

**TEXAS A&M UNIVERSITY**  
**Summary of Proposed Fee Changes**  
**Effective Fall 2018**

PAGE		BASIS	CURRENT	INCREASE	PROPOSED
6.2	Tuition & Fee Plans (variable and guaranteed) Increase the overall academic charge (tuition and fees) to a full-time student choosing <b>thone-year variable</b> rate tuition and fee plan based on the 2017 HEPI rate of 3.7%.  The overall academic charge (tuition and fees) to a full-time student choosing the guaranteed rate tuition and fee plan will be set at an amount equal to 5% greater than the one-year variable rate tuition and fee plan.				
<b><u>In addition to the above inflationary adjustment, the following tuition and fee changes are being requested:</u></b>					
The Guaranteed Tuition & Fee Rate (Fixed) - Non-Resident will no longer be made available.					
6.5	College Differential Tuition will be charged to undergraduate students enrolled in summer terms				
6.7	College Advancement/Program Fees will be charged to graduate students enrolled in summer terms				
6.9	Group Hospital and Medical Services Fee Fall, Spring & Summer (long session)	SEM	\$72.50	\$2.50	\$75.00
6.11	Bush Graduate Program Fee	SEM	\$1,334.07	\$165.93	\$1,500.00
6.14	Engineering Graduate Remote Education Program Fee	SEM	New		\$5,000.00
	* Engineering Graduate Program Fee	SCH	New		\$145.00
	<b>* Implemented in 2 phases:</b>				
	<b>Fall 2018: \$145/sch capped at 9 sch for Fall/Spring and capped at 6 sch for Summer</b>				
	<b>Fall 2019: \$285/sch capped at 9 sch for Fall/Spring and capped at 6 sch for Summer</b>				
6.16	Mays Master of Real Estate Fee	SEM	\$2,500.00	\$500.00	\$3,000.00
6.20	Mays Master of Science in Finance Program Fee	SEM	\$8,000.00	\$2,700.00	\$10,700.00
6.24	Mays Master of Science in Human Resource Mgt - Enrollment Deposit	STUDENT	New		\$500.00
6.26	Mays Master of Science in Human Resource Mgt - Program Fee	SEM	New		\$3,000.00
6.31	Mays Master of Science in Management Information Systems Fee	SEM	New		\$1,500.00
6.35	Mays Business Master of Science in Marketing	SEM	New		\$2,500.00
6.40	Liberal Arts Master of Science in Psychology with a concentration in Industrial/Organization Program Fee	SEM	New		\$3,500.00
6.44	Master of Science in Quantitative Finance Fee - Enrollment Deposit	STUDENT	New		\$1,000.00
6.47	Master of Science in Quantitative Finance Fee	SEM	New		\$8,500.00

SCH - Semester Credit Hour

SEM - Semester

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
Academic Cost Inflationary Increase  
Designated Tuition and University Advancement Fee  
Effective Fall 2018

I. Programmatic justification and proposed use of the new fee

Texas A&M University proposes an increase of 3.7% to variable rates with a 5% premium on guaranteed rates. Different colleges have different costs, so the increase will vary depending on the student's major field of study. This increase impacts the following: new undergraduate students either transferring or enrolling for the first time, undergraduate students not completing their program within the specified timeframe, undergraduate students on a variable rate plan, and all graduate students. This proposal does not impact currently enrolled undergraduate students who previously chose the guaranteed tuition and fee plan and have not exceeded the specified timeframe of their degree program.

The increased revenue will be used to continue to improve our ability to graduate students on a timely basis, provide students with more intimate learning opportunities through smaller classes, provide students with the opportunity for transformational learning experiences and will continue the University's trajectory towards excellence. Examples of funding investments include:

- Hiring additional faculty
- Hiring additional academic and career advisors
- Providing increased opportunities for internship, study abroad, and other transformational learning experiences
- Enhancing classrooms and classroom technology
- Addressing inflationary costs associated with library subscriptions
- Providing increased financial assistance as required by state statute

II. Public hearing and/or student referendum requirements

Public hearings will be held October 2<sup>nd</sup> and 10<sup>th</sup> at Texas A&M University - College Station.

III. Budget impact if fee request is not approved

If the proposed fee request is not approved, inflationary costs will be addressed through reduction in services or internal funding reallocations.

IV. Justification for ending balance

No ending balance is anticipated.

V. Additional information

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
 Designated Tuition

Current Fee: varies for Fall and Spring  
varies for Summer  
 Proposed Fee: \$173/\$190 for Fall and Spring  
\$173/\$190 for Summer  
 Basis: sch (sch, sem, student, etc.)

Number of Students Affected: 27,158  
 Current Semester Credit Hours: 310,327  
 Projected Semester Credit Hours: \_\_\_\_\_

	FY 2018 Budget	FY 2019 Budget without fee increase	FY 2019 Proposed Increase (Decrease)	FY 2019 Budget
BEGINNING BALANCE - Actual	0			
Estimated		(0)		(0)
Revenues				
Fees	229,904,709	232,203,756	5,796,000	237,999,756
Total Revenues	<u>229,904,709</u>	<u>232,203,756</u>	<u>5,796,000</u>	<u>237,999,756</u>
Expenses				
Salaries & Wages	38,945,858	39,335,316	3,500,000	42,835,316
Fringe Benefits	8,046,665	8,127,131	700,000	8,827,131
Departmental Operations	143,322,596	144,755,822	726,600	145,482,422
Equipment	7,104,056	7,175,096	0	7,175,096
Scholarships and Fellowships	32,485,535	32,810,391	869,400	33,679,791
Total Expenses	<u>229,904,709</u>	<u>232,203,756</u>	<u>5,796,000</u>	<u>237,999,756</u>
Increase/Decrease in Balance				
Revenues less Expenses	(0)	(0)	0	(0)
ENDING BALANCE	<u>(0)</u>	<u>(0)</u>		<u>(0)</u>

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
 University Advancement Fee

Current Fee: varies for Fall and Spring  
varies for Summer  
 Proposed Fee: \$100.00 for Fall and Spring  
\$100.00 for Summer  
 Basis: sch (sch, sem, student, etc.)

Number of Students Affected: 27,158  
 Current Semester Credit Hours: 310,327  
 Projected Semester Credit Hours:                     

	FY 2018 Budget	FY 2019 Budget without fee increase	FY 2019 Proposed Increase (Decrease)	FY 2019 Budget
BEGINNING BALANCE - Actual	0			
Estimated		0		0
<b>Revenues</b>				
Fees	148,963,349	151,942,616	659,640	152,602,256
Total Revenues	148,963,349	151,942,616	659,640	152,602,256
<b>Expenses</b>				
Salaries & Wages	22,210,435	22,654,644	500,000	23,154,644
Fringe Benefits	5,601,022	5,713,042	100,000	5,813,042
Departmental Operations	75,732,967	77,247,626	59,640	77,307,266
Maintenance/Equipment	2,264,243	2,309,528		2,309,528
Scholarships and Fellowships	566,061	577,382		577,382
Utilities	42,588,621	43,440,394		43,440,394
Total Expenses	148,963,349	151,942,616	659,640	152,602,256
Increase/Decrease in Balance				
Revenues less Expenses	0	0	0	0
ENDING BALANCE	0	0		0

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
College Differential Tuition  
Effective Fall 2018

I. Programmatic justification and proposed use of the new fee

Historically Texas A&M has not charged college differentials during summer sessions. Texas A&M proposes to change this practice and allow colleges to charge differential tuition during summer sessions on a prorated basis. College differential tuition will be converted to a per semester credit hour charge in the summer and will be charged per hour to reflect often reduced course loads and ensure an equitable charge to students during the summer.

