employed in Texas in 1 Year	79%	75%	74%
3.b. Research Awards with Community Emphasis	121	148	194

From Last Year	From Base Year
-1%	-5%
46	73

4. Athletics Competitiveness	Base Year (2007-08)	2011-12	2012-2013
4.a. University Athletics Overall Academic Progress Rate	944	958	958
4.b. Total Team Sports Wins	185	168	128
4.c. C-USA Championships (Individual/Team)	10/4	12/4	14/1
4.d. NCAA Post Season Qualifiers (Individual/Team)	36/5	32/9	31/9
4.e. Average Attendance (Football / Men's Basketball)	19,627/4,342	31,728/3,281	31,731/3,788

From Last Year	From Base Year
0	14
-40	-57
2/-3	4/-3
-1/0	-5/4
3/507	12,104/-554

5. Local and National Recognition	Base Year (2007-08)	2011-12	2012-2013
5.a. National and Local Media Placements (Total Viewers/Market Value)	1.3B/\$118M*	1.5B/\$132M	1.6B/\$137M
5.b. Web Site (Page Views/Visitors)	35M/10M*	46M/13M	85M/26M
5.c. Messages Supporting Tier One (Impressions/Cost per Impression)	25M/\$0.012	513.8M/\$0.002	581.6M/\$0.001

From Last Year	From Base Year
.1B/\$5M	.3B/\$19M
39M/13M	50M/16M
67.8M/-\$.001	556.6M/-\$.011

6. Competitive Resources	Base Year (2007-08)	2011-12	2012-2013
6.a. Total State Appropriations per FTE Student	\$6,695	\$6,995	\$6,645
6.b. Total Expenditures per FTE Student	\$19,413	\$20,135	\$20,007
6.c. Endowment	\$583,733,523	\$589,762,363	\$579,263,732
6.d. Total Annual Giving	\$48,600,000	\$75,075,598	\$72,985,981
6.e. Alumni Giving Rate	5.30%	12.6%	12.8%

From Last Year	From Base Year
-\$350	-\$50
-\$128	\$594
-\$10,498,631	-\$4,469,791
-\$2,089,617	\$24,385,981
0.2%	7.5%

# University of Houston Progress Card - Administration & Finance

**DRAFT**

Spring 2012

-----Annual Performance-----

1. Nationally Competitive Research University	FY2008	FY2009	FY2010	FY2011	FY2012
1.a. Research Space on Campus (including ERP) (sqft)	N/A	759,458	750,068	751,159	801,919
1.b. Energy Research Park - UH Research Occupied (sqft)	N/A	12,210	31,810	53,501	109,831
1.c. Energy Research Park - Third Party Research Occupied (sqft)	N/A	17,780	18,780	0	7,621
1.d. Energy Research Park - Total % Occupied	N/A	5%	7%	8%	17%
1.e. High Productivity Computational Resources at UH (TeraFlops - Floating-point Operations per Second)	12.19	32.23	37.67	45.37	58.92
1.f. Internet access in GigaBits per second (I1,I2 and research partner connectivity)	20.3	20.6	22.0	23.0	33.0

2. Student Success	FY2008	FY2009	FY2010	FY2011	FY2012
2.a. Dining Survey - ARAMARK Survey of Overall Satisfaction (score out of 6.00 maximum)	4.66	4.63	4.78	5.00	5.09
2.b. Food Quality - ARAMARK Survey (score out of 6.00 maximum)	4.56	4.56	4.55	4.85	5%
2.c. Meal Plans - Students Enrolled	2,523 (7%)	2,681 (7%)	2,650 (7%)	3,649 (9%)	4,234 (11%)
2.d. Student Residential Space (sqft)	1,398,379	1,949,360	2,240,398	2,240,398	2,240,398
2.e. Support Service Space (UC,UCU, UCS, CSD, SSC, CRWC, CRWA, HC) (sqft)	446,887	447,288	447,288	447,288	447,288
2.f. Academic Space within Residential and Support Space (sqft)	0	0	3,863	3,863	3,863
2.g. Student Parking Spaces Available	11,825	11,500	12,702	13,322	13,343
2.h. Student Parking Oversell Factor (Industry Standard is 1.8 to 2.0 permits per parking space)	2.1	2.2	2.0	2.0	2.0
2.i. Overall Technology Resources for Students - Student Satisfaction Survey	B-	N/A	B-	N/A	In progress
2.j. On-line Services to Students (My.UH) - Student Satisfaction Survey	D+	N/A	B+	N/A	In progress
2.k. Learning Management System (adoption and acceptance)					

3. Community Advancement	FY2008	FY2009	FY2010	FY2011	FY2012
3.a. UH Community with Cell Phone Contact in PIER: Fac & Staff / Students	N/A	45% / 60%	49% / 69%	54% / 65%	56% / 73%
3.b. Stolen Property Recovered	\$142,000 (31%)	\$195,000 (39%)	\$75,000 (22%)	\$135,000 (25%)	
3.c. HUB Expenditures (exclusive of construction) (\$ millions)	\$18.4	\$17.6	\$17.2	\$20.8	40.7mill/27.1%
6.d. Minority Staff as a percent of Total Staff	57.8%	57.8%	58.0%	57.7%	58.4%
3.e. Sustainability Grade (Recycling, LEED construction, greenhouse gasses, car pooling, public transportation)	D	C-	B-	B+	B+
3.f. Percent of UH Campus buildings with wireless network access	90%	95%	98%	99%	99%

6. Competitive Resources	FY2008	FY2009	FY2010	FY2011	FY2012
6.a. Bond Rating (Aa2 is one step above Aa3)	Aa3	Aa3	Aa2	Aa2	Aa2
6.b. Endowment - Value at June of Prior Year	\$583,733,523	\$596,925,056	\$440,918,917	\$490,953,211	\$590,528,854
6.c. Efficiency - Administrative Cost as a percent of Total Costs	6.02%	6.83%	7.50%	7.20%	
6.d. Federal Indirect Cost Rate	49.0%	50.0%	50.0%	50.0%	49.5%
6.e. Deferred Maintenance - Dollars Expended \$ Millions			\$33.5	\$27.9	
6.f. Deferred Maintenance - Percent Addressed			54%	40%	

# University of Houston Progress Card: Finance

**DRAFT**

		Annual Performance					
<b>1. Nationally Competitive Research University</b>		Base Year 2008	2009	2010	2011	2012	2013
Fin Rpt	1.a. Number of compliance reports related to competitive research funding completed and submitted on time.	2	2	2	2	2	Pending
Contr	1.b. Dollars requested to fund federal research expenditures	36,795,976	34,688,249	41,113,235	43,439,838	41,474,685	42,454,632
<b>2. Student Success</b>		Base Year 2008	2009	2010	2011	2012	2013
Treas	2.a. Percent of calls answered	N/A	N/A	87%	77%	87%	91%
Treas	2.b. Percent of student refunds disbursed electronically	N/A	N/A	54%	62%	88%	94%
Treas	2.c. Number of days prior to first payment deadline that fee bills are published	N/A	N/A	14 days	14 days	21 days	30 days
HR	2.d. Number of Student Workers Employed at UH	2,896	2,904	2,939	3,020	3,146	Pending
HR	2.e. Number of staff enrolled in Customer Service Training	720	168	824	272	411	Pending
Contr	2.f. Dollars of tuition and fee set asides recorded or identified	14,684,801	19,583,188	22,189,817	27,300,161	30,279,478	31,494,643
Contr	2.g. Number of Foreign National students/teachers granted reduced/zero federal income tax withholding	423	462	457	464	488	509
Contr	2.h. Dollars requested to fund federal financial aid expenditures	26,525,763	34,227,616	50,900,890	228,991,635	239,446,750	229,824,757
<b>3. Community Advancement</b>		Base Year 2008	2009	2010	2011	2012	2013
HR	3.a. Minority staff as a percentage of total staff	57.8%	57.8%	58%	57.7%	58.4%	Pending
HR	3.b. Veteran staff as a percentage of total staff	2.78%	2.85%	2.98%	2.98%	2.89%	Pending
Contr	3.c. Number of VITA (Volunteer Income Tax Assistance) tax returns prepared by volunteers by Apr 15	182	236	238	279	198	228
Contr	3.d. Number of IRS Forms 1098-T (education tax credits) generated and filed for UH students	71,414	71,802	73,480	74,891	77,728	83,448
Contr	3.e. Number of IRS Forms 1042-S (Foreign Person's U.S. Income) sent to recipients and IRS	569	521	577	602	533	643
<b>5. Local and National Recognition</b>		Base Year 2008	2009	2010	2011	2012	2013
HR	5.a. UH Lead implementation of the Higher Education Recruitment Consortium, Number of Colleges Participation for SE Texas: A&M, Rice, UHD, UHCL, SHS,....	N/A	N/A	N/A	N/A	6	10
HR	5.b. Chronicle of Higher Education Great Colleges to Work	N/A	N/A	N/A	4	2	1
Contr	5.c. Percentage of Historically Underutilized Business (HUB) expenditures to total eligible expenditures	22.6%	24.9%	23.8%	21.0%	23.2%	Pending
Contr	5.d. Dollar amount of Historically Underutilized Business (HUB) use expenditures	30,311,885	54,985,855	45,784,977	43,937,018	60,420,086	Pending

