

**Fiscal Year 2025  
Plan and Budget**

**Presented to the  
Board of Regents  
University of Houston System  
May 15, 2024**

**Chancellor Renu Khator**

**University of Houston System  
FY2025 Plan and Budget**

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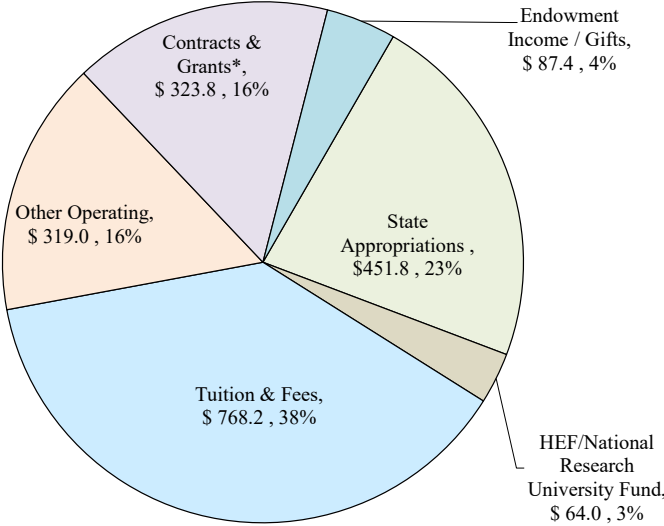
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# University of Houston System Budget

**FY2024**

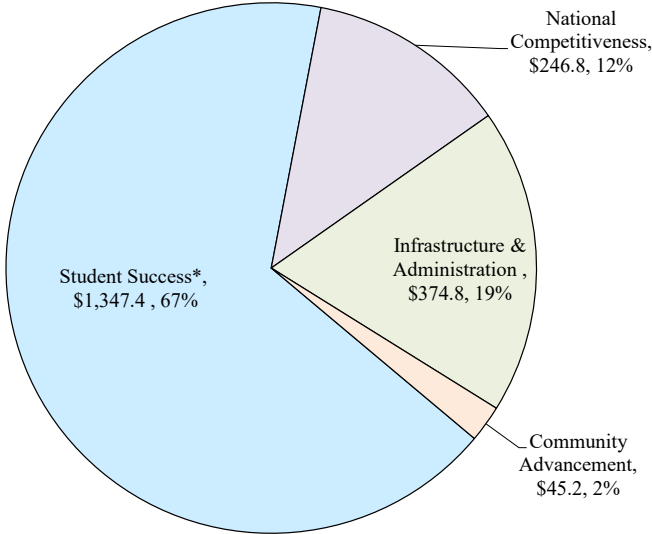
**Operating Budget Source of Funds**



\* Includes Federal Financial Aid

Total \$2,014.2 Million

**Operating Budget Use of Funds**



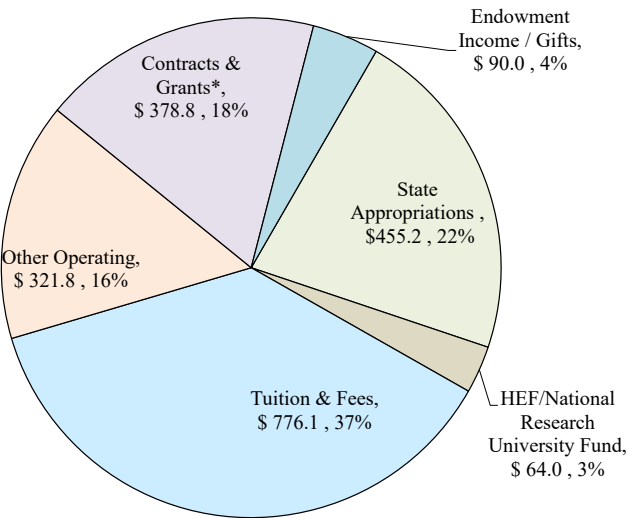
Total \$2,014.2 Million

**Total Budget**

	\$ Millions
Operating Budget	\$ 2,014.2
Capital Facilities	278.6
<b>Total</b>	<b>\$ 2,292.8</b>

**FY2025**

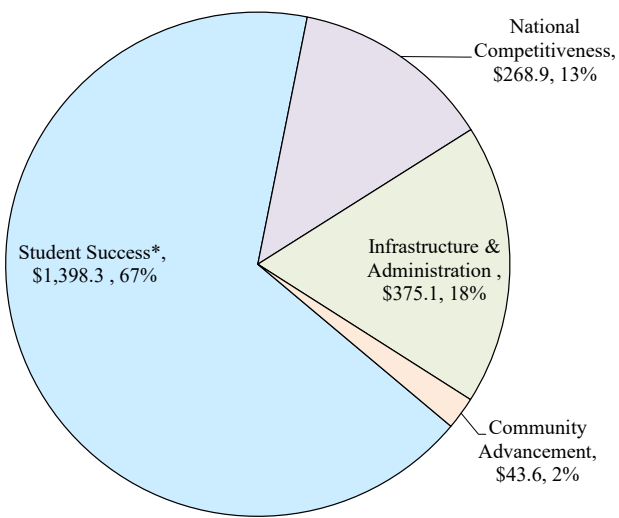
**Operating Budget Source of Funds**



\* Includes Federal Financial Aid

Total \$2,085.9 Million

**Operating Budget Use of Funds**



Total \$2,085.9 Million

**Total Budget**

	\$ Millions
Operating Budget	\$ 2,085.9
Capital Facilities	327.4
<b>Total</b>	<b>\$ 2,413.3</b>

## University of Houston System Capital Construction Budget

### FY2025 Project Expenditures by Campus

UH Capital Projects FY2025	
Description	FY2025
UH Sugar Land Academic Building	14,932,265
Innovation Hub	48,385,088
New Hobby School of Public Affairs	34,365,898
Football Operations Facility	53,000,000
CMP - Gateways and Landscape Enhancements	15,000,000
CMP - Cullen Blvd. Improvements	733,822
CMP - Lighting and Security Upgrade Phase II	12,482,466
New Medical Research Facility	4,000,000
New Dining Commons	5,000,000
Core Renovations - SERC HVAC	145,747
Core Renovation - Science and Research 1	11,703,160
Core Renovation - Charles F. McElhinney	17,237,176
Life Sciences Renovations - TMC Building	16,000,000
Research Core Initiative	6,000,000
CRDM (Capital Renewal Deferred Maintenance)	15,000,000
<b>Total</b>	<b>253,985,622</b>

UH-Clear Lake Capital Projects FY2025	
Description	FY2025
Capital Renewal Deferred Maintenance	1,000,000
Parking Lot/Roadway Maintenance	320,647
Other Infrastructure Upgrades	627,500
Exterior upgrades	25,000
Bayou Renovations	13,000,000
Delta Renovations	1,447,000
SSCB Renovations	1,329,381
CRDM (Capital Renewal Deferred Maintenance)	8,259,588
<b>Total</b>	<b>26,009,116</b>

UH-Downtown Capital Projects FY2025	
Description	FY2025
Gator Expansion Project-Girard Street Building	33,250
Gator Expansion Project-Student Life Ctr & One Main Bldg	98,929
One Main Building - N1099 Renovation	100,000
Commerce Street Building-CJ/SW Office Buildout	100,000
Capital Renewal/Capital Improvements	1,851,000
<b>Total</b>	<b>2,183,179</b>

UH-Victoria Capital Projects FY2025	
Description	FY2025
Health & Wellness	20,756,954
Facilities Storage	1,786,440
Ben Wilson St.	1,052,107
Total Demo, Parking Lot-Smith Hall Entrance	1,908,714
Northwest Demo	5,607,064
North Building 2-3 floor build-out	9,038,029
Campus IT Infrastructure Improvements	403,747
Purchase 2708 N Ben Wilson	600,000
Utilities relocation Ben Wilson/Red River	183,502
University Center One-Stop-Shop 1st floor	3,464,441
Northwest Sewer Line Repair	438,000
<b>Total</b>	<b>45,238,998</b>

<b>Total University of Houston System</b>	<b>327,416,916</b>
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System Capital Projects Allocation	
Campus	% of Total
University of Houston	77.6%
UH-Clear Lake	7.9%
UH-Downtown	0.7%
UH-Victoria	13.8%
<b>Total</b>	<b>100.0%</b>

**University of Houston System Operating Budget**  
**Revenues FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 State Appropriations	\$ 455.2	\$ 451.8	\$ 361.4	\$ 367.5	\$ 330.0
2 HEF/National Research University Fund	64.0	64.0	83.7	82.3	82.9
3 Tuition & Fees	776.1	768.2	773.0	787.0	776.0
4 Other Operating	321.8	319.0	300.4	246.8	200.7
5 Contracts & Grants*	378.8	323.8	381.5	501.1	467.6
6 Endowment Income / Gifts	90.0	87.4	106.7	110.3	94.4
7 Total	<b>\$ 2,085.9</b>	<b>\$ 2,014.2</b>	<b>\$ 2,006.7</b>	<b>\$ 2,095.0</b>	<b>\$ 1,951.6</b>

\* Includes Federal financial aid

**University of Houston System Operating Budget**  
**Expenditures FY2021 - FY2025**  
**\$ in Millions**

	A 2025	B 2024	C 2023	D 2022	E 2021
	<b>Proposed</b>	Budgeted	Actual	Actual	Actual
1 Student Success*	\$ 1,398.3	\$ 1,347.4	\$ 1,298.5	\$ 1,382.3	\$ 1,321.4
2 National Competitiveness	268.9	246.8	203.6	217.1	208.8
3 Infrastructure & Administration	375.1	374.8	306.2	262.1	260.9
4 Community Advancement	43.6	45.2	42.0	35.2	30.6
5 Total	<u>\$ 2,085.9</u>	<u>\$ 2,014.2</u>	<u>\$ 1,850.3</u>	<u>\$ 1,896.7</u>	<u>\$ 1,821.7</u>

\* Includes Federal financial aid

**University of Houston System Budget  
FY 2025 Operating Budget Expenditures by Function**

	A	B	C	D	E	F	G	H	I	J	K	L
<b>Expenditure Budget</b>	<b>Instruction</b>	<b>Research</b>	<b>Academic Support</b>	<b>Subtotal</b>	<b>Public Service</b>	<b>Student Services</b>	<b>Institutional Support</b>	<b>Physical Plant</b>	<b>Scholarships &amp; Fellowships</b>	<b>Auxiliary Enterprises</b>	<b>FY 2025 Total</b>	<b>FY 2024 Total</b>
1 Cost of Goods Sold	\$ 1,237,150	\$ -	\$ 1,515	\$ 1,238,665	\$ -	\$ 200	\$ 383,084	\$ 5,000	\$ -	\$ 914,138	\$ 2,541,087	\$ 2,515,958
2 Tenure Track Faculty	212,813,657	26,844,785	9,108,816	248,767,258	68,279	22,851	409,617	-	-	46,182	249,314,187	245,806,173
3 Non-Tenure Track Faculty	53,754,335	16,660,472	3,834,785	74,249,592	3,234,174	-	103,658	-	-	-	77,587,424	74,510,596
4 Adjunct Faculty	24,536,224	2,346,920	4,252,929	31,136,073	427,424	-	-	-	-	-	31,563,497	31,788,434
5 Graduate Assistant	12,886,390	12,076,021	10,911,100	35,873,511	132,900	224,586	77,759	-	55,005	459,862	36,823,623	34,777,850
6 Exempt Staff	10,703,459	53,157,951	111,286,944	175,148,354	15,506,943	25,905,195	74,128,247	13,465,604	-	60,955,371	365,109,714	345,568,109
7 Non-Exempt Staff	6,495,619	7,782,699	20,359,987	34,638,305	922,794	5,987,661	7,882,570	24,066,291	44,412	6,058,579	79,600,612	79,342,030
8 Student Employees	955,711	1,218,780	4,986,292	7,160,783	82,281	1,237,585	737,504	31,266	4,028,858	7,233,274	20,511,551	20,268,015
9 Summer Instruction Salaries	13,053,837	641,182	186,000	13,881,019	-	-	-	-	-	-	13,881,019	12,622,110
10 Benefits	78,238,281	14,275,264	37,434,190	129,947,735	5,995,713	11,889,797	23,968,879	12,900,377	16,347	15,260,064	199,978,912	198,534,950
<b>11 Subtotal</b>	<b>413,437,513</b>	<b>135,004,074</b>	<b>202,361,043</b>	<b>750,802,630</b>	<b>26,370,508</b>	<b>45,267,675</b>	<b>107,308,234</b>	<b>50,463,538</b>	<b>4,144,622</b>	<b>90,013,332</b>	<b>1,074,370,539</b>	<b>1,043,218,267</b>
12 Capital	2,588,600	48,611,885	11,344,680	62,545,165	55,000	1,100,000	14,301,908	5,520,000	-	4,747,682	88,269,755	88,885,241
13 M&O	17,352,559	65,122,624	44,761,180	127,236,363	16,232,266	15,837,972	82,346,493	21,284,251	1,943,431	76,123,922	341,004,698	333,133,324
14 Travel & Business Expense	3,743,781	9,001,926	12,139,209	24,884,916	835,281	1,584,321	2,062,951	164,855	332,708	8,661,600	38,526,632	36,043,604
15 Debt Service	12,902,832	8,737,201	791,875	22,431,908	-	-	62,793,239	6,105,629	-	66,934,522	158,265,298	150,560,225
16 Utilities	-	100,000	500,000	600,000	203,998	3,000	64,000	22,118,172	-	9,417,852	32,407,022	30,479,158
17 Scholarship & Fellowship	1,091,426	2,278,862	2,943,295	6,313,583	43,615	475,237	253,426	-	341,435,813	2,090,495	350,612,169	329,331,528
<b>18 Subtotal</b>	<b>37,679,198</b>	<b>133,852,498</b>	<b>72,480,239</b>	<b>244,011,935</b>	<b>17,370,160</b>	<b>19,000,530</b>	<b>161,822,017</b>	<b>55,192,907</b>	<b>343,711,952</b>	<b>167,976,073</b>	<b>1,009,085,574</b>	<b>968,433,080</b>
<b>19 Total Expenditure Budget</b>	<b>\$ 452,353,861</b>	<b>\$ 268,856,572</b>	<b>\$ 274,842,797</b>	<b>\$ 996,053,230</b>	<b>\$ 43,740,668</b>	<b>\$ 64,268,405</b>	<b>\$ 269,513,335</b>	<b>\$ 105,661,445</b>	<b>\$ 347,856,574</b>	<b>\$ 258,903,543</b>	<b>\$ 2,085,997,200</b>	<b>\$ 2,014,167,305</b>

	A	B	C	D	E	F	G	H	I	J	K	L
<b>Expenditures by Campus</b>	<b>Instruction</b>	<b>Research</b>	<b>Academic Support</b>	<b>Subtotal</b>	<b>Public Service</b>	<b>Student Services</b>	<b>Institutional Support</b>	<b>Physical Plant</b>	<b>Scholarships &amp; Fellowships</b>	<b>Auxiliary Enterprises</b>	<b>FY 2025 Total</b>	<b>FY 2024 Total</b>
20 System Admin	-	-	2,072,316	2,072,316	-	461,780	70,854,044	764,331	24,379	-	74,176,850	74,369,019
21 University of Houston	328,666,859	251,055,074	202,477,503	782,199,436	40,146,789	37,952,933	136,672,992	74,984,035	236,363,538	229,725,372	1,538,045,095	1,475,531,041
22 UH-Clear Lake	45,043,233	12,359,095	26,430,078	83,832,406	15,000	8,961,824	18,910,482	12,722,128	35,817,589	11,911,944	172,171,373	164,458,037
23 UH-Downtown	56,075,473	4,202,749	36,158,968	96,437,190	3,234,760	9,401,315	35,091,438	13,357,986	62,407,032	12,150,765	232,080,486	224,415,526
24 UH-Victoria	22,568,296	1,239,654	7,703,932	31,511,882	344,119	7,490,553	7,984,379	3,832,965	13,244,036	5,115,462	69,523,396	75,393,682
<b>25 Total</b>	<b>452,353,861</b>	<b>268,856,572</b>	<b>274,842,797</b>	<b>996,053,230</b>	<b>43,740,668</b>	<b>64,268,405</b>	<b>269,513,335</b>	<b>105,661,445</b>	<b>347,856,574</b>	<b>258,903,543</b>	<b>2,085,997,200</b>	<b>2,014,167,305</b>



## Fund Groups Used in the Budget Presentation

The tables that display the source of funds and use of funds in this budget presentation have been organized into three categories based on type of funds:

**Table 1. Summary of Sources & Uses of Funds**

This table is a summary of all fund groups and is the sum of Tables 2, 3 and 4 that follow below.

**Table 2. Operations**

Operating funds include the Educational and General, Designated, and Auxiliary fund groups as follows:

- **Educational and General Funds** - Funds for administration, institutional expense, instruction and departmental research, physical plant operation, libraries, and other items relating to instruction. Most state appropriations are accounted for in this fund.
- **Designated Funds** - Funds arising from sources that have been internally designated by management and approved by the Board of Regents to be used for special purposes.
- **Auxiliary Enterprises Funds** - Funds for activities that furnish services to students, faculty, or staff for which charges are made that are directly related to the cost of the service, such as residence halls, intercollegiate athletics, and food services.

**Table 3. Restricted**

Restricted funds include contracts and grants for research and financial aid, gift income, and certain endowment income that can be used only for restricted purposes that have been specified by outside entities or persons.

**Table 4. Capital Projects**

Capital Projects, which are a portion of the Plant Fund group, are used for construction, rehabilitation, and acquisition of physical properties for institutional purposes.

**University of Houston System Combined**  
**Appendix A - Allocation of New FY 2025 Resources**

Revenue Changes	A
<b>State Appropriations</b>	
1 General Revenue	\$ 392,226
2 Special Items	530,000
3 State Matching Benefits	2,400,710
4 Repayment of Tuition Revenue Bonds	(10,903)
<b>5 Subtotal State Appropriations</b>	<b><u>3,312,033</u></b>
<b>Other State Funds</b>	
6 Fund Balance	120,000
<b>7 Subtotal Other State Funds</b>	<b><u>120,000</u></b>
<b>Tuition and Fees</b>	
8 Institutional Tuition and Fees	7,739,863
9 College Tuition and Fees	1,111,413
10 Student Service Fees	1,355,325
11 Recreation and Wellness Centers	(1,033,751)
12 University/Student Center Fee	(1,368,692)
13 Fund Balance	(11,505,265)
14 Other Student Fees	43,132
<b>15 Subtotal Tuition and Fees</b>	<b><u>(3,657,975)</u></b>
<b>Other Operating</b>	
16 Facility and Administrative Cost	(4,805)
17 Intellectual Property Management	(915,000)
18 Central Investment Earnings	(620,966)
19 Other Educational and General Operations	1,384,789
20 Auxiliary Operations	7,016,010
21 Parking Fees	1,366,420
22 Residential Life and Housing & Meal Plan	378,169
23 Other Operating Income	755,280
24 Indirect Cost	4,210,265
25 Hazlewood Compensation	228,001
26 Fund Balance	500,907
<b>27 Subtotal Other Operating</b>	<b><u>14,299,070</u></b>
<b>Contracts and Grants</b>	
28 Research	16,543,585
29 Financial Aid	38,454,248
30 Other	69,268
<b>31 Subtotal Contracts and Grants</b>	<b><u>55,067,101</u></b>
<b>Endowment Income / Gifts</b>	
32 Gifts	1,008,595
33 Endowment Income	1,800,704
34 Fund Balance	(66,452)
35 Other	(53,181)
<b>36 Subtotal Endowment Income / Gifts</b>	<b><u>2,689,666</u></b>
<b>37 Total Net Revenue</b>	<b><u>\$ 71,829,895</u></b>

Reallocations	B
1 Reallocations	<u>\$ (18,194,824)</u>

Priority/Initiative Allocations	C
2 Priority 1. Student Success	55,965,657
3 Priority 2. National Competitiveness	24,279,343
4 Priority 3. University Infrastructure & Administration	10,529,913
5 Priority 4. Community Advancement	(1,666,464)
6 Unallocated Reserve	916,270
<b>7 Total Priority/Initiative Allocations</b>	<b><u>\$ 71,829,895</u></b>

**University of Houston System Combined**  
**Table 1 - Sources & Uses**  
(\$ in Millions)

	A	B	C	D	E	F	G
	<u>Historical</u>	<u>Change</u>		<u>Current</u>	<u>Change</u>		<u>New</u>
	FY2023 Budget	Dollars	Percent	FY2024 Budget	Dollars	Percent	FY2025 Budget
<b><u>Operating &amp; Restricted Budget</u></b>							
<b>Source of Funds</b>							
1 State Appropriations	\$ 384.6	\$ 67.2	17%	\$ 451.8	\$ 3.3	1%	\$ 455.1
2 HEF/NRUF	65.7	(5.0)	-8%	60.7	(1.0)	-2%	59.7
3 Tuition & Fees	773.0	(4.8)	-1%	768.2	7.8	1%	776.1
4 Other Operating	275.1	47.2	17%	322.3	3.7	1%	326.1
5 Contracts & Grants	305.5	18.3	6%	323.8	55.1	17%	378.9
6 Endowment Income/Gifts	80.5	6.9	9%	87.4	2.7	3%	90.0
7 <b>Total Sources</b>	<b>\$ 1,884.4</b>	<b>\$ 129.8</b>	<b>6.9%</b>	<b>\$ 2,014.2</b>	<b>\$ 71.6</b>	<b>3.6%</b>	<b>\$ 2,085.9</b>
<b>Use of Funds by Object</b>							
8 Salaries and Wages - Faculty	\$ 333.9	\$ 30.8	9%	\$ 364.7	\$ 7.6	2%	\$ 372.3
9 Salaries and Wages - Staff	450.7	29.3	6%	480.0	22.0	5%	502.0
10 Benefits	184.7	13.8	7%	198.5	1.5	1%	200.0
11 M&O	343.3	28.4	8%	371.7	10.3	3%	382.0
12 Capital	74.3	14.6	20%	88.9	(0.6)	-1%	88.3
13 Scholarships	318.9	10.5	3%	329.3	21.3	6%	350.6
14 Debt Service	148.1	2.5	2%	150.6	7.7	5%	158.3
15 Utilities	30.5	(0.1)	0%	30.5	1.9	6%	32.4
16 <b>Total Uses</b>	<b>\$ 1,884.4</b>	<b>\$ 129.8</b>	<b>6.9%</b>	<b>\$ 2,014.2</b>	<b>\$ 71.6</b>	<b>3.6%</b>	<b>\$ 2,085.9</b>
<b><u>Capital Facilities Budget</u></b>							
<b>Source of Funds</b>							
17 Expenditures by Campus	\$ 19.2	\$ (1.0)	-5%	\$ 18.2	\$ 1.1	6%	\$ 19.3
18 Bonds	43.4	76.3	176%	119.7	9.8	8%	129.4
19 Gifts	-	7.2	0.0%	7.2	(2.5)	-35%	4.7
20 Other Debt Funded	94.0	14.9	16%	109.0	10.6	10%	119.6
21 Other	33.8	(9.3)	-27%	24.5	30.0	123%	54.5
22 <b>Total Sources</b>	<b>\$ 190.4</b>	<b>\$ 88.2</b>	<b>46.3%</b>	<b>\$ 278.6</b>	<b>\$ 48.9</b>	<b>17.6%</b>	<b>\$ 327.5</b>
<b>Use of Funds by Object</b>							
23 Construction	\$ 116.2	\$ 80.7	69%	\$ 196.9	\$ 14.6	7%	\$ 211.6
24 Major Rehabilitation	74.2	7.5	10%	81.6	34.3	42%	115.9
25 Acquisitions	-	-	0.0%	-	-	0.0%	-
26 <b>Total Uses</b>	<b>\$ 190.4</b>	<b>\$ 88.2</b>	<b>46.3%</b>	<b>\$ 278.6</b>	<b>\$ 48.9</b>	<b>17.5%</b>	<b>\$ 327.5</b>
<b><u>Total Operating, Restricted and Capital Budget</u></b>							
27	\$ 2,074.8	\$ 218.0	10.5%	\$ 2,292.8	\$ 120.5	5.3%	\$ 2,413.3

**University of Houston System Combined  
Table 2 - Current Operating Funds**

Source of Funds	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
<b>General Funds</b>				
State General Revenue Appropriations				
Formula Funding	\$ 244,095,660	\$ 472,398	0.2%	\$ 244,568,058
Special Items	35,585,368	530,000	1.5%	36,115,368
National Research University Fund			0.0%	
TUFF	48,271,059			48,271,059
Tuition Revenue Bonds	57,390,162	(10,903)	0.0%	57,379,259
State Benefits Appropriation	66,378,407	2,400,710	3.6%	68,779,117
Dedicated Appropriations	82,500	(80,000)	-97.0%	2,500
Subtotal State General Revenue Appropriations	451,803,156	3,312,205	0.7%	455,115,361
Tuition and Fees				
Consolidated Tuition & Fees	127,622,581	(134,003)	-0.1%	127,488,578
Lab/other Student Fees	137,593	4,704	3.4%	142,297
Subtotal Tuition and Fees	127,760,174	(129,299)	-0.1%	127,630,875
HEF	78,922,559			78,922,559
Indirect Cost	1,264,939	(172)	0.0%	1,264,767
Income on State Treasury Deposits	3,489,525	(118,014)	-3.4%	3,371,511
Hazlewood Compensation	5,613,551	228,000	4.1%	5,841,551
Fund Balance	1,451,386			1,451,386
Subtotal General Funds	670,305,290	3,292,720	0.5%	673,598,010
<b>Designated</b>				
Tuition and Fees				
Consolidated Tuition & Fees	505,024,183	9,237,135	1.8%	514,261,318
Designated Tuition - Differential	20,135,564	(1,285,289)	-6.4%	18,850,275
Voluntary Fees	23,646,508	1,219,679	5.2%	24,866,187
Library Fee	2,522,310	(6,361)	-0.3%	2,515,949
Technology Fee	8,819,660	(61,995)	-0.7%	8,757,665
Information Resource Fee	4,794,454	(21,191)	-0.4%	4,773,263
Major/Department/Class Fees	6,989,832	(79,493)	-1.1%	6,910,339
Subtotal Tuition and Fees	571,932,511	9,002,485	1.6%	580,934,996
Indirect Cost	22,935,924	4,211,210	18.4%	27,147,134
Investment Income on Non-Endowed Funds	11,677,824	(510,529)	-4.4%	11,167,295
Endowment Income	12,027,493	(4,749)	0.0%	12,022,744
Service Charge	10,941,638	597,666	5.5%	11,539,304
Contracts / Grants / Gifts	267,450	106,748	39.9%	374,198
Intellectual Property Management	1,000,000	(915,000)	-91.5%	85,000
Arte Publico/Opt Clinic/Self Supp Org	46,921,179	886,757	1.9%	47,807,936
Aux Admin Chg/Other	6,110,721	498,035	8.2%	6,608,756
Fund Balance	27,402,762	(12,477,187)	-45.5%	14,925,575
Subtotal Designated Funds	711,217,502	1,395,436	0.2%	712,612,938
<b>Auxiliary Enterprises</b>				
Student Fees				
Student Service Fee	35,709,223	1,355,325	3.8%	37,064,548
Recreation and Wellness Center	17,725,984	(1,033,751)	-5.8%	16,692,233
University Center Fees	14,868,158	(1,368,692)	-9.2%	13,499,466
Other Student Fees	291,200	43,132	14.8%	334,332
Subtotal Student Fees	68,594,565	(1,003,986)	-1.5%	67,590,579
Sales & Service - Student Housing	56,234,852	378,169	0.7%	56,613,021
Sales & Service - Parking	26,687,113	1,366,420	5.1%	28,053,533
Sales & Service - Athletics/Hotel/Other	99,566,037	7,057,010	7.1%	106,623,047
Fund Balance	888,414	1,472,829	165.8%	2,361,243
Subtotal Auxiliary Funds	251,970,981	9,270,442	3.7%	261,241,423
<b>Total Current Operating Funds</b>	1,633,493,773	13,958,598	0.9%	1,647,452,371
<b>Interfund Transfer</b>	(19,176,820)	98,090	-0.5%	(19,078,730)
<b>Total Operations Sources</b>	1,614,316,953	14,056,688	0.9%	1,628,373,641

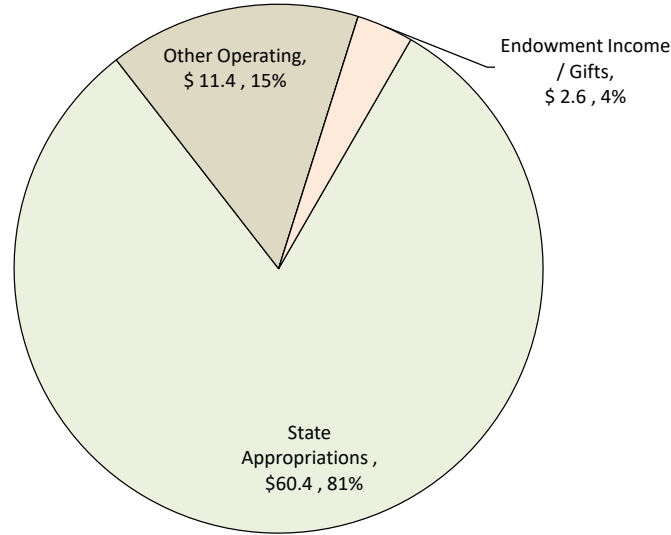
**University of Houston System Combined  
Table 2 - Current Operating Funds**

	<b>FY2024</b>	<b>-----Change-----</b>		<b>FY2025</b>
	<b>Budget</b>	<b>Dollars</b>	<b>Percent</b>	<b>Budget</b>
<b>Restricted</b>				
Contracts and Grants				
Research	135,655,198	16,543,585	12.2%	152,198,783
Financial Aid	185,643,505	38,454,249	20.7%	224,097,754
Houston Public Media	2,179,861	69,268	3.2%	2,249,129
Gifts	46,710,356	896,097	1.9%	47,606,453
Endowment Income	28,069,950	1,915,232	6.8%	29,985,182
Other Restricted	473,798	(38,772)	-8.2%	435,026
Fund Balance	1,117,684	(66,452)	-5.9%	1,051,232
<b>Total Current Operating Funds</b>	<b>399,850,352</b>	<b>57,773,207</b>	<b>14.4%</b>	<b>457,623,559</b>
<b>Total Restricted Sources</b>	<b>399,850,352</b>	<b>57,773,207</b>	<b>14.4%</b>	<b>457,623,559</b>
<b>Total Sources</b>	<b>\$ 2,014,167,305</b>	<b>\$ 71,829,895</b>	<b>3.6%</b>	<b>\$ 2,085,997,200</b>
<b>Use of Funds by Object</b>				
<b>Salaries and Wages</b>	\$ 844,777,489	\$ 30,221,223	3.6%	\$ 874,998,712
<b>Benefits</b>	198,440,778	931,049	0.5%	199,371,827
<b>M&amp;O</b>	371,628,086	10,420,895	2.8%	382,048,981
<b>Capital</b>	88,885,241	(615,486)	-0.7%	88,269,755
<b>Scholarships</b>	329,331,528	21,280,641	6.5%	350,612,169
<b>Debt Service</b>	150,625,025	7,663,709	5.1%	158,288,734
<b>Utilities</b>	30,479,158	1,927,864	6.3%	32,407,022
<b>Total Uses</b>	<b>\$ 2,014,167,305</b>	<b>\$ 71,829,895</b>	<b>3.6%</b>	<b>\$ 2,085,997,200</b>

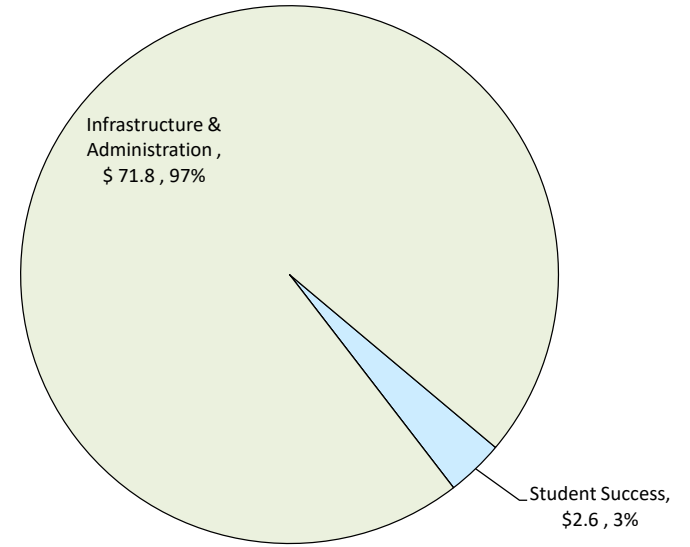
# University of Houston System Administration Budget

**FY2024**

Operating Budget Source of Funds



Operating Budget Use of Funds



**Total Budget**

	\$ Millions
Operating Budget	\$ 74.4
Capital Facilities	-
<b>Total</b>	<b>\$ 74.4</b>

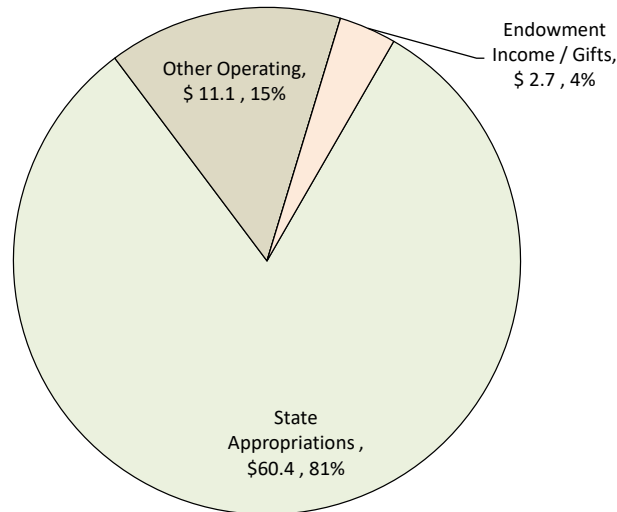
\*Includes System-wide CCAP debt service

Total \$74.4 Million

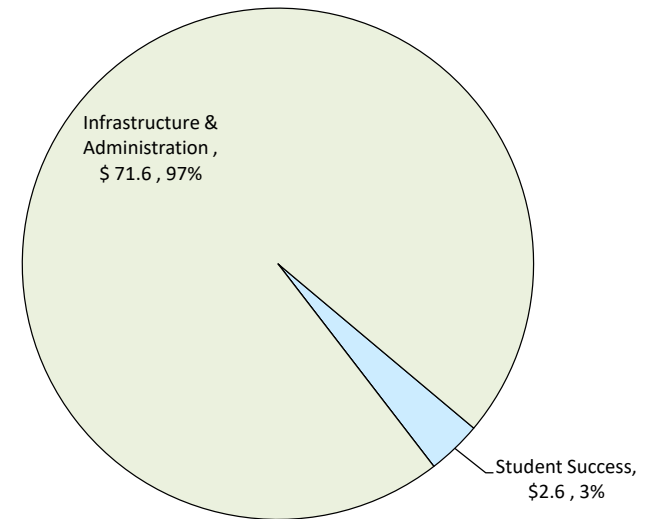
Total \$74.4 Million

**FY2025**

Operating Budget Source of Funds



Operating Budget Use of Funds



**Total Budget**

	\$ Millions
Operating Budget	\$ 74.2
Capital Facilities	-
<b>Total</b>	<b>\$ 74.2</b>