This additional revenue will be used to increase summer course offerings to students, decreasing time to degree as more course options will be available during summer sessions to meet students' degree plan and graduation needs.

Investments include:

- Additional faculty to cover the additional summer course offerings
- Providing increased financial assistance as required by state statute

II. Public hearing and/or student referendum requirements

Public hearings will be held October 2<sup>nd</sup> and 10<sup>th</sup> at Texas A&M University - College Station.

III. Budget impact if fee request is not approved

If the proposed fee request is not approved, summer course offerings cannot be expanded.

IV. Justification for ending balance

No ending balance is expected

V. Additional information

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
College Differential Tuition

Current Fee: varies for Fall and Spring  
varies for Summer  
Proposed Fee: varies for Fall and Spring  
varies for Summer  
Basis: \_\_\_\_\_ (sch, sem, student, etc.)

Number of Students Affected: 14,096  
Current Semester Credit Hours: 81,730  
Projected Semester Credit Hours: \_\_\_\_\_

	FY 2018 Budget	FY 2019 Budget without fee increase	FY 2019 Proposed Increase (Decrease)	FY 2019 Budget
BEGINNING BALANCE - Actual Estimated	0	0		0
Revenues				
Fees	46,798,814	47,266,802	2,760,000	50,026,802
Total Revenues	<u>46,798,814</u>	<u>47,266,802</u>	<u>2,760,000</u>	<u>50,026,802</u>
Expenses				
Salaries & Wages	7,927,719	8,006,996	1,500,000	9,506,996
Fringe Benefits	1,637,958	1,654,338	300,000	1,954,338
Departmental Operations	28,982,653	29,272,479	546,000	29,818,479
Equipment	1,446,083	1,460,544	0	1,460,544
Scholarships and Fellowships	6,804,400	6,872,444	414,000	7,286,444
Total Expenses	<u>46,798,814</u>	<u>47,266,802</u>	<u>2,760,000</u>	<u>50,026,802</u>
Increase/Decrease in Balance				
Revenues less Expenses	0	0	0	0
ENDING BALANCE	<u>0</u>	<u>0</u>		<u>0</u>

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
College Advancement/Program Fees  
Graduate Students Only  
Effective Fall 2018

I. Programmatic justification and proposed use of the new fee

Historically Texas A&M has not charged college advancement/program fees during summer sessions for graduate students. Texas A&M proposes to change this practice and allow colleges to charge college advancement/program fees during summer sessions on a prorated basis. College advancement/program fees will be converted to a per semester credit hour charge in the summer and will be charged per hour to reflect often reduced course loads and ensure an equitable charge to students during the summer.

This additional revenue will be used to cover costs associated with course materials and equipment needs for summer courses rather than continue to utilize other revenue collected for other purposes. This was the original purpose of the college advancement fees collected for the fall and spring.

Investments include:

- Course materials and equipment for graduate courses
- Salary support for faculty during the summer as needed

II. Public hearing and/or student referendum requirements

Public hearings will be held October 2<sup>nd</sup> and 10<sup>th</sup> at Texas A&M University - College Station.

III. Budget impact if fee request is not approved

If the proposed fee request is not approved, the University will continue to offset summer costs from other revenue collected.

IV. Justification for ending balance

No ending balance is anticipated.

V. Additional information

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
 College Advancement/Program Fees

Current Fee: varies for Fall and Spring  
varies for Summer  
 Proposed Fee: varies for Fall and Spring  
varies for Summer  
 Basis: \_\_\_\_\_ (sch, sem, student, etc.)

Number of Students Affected: 11,600  
 Current Semester Credit Hours: 104,400  
 Projected Semester Credit Hours: \_\_\_\_\_

	FY 2018 Budget	FY 2019 Budget without fee increase	FY 2019 Proposed Increase (Decrease)	FY 2019 Budget
BEGINNING BALANCE - Actual	0			
Estimated		0		0
Revenues				
Fees	2,375,000	2,398,750	475,000	2,873,750
Total Revenues	<u>2,375,000</u>	<u>2,398,750</u>	<u>475,000</u>	<u>2,873,750</u>
Expenses				
Salaries & Wages	600,000	606,000	145,000	751,000
Fringe Benefits	150,000	151,500	29,000	180,500
Departmental Operations	1,625,000	1,641,250	301,000	1,942,250
Total Expenses	<u>2,375,000</u>	<u>2,398,750</u>	<u>475,000</u>	<u>2,873,750</u>
Increase/Decrease in Balance				
Revenues less Expenses	0	0	0	0
ENDING BALANCE	<u>0</u>	<u>0</u>		<u>0</u>



Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
Student Health Services (SHS)  
Group Hospital and Medical Services Fee

I. Programmatic justification and proposed use of the increased fee

Funds will be used to hire and retain staff, increase student wages, and provide funding for increases in operating expenses. The Student Health Fee has not been increased since Fiscal Year 2012.

II. Public hearing and/or student referendum requirements

Discussed overall budget and plans for increase with the Student Service Fee Advisory Board (SSFAB) in Fiscal Year 2017. This actual proposed fee increase will be presented to SSFAB in Fall 2017.

The proposed increase will also be included in the presentation by University administrators during the tuition and fee hearings in October 2017.

III. Budget impact if fee request is not approved

The Student Health Fee is primarily used to pay staff salaries. Retaining and hiring additional highly credentialed medical staff (as needed) is imperative for meeting the needs of a growing student population with increasingly complex needs. In addition, our Emergency Medical Services (EMS) staff continues to provide services to a growing and expanding university. Several transformational learning experiences (“high impact programs”) are composed of student worker positions. These programs may have to be reduced or eliminated if the fee is not increased.

IV. Justification for ending balance

Departmental reserves are maintained at required levels for auxiliary operations. Maintaining adequate reserves is becoming more difficult as salary savings are retained by the University. SHS has historically reinvested excess reserves in the annual flu shot campaign and capital purchases for the benefit of students.

V. Additional information

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
 Group Hospital and Medical Services Fee

**LEGISLATIVE/INTERNAL MAXIMUM:**

Current Fee:    \$72.50 for Fall and Spring  
                   \$25.00 for Summer  
 Proposed Fee:  \$75.00 for Fall and Spring  
                   \$25.00 for Summer  
 Basis:           SEM (sch, sem, student, etc.)