**University of Houston Progress Card: Finance (continued)**

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<b>6. Competitive Resources</b>		<b>Base Year 2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Budget	6.a. Total documents processed	12,690	23,491	32,245	39,796	30,611	pending
Budget	6.b. Total documents processed / employee	2,820	4,698	8,061	7,959	6,444	pending
Budget	6.c. Average turnaround time	24 hrs	pending				
Budget	6.d. Number of biennial fiscal notes accessed for UH relevance / Number of formal analyzed reponses prepared		129 / 92	-	216 / 167	-	159 / 131
Budget	6.e. Number of mandatory state reports submitted	10	7	10	7	10	7
Budget	6.f. Number of internal report requests	7	7	7	7	7	7
Treas	6.g. Percent of payments made electronically	62%	66%	75%	83%	90%	91%
Treas	6. h. Percent of deposits received electronically / % student payments made e	54% / NA	56% / NA	64% / 83%	70% / 84%	75% / 86%	78% / Pending
Treas	6. i. Endowment market value	\$ 530,228,418	\$ 430,215,592	\$ 457,639,011	\$ 512,505,702	\$ 533,907,160	Pending
Treas	6.j. Percentile ranking of endowment asset size relative to NACUBO responde	86	86	86	87	87	Pending
Treas	6.k. Funds distributed from UHS endowment to universities	\$ 30,731,487	\$ 15,525,334	\$ 15,471,689	\$ 16,368,109	\$ 14,484,943	\$ 22,594,358
Treas	6.l. Number of UHS endowments underwater / Percent of total #	NA	772 / 62%	652 / 51%	468 / 35%	668 / 48%	80 / 5%
Treas	6.m. Long Term Bond Rating: Moody's / Standard & Poor's	Aa3 Stable / AA- Stable	Aa3 Stable / AA- Stable	Aa2 Stable / AA- Stable	Aa2 Stable / AA- Stable	Aa2 Stable / AA- Positive	Aa2 Stable / AA- Positive
Treas	6.n. Workers compensation claims paid	\$ 445,726	\$ 509,011	\$ 378,164	\$ 342,088	\$ 300,927	\$ 221,560
Treas	6.o. Student debt default rate	NA	NA	2.0%	1.7%	1.5%	Pending
HR	6.p. Number of Employees Granted College Tuition Assistance	279	264	320	276	224	243
HR	6.q. Total dollar amount spent on College Tuition each Year	\$188,273	\$303,269	\$368,917	\$325,445	\$267,116	\$285,873
HR	6.r. Percentage of Transactions Converted from Paper to Electronic	21%	35%	42%	47%	52%	Pending
Fin Rpt	6.s. Number of compliance reports related to appropriated state funds completed and submitted on time.	6	6	6	6	6	Pending
Fin Rpt	6.t. Number of responses to requests for financial information from educational and professional organizations.	13	13	14	14	14	12
Fin Rpt	6.u. Number of responses to requests for financial information from state regulatory and oversight entities.	8	12	12	13	17	19
Fin Rpt	6.v. Percentage of completion of conversion project for automated electronic financial reporting system.	Not Required	Not Required	Not Required	Not Required	15%	60%
Fin Rpt	6.w. Number of efficiencies and updates added to electronic reporting systems.	117	128	96	122	143	109
Fin Rpt	6.x. Number of sessions of Professional Development or Continuing Education attended.	39	39	39	42	42	51
Fin Rpt	6.y. Total Net Assets (UHS) overseen by department.	\$1,184,422,711	\$1,038,988,675	\$1,182,742,948	\$1,315,995,481	\$1,448,510,984	Pending
Fin Rpt	6.z. Total Appropriated revenue (UH & UHSA) overseen by department.	\$221,010,264	\$222,390,198	\$232,411,284	\$232,808,419	\$223,137,045	\$223,346,820
Fin Rpt	6.aa. Number of external financial audits facilitated and completed.	4	4	4	4	4	Pending
Fin Rpt	6.bb. Federal Indirect Cost Rate authorized for research grants.	49.0%	50.0%	50.0%	50.0%	49.5%	50.0%
Warehse	6.cc. Number of responses to requests for financial information to external constituents	n/a	n/a	52	52	54	53
Warehse	6.dd. Number of internal compliance reports completed and submitted on time.	24	24	24	24	24	24
Warehse	6.ee. Number of sessions conducted to provide financial data analysis, presentations & training.	15	25	24	23	24	27
Warehse	6.ff. Number of financial customer service/solutions provided.	251	390	383	346	317	295
Contr	6.gg. Number of assets verified in the annual physical inventory	25,250	26,261	28,442	29,614	30,984	Pending
Contr	6.hh. Dollars recovered from surplus asset disposal	\$13,152	\$16,139	\$12,955	\$19,513	\$63,340	\$50,140
Contr	6.ii. Number of Finance transactions approved in electronic workflow	53,816	78,680	88,686	93,357	97,900	109,248
Contr	6.jj. Average number of Finance System transactions processed per user	34	50	57	60	63	71
Contr	6.kk. Number of P/T Card transactions	74,335	75,622	75,633	76,524	79,311	Pending

**MEETING AGENDA** – Administration and Finance  
Quarterly Leadership Meeting

**Treasury Progress Card**  
Raymond Bartlett



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- Our plans miscarry because they have no aim. When a man does not know what harbor he is making for, no wind is the right wind.

**Lucius Seneca** (4 BC–65 AD; Roman philosopher and advisor to emperor Nero)

- If you don't know where you are going, you'll end up someplace else.

**Yogi Berra**

- In all things that you do, consider the end.