\*Includes System-wide CCAP debt service

Total \$74.2 Million

Total \$74.2 Million

**University of Houston System Administration Operating Budget  
Revenues FY2021 - FY2025  
\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 State Appropriations*	\$ 60.4	\$ 60.4	\$ 35.8	\$ 42.4	\$ 42.0
2 Other Operating	11.1	11.4	46.1	10.4	8.8
3 Contracts & Grants	-	-	0.2	-	-
4 Endowment Income / Gifts	2.7	2.6	5.5	5.0	4.7
5 Total	<b>\$ 74.2</b>	<b>\$ 74.4</b>	<b>\$ 87.6</b>	<b>\$ 57.8</b>	<b>\$ 55.5</b>

\*Includes System-wide CCAP debt service

**University of Houston System Administration Operating Budget  
Expenditures FY2021 - FY2025  
\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 Student Success	\$ 2.6	\$ 2.6	\$ 0.9	\$ 0.9	\$ 1.3
2 National Competitiveness	-	-	0.0	-	0.5
3 Infrastructure & Administration*	71.6	71.8	70.3	53.3	51.0
4 Total	<b>\$ 74.2</b>	<b>\$ 74.4</b>	<b>\$ 71.2</b>	<b>\$ 54.2</b>	<b>\$ 52.8</b>

\*Includes System-wide CCAP debt service



**University of Houston System Administration  
FY2025 Operating Budget Expenditures by Function**

	A	B	C	D	E	F	G	H	I	J	K	L
<b>Expenditure Budget</b>	<b>Instruction</b>	<b>Research</b>	<b>Academic Support</b>	<b>Subtotal</b>	<b>Public Service</b>	<b>Student Services</b>	<b>Institutional Support</b>	<b>Physical Plant</b>	<b>Scholarships &amp; Fellowships</b>	<b>Auxiliary Enterprises</b>	<b>FY2025 Total</b>	<b>FY2024 Total</b>
1 Exempt Staff	\$ -	\$ -	\$ 458,837	\$ 458,837	\$ -	\$ 389,171	\$ 8,366,918	\$ 2,556	\$ -	\$ -	\$ 9,217,482	\$ 9,250,796
2 Non-Exempt Staff	-	-	-	-	-	-	48,560	186,781	-	-	235,341	252,145
3 Student Employees	-	-	-	-	-	-	29,999	-	-	-	29,999	29,999
4 Benefits	-	-	88,431	88,431	-	63,201	2,421,144	60,916	-	-	2,633,692	2,778,042
<b>5 Subtotal</b>	<b>-</b>	<b>-</b>	<b>547,268</b>	<b>547,268</b>	<b>-</b>	<b>452,372</b>	<b>10,866,621</b>	<b>250,253</b>	<b>-</b>	<b>-</b>	<b>12,116,514</b>	<b>12,310,982</b>
6 M&O	-	-	1,279,696	1,279,696	-	9,408	2,179,925	461,078	-	-	3,930,107	3,927,787
7 Travel & Business Expense	-	-	-	-	-	-	205,813	3,000	-	-	208,813	223,204
8 Debt Service	-	-	-	-	-	-	57,379,259	-	-	-	57,379,259	57,390,162
9 Utilities	-	-	-	-	-	-	-	50,000	-	-	50,000	50,000
10 Scholarship & Fellowship	-	-	245,352	245,352	-	-	222,426	-	24,379	-	492,157	466,884
<b>11 Subtotal</b>	<b>-</b>	<b>-</b>	<b>1,525,048</b>	<b>1,525,048</b>	<b>-</b>	<b>9,408</b>	<b>59,987,423</b>	<b>514,078</b>	<b>24,379</b>	<b>-</b>	<b>62,060,336</b>	<b>62,058,037</b>
<b>12 Total Expenditure Budget</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,072,316</b>	<b>\$ 2,072,316</b>	<b>\$ -</b>	<b>\$ 461,780</b>	<b>\$ 70,854,044</b>	<b>\$ 764,331</b>	<b>\$ 24,379</b>	<b>\$ -</b>	<b>\$ 74,176,850</b>	<b>\$ 74,369,019</b>

**University of Houston System Administration**  
**Appendix A - Allocation of New FY2025 Resources**

<u>Revenue Changes</u>	A
<b>State Appropriations</b>	
1 State Matching Benefits	\$ 47,331
2 Repayment of Tuition Revenue Bonds	(10,903)
<b>3 Subtotal State Appropriations</b>	<b>36,428</b>
<b>Other Operating</b>	
4 Other Operating Income	714,280
5 Fund Balance	(971,922)
<b>6 Subtotal Other Operating</b>	<b>(257,642)</b>
<b>Endowment Income / Gifts</b>	
7 Endowment Income	29,045
<b>8 Subtotal Endowment Income / Gifts</b>	<b>29,045</b>
<b>9 Total Net Revenue</b>	<b>\$ (192,169)</b>

<u>Reallocations</u>	B
1 Reallocations	\$ -

<u>Priority/Initiative Allocations</u>	C
<b>Priority 1. Student Success</b>	
2 Other	(8,333)
<b>3 Subtotal Student Success</b>	<b>(8,333)</b>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
4 Tuition Revenue Bond Debt Service	(10,903)
5 Operations and Administration Support	(172,933)
<b>6 Subtotal University Infrastructure &amp; Administration</b>	<b>(183,836)</b>
<b>7 Total Priority/Initiative Allocations</b>	<b>\$ (192,169)</b>

**University of Houston System Administration**  
**Table 1 - Sources & Uses**  
(\$ in Millions)

	A	B		C	D	E		F	G
	<u>Historical</u> FY2023 Budget	-----Change-----			<u>Current</u> FY2024 Budget	-----Change-----			<u>New</u> FY2025 Budget
		Dollars	Percent			Dollars	Percent		
<b>Operating &amp; Restricted Budget</b>									
<b>Source of Funds</b>									
1 State Appropriations	\$ 59.3	\$ 1.0	2%		\$ 60.4	\$ 0.0	0%		\$ 60.4
2 HEF/NRUF	-	-	0.0%		-	-	0.0%		-
3 Tuition & Fees	-	-	0.0%		-	-	0.0%		-
4 Other Operating	11.0	0.4	4%		11.5	(0.4)	-3%		11.1
5 Contracts & Grants	-	-	0.0%		-	-	0.0%		-
6 Endowment Income/Gifts	2.3	0.2	10%		2.6	0.1	5%		2.7
7 <b>Total Sources</b>	<b>\$ 72.7</b>	<b>\$ 1.7</b>	<b>2.3%</b>		<b>\$ 74.4</b>	<b>\$ (0.2)</b>	<b>-0.3%</b>		<b>\$ 74.2</b>
<b>Use of Funds by Object</b>									
8 Salaries and Wages - Faculty	-	-	0.0%		-	-	0.0%		-
9 Salaries and Wages - Staff	9.2	0.3	3%		9.5	(0.1)	-1%		9.5
10 Benefits	2.6	0.2	8%		2.8	(0.2)	-6%		2.6
11 M&O	3.0	1.1	38%		4.2	(0.0)	-1%		4.1
12 Capital	-	-	0.0%		-	-	0.0%		-
13 Scholarships	0.4	0.0	9%		0.5	0.0	5%		0.5
14 Debt Service	57.4	(0.0)	0%		57.4	(0.0)	0%		57.4
15 Utilities	0.1	-	0%		0.1	-	0%		0.1
16 <b>Total Uses</b>	<b>\$ 72.7</b>	<b>\$ 1.7</b>	<b>2.3%</b>		<b>\$ 74.4</b>	<b>\$ (0.2)</b>	<b>-0.3%</b>		<b>\$ 74.2</b>
<b>Total Operating, Restricted and Capital Budget</b>									
27	\$ 72.7	\$ 1.7	2.3%		\$ 74.4	\$ (0.2)	-0.3%		\$ 74.2

**University of Houston System Administration**  
**Table 2 - Current Operating Funds**

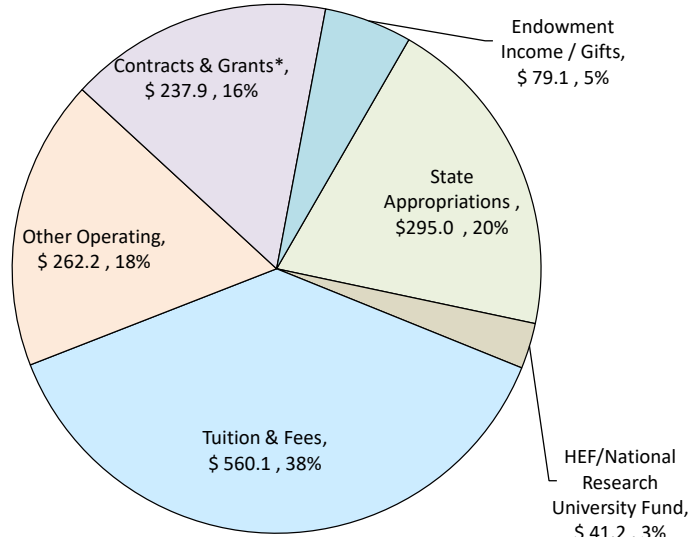
	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
<b>Source of Funds</b>				
<b>General Funds</b>				
State General Revenue Appropriations				
Formula Funding	\$ 1,468,759			\$ 1,468,759
Special Items	1,000,000			1,000,000
Tuition Revenue Bonds	57,390,162	(10,903)	0.0%	57,379,259
State Benefits Appropriation	499,998	47,331	9.5%	547,329
Subtotal State General Revenue Appropriations	60,358,919	36,428	0.1%	60,395,347
Subtotal General Funds	60,358,919	36,428	0.1%	60,395,347
<b>Designated</b>				
Investment Income on Non-Endowed Funds	180,000			180,000
Endowment Income	2,021,585	116,614	5.8%	2,138,199
Service Charge	10,941,638	597,666	5.5%	11,539,304
Fund Balance	328,572	(971,922)	-295.8%	(643,350)
Subtotal Designated Funds	13,471,795	(257,642)	-1.9%	13,214,153
<b>Restricted</b>				
Endowment Income	538,305	29,045	5.4%	567,350
<b>Total Current Operating Funds</b>	538,305	29,045	5.4%	567,350
<b>Interfund Transfer</b>			0.0%	
<b>Total Restricted Sources</b>	538,305	29,045	5.4%	567,350
<b>Total Sources</b>	\$ 74,369,019	\$ (192,169)	-0.3%	74,176,850
<b>Use of Funds by Object</b>				
Salaries and Wages	\$ 9,629,220	\$ (146,398)	-1.5%	\$ 9,482,822
Benefits	2,681,762	(48,070)	-1.8%	2,633,692
M&O	4,150,991	(12,071)	-0.3%	4,138,920
Scholarships	466,884	25,273	5.4%	492,157
Debt Service	57,390,162	(10,903)	0.0%	57,379,259
Utilities	50,000			50,000
<b>Total Uses</b>	\$ 74,369,019	\$ (192,169)	-0.3%	\$ 74,176,850

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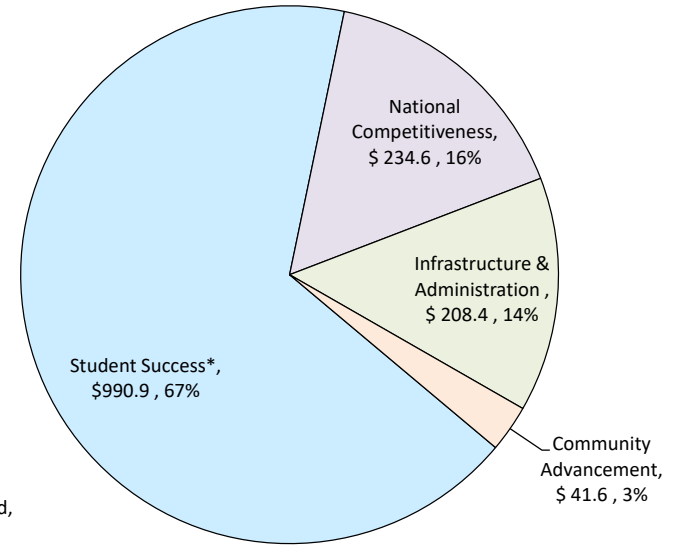
# University of Houston Budget

**FY2024**

Operating Budget Source of Funds



Operating Budget Use of Funds



**Total Budget**

	\$ Millions
Operating Budget	\$ 1,475.5
Capital Facilities	218.1
<b>Total</b>	<b>\$ 1,693.6</b>

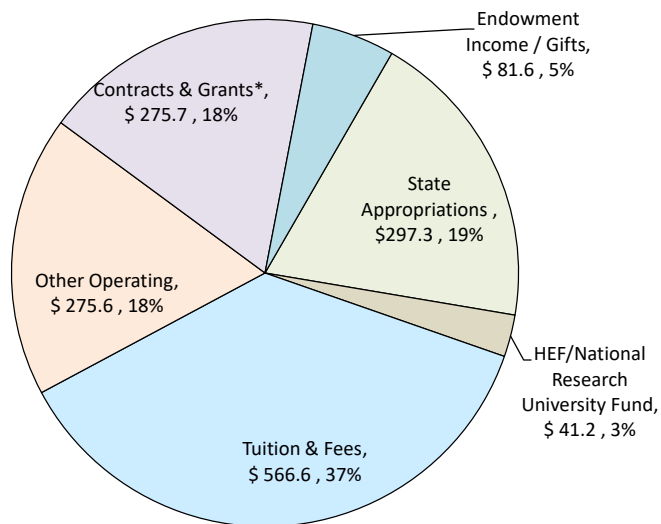
\* Includes Federal Financial Aid

Total \$1,475.5 Million

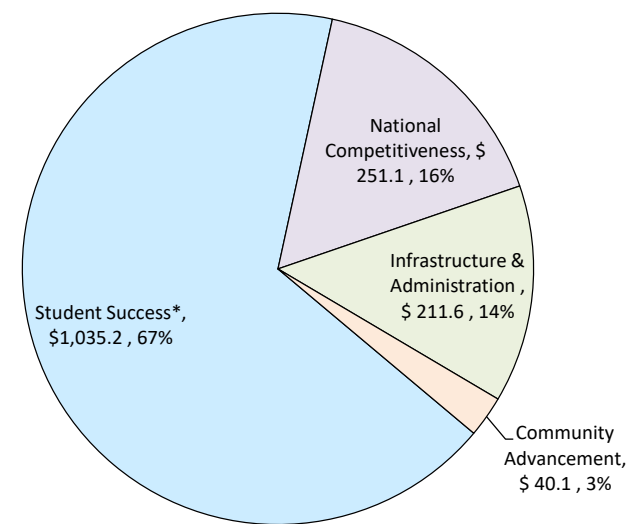
Total \$1,475.5 Million

**FY2025**

Operating Budget Source of Funds



Operating Budget Use of Funds



**Total Budget**

	\$ Millions
Operating Budget	\$ 1,538.0
Capital Facilities	254.0
<b>Total</b>	<b>\$ 1,792.0</b>

\* Includes Federal Financial Aid

Total \$1,538.0 Million

Total \$1,538.0 Million

**University of Houston Operating Budget**  
**Revenues FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 State Appropriations	\$ 297.3	\$ 295.0	\$ 233.0	\$ 231.8	\$ 203.9
2 HEF/National Research University Fund	41.2	41.2	61.7	60.3	60.9
3 Tuition & Fees	566.6	560.1	562.3	561.1	549.7
4 Other Operating	275.6	262.2	235.7	226.5	181.2
5 Contracts & Grants*	275.7	237.9	276.4	369.1	330.3
6 Endowment Income / Gifts	81.6	79.1	93.7	97.6	83.9
7 Total	<u>\$ 1,538.0</u>	<u>\$ 1,475.5</u>	<u>\$ 1,462.8</u>	<u>\$ 1,546.4</u>	<u>\$ 1,409.9</u>

\* Includes Federal financial aid

**University of Houston Operating Budget**  
**Expenditures FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 Student Success*	\$ 1,035.2	\$ 990.9	\$ 933.0	\$ 987.4	\$ 937.5
2 National Competitiveness	251.1	234.6	198.1	212.3	203.6
3 Infrastructure & Administration	211.6	208.4	149.3	127.1	135.6
4 Community Advancement	40.1	41.6	38.2	31.5	27.0
5 Total	<b>\$ 1,538.0</b>	<b>\$ 1,475.5</b>	<b>\$ 1,318.6</b>	<b>\$ 1,358.3</b>	<b>\$ 1,303.7</b>



**University of Houston**  
**FY 2025 Operating Budget Expenditures by Function**

	A	B	C	D	E	F	G	H	I	J	K	L
<u>Expenditure Budget</u>	<u>Instruction</u>	<u>Research</u>	<u>Academic Support</u>	<u>Subtotal</u>	<u>Public Service</u>	<u>Student Services</u>	<u>Institutional Support</u>	<u>Physical Plant</u>	<u>Scholarships &amp; Fellowships</u>	<u>Auxiliary Enterprises</u>	<u>FY 2025 Total</u>	<u>FY 2024 Total</u>
1 Cost of Goods Sold	\$ 1,237,150		\$ 1,515	\$ 1,238,665	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ 909,138	\$ 2,148,003	\$ 2,107,594
2 Tenure Track Faculty	153,399,521	26,844,785	8,964,497	189,208,803	56,319		5,800				189,270,922	183,909,617
3 Non-Tenure Track Faculty	43,124,267	16,660,472	3,834,785	63,619,524	3,220,656						66,840,180	63,239,300
4 Adjunct Faculty	17,758,920	2,346,920	4,223,688	24,329,528	427,424	-	-				24,756,952	24,429,127
5 Graduate Assistant	11,993,482	12,076,021	10,835,100	34,904,603	132,900	199,586	21,958		55,005	447,262	35,761,314	33,817,231
6 Exempt Staff	5,790,792	48,019,917	83,851,303	137,662,012	14,591,346	14,861,628	43,364,464	11,165,234		54,876,516	276,521,200	257,183,520
7 Non-Exempt Staff	5,301,735	7,688,067	12,908,418	25,898,220	679,466	2,891,822	1,985,854	17,831,625	44,412	3,930,954	53,262,353	50,891,091
8 Student Employees	634,183	1,179,019	3,205,333	5,018,535	66,000	600,200	363,230	27,040	2,877,144	5,911,351	14,863,500	14,818,517
9 Summer Instruction Salaries	6,015,825	641,182	186,000	6,843,007						-	6,843,007	6,795,700
10 Benefits	53,219,754	13,408,710	26,648,496	93,276,960	5,599,946	7,428,766	12,458,813	10,382,187	16,347	12,861,823	142,024,842	140,136,469
<b>11 Subtotal</b>	<b>297,238,479</b>	<b>128,865,093</b>	<b>154,657,620</b>	<b>580,761,192</b>	<b>24,774,057</b>	<b>25,982,002</b>	<b>58,200,119</b>	<b>39,406,086</b>	<b>2,992,908</b>	<b>78,027,906</b>	<b>810,144,270</b>	<b>775,220,572</b>
12 Capital	1,841,000	48,292,872	4,915,105	55,048,977	55,000	1,000,000	12,000,000	5,450,000		4,747,682	78,301,659	78,521,689
13 M&O	11,033,938	54,816,894	28,346,755	94,197,587	14,252,179	9,237,995	60,044,526	9,761,781	1,943,431	69,319,124	258,756,623	254,514,218
14 Travel & Business Expense	3,322,034	8,967,752	11,358,565	23,648,351	817,940	1,267,999	1,366,730	132,802	331,908	8,027,001	35,592,731	33,440,026
15 Debt Service	12,902,832	8,737,201		21,640,033			4,966,617	1,200,000		57,928,444	85,735,094	77,701,667
16 Utilities		100,000	500,000	600,000	203,998	3,000	64,000	19,033,366		8,675,582	28,579,946	26,306,934
17 Scholarship & Fellowship	1,091,426	1,275,262	2,697,943	5,064,631	43,615	461,737	31,000		231,095,291	2,090,495	238,786,769	227,718,341
<b>18 Subtotal</b>	<b>30,191,230</b>	<b>122,189,981</b>	<b>47,818,368</b>	<b>200,199,579</b>	<b>15,372,732</b>	<b>11,970,731</b>	<b>78,472,873</b>	<b>35,577,949</b>	<b>233,370,630</b>	<b>150,788,328</b>	<b>725,752,822</b>	<b>698,202,875</b>
<b>19 Total Expenditure Budget</b>	<b>\$ 328,666,859</b>	<b>\$ 251,055,074</b>	<b>\$ 202,477,503</b>	<b>\$ 782,199,436</b>	<b>\$ 40,146,789</b>	<b>\$ 37,952,933</b>	<b>\$ 136,672,992</b>	<b>\$ 74,984,035</b>	<b>\$ 236,363,538</b>	<b>\$ 229,725,372</b>	<b>\$ 1,538,045,095</b>	<b>\$ 1,475,531,041</b>

**University of Houston**  
FY 2025 Annual Plan and Budget

## University of Houston Mission and Goals

### UH Mission

#### Connecting Potential with Opportunity

The University of Houston draws strength from its diversity to transform lives and communities through education, research, service, and innovation in a real-world setting. UH is an engine for discovery, conversation, and change that informs and leads local, state, national, and global partnerships.

### UH Goals

- *Student Success*  
UH will provide a top tier, inclusive educational experience to all. UH stands ready to further bridge the gap between dreams and opportunity, to graduate more students with higher grade point averages, make college more financially accessible to all, and elevate the learning experience to prepare students for successful careers. UH will use innovative and creative teaching methods, including experiential learning opportunities, to provide the highest quality degree programs that prepare students and working professionals to excel and serve as leaders in their chosen fields.
- *Nationally Competitive Research*  
UH will build on its Carnegie Foundation designation as a nationally competitive public research university by accelerating research efforts and fostering a culture of curiosity and collaboration to build a research powerhouse that affects our region and the world. UH will establish an infrastructure to promote interdisciplinary and inter-institutional research in Houston's areas of strength: energy, infrastructure, space, health, data sciences, and the arts, create sustainable solutions for local, national, and global challenges, support faculty and staff to compete for research honors and recognitions at the highest level, and build an immersive culture of research and innovation for all students.
- *Social Responsibility*  
UH will serve as an exemplar for community engagement, continue expansion of social initiatives to make a lasting community impact by building a coalition of medical and health professionals, health care providers, and students who collaborate with community stakeholders to reduce health disparities and achieve health equity. UH will support a culture of volunteerism, bolster efforts by faculty, staff, and students to seek an institutional culture that supports freedom of expression and diversity of views.

- *Nationally Relevant Athletics*  
UH will establish a sustainable funding base to support athletic programs and pursue the best national platform for student-athletes to compete. UH will provide a comprehensive educational experience to prepare student-athletes for academic and lifelong success.
- *Competitive Funding*  
UH will seek and secure legislative funding to build a sustainable resource base to support its institutional mission, vision, and goals, equitably fund education for all students, enhance private fundraising, and establish new revenue streams.

## **UH Values**

- *Innovation*  
We infuse innovation into everything – our culture, curriculum and campus workplace.
- *Collaboration*  
We build strength through creative innovation, entrepreneurship, research intellectual curiosity and partnerships in everything we do.
- *Freedom of Expression.*  
We value our people and embrace our differences as we remove barriers, engage in free and open discourse and provide resources to think critically and make us stronger.
- *Resilience*  
We change and adapt, transform and are creative to meet the ever-changing needs of the University and society.

## **FY 2024 Budget – Context**

In FY2021, UH revealed its new Strategic Plan, “Together, we rise; Together, we soar”. The strategic plan has set the University’s sights even higher with a vision of becoming a top 50 Public University that provides a top tier education, conducts research that impacts the region and the world, serves as an example for community engagement, builds a nationally relevant athletics program, and has a sustainable funding base to support its vision and goals. UH continues to focus its efforts and resources on achieving these goals, including doubling its research expenditures to \$400M.

The University recognizes that the key to funding its initiatives and plans is growth in market share and is taking steps to achieve this initiative. The University remains well positioned to continue moving toward the goals outlined in the strategic plan that include innovative and accessible education and student success, and infrastructure and faculty support for nationally competitive research.

The University of Houston's enrollment in Fall 2023 was relatively flat, with less than 1% change from the prior year. Enrollment numbers improved with results from the spring 2024 semester. Early indicators from admissions pipelines and course enrollment activity for Summer and Fall 2024 are encouraging and anticipate growth in total enrollment numbers for Fall 2024. Nonetheless, the University has developed its FY2024 budget assuming flat enrollment for FY2024, which means we are not budgeting any increase in tuition revenue from enrollment. In addition, there are few changes in tuition rates in FY2025 relative to FY2024, other than: 1) the state mandated reduction in the nonresident rate; 2) a 5% rate increase in Graduate rates for eight Colleges; and 3) a 5% nonresident Undergraduate rate increase.

The University's budget is comprised of two parts; the operating budget and the capital expenditure budget. For FY2025, the total budget will increase \$102M; of which the operating budget will increase \$62.5M, and the capital expenditure budget will increase \$35.8M.

FY2025 is an off-cycle year in the legislative funding cycle, but UH continues to benefit from the FY2024 state approved Texas University Fund, which will provide funding specifically for research efforts to assist UH in further achieving national prominence as a major research university. This new state endowment required an amendment to the Texas constitution which was passed by voters at an election held in November 2023. The endowment will continue to fund new faculty lines, core research equipment acquisition and replacement, faculty start-up packages, and additional support for the research enterprise. This funding is necessary for the University to achieve its goal of doubling research expenditures and becoming a top 50 public university.

The State Affordability Plan initiative continues through FY2025, and all undergraduate resident academic tuition and fees will remain flat with FY2023 levels. Level tuition rates, combined with flat enrollment and modest tuition and fee rate increases allow funding of priority initiatives. In addition, to fund the final phase of the faculty and staff market equity initiatives, the campus has realigned centrally funded budgets and, through its shared governance process, determined that merit would be foregone for FY2025. In addition to the redistribution of central budget (\$8.1M), the University will budget reserves (\$2.5M), new revenues from 5% graduate and non-resident undergraduate rate increases (\$1.8M), revenue increases from changes in student cohorts and the elimination of a tuition rate (\$3.2M), and the growing UH Extend Program (\$1M) to fund academic and institutional priorities. Priorities include market equity adjustments to retain top talent, core curriculum support, utilities, insurance, technology, and student recruiting efforts.

## University Priorities

The FY2025 budget focuses on retaining top talent, student success, and research. The University will allocate \$3.6 million of TUF funding received but not yet allocated for the hiring and support of Presidential Frontier Faculty as the research enterprise grows toward our goal of \$400 million in research expenditures. During FY2024, the University continued its efforts to review the external salary market, which has undergone a significant shift, and completed its work with an external consultant to evaluate market compensation for all staff positions as well as develop a new compensation structure. The University will be adding to its previous investment of \$6.7 million in faculty and staff market adjustments with additional funds of \$7.4 million in FY2025, which will represent the completion of the study. The University continues to focus on faculty and staff retention through faculty tenure and promotion funding.

The University of Houston continues its momentum to engage alumni and friends, corporations and foundations, and volunteer leaders as the University's external partners and investors. This builds on the work of the eight-year comprehensive "Here, We Go" Campaign (2012-2020), which focused on generating philanthropy to support core initiatives – scholarships, faculty support, facilities, programs that generate a "Healthy Houston" and athletics. The Campaign, which ended on August 31, 2020, surpassed its \$1 Billion goal eighteen months early and raised \$1.2 billion, from more than 187,000 donors (133,625 were new donors).

With the Centennial on the horizon, the University continues its fundraising and engagement momentum through focus on five targeted campaigns that align with the University's strategic plan and vision of becoming a Top 50 public research university. These campaign initiatives include: increasing chairs and professorships in strategic research areas, increasing student scholarships for recruitment and retention, support for the Fertitta Family College of Medicine, support for Athletics operations and new facilities, and increasing alumni engagement.

These fundraising campaigns will greatly impact the focus of the institution's strategic plan for resourcing programs and engaging stakeholders – alumni, donors, prospects and volunteer leaders.

To best reflect our attention to and work toward the interests in all our constituencies, the Division of Advancement and Alumni aligns with CASE (Council for Advancement and Support of Education) standards, guided by four critical measurements of alumni behavior – which consist of the following:

- Philanthropic participation
- Volunteerism
- Experiential engagement
- Communication

Our alumni relations work in these areas will determine much of our future and is important in our quest to be in the Top 50.

As described in the following plan, the University will invest: \$62.5 million of new and reallocated resources, including reallocation of prior year reserves, and \$56.2 million of HEF in achieving its goals. Initiatives will (1) provide students with the financial resources and other support that they needed to ensure their success; (2) build a faculty and staff that perform at Tier One levels of excellence; and (3) invest in the facilities, technology, systems, and programs that help ensure that students and faculty have the operating and physical environment needed for the ultimate goal of student success.

FY25 Budget Changes	New Resources	HEF	Total
Reallocations and Reserves	(11,707,034)	-	(11,707,034)
Student Success	49,113,408	17,464,637	66,578,045
Nationally Competitive Research	16,463,110	9,873,824	26,336,934
Infrastructure and Operations	9,218,991	28,820,224	38,039,215
Social Responsibility and Community Engagement	(1,490,691)	-	(1,490,691)
Unallocated Reserve	916,270	-	916,270
<b>Total</b>	<b>62,514,054</b>	<b>56,158,685</b>	<b>118,672,739</b>

### Reallocation and Reserves

The University reallocated centrally funded budgets of \$8.1 million for the final phase of the faculty and staff market salary studies, to ensure that it can continue to hire and retain highly qualified personnel. The budget cuts ranged from 0% to 2% across campus divisions, providing Colleges that had successfully grown their enrollment with a reduction in or elimination of the budget cut. In addition, institutional reserves were reallocated to address costs of utilities, insurance, and technology.

### Priority 1. Student Success

#### Context

Increasing the retention and graduation of a diverse student body with exceptional academic qualifications is key to furthering UH’s position as a Tier One university. To that end, the University continued this year (as it has for the past several years) to maintain or improve its performance on the essential student success measures on its progress card:

	2023 Report	2024 Report
Freshman 1-year Retention Rate	85%	86%
Freshman 6-year Graduation Rate	63%	65%
Freshman Average SAT	1,249	1,237
Freshman Acceptance Rate	67%	70%
Number of Graduate Programs Ranked in Top 50	20	18
Percentage of Graduate/Professional Students	19%	19%

The University continues to make progress toward reaching its freshman 6-year graduation rate goal of over 70%, rising from 63% to 65% in the last year. Moreover, the average credit hours at graduation for FTIC students has decreased from 143 hours in 2013 to 137 hours in 2023.

Improvements in student success have been facilitated by the university's continuing commitment to support retention and timely completion including the implementation of targeted strategies such as proactive academic interventions, course and curriculum redesign, academic maps, scholarships and grants.

The U.S. News & World Report currently ranks 18 graduate programs as a top 50 graduate program. Graduate and professional students represent 19% of the student population at the University.

### **FY2025 Budget Initiatives**

- *Need-Based Financial Aid (\$27,859,693 New Resources) – App A: C2, C3*  
Financial aid assists in attracting and retaining students at both the undergraduate and graduate levels. For FY2025, increases in the maximum Pell grant amount and in Pell income requirements as well as increases in Texas Grant funding will provide \$27.9 million in additional need-based scholarships for both undergraduate and graduate students.
- *Faculty and Staff Recruitment and Retention (\$4,838,174 New Resources) – App A: C4*  
Maintaining talented faculty and staff is critically important to building on the University of Houston's Tier One research status, and its strategic goals of student success and increasing research expenditures to \$400M. In FY2025, UH is investing at total of \$4.8 million in the retention and recruitment of faculty (\$3M) and staff (\$1.8M) that focus on student success, including promotion and tenure funding, market equity adjustments, and related benefits.
- *Enhanced Student and Academic Support (\$7,041,930 New Resources, \$17,464,637 HEF) – App A: C5, C7, App B: 1, 2, 3*  
To help ensure that university facilities support the strategic priorities, the University will invest \$3 million for the renovation of academic classrooms to improve spaces for student learning; \$13.3 million for debt service on academic buildings including core academic facilities, the Agnes Arnold building, and the new Law Building. An investment of \$4.8 million will be made for core curriculum support, recruitment, information technology, and increases in Academic operating budgets. Additionally, \$10 million from increases in endowment income, gifts, state benefits support, and college based fees will support academic and student programs in University colleges during FY2025. This is offset by the reclassification of \$6.6 million in HEF funding from Student Success to Research and Infrastructure and Operations.



- *Improved Campus Services (\$9,373,611 New Resources) – App A: C6*  
In addition to academic programming and support, building a high-quality campus environment is essential to recruiting and retaining a Tier One student body. In FY2024, the University will invest \$9.3 million to address operational cost increases, improve residential life & housing, parking, and meal service programs, and expand Athletics operations as it continues in the Big 12 Conference.

**Priority 1. Investment of Resources in FY2025 Initiatives**

Initiative	New Resources	HEF	Total
Need Based Financial Aid	27,859,693	-	27,859,693
Faculty & Staff Recruitment, Retention	4,838,174	-	4,838,174
Enhanced Student & Academic Support	7,041,930	17,464,637	24,506,567
Improved Campus Services	9,373,611	-	9,373,611
<b>Total</b>	<b>49,113,408</b>	<b>17,464,637</b>	<b>66,578,045</b>

**Priority 2. National Competitiveness**

**Context**

The University of Houston continues invest in achieving its goal of doubling research expenditures as part of the path to becoming a top 50 public university. A key driver of achieving this goal is the \$253 million Research Plan, which includes hiring and providing office and laboratory space for 100 Presidential Frontier Faculty and 30 Aspire Faculty. In addition, the University is investing in Core Research Facilities, including equipment purchase and replacement and personnel for facility and equipment management. The University of Houston continuously looks for ways to improve on performance measures related to total research expenditures, federal research expenditures, and number of citations to maintain its standing as a Tier One research university. Changes to ranking methodologies and impacts due to the pandemic have outcomes reflected in the latest reporting years challenging.