Current:        \$75.00 for Fall and Spring  
                   \$25.00 for Summer  
 Proposed:     \$75.00 for Fall and Spring  
                   \$25.00 for Summer

Number of Students Affected:        24,000  
 Current Semester Credit Hours:        \_\_\_\_\_

Projected Semester Credit Hours:      \_\_\_\_\_

	FY 2018 Budget	FY 2019 Budget WITHOUT Increase	Proposed Increase	FY 2019 Budget WITH Increase
BEGINNING BALANCE - Actual	0			
Estimated	2,560,000	2,560,000		2,560,000
Revenues				
Fees	8,700,085	8,800,085	120,000	8,920,085
Interest	110,915	110,915	0	110,915
Total Revenues	<u>8,811,000</u>	<u>8,911,000</u>	<u>120,000</u>	<u>9,031,000</u>
Expenses				
Salaries & Wages	6,709,788	6,789,788	100,000	6,889,788
Fringe Benefits	1,630,000	1,642,000	20,000	1,662,000
Departmental Operations	471,212	479,212	0	479,212
Total Expenses	<u>8,811,000</u>	<u>8,911,000</u>	<u>120,000</u>	<u>9,031,000</u>
Increase/Decrease in Balance				
Revenues less Expenses	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
ENDING BALANCE	<u>2,560,000</u>	<u>2,560,000</u>		<u>2,560,000</u>

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
Bush School of Government and Public Service  
Graduate Program Fee

I. Programmatic justification and proposed use of the increased fee

The Bush School requests an increase to our existing Graduate Program Fee for Fall 2018 (Fiscal Year 2019). The current graduate program fee was implemented in Fall 2008 (FY 2009). We have not asked for an increase in this fee since its initiation. Instructional enhancement/equipment fees (IEEF) were rolled into program fees as part of the broader university initiative in Fall 2014 (FY 2015) and inflation costs were applied by the University in FY 2016, FY 2017, and FY 2018. Those changes brought our total fee, per student, per semester, to \$1,334.07 for the current fiscal year. We request to increase the fee to \$1,500 for fall/spring per student per semester. The program fee will be prorated and charged by the semester credit hour during summer terms.

To maintain consistency with our original fee request and implementation in FY 2009, we plan to use the additional revenue to help offset costs in multiple programs and services, including: our leadership certificate program; our writing program; recruiting and admissions; applicant interview weekends; career counseling; language training; educational and research technology support; student scholarship support; and career services/workshops. We request that the amount of the program fee be increased each year by a percentage change not to exceed the Higher Education Price Index (HEPI).

II. Public hearing and/or student referendum requirements

Public hearings are not a requirement to increase the existing fee. However, our intent is to consult with the Bush School Student Government Association to vet the intended increase to the current fee and seek their input. The original fee request and implementation in FY 2009 was vetted with the students in the same manner and was met with no objections.

III. Budget impact if fee request is not approved

The increased revenue would provide additional staff and operational support for the school's continued growth and transformation, for its excellence in educational endeavors, and for its improved financial stability. Critically, it would provide the means to help sustain and capitalize on the school's strategic student enrollment growth to 400 students. From a student perspective, this increase would provide the means to strengthen the current and future value of the Bush School degree. Without approval, the school's continued dramatic and successful student enrollment growth and advancement would be placed at risk.

IV. Justification for ending balance

FY 2017 ending balance has been budgeted for FY 2018 salary and operational growth and student support consistent with strategic enrollment plans. These funds have been committed for a purpose. Budgeting and planning for FY 2018 forward, no significant balance is expected, however any residual balance resulting from any given year will be invested in initiatives consistent with the objective of the fee.

V. Additional information

The increased fee would be assessed for incoming students entering the Bush School starting FY 2019 (Academic Year 2018-2019) for the fall and spring semester. The fee is not retroactive to students already enrolled. Consistent with the current model, the program fee will be prorated for part-time students.

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
 Bush School Graduate Program Fee

Current Fee:           \$1,334.07           for Fall and Spring  
                             \$0.00           for Summer  
 Proposed Fee:           \$1,500.00           for Fall and Spring  
                             prorated by SCH           for Summer  
 Basis:           SEM/SCH           (sch, sem, student, etc.)

Number of Students Affected:           177            
 Current Semester Credit Hours:           N/A            
 Projected Semester Credit Hours:           N/A          

		FY 2018 Budget	FY 2019 Budget WITHOUT Increase	Proposed Increase	FY 2019 Budget WITH Increase
BEGINNING BALANCE - Actual	Actual	106,000			
	Estimated	0	0		0
<b>Revenues</b>					
	Fees	850,075	867,077	88,748	955,825
	Total Revenues	850,075	867,077	88,748	955,825
<b>Expenses</b>					
	Salaries & Wages	469,956	409,485	41,912	451,397
	Fringe Benefits	100,980	90,210	9,025	99,235
	Departmental Operations	229,035	231,616	23,911	255,527
	Scholarships	156,104	135,766	13,900	149,666
	Total Expenses	956,075	867,077	88,748	955,825
Increase/Decrease in Balance					
	Revenues less Expenses	(106,000)	0	0	0
ENDING BALANCE		0	0		0

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
Engineering Graduate Program Fee & Graduate Remote Education Program Fee

I. Programmatic justification and proposed use of the new fee:

The graduate program is the foundational component for excellence. It has become evident that TAMU Engineering's investment into the graduate program has not kept up with the financial investment of our peer's graduate programs, or even our own TAMU Engineering's undergraduate programs. State of the art facilities like the Zachry Engineering Education Complex and innovative initiatives like ENGRX are just a few of the key investments into the education of the TAMU Engineering undergraduate students. In contrast, investments similar to this have not been made into the TAMU Engineering Graduate Program. The Graduate program fee will be set at \$285/sch and implemented over a two-year period. The fee during the 2018/2019 academic year will be \$145/sch or \$1,305/sem and capped at 9 hours for both the fall and spring and 6 hours in the summer. The fee beginning in the fall of 2019 will be \$285/sch or \$2,565/sem for a full time graduate student (9 hours) and capped at 9 hours for both the fall and spring and 6 hours in the summer. The fee will generate funding for additional graduate scholarship opportunities, graduate travel grants, state of the art graduate research facilities, seminars and workshops, dedicated graduate career services, and expanded graduate curriculum. The graduate remote education fee will be \$5,000/semester and the distance differential will be eliminated.\* The implementation of a TAMU Engineering Graduate Program fee will allow us to become more competitive and close the gaps in areas we are lacking compared to our peers.

II. Public hearing and/or student referendum requirements.

Town Hall Meetings are scheduled for September 7<sup>th</sup>. Meetings will be held at 10:00 am and 4:00pm. Notifications of the Town Hall meetings have been emailed to all current graduate students, faculty and staff.

III. Budget impact if fee request is not approved.

If the fee is not approved, TAMU Engineering will fall precipitously in all graduate rankings. Our peers are dedicating more financial resources to their graduate programs and without the increased funding, TAMU Engineering will be placed at a disadvantage for recruiting and attracting the highest quality graduate students.

IV. Justification for ending balance.

All generated revenue within the fiscal year will be utilized for the enhancement of the education environment for those graduate students paying the program fee. No ending balance is anticipated.

V. Additional information.

Current graduate students will be exempted from this new graduate program fee. The program fee will apply to all new students entering Fall 2018. In addition, the program fee will be applied during the summer term at a pro-rated basis e.g.  $2565/9 = 285$  per hour.

*\*The distance differential for Undergraduate students will also be eliminated.*

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
Engineering Graduate Program Fee and Graduate Remote Education Program Fee

Proposed Fee:           \$5000/fall & spring           Graduate Remote Education Program Fee  
          \$145/fall & spring 2018           Graduate Program Fee \*  
          \$285/fall & spring 2019           Graduate Program Fee\*  
                  prorated by sch           for Summer  
Basis:                   SCH           (sch, sem, student, etc.)      \*Capped at 9 SCH's for Fall & Spring and 6 SCH's for summer.

