Budget Planning Council Meeting Agenda
January 11, 2018 • 11:00am – 1:00 pm
Baker Center ~ Multi-Cultural Center (MCC) Room 219

Meeting Objectives

- Review and discuss a Career Fee proposal being presented during the January Board of Trustees Meeting
- Review Spring Budget Timeline and BPC Schedule

1. Career Fee Proposal – Jason Pina, Vice President of Student Affairs (PPT)

2. Spring FY19 Budget Timelines
   a. January 19, 2018: Spring FY19 Budget Submissions Due
   b. January 22nd - February 2nd: Review of Planning Unit Budget Submissions
   c. February 5th – February 23rd: Spring Financial Review Meetings

3. Spring BPC Calendar & Topics

<table>
<thead>
<tr>
<th>SPRING</th>
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<tbody>
<tr>
<td>January 11, 2018</td>
<td>Career Fee Proposal</td>
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<td>January 25, 2018</td>
<td>Student Fee Committee</td>
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<td>February 8, 2018</td>
<td>FY19 Tuition: RHE (Guarantee) &amp; HCOM</td>
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<td>February 22, 2018</td>
<td>Spring FY19 Budget Update</td>
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<td>Rate Increase Discussion</td>
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<td>March 8, 2018</td>
<td>Benefits and Compensation</td>
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<td>March 29, 2018</td>
<td>Capital Plan Update &amp; BOT Recap</td>
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<td>April 12, 2018</td>
<td>Finalize decisions on key budget components</td>
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<td>April 26, 2018</td>
<td>Finalize decisions on key budget components</td>
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Next Meeting: January 25, 2018 11:00 AM
Baker Center - Multi-Cultural Center (MCC) Room 219
January 11, 2018

Budget Planning Council
Career Fee Proposal
Career & Leadership Development Fee Proposal Overview

- Student Affairs Investments
- Career & Leadership Development (CLDC) Structure
- Investment Proposal
- Financial Impact
- Student Impact
- Resolution
- Questions
Student Affairs Investments

- 2012-13 Combined Career Services and the Leadership Center to form the Career & Leadership Development Center
- 2012-13 Hired 6.0 FTE, including an Assistant Director for Employer Relations and the first split position (College of Health Sciences & Professions)
- 2013-14 Added an additional split position, an Associate Director for Assessment and formed the student ambassador program
- 2014-15 Budgeted to hire 2.0 additional FTE
- 2017-18 Reduced 1.0 FTE (vacant split position) and increased revenue expectations in response to administrative budget reductions

5 year total new investments – $210,000, including 5.0 FTE*

*excludes direct investments by the colleges
Current CLDC Structure

OHIO:

- FY18 Budget: $938,379
- Personnel: 12 FTE

FTE Comparison:

<table>
<thead>
<tr>
<th>Institution</th>
<th>FTE</th>
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<tr>
<td>Kent State</td>
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<tr>
<td>Toledo</td>
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<td>Miami</td>
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<td>Akron</td>
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<td>Western Michigan</td>
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<tr>
<td>Northern Illinois</td>
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House Bill 49

- 2018-19 State of Ohio operating budget froze tuition and fee increases for Universities and regional campuses with multiple exceptions, including Career Services.
- Incentivizes Universities to invest in experiential learning and career development skills for students.
Investing in Career & Leadership Development Proposal

$6.00 per credit hour fee for new students

Guiding Principles

• Supports our Strategic Pathways
  • Diversity & Inclusion
  • Community Engagement
  • Honors
• Expands resume-building opportunities
  • Experiential Learning
  • Internships
  • Micro-credentialing
• Measureable by data and assessment
Financial Impact

*Before changes to salary and fringe benefits

**Athens**

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<thead>
<tr>
<th>Year 0</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
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**Regionals**

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*Before changes to salary and fringe benefits*
Student Impact

• Creates infrastructure to complete our vision of student engagement opportunities for all Athens and Regional Campus undergraduate students
  • Internship funding
  • Micro-credentialing
• Career & Leadership support embedded in every college
• Career & Leadership support focused on at-risk and strategic populations
Resolution

• Today:
  • Approval of a Career Fee
  • Approval of the amount – $6.00/credit hour