University of Houston Research Expenditures	2023 Report	2024 Report
Total Research Expenditures	\$240.1M	\$231.9M
Federal Research Expenditures	\$84.3M	\$99.5M
Number of Graduate Programs Ranked by the US News Top 50 <sup>1</sup>	18	18
Number of Citations (sum of last 5 years – Clarivate InCites)	165,107	167,625
Number of Post-Doctoral Appointees – NSF Data <sup>2</sup>	14	173

<sup>1</sup>Updated ranking counts include programs whose disciplines are ranked on a multi-year cycle. Ranking is determined by the last year that rankings were published for the discipline.

<sup>2</sup>Survey of Graduate Students and Post-doctorates incidence and Engineering  
[https://www.nsf.gov/statistics/srvygradpostdoc/pub\\_data.cfm](https://www.nsf.gov/statistics/srvygradpostdoc/pub_data.cfm)

U.S. News and World Report ranks several UH graduate programs in the Top 50:

- The Law Center has nine programs ranked in the top 50 including; Intellectual Property Law (8), Part-Time Law (8), Health Care Law (7), International Law (38), Legal Writing (16), Trial Advocacy (13), Environmental Law (30), Tax Law (32), Dispute Resolution Law (42).
- The Petroleum Engineering graduate program is ranked 9<sup>th</sup>.
- Chemical Engineering is ranked 34<sup>th</sup>
- Industrial/Manufacturing Engineering 50<sup>th</sup>
- The On-line Masters of Education is ranked 15<sup>th</sup>.
- The Bauer College of Business has three programs in the U.S. News top 50; Undergraduate Entrepreneurship (10), Part-time MBA (45), Online Master's in Business Programs for Veterans (29)
- Pharmacy is ranked 41<sup>st</sup>
- Speech-Language Pathology 44<sup>th</sup>
- The Political Science graduate program is ranked 50<sup>th</sup>.

Rankings of UH Programs by other organizations include:

- The Cyvia and Melvyn Wolff Center for Entrepreneurship at the C.T. Bauer College of Business is ranked #1 in the U.S. and on the list of the top 50 Best Undergraduate Programs for Entrepreneurs by the Princeton Review.
- 2024 Poets & Quants Best Undergraduate Business Schools ranked the C.T. Bauer College of Business 41<sup>th</sup>.
- The Conrad N. Hilton College of Global Hospitality Leadership ranks 35<sup>th</sup> in the world for Hospitality and Leisure Management programs by the QS World University Rankings.

Finally, in order to support faculty research and productivity, it is essential that UH continues to invest in world-class research facilities and the infrastructure to support these facilities as well as attract and retain high-caliber research faculty

### **FY2025 Budget Initiatives**

- *Faculty Recruitment, Retention and Expansion (\$22,696 New Resources) – App A: C9*  
Maintaining talented faculty is critically important to building on the University of Houston's Tier One, research status and its strategic goals of student success and increasing research expenditures to \$400 million. The investment in faculty is primarily reported in Priority 1 - Student Success, where faculty salaries are categorized. In FY2025, in the Student Success section, UH is investing at total of \$4.8 million in the retention and recruitment of faculty and staff that focus on student success, including promotion and tenure funding, market equity adjustments, and related benefits.
- *University Research Support & Infrastructure Investments (\$710,988 New Resources, \$6,873,824 HEF) – App A: C10, App B: 6*

The University will invest \$700 thousand in new funding and \$6.8 million in support of long-range research plans including increased operating funds from endowments and debt service for faculty labs and offices and research buildings.

- *Faculty Start Up (\$3,000,000 HEF) – App B: 5*  
Maintaining and enhancing a Tier One, research university requires providing faculty with the facilities, equipment, and infrastructure they need to be effective scholars and researchers. In FY2025, the University will invest \$3 million of HEF resources towards faculty start-up packages.
- *Federal and State Research Support (\$15,729,426 New Resources) – App A: C11, C12*  
The University has increased sponsored research and related indirect cost recovery by \$15.7 million for FY25.

**Priority 2. Investment of Resources in FY2025 Initiatives**

Initiative	New Resources	HEF	Total
Faculty Recruitment, Retention and Expansion	22,696	-	22,696
University Research Support & Infrastructure	710,988	6,873,824	7,584,812
Faculty Start Up	-	3,000,000	3,000,000
Federal and State Research Support	15,729,426	-	15,729,426
Total	16,463,110	9,873,824	26,336,934

**Priority 3. University Infrastructure and Administration**

**Context**

The University continues to invest in its operating infrastructure, seeking efficiencies through automation and process improvement.

The most critical University asset is its human capital. We are focused on retention and recruitment of talented people. The University continues to invest in a competitive Total Rewards program, which includes not only health and retirement benefits, but also a competitive salary to meet our market demands.

Facilities at the University of Houston are another critical element in supporting the strategic vision of the University. Fundamental missions such as student success and research cannot take place without the land, facilities, equipment, and information technology needed to support these functions. The University of Houston’s campus includes approximately 1,785 acres of land, 166 buildings, and 16.5 million gross square feet of space. Sustaining this infrastructure year-round requires tremendous investments in utilities, maintenance, repairs, renovations and improvements.

UH's core renovation and life sciences capital improvement plans continue to progress, these projects are renovating all or portions of ten of the University's academic and research buildings. UH is also investing nearly \$454 million in new facilities to support academics, research, and athletics. These new buildings include a Medical Research facility, the Innovation HUB, a building for the Hobby School of Public Affairs, the second academic building at Sugar Land, a new Dining Commons, and a Football Operations Center.

In addition, significant investment will be made in the purchase and installation of core research equipment, and in the buildout of faculty offices and laboratories as previously discussed.

Finally, the UH campus will experience a transformation with the creation of the Centennial Master Plan. This plan will be completed in time to celebrate the University's centennial in 2027. The plan includes defined gateways at five entrances, improved outdoor lighting, modification of interior roads, and the creation of a centennial plaza.

The University continues to invest in its technology resources, continually improving network infrastructure, classroom technologies that support face-to-face instruction and multi-modal distance learning and productivity systems utilized for financial, administrative, human capital, research and student enrollment processing, data storage, and reporting. In addition, with investments in cybersecurity technologies, student facing technologies and advanced AI environments, the University is well positioned to thrive as a Tier 1 research institution. Over the next several years, these projects and investments will have a transformative impact on the University of Houston and the communities it serves.

### **FY2025 Budget Initiatives**

- *Staff Retention and Benefits (\$3,268,020 New Resources) – App A: C15*  
Maintaining talented staff is important to building on the University of Houston's Tier One status. In FY2025, UH is investing at total of \$3.3 million in the retention and recruitment of staff that focus on financial and operational administration, technology, physical plant, safety, and security including market equity adjustments, and related benefits.
- *Security, Infrastructure, Technology, and Administration (\$5,950,971 New Resources; \$28,820,224 HEF) – App A: C14, C16, C17; App B: 8,9*  
In FY2024, the University will allocate or reallocate funds for the rising costs in information technology, utilities and insurance, and operational activities. The University will also invest \$28.8 million HEF for campus deferred maintenance, police vehicles, security cameras and equipment, enhanced lighting and ADA improvements, information technology enhancements, core renovations, campus lighting, and public area improvements for the upcoming Centennial.

**Priority 3. Investment of Resources in FY2025 Initiatives**

Initiative	New Resources	HEF	Total
Recruit and Retain Highly Qualified Staff	3,268,020	-	3,268,020
Security, Infrastructure, Technology, and Admin	5,950,971	28,820,224	34,771,195
<b>Total</b>	<b>9,218,991</b>	<b>28,820,224</b>	<b>38,039,215</b>

**Priority 4. Social Responsibility and Community Engagement**

**Context**

The University of Houston draws strength from its diversity to transform lives and communities through education, research, service and innovation in a real-world setting. UH is an engine for discovery, conversation and change that informs and leads local, state, national and global partnerships. UH has developed education and community advancement programs that address the major challenges facing our cities and state.

**FY2025 Budget Initiatives**

- *Cultural, Public Service and Partnership Activities (-\$1,490,691 Reduced Resources) **App A: C19, C20, C21***

The University of Houston’s Public Media, Blaffer Gallery, and the College of Natural Sciences and Mathematics will see an increase in grant revenue and conference participation of \$1.1 million. The College of Medicine expects reduced resources of \$2.6 million from its Correctional Health services activity.

**Priority 4. Investment of Resources in FY2025 Initiatives**

Initiative	New Resources	HEF	Total
Cultural, Public Service and Partnership Activities	(1,490,691)	-	(1,490,691)
<b>Total</b>	<b>(1,490,691)</b>	<b>-</b>	<b>(1,490,691)</b>

**Unallocated Resources**

**Context**

In planning for FY2025, the University expects flat enrollment for central tuition and fees. The University has set aside \$900 thousand as an unallocated reserve.

**Unallocated Resources *App A: C23***

Initiative	New Resources	HEF	Total
Unallocated Reserve	916,270	-	916,270
<b>Total</b>	916,270	-	916,270

**University of Houston**  
**Appendix A - Allocation of New FY2025 Resources**

<u>Revenue Changes</u>	A
<b>State Appropriations</b>	
1 State Matching Benefits	\$ 2,253,379
<b>2 Subtotal State Appropriations</b>	<u>2,253,379</u>
<b>Tuition and Fees</b>	
3 Institutional Tuition and Fees	6,079,279
4 College Tuition and Fees	1,250,703
5 Student Service Fees	1,596,661
6 Recreation and Wellness Centers	(1,069,115)
7 University/Student Center Fee	(1,361,030)
<b>8 Subtotal Tuition and Fees</b>	<u>6,496,498</u>
<b>Other Operating</b>	
9 Intellectual Property Management	(915,000)
10 Central Investment Earnings	(814,804)
11 Other Educational and General Operations	1,067,581
12 Auxiliary Operations	6,762,010
13 Parking Fees	1,194,643
14 Residential Life and Housing & Meal Plan	1,932,719
15 Indirect Cost	4,210,265
<b>16 Subtotal Other Operating</b>	<u>13,437,414</u>
<b>Contracts and Grants</b>	
17 Research	10,407,571
18 Financial Aid	27,251,932
19 Other	69,268
<b>20 Subtotal Contracts and Grants</b>	<u>37,728,771</u>
<b>Endowment Income / Gifts</b>	
21 Gifts	967,095
22 Endowment Income	1,630,897
<b>23 Subtotal Endowment Income / Gifts</b>	<u>2,597,992</u>
<b>24 Total Net Revenue</b>	<u>\$ 62,514,054</u>

<u>Reallocations</u>	B
1 Reallocations	<u>\$ (11,707,034)</u>

<u>Priority/Initiative Allocations</u>	C
<b>Priority 1. Student Success</b>	
2 Financial Aid	607,761
3 Federal and State Financial Aid	27,251,932
4 Faculty Recruitment, Retention and Expansion	4,838,174
5 Student Recruitment, Retention and Success	6,586,361
6 Enhanced Student Support Services	9,373,611
7 Other	455,569
<b>8 Subtotal Student Success</b>	<u>49,113,408</u>
<b>Priority 2. National Competitiveness</b>	
9 Faculty Recruitment, Retention and Expansion	22,696
10 University Research Support & Infrastructure Investments	710,988
11 Research-Other than Federal & State	4,637,748
12 Federal and State Research Support	11,091,678
<b>13 Subtotal National Competitiveness</b>	<u>16,463,110</u>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
14 Insurance and Risk Mitigation	425,000
15 Recruit and Retain Highly Qualified Staff	3,268,020
16 Operations and Administration Support	2,419,971
17 Campus Security, IT and Infrastructure	3,106,000
<b>18 Subtotal University Infrastructure &amp; Administration</b>	<u>9,218,991</u>
<b>Priority 4. Community Advancement</b>	
19 Communication & Educational Public Service	72,311
20 Cultural Activities	115,000
21 Regional Collaboration/Partnership	(1,678,002)
<b>22 Subtotal Community Advancement</b>	<u>(1,490,691)</u>
23 Unallocated Reserve	916,270
<b>24 Total Priority/Initiative Allocations</b>	<u>\$ 62,514,054</u>

**University of Houston**  
**Appendix B - Allocation of FY2025 HEF**

<u>FY2025 Allocation</u>	
HEF	<u>\$ 56,158,685</u>

<u>Priority/Initiative Allocations</u>	<u>HEF</u>
<b>Priority 1. Student Success</b>	
1 Debt Service - Academic Infrastructure	\$ 13,264,637
2 Capital Construction & Renewal-Academic Infrastructure	3,000,000
3 Instructional Support	1,200,000
<b>4 Subtotal - Student Success</b>	<b><u>17,464,637</u></b>
<b>Priority 2. National Competitiveness</b>	
5 Faculty Start-up	3,000,000
6 Debt Service - Research Labs Infrastructure	6,873,824
<b>7 Subtotal - National Competitiveness</b>	<b><u>9,873,824</u></b>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
8 Annual Deferred Maintenance & Life Safety	18,301,674
9 Campus Security, IT and Infrastructure	10,518,550
<b>10 Subtotal - University Infrastructure &amp; Administration</b>	<b><u>28,820,224</u></b>
<b>11 Total Priority/Initiative Allocations</b>	<b><u>\$ 56,158,685</u></b>



**University of Houston**  
**Table 1 - Sources & Uses**  
(\$ in Millions)

	A	B	C	D	E	F	G
	Historical FY2023 Budget	-----Change----- Dollars          Percent		Current FY2024 Budget	-----Change----- Dollars          Percent		New FY2025 Budget
<b>Operating &amp; Restricted Budget</b>							
<b>Source of Funds</b>							
1 State Appropriations	\$ 233.2	\$ 61.8	26%	\$ 295.0	\$ 2.3	1%	\$ 297.3
2 HEF/NRUF	45.5	(4.4)	-10%	41.2	-	0%	41.2
3 Tuition & Fees	557.6	2.6	0%	560.1	6.5	1%	566.6
4 Other Operating	227.2	35.0	15%	262.2	13.4	5%	275.6
5 Contracts & Grants	227.2	10.7	5%	237.9	37.8	16%	275.7
6 Endowment Income/Gifts	73.0	6.1	8%	79.1	2.5	3%	81.6
7 <b>Total Sources</b>	<b>\$ 1,363.7</b>	<b>\$ 111.8</b>	<b>8.2%</b>	<b>\$ 1,475.5</b>	<b>\$ 62.5</b>	<b>4.2%</b>	<b>\$ 1,538.0</b>
<b>Use of Funds by Object</b>							
8 Salaries and Wages - Faculty	\$ 248.8	\$ 29.6	12%	\$ 278.4	\$ 9.3	3%	\$ 287.7
9 Salaries and Wages - Staff	330.6	26.1	8%	356.7	23.7	7%	380.4
10 Benefits	129.3	10.8	8%	140.1	1.9	1%	142.0
11 M&O	269.0	21.1	8%	290.1	6.4	2%	296.5
12 Capital	65.3	13.2	20%	78.5	(0.2)	0%	78.3
13 Scholarships	220.4	7.3	3%	227.7	11.1	5%	238.8
14 Debt Service	74.9	2.8	4%	77.7	8.0	10%	85.7
15 Utilities	25.4	0.9	4%	26.3	2.3	9%	28.6
16 <b>Total Uses</b>	<b>\$ 1,363.7</b>	<b>\$ 111.8</b>	<b>8.2%</b>	<b>\$ 1,475.5</b>	<b>\$ 62.5</b>	<b>4.2%</b>	<b>\$ 1,538.0</b>
<b>Capital Facilities Budget</b>							
<b>Source of Funds</b>							
17 HEF	\$ 15.0	\$ -	0%	\$ 15.0	\$ -	0%	\$ 15.0
18 Bonds	20.8	57.2	276%	78.0	2.8	4%	80.8
19 Gifts	-	5.2	0.0%	5.2	(2.5)	-48%	2.7
20 Other Debt Funded	75.2	30.6	41%	105.9	13.7	13%	119.6
21 Other	18.0	(4.0)	-22%	14.0	21.9	157%	35.9
22 <b>Total Sources</b>	<b>\$ 129.0</b>	<b>\$ 89.1</b>	<b>69.1%</b>	<b>\$ 218.1</b>	<b>\$ 35.9</b>	<b>16.5%</b>	<b>\$ 254.0</b>
<b>Use of Funds by Object</b>							
23 Construction	\$ 91.3	\$ 84.6	93%	\$ 175.9	\$ 12.0	7%	\$ 187.9
24 Major Rehabilitation	37.7	4.5	12%	42.2	23.9	57%	66.1
25 Acquisitions	-	-	0.0%	-	-	0.0%	-
26 <b>Total Uses</b>	<b>\$ 129.0</b>	<b>\$ 89.1</b>	<b>69.1%</b>	<b>\$ 218.1</b>	<b>\$ 35.9</b>	<b>16.5%</b>	<b>\$ 254.0</b>
<b>Total Operating, Restricted and Capital Budget</b>							
27	\$ 1,492.7	\$ 200.9	13.5%	\$ 1,693.6	\$ 98.4	5.8%	\$ 1,792.0

**University of Houston**  
**Table 2 - Current Operating Funds**

Source of Funds	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
<b>General Funds</b>				
State General Revenue Appropriations				
Formula Funding	\$ 176,595,320			\$ 176,595,320
Special Items	24,232,134			24,232,134
TUF	48,271,059			48,271,059
State Benefits Appropriation	45,925,588	2,253,379	4.9%	48,178,967
Subtotal State General Revenue Appropriations	295,024,101	2,253,379	0.8%	297,277,480
Tuition and Fees				
Consolidated Tuition & Fees	87,256,795	(70,476)	-0.1%	87,186,319
Lab/other Student Fees	135,593	4,704	3.5%	140,297
Subtotal Tuition and Fees	87,392,388	(65,772)	-0.1%	87,326,616
HEF	56,158,685			56,158,685
Indirect Cost	1,238,909			1,238,909
Income on State Treasury Deposits	3,140,335	(173,543)	-5.5%	2,966,792
Hazlewood Compensation	4,590,892			4,590,892
Subtotal General Funds	447,545,310	2,014,064	0.5%	449,559,374
<b>Designated</b>				
Tuition and Fees				
Consolidated Tuition & Fees	403,730,833	6,149,755	1.5%	409,880,588
Voluntary Fees	21,664,140	1,245,999	5.8%	22,910,139
Subtotal Tuition and Fees	425,394,973	7,395,754	1.7%	432,790,727
Indirect Cost	22,151,448	4,210,265	19.0%	26,361,713
Investment Income on Non-Endowed Funds	8,500,000	(641,261)	-7.5%	7,858,739
Endowment Income	8,853,015	(153,794)	-1.7%	8,699,221
Contracts / Grants / Gifts	175,000	112,498	64.3%	287,498
Intellectual Property Management	1,000,000	(915,000)	-91.5%	85,000
Arte Publico/Opt Clinic/Self Supp Org	44,952,118	717,581	1.6%	45,669,699
Aux Admin Chg/Other	4,700,000	350,000	7.4%	5,050,000
Subtotal Designated Funds	515,726,554	11,076,043	2.1%	526,802,597
<b>Auxiliary Enterprises</b>				
Student Fees				
Student Service Fee	23,370,400	1,596,661	6.8%	24,967,061
Recreation and Wellness Center	11,295,782	(1,069,115)	-9.5%	10,226,667
University Center Fees	12,687,418	(1,361,030)	-10.7%	11,326,388
Subtotal Student Fees	47,353,600	(833,484)	-1.8%	46,520,116
Sales & Service - Student Housing	50,075,703	1,932,719	3.9%	52,008,422
Sales & Service - Parking	24,422,945	1,194,643	4.9%	25,617,588
Sales & Service - Athletics/Hotel/Other	97,442,705	6,762,010	6.9%	104,204,715
Subtotal Auxiliary Funds	219,294,953	9,055,888	4.1%	228,350,841
<b>Total Current Operating Funds</b>	1,182,566,817	22,145,995	1.9%	1,204,712,812
<b>Interfund Transfer</b>	(15,000,000)	-		(15,000,000)
<b>Total Operations Sources</b>	1,167,566,817	22,145,995	1.9%	1,189,712,812
<b>Restricted</b>				
Contracts and Grants				
Research	122,863,156	10,407,571	8.5%	133,270,727
Financial Aid	112,684,487	27,251,932	24.2%	139,936,419
Houston Public Media	2,179,861	69,268	3.2%	2,249,129
Gifts	44,819,206	854,597	1.9%	45,673,803
Endowment Income	25,267,514	1,784,691	7.1%	27,052,205
Other Restricted	150,000			150,000
<b>Total Current Operating Funds</b>	307,964,224	40,368,059	13.1%	348,332,283
<b>Total Restricted Sources</b>	307,964,224	40,368,059	13.1%	348,332,283
<b>Total Sources</b>	\$ 1,475,531,041	\$ 62,514,054	4.2%	\$ 1,538,045,095
<b>Use of Funds by Object</b>				
Salaries and Wages	\$ 635,084,103	\$ 33,035,325	5.2%	\$ 668,119,428
Benefits	140,136,469	1,888,373	1.3%	142,024,842
M&O	290,061,838	6,435,519	2.2%	296,497,357
Capital	78,521,689	(220,030)	-0.3%	78,301,659
Scholarships	227,718,341	11,068,428	4.9%	238,786,769
Debt Service	77,701,667	8,033,427	10.3%	85,735,094
Utilities	26,306,934	2,273,012	8.6%	28,579,946
<b>Total Uses</b>	\$ 1,475,531,041	\$ 62,514,054	4.2%	\$ 1,538,045,095

**University of Houston**  
**Table 3 - Capital Projects**

	-----Project Expenditures-----			Total Project	-----Funded From-----					
	Project	FY2025	Future Year		Revenue					
	to Date (1)	Budget	Budgets		Budget	HEF/Other State Funded	CCAP	Other Debt Funded	Gifts	Other
<b>New Construction</b>										
UH Sugar Land Academic Building	\$ 50,141,707	\$ 14,932,265	\$ -	\$ 65,073,972	\$ -	\$ 52,409,972	\$ 12,600,000	\$ -	\$ 64,000	
Innovation Hub	5,636,549	48,385,088	16,128,363	70,150,000	-	49,750,000	400,000	-	20,000,000	
New Hobby School of Public Affairs	3,928,803	34,365,898	11,455,299	49,750,000	-	49,750,000	-	-	-	
Football Operations Facility	75,000,000	53,000,000	2,000,000	130,000,000	-	-	130,000,000	-	-	
CMP - Gateways and Landscape Enhancements	3,055,360	15,000,000	32,944,640	51,000,000	-	-	31,000,000	4,000,000	16,000,000	
CMP - Cullen Blvd. Improvements	4,226,178	733,822	40,000	5,000,000	-	-	5,000,000	-	-	
CMP - Lighting and Security Upgrade Phase II	1,919,937	12,482,466	-	14,402,403	-	-	14,402,403	-	-	
New Medical Research Facility	981,879	4,000,000	69,800,000	74,781,879	-	-	74,781,879	-	-	
New Dining Commons	300,000	5,000,000	58,700,000	64,000,000	-	-	63,900,000	-	100,000	
<b>Subtotal New Construction</b>	<b>\$ 145,190,413</b>	<b>\$ 187,899,539</b>	<b>\$ 191,068,302</b>	<b>\$ 524,158,254</b>	<b>\$ -</b>	<b>\$ 151,909,972</b>	<b>\$ 332,084,282</b>	<b>\$ 4,000,000</b>	<b>\$ 36,164,000</b>	
<b>Major Repair and Rehabilitation</b>										
Core Renovations - SERC HVAC	\$ 14,934,606	\$ 145,747	\$ -	\$ 15,080,353	\$ 7,643,494	\$ -	\$ 1,910,823	\$ -	\$ 5,526,036	
Core Renovation - Science and Research 1	20,296,840	11,703,160	-	32,000,000	28,912,152	-	2,000,000	-	1,087,848	
Core Renovation - Charles F. McElhinney	14,762,824	17,237,176	-	32,000,000	17,132,603	-	14,867,397	-	-	
Life Sciences Renovations - TMC Building	3,070,474	16,000,000	11,429,526	30,500,000	-	-	27,400,000	-	3,100,000	
Research Core Initiative	6,846,477	6,000,000	6,153,523	19,000,000	-	-	-	-	19,000,000	
<b>Projects Budgeted Annually</b>										
CRDM (Capital Renewal Deferred Maintenance)	17,000,000	15,000,000	15,000,000	47,000,000	47,000,000	-	-	-	-	
<b>Subtotal Major Repairs &amp; Rehabilitation</b>	<b>\$ 76,911,221</b>	<b>\$ 66,086,083</b>	<b>\$ 32,583,049</b>	<b>\$ 175,580,353</b>	<b>\$ 100,688,250</b>	<b>\$ -</b>	<b>\$ 46,178,220</b>	<b>\$ -</b>	<b>\$ 28,713,884</b>	
<b>Total</b>	<b>\$ 222,101,634</b>	<b>\$ 253,985,622</b>	<b>\$ 223,651,351</b>	<b>\$ 699,738,607</b>	<b>\$ 100,688,250</b>	<b>\$ 151,909,972</b>	<b>\$ 378,262,502</b>	<b>\$ 4,000,000</b>	<b>\$ 64,877,884</b>	

(1) Project expenditures to date, estimated through August 31, 2024

**University of Houston**  
**Table 4-A Allocation of Student Service Fees**

Sources	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
Current Year Revenue	\$ 23,370,400	\$ 1,596,661	6.8%	\$ 24,967,061
Budgeted Fund Balance	5,831,218	(2,650,223)	-45.4%	3,180,995
Add'l Budget for Athletics Debt Service	505,436	(505,436)	-100.0%	-
<b>Total Sources</b>	<b>\$ 29,707,054</b>	<b>\$ (1,558,998)</b>	<b>-5.2%</b>	<b>\$ 28,148,056</b>
<b>Allocations</b>				
A.D. Bruce Religion Center	\$ 216,856	\$ 16,030	7.4%	\$ 232,886
Activities Funding Board	172,064	15,408	9.0%	187,472
Band Program/Spirit of Houston	319,580			319,580
Blaffer Gallery	20,425			20,425
Business Services	881,386	16,111	1.8%	897,497
Center for Student Involvement (CSI)	360,879	(360,879)	-100.0%	
Campus Recreation	287,368			287,368
Center for Student Advocacy & Community	515,694	(515,694)	-100.0%	
Center for Fraternity & Sorority Life (CFSL)	353,603	(267,766)	-75.7%	85,837
Center for Student Media (CSM)	202,540	(202,540)	-100.0%	
Student Accessibility Center (SAC formerly CSD)	113,307	5,482	4.8%	118,789
Children's Learning Center	107,663			107,663
Coog Radio	46,615			46,615
Cougars in Recovery	208,696	2,161	1.0%	210,857
Council for Cultural Activity	162,547	14,290	8.8%	176,837
Counseling & Psych. Svcs.	2,739,958	1,090,378	39.8%	3,830,336
Dean of Students Office	1,239,315	36,959	3.0%	1,276,274
Speech & Debate	37,992			37,992
Frontier Fiesta	179,604	11,198	6.2%	190,802
Health Center	2,003,801	60,783	3.0%	2,064,584
Homecoming	76,309	12,708	16.7%	89,017
Intercollegiate Athletics	4,187,322			4,187,322
Intercollegiate Athletics - revenue		369,461	0.0%	369,461
Intercollegiate Athletics-Stadium	3,214,759	21,595	0.7%	3,236,354
Intercollegiate Athletics-Basketball Dev Facility	708,399	7,008	1.0%	715,407
Center for Student Advocacy & Community	251,682	(251,682)	-100.0%	
Cougar Cupboard (CSAC)		89,317	0.0%	89,317
Metropolitan Vol. Prog.	84,944	8,332	9.8%	93,276
Student Affairs Information Technology (DSAIT)	961,657	40,381	4.2%	1,002,038
Student Government Association	154,187	2,137	1.4%	156,324
Student Program Board	168,261	13,355	7.9%	181,616
Coog TV	82,782			82,782
The Cougar	66,283	9,984	15.1%	76,267
UH Wellness	654,477	(81,946)	-12.5%	572,531
Univ. Career Services	1,143,177	7,596	0.7%	1,150,773
Center for Student Empowerment (UEP)	296,987	152,071	51.2%	449,058
Veterans Svc. Office	257,601	6,195	2.4%	263,796
Vice President for Student Affairs	1,422,126	16,010	1.1%	1,438,136
Women & Gender Resource Center		56,994	0.0%	56,994
SFAC Operating	9,500			9,500
Salary Mandate & Adjustments	300,490	1,012,891	337.1%	1,313,381
SSF Unallocated Reserve	4,870,946	(2,348,054)	-48.2%	2,522,892
Health Center Fund Balance	625,272	(625,272)	-100.0%	
<b>Total Allocations</b>	<b>\$ 29,707,054</b>	<b>\$ (1,558,998)</b>	<b>-5.2%</b>	<b>\$ 28,148,056</b>

**University of Houston**  
**Table 4-B Allocation of University Center Fee**

Sources	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
Current Year Revenue	\$ 12,687,418	\$ (1,361,030)	-10.7%	\$ 11,326,388
Among Funds	400,000	(400,000)	-100.0%	
<b>Total Sources</b>	<b>\$ 13,087,418</b>	<b>\$ (1,761,030)</b>	<b>-13.5%</b>	<b>\$ 11,326,388</b>
<b>Allocations</b>				
Week of Welcome	\$ 21,200	\$ (4,200)	-19.8%	\$ 17,000
Capital Renewal	736,000			736,000
SC Flooring Reserve	140,000	(65,000)	-46.4%	75,000
SC Furniture Reserve	140,000	(74,338)	-53.1%	65,662
SC A/V Reserve	140,000	(65,000)	-46.4%	75,000
Buildings Services SC Fee Fund	766,670	182,910	23.9%	949,580
Cats Back - Internal Funded	25,440	(5,440)	-21.4%	20,000
SC Fiscal Year Project Fund	530,000	(530,000)	-100.0%	
Marketing Programs	236,180	(57,538)	-24.4%	178,642
Administration	152,479	(32,479)	-21.3%	120,000
SC Fee Reserve SC Fee Funded	3,787,325	(2,815,333)	-74.3%	971,992
Information Center	285,614	(13,401)	-4.7%	272,213
SC Security		138,637		138,637
SC IT Reserve		40,000	0.0%	40,000
SC Reservation	1,227,875	(27,810)	-2.3%	1,200,065
Debt Service -Student Center	4,196,154	62,135	1.5%	4,258,289
Creation Station	237,638	(10,424)	-4.4%	227,214
Center for Student Involvement	464,843	458,307	98.6%	923,150
Center for Student Advocacy & Community		571,477	0.0%	571,477
Center for Student Media		208,336	0.0%	208,336
Center for Fraternity & Sorority Life (CFSL)		278,131	0.0%	278,131
<b>Total Allocations</b>	<b>\$ 13,087,418</b>	<b>\$ (1,761,030)</b>	<b>-13.5%</b>	<b>\$ 11,326,388</b>

**University of Houston**  
**Table 4-C Allocation of Recreation & Wellness Center Fee**

Sources	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
Current Year Revenue (Recreation Fee)	\$ 11,295,782	\$ (1,069,115)	-9.5%	\$ 10,226,667
Current Year Revenue (President's Fund)	100,000			100,000
Among Funds (Utility Rebate)	240,522			240,522
<b>Total Sources</b>	<b>\$ 11,636,304</b>	<b>\$ (1,069,115)</b>	<b>-9.2%</b>	<b>\$ 10,567,189</b>
<b>Allocations</b>				
Summer Camps	\$ 77,117	\$ (70,693)	-91.7%	\$ 6,424
Capital Renewal	234,000	219,366	93.7%	453,366
Outdoor Adventures	126,421	(16,651)	-13.2%	109,770
Operations	306,815	5,055	1.6%	311,870
Facilities	1,718,456	(405,398)	-23.6%	1,313,058
Sports Clubs	31,514			31,514
Memberships	128,422			128,422
Marketing	67,580	3,404	5.0%	70,984
Intramurals	97,771	3,738	3.8%	101,509
Fiiitness	378,702	31,375	8.3%	410,077
Aquatics	642,856	(109,168)	-17.0%	533,688
Debt Service - Campus Rec Roof	457,550	2,125	0.5%	459,675
CR Equipment Reserve	56,832			56,832
CR Mechanical Reserve	56,832			56,832
Campus Recreation Administration	2,014,898	14,449	0.7%	2,029,347
Debt Service - Campus Rec	3,660,000	625	0.0%	3,660,625
Campus Recreation Reserves	1,366,873	(747,342)	-54.7%	619,531
CR Aquatics Reserves	56,832			56,832
Operational Reserves	56,833			56,833
Wheeler Center	100,000			100,000
<b>Total Allocations</b>	<b>\$ 11,636,304</b>	<b>\$ (1,069,115)</b>	<b>-9.2%</b>	<b>\$ 10,567,189</b>

UNIVERSITY of HOUSTON  
MANUAL OF ADMINISTRATIVE POLICIES AND PROCEDURES

SECTION: Academic Affairs  
AREA: Faculty Development

Number: 12.05.01

<b>SUBJECT: University of Houston Faculty Workload Policy</b>
---

I. PURPOSE AND SCOPE

A. Faculty members play a fundamental role in advancing the instructional and research mission of the university while fostering and ensuring student success. The courses the faculty design, the classes they offer, the learning environment they create, the instructional methods they employ, the research they conduct, the creative works they produce, the service they provide, and their professional engagement with students inside and outside of the classroom, including advising, are all important components of faculty workload.

B. [Texas Education Code, Section 51.402](#) requires that each institution of higher education develop and recommend general policies and standard reports for academic faculty workloads and services. The University recognizes that classroom teaching, basic and applied research, and professional development are important elements of faculty workload. This policy provides the appropriate weight to each activity when determining the standards for faculty academic workload.

Pursuant to [Texas Education Code, Section 51.402](#) and University of Houston System (UHS) [Board of Regents Policy 21.05](#), this MAPP establishes the general workload policy for all faculty members employed at the University of Houston and is designed to ensure a fair and equitable distribution of faculty workload in meeting the mission and operational needs of academic units.

C. This policy also establishes the annual reporting requirements to the UHS Board of Regents concerning faculty workload. As part of those requirements, each department chair and college dean must certify that the duties of each faculty member constitute an appropriate workload responsibility in accordance with the following requirements documented in MAPP 12.05.01.

II. POLICY

A. Although the university requires that every faculty member fulfill a certain minimum teaching load and assume a comparably high level of general workload, it does not insist that each one have the same teaching/instructional load. However, consistent with the institutional mission of the University of Houston as a nationally competitive, research-intensive university, annual faculty workload expectations will be aligned with those found at similar institutions.

B. In order to achieve maximum effectiveness, the university administration will provide department chairs (or equivalent unit administrators) the flexibility to adjust each individual faculty member's teaching/instructional assignments in order to meet the student enrollment needs and research goals of the unit.