Number of Students Affected:                   776            
Projected Student Enrollment:                   4,275            
Projected Semester Credit Hours:                                   

	FY 2019 Budget
BEGINNING BALANCE	0
Revenues	
Fees	2,700,480
Total Revenues	2,700,480
Expenses	
Salaries & Wages	550,000
Fringe Benefits	150,480
Departmental Operations	500,000
Equipment	500,000
Graduate Career Advising/Graduate Curriculum	1,000,000
Total Expenses	2,700,480
Increase/Decrease in Balance (Revenues less Expenses)	0
ENDING BALANCE	0

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
MAYS BUSINESS SCHOOL  
Master of Real Estate Program Fee

I. Programmatic justification and proposed use of increased fee

A. Executive Overview

Mays Business School proposes an increase in the *Master of Real Estate* (MRE) Program Fee, as well as future indexation of the program fee to reflect changes in the Higher Education Price Index (HEPI). The primary goal is to provide a revenue stream that allows Mays to grow the MRE Program by increasing enrollment capacity, adding new faculty, and boosting recruiting efforts to add more students. The increased enrollment will provide additional revenue for Mays and will also increase state formula funding and tuition for the university. To that end, the incremental fees will be used to cover the direct and indirect costs associated with new staff members and with new faculty members who teach in the MRE program, to provide scholarships to students enrolled in the MRE, and to expand marketing and recruiting efforts in order to attract additional students.

The amount of the proposed fee increase, to be assessed on a semester basis, is as follows:

	Fall	Spring	Summer
MRE Program Fee Increase	\$500	\$500	Prorated per semester credit hour

Because of internships, MRE students generally do not enroll in summer.

The current MRE program fee is \$2,500 per semester. If this fee increase is approved, the program fee will be \$3,000 per semester (fall and spring), beginning with fall 2018. We propose that the fee increase be assessed only on new students matriculating into the MRE programs in fall 2018 and thereafter. There will be no increase in fees for any current MRE students.

B. Background of the MRE Program

Mays' MRE is a graduate degree program in real estate with a long history at Texas A&M University. Originally housed in the Department of Agricultural Economics, the program was focused on preparing students for careers in real estate appraisal with placement primarily in Texas. Since moving to the Department of Finance at Mays Business School in the mid-1990s, the program has become increasingly more diversified with more placements in commercial real estate finance and development, as well as consulting. The program enrolls highly qualified students and has traditionally placed the quasi totality of its graduates within 90 days of graduation. Recent placements outside Texas have contributed to an increase in the national reputation of the program.

C. Rationale

*1. Rationale #1: Additional investment in faculty is required to enhance quality, attract new students, and grow enrollment.*

To compete with the nation's top programs at Wharton, NYU, MIT, Cornell and Wisconsin, we need to be able to attract strong faculty to teach in the MRE program. A long-tenured faculty (with 38 years of service at Texas A&M University) has retired several years ago. Due to his long tenure, additional funding will be required to hire additional faculty who can play a leadership role in the MRE program. The program's reputation is driven in large part by the academic rigor expected of our students. Investment in faculty is essential to maintain this reputation. By hiring additional faculty members who can teach classes in the MRE program we will be able to increase the quality and outreach of that program.



2. *Rationale #2: Additional investment in staff is required in case of growing enrollment.*

At the moment, one full-time staff member is assigned to the MRE program. We anticipate that if enrollment in the program continues to grow, a second staff member will have to be assigned to the MRE program either on a full-time or part-time basis.

3. *Rationale #3: The overall cost of Mays' MRE program continues to be below market.*

The approximate current total cost of the Master of Real Estate program, including tuition and fees is \$27,700. If the fee increase is approved, the approximate total cost will increase to \$29,200. Because the MRE is taught over three semesters, this represents an annual cost of \$21,652. Even at this new level, the Mays MRE program will still be significantly below the annual cost of similar programs at other universities, public and private.

The table below shows the annual cost of similar programs during academic year 2017-2018:

<u>University (School)</u>	<u>Type</u>	<u>AY 2018 Annual Cost</u>
<i>Public:</i>		
University of Texas (MBA concentration)	Public	\$36,174
Clemson University	Public	\$32,667
University of Florida	Public	\$12,740
Georgia State MSRE	Public	\$37,500
University of Illinois MSF-RE specialization	Public	\$59,364
University of Wisconsin-Madison (MBA specialization)	Public	\$17,509
<i>Private::</i>		
New York University	Private	\$38,974
MIT	Private	\$70,535
Johns Hopkins	Public	\$66,500
Cornell	Private	\$52,612
Columbia (MBA Specialization)	Private	\$73,614

4. *Conclusion*

Unlike undergraduate students who are typically more price sensitive, business master's students are sophisticated consumers of higher education and will continue to seek out a Mays degree even with the proposed fee increase. The additional funds will allow the Department of Finance to grow, innovate, expand our reach, and stay competitive in the coming years.

D. Proposed Use of the MRE Fees

The first priority in using the MRE fees (including the additional fees proposed here) is to cover direct expenses associated with the MRE program. These expenses include the following:

- **Faculty Investment.** Additional faculty members (either full-time, part-time, or reassigned) are required for student advising, curriculum development, mentoring, industry partnerships, and enrichment experience, and to teach existing courses in the program following the retirement of a faculty member a few years ago. To attract a top quality faculty we must compete at a market level. We estimate that it will cost between \$100,000 and \$150,000 per year to recruit the talent we need, and we plan to use the MRE fees to cover the salary, or part of the salary of faculty who are assigned to teach in the program, including summer research support, as appropriate. Salaries will be allocated to the MRE program fee in proportion to the number of courses that a faculty member teaches in the MRE program.
- **Administration Staff.** Dedicated staff is required in order to support national and international student recruiting, the admissions process, student advising, curriculum development, student placement, and

enrichment experience. At the moment, these activities require the services of a Program Director as well one full-time staff member. However, if the event of an increase in student enrollment, an additional staff member may need to be recruited and the cost of that position will be financed by the program fees.

- **Marketing and Advertising Costs.** In order to attract more students to College Station and compete with other universities located in major metropolitan areas, we will invest in advertising material of all types. To ensure a high quality for our program we will need to attract the best and brightest students. With thoughtful investment made possible by these program fees, we believe we can grow enrollment and increase student quality.
- **Scholarships:** To compete for highly qualified students, to attract students of more modest means, and to support professional development initiatives for all students, we will use a portion of the fees to fund scholarships for students admitted to the MRE Program.
- **Student Enrichment Costs.** These costs include but are not limited to computer equipment, supplies, and student travel.
- **Graduate Assistants.** New graduate assistants may be required to provide support to faculty teaching in this program. The MRE fee may be used to cover the costs of additional graduate assistant positions.
- **Faculty Support.** These costs include research and teaching support for faculty who teach in the MRE program, including summer salary research or teaching support, as well as the cost of databases used by the faculty in the conduct of their research activities. This reinvestment into faculty support is critical to the department's ability to retain and attract the very best faculty here at Texas A&M University. The market for finance faculty continues to be very competitive nationwide, and departments who are able to provide summer research support are undoubtedly best situated to attract the top talent.

Reinvestment. Once all direct expenses are covered, the remaining revenue (if any) will be reinvested in the educational missions of the Department of Finance. This reinvestment includes faculty summer research support, faculty teaching grants, graduate assistants, and faculty development costs, in accordance with applicable rules of Mays Business School and Texas A&M University.