• Next steps:
  • DHE approval
  • Board update in March on detailed program and spending proposal
Questions?
Career Fee Proposal – Jason Pina
- Ohio HB 49 included language allowing a Career Fee
- The first discussion of such a fee and its potential uses and benefits to students was at President’s Council in late November; discussion occurred with Deans in December and work continued over WBC to pull together a proposal for discussion with BPC in early January before presentation at the January BoT meeting
- HB 49 requires ODHE approval of the fee; DHE approval is contingent on indication that the institutions’ Boards are supportive of the fee
- Other IUC schools are considering adopting this fee – those boards plan to act in their upcoming Jan / Feb meetings
- The tight timeline necessitated moving forward quickly and much of the process occurred between semesters and during WBC in order to work toward requesting BoT approval in January
- VP Pina shared with BPC the planned BoT presentation which requests approval for a $6 per credit hour Career Fee
  - The fee will be assessed to all incoming undergraduate students beginning Fall 2018
    - Following the assessment for 4 cohorts, the fee has a projected financial impact of $3M+/year for the Athens campus and $1M+/year for regional campuses
  - Money from this fee can only be used to add to the Career Services system, not to mitigate other budget reductions
  - Possibilities to enhance services include providing distributed student engagement professionals across all colleges, internship funding, micro-credentialing options, focusing on at-risk and strategic populations
    - Following approval, the fee usage opportunities will be explored across the university with the colleges and students to develop an impactful plan
- VP Pina and the CLDC will be leading the campus conversation and building a more robust presentation for the March BoT; today’s ideas will be part of the conversation
  - What is vague today can be discussed in more detail over the coming weeks

Discussion:
- These funds should be used to build something sustainable for the benefit of all students and career services
  - The fee’s successful implementation fits into the President’s strategic initiatives
    - Maria M suggested establishing a new ‘community initiatives’ unit aligned with the President’s initiatives, to be supported with these funds rather than putting the funds into an already existing unit
  - Metrics will be needed to measure the success of the use of these funds → employment rates, engagement in hands-on learning, internships, etc.
- How to distribute funds and fund truly unique new beneficial services and not rush to hire administrative staff
  - Faculty can be utilized in service learning
Utilize faculty with appropriate expertise to counsel students in the colleges – someone experienced in the Arts in COFA, business professionals, etc.

Employ tools or learning modules for use in Learning Communities

Need input from students

Need to be innovative to effectively address our competition across the state

Concern regarding the messaging in the board materials and that this came to BPC so late with a need for immediate action. More detailed presentation, campus input and involvement of regional students might have provided a clearer vision of the fee and its benefit

Landen L and David T specifically sited language to the board which indicates that BPC has met and approved already

Discussion of the varying needs of different types of students – avionics, world religions, etc.

How to equitably distribute the benefits of the fee across the students of each college?

Some students, such as those in CoB, will believe they are already receiving these benefits and that this new fee is ‘double-dipping’

Funding would provide ‘career coaches’, generalists and also across disciplines, over time and ‘level the playing field’

To ‘level the playing field’ it will be imperative to employ a diverse group of counselors who represent the population of our students being supported

Helping underrepresented populations as well as diversifying the CLDC staff will make positive strides

Assisting with accessibility issues in career seeking should be considered

Creating more shared positions with all colleges – distributions of career assistance

COB has 9

Scripps has 1

Other colleges share resources but don’t have dedicated career counselors

Deans are interested in developing pathways to opportunities – funding would make it possible to allocate funds to explore opportunities

Expand opportunities in the community with local businesses for experiential learning

Tailor experiences for students who come into the Honors programs

Cynthia Anderson moved to recommend pursuit of opportunities for enhancing Career Services through the establishment and implementation of a $6 / credit hour Career Fee; Reneé Middleton seconded the motion; seven (7) members approved the recommendation; Trevor Roycroft opposed the recommendation, Landen Lama abstained

Spring FY19 Budget Planning Update – Katie

Katie mapped out the plan for the discussions and actions for the balance of the FY19 budget planning period

Next vote of fees will be Feb 22 – HCOM, RHE (Guarantee), Student Fee increases

A continuation of the Career Fee discussion will be planned for the Feb 22 meeting to include an update on development of the plan for the fees

The guidance in the President’s 12/19/2018 budget memo was meant to direct the colleges in the development of their budget submissions and the proper use of reserves

That guidance has little impact on BPC decisions at this point but the resulting budget gap will show up in future discussions in the BPC

Next Meeting – Thursday, January 25, 2018, 11:00-1:00, Baker Center MCC Rm 219