- C. Regardless of the type of faculty appointment held, faculty workload at the University of Houston involves a range of activities that normally fall into one or more of three (3) standard workload domains: research/scholarship, student teaching/instruction, and service to the university or profession that also includes faculty professional development activities of value to the institution.

Faculty members may meet their overall annual workload commitment by combining a variety of work-related activities drawn from any of these standard workload domains, with the collective activities from these workload domains comprising the academic workload of the faculty member.

- D. While faculty workload assignments may differ depending on the academic discipline and the specific workload expectations of their academic unit, overall workload should be reflective of the primary professional responsibilities of the faculty appointment held, including fulfilling any minimum teaching/instructional responsibilities associated with that appointment.

### III. GUIDING PRINCIPLES FOR WORKLOAD ASSIGNMENT

Although faculty workload assignments may differ between academic units, this policy requires that decisions concerning an individual faculty member's annual workload be consistent with the following principles:

- A. Faculty workload assignments will be determined at the unit or departmental level and will reflect the faculty workload expectations of the department and/or college for the type of faculty appointment which the faculty member holds.
- B. Meeting the teaching and instructional needs of the unit and/or department will take highest priority when determining faculty workload assignments.
- C. To meet the operational needs of the academic unit, an individual faculty member's workload may be differentially distributed across any of the three standard workload domains consistent with the type of faculty appointment held.
- D. Based on departmental/college expectations, individual faculty workload may be differentially distributed across workload domains to take into consideration the extent of a faculty member's research and creative activities, faculty rank and/or their career stage.
- E. Determination of an individual faculty member's annual workload resides ultimately with the chair or director of the department/academic unit with oversight from the dean.

### IV. ADMINISTRATIVE OVERSIGHT OF WORKLOAD ASSIGNMENT

- A. As part of their responsibility in setting annual faculty workload assignments, a department chair (or equivalent unit administrator) may modify an individual faculty member's percent (%) effort in one or more of the three (3) standard workload domains in order to meet the operational needs of the unit. In addition, a department chair may modify an individual faculty member's percent (%) effort in one or more workload domains to address concomitant changes in effort in any other workload domain.
- B. However, regardless of the differential distribution of effort across workload domains, department chairs must certify that an individual faculty member's overall total annual workload (i.e., 100 percent effort) meets the expectations of the department and/or college for the type of faculty appointment held.



## V. WORKLOAD ASSIGNMENT CONSIDERATIONS

- A. When appropriate, department chairs may temporarily reduce the percent (%) effort expended in the teaching/instructional or service domains to compensate for increased concomitant effort in the research/scholarship domain. Conversely, when appropriate, directors and/or department chairs may require an increase in percent (%) effort in the teaching/instructional and/or service domains to compensate for a concomitant reduction in effort in the research and scholarship domain. Departments are reminded that regardless of workload distribution, full-time employees are expected to work not less than 40 hours a week pursuant to [Texas Government Code, § 658.002](#). However, in the case of faculty members, there is no expectation that the entire workload occur only on campus, during business hours or during the normal work-week.
- B. Other factors that may also be taken into consideration by the department chair when setting an appropriate annual workload for an individual faculty member include, but are not limited to, the following:
- 1) Providing protected time for a faculty member to fulfill the obligations stipulated by sponsors who provide external funding support for research/scholarship activities;
  - 2) Reduced teaching/instructional responsibilities for early career tenure-track faculty to establish their research and scholarship base;
  - 3) Differences in the normal level of effort associated with instructional responsibilities related to large or small class sizes, laboratory classes, coordination of several sections of the same class;
  - 4) Development of new instructional materials, new classes or major course revisions; and
  - 5) Instruction and supervision of master's or doctoral level students.
- C. It is expected that any compensatory modifications in the distribution of percent (%) effort described above will be made in consultation with the individual faculty member. However, department chairs and/or directors may unilaterally require such compensatory modifications. Any such unilateral modification in an individual faculty member's workload should not extend beyond one academic year without supporting documentation and the written approval of the Dean.

## VI. DISPUTING WORKLOAD ASSIGNMENTS

Individual faculty members have the right to dispute their assigned workload by first discussing their workload with their department chair or immediate unit level supervisor. The faculty member may subsequently appeal any decision by their unit supervisor to their appropriate college grievance committee, then to their dean; and finally by initiating a university level grievance as provided in the [UH Faculty Grievance Policy](#). Until any grievance has been fully resolved, the terms of the original workload assignment being grieved will remain in effect.

## VII. WORKLOAD CERTIFICATION PROCEDURES

- A. Regardless of the final distribution of annual faculty workload across workload domains, each individual faculty member's assignments will in aggregate meet the overall 9-month

academic year workload expectation set by the department and/or college for the particular faculty appointment/rank held.

- B. As required under [Texas Education Code, Section 51.402](#), the institution shall report and certify, at the department/unit level, the academic duties and services that each individual faculty member has fulfilled for their annual workload commitment for the 9-month academic year. Annual faculty workload certification will take the form of a standardized report submitted by each department chair (or equivalent unit administrator) to their Dean by May 30 of each year. Each Dean will be responsible for collating these departmental reports and forwarding the documentation to the Associate Provost for Faculty Development and Faculty Affairs no later than June 30 of each year.
- C. In accordance with the statute, the Associate Provost for Faculty Development and Faculty Affairs has been designated as the institutional official responsible for monitoring faculty workloads, preparing an annual faculty workload report and submitting this report to the Provost for subsequent certification by the President. This report will then be filed with the UH System Board of Regents no later than 30 days after the end of the academic year (30 days after August 31 of each year). In addition, a copy of this faculty workload policy (MAPP 12.05.01) will be reported to the Texas Higher Education Coordinating Board and included in the operating budget of the University.

#### VIII. DATA REPORTING REQUIREMENTS

- A. The annual faculty workload report to the UH System Board of Regents will consist of the following data for each faculty member employed during the long semesters of the previous academic year:
  - 1) Faculty member name;
  - 2) Faculty title/appointment(s);
  - 3) Faculty Rank;
  - 4) Full time/part-time status;
  - 5) The percent (%) effort expended in each applicable work-load domain;
  - 6) The number and type of classes (i.e., undergraduate versus graduate, organized versus non-organized) taught during the 9-month academic year;
  - 7) A pro-rated 9-month academic base salary (or total salary for part-time employees); and
  - 8) The source of funds from which the salary was paid.
- B. Departments will receive a standard report pre-populated with all data listed above except for Section VIII.A.5 (i.e., percent effort in each workload domain) which is to be entered into the report by the department chair. Once completed, the department chair will review the report and certify that each faculty member has fulfilled their annual workload commitment for the 9-month academic year.
- C. The completed departmental report will then be sent to the dean who will collate all departmental reports into a single college level report for submission to the Associate Provost for Faculty Development and Faculty Affairs.

IX. REVIEW AND RESPONSIBILITY

Responsible Party: Senior Vice President for Academic Affairs and Provost

Review: Every five years on or before August 31

X. APPROVAL

\_\_\_\_\_  
Paula M. Short

Senior Vice President for Academic Affairs and Provost

\_\_\_\_\_  
Renu Khator

President

Date of President's Approval: \_\_\_\_\_ May 24, 2018

XI. REFERENCES

[Texas Education Code, § 51.402](#)

[Texas Government Code, § 658.002](#)

[UH Faculty Grievance Policy](#)

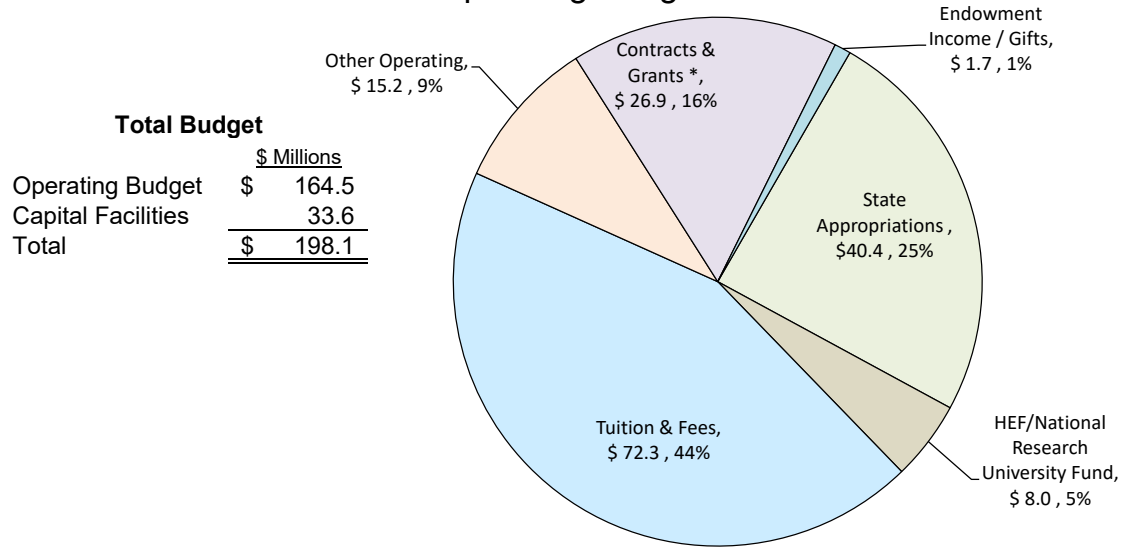
**REVISION LOG**

<b>Revision Number</b>	<b>Approved Date</b>	<b>Description of Changes</b>
1	05/24/2018	Initial version

# University of Houston Clear Lake Budget

**FY2024**

Operating Budget Source of Funds



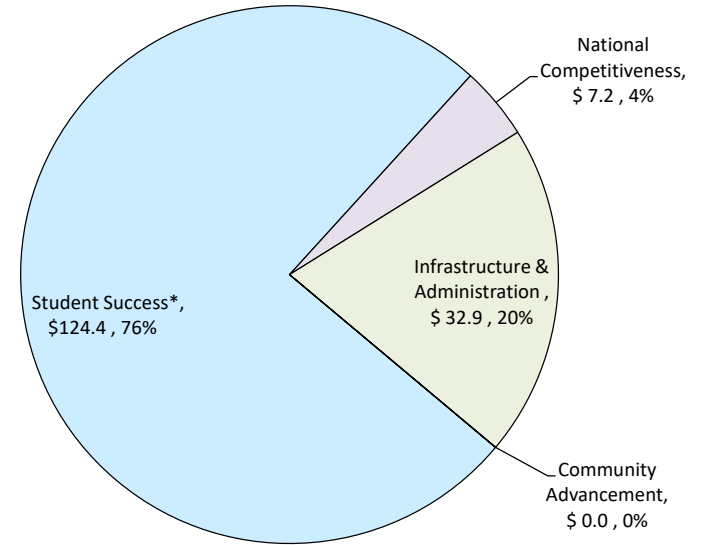
**Total Budget**

	\$ Millions
Operating Budget	\$ 164.5
Capital Facilities	33.6
<b>Total</b>	<b>\$ 198.1</b>

\* Includes Federal Financial Aid

Total \$164.5 Million

Operating Budget Use of Funds

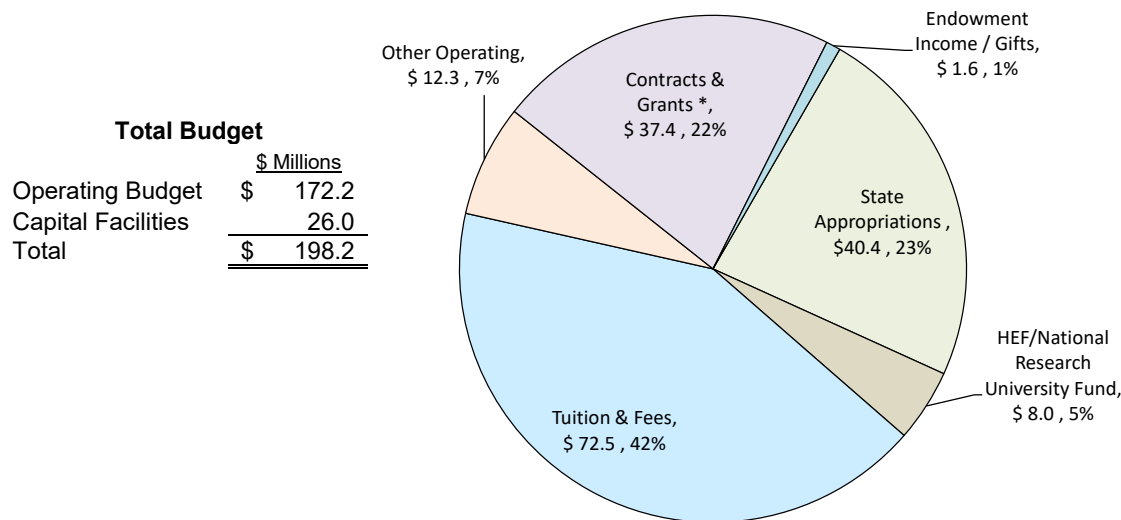


Total \$164.5 Million

4:1

**FY2025**

Operating Budget Source of Funds



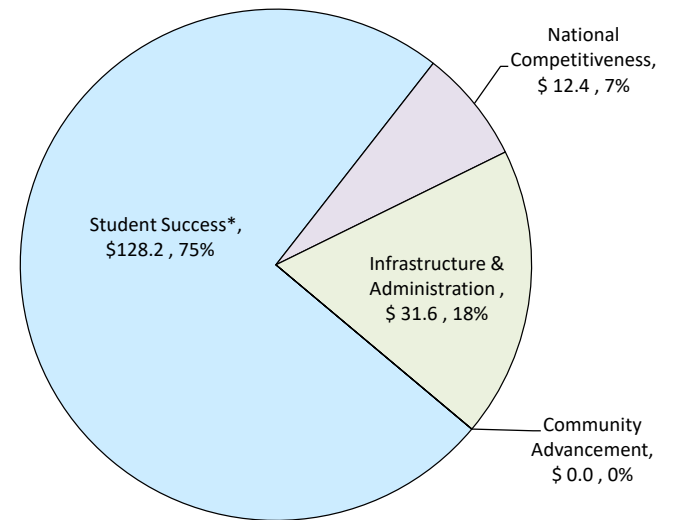
**Total Budget**

	\$ Millions
Operating Budget	\$ 172.2
Capital Facilities	26.0
<b>Total</b>	<b>\$ 198.2</b>

\* Includes Federal Financial Aid

Total \$172.2 Million

Operating Budget Use of Funds



Total \$172.2 Million

**University of Houston Clear Lake Operating Budget**  
**Revenues FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 State Appropriations	\$ 40.4	\$ 40.4	\$ 39.6	\$ 40.2	\$ 35.1
2 HEF/National Research University Fund	8.0	8.0	7.7	7.7	7.7
3 Tuition & Fees	72.5	72.3	73.6	79.2	76.4
4 Other Operating	12.3	15.2	8.0	3.8	3.5
5 Contracts & Grants *	37.4	26.9	31.6	36.0	42.3
6 Endowment Income / Gifts	1.6	1.7	2.1	1.6	2.2
7 Total	<b>\$ 172.2</b>	<b>\$ 164.5</b>	<b>\$ 162.6</b>	<b>\$ 168.5</b>	<b>\$ 167.2</b>

\* Includes Federal financial aid

**University of Houston Clear Lake Operating Budget**  
**Expenditures FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 Student Success*	\$ 128.2	\$ 124.4	\$ 125.5	\$ 132.0	\$ 131.9
2 National Competitiveness	12.4	7.2	2.6	2.3	2.1
3 Infrastructure & Administration	31.6	32.9	33.5	31.4	30.6
4 Community Advancement	0.0	0.0	0.2	0.3	0.1
5 Total	<b>\$ 172.2</b>	<b>\$ 164.5</b>	<b>\$ 161.8</b>	<b>\$ 166.0</b>	<b>\$ 164.7</b>

\* Includes Federal financial aid

**University of Houston Clear Lake  
FY 2025 Operating Budget Expenditures by Function**

	A	B	C	D	E	F	G	H	I	J	K	L
<u>Expenditure Budget</u>	<u>Instruction</u>	<u>Research</u>	<u>Academic Support</u>	<u>Subtotal</u>	<u>Public Service</u>	<u>Student Services</u>	<u>Institutional Support</u>	<u>Physical Plant</u>	<u>Scholarships &amp; Fellowships</u>	<u>Auxiliary Enterprises</u>	<u>FY 2025 Total</u>	<u>FY 2024 Total</u>
1 Cost of Goods Sold	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	383,084	\$ 5,000	\$ -	\$ 3,000	\$ 391,084	\$ 406,364
2 Tenure Track Faculty	23,959,288	-	76,535	24,035,823	-	-	4,490	-	-	-	24,040,313	25,014,248
3 Non-Tenure Track Faculty	3,297,016	-	-	3,297,016	-	-	8,000	-	-	-	3,305,016	3,747,486
4 Adjunct Faculty	1,511,756	-	29,241	1,540,997	-	-	-	-	-	-	1,540,997	1,540,997
5 Graduate Assistant	882,308	-	76,000	958,308	-	25,000	30,000	-	-	12,600	1,025,908	923,318
6 Exempt Staff	1,090,715	4,691,242	10,912,341	16,694,298	-	3,645,051	8,469,911	1,394,853	-	3,365,358	33,569,471	33,088,435
7 Non-Exempt Staff	291,744	94,632	2,273,930	2,660,306	-	1,430,212	860,046	3,883,410	-	541,703	9,375,677	10,019,677
8 Student Employees	155,541	35,099	792,055	982,695	-	304,273	202,074	-	476,714	941,187	2,906,943	2,646,282
9 Summer Instruction Salaries	2,590,232	-	-	2,590,232	-	-	-	-	-	-	2,590,232	1,590,232
10 Benefits	8,901,600	683,214	3,664,402	13,249,216	-	1,442,758	2,543,613	958,795	-	1,132,933	19,327,315	19,163,877
<b>11 Subtotal</b>	<b>42,680,200</b>	<b>5,504,187</b>	<b>17,824,504</b>	<b>66,008,891</b>	<b>-</b>	<b>6,847,294</b>	<b>12,118,134</b>	<b>6,237,058</b>	<b>476,714</b>	<b>5,993,781</b>	<b>97,681,872</b>	<b>97,734,552</b>
12 Capital	-	319,013	2,750,757	3,069,770	-	100,000	319,943	70,000	-	-	3,559,713	3,514,322
13 M&O	2,186,251	6,518,395	5,465,777	14,170,423	10,000	1,863,890	5,928,833	2,690,554	-	2,239,039	26,902,739	23,089,790
14 Travel & Business Expense	176,782	17,500	389,040	583,322	5,000	150,640	147,488	22,240	800	512,099	1,421,589	1,114,000
15 Debt Service	-	-	-	-	-	-	13,000	2,310,852	-	3,005,344	5,329,196	5,337,134
16 Utilities	-	-	-	-	-	-	-	1,386,424	-	158,681	1,545,105	1,890,253
17 Scholarship & Fellowship	-	-	-	-	-	-	-	-	35,340,075	-	35,340,075	31,371,622
<b>18 Subtotal</b>	<b>2,363,033</b>	<b>6,854,908</b>	<b>8,605,574</b>	<b>17,823,515</b>	<b>15,000</b>	<b>2,114,530</b>	<b>6,409,264</b>	<b>6,480,070</b>	<b>35,340,875</b>	<b>5,915,163</b>	<b>74,098,417</b>	<b>66,317,121</b>
<b>19 Total Expenditure Budget</b>	<b>\$ 45,043,233</b>	<b>\$ 12,359,095</b>	<b>\$ 26,430,078</b>	<b>\$ 83,832,406</b>	<b>\$ 15,000</b>	<b>\$ 8,961,824</b>	<b>\$ 18,910,482</b>	<b>\$ 12,722,128</b>	<b>\$ 35,817,589</b>	<b>\$ 11,911,944</b>	<b>\$ 172,171,373</b>	<b>\$ 164,458,037</b>

**University of Houston Clear Lake**  
FY2025 Annual Plan and Budget



## UHCL Mission Statement

*“The University of Houston Clear Lake places its highest priority on serving a diverse body of students in every aspect of their university experience. UHCL’s teacher scholars provide high quality, student-centered undergraduate and graduate programs that prepare students to thrive in a competitive workplace and to make meaningful contributions to their communities. UHCL fosters critical thinking and lifelong learning through a strong legacy of vibrant community partnerships complementing its historical focus on teaching, research, creative activity, and service.”*

## UHCL Strategic Planning

UHCL has developed 15 Strategic Objectives and supporting Strategic Initiatives as it executes the Strategic Plan developed over the past few years. The overarching delivery of our Strategic Plan is how it will impact our students and truly deliver the **UHCL Impact**:

- We **transform** student lives through experiential learning and workforce readiness, using highly credentialed faculty with real-world experience, focusing on diverse communities, first-generation students, and lifelong learners.
- We **translate** knowledge to actionable solutions and interventions by generating and applying research and discovery learning through multidisciplinary approaches to solve crucial social and scientific problems.
- We **transcend** boundaries to collaborate across industry and community partnerships to develop our economy, our educational systems, our physical and social ecology, and our quality of life.

UHCL continues to be innovative and strategic as it seeks to support our students through the UHCL Impact. Following up on the STEM building completed in 2019, the Campus Construction Assistance Program or CCAP is underway in the Bayou building, where a full half of the \$45 Million allocated from the state is being dedicated to renovation and upgrade of spaces where our students will learn and apply the lessons necessary to transform their paths. Biology and Biological Studies, Human Sciences, and other science learning spaces, currently over 45+ years old, are being transformed into new, state-of-the-art learning and research spaces that will equip our faculty and students to continue to translate learning into careers. The newly opened spaces that will support in-demand careers, enabling students to transition quickly and easily from their current daytime job to evening learning right where they work in the Texas Medical Center, is an exciting and vibrant facility that will open many new doors for our students and faculty. Focus on programs designed to support our most at-risk students, thanks to the Comprehensive Regional University or CRU funding, provided to UHCL in the last legislative session, new and data-driven programming support has been developed and included in both the FY2024 and now, the FY2025 budget.

## UHCL Planning Process

The planning process at UHCL includes strategic planning, collaboration between the divisions of Academic Affairs, Student Affairs, Strategic Enrollment Management, Business Affairs, and University Advancement, as well as budgeting, implementation, and assessment of outcomes. A

2019 internal audit from the University of Houston System noted the integration and effectiveness of the planning and budgeting process at UHCL which continues to be enhanced annually.

Faculty, staff, and students are involved in the planning process through the Planning and Budget Committee (PBC) and the University Council (UC). Both are integral components of the UHCL Shared Governance structure. The University was facing a deficit budget and challenging enrollment with reduced resources and increased operating costs, all stemming from the Pandemic and changes to the Higher Education landscape. With a focus on the strategic objectives of the University, and on improving the sustainability of operations, a comprehensive and collaborative approach to identifying areas for operational efficiency and restructuring aimed at reducing operational costs without lessening operational outcomes was undertaken. Recognizing that a key element to sustainability was the ability to attract and retain qualified faculty and staff, market studies were conducted for both staff and faculty. Collaborating across the campus, operational reductions were identified that were sufficient to fund the implementation of these market studies over three years. Other structural challenges were addressed through a similar collaborative and engaging process that kept the campus informed as solutions were identified.

The university's Strategic Objectives and the University of Houston System's strategic priorities provide the impetus and direction for our planning and budgetary expenditures. Working in conjunction, our offices of Planning and Budget, Strategic Enrollment Management, and the Office of Planning & Assessment provide aligned measures that assess our progress and guide decisions. Among these measures are standardized metrics, portfolios, and periodic reports from each college and department. Senior leadership uses those data sets to inform decisions that will benefit the campus in its efforts to become more effective in meeting our goals and delivering on our mission.

For the current biennium, increases in overall State support were offset by enrollment declines. These declines were driven by many factors from the national student population and an increased focus on the Houston area from new competitors, student preparation, and decreases in the perceived value of higher education. While enrollment is recovering in our region's Community Colleges, still the primary enrollment pathway for UHCL, the marketplace is competing mightily for those students and continues to challenge our enrollment. Simultaneously, the national and regional trend of declining enrollment in graduate programs has not missed our campus. Post-pandemic, there was a moderate upturn as international enrollment was again open, but then rapidly declined due to a lack of readiness of those students, and keen competition for international students nationwide. The combination has been a challenge to finding a sustainable growth path for international students. The lack of movement to our non-formula funding continues to have adverse effects on critical initiatives and programs that support our campus and community partnerships. UHCL Leadership is being prudent to ensure that units are contributing to the overall University goals and that investment in infrastructure, student support, and institutional capacity are balanced with the need to preserve operational reserves.

The major priorities to be addressed in Fiscal Year 2025 are (1) Student Access and Success, (2) Academic and Research Excellence/National Competitiveness, (3) University Infrastructure and Administration, and (4) Community Advancement. The following section will provide an overview of UHCL's priorities and initiatives for FY2025. The major priorities include:

- Student Access and Success \$ 8,743,930

- Financial Aid
- Student Recruitment, Retention and Success
- Enhanced Student Support Services
  
- Academic and Research Excellence, National Competitiveness \$ 9,582,918
  - Faculty Recruitment, Retention and Expansion
  - Federal and State Research Support
  
- University Infrastructure and Administration \$ 3,833,415
  - Insurance and Risk Mitigation
  - Recruit and Retain Highly Qualified Staff
  - Operations and Administration Support
  - Campus Security, IT and Infrastructure
  - Annual Deferred Maintenance & Life Safety
  
- Community Advancement \$ --
  - No new funds are being identified for Community Advancement

**University of Houston Clear Lake  
FY2025 Budget – Reallocations and Reductions**

The FY2025 budget represents the second year of the 88<sup>th</sup> Legislature for the 2024-2025 biennium. As the Spring 2020 semester commenced the nation was facing the threat of the Covid19 Virus. The nationwide pandemic has had a very significant and lingering impact upon our institution, but even more so, upon our students. While State Appropriations for Higher Education did increase in the current biennium, formula funding for UHCL declined due to enrollment declines. Additional funding provided new opportunities to support students, but came with increased operational commitments. Simultaneous to these new funding challenges, inflation has driven up costs significantly for both labor and materials. To ease this pressure on our students, UHCL increased neither tuition nor academic fees for FY2023 and FY2024, nor are we increasing them for FY2025, making three years without tuition or fee increases. While these were done to support our students, the net impact of all of this has been increased operational requirements with significantly reduced operational resources. For FY2024, the focus was on restoring enrollment and enhancing student support to retain students, relying heavily on the use of fund balance to cover the operational deficit. For FY2025, more intentional and directed action is being taken to close that operational deficiency and reduce spending. The FY25 budget identifies substantial reallocations and reductions, intended to enable the continuation of critical initiatives to continue the support of our students began in prior years, and allow fund balance to cover the rest, at a progressively decreasing annual amount until enrollment recovers and the structural deficit is eliminated. The primary strategy is through operational restructuring and reductions, eliminating over-allocation of budgets in some areas with historical underspending or low return on investment calculations, and realigning those resources toward the priorities and focus of the University. The focus of reallocations will remain the execution of the University’s strategic plan and the path established.

## REALLOCATIONS AND REDUCTIONS

Base funded items were identified that could be shifted to decentralized funding sources to assist with the funding of initiatives.

DESCRIPTION	AMOUNT	EXPLANATION
DEPARTMENT REDUCTION	(\$2,930,846)	6% Reduction-Enrollment shortfall A-B
UNIVERSITY REDUCTION	(\$1,205,012)	6% Reduction-Enrollment shortfall
REALLOCATIONS	(\$2,351,932)	Reallocation of faculty FTE to summer instruction and new resources for central expenses

**TOTAL REALLOCATIONS/REDUCTIONS** **(\$6,487,790) App A-B1**

### Priority 1. Student Success

#### Context

In the Fall of 2014, UHCL transitioned from an upper-level to a four-year university. In our tenth year as a four-year university, Fall 2023, UHCL enrolled 438 first-time-in-college (FTIC), the largest FTIC class in UHCL history, students and 1,067 transfer students. This marked a decline in transfer students from a recent high of 1,378 in Fall 2021, as students stayed local in the wake of the Pandemic. Student success has remained a key focus for UHCL as evidenced by the 6-year graduation rate of 67.4%, driven by the quality of our incoming students, who are then supported by intentional programming on campus. The University’s FTIC students came from over 80 high schools, though primarily southeastern Harris County then Galveston and Brazoria counties respectively. They had an average grade point above 2.50 and our transfer students had a mean transfer GPA above 3.0. of the 438 FTICs, 57% were female, 43% were male and their enrollment status was 81% full-time and 19% part-time students, demonstrating a continual trend of movement upward from fewer part-time enrollment to greater full-time enrollment for our students, moving from 78% to 81% between Fall 2019 and Fall 2023.

Recently introduced new programs continue to show growth and contribute to the success of undergraduate enrollment in the STEM fields. UHCL continues to partner with Alvin Community College (ACC) as they offer lower-level courses at UHCL Pearland, furthering our commitment to successful pathways for the students of our region. Our College of Business, utilizing the newly opened Texas Medical Center space, formed through a partnership with Texas Children’s Hospital, is helping professionals in the Texas Medical Center find career success through our Health Care Administration degree programs, both undergraduate and graduate paths. The University is actively working on initiatives to expand our presence and ability to support student success through this new space. The College of Education, through expanded funding for the Success Through Education Program, or STEP has established partnerships with regional Independent School Districts and is addressing the teacher shortage in our region.

### FY2025 Priority 1 Investment of Resources – FY2025 Initiatives - Detail

- Financial Aid – New Resources \$ 4,477,820 App A-C2

A portion of the Comprehensive Regional University funding, designed to support at risk students and the Success through Education Program (STEP).

- Student Recruitment, Retention and Success – New Resources \$ 342,569 *App A-C3*

This initiative includes necessary staff support for UHCL’s continuation of the Student Success Initiative and market/merit adjustments for administrative and classified staff critical to support all students. This is funded primarily from the Comprehensive Regional University (CRU) program with support funding for At-Risk student success.

- Enhanced Student Support Services – New Resources \$ 772,046 *App A-C4*

To address the significant increase in market compensation, the University is investing to retain market competitiveness and the ability to attract and retain the best faculty and staff to continue the priorities of the University.

- STEM Classroom Bldg. Debt Service Acad. Infrastructure – HEF \$ 704,223 *App B1*

HEF has supplemented the state TRB allocation to increase the building by 18,000 square feet. These funds provided additional teaching labs for chemistry, mechanical engineering and a 120-seat auditorium style classroom.

- Recreation & Wellness Ctr Debt Service E&G Space Infra – HEF \$ 767,662 *App B2*

HEF has funded approximately 23,000 square feet for the Exercise and Health Sciences program including labs, classrooms, and faculty offices.

- Instructional Support – HEF \$ 1,679,610 *App B3*

Classroom and Lab instructional technology at UHCL’s campuses will be enhanced in FY 2025. Computers in our open labs, teaching labs, and classrooms will be upgraded on a four-year cycle while classroom projection technology is on an eight-year upgrade cycle. This also includes the annual payment for capital lease/purchase of the facility built by the City of Pearland and leased by UHCL.

**Priority 1. Investment of Resources in FY2025 Initiatives - Summary**

	NEW RESOURCES	HEF	TOTAL
FINANCIAL AID	\$ 4,477,820		\$ 4,477,820
RECRUITMENT, RETENTION & SUCCESS	342,569		342,569
ENHANCED STUDENT SUPPORT SERVICES	772,046		772,046
DEBT SERVICE – ACADEMIC INFRA.		704,223	704,223
DEBT SERVICE – OTH E&G		767,662	767,662
INSTRUCTIONAL SUPPORT		1,679,610	1,679,610
SUBTOTAL	\$ 5,592,435	\$ 3,151,495	\$ 8,743,930

**Priority 2. National Competitiveness**

**Context**

UHCL continues to focus on the delivery of high-quality educational programs that meet the needs of our students, employers, and community. One external indication of the quality of academic programs is the type of accreditation achieved by the program. UHCL’s academic programs are currently accredited by the Association to Advance Collegiate Schools of Business (AACSB), the Accreditation Board for Engineering and Technology (ABET), the Council for the Accreditation of Education Preparation (CAEP), the State Board of Educator Certification (SBEC), the American Psychological Association (APA), the National Association of School Psychologists (NASP), the Council on Social Work Education (CSWE), the Accreditation Commission for Education in Nursing (ACEN), the Behavior Analysis Accreditation Board (BAAB), the Human Factors and Ergonomics Society (HFES), and the American Chemical Society (ACS). UHCL currently has 32 specialized accredited programs. In 2020, UHCL advanced eighteen places tying for 43<sup>st</sup> among the 140 colleges and universities considered as the Best Regional Universities in the West by U.S. News and World Report and in 2023, UHCL left the ranks of Regional Universities, and quickly moved out of the unranked grouping, and is now ranked at 304<sup>th</sup> among National Universities. This new categorization will bring new challenges as the University strives to move up in the rankings to demonstrate increased national competitiveness. UHCL earned a spot on the Best Undergraduate Engineering Programs list and Best Undergraduate Business Programs list and is now ranked as having one of the top Online programs in four programs: Online Master’s in Education, Online Masters in Business Programs, Online Masters in Business Programs for Veterans, and our Online MBA. In 2018, Washington Monthly ranked UHCL 5<sup>th</sup> nationally as the “Best Bang for the Buck” among Colleges in the south. And for the first time, we are nationally ranked as a top school for social mobility. Expanding opportunities for our students through our Strategic Partnerships program, UHCL signed an agreement with Boeing offering engineering students entry-level employment experience and internships that support multiple real-world projects. One of only four such agreements in the nation, this is giving our students once in a lifetime opportunity. Our College of Human Science and Humanities, who were just awarded a Dept of Education grant of over \$1 Million over five years to deliver a service-learning partnership for specialists in School Psychology, School Counseling, and Clinical Mental Health graduate programs.

**FY2025 Budget Initiatives**

- Faculty Recruitment, Retention, & Expansion – Market Study      \$ 1,590,390 *App A-C6*  
 To address the significant increase in faculty market compensation, the University is investing to retain market competitiveness and the ability to attract and retain the best faculty and staff to continue the priorities of the University.
- Federal and State Research Support      \$ 6,061,245 *App A-C7*
- Teaching and Research Resources Debt Srvc – HEF      \$ 1,931,283 *App B5*

In our continuing commitment to enhance teaching and research resources, these funds are used to support the maintenance of eBooks and electronic journals in the library and to support faculty and staff in the four colleges. This supports the replacement and upgrade of faculty and staff desktop computers on a four-year cycle as well as critical infrastructure.