## II. Public hearing and/or student referendum requirements

We propose that the fee increase become effective fall 2018 applied only to new students matriculating the program in fall 2018 and after. Current students would be exempt from the fee increase. An open forum to obtain student feedback on the proposal was held on September 7, 2017. All current MRE students were notified via email about the proposed change and about the open forum.

## III. Budget impact if fee request is not approved

The MRE program cannot sustain itself without an increase in the program fee. We must be able to recruit high-quality students, attract and retain outstanding faculty, and provide staff support to assist the faculty and students. We see no alternative than a fee to cover these operating costs.

## IV. Justification for ending balance

No significant ending balance is anticipated.

## V. Additional information

The amount of the program fee may be increased each year by a percentage change that is equal to the most recent percentage change in the Higher Education Price Index (HEPI), published by Commonfund, an asset management firm located at 15 Old Danbury Road, Wilton, CT.

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
 Master of Real Estate Fee

Current Fee:           \$2,500           for Fall and Spring  
   \$0.00           for Summer  
 Proposed Fee:           \$3,000           for Fall and Spring  
   prorated by sch for Summer

Number of Students Affected: 40 new students (30 in Fall 2018; 10 in Spring 2019;  
 Current Semester Credit Hours: n/a others are grandfathered)  
 Projected Semester Credit Hours: n/a

	FY 2018 Budget	FY 2019 Budget WITHOUT Increase	Proposed Increase	FY 2019 Budget WITH Increase
BEGINNING BALANCE - Actual Estimated	106,200			96,391
Revenues				
Fees	300,000	300,000	35,000	335,000
Total Revenues	300,000	300,000	35,000	335,000
Expenses				
Salaries & Wages	224,057	323,807	0	323,807
Fringe Benefits	47,052	67,999	0	67,999
Departmental Operations	22,000	22,000	0	22,000
Student Enrichment	6,700	6,700	0	6,700
Scholarships	10,000	10,000	0	10,000
Total Expenses	309,809	430,506	0	430,506
Increase/Decrease in Balance				
Revenues less Expenses	(9,809)	(130,506)	35,000	(95,506)
ENDING BALANCE	96,391	(34,115)		885

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
**MAYS BUSINESS SCHOOL**  
Master of Science in Finance Program Fee

I. Programmatic justification and proposed use of increased fee

A. Executive Overview

Mays Business School proposes an increase in the *Master of Science in Finance* (MSF) Program Fee, as well as future indexation of the program fee to reflect changes in the Higher Education Price Index (HEPI). The primary goal is to provide a revenue stream that allows Mays to grow the MSF Program by increasing enrollment capacity, adding new faculty, and boosting recruiting efforts to add more students. The increased enrollment will provide additional revenue for Mays and for Texas A&M University. To that end, the incremental fees will be used to cover the direct and indirect costs associated with new staff members and with new faculty members who teach in the MSF program, to provide scholarships to students enrolled in the MSF, and to expand marketing and recruiting efforts in order to attract additional students.

The amount of the proposed fee increase, to be assessed on a semester basis, is as follows:

	Fall	Spring	Summer
MSF Program Fee Increase	\$2,700	\$2,700	Prorated per semester credit hour

The MSF fee is not charged in the summer.

The current MSF program fee is \$8,000 per semester. If this fee increase is approved, the program fee will be \$10,700 per semester (fall and spring), beginning with fall 2018. We propose that the fee increase be assessed only on new students matriculating into the MSF program in fall 2018 and thereafter. There will be no increase in fees for any current MSF students.

B. Background of the MSF Program

Prior to 2014, the MSF program was typically restricted to Mays undergraduates who were enrolled in the Professional Program in Accounting (PPA) or in the Trading, Risk and Investments Program (TRIP). In 2014, Mays admitted its first MSF class containing students from outside the business school. In 2015, Mays launched a fully revised MSF program that is similar to the current MBA program in terms of student support, emphasis on job market placement, enrichment activities, and professional development. Like the MBA, the revised MSF program is a terminal professional graduate degree, with an emphasis in practical finance skills and career preparation. The program is designed for students with a quantitative undergraduate degree (e.g., STEM, economics, and accounting) who are seeking a career in finance, and will prepare students for the intense job market competition for entry-level positions in finance.

The revised MSF program graduated its second cohort in May 2017. The third cohort is expected to join the program in fall 2017, and our expected enrollment at that time is 44. This represents a net increase over the previous two academic years.

The MSF fee was approved three years ago, at the Board of Regents meeting held in November 2014. The new proposed fee represents an increase of \$2,700 per semester. This increase is justified by a comparison with our competitor programs, as well as the need to make additional investments into the educational mission of the department in order to maintain excellence at all levels of academic activity. The additional proceeds resulting from this fee increase will be reinvested into (a) scholarships, (b) additional staff support, (c) student enhancements, and (d) faculty salary and research support that enhance the educational mission of the Mays Business School.

C. Rationale

1. *Rationale #1: Additional investment in faculty is required to enhance quality, attract new students, and grow enrollment.*

To compete with the nation’s top programs, we need to be able to attract and retain strong faculty to teach in the MSF program. The program’s reputation is driven in large part by the academic rigor expected of our students. Investment in faculty is essential to maintain this reputation. By allocating additional faculty members to teach graduate-level classes in the MSF program we will be able to increase the quality and outreach of that program.

2. *Rationale #2: Additional investment in staff is required in case of growing enrollment.*

At the moment, one full-time staff member is assigned to the MSF program (in addition to the program director). We anticipate that, due to recent growth in enrollments, a second staff member will have to be assigned to the MSF program by fall of 2018.

3. *Rationale #3: The overall cost of Mays’ MSF program continues to be below market.*

While the demand for our MSF program remains strong, our overall price has fallen behind that of our competitors. For example, the current total cost of our MSF is approximately \$32,800 for state residents. At University of Texas, the current cost for an equivalent program is \$43,000. With our proposed increase, the MSF would cost \$37,780, or approximately 12% below the current cost of the UT program.

The following table shows the current cost of comparable programs at other institutions of higher education, based on their latest available data.

University (School)	Type	Program Cost (Tuition & Fees)
UT-Austin (McCombs)	Public	\$43,000
SMU (Cox)	Private	\$49,864
University of Illinois – Urbana-Champaign	Public	\$59,364
Ohio State University (Fisher)	Public	\$56,651

4. *Conclusion*

Unlike undergraduate students who are typically more price sensitive, business master’s students are sophisticated consumers of higher education and will continue to seek out a Mays degree even with the proposed fee increase so long as the expected benefits (in terms of additional educational opportunities) exceed the cost of the program. The additional funds will allow the Department of Finance to grow, innovate, expand our reach, and stay competitive in the coming years.

D. Proposed Use of the MSF Fees

The first priority in using the MSF fees (including the additional fees proposed here) is to cover direct expenses associated with the MSF program. These expenses include the following:

- **Faculty Investment.** Additional faculty members (either full-time, part-time, or reassigned) are required for student advising, curriculum development, mentoring, industry partnerships, and enrichment experience, and to teach existing courses in the program. To attract and retain top quality faculty in the department, we must compete at a market level. We plan to use the MSF fees to cover the salary, or part of the salary of faculty members who are assigned to teach in the program, including summer research support, as appropriate. Salaries will be allocated to the MSF program fee in proportion to the number of courses that the faculty member teaches in the MSF program.
- **Administration Staff.** Dedicated staff is required in order to support national and international student recruiting, the admissions process, student advising, curriculum development, student placement, and enrichment experience. At the moment, these activities require the services of a Program Director as

well one full-time staff member. However, due to recent increase in student enrollment, an additional staff member will need to be recruited (or re-assigned from other departmental duties) and the cost of that position will be financed by the program fees.