**Solon** (638-558 BC) - Athenian statesman, lawmaker and poet

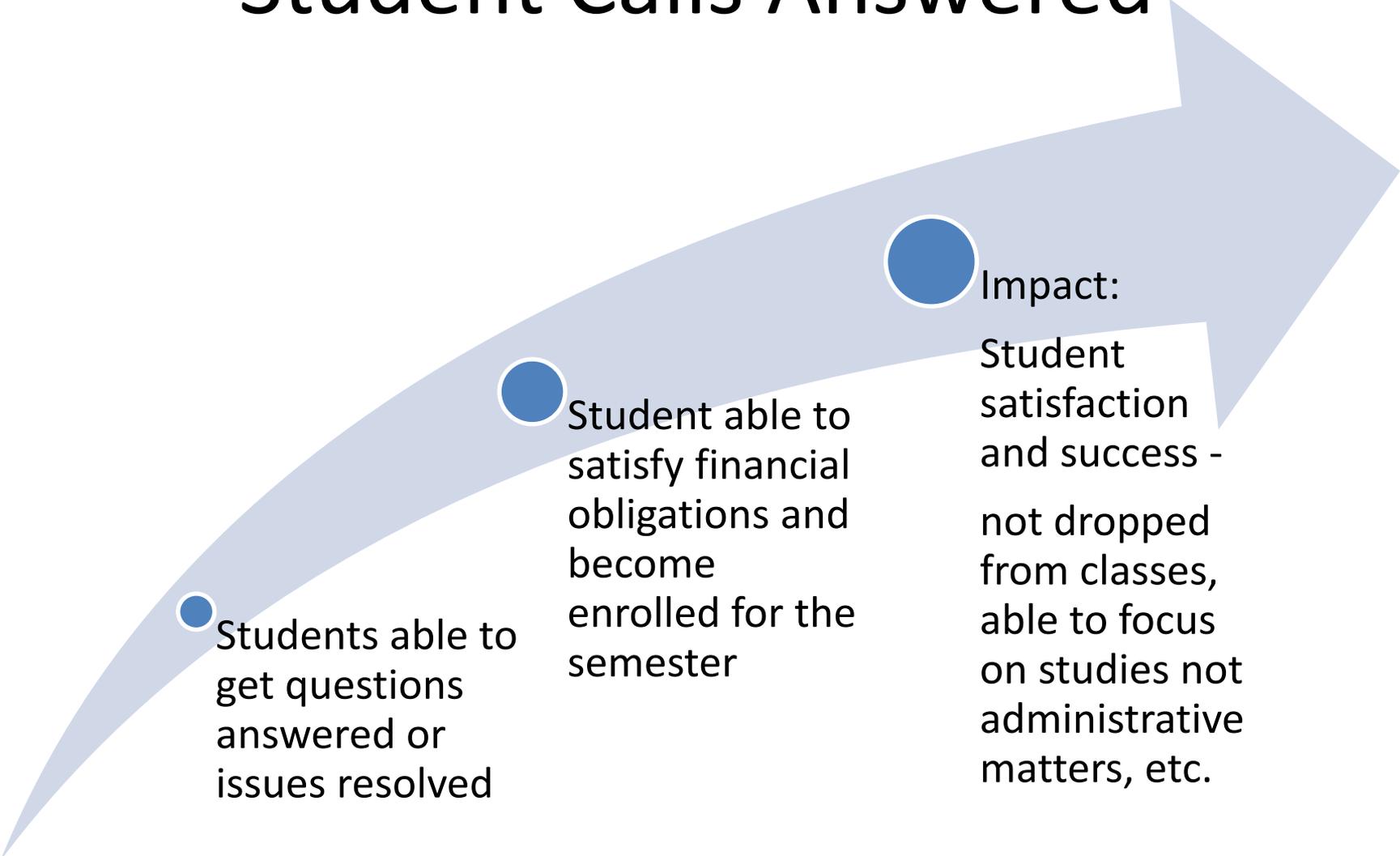
# Progress Card – Treasury

	Annual Performance					
<b>2. Student Success</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Percent of calls answered	87%	77%	87%	91%	97%	Pending
Percent of student refunds disbursed electronically	54%	62%	88%	94%	94%	Pending
Number of days prior to first payment deadline that fee bills are published	14 days	14 days	21 days	30 days	90 days	33 days
<b>6. Competitive Resources</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Percent of payments made electronically	62%	66%	75%	83%	90%	91%
Percent of deposits received electronically / % student payments made electronically	54% / NA	56% / NA	64% / 83%	70% / 84%	75% / 86%	78% / Pending
Endowment market value	\$ 530,228,418	\$ 430,215,592	\$ 457,639,011	\$512,505,702	\$ 533,907,160	Pending
Percentile ranking of endowment asset size relative to NACUBO respondents	86	86	86	87	87	Pending
Funds distributed from UHS endowment to universities	\$ 30,731,487	\$ 15,525,334	\$ 15,471,689	\$ 16,368,109	\$ 14,484,943	\$22,594,358
Number of UHS endowments underwater / Percent of total #	NA	772 / 62%	652 / 51%	468 / 35%	668 / 48%	80 / 5%
Long Term Bond Rating: Moody's / Standard & Poor's	Aa3 Stable / AA- Stable	Aa3 Stable / AA- Stable	Aa2 Stable / AA- Stable	Aa2 Stable / AA- Stable	Aa2 Stable / AA- Positive	Aa2 Stable / AA- Positive
Workers compensation claims paid	\$ 445,726	\$ 509,011	\$ 378,164	\$ 342,088	\$ 300,927	\$ 221,560
Student debt default rate	NA	NA	2.0%	1.7%	1.5%	Pending

## 2. Student Success

	2008	2009	2010	2011	2012	2013
Percent of calls answered	87%	77%	87%	91%	97%	Pending

# Student Calls Answered



Students able to get questions answered or issues resolved

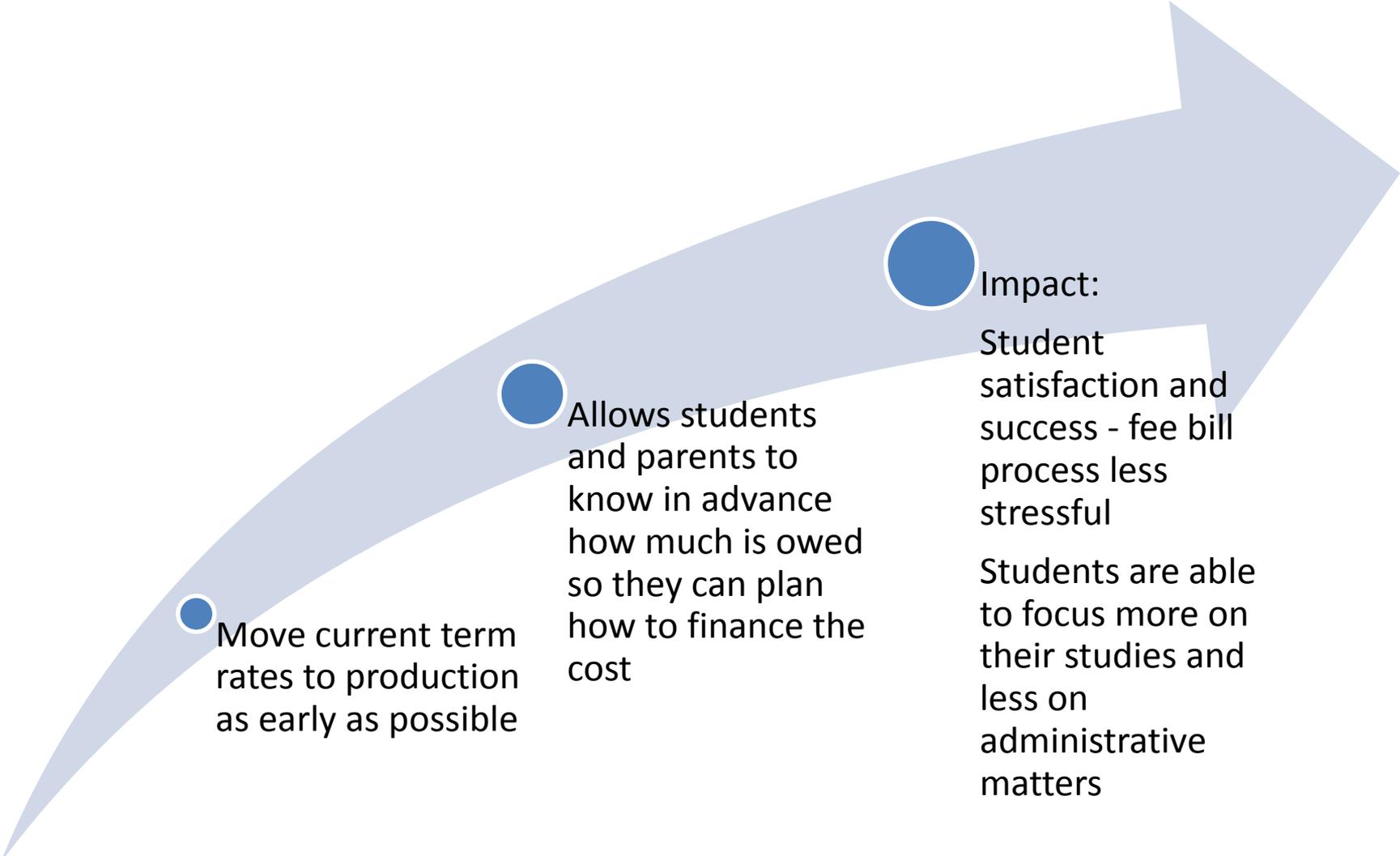
Student able to satisfy financial obligations and become enrolled for the semester