**Priority 2. Investment of Resources in FY2025 Initiatives**

	NEW RESOURCES	HEF	TOTAL
FACULTY RECRUIT, RETENT & EXPANS	\$ 1,590,390		\$ 1,590,390
FEDERAL & STATE RESEARCH SUPPOR	6,061,245		6,061,245
DEBT SVC – RESEARCH LAB INFR		1,931,283	1,931,283
SUBTOTAL	\$ 7,651,635	\$ 1,931,283	\$ 9,582,918

### Priority 3. University Infrastructure and Administration

#### Context

A key priority for UHCL is to provide an operationally efficient and safe physical environment to adequately support the successful achievement of the University’s mission. This provides an environment that is conducive to learning, teaching, research, service to students and community, and support to faculty, staff and alumni.

UHCL has in the past consistently maintained a Facility Condition Index Number (FCIN = Deferred Maintenance/Current Replacement Value) of 1% or less by aggressively identifying and completing planned maintenance and capital renewal projects each year to prevent accumulating deferred maintenance. To help ensure strategic and intentional planning, the University completed a mid-cycle review of the 10-year master plan, now 5 years old, with an in-depth review in our Shared Governance committees, gaining valuable insight into how the assumptions of the Master plan have aligned with the Strategic Plan and Facilities Management and Operations of the Campus since its adoption. The completion of a \$3 Million investment in an Energy Savings Performance Contract will generate savings to further support and address the campus's deferred maintenance needs. The University just initiated a new partnership with Texas Children’s Hospital, enabling the relocation of our Healthcare Administration operations at the Texas Medical Center, which supports the growing need for professional healthcare administration in a key strategic location where the University has created a regionally and nationally noted program. In addition to these key projects that have just been completed, the University is entering the design stage of a major capital construction plan utilizing Campus Construction Assistance Program or CCAP funding is planned for the Bayou Building, UHCL’s largest academic building, and will enable significant investment in renovating academic and research space as well as addressing deferred maintenance in the building. Finally, enhanced safety and security were addressed across the campus with a major overhaul of the system that supports campus camera security, substantially enhancing capabilities.

#### FY2025 Budget Initiatives

- Insurance/Risk Mitigation \$ 600,000 *App A-C9*  
To address annual cost increases for operational insurance and institutional risk mitigation costs
- Recruit and Retain High Quality Staff \$ 357,056 *App A-C10*

To address the significant increase in market compensation, the University is investing to retain market competitiveness and the ability to attract and retain the best faculty and staff to continue the priorities of the University.

- Campus Security, IT and Infrastructure – HEF \$ 1,256,771 *App B8*

These funds fund the UHCL Campus Public Safety building and infrastructure. This supports the replacement and upgrade of faculty and staff desktop computers on a four-year cycle.

- Annual Deferred Maintenance & Life Safety – HEF \$ 1,619,588 *App B7*

UHCL will continue working on projects from our 5-year plan to maintain a low Facility Condition Index Number. Projects planned include the continuation of many of the initiatives listed above such as classroom upgrade/replacement, LED and other energy reduction initiatives, ceiling tile replacement, campus wayfinding, upgrading chiller maintenance solutions, space utilization management software, and control replacement initiatives.

**Priority 3. Investment of Resources in FY2025 Initiatives**

	NEW RESOURCES	HEF	TOTAL
INSURANCE AND RISK MITIGATION	\$ 600,000		\$ 600,000
RECRUIT/RETAIN HIGHLY QUAL STAFF	357,056		357,056
CAMPUS SECURITY, IT & INFRASTRUCT		1,256,771	1,256,771
ANNUAL DEF MAIN & LIFE SAFETY		1,619,588	1,619,588
<b>SUBTOTAL</b>	<b>\$957,056</b>	<b>\$ 2,876,359</b>	<b>\$ 3,833,415</b>

**Priority 4. Community Advancement**

**Context**

University of Houston Clear Lake’s Mission Statement emphasizes the importance of the university being both partnership-oriented and community-minded. Because of UHCL’s continued commitment to community service and outreach, UHCL was named to the President’s Higher Education Community Service Honor Roll by the Corporation for National and Community Service for a fifth consecutive year. UHCL’s community advancement is implemented via the university’s various centers and institutes including the Center for Autism and Developmental Disabilities (CADD), the Environmental Institute of Houston (EIH), the Art School for Children and Young Adults (ACSYA), the Center for Educational Programs (CEP), the Psychological Services Clinic (PSC), the Cyber Security Institute (CSI), the Center for Executive Education (CEE), the Institute for Human and Planetary Sustainability (IHaPS) the Health and Human Performance Institute (HHPI) and the Center for Workplace Consulting (CWC).

In FY2022, UHCL dedicated significant additional resources with focus on community education and engagement opportunities at Pearland reconnecting with our communities on both Clear Lake and Pearland through our Campus Ambassador program. As such, within limited resources for additional allocation, no new resources are identified for FY2025.



**FY2025 Budget Initiatives**

- While the University is maintaining fully its current resources dedicated to success in this priority, but due to minimal projected enrollment increases and no tuition rate increases, no additional resources were available for allocation to this priority.

**Priority 4. Investment of Resources in FY 2025 Initiatives**

	NEW RESOURCES	HEF	TOTAL
COMMUNITY EDUCATION/ENGAGE	\$ -		\$ -
CLUTURAL ACTIVITIES	-		-
REGIONAL	-		-
COLLABORATION/PARTNERSHIPS			
SUBTOTAL	\$ -		\$ -

**University of Houston Clear Lake**  
**Appendix A - Allocation of New FY2025 Resources**

<u>Revenue Changes</u>	A
<b>State Appropriations</b>	
1 General Revenue	\$ (33,621)
<b>2 Subtotal State Appropriations</b>	<u>(33,621)</u>
<b>Tuition and Fees</b>	
3 Institutional Tuition and Fees	91,399
4 Student Service Fees	(84,583)
5 Recreation and Wellness Centers	181,002
6 Fund Balance	(3,936,926)
<b>7 Subtotal Tuition and Fees</b>	<u>(3,749,108)</u>
<b>Other Operating</b>	
8 Central Investment Earnings	200,000
9 Other Educational and General Operations	200,000
10 Auxiliary Operations	232,000
11 Parking Fees	125,000
12 Hazlewood Compensation	200,000
<b>13 Subtotal Other Operating</b>	<u>957,000</u>
<b>Contracts and Grants</b>	
14 Research	6,061,245
15 Financial Aid	4,547,279
<b>16 Subtotal Contracts and Grants</b>	<u>10,608,524</u>
<b>Endowment Income / Gifts</b>	
17 Gifts	(21,000)
18 Fund Balance	4,722
19 Other	(53,181)
<b>20 Subtotal Endowment Income / Gifts</b>	<u>(69,459)</u>
<b>21 Total Net Revenue</b>	<u>\$ 7,713,336</u>

<u>Reallocations</u>	B
1 Reallocations	<u>\$ (6,487,790)</u>

<u>Priority/Initiative Allocations</u>	C
<b>Priority 1. Student Success</b>	
2 Financial Aid	4,477,820
3 Student Recruitment, Retention and Success	342,569
4 Enhanced Student Support Services	772,046
<b>5 Subtotal Student Success</b>	<u>5,592,435</u>
<b>Priority 2. National Competitiveness</b>	
6 Faculty Recruitment, Retention and Expansion	1,590,390
7 Federal and State Research Support	6,061,245
<b>8 Subtotal National Competitiveness</b>	<u>7,651,635</u>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
9 Insurance and Risk Mitigation	600,000
10 Recruit and Retain Highly Qualified Staff	357,056
<b>11 Subtotal University Infrastructure &amp; Administration</b>	<u>957,056</u>
<b>12 Total Priority/Initiative Allocations</b>	<u>\$ 7,713,336</u>

**University of Houston Clear Lake**  
**Appendix B - Allocation of FY2025 HEF**

<b><u>FY2025 Allocation</u></b>	
<b>HEF</b>	<b>\$ 7,959,137</b>

<b><u>Priority/Initiative Allocations</u></b>	<b><u>HEF</u></b>
<b>Priority 1. Student Success</b>	
1 Debt Service - Academic Infrastructure	\$ 704,223
2 Debt Service - Other E&G Space Infrastructure	767,662
3 Instructional Support	1,679,610
<b>4 Subtotal - Student Success</b>	<b>3,151,495</b>
<b>Priority 2. National Competitiveness</b>	
5 Debt Service - Research Labs Infrastructure	1,931,283
<b>6 Subtotal - National Competitiveness</b>	<b>1,931,283</b>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
7 Annual Deferred Maintenance & Life Safety	1,619,588
8 Campus Security, IT and Infrastructure	1,256,771
<b>9 Subtotal - University Infrastructure &amp; Administration</b>	<b>2,876,359</b>
<b>10 Total Priority/Initiative Allocations</b>	<b>\$ 7,959,137</b>

**University of Houston Clear Lake**  
**Table 1 - Sources & Uses**  
(\$ in Millions)

	A	B	C	D	E	F	G
	<u>Historical</u>	<u>Change</u>		<u>Current</u>	<u>Change</u>		<u>New</u>
	<u>FY2023</u>	<u>Dollars</u>	<u>Percent</u>	<u>FY2024</u>	<u>Dollars</u>	<u>Percent</u>	<u>FY2025</u>
	<u>Budget</u>			<u>Budget</u>			<u>Budget</u>
<b>Operating &amp; Restricted Budget</b>							
<b>Source of Funds</b>							
1 State Appropriations	\$ 39.3	\$ 1.1	3%	\$ 40.4	\$ (0.0)	0%	\$ 40.4
2 HEF/NRUF	7.7	(1.4)	-18%	6.3	(0.9)	-13%	5.5
3 Tuition & Fees	70.9	1.4	2%	72.3	0.2	0%	72.5
4 Other Operating	12.2	4.7	39%	16.9	(2.1)	-13%	14.8
5 Contracts & Grants	18.7	8.1	43%	26.9	10.6	39%	37.4
6 Endowment Income/Gifts	1.4	0.2	16%	1.7	(0.1)	-4%	1.6
7 <b>Total Sources</b>	<b>\$ 150.2</b>	<b>\$ 14.2</b>	<b>9.5%</b>	<b>\$ 164.5</b>	<b>\$ 7.7</b>	<b>4.7%</b>	<b>\$ 172.2</b>
<b>Use of Funds by Object</b>							
8 Salaries and Wages - Faculty	\$ 31.0	\$ 0.9	3%	\$ 31.9	\$ (0.4)	-1%	\$ 31.5
9 Salaries and Wages - Staff	42.4	4.2	10%	46.7	0.2	0%	46.9
10 Benefits	18.6	0.6	3%	19.2	0.2	1%	19.3
11 M&O	21.1	3.5	17%	24.6	4.1	17%	28.7
12 Capital	3.2	0.4	12%	3.5	0.0	1%	3.6
13 Scholarships	26.0	5.4	21%	31.4	4.0	13%	35.3
14 Debt Service	5.6	(0.3)	-5%	5.3	(0.0)	0%	5.3
15 Utilities	2.3	(0.4)	-19%	1.9	(0.3)	-18%	1.5
16 <b>Total Uses</b>	<b>\$ 150.2</b>	<b>\$ 14.3</b>	<b>9.5%</b>	<b>\$ 164.5</b>	<b>\$ 7.7</b>	<b>4.7%</b>	<b>\$ 172.2</b>
<b>Capital Facilities Budget</b>							
<b>Source of Funds</b>							
17 HEF	\$ 2.3	\$ (0.7)	-31%	\$ 1.6	\$ 0.9	54%	\$ 2.5
18 Bonds	22.6	(0.7)	-3%	21.9	(2.6)	-12%	19.3
19 Gifts	-	-	0.0%	-	-	0.0%	-
20 Other Debt Funded	-	0.2	0.0%	0.2	(0.2)	-100%	-
21 Other	5.2	4.7	90%	9.9	(5.7)	-57%	4.2
22 <b>Total Sources</b>	<b>\$ 30.1</b>	<b>\$ 3.4</b>	<b>11.3%</b>	<b>\$ 33.6</b>	<b>\$ (7.5)</b>	<b>-22.5%</b>	<b>\$ 26.0</b>
<b>Use of Funds by Object</b>							
23 Construction	\$ 0.1	\$ (0.1)	-100%	\$ -	\$ -	0.0%	\$ -
24 Major Rehabilitation	30.0	3.6	12%	33.6	(7.6)	-23%	26.0
25 Acquisitions	-	-	0.0%	-	-	0.0%	-
26 <b>Total Uses</b>	<b>\$ 30.1</b>	<b>\$ 3.5</b>	<b>11.5%</b>	<b>\$ 33.6</b>	<b>\$ (7.6)</b>	<b>-22.6%</b>	<b>\$ 26.0</b>
<b>Total Operating, Restricted and Capital Budget</b>							
27	\$ 180.3	\$ 17.7	9.8%	\$ 198.1	\$ 0.1	0.1%	\$ 198.2

**University of Houston Clear Lake  
Table 2 - Current Operating Funds**

Source of Funds	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
<b>General Funds</b>				
State General Revenue Appropriations				
Formula Funding	\$ 23,689,589	\$ (33,621)	-0.1%	\$ 23,655,968
Special Items	8,625,845			8,625,845
State Benefits Appropriation	8,081,527			8,081,527
Subtotal State General Revenue Appropriations	40,396,961	(33,621)	-0.1%	40,363,340
Tuition and Fees				
Consolidated Tuition & Fees	14,292,068			14,292,068
Subtotal Tuition and Fees	14,292,068			14,292,068
HEF	7,959,137			7,959,137
Income on State Treasury Deposits	125,000			125,000
Hazlewood Compensation	414,488	200,000	48.3%	614,488
Subtotal General Funds	63,187,654	166,379	0.3%	63,354,033
<b>Designated</b>				
Tuition and Fees				
Consolidated Tuition & Fees	38,229,787			38,229,787
Designated Tuition - Differential	2,167,508	112,590	5.2%	2,280,098
Information Resource Fee	4,794,454	(21,191)	-0.4%	4,773,263
Major/Department/Class Fees	5,064,737			5,064,737
Subtotal Tuition and Fees	50,256,486	91,399	0.2%	50,347,885
Indirect Cost	275,479			275,479
Investment Income on Non-Endowed Funds	1,077,558	200,000	18.6%	1,277,558
Endowment Income	638,264			638,264
Contracts / Grants / Gifts	27,000			27,000
Aux Admin Chg/Other	1,226,840	200,000	16.3%	1,426,840
Fund Balance	9,432,457	(3,936,926)	-41.7%	5,495,531
Subtotal Designated Funds	62,934,084	(3,445,527)	-5.5%	59,488,557
<b>Auxiliary Enterprises</b>				
Student Fees				
Student Service Fee	4,945,431	(84,583)	-1.7%	4,860,848
Recreation and Wellness Center	2,219,442	181,002	8.2%	2,400,444
University Center Fees	593,004			593,004
Subtotal Student Fees	7,757,877	96,419	1.2%	7,854,296
Sales & Service - Student Housing	1,905,036			1,905,036
Sales & Service - Parking	845,068	125,000	14.8%	970,068
Sales & Service - Athletics/Hotel/Other	808,500	232,000	28.7%	1,040,500
Fund Balance	207,403			207,403
Subtotal Auxiliary Funds	11,523,884	453,419	3.9%	11,977,303
<b>Total Current Operating Funds</b>	137,645,622	(2,825,729)	-2.1%	134,819,893
<b>Interfund Transfer</b>	(1,950,201)	-		(1,950,201)
<b>Total Operations Sources</b>	135,695,421	(2,825,729)	-2.1%	132,869,692
<b>Restricted</b>				
Contracts and Grants				
Research	6,073,346	6,061,245	99.8%	12,134,591
Financial Aid	20,763,134	4,547,279	21.9%	25,310,413
Gifts	418,150	(21,000)	-5.0%	397,150
Endowment Income	544,066			544,066
Other Restricted	53,181	(53,181)	-100.0%	
Fund Balance	910,739	4,722	0.5%	915,461
<b>Total Current Operating Funds</b>	28,762,616	10,539,065	36.6%	39,301,681
<b>Total Restricted Sources</b>	28,762,616	10,539,065	36.6%	39,301,681
<b>Total Sources</b>	\$ 164,458,037	\$ 7,713,336	4.7%	\$ 172,171,373
<b>Use of Funds by Object</b>				
Salaries and Wages	\$ 78,570,675	\$ (216,118)	-0.3%	\$ 78,354,557
Benefits	19,163,877	163,438	0.9%	19,327,315
M&O	24,610,154	4,105,258	16.7%	28,715,412
Capital	3,514,322	45,391	1.3%	3,559,713
Scholarships	31,371,622	3,968,453	12.6%	35,340,075
Debt Service	5,337,134	(7,938)	-0.1%	5,329,196
Utilities	1,890,253	(345,148)	-18.3%	1,545,105
<b>Total Uses</b>	\$ 164,458,037	\$ 7,713,336	4.7%	\$ 172,171,373

University of Houston Clear Lake

Table 3 - Capital Projects

	-----Project Expenditures-----			Total Project	-----Funded From-----				
	Project	FY2025	Future Year		Revenue				
	to Date (1)	Budget	Budgets		Budget	HEF/Other State Funded	CCAP	Other Debt Funded	Gifts
<b>Major Repair and Rehabilitation</b>									
Capital Renewal Deferred Maintenance	\$ 195,773	\$ 1,000,000	\$ -	\$ 1,195,773	\$ -	\$ 1,000,000	\$ -	\$ -	\$ 195,773
Parking Lot/Roadway Maintenance	784,900	320,647	320,647	1,426,194	762,588	-	-	-	663,606
Other Infrastructure Upgrades	3,667,317	627,500	24,538,250	28,833,067	1,377,500	-	-	-	27,455,567
Exterior upgrades	1,580,276	25,000	25,000	1,630,276	1,604,200	-	-	-	26,076
Bayou Renovations	14,437,610	13,000,000	25,700,000	53,137,610	221,766	49,065,000	-	-	3,850,844
Delta Renovations	1,572,525	1,447,000	50,000	3,069,525	35,525	2,947,000	-	-	87,000
SSCB Renovations	333,333	1,329,381	10,000	1,672,714	-	600,000	-	-	1,072,714
Stem Renovations	198,558	-	-	198,558	-	-	54,277	-	144,281
Hunter Hall Renovations	1,422,887	-	-	1,422,887	128,015	-	3,100	-	1,291,772
Recreation and Wellness	1,762,884	-	-	1,762,884	-	-	44,834	-	1,718,050
<b>Projects Budgeted Annually</b>									
CRDM (Capital Renewal Deferred Maintenance)	1,815,361	8,259,588	7,959,588	18,034,537	4,858,764	12,680,000	-	-	495,773
<b>Subtotal Major Repairs &amp; Rehabilitation</b>	<b>\$ 27,771,423</b>	<b>\$ 26,009,116</b>	<b>\$ 58,603,485</b>	<b>\$ 112,384,024</b>	<b>\$ 8,988,358</b>	<b>\$ 66,292,000</b>	<b>\$ 102,211</b>	<b>\$ -</b>	<b>\$ 37,001,455</b>
<b>Total</b>	<b>\$ 27,771,423</b>	<b>\$ 26,009,116</b>	<b>\$ 58,603,485</b>	<b>\$ 112,384,024</b>	<b>\$ 8,988,358</b>	<b>\$ 66,292,000</b>	<b>\$ 102,211</b>	<b>\$ -</b>	<b>\$ 37,001,455</b>

(1) Project expenditures to date, estimated through August 31, 2024

**University of Houston Clear Lake**  
**Table 4-A Allocation of Student Service Fees**

Sources	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
Current Year Revenue	\$ 4,966,896	\$ (84,951)	-1.7%	\$ 4,881,945
Remissions/Exemptions	(21,465)	368	-1.7%	(21,097)
Budgeted Fund Balance	207,403			207,403
<b>Total Sources</b>	<b>\$ 5,152,834</b>	<b>\$ (84,583)</b>	<b>-1.6%</b>	<b>\$ 5,068,251</b>
<b>Allocations</b>				
Student Government Association	\$ 22,500	\$ -		\$ 22,500
Annual Leadership Conference	25,000			25,000
Student Health Services	365,681	3,548	1.0%	369,229
Student Publications	148,552			148,552
Counseling Services Operations	924,512	11,412	1.2%	935,924
Student Involvement & Leadership M&O	664,648	(76,349)	-11.5%	588,299
Auxiliary Utilities	90,000	(90,000)	-100.0%	-
AVP-Student Affairs	322,461	(2,082)	-0.6%	320,379
Student Organizations	5,000			5,000
Unallocated Student Service Fee	96,426	135,622	140.6%	232,048
Student Service Admin Charge	104,160			104,160
Student Advocacy & Community Center	469,926	116,500	24.8%	586,426
Fitness and Wellness	142,231			142,231
SGA Executive Council	2,000			2,000
Student Service Central Service Charge	23,000			23,000
Operations-General	743,468	(181,465)	-24.4%	562,003
PC-Dean of Students	50,546			50,546
Orientation & Welcome Week	228,285	950	0.4%	229,235
Career Services Operations	596,406	8,031	1.3%	604,437
Campus Activities Board (CAB)	2,000			2,000
Special Programs	76,032	(10,750)	-14.1%	65,282
Student Leadership Banquet	10,000			10,000
Student Community Engagement	10,000			10,000
Spirit and Traditions	15,000			15,000
Student Org Center & Lounge	15,000			15,000
<b>Total Allocations</b>	<b>\$ 5,152,834</b>	<b>\$ (84,583)</b>	<b>-1.6%</b>	<b>\$ 5,068,251</b>

**University of Houston Clear Lake**  
**Table 4-B Allocation of University Center Fee**

<b>Sources</b>	<b>FY2024</b>	-----Change-----		<b>FY2025</b>
	<b>Budget</b>	<b>Dollars</b>	<b>Percent</b>	<b>Budget</b>
Current Year Revenue	\$ 617,712	\$ -		\$ 617,712
Remissions & Exemptions	(24,708)			(24,708)
<b>Total Sources</b>	<b>\$ 593,004</b>			<b>\$ 593,004</b>
<b>Allocations</b>				
Student Service Center Building - Utilities	\$ 47,781	\$ -		\$ 47,781
Student Center Fee	48,500	(48,500)	-100.0%	-
Debt Service Student Center	325,820	(325,820)	-100.0%	-
Student Service Center Building - Custodial	170,903	374,320	219.0%	545,223
<b>Total Allocations</b>	<b>\$ 593,004</b>			<b>\$ 593,004</b>



**University of Houston Clear Lake**  
**Table 4-C Allocation of Recreation & Wellness Center Fee**

<b>Sources</b>	<b>FY2024</b>	<b>-----Change-----</b>		<b>FY2025</b>
	<b>Budget</b>	<b>Dollars</b>	<b>Percent</b>	<b>Budget</b>
Current Year Revenue (Recreation Fee)	\$ 2,312,403	\$ 188,583	8.2%	\$ 2,500,986
Remissions & Exemptions	(92,961)	(7,581)	8.2%	(100,542)
<b>Total Sources</b>	<b>\$ 2,219,442</b>	<b>\$ 181,002</b>	<b>8.2%</b>	<b>\$ 2,400,444</b>
<b>Allocations</b>				
Debt Service	\$ 1,791,213	\$ (1,313)	-0.1%	\$ 1,789,900
Utilities	55,148	(55,148)	-100.0%	-
Benefits	86,683	29,354	33.9%	116,037
Exempt Staff	215,571	141,420	65.6%	356,991
Maintenance and Operations	18,147	66,689	367.5%	84,836
Administrative Charges	52,680			52,680
<b>Total Allocations</b>	<b>\$ 2,219,442</b>	<b>\$ 181,002</b>	<b>8.2%</b>	<b>\$ 2,400,444</b>

# University of Houston Clear Lake

## UHCL ACADEMIC AFFAIRS POLICY (UAAP)

SECTION: Academic Affairs

Number: \_\_.6.1\_\_

**SUBJECT: WORKLOAD POLICY FOR FACULTY**

### I. PURPOSE and SCOPE

The University has adopted this policy to establish guidelines for calculating the statutory workload of faculty members employed at the University of Houston Clear-Lake in order to comply with Sections 51.402 of the Texas Education Code. This policy is a mechanism for ensuring that each faculty member meets the statutory teaching load minimum.

Pursuant to Texas Education Code, Section 51.402 and University of Houston System (UHS) Board of Regents Policy 21.05, this MAAP establishes the general workload policy for all full-time faculty and is designed to ensure a fair and equitable distribution of faculty workload in meeting the mission and operational needs of academic units.

This policy also establishes the annual reporting requirements to the UHS Board of Regents concerning faculty workload. As part of those requirements, each Department Chair and College Dean must certify that the duties of each faculty member constitute an appropriate workload responsibility in accordance with the following requirements.

### II. DEFINITIONS

**Academic Unit:** A College, Department or Program

**Faculty:** Tenure-track, tenured and non-tenure-track full time employees

**Program lead:** Program Director / Coordinator / Chair (or as defined by the College.)

**RSA – Research, Scholarly, or Artistic Activities** as defined in the UHCL Promotion and Tenure policy.

**Teaching unit:** A teaching unit is equivalent to 3-credit-hour course of standard enrollment. Standard enrollment is established in this policy in sections 5.B and 5.D.

**Teaching credit:** Various teaching activities accrue as teaching credits in fractional increments as outlined in this policy.

**III. POLICY STATEMENT**

The University requires that every faculty member fulfil a certain minimum teaching load in accordance with the following standards.

In order to achieve maximum effectiveness, the standard workload for tenure-track faculty members at UHCL is three classes per long semester plus RSA and service, as defined by the College. The percentages of each type of work expected for faculty in standard workload assignment are as follows:

- A. Assistant professors: 60% teaching, 30% RSA, 10% service
- B. Tenured faculty: 60% teaching, 20% RSA, 20% service
- C. Non-tenure-track (NTT) full-time faculty: for a standard Lecturer position, 80% teaching, 20% service. Department chairs/Deans may choose to recognize RSA conducted by NTT faculty as part of their workload.
- D. These percentages can be modified in accordance with this policy (See section 8.0 Modified Workload).
- E. Faculty may accumulate teaching credit over time and may aggregate fractional teaching credits in various categories. Faculty should request to use teaching credit for a course release as soon as a full teaching unit is reached. The course release is to be used when the Dean/Department Chair is able to schedule it, within two years following the request. If a release is not possible during those two years, a Dean may offer remuneration as an alternative, using the normal course overload rate (see 5.H). Alternatively, earned teaching credit may be paid immediately as a proportion of the normal rate for a course overload, with the agreement of the faculty and the Dean.

This workload policy sets forth guidelines that permit each Department Chair, under the supervision of a Dean, to best engage faculty to foster student and faculty success and advance the unit's mission. The goal of this policy is to implement a mechanism that equitably divides and accounts for the total professional effort of faculty, including instruction, research and clinical practice, and service to the university and professional community.

**IV. RESPONSIBILITIES**

Workload assignment must be primarily the responsibility of an academic unit and its Department Chair and the College Dean. These administrators are responsible for individual compliance with institutional rules and accreditation compliance, and for distributing the duties of their academic unit so that each faculty member contributes maximally to the department/program according to their capabilities and experience. Department Chairs and Deans are responsible for assuring that individual faculty members' workloads comply with the university workload policy. Chairs and Deans are also responsible for ensuring that faculty obligations are distributed fairly among faculty members within the academic unit. While this policy provides explicit guidance regarding teaching responsibilities, each College must develop and publish expectations for faculty RSA and service workload.

The Provost shall be responsible for implementing the institution's workload policy, reviewing College and department assignment patterns, tracking faculty workload, and monitoring compliance with institutional regulations.

**V. GUIDING PRINCIPLES FOR TEACHING WORKLOAD ALIGNMENT**

The normal teaching workload for a tenure-track or tenured faculty member is three courses (teaching units) per long semester plus associated teaching activities, as defined by the College. The normal teaching workload for NTT faculty is four courses (teaching units) per long semester plus associated teaching activities, as defined by the College.

**A. Laboratory Courses**

For laboratory, nursing clinical, physical activity, and studio art courses in which contact hours with direct faculty involvement are greater than credit hours, additional workload credit shall be rewarded by multiplying the number of weekly contact hours exceeding credit hours by 0.5 and adding that to the credit hour value of the course.

*Course Equivalent*

$$= \frac{\text{Credit Hour Value} + 0.5 \times (\text{Contact Hours} - \text{Credit Hour Value})}{3}$$

For example, a one (1) credit hour science laboratory course that meets for three (3) contact hours each week will count as 2/3 of a teaching unit.

For classes where the additional contact time may serve as advising/mentoring time for students, as in many studio classes, the additional contact time may also be compensated by a ½-unit reduction in required office hours for each excess contact hour.

**B. Large Classes**

Course caps should be set by Departments in collaboration with the Dean based on pedagogical best practices, facility space, enrollment demands and accreditation requirements. UHCL values the learning experiences of a small class. However, enrollment demands sometimes require larger classes. A class over 50 undergraduate students (or 40 graduate students) at UHCL is classified as a “large class.” To ensure that students maintain quality engagement with an instructor, a TA/IA or embedded tutor will be provided for classes scheduled as a large class (i.e., cap of greater than 50), pending the availability of funding and a qualified TA/IA/tutor.

Additionally, to acknowledge the added faculty workload large classes entail, supplemental workload credit will be allocated to a faculty member teaching a large class, according to the formula below (using census data to determine student count).

$$Course\ Equivalent = 1 + \frac{2}{3} \times \frac{Excess\ Enrollment}{Maximum\ Enrollment}$$

Reference examples:

100 UG students	$1 + (2/3) * (100-50) / 50$	= 1.67 course equivalent
80 UG students	$1 + (2/3) * (80-50) / 50$	= 1.36 course equivalent
60 UG students	$1 + (2/3) * (60-50) / 50$	= 1.13 course equivalent
60 Grad students	$1 + (2/3) * (60-40) / 40$	= 1.33 course equivalent

If a large course is taught by adjunct faculty, the TA rule applies, and the formula above should be used to adjust compensation for the adjunct faculty on the same sliding scale that workload credit is assigned for full-time faculty.

**C. Time-intensive classes**

Time-intensive classes (e.g., writing-intensive classes, practicum classes, study abroad classes, or field experience courses where faculty members must coordinate with off-site partners and travel to those sites for grading) should be formally designated as such, and have an appropriate cap determined, through discussion among faculty and Dean with approval from the Provost. The multiplier for exceeding the appropriate cap should use the formula in 5.B, with the determined cap as the “maximum enrollment.”

**D. Classes with Less than Minimum Enrollment**

The number of students normally required for a course to meet enrollment minimums is set by the Colleges. If a faculty member is required to teach a course with below minimum enrollment, the teaching credit will be that of a standard teaching unit. A faculty member may voluntarily teach a course at a reduced amount of workload credit to be agreed upon with their Dean.

**E. Thesis/Dissertation/Exhibition supervision**

Graduate thesis, dissertation and exhibition supervision shall provide teaching credit to the chairperson of the thesis or dissertation committee as follows:

- One course release for every 24 credit hours of thesis research or exhibition preparation completed. A faculty member cannot count one student for more than six (6) credit hours of credit for the purpose of this policy.
- One course release for every 12 credit hours of dissertation research completed. A faculty member cannot count one student for more than 12 credit hours of dissertation research for the purpose of this policy.

This course load credit *may* be divided among committee members by agreement. Default divisions of teaching credit for dissertation/thesis committees may be standardized at the College level by a vote of their respective faculty.

Supervision of other capstones, if requiring the intensive involvement of a faculty member, may be eligible for the same teaching credit, under discussion with the College Dean.

**F. Independent Study, Problems Courses, Project Courses, Practica, Cooperative Education, Service Learning**

In cases in which individualized teaching, tutorials, or consultive supervision takes place (unless students are grouped into an organized class) teaching credit is awarded to the faculty member on the basis of 1/30 course equivalent per SCH for each undergraduate, and 1/15 course equivalence per SCH for each graduate (with approval by Dean, since these cases may vary from College to College).

Reference examples:

- |   |                       |
|---|-----------------------|
| 10 undergraduate students in these capacities | = 1 course equivalent |
| 5 graduate students in these capacities       | = 1 course equivalent |

**G. Supervision of interns / student teachers**

Teaching credit is awarded for supervision of an intern or student teacher at a rate of 3 credit hours of internship supervision = 1/12 course equivalent. Thus, supervision of six student interns (at 6 credit hours each) is equated to one full teaching unit credit.

Faculty may submit a request to change this established course equivalence multiplier to their Dean. The Dean and program faculty will agree upon any alternative based upon relevant facts such as commute time, documentation and evaluation of student teaching or intern performance, and meeting times with student teachers and teaching supervisors or internship managers.

If a program is supervising a high volume of internships and they can be organized into a course as a part of a normal teaching load, the course equivalence multiplier does not apply.

**H. Teaching overload**

A faculty member, with agreement of their Dean, may teach a course/courses beyond their defined teaching workload in each long semester, which is often but not always 60% (three reference courses) for a tenure-track faculty or 80% (four reference courses) for NTT faculty.

Overloads are always optional and faculty may decline administrative requests to teach beyond their assigned workload.

If this additional teaching is voluntary and adds up to the equivalent of a teaching unit, the faculty member will be compensated, at the selection of their Dean, with a course release to be taken in the following four long semesters or additional overload remuneration. This overload remuneration is determined by the College, should be consistent in absolute or percentage terms across the Colleges, must exceed the amount that would be paid to a similarly credentialed and experienced adjunct, but be no greater than 10% of the faculty member's 9-month salary.

If this additional teaching is voluntary and adds up to less than the equivalent of a teaching unit (e.g., taking over a course partway through a semester), the Dean may pay the faculty member proportionally to the College overload rate or allow the faculty member to bank it as fractional teaching credit.

If a faculty member is directed by the Accessibility Support Center to create a version of a course in a different modality (e.g., online) to meet student accommodation needs, it will count as a course overload in discussion with the department chair and approval by the dean. Other instances of additional modalities and adaptations to meet accommodation needs may be considered as an overload, in discussion with the department chair and approval by the dean.

#### **VI. GUIDING PRINCIPLES FOR RESEARCH, SCHOLARLY AND ARTISTIC ACTIVITY (RSA) WORKLOAD ASSIGNMENTS**

Each faculty member is expected to engage in RSA with resulting products that meet the College requirements for tenure, promotion, and post-tenure review for tenure-track and tenured faculty.

Each College will have policies that meet academic standards and accreditation needs while allowing the flexibility that supports innovative research and the potential to reach and impact a broad audience.

Each College must develop and publish expectations for faculty RSA workload. Each College should recognize that different disciplines have different products of RSA, that the tangible products of RSA are not always immediate, allow the faculty the flexibility needed for innovative RSA and recognize work that reaches both a typical scholarly audience and the broader public.

#### **VII. GUIDING PRINCIPLES FOR SERVICE WORKLOAD ASSIGNMENTS**

Each faculty member is expected to do service work towards the needs of the University and discipline in accordance with the policy of their College. Each College will determine how a service workload unit is constituted. This work consists not only of committee work, but rather a range of activities that support the goals of the institution.