- **Marketing and Advertising Costs.** In order to attract more students to College Station and compete with other universities located in major metropolitan areas, we will invest in advertising material of all types. To ensure a high quality for our program we will need to attract the best and brightest students. With thoughtful investment made possible by these program fees, we believe we can grow enrollment and increase student quality.
- **Scholarships:** To compete for highly qualified students, to attract students of more modest means, and to support professional development initiatives for all students, we will use a portion of the fees to fund scholarships for students admitted to the MSF Program.
- **Student Enrichment Costs.** These funds would cover the costs of value-enhancing activities such as field trips, high-reputation professional speakers, computer equipment, supplies, and student travel.
- **Graduate Assistants.** New graduate assistants may be required to provide support to faculty teaching in this program. The MSF fee may be used to cover the costs of additional graduate assistant positions.
- **Faculty Support.** These costs include research and teaching support for faculty who teach in the MSF program, including summer salary research or teaching support, as well as the cost of databases used by the faculty in the conduct of their research activities. This reinvestment into faculty support is critical to the department's ability to retain and attract the very best faculty here at Texas A&M University. The market for finance faculty continues to be very competitive nationwide, and departments who are able to provide summer research support are undoubtedly best situated to attract the top talent.

Reinvestment. Once all direct expenses are covered, the remaining revenue (if any) will be reinvested in the educational missions of the Department of Finance. This reinvestment includes faculty summer research support, faculty teaching grants, graduate assistants, an annual research conference hosted by Texas A&M, and faculty development costs, in accordance with applicable rules of Mays Business School and Texas A&M University.

## II. Public hearing and/or student referendum requirements

We propose that the fee increase become effective fall 2018 and be applied only to new students matriculating the program in fall 2018 and after. Current students would be exempt from the fee increase. An open forum to get student feedback on the proposal occurred on September 7, 2017. All current MSF students were notified via email about the proposed change and about the open forum.

## III. Budget impact if fee request is not approved

The MSF program cannot sustain itself without an increase in the program fee. We must be able to recruit high-quality students, attract and retain outstanding faculty, and provide staff support to assist the faculty and students. We see no alternative than a fee to cover these operating costs.

## IV. Justification for ending balance

We do not anticipate an ending balance.

## V. Additional information

The amount of the program fee may be increased each year by a percentage change that is equal to the most recent percentage change in the Higher Education Price Index (HEPI), published by Commonfund, an asset management firm located at 15 Old Danbury Road, Wilton, CT.

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
Mays Business School  
Master of Science in Finance Fee

Current Fee:       \$8,000       for Fall and Spring  
                        \$0.00       for Summer  
Proposed Fee:       \$10,700       for Fall and Spring  
                  prorated by sch for Summer

Number of Students Affected:           44            
Current Semester Credit Hours:                             
Projected Semester Credit Hours:                           

	FY 2018 Budget	FY 2019 Budget WITHOUT Increase	Proposed Increase	FY 2019 Budget WITH Increase
BEGINNING BALANCE - Actual	162,100			
Estimated		162,101		162,101
Revenues				
Fees	704,000	704,000	237,600	941,600
Total Revenues	<u>704,000</u>	<u>704,000</u>	<u>237,600</u>	<u>941,600</u>
Expenses				
Salaries & Wages	345,454	505,450	0	505,450
Fringe Benefits	72,545	106,145	0	106,145
Departmental Operations	165,000	190,000	0	190,000
Scholarships - (Other)	121,000	140,000	0	140,000
Total Expenses	<u>703,999</u>	<u>941,595</u>	<u>0</u>	<u>941,595</u>
Increase/Decrease in Balance				
Revenues less Expenses	1	<u>(237,595)</u>	<u>237,600</u>	<u>6</u>
ENDING BALANCE	<u>162,101</u>	<u>(75,494)</u>		<u>162,106</u>

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
Mays Business School  
Master of Science in Human Resource Management – Enrollment Deposit

I. Programmatic justification and proposed use of the new fee

Mays Business School proposes a new enrollment deposit for the Master of Science in Human Resource Management (MS-HRM) program. The proposed deposit amount is \$500 and will be 100% credited to the first semester tuition of all matriculating students. We expect no significant revenues from this deposit. We propose to charge this enrollment deposit to all students who accept our offer of admission for the MS-HRM program and plan to matriculate beginning in Fall 2018.

The deposit provides incentive to students who have been admitted to the MS-HRM program to decline our offer if they have no intention of enrolling into our program. The deposit will be charged after the admission decision is made by the students. Admitted applicants will be required to pay the deposit by a specified deadline in order to secure their spot in the incoming cohort.

The MS-HRM program does not have significant historical data on students who fail to enroll after having previously confirmed attendance. Other MS programs in Mays saw as many as 50% of admitted students not matriculating. These no-shows create lost productivity for the admissions staff and planning uncertainty for the programs overall. For the MS-HRM Program, certain items are purchased for the incoming students prior to their arrival at orientation which would create a wasted resource and expense for those who are no-shows. The primary way of managing such uncertainty is through the implementation of a refundable deposit for all students accepting admissions. Our proposed enrollment deposit of \$500 is in line with other Mays MS programs. In addition, we believe the \$500 is sufficient to screen out insincere applicants but no so large as to discourage legitimate students.

Because the enrollment deposit will be applied to matriculating students' tuition for the fall semester, we do not anticipate significant revenues from this enrollment deposit. Any forfeited deposits will be reinvested for the next academic year in the forms of marketing and/or educational enhancement opportunities. We anticipate that less than 5% of those who accept our admission will forfeit the enrollment deposit.

II. Public hearing and/or student referendum requirements

The first group of students who will be impacted by this program deposit will matriculate into the program in Fall 2018. A forum will be held with current MS-HRM students and the Program Director to discuss the impact of and solicit input. The new change will be reflected on our program website as soon as it is approved in order to make future applicants and prospective students aware of this deposit. Because the enrollment deposit is credited to the first semester tuition, students in other MS programs in Mays Business School have agreed that an enrollment deposit would not significantly discourage legitimately interested applicants.

III. Budget impact if fee request is not approved

Without this program deposit, we run the risk of sacrificing faculty and staff productivity in preparing materials and resources, as well as purchasing specific MS-HRM Program items for students who may decide not to attend the program last-minute. The cost of this planning uncertainty is not quantifiable but significant.

IV. Justification for ending balance

We do not anticipate an ending balance, but in the case that there would be a modest one due to a student not attending the program after paying the balance, we would reinvest those funds for the next academic year in the forms of marketing and/or educational enhancement opportunities.

I. Additional Information



Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
Mays Business School  
Master of Science in Human Resource Management - Enrollment Deposit Fee

Proposed Fee: \$500.00 for Fall ONLY (deposit)

- for Summer

Basis: student (sch, sem, student, etc.)