Impact:  
Student satisfaction and success - not dropped from classes, able to focus on studies not administrative matters, etc.

## 2. Student Success

	2008	2009	2010	2011	2012	2013
Percent of calls answered	87%	77%	87%	91%	97%	Pending
Number of days fee bills published before 1 <sup>st</sup> class day	14	14	21	30	90	33

# Student Fee Bills Published



Move current term rates to production as early as possible

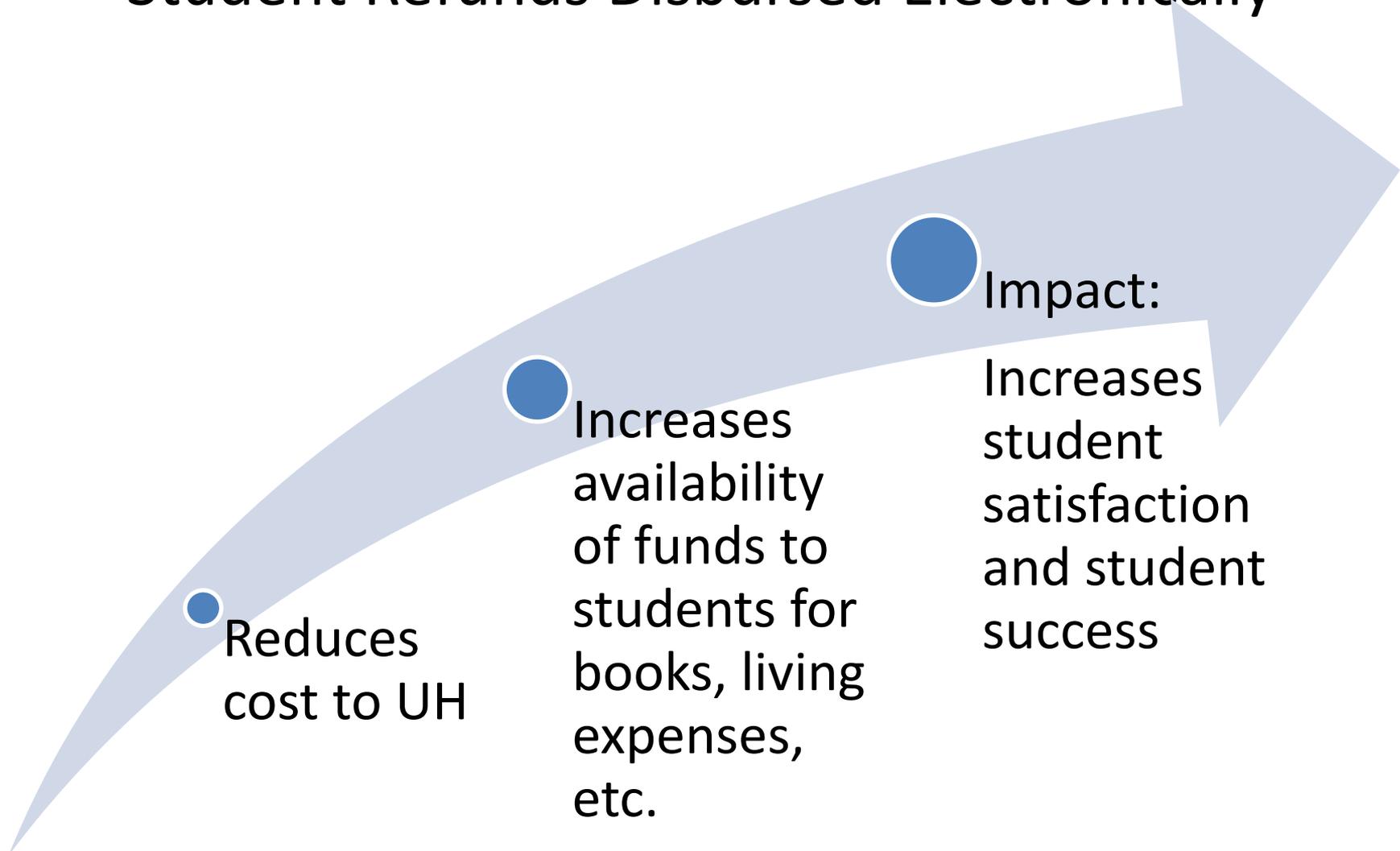
Allows students and parents to know in advance how much is owed so they can plan how to finance the cost

Impact:  
Student satisfaction and success - fee bill process less stressful  
Students are able to focus more on their studies and less on administrative matters

## 2. Student Success

	2008	2009	2010	2011	2012	2013
Percent of calls answered	87%	77%	87%	91%	97%	Pending
Number of days fee bills published before 1 <sup>st</sup> class day	14	14	21	30	90	33
Percent of student refunds disbursed electronically	54%	69%	90%	93%	94%	Pending

# Student Refunds Disbursed Electronically



Reduces cost to UH

Increases availability of funds to students for books, living expenses, etc.