Each College must develop and publish expectations for a service workload unit. Each College is encouraged to eliminate or streamline any service obligations that do not contribute to the smooth functioning of the university. For the service that remains, each College should recognize that different activities require different amounts of time and effort, weight them accordingly, and distribute them equitably.

#### **VIII. MODIFIED WORKLOAD**

The workload percentages listed in Section III constitute a standard workload for full time faculty. However, flexibility is possible based on the needs of the Academic Unit and the faculty member, in agreement by both. For example, certain positions such as Department Chair, Program leads, Faculty Senate President and Faculty Senate



Executive Committee member typically require faculty members to take on a service load that exceeds the norm. In such cases, short-term modifications to the faculty workload may be made, for example through course releases.

Short-term modifications to any of the three components of workload may be made through discussions between faculty and Department Chair, and approval by the Dean. In no instance should the percentage of faculty workload dedicated to service be reduced to zero, since that places an undue burden on other faculty.

In the event that annual review feedback indicates a faculty member has a pattern of not meeting minimum workload expectations as delineated in their college annual review policy and criteria, the Department Chair may recommend a modified workload.

Any modifications of faculty workload should be in writing and include the reasoning for the modification and the timeframe that the modification will be in effect. The faculty member should be notified of the modification within 10 business days after the Dean's approval. The Chair, Dean, faculty member, and Provost should receive/maintain a copy of the modification. All modifications should be reflected in the college's annual workload report.

#### **IX. DISPUTING WORKLOAD ASSIGNMENTS**

Although not required in order to file a university level grievance, faculty members may discuss any concerns regarding their workload assignment with their Department Chair and subsequently with their Dean if concerns are not addressed.

If unresolved, Faculty members may dispute their assigned workload by initiating a university level grievance as provided in the UHCL Faculty Grievance Policy (UHCL MAAP 6.A.17). Until any dispute has been fully resolved, the terms of the original workload assignment being disputed will remain in effect.

#### **X. WORKLOAD CERTIFICATION PROCEDURES**

Each College will report the past year's annual faculty workload assignments, as well as the plan for the upcoming year, to the Provost, within 30 days of the end of spring semester. The Provost will provide a summary report of the previous year's workload assignments and modifications to the faculty at the start of the fall semester.

The University shall file with the Board of Regents a report, by department, of the academic duties and services performed by each member of the faculty during the nine-month academic year, showing evidence of compliance with requirements established

by the governing board. Teaching responsibilities in each workload standard shall be in proportion to the portion of salary paid from funds appropriated for instructional purposes.

**XI. REVIEW AND RESPONSIBILITY**

This policy will be reviewed by the Faculty Life Committee of Faculty Senate every 5 years unless an interim need for substantive review or revisions is needed.

Responsible Parties: Faculty Life Committee of Faculty Senate


Review: Every 5 years

**XII. APPROVAL**

Signature lines for formal approval of the document.

Approved:

  
\_\_\_\_\_  
Provost and Senior Vice President of Academic Affairs

  
\_\_\_\_\_  
President

Date: 4/14/2022

**XIII. REVISION LOG**

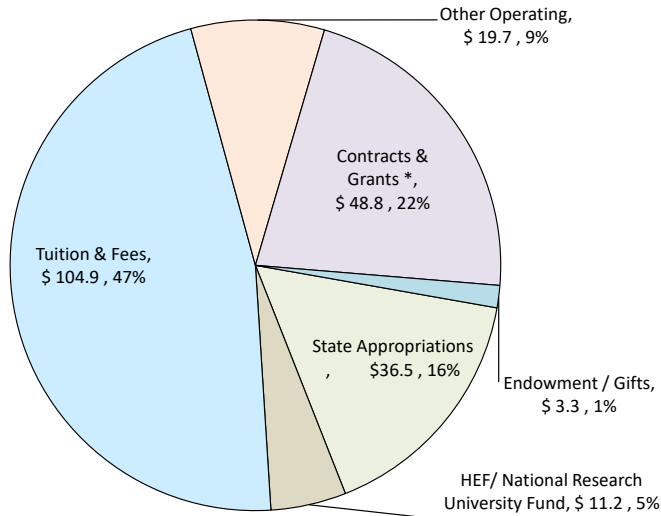
Revision Number	Approval Date	Description of changes
1	May 8, 1997	Approved by University Council
2	4/14/2022	Substantive Changes to Policy Statement, Responsibilities and addition of sections delineating Guiding Principle sections that pertain to teaching, service and research, scholarly and artistic activities as well as modifications of workload and workload certification procedures.

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# University of Houston Downtown Budget

FY2024

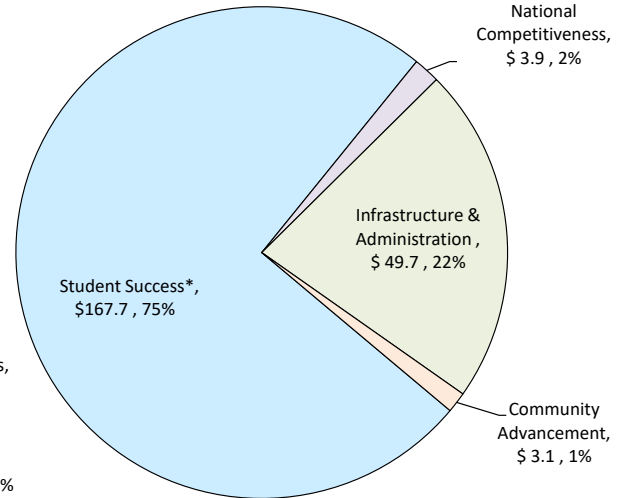
Operating Budget Source of Funds



\* Includes Federal Financial Aid

Total \$224.4 Million

Operating Budget Use of Funds

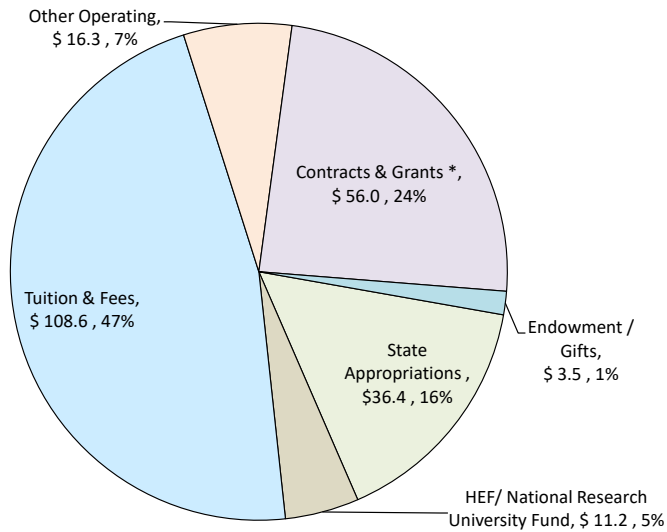


Total \$224.4 Million

Total Budget	
	\$ Millions
Operating Budget	\$ 224.4
Capital Facilities	3.7
<b>Total</b>	<b>\$ 228.1</b>

FY2025

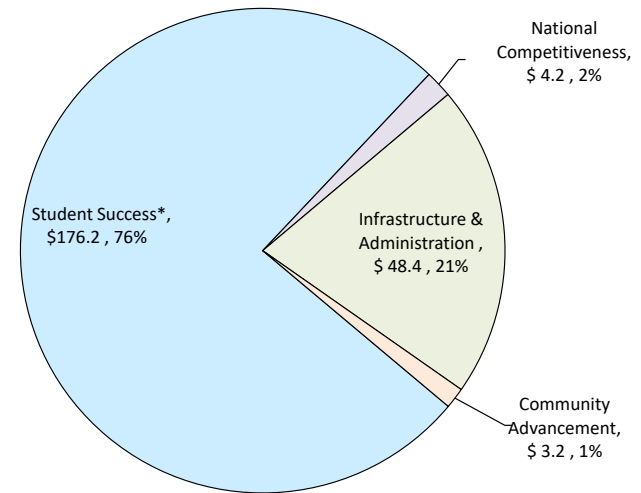
Operating Budget Source of Funds



\* Includes Federal Financial Aid

Total \$232.0 Million

Operating Budget Use of Funds



Total \$232.0 Million

Total Budget	
	\$ Millions
Operating Budget	\$ 232.0
Capital Facilities	2.2
<b>Total</b>	<b>\$ 234.2</b>

**University of Houston Downtown**  
**Revenues FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 State Appropriations	\$ 36.4	\$ 36.5	\$ 33.6	\$ 33.7	\$ 31.4
2 HEF/ National Research University Fund	11.2	11.2	10.8	10.8	10.8
3 Tuition & Fees	108.6	104.9	106.1	114.3	115.0
4 Other Operating	16.3	19.7	6.7	2.9	4.0
5 Contracts & Grants *	56.0	48.8	60.6	80.0	76.6
6 Endowment / Gifts	3.5	3.3	3.4	4.3	2.7
7 Total	<b>\$ 232.0</b>	<b>\$ 224.4</b>	<b>\$ 221.2</b>	<b>\$ 246.0</b>	<b>\$ 240.5</b>

\* Includes Federal financial aid

**University of Houston Downtown**  
**Expenditures FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 Student Success*	\$ 176.2	\$ 167.7	\$ 176.9	\$ 194.0	\$ 184.1
2 National Competitiveness	4.2	3.9	2.1	1.9	2.2
3 Infrastructure & Administration	48.4	49.7	42.9	39.3	34.2
4 Community Advancement	3.2	3.1	2.8	2.6	2.7
5 Total	<b>\$ 232.0</b>	<b>\$ 224.4</b>	<b>\$ 224.7</b>	<b>\$ 237.8</b>	<b>\$ 223.2</b>

\* Includes Federal financial aid

**University of Houston Downtown  
FY 2025 Operating Budget Expenditures by Function**

	A	B	C	D	E	F	G	H	I	J	K	L
<u>Expenditure Budget</u>	<u>Instruction</u>	<u>Research</u>	<u>Academic Support</u>	<u>Subtotal</u>	<u>Public Service</u>	<u>Student Services</u>	<u>Institutional Support</u>	<u>Physical Plant</u>	<u>Scholarships &amp; Fellowships</u>	<u>Auxiliary Enterprises</u>	<u>FY 2025 Total</u>	<u>FY 2024 Total</u>
1 Cost of Goods Sold	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000
2 Tenure Track Faculty	26,532,477	-	67,784	26,600,261	11,960	22,851	399,327	-	-	46,182	27,080,581	26,946,175
3 Non-Tenure Track Faculty	6,464,912	-	-	6,464,912	13,518	-	95,658	-	-	-	6,574,088	6,560,818
4 Adjunct Faculty	4,474,444	-	-	4,474,444	-	-	-	-	-	-	4,474,444	4,936,794
5 Graduate Assistant	-	-	-	-	-	-	-	-	-	-	-	-
6 Exempt Staff	1,650,972	327,525	13,188,348	15,166,845	745,556	4,553,509	11,483,449	684,351	-	2,593,498	35,227,208	34,089,646
7 Non-Exempt Staff	694,825	-	4,619,531	5,314,356	211,214	963,582	4,576,958	1,793,406	-	1,388,184	14,247,700	14,762,936
8 Student Employees	165,987	4,662	757,847	928,496	16,281	275,263	100,694	4,226	675,000	380,736	2,380,696	2,552,304
9 Summer Instruction Salaries	3,219,563	-	-	3,219,563	-	-	-	-	-	-	3,219,563	3,219,563
10 Benefits	10,851,051	94,914	5,865,027	16,810,992	303,053	1,614,183	5,559,426	1,255,381	-	1,155,100	26,698,135	26,265,179
<b>11 Subtotal</b>	<b>54,054,231</b>	<b>427,101</b>	<b>24,498,537</b>	<b>78,979,869</b>	<b>1,301,582</b>	<b>7,429,388</b>	<b>22,215,512</b>	<b>3,737,364</b>	<b>675,000</b>	<b>5,563,700</b>	<b>119,902,415</b>	<b>119,333,415</b>
12 Capital	270,000	-	3,629,663	3,899,663	-	-	1,699,210	-	-	-	5,598,873	5,969,720
13 M&O	1,519,353	3,759,148	7,679,153	12,957,654	1,921,178	1,907,660	10,844,326	5,739,079	-	3,437,540	36,807,437	36,720,921
14 Travel & Business Expense	231,889	16,500	351,615	600,004	12,000	64,267	332,390	6,456	-	122,500	1,137,617	1,069,778
15 Debt Service	-	-	-	-	-	-	-	2,558,250	-	2,847,850	5,406,100	5,407,700
16 Utilities	-	-	-	-	-	-	-	1,316,837	-	177,175	1,494,012	1,494,012
17 Scholarship & Fellowship	-	-	-	-	-	-	-	-	61,732,032	-	61,732,032	54,417,980
<b>18 Subtotal</b>	<b>2,021,242</b>	<b>3,775,648</b>	<b>11,660,431</b>	<b>17,457,321</b>	<b>1,933,178</b>	<b>1,971,927</b>	<b>12,875,926</b>	<b>9,620,622</b>	<b>61,732,032</b>	<b>6,585,065</b>	<b>112,176,071</b>	<b>105,080,111</b>
<b>19 Total Expenditure Budget</b>	<b>\$ 56,075,473</b>	<b>\$ 4,202,749</b>	<b>\$ 36,158,968</b>	<b>\$ 96,437,190</b>	<b>\$ 3,234,760</b>	<b>\$ 9,401,315</b>	<b>\$ 35,091,438</b>	<b>\$ 13,357,986</b>	<b>\$ 62,407,032</b>	<b>\$ 12,150,765</b>	<b>\$ 232,080,486</b>	<b>\$ 224,415,526</b>

**University of Houston Downtown**  
FY2025 Annual Plan and Budget



## **University of Houston Downtown (UHD) Mission and Goals**

### **UHD Mission**

The University of Houston Downtown is a community of diverse faculty, staff, students, and regional partners dedicated to nurturing talent, generating knowledge, and driving socioeconomic mobility for a just and sustainable future.

### **UHD Vision**

The University of Houston Downtown will be an inclusive university of choice for Houstonians seeking to contribute to the social, intellectual, and cultural lives of their communities.

### **UHD Strategic Plan 2022-2027**

To achieve the strategic imperatives articulated in the 2022-2027 Strategic Plan “A New Paradigm”, funding continues to be earmarked in the FY2025 budget to support the following goals:

#### **Enhancing Student Success**

Optimize lifelong student success and engagement through robust academic advising, targeted student services, sufficient financial aid and built-in career advising.

#### **Strategic Partnerships**

Cultivate a diverse portfolio of institutional partnership to serve Houston and the region as an anchor institution.

#### **Dynamic Academic Environment**

Cultivate a dynamic academic environment in which we nurture students to their fullest potential that they may better impact their world.

#### **Engaged Faculty and Staff**

Be the employer of choice that values and supports a diverse and inclusive faculty and staff.

#### **Sustainable Operations**

Maximize our operational portfolio by means of a strong donor base; strategic enrollment; engaged alumni, faculty, and staff; robust grant activity; sustainability best practices; an access to legislative funds; regular maintenance of facilities; and a strong technology infrastructure.

#### **Elevated Visibility and Recognition**

Enhance the reputation and visibility of UHD with robust marketing, current social media techniques, and intentional student recruitment efforts.

#### **Impactful Knowledge Creation**

Promote knowledge creation and dissemination to and from faculty, staff, students, and the wider community.

## Overview of UHD’s FY2025 Plan and Budget

### ***UHD Progress Card: Student Success***

UHD’s highest priority is student success. Continuous commitment and recent implementation of multifaceted strategies to support student retention and timely completion has improved key performance indicators of student success as measured by the University’s progress card.

#### ***Retention Rates***

The First Time in College (FTIC) and the First Year Transfer Fall 2023 retention rates improved when compared to the prior fall semester. The FTIC retention rate increased by 2.33% from the prior year, and the Transfer retention rate increased 2.17% when compared to the prior year.

#### ***Graduation Rates***

The six-year First Time in College (FTIC) graduation rate increased by 2.88% when compared to the prior year and 18.34% over the base year. The four-year transfer graduation rate decreased by 2.15% from the prior year, however still above the base year by 4.08%.

<b>UHD: Student Success</b>					
	<b>Base Year (2007-2008)</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>Increase/Decrease</b>	
				<b>From Prior Year</b>	<b>From Base Year</b>
FTIC Retention Rate (First Year)	56.00%	65.08%	67.41%	2.33%	11.41%
FTIC Graduation Rate (sixth Year)	15.42%	30.88%	33.76%	2.88%	18.34%
Transfer Retention Rate (First Year)	75.56%	80.26%	82.43%	2.17%	6.87%
Transfer Graduation Rate (Fourth Year)	64.10%	70.33%	68.18%	-2.15%	4.08%

### ***FY2025 Funding Sources***

Like most public regional universities in the US, UHD experienced post-pandemic enrollment challenges. The Fall 2022 and Spring 2023 student credit hours were down 6% from the previous academic year. Based on enrollment trends, the FY2024 budget was developed based on a 3% enrollment decline for the Fall 2023 and 2024 semesters.

Fortunately, UHD experienced enrollment growth in SCHs of 2% in Fall 2023 and 5% in Spring 2024 from the previous academic year. UHD will plan conservatively for FY2025 by projecting flat enrollment from the Summer 2023, Fall 2023 and Spring 2024 semesters. Doing so generates an additional \$3.4 million in gross tuition and fee revenues. A 5% increase to graduate tuition and fee rates was approved by the Board of Regents in February 2024, which results in an additional \$308K of designated tuition. Overall, UHD’s tuition & fee revenue budgets will increase by \$3.7 million from FY2024.

Since FY2025 is the second year of the current biennium, state appropriation support will be nearly at the FY2024 funding level with a slight decrease of \$32K. Following the 88<sup>th</sup> regular Texas legislative session in 2023, UHD benefitted from increased state support stemming from the Higher Education Affordability Plan which supports the university’s continued prioritization of student success and helps offset increased operating costs. Comprehensive Regional University (CRU) funds were fully funded and there were increases in state support through Formula Funding, Higher Education Group Insurance (HEGI) and Hazlewood Legacy military veterans’ exemptions.

In FY2024 UHD benefitted from the redistribution of Stephen F. Austin University's HEF allocation as they shifted from an independent state institution to joining the UT System. UHD's HEF allocation increased from \$10.8 million to \$11.2 million in FY2024 and will remain \$11.2 million for FY2025.

### ***UHD FY2025 Budget Development***

In the almost four years since the onset of the COVID-19 pandemic in the US, the recovery from its impact still lingers. After experiencing years of steady enrollment declines, UHD reported enrollment increases for the Fall 2023 and Spring 2024 semesters for the first time since the beginning of the pandemic. While we are encouraged that the implementation of new student success initiatives has had a positive impact on the trajectory of our enrollment, we are still below pre-pandemic enrollment. During these challenging enrollment periods high levels of inflation has increased the costs to operate the university. The university has faced the delicate balance of keeping up with increased costs with less revenue while maintaining affordability for our students. Our commitment to affordability has kept UHD's tuition and fee rates unchanged since FY2022.

Developing the FY2025 budget under these circumstances of our new financial reality was challenging. The FY2025 operating budget was developed with the assumption that tuition revenues will increase slightly due to the five percent rate increase to the graduate designated tuition rate with a slight decrease in State funding. The graduate tuition rate increase is necessary to maintain high quality graduate programs and expand graduate student support services. When compared to Houston area graduate programs, UHD continues to be costs competitive with the new tuition rate. One of the critical goals of the 2022-2027 strategic plan "A New Paradigm" is to engage faculty and staff to become an employer of choice and this means offering competitive compensation to attract and retain talented faculty and staff. To this end, the new FY2025 budget initiatives focus on employee compensation, to include a 1.5% merit salary increase pool, stipend increases for department chairs and Associate Deans, faculty rank and tenure promotions and Senior Lecturer promotions.

The University senior leadership and the Planning and Budget Development Committee (PBDC) recognized the need to start addressing the university's structural deficit with permanent budget reductions. The proposed budget reductions recommendation process was led by a PBDC subcommittee. The 2022-2027 strategic plan "A New Paradigm" guided the priorities of the reduction process. In total the PBDC subcommittee achieved \$1.9 million in budget reductions recommendations with the elimination of noncritical vacant positions, targeted cuts to maintenance and operations, non-federal student worker and adjunct faculty budgets. These strategic FY2025 budget reductions, along with additional tuition & fee revenues from increased enrollment, reduced the university's structural deficit by \$3.7 million. UHD will continue work towards balancing our budget to secure the financial sustainability of the university.

### ***Summary of Strategic Priorities***

UHD's FY2025 budget addresses four priorities of the University of Houston System's goals of Student Success, National Competitiveness, Infrastructure & Administration, and Community Advancement – all of which underpin student success. The following section will provide context and the budget initiatives that align with UHD's strategic priorities.

## Priority 1 - Student Success

### Context

UHD remains committed to student success as its overarching goal and guiding principle. For FY2025, UHD will continue to support student success initiatives from a combination of operating funds and fund balance/reserves. Operating dollars will continue supporting student service operations in the Student Success and Student Life division and student aid through set-asides, federal and state grants. \$6.3 million in HEF funds will support library materials, technology for labs and classrooms, and campus expansion/campus development.

### FY 2025 Budget Initiatives

- ***Financial Aid (\$98,014 Operating Funds) App A-C2***  
The institution's mandated designated tuition (MDT) set-aside and Texas Public Educational Grant (TPEG) set-aside budgets reflect an increase with enrollment projecting to be higher than what was built into the FY2024 budget.
- ***Federal and State Financial Aid (\$7,232,428 Operating Funds) App A-C3***  
UHD's TEXAS (Toward EXcellence, Access and Success) Grant allocation is expected to increase by \$1.2 million and the federally funded Pell Grant allocation is expected to be \$39 million, which is a \$6 million increase from the FY2024 budget reported last summer.
- ***Gifts & Endowments (\$106,978 Operating Funds) App A-C4***  
Endowment income budgets have increased by \$98K. The Marilyn Davies Endowment in the Marilyn Davies College of Business is increasing by \$57K. Restricted gift-funded budgets are increasing by a net of \$8K from a combination of increased university-wide, in the College of Public Service and in the College of Sciences and Technology, and reductions in Retail Management and support from the 100 Club.
- ***Student Recruitment, Retention and Success (-\$737,959 Operating Funds) App A-C5***  
There were strategic budget reductions to maintenance & operations and the elimination of vacant positions across the Enrollment Management, Student Success & Student Life and Academic Affairs divisions. Two full-time positions were eliminated in the Criminal Justice Training Center program budget.
- ***Enhanced Student Support Services (\$247,482 Operating Funds) App A-C6***  
The net increase in operating funds is from a \$400K budget increase for the Applied Business & Technology Center and the elimination of vacant positions and student worker budgets in the Campus Solutions Services, Library, and Student Accounting departments.
- ***Debt Service – Academic Infrastructure (\$2,558,250 HEF) App B-1***  
\$2,558,250 will be spent on the debt service of the CRB for the Science & Technology (S&T) Building/Central Utility Plant project. In addition to providing a site for the S&T Building, the acquired property (and utility plant) is also the site of UHD's Wellness and Success Center.

- **Instructional Support (\$3,437,043 HEF) App B-2**  
In response to student utilization trends, in the coming year, the library will spend over 90 percent of its HEF budget providing students access to digital databases and journal subscriptions. The remainder will cover the purchase of books, e-books, videos, and recordings. An additional \$650K will be utilized for office workstations, classroom presentation systems, computer labs, electronic classrooms, and software for satellite labs to help students with their path to earning a degree. \$270K will be used for lab space and equipment in the College of Sciences and Technology.
- **Student Services Support (\$268,120 HEF) App B-3**  
\$200K of HEF funds will be allocated for Year 3 of UHD’s EAB software agreement. Approximately \$68K will be used for software for the study abroad program, curriculum approval, and assessment reports for accreditation.

### Investment of FY2025 Resources in Student Success Initiatives

	<u>Operating</u>	<u>Reallocation</u>	<u>HEF</u>	<u>Total</u>
Financial Aid	\$98,014			\$98,014
Federal and State Financial Aid	\$7,232,428			\$7,232,428
Gifts & Endowments	\$106,978			\$106,978
Student Recruitment, Retention and Success	(\$737,959)			(\$737,959)
Enhanced Student Support Services	\$247,482			\$247,482
Debt Service - Academic Infrastructure			\$2,558,250	\$2,558,250
Instructional Support			\$3,437,043	\$3,437,043
Student Services Support			\$268,120	\$268,120
<b>Total</b>	<b>\$6,946,943</b>	<b>\$0</b>	<b>\$6,263,413</b>	<b>\$13,210,356</b>

## Priority 2 - National Competitiveness

### Context

A highly qualified faculty is vital for UHD to achieve its goals of improving student success rates and equipping graduates with 21<sup>st</sup> century skills. Faculty are the backbone of the UHD community “*dedicated to integrating teaching, service, and scholarly research to develop students’ talents and prepare them for success in a dynamic global society.*” A significant portion of operating funds allocated for FY2025 will support merit-based salary increases for faculty and staff.

### FY2025 Budget Initiatives

- **Faculty Recruitment, Retention, and Expansion (-\$183,264 Operating Funds) App A-C8**  
UHD’s continued efforts in providing competitive salaries to attract, retain and motivate qualified employees will enable the University to maintain a competitive position among peers whom we compete with for labor. UHD has budgeted a 1.5 percent pool for faculty salary merit increases plus \$270K that will support faculty rank/tenure promotions, Senior Lecturer promotions and increases to department chair and Associate Dean stipends. Strategic budget reductions resulted in faculty positions being eliminated for a total of \$308K and reduced adjunct faculty pool budgets for a total of \$234K. Lastly, \$267K in college differential designated tuition (DDT) budgets saw decreases due to an anticipated drop in tuition collection.

- *University Research Support & Infrastructure Investments (\$41,415 Operating Funds) App A-C9*  
The Office of Research & Sponsored Programs maintenance & operations budget from indirect costs increased by \$41K after adjustments to other overhead and utilities budgets.
- *Research-Other than Federal & State (-\$84,567 Operating Funds) App A-C10*  
The UHD Greater Foundation Program grant decreased by \$80K.
- *Federal & State Research Support (\$234,220 Operating Funds) App A-C11*  
The Cancer Prevention and Research Institute of Texas Grant (CPRIT) in the College of Humanities and Social Sciences increased by \$233K.
- *Facilities/Labs and Technology (\$540,000 HEF) App B-5*  
\$400K in HEF will be used to purchase equipment for computer labs and classrooms for various departments. \$40K will be used for rank and tenure software. \$100K will be used to address the lack of sufficient and suitable faculty office space in the College of Public Service.

**Investment of FY2025 Resources in National Competitiveness Initiatives**

	<u>Operating</u>	<u>Reallocation</u>	<u>HEF</u>	<u>Total</u>
Faculty Recruitment, Retention and Expansion	(\$183,264)			(\$183,264)
University Research Support & Infrastructure Investments	\$41,415			\$41,415
Research-Other than Federal & State	(\$84,567)			(\$84,567)
Federal and State Research Support	\$234,220			\$234,220
Facilities/Labs and Technology			\$540,000	\$540,000
<b>Total</b>	<b>\$7,804</b>	<b>\$0</b>	<b>\$540,000</b>	<b>\$547,804</b>

**Priority 3 – University Infrastructure and Administration**

**Context**

To maintain an environment conducive to student success, the University must invest in its infrastructure and be efficient in its administrative practices. These infrastructure and administrative investments are in the areas of personnel, automation, plant, technology, security, and general administration. As with any organization, UHD’s greatest asset is its people - faculty and staff. A significant portion of operating funds allocated for FY2025 will support merit-based salary increases for faculty and staff. As in the past, HEF funds will be provided to address planned maintenance needs and renovations as well as to maintain UHD’s technology environment.

## FY2025 Budget Initiatives

- *Tuition Revenue Bond Debt Service (-\$1,600 Operating Funds) App A-C13*  
Debt service cost is changing slightly.
- *Insurance and Risk Mitigation (\$39,788 Operating Funds) App A-C14*  
UHD's non-health insurance premium cost increased.
- *Recruit and Retain Highly Qualified Staff (\$775,754 Operating Funds) App A-C15*  
The increase is due to the planned 1.5% pool for merit increases, an investment to retain top quality staff.
- *Operations and Administration Support (-\$164,670 Operating Funds) App A-C16*  
The decrease in operating funds is primarily due to strategic budget reductions in the Administration & Finance division and the President's Office.
- *Annual Deferred Maintenance & Life Safety (\$1,600,000 HEF) App B-7*  
Annual capital renewal/capital improvement (CR/CI) life cycle replacements for items such as elevators, restrooms, and roof replacements for FY2025.
- *Campus Security, IT, and Infrastructure (\$76,243 Operating Funds) App A-C17; (\$2,751,621 HEF) App B-8*  
There are a few contributing factors to the net increase of \$76K in operating expenses. Much of the decrease is due to the strategic budget reductions in the Information Technology unit. The FY25 budget reductions include \$145K in full-time salary & benefits, \$135K in M&O, and \$7K in non-college work-study. In FY2025, UHD will allocate \$1.4 million in HEF to upgrade servers and network infrastructure and to expand storage capacity. \$200K will support the purchase of equipment for computer labs and classrooms. \$100K will be allocated to the Police Department for data center and safety equipment. \$120K will be used to address furniture needs and upgrading web team equipment. Starting with the FY2025 budget, HEF will be used to cover a portion of the UHS Service Charge for institutional and academic database support - \$897K.

## Investment of FY2025 Resources in University Infrastructure and Administration

	<u>Operating</u>	<u>Reallocation</u>	<u>HEF</u>	<u>Total</u>
Tuition Revenue Bond Debt Service	(\$1,600)			(\$1,600)
Insurance and Risk Mitigation	\$39,788			\$39,788
Recruit/Retain Highly Qualified Staff	\$775,754			\$775,754
Operations and Administrative Support	(\$164,670)			(\$164,670)
Campus Security, IT and Infrastructure	\$76,243		\$2,751,621	\$2,827,864
Annual Deferred Maintenance & Life Safety			\$1,600,000	\$1,600,000
<b>Total</b>	<b>\$725,515</b>	<b>\$0</b>	<b>\$4,351,621</b>	<b>\$5,077,136</b>

## Priority 4 - Community Advancement

### Context

UHD continues to build on its strength in Community Advancement, which has been recognized nationally with the Carnegie Foundation’s Community Engagement Classification. Students participate in both curricular and co-curricular community engagement activities on and off campus.

Community Development Project funds serve to assist the community-based efforts to revitalize two separate economically depressed north side neighborhoods – the predominately African American Acres Homes subdivision and the largely Hispanic area known as the Near Northside. The bulk of the funds directly support youth leadership and development programs, summer educational enrichment programs for at-risk children, supplemental nutrition, women’s empowerment, and other vital community needs. The Wonderworks program provides academic summer programs for high school students in the areas of architecture, filmmaking, and literature.

The Talent Search program is committed to advancing the number of youths from disadvantaged backgrounds who complete high school, enroll in college, persist, and attain a postsecondary degree or certificate. UHD has partnered with Aldine ISD for the past 35 years and has had tremendous support from the administration and superintendents. Educational Talent Search Advisors meet with students twice a month to discuss career development, academic support, scholarships, and personal development. Thanks to the Talent Search program, over 50% of participating students attain a degree or workforce certificate within the standard number of years.

### FY2025 Budget Initiatives

- *Communication & Educational Public Service (-\$15,302 Operating Funds) App A-C19*  
The decrease stems from a non-college student worker budget reduction in the College of Public Service.

### Investment of FY 2025 Resources in Community Advancement

	<u>Operating</u>	<u>Reallocation</u>	<u>HEF</u>	<u>Total</u>
Communication & Educational Public Service	(\$15,302)			(\$15,302)
<b>Total</b>	<b>(\$15,302)</b>	<b>\$0</b>	<b>\$0</b>	<b>(\$15,302)</b>

### Summary

UHD allocated \$1.9 million in high priority initiatives and unavoidable cost increases on operating funds in the FY2025 budget. Simultaneously, UHD reduced operating expenditure budgets by \$1.9 million to address the university’s structural deficit. The \$7.7 million budget increase from FY2024 primarily derives from expected increases of \$6 million from the federally funded Pell Grant Program and \$1.2 million from the TEXAS Grant Program. The annual \$11.2 million HEF allocation is utilized to help ensure the success of the campus’s critical priorities by dedicating \$6.3 million to Student Success, \$540K to National Competitiveness, and \$4.4 million to Infrastructure and Administration. The subsequent appendices provide details of the support for each of the priorities.