Number of Students Affected: 35

Projected Student Enrollment: n/a

Projected Semester Credit Hours: n/a

	FY 2019 Budget
BEGINNING BALANCE	0
Revenues	
Fees	17,500
Deposit credited to matriculating students	(16,625)
Total Revenues	875
Expenses	
Student Enrichment Training	875
Total Expenses	875
Increase/Decrease in Balance (Revenues less Expenses)	0
ENDING BALANCE	0

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
Mays Business School

Master of Science in Human Resource Management – Program Fee

I. Programmatic justification and proposed use of the new fee

Mays Business School proposes a new program fee for the Master of Science in Human Resource Management (MS-HRM) program. The proposed fee amount is \$3,000 per semester. The MS-HRM program is an 18-month program. Students enroll during August and graduate the following December. The proposed fee will be assessed on a semester basis as follows:

	<b>Fall</b>	<b>Spring</b>	<b>Fall</b>
MS-HRM Program Fee	\$3,000	\$3,000	\$3,000

We propose that the fee be assessed only on new students entering the MS-HRM program beginning in the Fall 2018 and thereafter. There will be no increase in fees for any current MS students.

***Fee Justification #1:** The proposed fee will increase our ability to recruit the best students by providing program offerings to increase their growth and development.*

The MS-HRM Program provides fundamental knowledge and skills necessary to be an effective HR professional. We not only equip students with expertise in HR processes, such as recruitment, labor relations, employment law, and compensation, but we also prepare them to be business partner, capable of driving talent management and organizational effectiveness strategies.

We have become the top MS-HRM Program in the south and are consistently ranked among the top MS-HRM programs in the US and internationally. Most recently, *College Choice's* 2016 ranking of Best Masters in Human Resources Degree Programs ranked the MS-HRM Program at Texas A&M University second in the nation. Additionally, Eduniversal ranks Texas A&M's MS-HRM program 6th in the nation and 9th internationally for the 2015-2016 school year. The Eduniversal Best Masters Ranking evaluates over 12,000 postgraduate programs each year, surveying students, recruiters, and academic institutions to determine the best Masters and MBA programs in 30 fields of studies worldwide.

In order to continue to have one of the strongest MS-HRM Programs in the U.S. and rise in the rankings, we must be able to provide students development opportunities. This can come through various professional development events such as guest speakers, trainings, case competitions, company visits and recruiting events. Currently, we are only able to provide a limited amount each year due to the costs but have an extensive list of focus areas and trainings we desire to provide to the students on such as talent management, executive coaching, project management, sending students to visit board member company headquarters, and creating a program trip to HR organizations located outside the state of Texas to increase student exposure to different industries. With this program fee, we will be able to cover the costs of these offerings as well as provide additional opportunities in order to develop the students beyond the classroom.

Student demand for programs similar to the MS-HRM Program is strong nationwide and compared to our main competitors we offer our program at a considerably less cost. Table 1 shows the cost breakdown of our competitors, who are nationally-recognized universities. These programs have created national recognition for MS-HRM degrees and employers and students alike are increasingly familiar with such programs. Additionally, as shown in Table 1, each program currently administers a program fee for program and/or activity enhancements.

Table 1 – Top MS-HRM Competitor Programs at U.S. Universities

University (College)	Cost per Credit Hour*	Cost per Semester	Total Program Cost**	Currently have program fees?
University of Minnesota (Carlson School of Management)	\$887	\$10,647	\$42,588	Yes
Cornell University (Industrial & Labor Relations School)	\$870	\$10,442	\$41,768	Yes
University of Illinois (School of Labor & Employment Relations)	\$769	\$12,305	\$36,912	Yes
Purdue University (Krannert School of Management)	\$700	\$11,209	\$33,627	Yes
Michigan State University (College of Social Science)	\$726	\$8,718	\$26,154	Yes
The Ohio State University (Fisher College of Business)	\$595	\$8,633	\$25,900	Yes
University of South Carolina (Darla Moore School of Business)	\$561	\$6,313	\$25,252	Yes
Texas A&M University (Mays Business School)	\$563	\$6,653	\$20,836	Yes***

\*Cost per credit hour is the total program cost divided by the total credit hours in the program.

\*\*Total program cost includes tuition and fees for the program.

\*\*\*Current overall Mays Business School Program fee, but no current MS-HRM-specific program fee.

Without this proposed fee, the total program cost (i.e., tuition + fees) for the MS-HRM Program is \$20,836<sup>1</sup> and the cost per credit hour is \$563. As shown in Table 1, this cost is significantly lower than the competing program at other universities. With the proposed \$3,000 per semester MS-HRM program fee, the estimated total program cost (i.e., tuition + fees) would be \$29,836 (\$9,653 per semester, plus an \$877 summer tuition cost) or \$806 per credit hour. The total program cost for the MS-HRM program would still be lower compared to the total program costs for the Mays full-time MBA (\$39,652), the Mays MS Finance (\$31,500), the Mays MS Business (\$32,638) degree programs, as well as all competitor programs, as shown in Table 1.

**Fee Justification #2:** *With the proposed fee, the MS-HRM Program will be able to increase recruiting efforts and available scholarships in order to increase the diversity of the program.*

In the 2015 and 2016 MS-HRM Program cohorts, only 27% and 20% were underrepresented minorities, respectively. This is a number we need to increase and these funds will provide us the ability to not only recruit at diverse undergraduate universities and organizations, but also provide targeted scholarships in order to increase that percentage.

Additionally, with the Competitive Scholarship waivers allowed for out-of-state students, we have a significant need to increase scholarship funds to attract more out of state applicants, as is being requested by our industry partners who are looking to fill HR jobs across the country. Our ability to draw students from markets outside of Texas significantly relies on the availability of these scholarships.

<sup>1</sup> Based on tuition and fee schedule for Fall 2016, Spring 2017, Summer 2017, and Fall 2017 we calculated the tuition and fees estimate for 37 credit hours (12 hours fall; 12 hours spring; 1 hour summer; and 12 hours fall) using the Tuition Estimator available from TAMU Student Business Services (<http://sbs.tamu.edu/accounts-billing/tuition-fees/estimator>). Students enrolled in Mays MS programs pay a Mays Master’s Program fee of \$200 in summer and \$2,000 in fall/spring.

***Fee Justification #3:** With the increase of the size of the MS-HRM Program and visibility, we must continue to offer top notch development opportunities to each student.*

Each year, the MS-HRM Program has the opportunity to compete in various case competitions across the nation. These funds would allow different teams to compete in these to expand their current HR knowledge and practice, create impactful knowledge, and increase visibility to the program across the nation.

Additionally, the program would like to offer new educational and professional opportunities to the MS-HRM students in the forms of strategic leadership assessments, professional book additions, out-of-state corporate sponsor and non-sponsor visits to expand the student's mindsets. These require funds for facilitation, program materials, and travel.

These are opportunities with huge potential for the growth of the program as well as the development of transformational leaders.

***Fee Justification #4:** The MS-HRM Program requires dedicated staff to coordinate and organize the program*

With such a highly competitive and growing program, staff dedicated to the core functions of a program must be retained. We have identified the core functions as: recruiting, admissions, academics, career services, funding, and operations.

In sum, the proposed MS-HRM program fee provides the needed resources to A) provide necessary educational enhancement opportunities like company visits, trainings, case competitions, guest speakers, etc.; B) recruit the best and brightest, diverse students; and C) support a full-time staff to coordinate and manage the program.