Impact:  
Increases student satisfaction and student success

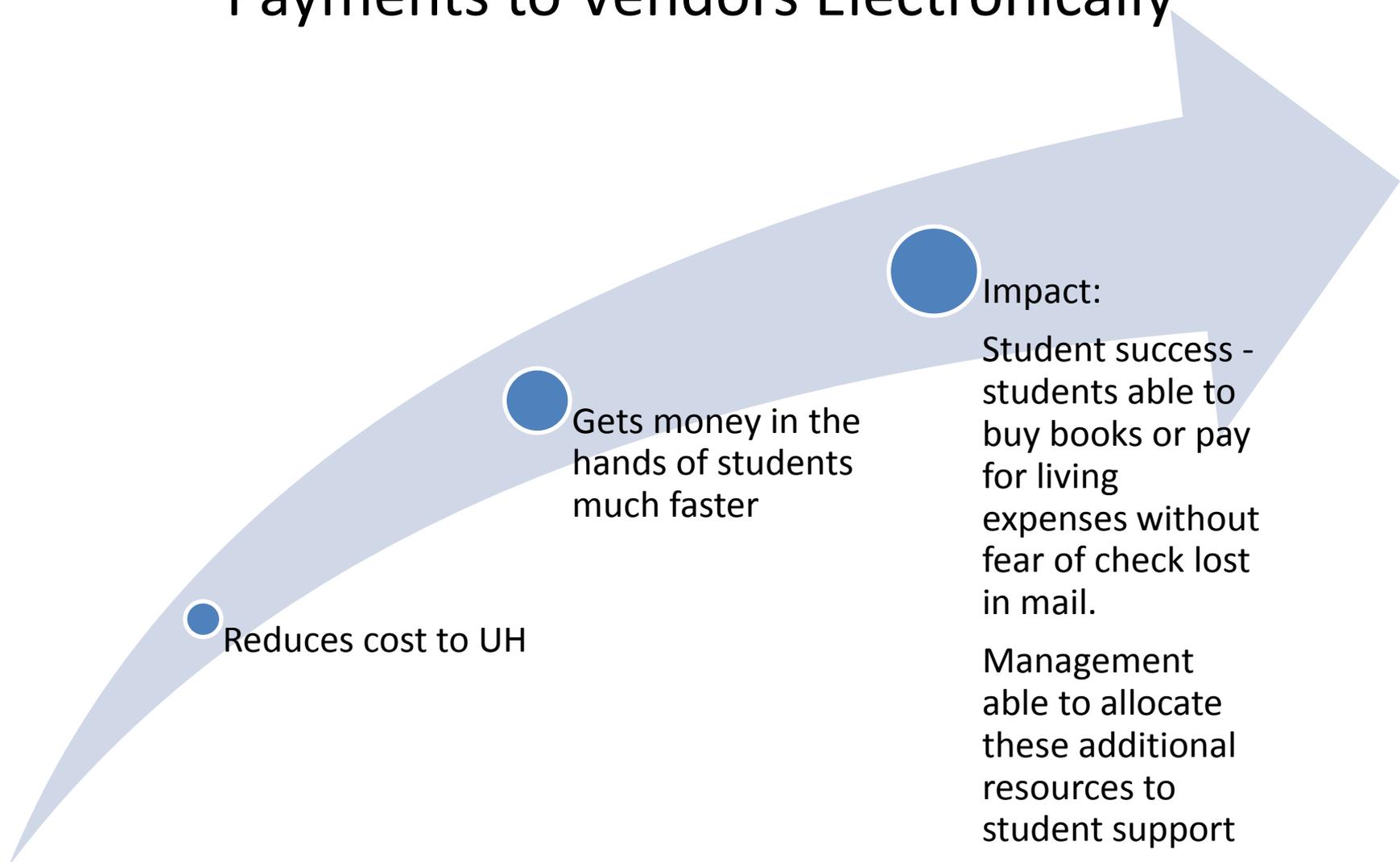
## 2. Student Success

	2008	2009	2010	2011	2012	2013
Percent of calls answered	87%	77%	87%	91%	97%	Pending
Number of days fee bills published before 1 <sup>st</sup> class day	14	14	21	30	90	33
Percent of student refunds disbursed electronically	54%	69%	90%	93%	94%	Pending

## 3. Competitive Resources

	2008	2009	2010	2011	2012	2013
Percent of payments made to vendors electronically	62%	66%	75%	83%	90%	91%

# Payments to Vendors Electronically



Reduces cost to UH

Gets money in the hands of students much faster

Impact:  
Student success - students able to buy books or pay for living expenses without fear of check lost in mail.  
Management able to allocate these additional resources to student support or program support

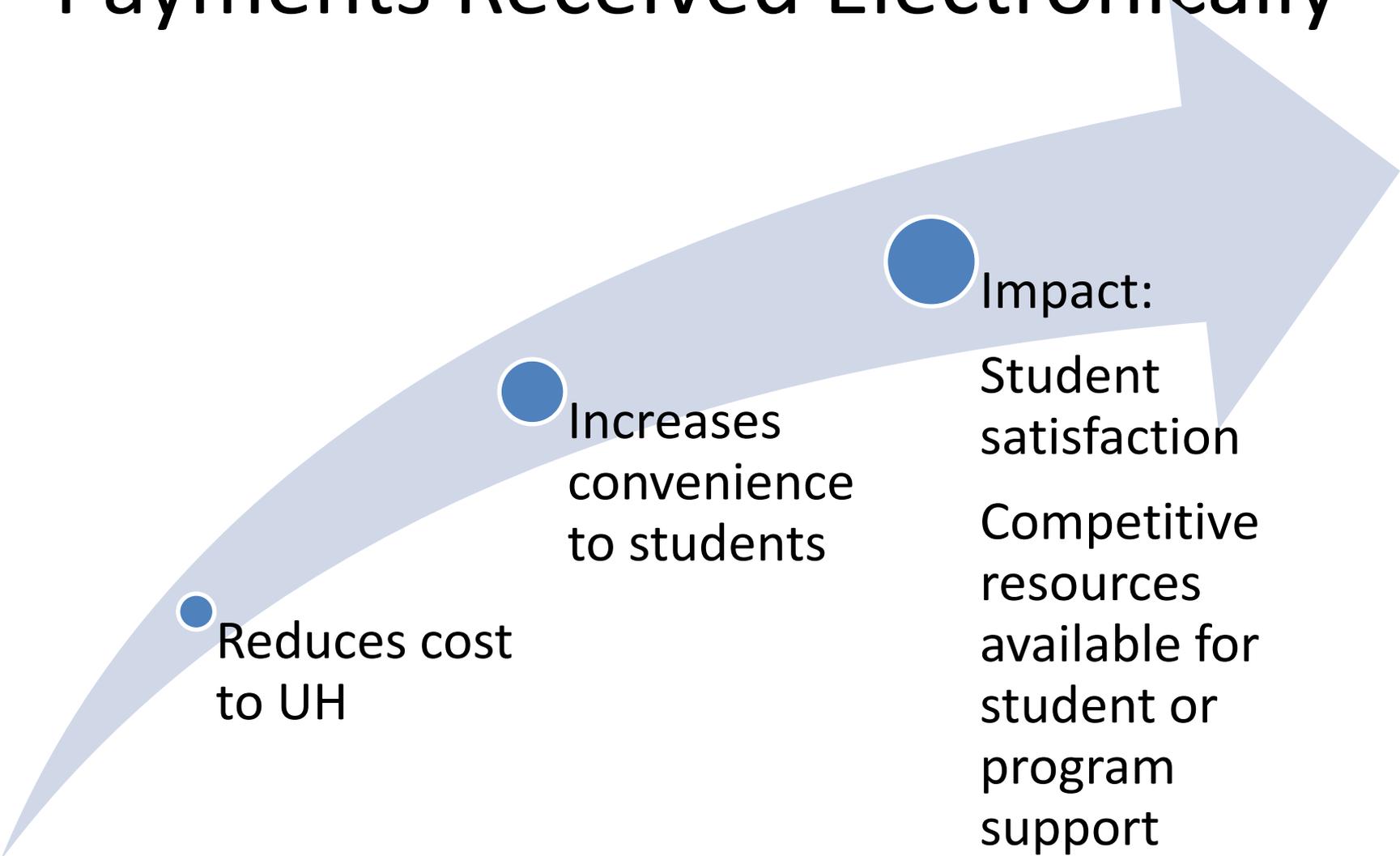
## 2. Student Success

	2008	2009	2010	2011	2012	2013
Percent of calls answered	87%	77%	87%	91%	97%	Pending
Number of days fee bills published before 1 <sup>st</sup> class day	14	14	21	30	90	33
Percent of student refunds disbursed electronically	54%	69%	90%	93%	94%	Pending

## 3. Competitive Resources

	2008	2009	2010	2011	2012	2013
Percent of payments made to vendors electronically	62%	66%	75%	83%	90%	91%
Percent of deposits received electronically / % student payments made electronically	54%/NA	56%/NA	64%/83%	70%/84%	75%/86%	78%/Pending