**University of Houston Downtown**  
**Appendix A - Allocation of New FY2025 Resources**

<u>Revenue Changes</u>	A
<b>State Appropriations</b>	
1 General Revenue	\$ (112,155)
2 State Matching Benefits	100,000
<b>3 Subtotal State Appropriations</b>	<b>(12,155)</b>
<b>Other State Funds</b>	
4 Fund Balance	120,000
<b>5 Subtotal Other State Funds</b>	<b>120,000</b>
<b>Tuition and Fees</b>	
6 Institutional Tuition and Fees	3,652,934
7 College Tuition and Fees	(139,290)
8 Student Service Fees	51,334
9 Recreation and Wellness Centers	59,656
10 University/Student Center Fee	12,005
11 Fund Balance	(4,460,909)
12 Other Student Fees	43,500
<b>13 Subtotal Tuition and Fees</b>	<b>(780,770)</b>
<b>Other Operating</b>	
14 Facility and Administrative Cost	(4,805)
15 Central Investment Earnings	15,000
16 Other Educational and General Operations	273,500
17 Auxiliary Operations	22,000
18 Parking Fees	100,000
19 Other Operating Income	41,000
20 Hazlewood Compensation	28,001
21 Fund Balance	256,118
<b>22 Subtotal Other Operating</b>	<b>730,814</b>
<b>Contracts and Grants</b>	
23 Research	150,308
24 Financial Aid	7,312,428
<b>25 Subtotal Contracts and Grants</b>	<b>7,462,736</b>
<b>Endowment Income / Gifts</b>	
26 Gifts	62,500
27 Endowment Income	153,009
28 Fund Balance	(71,174)
<b>29 Subtotal Endowment Income / Gifts</b>	<b>144,335</b>
<b>30 Total Net Revenue</b>	<b>\$ 7,664,960</b>

<u>Reallocations</u>	B
1 Reallocations	\$ -

<u>Priority/Initiative Allocations</u>	C
<b>Priority 1. Student Success</b>	
2 Financial Aid	98,014
3 Federal and State Financial Aid	7,232,428
4 Gifts & Endowments	106,978
5 Student Recruitment, Retention and Success	(737,959)
6 Enhanced Student Support Services	247,482
<b>7 Subtotal Student Success</b>	<b>6,946,943</b>
<b>Priority 2. National Competitiveness</b>	
8 Faculty Recruitment, Retention and Expansion	(183,264)
9 University Research Support & Infrastructure Investments	41,415
10 Research-Other than Federal & State	(84,567)
11 Federal and State Research Support	234,220
<b>12 Subtotal National Competitiveness</b>	<b>7,804</b>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
13 Tuition Revenue Bond Debt Service	(1,600)
14 Insurance and Risk Mitigation	39,788
15 Recruit and Retain Highly Qualified Staff	775,754
16 Operations and Administration Support	(164,670)
17 Campus Security, IT and Infrastructure	76,243
<b>18 Subtotal University Infrastructure &amp; Administration</b>	<b>725,515</b>
<b>Priority 4. Community Advancement</b>	
19 Communication & Educational Public Service	(15,302)
<b>20 Subtotal Community Advancement</b>	<b>(15,302)</b>
<b>21 Total Priority/Initiative Allocations</b>	<b>\$ 7,664,960</b>

**University of Houston Downtown**  
**Appendix B - Allocation of FY2025 HEF**

<b><u>FY2025 Allocation</u></b>	
<b>HEF</b>	<b>\$ 11,155,034</b>

<b><u>Priority/Initiative Allocations</u></b>	<b><u>HEF</u></b>
<b>Priority 1. Student Success</b>	
1 Debt Service - Academic Infrastructure	\$ 2,558,250
2 Instructional Support	3,437,043
3 Student Services Support	268,120
<b>4 Subtotal - Student Success</b>	<b>6,263,413</b>
<b>Priority 2. National Competitiveness</b>	
5 Facilities/Labs and Technology	540,000
<b>6 Subtotal - National Competitiveness</b>	<b>540,000</b>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
7 Annual Deferred Maintenance & Life Safety	1,600,000
8 Campus Security, IT and Infrastructure	2,751,621
<b>9 Subtotal - University Infrastructure &amp; Administration</b>	<b>4,351,621</b>
<b>10 Total Priority/Initiative Allocations</b>	<b>\$ 11,155,034</b>

**University of Houston Downtown**  
**Table 1 - Sources & Uses**  
(\$ in Millions)

	A	B		C	D	E		F	G
	Historical FY2023 Budget	-----Change-----			Current FY2024 Budget	-----Change-----			New FY2025 Budget
		Dollars	Percent			Dollars	Percent		
<b>Operating &amp; Restricted Budget</b>									
<b>Source of Funds</b>									
1 State Appropriations	\$ 33.5	\$ 3.0	9%		\$ 36.5	\$ (0.0)	0%		\$ 36.4
2 HEF/NRUF	8.9	0.6	7%		9.6	(0.2)	-2%		9.4
3 Tuition & Fees	112.4	(7.4)	-7%		104.9	3.7	4%		108.6
4 Other Operating	12.8	8.8	69%		21.6	(3.5)	-16%		18.1
5 Contracts & Grants	48.1	0.4	1%		48.5	7.5	15%		56.0
6 Endowment Income/Gifts	3.1	0.2	7%		3.3	0.2	6%		3.5
7 <b>Total Sources</b>	<b>\$ 218.8</b>	<b>\$ 5.6</b>	<b>2.5%</b>		<b>\$ 224.4</b>	<b>\$ 7.6</b>	<b>3.4%</b>		<b>\$ 232.0</b>
<b>Use of Funds by Object</b>									
8 Salaries and Wages - Faculty	\$ 40.6	\$ 1.1	3%		\$ 41.7	\$ (0.3)	-1%		\$ 41.3
9 Salaries and Wages - Staff	50.7	0.7	1%		51.4	0.5	1%		51.9
10 Benefits	24.9	1.3	5%		26.2	0.5	2%		26.7
11 M&O	34.2	3.6	11%		37.8	0.2	0%		37.9
12 Capital	4.2	1.7	41%		6.0	(0.4)	-6%		5.6
13 Scholarships	57.3	(2.9)	-5%		54.4	7.3	13%		61.7
14 Debt Service	5.4	(0.0)	0%		5.4	(0.0)	0%		5.4
15 Utilities	1.5	-	0%		1.5	-	0%		1.5
16 <b>Total Uses</b>	<b>\$ 218.8</b>	<b>\$ 5.6</b>	<b>2.5%</b>		<b>\$ 224.4</b>	<b>\$ 7.6</b>	<b>3.4%</b>		<b>\$ 232.0</b>
<b>Capital Facilities Budget</b>									
<b>Source of Funds</b>									
17 HEF	\$ 1.9	\$ (0.3)	-15%		\$ 1.6	\$ 0.2	13%		\$ 1.8
18 Bonds	-	1.5	0.0%		1.5	(1.4)	-91%		0.1
19 Gifts	-	-	0.0%		-	-	0.0%		-
20 Other Debt Funded	6.0	(6.0)	-100%		-	-	0.0%		-
21 Other	5.5	(5.0)	-90%		0.6	(0.3)	-56%		0.3
22 <b>Total Sources</b>	<b>\$ 13.4</b>	<b>\$ (9.7)</b>	<b>-72.5%</b>		<b>\$ 3.7</b>	<b>\$ (1.5)</b>	<b>-40.5%</b>		<b>\$ 2.2</b>
<b>Use of Funds by Object</b>									
23 Construction	\$ 11.3	\$ (10.5)	-93%		\$ 0.8	\$ (0.7)	-96%		\$ 0.0
24 Major Rehabilitation	2.1	0.8	37%		2.9	(0.8)	-26%		2.2
25 Acquisitions	-	-	0.0%		-	-	0.0%		-
26 <b>Total Uses</b>	<b>\$ 13.4</b>	<b>\$ (9.7)</b>	<b>-72.6%</b>		<b>\$ 3.7</b>	<b>\$ (1.5)</b>	<b>-40.3%</b>		<b>\$ 2.2</b>
<b>Total Operating, Restricted and Capital Budget</b>									
27	\$ 232.2	\$ (4.2)	-1.8%		\$ 228.1	\$ 6.2	2.7%		\$ 234.2

**University of Houston Downtown**  
**Table 2 - Current Operating Funds**

Source of Funds	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
<b>General Funds</b>				
State General Revenue Appropriations				
Formula Funding	\$ 28,259,258	\$ (32,155)	-0.1%	\$ 28,227,103
Special Items	299,213			299,213
State Benefits Appropriation	7,813,743	100,000	1.3%	7,913,743
Dedicated Appropriations	82,500	(80,000)	-97.0%	2,500
Subtotal State General Revenue Appropriations	36,454,714	(12,155)	0.0%	36,442,559
Tuition and Fees				
Consolidated Tuition & Fees	19,766,227	400,765	2.0%	20,166,992
Subtotal Tuition and Fees	19,766,227	400,765	2.0%	20,166,992
HEF	11,155,034			11,155,034
Income on State Treasury Deposits	200,000	40,000	20.0%	240,000
Hazlewood Compensation	344,826	28,000	8.1%	372,826
Fund Balance	1,200,000			1,200,000
Subtotal General Funds	69,120,801	456,610	0.7%	69,577,411
<b>Designated</b>				
Tuition and Fees				
Consolidated Tuition & Fees	63,063,563	3,087,380	4.9%	66,150,943
Designated Tuition - Differential	2,786,070	(107,090)	-3.8%	2,678,980
Voluntary Fees	1,833,000	(26,000)	-1.4%	1,807,000
Library Fee	1,880,269	21,000	1.1%	1,901,269
Technology Fee	4,904,282	102,789	2.1%	5,007,071
Major/Department/Class Fees	1,364,000	34,800	2.6%	1,398,800
Subtotal Tuition and Fees	75,831,184	3,112,879	4.1%	78,944,063
Indirect Cost	489,163	945	0.2%	490,108
Investment Income on Non-Endowed Funds	1,825,000	(25,000)	-1.4%	1,800,000
Endowment Income	396,318	24,857	6.3%	421,175
Contracts / Grants / Gifts	60,750	(5,750)	-9.5%	55,000
Arte Publico/Opt Clinic/Self Supp Org	1,640,000	260,000	15.9%	1,900,000
Aux Admin Chg/Other	66,500	13,500	20.3%	80,000
Fund Balance	13,729,703	(4,460,909)	-32.5%	9,268,794
Subtotal Designated Funds	94,038,618	(1,079,478)	-1.1%	92,959,140
<b>Auxiliary Enterprises</b>				
Student Fees				
Student Service Fee	4,444,602	51,334	1.2%	4,495,936
Recreation and Wellness Center	3,644,846	59,656	1.6%	3,704,502
University Center Fees	1,077,117	12,005	1.1%	1,089,122
Other Student Fees	172,000	43,500	25.3%	215,500
Subtotal Student Fees	9,338,565	166,495	1.8%	9,505,060
Sales & Service - Student Housing			0.0%	
Sales & Service - Parking	1,200,000	100,000	8.3%	1,300,000
Sales & Service - Athletics/Hotel/Other	1,118,832	63,000	5.6%	1,181,832
Fund Balance	158,755	256,118	161.3%	414,873
Subtotal Auxiliary Funds	11,816,152	585,613	5.0%	12,401,765
<b>Total Current Operating Funds</b>	174,975,571	(37,255)	0.0%	174,938,316
<b>Interfund Transfer</b>	(2,171,000)	120,000	-5.5%	(2,051,000)
<b>Total Operations Sources</b>	172,804,571	82,745	0.0%	172,887,316
<b>Restricted</b>				
Contracts and Grants				
Research	5,639,557	150,308	2.7%	5,789,865
Financial Aid	42,804,571	7,312,429	17.1%	50,117,000
Gifts	1,473,000	62,500	4.2%	1,535,500
Endowment Income	1,216,265	113,743	9.4%	1,330,008
Other Restricted	270,617	14,409	5.3%	285,026
Fund Balance	206,945	(71,174)	-34.4%	135,771
<b>Total Current Operating Funds</b>	51,610,955	7,582,215	14.7%	59,193,170
<b>Interfund Transfer</b>			0.0%	
<b>Total Restricted Sources</b>	51,610,955	7,582,215	14.7%	59,193,170
<b>Total Sources</b>	\$ 224,415,526	\$ 7,664,960	3.4%	\$ 232,080,486
<b>Use of Funds by Object</b>				
Salaries and Wages	\$ 93,066,128	\$ 745,237	0.8%	\$ 93,811,365
Benefits	26,267,287	(176,237)	-0.7%	26,091,050
M&O	37,727,899	195,719	0.5%	37,923,618
Capital	5,969,720	(370,847)	-6.2%	5,598,873
Scholarships	54,417,980	7,314,052	13.4%	61,732,032
Debt Service	5,472,500	(42,964)	-0.8%	5,429,536
Utilities	1,494,012			1,494,012
<b>Total Uses</b>	\$ 224,415,526	\$ 7,664,960	3.4%	\$ 232,080,486

University of Houston Downtown

Table 3 - Capital Projects

Project	Project Expenditures		Total Project	Funded From				
	FY2025	Future Year		Revenue				
to Date (1)	Budget	Budgets	Budget	HEF/Other State Funded	CCAP	Other Debt Funded	Gifts	Other
<b>New Construction</b>								
Gator Expansion Project-Girard Street Building	\$ 512,983	\$ 33,250	\$ 14,453,767	\$ 15,000,000	\$ -	\$ 15,000,000	\$ -	\$ -
<b>Subtotal New Construction</b>	<b>\$ 512,983</b>	<b>\$ 33,250</b>	<b>\$ 14,453,767</b>	<b>\$ 15,000,000</b>	<b>\$ -</b>	<b>\$ 15,000,000</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Major Repair and Rehabilitation</b>								
Gator Expansion Project-Student Life Ctr & One Main Bldg	\$ 759,581	\$ 98,929	\$ 29,064,323	\$ 29,922,833	\$ -	\$ 29,922,833	\$ -	\$ -
One Main Building-N1099 Renovation	-	100,000	-	100,000	100,000	-	-	-
Commerce Street Building-CJ/SW Office Buildout	-	100,000	-	100,000	100,000	-	-	-
<b>Projects Budgeted Annually</b>								
Capital Renewal/Capital Improvements	-	1,851,000	-	1,851,000	1,600,000	-	-	251,000
<b>Subtotal Major Repairs &amp; Rehabilitation</b>	<b>\$ 759,581</b>	<b>\$ 2,149,929</b>	<b>\$ 29,064,323</b>	<b>\$ 31,973,833</b>	<b>\$ 1,800,000</b>	<b>\$ 29,922,833</b>	<b>\$ -</b>	<b>\$ 251,000</b>
<b>Total</b>	<b>\$ 1,272,564</b>	<b>\$ 2,183,179</b>	<b>\$ 43,518,090</b>	<b>\$ 46,973,833</b>	<b>\$ 1,800,000</b>	<b>\$ 44,922,833</b>	<b>\$ -</b>	<b>\$ 251,000</b>

(1) Project expenditures to date, estimated through August 31, 2024

**University of Houston Downtown**  
**Table 4-A Allocation of Student Service Fees**

Sources	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
Current Year Revenue	\$ 4,474,602	\$ 51,334	1.1%	\$ 4,525,936
Remissions/Exemptions	(30,000)			(30,000)
Budgeted Fund Balance		79,562	0.0%	79,562
<b>Total Sources</b>	<b>\$ 4,444,602</b>	<b>\$ 130,896</b>	<b>2.9%</b>	<b>\$ 4,575,498</b>
<b>Allocations</b>				
Bayou Review	\$ 9,665	\$ -		\$ 9,665
Call Center	15,171			15,171
Campus Activities Board	27,600			27,600
Career Services	532,041	(1,110)	-0.2%	530,931
Center for Advocacy & Belonging	65,535	74,442	113.6%	139,977
Clubs and Organizations	61,080			61,080
Conference and Events	216,431	24,699	11.4%	241,130
Disability Services Software	18,000	265,000	1472.2%	283,000
Drama Production	46,025			46,025
Enrollment Management	789,048	146,701	18.6%	935,749
eSports Center	51,624	(51,624)	-100.0%	-
Financial Aid Office	799,807	5,488	0.7%	805,295
First & Second Year Retention	174,719	6,614	3.8%	181,333
Food Market	29,067			29,067
Homecoming	20,000			20,000
International Programs	33,163			33,163
Leadershape & Conferences	26,061			26,061
One Main Events	29,364			29,364
Orgsync	20,000			20,000
Registrar	277,721	(73,884)	-26.6%	203,837
SA Program & Events	39,139			39,139
Software Consulting	7,425			7,425
Student Activities	411,716	9,883	2.4%	421,599
Student Affairs	315,553	(204,097)	-64.7%	111,456
Staff Merit Pool	86,450	(33,738)	-39.0%	52,712
Student Awards	3,300			3,300
Student Government Association	35,795			35,795
Student Newspaper	30,870			30,870
Title IX	13,000	(13,000)	-100.0%	-
UHD iRadio	10,000			10,000
Utilities/Other Overhead	126,082	(68,983)	-54.7%	57,099
Veterans Services Operations	123,150	23,649	19.2%	146,799
Welcome Week	-	14,700	0.0%	14,700
Testing Center	-	6,156	0.0%	6,156
<b>Total Allocations</b>	<b>\$ 4,444,602</b>	<b>\$ 130,896</b>	<b>2.9%</b>	<b>\$ 4,575,498</b>

**University of Houston Downtown**  
**Table 4-B Allocation of University Center Fee**

Sources	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
Current Year Revenue	\$ 1,102,117	\$ 7,005	0.6%	\$ 1,109,122
Remissions & Exemptions	(25,000)	5,000	-20.0%	(20,000)
Budgeted Fund Balance		9,886	0.0%	9,886
<b>Total Sources</b>	<b>\$ 1,077,117</b>	<b>\$ 21,891</b>	<b>2.0%</b>	<b>\$ 1,099,008</b>
<b>Allocations</b>				
Okane Gallery	\$ 142,478	\$ 2,148	1.5%	\$ 144,626
Student Affairs	152,465	26,394	17.3%	178,859
Student Health Services	400,837			400,837
Esports Center	5,981	53,174	889.0%	59,155
Welcome Center	145,288	(38,136)	-26.2%	107,152
Campus Information Center	126,510	(7,745)	-6.1%	118,765
Enrollment Management	50,244			50,244
Other Overhead-Center Fees	32,700	(8,654)	-26.5%	24,046
Utilities-Center Fees	12,427	(3,404)	-27.4%	9,023
Staff Merit Pool	8,187	(1,886)	-23.0%	6,301
<b>Total Allocations</b>	<b>\$ 1,077,117</b>	<b>\$ 21,891</b>	<b>2.0%</b>	<b>\$ 1,099,008</b>

**University of Houston Downtown**  
**Table 4-C Allocation of Recreation & Wellness Center Fee**

Sources	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
Current Year Revenue (Recreation Fee)	\$ 3,734,846	\$ 59,656	1.6%	\$ 3,794,502
Remissions & Exemptions	(90,000)			(90,000)
Budgeted Fund Balance	87,755	80,201	91.4%	167,956
<b>Total Sources</b>	<b>\$ 3,732,601</b>	<b>\$ 139,857</b>	<b>3.7%</b>	<b>\$ 3,872,458</b>
<b>Allocations</b>				
Debt Srvc Wellness & Success Center	\$ 2,161,850	\$ (500)	0.0%	\$ 2,161,350
Recreational Center	900,802	11,378	1.3%	912,180
Staff Merit Pool	16,040	(407)	-2.5%	15,633
Insurance Risk Management-WSC	107,760	(32,760)	-30.4%	75,000
Other Overhead-Wellness & Success Ctr	114,061	94,950	83.2%	209,011
Utilities-Wellness & Success Ctr	98,198	16,495	16.8%	114,693
Student Assistance Program	133,890	1,592	1.2%	135,482
Campus Police-Wellness & Success Center	-	46,109	0.0%	46,109
Fleet Management-Sports & Fitness	-	3,000	0.0%	3,000
Capital Renewal-Wellness & Success Center	200,000			200,000
<b>Total Allocations</b>	<b>\$ 3,732,601</b>	<b>\$ 139,857</b>	<b>3.7%</b>	<b>\$ 3,872,458</b>



Memo To: All UH-Downtown/PS Holders  
From: Loren J. Blanchard, President  
Subject: Faculty Teaching Workload

UH-Downtown/PS 10.A.04  
Issue No. 6  
Effective Date: 09/01/22  
Page 1 of 3

## 1. PURPOSE

This PS defines the restructured faculty workload policy for the University of Houston-Downtown. The teaching course load described recognizes the increased faculty time commitments in the areas of service and scholarship at the university.

## 2. DEFINITIONS

- 2.1 The term “year,” unless otherwise specified in this PS, means the 9-month academic year.
- 2.2 The term “one-to-one course” refers to a course in which a student receives direct research supervision by a faculty member such as in the case of Directed Studies, Special Projects, and Undergraduate Research Supervision.

## 3. POLICY/PROCEDURES

### 3.1 Scope

The policy defined in this PS applies only to full-time tenured or tenure-track faculty members and only to the part of the year included in the 9-month academic year that encompasses two long semesters.

### 3.2 Principles

This policy is intended to facilitate effective teaching, support professional development, encourage research, maintain academic quality, and provide appropriate response to enrollment growth. Department chairs will regularly monitor each faculty member’s teaching load to ensure its consistency with sound pedagogical practices, and the best interests of the students, the department, the college, and the university.

### 3.3 Policy

- 3.3.1 The standard course load for a faculty member during the combined long semesters is 21 semester credit hours (9/12 or 12/9) of classroom instruction or the equivalent. It is the responsibility of the department chair, in consultation with the faculty and the dean, to ensure academic programs have appropriate coverage. In addition, faculty are expected to maintain scheduled office hours, perform other course-related activities, be involved in shared governance

activity, provide service to the community within their areas of expertise, and engage in research and other creative activities.

- 3.3.2 The teaching load for department chairs is nine (9) semester hours or equivalent per year.
- 3.3.3 Graduate semester hours shall count as 1.5 undergraduate semester hours in determining teaching load.
- 3.3.4 Course load adjustments to balance “half-course” credits, as for graduate teaching, shall either be banked until a full credit is earned or may be paid out as an overload if the faculty member should request overload pay. To consider departmental needs, the timing of a workload adjustment should be approved by the department chair but credited within two calendar years from the time the full credit is earned.
- 3.3.5 The department chair is responsible for assigning and monitoring the workload of faculty within the department to insure individual compliance to the course load requirement. The department chair will insure that other academic duties are assigned equitably within the department. Course releases below the 12/9 or 9/12 semester credit hours per year require written approval by departmental chair and college dean prior to annual scheduling. The department chair must report all course loads to the college dean, who must report these to the Vice President for Academic Affairs.

#### 3.4 Adjustments and Exceptions to Policy

- 3.4.1 Adjustments and exceptions to this policy provide for other than the standard teaching workload in particular situations. Where adjustments and exceptions result in less than the standard teaching course load, such reduction shall be referred to as “reassigned time.” The following adjustments are current university-wide policy; however, other adjustments and exceptions may exist or be approved according to the bases indicated in the following sections.
- 3.4.2 The cumulative supervision of ten (10) undergraduate students enrolled in one-to-one courses shall count for 3 undergraduate course credits. The cumulative supervision of seven (7) graduate students enrolled in one-to-one courses shall count for 4.5 undergraduate course credits. This formula can be used in determining the faculty member’s course load or may be paid out as an overload if the faculty member prefers. Overload pay may be prorated on a per student basis for one-to-one courses. To be credited, all such one-to-one courses should follow the requirements of the Directed Studies Policy (03.A.17) including requirements for necessary approvals and documentation. Faculty and Department Chair will work together to ensure equitable distribution of one-to-one courses in order to maximize faculty-student contact.

3.4.3 Service as chair of thesis committees is credited with a graduate course release for four thesis committees chaired. Discontinuation of service as thesis committee chair while the thesis is in progress does not contribute to credited workload. Faculty who serve as thesis committee members, do so as part of their regular workload. The Department Chair or designee(s) responsible for thesis distribution will ensure equitable distributions of workload resulting from service on thesis committees.

#### **4. SEE SECTION 3 FOR PROCEDURES**

#### **5. EXHIBITS**

There are no exhibits associated with this policy.

#### **6. REVIEW PROCESS**

Responsible Party (Reviewer): President

Review: Biannually

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Signed original on file in Employment Services and Operations

#### **7. POLICY HISTORY**

Issue #3: 3/1/86

Issue #4: 1/1/07

Issue #5: 9/1/10

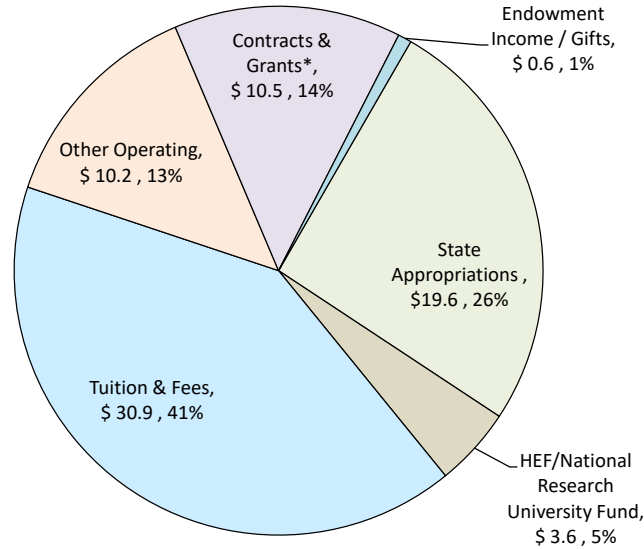
#### **8. REFERENCES**

There are no references associated with this policy.

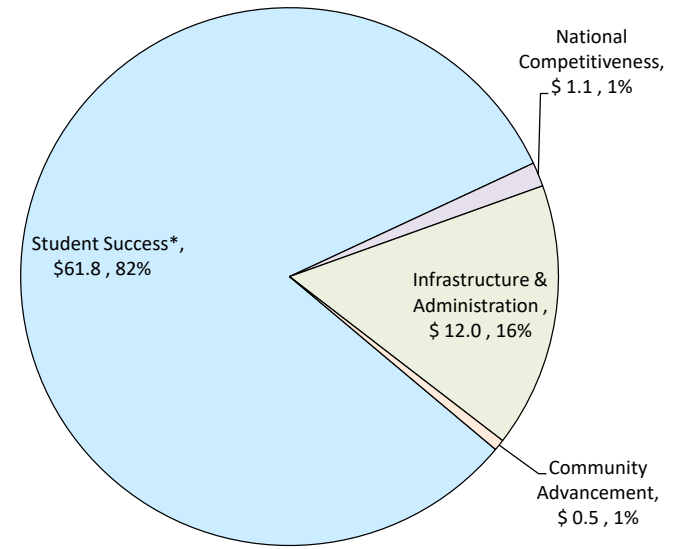
# University of Houston Victoria Budget

**FY2024**

Operating Budget Source of Funds



Operating Budget Use of Funds



**Total Budget**

	\$ Millions
Operating Budget	\$ 75.4
Capital Facilities	23.2
<b>Total</b>	<b>\$ 98.6</b>

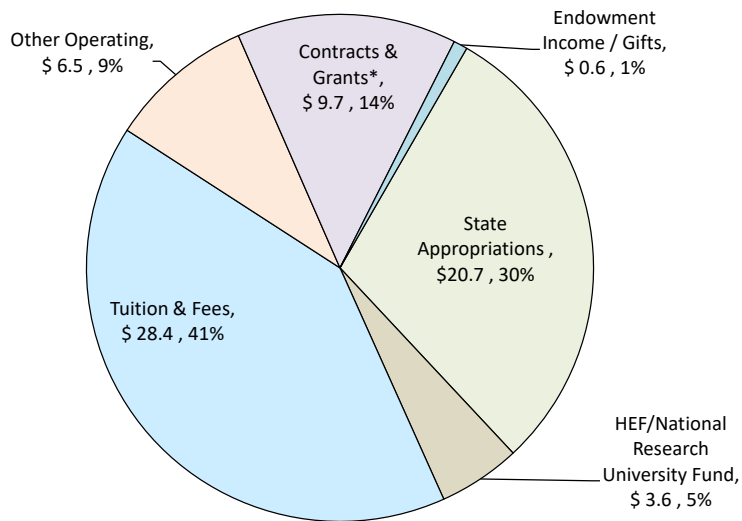
\* Includes Federal Financial Aid

Total \$75.4 Million

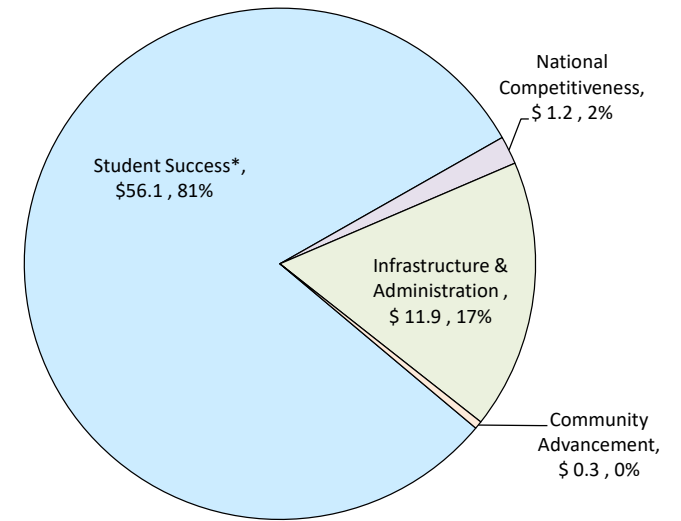
Total \$75.4 Million

**FY2025**

Operating Budget Source of Funds



Operating Budget Use of Funds



**Total Budget**

	\$ Millions
Operating Budget	\$ 69.5
Capital Facilities	45.2
<b>Total</b>	<b>\$ 114.7</b>

\* Includes Federal Financial Aid

Total \$69.5 Million

Total \$69.5 Million

**University of Houston Victoria Budget**  
**Revenues FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 State Appropriations	\$ 20.7	\$ 19.6	\$ 19.4	\$ 19.4	\$ 17.6
2 HEF/National Research University Fund	3.6	3.6	3.5	3.5	3.5
3 Tuition & Fees	28.4	30.9	31.0	32.4	34.9
4 Other Operating	6.5	10.2	3.9	3.2	3.2
5 Contracts & Grants*	9.7	10.5	12.7	16.0	18.4
6 Endowment Income / Gifts	0.6	0.6	2.0	1.8	0.9
7 Total	<b>\$ 69.5</b>	<b>\$ 75.4</b>	<b>\$ 72.5</b>	<b>\$ 76.3</b>	<b>\$ 78.5</b>

\* Includes Federal financial aid

**University of Houston Victoria Budget**  
**Expenditures FY2021 - FY2025**  
**\$ in Millions**

	A 2025 <b>Proposed</b>	B 2024 Budgeted	C 2023 Actual	D 2022 Actual	E 2021 Actual
1 Student Success*	\$ 56.1	\$ 61.8	\$ 62.2	\$ 68.0	\$ 66.6
2 National Competitiveness	1.2	1.1	0.8	0.6	0.4
3 Infrastructure & Administration	11.9	12.0	10.2	11.0	9.5
4 Community Advancement	0.3	0.5	0.8	0.8	0.8
5 Total	<b>\$ 69.5</b>	<b>\$ 75.4</b>	<b>\$ 74.0</b>	<b>\$ 80.4</b>	<b>\$ 77.3</b>

\* Includes Federal financial aid

**University of Houston Victoria**  
**FY 2025 Operating Budget Expenditures by Function**

	A	B	C	D	E	F	G	H	I	J	K	L
<b>Expenditure Budget</b>	<b>Instruction</b>	<b>Research</b>	<b>Academic Support</b>	<b>Subtotal</b>	<b>Public Service</b>	<b>Student Services</b>	<b>Institutional Support</b>	<b>Physical Plant</b>	<b>Scholarships &amp; Fellowships</b>	<b>Auxiliary Enterprises</b>	<b>FY 2025 Total</b>	<b>FY 2024 Total</b>
1 Cost of Goods Sold	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2 Tenure Track Faculty	8,922,371	-	-	8,922,371	-	-	-	-	-	-	8,922,371	9,936,133
3 Non-Tenure Track Faculty	868,140	-	-	868,140	-	-	-	-	-	-	868,140	962,992
4 Adjunct Faculty	791,104	-	-	791,104	-	-	-	-	-	-	791,104	881,516
5 Graduate Assistant	10,600	-	-	10,600	-	-	25,801	-	-	-	36,401	37,301
6 Exempt Staff	2,170,980	119,267	2,876,115	5,166,362	170,041	2,455,836	2,443,505	218,610	-	119,999	10,574,353	11,955,712
7 Non-Exempt Staff	207,315	-	558,108	765,423	32,114	702,045	411,152	371,069	-	197,738	2,479,541	3,416,181
8 Student Employees	-	-	231,057	231,057	-	57,849	41,507	-	-	-	330,413	220,913
9 Summer Instruction Salaries	1,228,217	-	-	1,228,217	-	-	-	-	-	-	1,228,217	1,016,615
10 Benefits	5,265,876	88,426	1,167,834	6,522,136	92,714	1,340,889	985,883	243,098	-	110,208	9,294,928	10,191,383
<b>11 Subtotal</b>	<b>19,464,603</b>	<b>207,693</b>	<b>4,833,114</b>	<b>24,505,410</b>	<b>294,869</b>	<b>4,556,619</b>	<b>3,907,848</b>	<b>832,777</b>	<b>-</b>	<b>427,945</b>	<b>34,525,468</b>	<b>38,618,746</b>
12 Capital	477,600	-	49,155	526,755	-	-	282,755	-	-	-	809,510	879,510
13 M&O	2,613,017	28,187	1,989,799	4,631,003	48,909	2,819,019	3,348,883	2,631,759	-	1,128,219	14,607,792	14,880,608
14 Travel & Business Expense	13,076	174	39,989	53,239	341	101,415	10,530	357	-	-	165,882	196,596
15 Debt Service	-	-	791,875	791,875	-	-	434,363	36,527	-	3,152,884	4,415,649	4,723,562
16 Utilities	-	-	-	-	-	-	-	331,545	-	406,414	737,959	737,959
17 Scholarship & Fellowship	-	1,003,600	-	1,003,600	-	13,500	-	-	13,244,036	-	14,261,136	15,356,701
<b>18 Subtotal</b>	<b>3,103,693</b>	<b>1,031,961</b>	<b>2,870,818</b>	<b>7,006,472</b>	<b>49,250</b>	<b>2,933,934</b>	<b>4,076,531</b>	<b>3,000,188</b>	<b>13,244,036</b>	<b>4,687,517</b>	<b>34,997,928</b>	<b>36,774,936</b>
<b>19 Total Expenditure Budget</b>	<b>\$ 22,568,296</b>	<b>\$ 1,239,654</b>	<b>\$ 7,703,932</b>	<b>\$ 31,511,882</b>	<b>\$ 344,119</b>	<b>\$ 7,490,553</b>	<b>\$ 7,984,379</b>	<b>\$ 3,832,965</b>	<b>\$ 13,244,036</b>	<b>\$ 5,115,462</b>	<b>\$ 69,523,396</b>	<b>\$ 75,393,682</b>

**University of Houston Victoria**  
FY2025 Annual Plan and Budget



## University of Houston Victoria

### UHV Mission

The University of Houston Victoria (UHV), a dynamic destination institution serving Texas and the world, is dedicated to providing every student educational and leadership opportunities to become a successful professional and an engaged global citizen. Innovative educational activities challenge students to make meaningful connections between their learning and their lives in a complex world. The University of Houston Victoria promotes economic development and advances quality of life through teaching, research, and service excellence.

### UHV Core Values

- Academic excellence accessible to a diverse community
- Continuous improvement and responsiveness to engaging issues
- Freedom of inquiry and expression of truth in a culture of mutual respect, cooperation, and teamwork
- The highest standards of ethics, integrity, and accountability

### UHV Goals

The University of Houston Victoria (UHV) Long-Range Strategic Plan 2023-2028's guiding theme is **Growth**, encompassing numerical increases such as student head counts as well as intellectual and professional development from learning outcomes to research productivity. The guiding vision is **Leadership** as a premiere Hispanic-Serving Institution (HSI) that prepares its students to become leaders of the community, Texas, and the world.

UHV has five broad and comprehensible goals, each with specific objectives:

- *Continually enhance the quality of our student experience*
  - Annually assess and report the effectiveness of existing programs.
  - Annually assess regional needs for marketable and sustainable new programs.
- *Promote and expand access to education*
  - Annually increase undergraduate and graduate headcounts each by 5 percent and increase full-time equivalent (FTE) student by 4 percent overall.
  - Annually increase undergraduate and graduate retention and persistence each by 3 percent.
  - Annually assess regional needs for marketable non-degree programs.
- *Increase our community engagements*
  - Annually increase community engagements for diverse audiences.
  - Annually increase public events for diverse audiences on our campuses.

- *Promote a culture of institutional identification among stakeholders*
  - Annually increase attendance of stakeholders at in-person campus events.
  - Hold attrition of faculty and staff to no more than 10 percent per year.
  
- *Enhance leadership pathways and skillsets for all stakeholders*
  - Receive the Carnegie Leadership for Public Purpose Elective Classification by 2028.
  - Annually increase leadership events that meet Carnegie classification requirements.
  - Receive the Seal of Excelencia for Hispanic-Serving Institutions by 2028.
  - Support faculty so that 80 percent of all faculty annually demonstrate overall performance ratings at or above expectations.
  - Support staff so that 80 percent of all staff annually demonstrate overall performance ratings at or above expectations.

## **FY2025 Budget - Context**

With four years (FY2021-2024) of declining enrollments, flat tuition and fee rates will continue to yield less revenue than in prior fiscal years. In consideration of the anticipated revenue loss, UHV is budgeting tuition and fees revenue for FY2025 at 2% less than the projected amount for FY2024. The FY2025 budget is planned to balance rising costs and decreasing revenues, and doing so with the needs of our students, faculty, and campus community in mind.

FY2025 is the second year of the Legislative Appropriation for the 2024-2025 biennium. For this biennium the legislature allocated an increase in the base formula funding for universities across the state of Texas in the Affordability Plan. The legislation includes a condition that we not raise undergraduate tuition for two years.

UHV received additional one-time general revenue funds to support a new UHV Aviation program of \$1,275,000 in fiscal year 2024, and \$1,805,000 in fiscal year 2025. Though UHV was unsuccessful in securing funding for UHV's special item request for the continued impact of COVID-19 for the 2024-2025 biennium, the Affordability Plan keeps the cost of education consistently one of the lowest in the state for our students.

UHV’s overall budget revenue will decrease by \$5.8 million for FY2025, the most significant factors being increases in state support offset with decreases in institutional tuition and fee revenues, limited availability of institution reserves, decreases in financial aid, and housing revenues.

▪ Increases in state support include:	
○ UHV Aviation	\$ 530,000
○ Formula Funded General Revenue Support	<u>538,002</u>
Total Increases	<u>\$1,068,002</u>
▪ Decrease in institutional tuition and fee revenues	(2,517,165)
▪ Decrease in use of institutional reserves	(1,890,719)
▪ Decrease in Residential Life Housing & Meal Plan	(1,554,550)
▪ Decreases in net other operating and income	(242,924)
▪ Decreases in Research expenditures	(75,539)
▪ Decreases in Financial Aid	<u>(657,391)</u>
Total Decreases	<u>(\$6,938,288)</u>
<b>Net Decrease</b>	<b><u>(\$5,870,286)</u></b>

### University Reallocations/Reductions

Enrollment declines continue for UHV for the fourth year (FY2021-2024). Prior to the pandemic UHV had strengths in online academic programs, with an enrollment peak in Fall 2020. In Fall 2021 this advantage significantly decreased as other schools became adept and strengthened online academic programs. Students can choose to attend many institutions online that previously were not accessible. UHV’s continued enrollment decline is similar at other regional rural institutions across the state and nation.

Federal relief funds and reduced expenses helped with the initial pandemic financial impacts. Longer-term impacts such as rapid inflation, a competitive market drawing away our best employees, and lagging student enrollment are continuing to cause financial pressures on the university.

UHV received significant funding for campus expansion of over \$249 million in 2016 and in 2022 from state appropriations for Capital Construction Assistance Projects (CCAP), formerly named Tuition Revenue Bonds (TRBs). New buildings have been brought online for classrooms with state

appropriated bonds in addition to residential housing and student services with other debt. With unanticipated declines in student enrollments and corresponding decreases in tuition, fees, and auxiliary revenues, significant challenges are occurring for financial sustainability.

UHV put in place expense reduction measures in April 2020, and has added additional measures that will continue into FY2025. In March 2024 measures were put into place for \$3.7 million of immediate reductions for FY2024, and \$5.8 million for FY2025, including permanently closing vacant positions for 35 staff and 11 faculty; a reduction in force of 24 staff positions; reductions of departmental operating budgets, and freezes for non-mission critical travel and hiring of non-mission critical positions.

UHV will continue to make budget reductions and reduce/reallocate faculty and staff positions to conserve operational resources with upcoming academic program reviews. For the FY2025 Budget changes from the FY2024 Budget, UHV reductions include:

- Reductions of base budget for 11 faculty and 59 staff positions
- Additional anticipated retirements/resignations 10 faculty and staff
- Reduction in maintenance and operations (M&O) across the university

## UNIVERSITY OF HOUSTON SYSTEM GOALS

The UH System's three goals of **student success**, **national competitiveness**, and **community advancement**, along with **investments in university infrastructure** are reflected in the following FY2025 Goals by UHV as follows:

### Student Success

- Perform a comprehensive academic program assessment evaluating each current and developing program against community/regional needs in Victoria and in Katy.
- Implement and assess plan for the increase of undergraduate retention, persistence, and graduate rates for first-generation students.
- Enhance and nurture a culture of inclusion across the campus.

### National Competitiveness

- Transform the institution into a "Student First" culture through the embracement of HSI initiatives (Seal of Excelencia) and through comprehensive customer service training.
- Establish formalized leadership training for all current and aspiring academic and administrative leaders, campus wide.

## Community Advancement

- Increase the number of advisory board members to the colleges, academic centers, and administrative offices that involve community and regional partners from private individuals, industry, government, and academia.

## Investments in University Infrastructure

In the 85th legislative session, the Texas Legislature approved \$60 million in Construction Revenue Bonds for constructing various buildings at the UH Victoria campus. Beginning FY2020, UHV began an aggressive building mode in Victoria tied to downward expansion. Since this initiative started, we have now expanded our building gross square footage by 37%. With another 9.5% growth in gross square footage in the near future when the Health and Wellness Center comes online. The 87<sup>th</sup> Legislature approved an additional \$44.9 million in state bond authority.

In March 2024 construction that was not contractually obligated was paused to conserve operational resources, including projects funded by HEF or CCAP. The comprehensive plan to implement renovations of campus facilities and infrastructure to fully and properly utilize the funds provided in 2022 by SB 52 are as follows:

### **Senate Bill 52, 87<sup>th</sup> Legislature UHV CCAP Bond Issuance \$44,922,833** Renovation of existing buildings and other campus infrastructure upgrades

Priority		Budgeted	Status
1	Ben Wilson St. Infrastructure Upgrades	8,351,789	Completion Spring 2024
1	Health & Wellness Center	2,723,560	Construction scheduled to be complete Spring 2025
1	Utilities Relocation	250,000	Completion Spring 2025
1	Northwest Sewer Lines	450,000	Construction Summer 2024
1	Campus Chiller Infrastructure Repairs	669,874	Complete
1	JCI Campus Update	119,255	Complete
2	Deferred Maintenance - Center Bldg Roof	1,442,490	Complete
2	Northwest Front Parking Lot	381,568	Complete
3	Facilities Storage	570,357	Design complete - paused
3	Totah/PCI Demo, Remodel, Parking Lot	2,000,000	Design complete - paused
3	North 2nd & 3rd Floor Buildout*	9,750,000	Design to be complete May 2024
3	Northwest 3-Story & Grocery Store Demo, CP Interest*	5,902,867	Design to be complete April 2024
3	University Center - One Stop Shop*	3,650,000	Design to be complete May 2024
4	West & Center Buildings - Remodel	4,033,000	No start date
4	Campus Technology Infrastructure Improvements	450,000	No start date
4	Center Building 2nd & 3rd Floors	4,178,074	No start date
	<b>Bond Total</b>	<b>44,922,833</b>	
	<b>Committed</b>		
	* To be done concurrently - same contract		

## **FY2025 INITIATIVES**

### **STUDENT SUCCESS**

#### **Student Recruitment, Retention and Success** **(-\$4,945,866 Net Reductions)** *AppA-C4*

New Resources:

- UHV received additional one-time general revenue funds to support a new UHV Aviation program of \$1,275,000 in fiscal year 2024, and \$1,805,000 in fiscal year 2025 provided by the 88<sup>th</sup> Legislature. This program, planned to begin Fall 2024, will offer a full four-year academic degree with a minor that includes pilot training for commercial and private aircraft and will ultimately benefit the Victoria and Coastal Bend region.

Reductions/Reallocations:

- Reductions of base budget for 11 faculty and 59 staff positions
- Reductions in maintenance and operations
- Reduction in Auxiliary Operations (Housing)

*Due to financial constraints, no pay plan or equity increases are included for FY2025.*

#### **Financial Aid** **(-\$657,391 Net Reductions)** *App A-C2*

UHV is budgeting tuition and fees revenue for FY2025 at 2% less than the projected amount for FY2024. Financial Aid follows tuition and fees revenue, and this reduction decreases Financial Aid to actual expenditures and reflects declining enrollments.

#### **Federal and State Financial Aid** **(-\$75,539 Net Reductions)** *AppA-C3*

UHV is budgeting tuition and fees revenue for FY2025 at 2% less than the projected amount for FY2024. Financial Aid follows tuition and fees revenue, and this reduction decreases Financial Aid to actual expenditures and reflects declining enrollments.

#### **Debt Service – Academic Infrastructure** **(\$791,875 HEF)** *App B-1*

UHV South building houses UHV STEM departments.

**Debt Service – Other E&G Space Infrastructure** **(\$361,985 HEF) App B-2**

Other E&G Space in a former residential hall, Jaguar Court, with 100% E&G use for storage.

**Instructional Support** **(\$477,600 HEF) App B-3**

Instructional support includes continued library subscriptions to research databases and journals, digital libraries, and academic software licenses.

<b>Student Success Investment of Resources in FY2025 Initiatives</b>				
<b>Initiative</b>	<b>New Resources</b>	<b>Reallocations/ Reductions</b>	<b>HEF</b>	<b>Total</b>
Financial Aid		(657,391)		(657,391)
Federal and State Financial Aid		(75,539)		(75,539)
Student Recruitment, Retention and Success		(4,945,866)		(4,945,866)
Debt Service-Academic Infrastructure			791,875	791,875
Debt Service-Other E&G Space Infrastructure			361,985	361,985
Instructional Support			477,600	477,600
<b>Total</b>		<b>(5,678,796)</b>	<b>1,631,460</b>	<b>(4,047,336)</b>

**NATIONAL COMPETITIVENESS**

**Faculty Recruitment, Retention & Expansion** **(\$156,794 New Resources) App A-C6**

Faculty tenure and promotion for eleven faculty members is awarded for FY2025 of \$83,000 (not including benefits). UHV provides faculty and staff with professional development opportunities to maintain and enrich the quality of its programs and services. To fund these efforts, UHV combines local and endowment funds to support faculty research, conference participation, and teaching awards.

**Facilities Labs and Technology** **(\$221,052 HEF) App B-5**

Funding in FY2025 is allocated for software licenses.

<b>National Competitiveness Investment of Resources in FY2025 Initiatives</b>				
Initiative	New Resources	Reallocations/ Reductions	HEF	Total
Faculty Recruitment, Retention and Expansion		156,794		156,794
Facilities/Labs and Technology			221,052	221,052
<b>Total</b>		156,794	221,052	377,846

## **UNIVERSITY INFRASTRUCTURE AND ADMINISTRATION**

### **Insurance and Risk Mitigation (\$28,343 New Resources) *App A C-8***

Mitigating risk to all constituents at the University is an important priority for the campus. With rising costs for insurance premiums additional funds have been earmarked for FY2025.

### **Operations and Administration Support (-\$216,156 Net Reductions ) *App A-C9***

UHV is provided with various shared services that are allocated throughout the University of Houston System (UHS). These shared services include governance offices for the Board of Regents, Chancellor, and General Counsel along with systemwide costs for Academic Affairs, Student Affairs, Administration and Finance, Information Technology, Advancement, Marketing and Communications, Governmental Relations, and Auditing. In FY2024 the amount allocated to UHV was \$2,012,985. The amount decreased by \$15,981 for FY2025 primarily due to shared service allocations based on UHV's declining enrollment.

### **Annual Deferred Maintenance & Life Safety (\$771,341 HEF) *App B-7***

Plant capital expenditures in support of general maintenance and mitigation of health and safety hazards and improved operating efficiency.

### **Campus Security, IT and Infrastructure (\$1,025,850 HEF) *App B-8***

Information Technology capital expenditures in support of:

- Capital expenditures in support of instructional technology usage, including faculty computer replacement cycle and classroom technology.
- Capital expenditures in support of institutional technology, including employee computer replacement cycle and Microsoft Campus Agreement.
- Campus communication distribution facilities (IDFs) updates per UH System guidelines and standards.



<b>University Infrastructure &amp; Administration Investment of Resources in FY2025 Initiatives</b>				
Initiative	New Resources	Reductions/ Reallocations	HEF	Total
Insurance and Risk Mitigation	28,343			28,343
Operations and Administration Support		(216,156)		(216,156)
Annual Deferred Maintenance & Life Safety			771,341	771,341
Campus Security, IT and Infrastructure			1,025,850	1,025,850
<b>Total</b>	28,343	(216,156)	1,797,191	1,609,378

### COMMUNITY ADVANCEMENT

**Regional Collaboration/Partnership (-\$160,471 Net Reductions) *App A-C11***

UHV has made reductions of base budget for reduction in force and discontinuation of the Center for Regional Collaboration.

<b>Community Advancement Investment of Resources in FY2025 Initiatives</b>				
Initiative	New Resources	Reallocations/ Reductions	HEF	Total
Regional Collaboration/Partnership		(160,471)		(160,471)
<b>Total</b>		(160,471)		(160,471)

**University of Houston Victoria**  
**Appendix A - Allocation of New FY2025 Resources**

<u>Revenue Changes</u>	A
<b>State Appropriations</b>	
1 General Revenue	\$ 538,002
2 Special Items	530,000
<b>3 Subtotal State Appropriations</b>	<u>1,068,002</u>
<b>Tuition and Fees</b>	
4 Institutional Tuition and Fees	(2,083,749)
5 Student Service Fees	(208,087)
6 Recreation and Wellness Centers	(205,294)
7 University/Student Center Fee	(19,667)
8 Fund Balance	(3,107,430)
9 Other Student Fees	(368)
<b>10 Subtotal Tuition and Fees</b>	<u>(5,624,595)</u>
<b>Other Operating</b>	
11 Central Investment Earnings	(21,162)
12 Other Educational and General Operations	(156,292)
13 Parking Fees	(53,223)
14 Residential Life and Housing & Meal Plan	(1,554,550)
15 Fund Balance	1,216,711
<b>16 Subtotal Other Operating</b>	<u>(568,516)</u>
<b>Contracts and Grants</b>	
17 Research	(75,539)
18 Financial Aid	(657,391)
<b>19 Subtotal Contracts and Grants</b>	<u>(732,930)</u>
<b>Endowment Income / Gifts</b>	
20 Endowment Income	(12,247)
<b>21 Subtotal Endowment Income / Gifts</b>	<u>(12,247)</u>
<b>22 Total Net Revenue</b>	<u>\$ (5,870,286)</u>

<u>Reallocations</u>	B
1 Reallocations	<u>\$ -</u>

<u>Priority/Initiative Allocations</u>	C
<b>Priority 1. Student Success</b>	
2 Financial Aid	\$ (657,391)
3 Federal and state Financial Aid	(75,539)
4 Student Recruitment, Retention and Success	(4,945,866)
<b>5 Subtotal Student Success</b>	<u>(5,678,796)</u>
<b>Priority 2. National Competitiveness</b>	
6 Faculty Recruitment, Retention and Expansion	156,794
<b>7 Subtotal National Competitiveness</b>	<u>156,794</u>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
8 Insurance and Risk Mitigation	28,343
9 Operations and Administration Support	(216,156)
<b>10 Subtotal University Infrastructure &amp; Administration</b>	<u>(187,813)</u>
<b>Priority 4. Community Advancement</b>	
11 Regional Collaboration/Partnership	(160,471)
<b>12 Subtotal - Community Advancement</b>	<u>(160,471)</u>
<b>13 Total Priority/Initiative Allocations</b>	<u>\$ (5,870,286)</u>

**University of Houston Victoria**  
**Appendix B - Allocation of FY2025 HEF**

<u>FY2025 Allocation</u>	
HEF	<u>\$ 3,649,703</u>

<u>Priority/Initiative Allocations</u>	<u>HEF</u>
<b>Priority 1. Student Success</b>	
1 Debt Service - Academic Infrastructure	\$ 791,875
2 Debt Service - Other E&G Space Infrastructure	361,985
3 Instructional Support	477,600
<b>4 Subtotal - Student Success</b>	<u><b>1,631,460</b></u>
<b>Priority 2. National Competitiveness</b>	
5 Facilities/Labs and Technology	221,052
<b>6 Subtotal - National Competitiveness</b>	<u><b>221,052</b></u>
<b>Priority 3. University Infrastructure &amp; Administration</b>	
7 Annual Deferred Maintenance & Life Safety	771,341
8 Campus Security, IT and Infrastructure	1,025,850
<b>9 Subtotal - University Infrastructure &amp; Administration</b>	<u><b>1,797,191</b></u>
<b>10 Total Priority/Initiative Allocations</b>	<u><u><b>\$ 3,649,703</b></u></u>

**University of Houston Victoria**  
**Table 1 - Sources & Uses**  
(\$ in Millions)

	A	B	C	D	E	F	G
	<u>Historical</u>	<u>Change</u>		<u>Current</u>	<u>Change</u>		<u>New</u>
	<u>FY2023</u>	<u>Dollars</u>	<u>Percent</u>	<u>FY2024</u>	<u>Dollars</u>	<u>Percent</u>	<u>FY2025</u>
	<u>Budget</u>			<u>Budget</u>			<u>Budget</u>
<b>Operating &amp; Restricted Budget</b>							
<b>Source of Funds</b>							
1 State Appropriations	\$ 19.2	\$ 0.3	2%	\$ 19.6	\$ 1.1	6%	\$ 20.7
2 HEF/NRUF	3.5	0.1	3%	3.6	-	0%	3.6
3 Tuition & Fees	32.2	(1.3)	-4%	30.9	(2.5)	-8%	28.4
4 Other Operating	12.0	(1.9)	-15%	10.2	(3.7)	-36%	6.5
5 Contracts & Grants	11.4	(0.9)	-8%	10.5	(0.7)	-7%	9.7
6 Endowment Income/Gifts	0.6	0.1	10%	0.6	(0.0)	-1%	0.6
7 <b>Total Sources</b>	<b>\$ 78.9</b>	<b>\$ (3.6)</b>	<b>-4.5%</b>	<b>\$ 75.4</b>	<b>\$ (5.9)</b>	<b>-7.8%</b>	<b>\$ 69.5</b>
<b>Use of Funds by Object</b>							
8 Salaries and Wages - Faculty	\$ 13.6	\$ (0.8)	-6%	\$ 12.8	\$ (1.0)	-8%	\$ 11.8
9 Salaries and Wages - Staff	17.7	(2.1)	-12%	15.6	(2.2)	-14%	13.4
10 Benefits	9.3	0.9	9%	10.2	(0.9)	-9%	9.3
11 M&O	16.0	(0.9)	-6%	15.1	(0.3)	-2%	14.8
12 Capital	1.6	(0.7)	-46%	0.9	(0.1)	-8%	0.8
13 Scholarships	14.7	0.6	4%	15.4	(1.1)	-7%	14.3
14 Debt Service	4.7	(0.0)	0%	4.7	(0.3)	-7%	4.4
15 Utilities	1.3	(0.6)	-43%	0.7	-	0%	0.7
16 <b>Total Uses</b>	<b>\$ 78.9</b>	<b>\$ (3.6)</b>	<b>-4.5%</b>	<b>\$ 75.4</b>	<b>\$ (5.9)</b>	<b>-7.8%</b>	<b>\$ 69.5</b>
<b>Capital Facilities Budget</b>							
<b>Source of Funds</b>							
17 HEF	\$ -	\$ -	0.0%	\$ -	\$ -	0.0%	\$ -
18 Bonds	-	18.3	0.0%	18.3	10.9	59%	29.1
19 Gifts	-	2.0	0.0%	2.0	-	0%	2.0
20 Other Debt Funded	12.8	(9.9)	-77%	2.9	(2.9)	-100%	-
21 Other	5.1	(5.1)	-100%	-	14.1	0.0%	14.1
22 <b>Total Sources</b>	<b>\$ 17.9</b>	<b>\$ 5.3</b>	<b>29.8%</b>	<b>\$ 23.2</b>	<b>\$ 22.0</b>	<b>94.9%</b>	<b>\$ 45.2</b>
<b>Use of Funds by Object</b>							
23 Construction	\$ 13.5	\$ 6.7	50%	\$ 20.3	\$ 3.3	16%	\$ 23.6
24 Major Rehabilitation	4.4	(1.4)	-33%	2.9	18.7	636%	21.6
25 Acquisitions	-	-	0.0%	-	-	0.0%	-
26 <b>Total Uses</b>	<b>\$ 17.9</b>	<b>\$ 5.3</b>	<b>29.7%</b>	<b>\$ 23.2</b>	<b>\$ 22.0</b>	<b>95.0%</b>	<b>\$ 45.2</b>
<b>Total Operating, Restricted and Capital Budget</b>							
27	\$ 96.8	\$ 1.8	1.8%	\$ 98.6	\$ 16.2	16.4%	\$ 114.7

**University of Houston Victoria**  
**Table 2 - Current Operating Funds**

Source of Funds	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
<b>General Funds</b>				
State General Revenue Appropriations				
Formula Funding	\$ 14,082,734	\$ 538,174	3.8%	\$ 14,620,908
Special Items	1,428,176	530,000	37.1%	1,958,176
State Benefits Appropriation	4,057,551			4,057,551
Subtotal State General Revenue Appropriations	19,568,461	1,068,174	5.5%	20,636,635
Tuition and Fees				
Consolidated Tuition & Fees	6,307,491	(464,292)	-7.4%	5,843,199
Lab/other Student Fees	2,000			2,000
Subtotal Tuition and Fees	6,309,491	(464,292)	-7.4%	5,845,199
HEF	3,649,703			3,649,703
Indirect Cost	26,030	(172)	-0.7%	25,858
Income on State Treasury Deposits	24,190	15,529	64.2%	39,719
Hazlewood Compensation	263,345			263,345
Fund Balance	251,386			251,386
Subtotal General Funds	30,092,606	619,239	2.1%	30,711,845
<b>Designated</b>				
Tuition and Fees				
Designated Tuition - Differential	15,181,986	(1,290,789)	-8.5%	13,891,197
Voluntary Fees	149,368	(320)	-0.2%	149,048
Library Fee	642,041	(27,361)	-4.3%	614,680
Technology Fee	3,915,378	(164,784)	-4.2%	3,750,594
Major/Department/Class Fees	561,095	(114,293)	-20.4%	446,802
Subtotal Tuition and Fees	20,449,868	(1,597,547)	-7.8%	18,852,321
Indirect Cost	19,834			19,834
Investment Income on Non-Endowed Funds	95,266	(44,268)	-46.5%	50,998
Endowment Income	118,311	7,574	6.4%	125,885
Contracts / Grants / Gifts	4,700			4,700
Arte Publico/Opt Clinic/Self Supp Org	329,061	(90,824)	-27.6%	238,237
Aux Admin Chg/Other	117,381	(65,465)	-55.8%	51,916
Fund Balance	3,912,030	(3,107,430)	-79.4%	804,600
Subtotal Designated Funds	25,046,451	(4,897,960)	-19.6%	20,148,491
<b>Auxiliary Enterprises</b>				
Student Fees				
Student Service Fee	2,948,790	(208,087)	-7.1%	2,740,703
Recreation and Wellness Center	565,914	(205,294)	-36.3%	360,620
University Center Fees	510,619	(19,667)	-3.9%	490,952
Other Student Fees	119,200	(368)	-0.3%	118,832
Subtotal Student Fees	4,144,523	(433,416)	-10.5%	3,711,107
Sales & Service - Student Housing	4,254,113	(1,554,550)	-36.5%	2,699,563
Sales & Service - Parking	219,100	(53,223)	-24.3%	165,877
Sales & Service - Athletics/Hotel/Other	196,000			196,000
Fund Balance	522,256	1,216,711	233.0%	1,738,967
Subtotal Auxiliary Funds	9,335,992	(824,478)	-8.8%	8,511,514
<b>Total Current Operating Funds</b>	64,475,049	(5,103,199)	-7.9%	59,371,850
<b>Interfund Transfer</b>	(55,619)	(21,910)	39.4%	(77,529)
<b>Total Operations Sources</b>	64,419,430	(5,125,109)	-8.0%	59,294,321
<b>Restricted</b>				
Contracts and Grants				
Research	1,079,139	(75,539)	-7.0%	1,003,600
Financial Aid	9,391,313	(657,391)	-7.0%	8,733,922
Endowment Income	503,800	(12,247)	-2.4%	491,553
<b>Total Current Operating Funds</b>	10,974,252	(745,177)	-6.8%	10,229,075
<b>Total Restricted Sources</b>	10,974,252	(745,177)	-6.8%	10,229,075
<b>Total Sources</b>	\$ 75,393,682	\$ (5,870,286)	-7.8%	\$ 69,523,396
<b>Use of Funds by Object</b>				
Salaries and Wages	\$ 28,427,363	\$ (3,196,823)	-11.2%	\$ 25,230,540
Benefits	10,191,383	(896,455)	-8.8%	9,294,928
M&O	15,077,204	(303,530)	-2.0%	14,773,674
Capital	879,510	(70,000)	-8.0%	809,510
Scholarships	15,356,701	(1,095,565)	-7.1%	14,261,136
Debt Service	4,723,562	(307,913)	-6.5%	4,415,649
Utilities	737,959			737,959
<b>Total Uses</b>	\$ 75,393,682	\$ (5,870,286)	-7.8%	\$ 69,523,396

University of Houston Victoria

Table 3 - Capital Projects

Project	-----Project Expenditures-----			Total Project Budget	-----Funded From-----				
	FY2025		Future Year		Revenue				
	to Date (1)	Budget	Budgets		HEF/Other State Funded	CCAP	Other Debt Funded	Gifts	Other
<b>New Construction</b>									
Health & Wellness	\$ 8,517,046	\$ 20,756,954	\$ -	\$ 29,274,000	\$ -	\$ 13,154,216	\$ 14,100,700	\$ 2,019,084	\$ -
Facilities Storage	63,560	1,786,440	-	1,850,000	-	1,850,000	-	-	-
Ben Wilson St.	7,299,682	1,052,107	-	8,351,789	-	8,351,789	-	-	-
<b>Subtotal New Construction</b>	<b>\$ 15,880,288</b>	<b>\$ 23,595,501</b>	<b>\$ -</b>	<b>\$ 39,475,789</b>	<b>\$ -</b>	<b>\$ 23,356,005</b>	<b>\$ 14,100,700</b>	<b>\$ 2,019,084</b>	<b>\$ -</b>
<b>Major Repair and Rehabilitation</b>									
Total Demo, Parking Lot-Smith Hall Entrance	\$ 91,286	\$ 1,908,714	\$ -	\$ 2,000,000	\$ -	\$ 2,000,000	\$ -	\$ -	\$ -
Northwest Demo	292,936	5,607,064	-	5,900,000	-	5,900,000	-	-	-
North Building 2-3 floor build-out	711,971	9,038,029	-	9,750,000	-	9,750,000	-	-	-
Campus IT Infrastructure Improvements	46,253	403,747	-	450,000	-	450,000	-	-	-
Purchase 2708 N Ben Wilson	-	600,000	-	600,000	-	600,000	-	-	-
Utilities relocation Ben Wilson/Red River	66,498	183,502	-	250,000	-	250,000	-	-	-
University Center One-stop-shop 1st floor	185,559	3,464,441	-	3,650,000	-	3,650,000	-	-	-
Northwest Sewer Line Repair	12,000	438,000	-	450,000	-	450,000	-	-	-
Center 2nd/3rd Floor remodel	-	-	4,178,074	4,178,074	-	4,178,074	-	-	-
West Remodel	-	-	4,033,000	4,033,000	-	4,033,000	-	-	-
<b>Projects Budgeted Annually</b>									
Campus Expansion	-	-	454,527	454,527	-	454,527	-	-	-
<b>Subtotal Major Repairs &amp; Rehabilitation</b>	<b>\$ 1,406,503</b>	<b>\$ 21,643,497</b>	<b>\$ 8,665,601</b>	<b>\$ 31,715,601</b>	<b>\$ -</b>	<b>\$ 31,715,601</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total</b>	<b>\$ 17,286,791</b>	<b>\$ 45,238,998</b>	<b>\$ 8,665,601</b>	<b>\$ 71,191,390</b>	<b>\$ -</b>	<b>\$ 55,071,606</b>	<b>\$ 14,100,700</b>	<b>\$ 2,019,084</b>	<b>\$ -</b>

(1) Project expenditures to date, estimated through August 31, 2024

**University of Houston Victoria**  
**Table 4-A Allocation of Student Service Fees**

Sources	FY2024	-----Change-----		FY2025
	Budget	Dollars	Percent	Budget
Current Year Revenue	\$ 3,043,170	\$ (226,901)	-7.5%	\$ 2,816,269
Remissions/Exemptions	(94,380)	18,814	-19.9%	(75,566)
Budgeted Fund Balance	100,000	(100,000)	-100.0%	
<b>Total Sources</b>	<b>\$ 3,048,790</b>	<b>\$ (308,087)</b>	<b>-10.1%</b>	<b>\$ 2,740,703</b>
<b>Allocations</b>				
Financial Aid	\$ 917,080	\$ (150,697)	-16.4%	\$ 766,383
Student & Judicial Affairs	207,202	(176,747)	-85.3%	30,455
Student Relations	24,320	(2,369)	-9.7%	21,951
Student Government	15,531	(2,330)	-15.0%	13,201
Registrar	332,750	(55,625)	-16.7%	277,125
Publications	880	(132)	-15.0%	748
Student Organizations	10,000	(1,500)	-15.0%	8,500
SS Fees Contingency	28,399	296,561	1044.3%	324,960
Student Life & Services	459,588	26,072	5.7%	485,660
Student Orientation	39,937	(5,991)	-15.0%	33,946
Health Services	33,850	(5,078)	-15.0%	28,772
YMCA Student Memberships	45,000			45,000
Counseling Center	215,491	(125,490)	-58.2%	90,001
Student Service Support	154,646	(42,667)	-27.6%	111,979
Transcripts	5,544	(832)	-15.0%	4,712
Graduation & Diploma	7,920	(1,188)	-15.0%	6,732
Career Services	155,967	(2,413)	-1.5%	153,554
Jaguar Journey	6,265	(940)	-15.0%	5,325
Student Transportation	236,935	(115,452)	-48.7%	121,483
Athletics	82,203	(12,331)	-15.0%	69,872
Disability Student Services	69,282	12,371	17.9%	81,653
Testing Services	-	58,691	0.0%	58,691
<b>Total Allocations</b>	<b>\$ 3,048,790</b>	<b>\$ (308,087)</b>	<b>-10.1%</b>	<b>\$ 2,740,703</b>

**University of Houston Victoria**  
**Table 4-B Allocation of University Center Fee**

<b>Sources</b>	<b>FY2024</b>	<b>-----Change-----</b>		<b>FY2025</b>
	<b>Budget</b>	<b>Dollars</b>	<b>Percent</b>	<b>Budget</b>
Current Year Revenue	\$ 552,282	\$ (36,200)	-6.6%	\$ 516,082
Remissions & Exemptions	(41,663)	16,533	-39.7%	(25,130)
Budgeted Fund Balance	422,256	20,292	4.8%	442,548
<b>Total Sources</b>	<b>\$ 932,875</b>	<b>\$ 625</b>	<b>0.1%</b>	<b>\$ 933,500</b>
<b>Allocations</b>				
Debt Service	\$ 932,875	\$ 625	0.1%	\$ 933,500
<b>Total Allocations</b>	<b>\$ 932,875</b>	<b>\$ 625</b>	<b>0.1%</b>	<b>\$ 933,500</b>



**University of Houston Victoria**  
**Table 4-C Allocation of Recreation & Wellness Center Fee**

<b>Sources</b>	<b>FY2024</b>	<b>-----Change-----</b>		<b>FY2025</b>
	<b>Budget</b>	<b>Dollars</b>	<b>Percent</b>	<b>Budget</b>
Current Year Revenue (Recreation Fee)	\$ 597,347	\$ (215,132)	-36.0%	\$ 382,215
Remissions & Exemptions	(31,433)	9,838	-31.3%	(21,595)
<b>Total Sources</b>	<b>\$ 565,914</b>	<b>\$ (205,294)</b>	<b>-36.3%</b>	<b>\$ 360,620</b>
<b>Allocations</b>				
Maintenance & Operations	\$ 565,914	\$ (205,294)	-36.3%	\$ 360,620
<b>Total Allocations</b>	<b>\$ 565,914</b>	<b>\$ (205,294)</b>	<b>-36.3%</b>	<b>\$ 360,620</b>

## **UHV Faculty Workload AY2021-2022**

### **3.12 Workload and Compensation**

Expectations regarding teaching, research/scholarship, and service workloads are noted below. Refer to each academic school for specific workload standards.

#### **3.12.1 Teaching Workload Expectation**

The teaching workload expectation is 12 semester hours of course instruction or its equivalent. Schools are responsible for providing more specific guidance for meeting these expectations. This standard may be modified only with the dean's approval; however, each faculty member paid full time from the appropriations item "Faculty Salaries" shall report no less than nine hours of course instruction or its equivalent each semester.

In addition to course instruction, the teaching workload standard may include advising students, directing independent studies and theses, and developing curriculum.

One research scholarship workload expectation is defined as one (1) semester credit hour of assigned teaching or the reassigned equivalent. The normal teaching load for full-time faculty at UHV is 12 credit hours of organized classes that meet minimum enrollment standards.

The school shall maintain credit generation at the existing or expected level or above, based on expected teaching loads for each full-time faculty member.

##### **3.12.1.1 Minimum Course Enrollments**

Classes may be cancelled if they do not meet the State funding formula of ten undergraduate students or five graduate students. However, at UHV the class size expectation will be decided annually by the provost based on institutional necessity and financial considerations. Minimum class size will be communicated to the deans and shared with the faculty. The provost decides exceptions, based on a recommendation by the dean.

##### **3.12.1.2 Teaching Workload Expectation**

The teaching workload expectation for tenured and tenure-track faculty, as well as lecturers, senior lecturers, and clinical faculty, is 12 semester hours of course instruction or its equivalent (e.g., advising students, directing independent studies and theses, and developing curriculum). Tenured and tenure-track faculty who are meeting research expectations, though, will be released from one three-credit hour or three-contact hours course, and assigned a nine-hour semester load. Research expectations can vary by School, and even by discipline, and thus each School is responsible for providing more specific guidance regarding these expectations.

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