# Payments Received Electronically



Reduces cost  
to UH

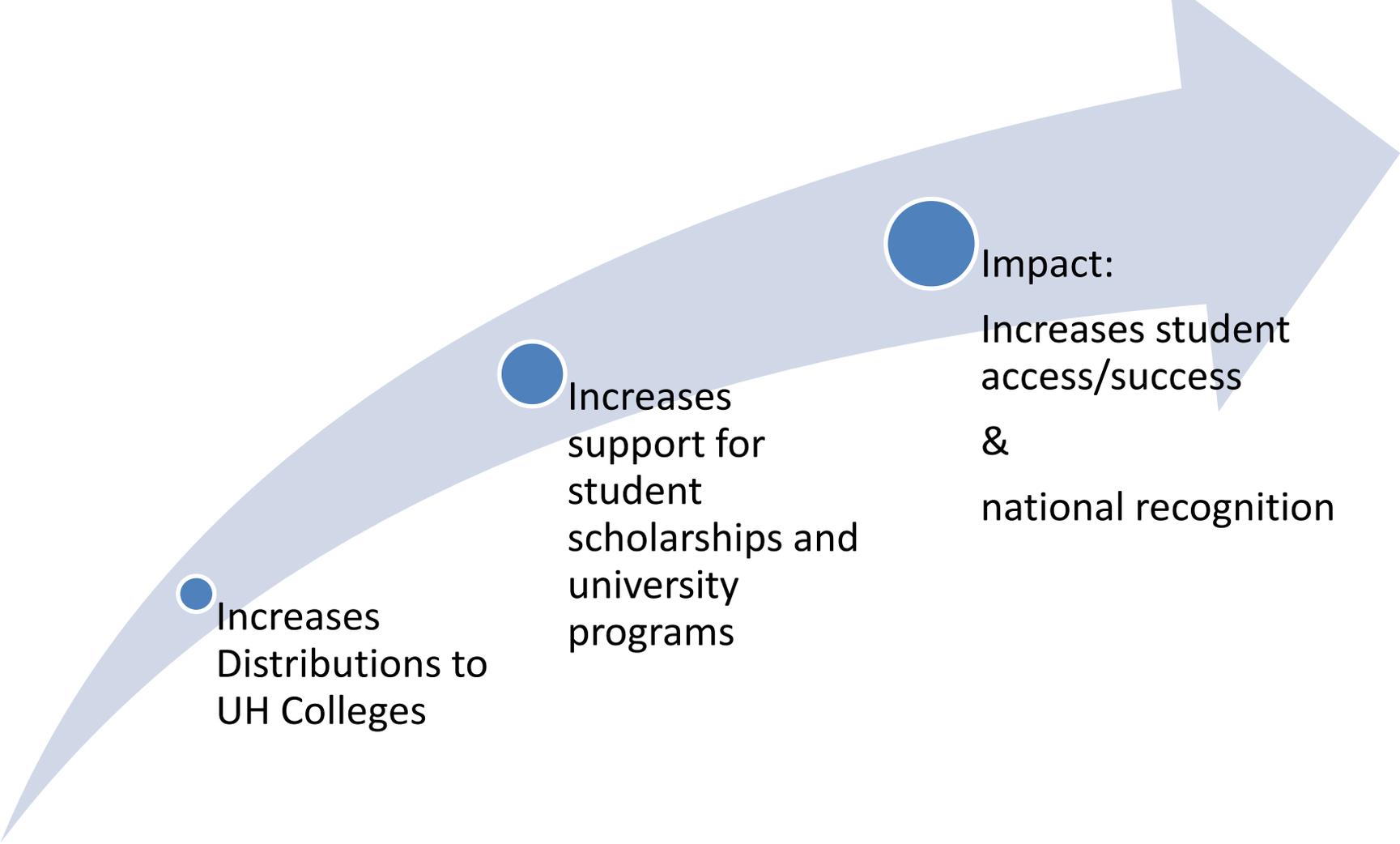
Increases  
convenience  
to students

Impact:  
Student  
satisfaction  
Competitive  
resources  
available for  
student or  
program  
support

### 3. Competitive Resources

	2008	2009	2010	2011	2012	2013
Percent of payments made to vendors electronically	62%	66%	75%	83%	90%	91%
Percent of deposits received electronically / % student payments made electronically	54%/ NA	56%/ NA	64%/ 83%	70%/ 84%	75%/ 86%	78%/ Pending
Endowment Market Value (\$ in millions)	530	430	458	513	534	Pending

# Endowment Market Value



Increases  
Distributions to  
UH Colleges

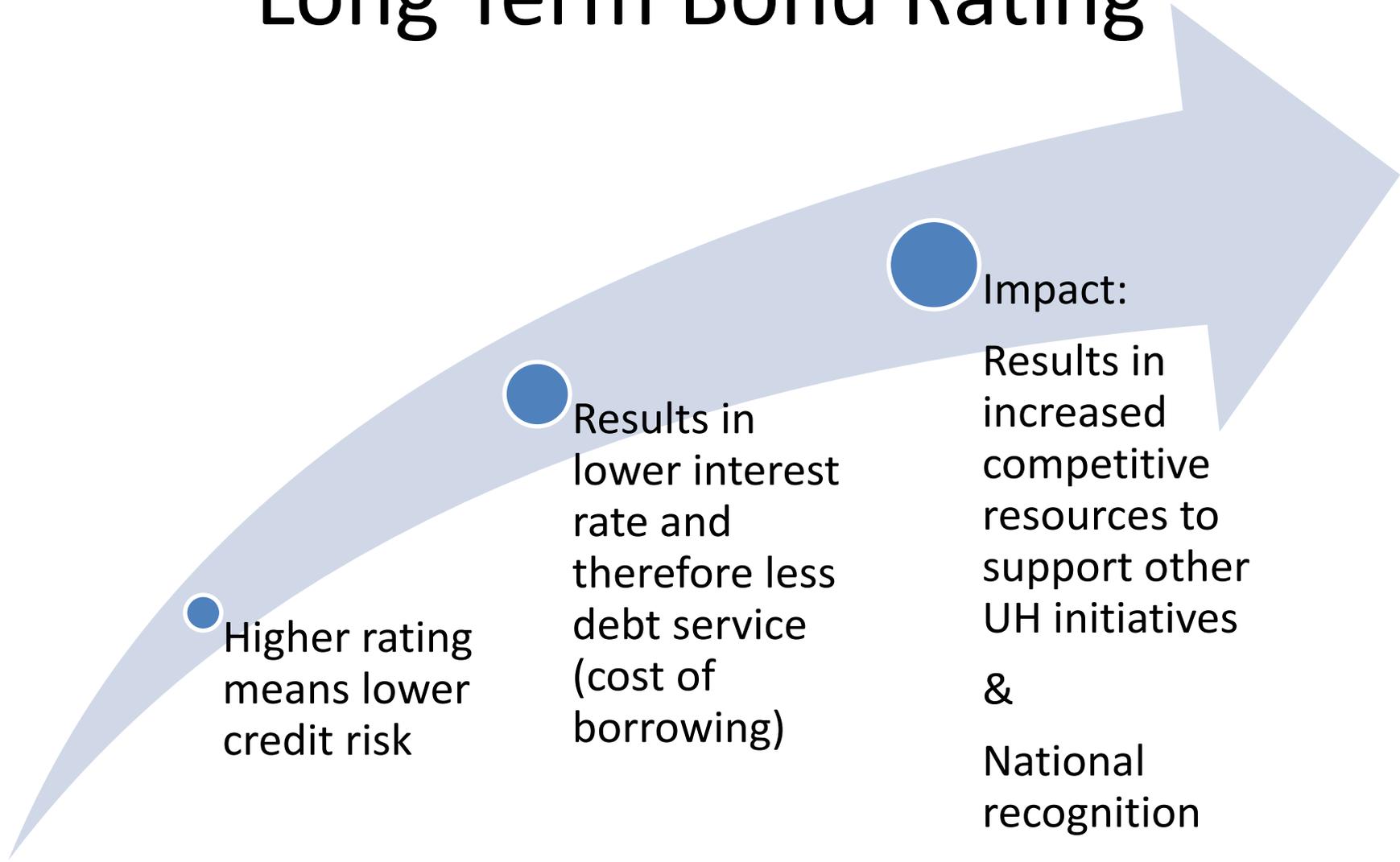
Increases  
support for  
student  
scholarships and  
university  
programs

Impact:  
Increases student  
access/success  
&  
national recognition

### 3. Competitive Resources

	2008	2009	2010	2011	2012	2013
Percent of payments made to vendors electronically	62%	66%	75%	83%	90%	91%
Percent of deposits received electronically / % student payments made electronically	54%/NA	56%/NA	64%/83%	70%/84%	75%/86%	78%/Pending
Endowment market value (\$ in millions)	530	430	458	513	534	Pending
Percentile ranking of endowment relative to NACUBO	86	86	86	87	87	Pending
Funds distributed from endowment (\$ in millions)	31	16	15	16	14	23
Long term bond rating	Aa3/AA-	Aa3/AA-	Aa2/AA-	Aa2/AA-	Aa2/AA-	Aa2/AA-

# Long Term Bond Rating



Higher rating  
means lower  
credit risk

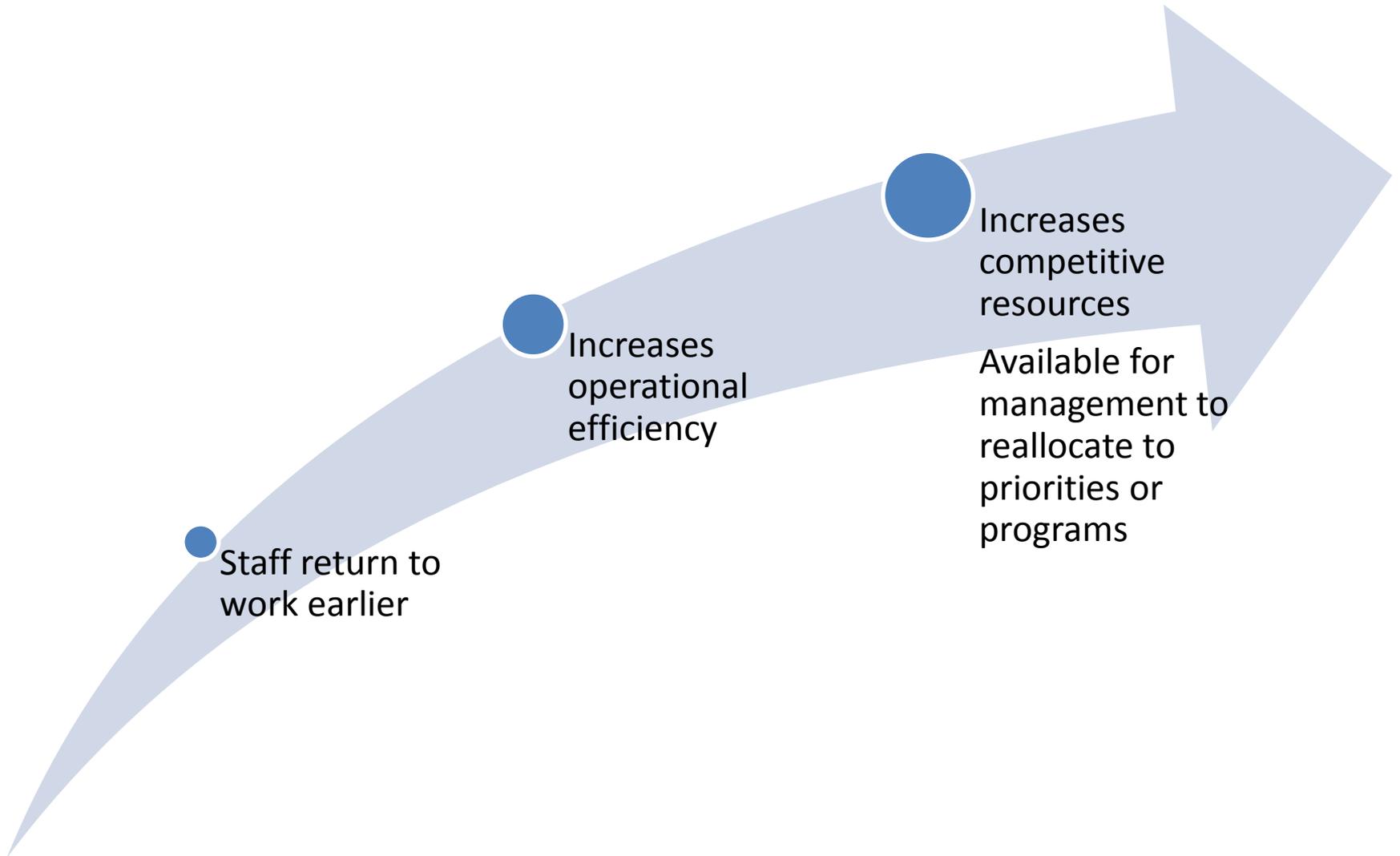
Results in  
lower interest  
rate and  
therefore less  
debt service  
(cost of  
borrowing)

Impact:  
Results in  
increased  
competitive  
resources to  
support other  
UH initiatives  
&  
National  
recognition

### 3. Competitive Resources

	2008	2009	2010	2011	2012	2013
Percent of payments made to vendors electronically	62%	66%	75%	83%	90%	91%
Percent of deposits received electronically / % student payments made electronically	54%/NA	56%/NA	64%/83%	70%/84%	75%/86%	78%/Pending
Endowment market value (\$ in millions)	530	430	458	513	534	Pending
Percentile ranking of endowment relative to NACUBO	86	86	86	87	87	Pending
Funds distributed from endowment (\$ in millions)	31	16	15	16	14	23
Long term bond rating	Aa3/AA-	Aa3/AA-	Aa2/AA-	Aa2/AA-	Aa2/AA-	Aa2/AA-
Workers compensation claims paid (\$ in thousands)	446	509	378	342	301	222

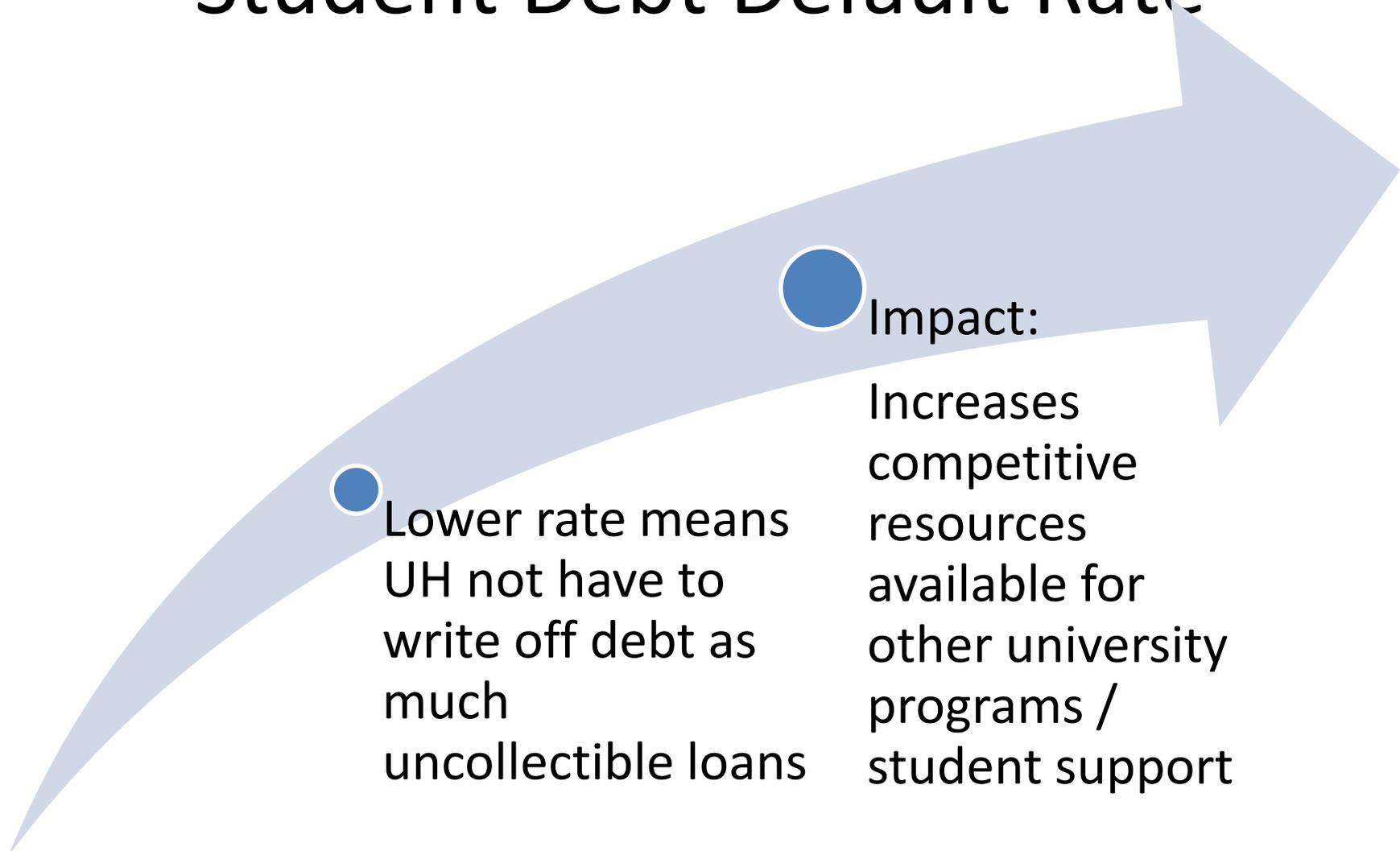
# Workers Compensation Claims Paid



### 3. Competitive Resources

	2008	2009	2010	2011	2012	2013
Percent of payments made to vendors electronically	62%	66%	75%	83%	90%	91%
Percent of deposits received electronically / % student payments made electronically	54%/NA	56%/NA	64%/83%	70%/84%	75%/86%	78%/Pending
Endowment market value (\$ in millions)	530	430	458	513	534	Pending
Percentile ranking of endowment relative to NACUBO	86	86	86	87	87	Pending
Funds distributed from endowment (\$ in millions)	31	16	15	16	14	23
Long term bond rating	Aa3/AA-	Aa3/AA-	Aa2/AA-	Aa2/AA-	Aa2/AA-	Aa2/AA-
Workers compensation claims paid (\$ in thousands)	446	509	378	342	301	222
<b>Student debt default rate</b>	NA	NA	2.0%	1.7%	1.5%	Pending

# Student Debt Default Rate



Lower rate means UH not have to write off debt as much uncollectible loans

Impact:  
Increases competitive resources available for other university programs / student support

**MEETING AGENDA** – Administration and Finance  
Quarterly Leadership Meeting

**Human Resources Progress Card**  
Joan Nelson

# Progress Card – Human Resources

<b>2. Student Success</b>	<b>Base Year (June 2008)</b>	<b>June 2009</b>	<b>June 2010</b>	<b>June 2011</b>	<b>June 2012</b>	<b>June 2013</b>
Number of Student Workers Employed at UH	2,896	2,904	2,939	3,020	3,146	Pending
Number of staff enrolled in Customer Service Training	720	168	824	272	411	Pending
<b>3. Community Advancement</b>	<b>Base Year (June 2008)</b>	<b>June 2009</b>	<b>June 2010</b>	<b>June 2011</b>	<b>June 2012</b>	<b>June 2013</b>
Minority staff as a percentage of total staff	57.8%	57.8%	58%	57.7%	58.4%	Pending
Veteran staff as a percentage of total staff	2.78%	2.85%	2.98%	2.98%	2.89%	Pending
<b>5. Local and National Recognition</b>	<b>Base Year (June 2008)</b>	<b>June 2009</b>	<b>June 2010</b>	<b>June 2011</b>	<b>June 2012</b>	<b>June 2013</b>
UH Lead implementation of the Higher Education Recruitment Consortium, Number of Colleges Participation for SE Texas: A&M, Rice, TSU, UHD, UHCL, SHS,....	N/A	N/A	N/A	N/A	6	10
Chronicle of Higher Education Great Colleges to Work	N/A	N/A	N/A	4	2	1
<b>6. Competitive Resources</b>	<b>Base Year (June 2008)</b>	<b>June 2009</b>	<b>June 2010</b>	<b>June 2011</b>	<b>June 2012</b>	<b>June 2013</b>
Number of Employees Granted College Tuition Assistance	279	264	320	276	224	243
Total dollar amount spent on College Tuition each Year	\$ 315,125	\$ 303,269	\$ 371,317	\$ 374,246	\$ 264,755	\$ 290,073
Percentage of Transactions Converted from Paper to Electronic	21%	35%	42%	47%	52%	Pending

# Cascading Goals Downward

## ePerformance Goal – Student Success

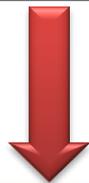
### A&F Progress Card

2. Student Success	FY2008	FY2009	FY2010	FY2011	FY2012
2.i. Support Student Employment on Campus	2,896	2,904	2,939	3,020	3,146



### Finance Progress Card

2. Student Success	Base Year 2008	2009	2010	2011	2012	2013
2.e. Number of Student Workers Employed at UH	2,896	2,904	2,939	3,020	3,146	Pending



### HR Employee Goal

**Goal 4: Student Success - Develop a Student Recruitment Program**

**Description:** Partner with Student Career Services to develop a Student Recruitment Program by Spring 2014. The program should support our student success initiatives and should be measured based on number of students hired to number of student retained for 4 years. ✎ 🗑

**Weight:**  %

# Cascading Goals Downward

## ePerformance Goal – Competitive Resources

### A&F Progress Card

6. Competitive Resources	FY2008	FY2009	FY2010	FY2011	FY2012
6.a. Bond Rating (Aa2 is one step above Aa3)	Aa3	Aa3	Aa2	Aa2	Aa2



### Finance Progress Card

6. Competitive Resources	Base Year 2008	2009	2010	2011	2012	2013
Long Term Bond Rating: Moody's / Standard & Poor	Aa3 Stable / AA- Stable	Aa3 Stable / AA- Stable	Aa2 Stable / AA- Stable	Aa2 Stable / AA- Stable	Aa2 Stable / AA- Positive	Aa2 Stable / AA- Positive



### Treasury Employee Goal

**Goal 5: Competitive Resources - Maintain a Aa2 Credit Rating.**

Description: Continue to work with internal and external resources to maintain a Aa2 credit rating for UH during this rating period.  

Weight:  %

# Cascading Goals Downward

## ePerformance Goal – Community Advancement

### A&F Progress Card

3. Community Advancement	FY2008	FY2009	FY2010	FY2011	FY2012
6.d. Minority Staff as a percent of Total Staff	57.8%	57.8%	58.0%	57.7%	58.4%



### Finance Progress Card

3. Community Advancement	Base Year 2008	2009	2010	2011	2012	2013
3.a. Minority staff as a percentage of total staff	57.8%	57.8%	58%	57.7%	58.4%	Pending



### HR Employee Goal

**Goal 5: Community Advancement - Increase Minority Applicants**

**Description:**  
Partner with EOS to identify underrepresented minority groups by jobs category; Implement a recruitment strategy to increase the underrepresented applicant pool by 20% during this review period.

Weight:  %

**MEETING AGENDA** – Administration and Finance  
Quarterly Leadership Meeting

**Let's Think About IT...**

**MEETING AGENDA** – Administration and Finance  
Quarterly Leadership Meeting

**Dr. Carlucci**  
Closing Remarks

**MEETING AGENDA** – Administration and Finance  
Quarterly Leadership Meeting

**THANK YOU.**