The MS-HRM fee will be used to cover expenses associated with the MS-HRM Program. These expenses include the following:

- **Scholarships:** To compete for highly qualified, diverse students and to support professional development initiatives for all students we will use a large portion of the fees to fund scholarships for students admitted to the MS-HRM Program. This will also address the recent increase in the Competitive Scholarship threshold.
- **Program Enhancement Costs.** To continue to remain as one of the top MS-HRM Programs in the nation, the MS-HRM Program must create a learning organization which provides development and impactful opportunities to each student. These funds would be used to send students to case competitions across the nation, complete strategic assessments to be reviewed with current professors, and fund a trip to visit corporations located outside the state of Texas in order to give the students a new perspective on businesses and their ability to grow their current mindset.
- **Marketing and Advertising Costs.** To attract students and to compete with other universities, we will invest in new collateral, including the design, printing, and distribution of marketing. To continue our strong, and increased rankings, we will need to be competitive in attracting the best and brightest students. With thoughtful investment made possible by the MS-HRM fees, we believe we can grow enrollment and increase student quality.
- **Administration Staff.** Dedicated staff is required to support student recruiting, the admissions process, student advising, curriculum development, student placement, and enrichment experience. These activities currently require a full-time academic director as well as at least one full-time staff member. A portion of the fee revenue will support the current administrative staff:
  - **Full-time Academic Director:** The Academic Director will spend time developing strategy for the program, attracting high quality students, developing and maintaining business partnerships,

leading the faculty through curriculum revision and development activities, and advising the students on program and career decisions.

- **Program Coordinator:** The Program Coordinator is responsible for various day-to-day program operations. In addition, the Program Coordinator works with students, the industry constituency, and with staff in the Office of Graduate and Professional Studies (OGAPS) in order to complete the various degree plan and graduation requirements for each student.
- **General Administrative Costs.** These costs include, but are not limited to, computer equipment, supplies, travel, and faculty development that is directly related to the program.

## II. Public hearing and/or student referendum requirements

The MS-HRM program is a three semester degree program. The first group of students who will be impacted by this fee will matriculate into the program during Fall 2018. It is proposed that students who will enter into the program with the current fee structure would be exempt from this fee.

A forum will be held with current MS-HRM students and the Program Director to discuss the impact of these fees and solicit input on the new fee structure. The new tuition and fee structure will be reflected on our website as soon as it is approved in order to make future applicants and prospective students aware of the total cost of the MS-HRM Program.

## III. Budget impact if fee request is not approved

The MS-HRM Program must be able to recruit high-quality and diverse students, offer a variety of development opportunities, and provide staff support to assist faculty and students. Without this new and separate program fee, we run the risk of falling behind our competitors by not recruiting strong, diverse students and offering well-rounded growth and development opportunities that other programs are providing.

## IV. Justification for ending balance

We do not anticipate an ending balance, but in the case that there would be a modest one, we would reinvest those funds for the next academic year in the forms of scholarships and/or educational enhancement opportunities.

## V. Additional information.

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
Mays Business School  
Master of Science in Human Resource Management - Program Fee

Proposed Fee:     \$3,000.00     for Fall and Spring  
    prorated by sch     for Summer

Basis:     Fall/Spring      
    sch for summer     (sch, sem, student, etc.)

Number of Students Affected:     35      
Projected Student Enrollment:     70      
Projected Semester Credit Hours:     12/student    

	FY 2019 Budget
BEGINNING BALANCE	0
Revenues	
Fees	210,000
Total Revenues	210,000
Expenses	
Salaries & Wages	29,604
Fringe Benefits	8,289
Student Scholarships	61,538
Program Operations	12,361
Marketing & Advertising	30,769
Industry Speakers	9,232
Student Enrichment Training	58,207
Total Expenses	210,000
Increase/Decrease in Balance (Revenues less Expenses)	0
ENDING BALANCE	0

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
Mays Business School  
Master of Science in Management Information Systems Student Fee

I. Programmatic justification and proposed use of the new fee

Executive Summary

Mays Business School proposes a new program fee for the Master of Science in Management Information Systems (MS-MIS). The amount of the proposed fee, to be assessed on a semester basis, is as follows:

	Fall	Spring	Summer
MS-MIS Program Fee	\$1,500	\$1,500	Prorated per semester credit hour

We do not generally assess a summer fee because virtually all MS-MIS students are working at corporate internships during the summer, rather than taking classes.

The current cost for 4 semesters of tuition and student fees in our program is approximately \$42,620 (\$10,655 per semester). The increased fee would bring the cost of our program to \$48,620 (\$12,155 per semester). Our chief competitors' programs are all more costly on a per-semester-cost basis.

We propose this new student fee be assessed on all students who matriculate into the MS-MIS program in Fall 2018 and thereafter. (Note: if a student is accepted to begin program coursework in Fall 2018, but has prerequisite coursework that needs to be completed earlier, the program fee for this student will begin in Fall 2018). There will be no increase in fees for any current MS-MIS students.

Overview of the Master of Science in the Management Information System program

The MS-MIS program is a 36-hour program, comprised of two categories of students. The vast bulk of students enroll in a 4-semester program with time during the summer to pursue a corporate internship. Historically, over 90% of these students are not US citizens. They are overwhelmingly citizens of India. These are high quality students, averaging three years work experience, a 3.5 undergraduate GPA, and score at the 82<sup>nd</sup> percentile of the relevant standardized tests.

We also provide an option for Texas A&M undergraduates to pursue a 12-month or "4+1" program. These students complete several hours of graduate coursework during their undergraduate careers, complete their internship during the summer, after graduating with their Bachelor's in May, and then finish the program in two graduate semesters. They graduate a year after receiving their Bachelor's degree. This fee would only apply to the semesters after the completion of their undergraduate degree.

The MS-MIS program seeks to provide opportunities for students to gain skills that are necessary to pursue careers in corporate Information Systems departments.

Reason for Fee

Strong demand from both students and employers outstrips current resources.

Student demand has significantly increased in the last 3 years, as has our enrollment. We have received between 500 and 750 applicants per year in the past three years, roughly 50% higher than the application volume of six years ago. In response, we increased the size of the entering class from 78 to 110 two years ago. Despite the large majority of our graduates not being US citizens, employers have a strong interest in our graduates. In the last three years, an average of 95% of students found employment positions within 90 days of graduation, earning starting salaries that average almost \$80,000/year. The growth in

this program has put a strain on current fiscal and faculty/staff resources necessary to run a high quality program.

This program is priced below market. Currently, our program costs approximately \$3,000 to \$8,000 less per semester than our competitors' programs.

A survey of our MS-MIS students conducted this past fall informed us that our main competitors are Carnegie-Mellon U., U. Cincinnati, SUNY Buffalo, and U. Illinois – Chicago. Below is a general cost-comparison between Texas A&M and similar programs at these other institutions, based on non-resident student status. The amounts listed include tuition/fees and other mandatory university expenses (e.g. health insurance) if provided. Basic living expenses are not included; thus, cost of living is not considered.

	Duration of Program	Tuition/ Semester	Fees/ Semester	Cost/ Semester	Total Cost of Program
Texas A&M University	4 semesters	\$6,000	\$4,655	\$10,655	\$42,620
Carnegie Mellon Univ.	4 semesters	\$17,234	\$1,321	\$18,555	\$74,220
University of Cincinnati	2 semesters*	\$13,560	\$2,979	\$16,539	\$33,078*
SUNY Buffalo	2 semesters	\$11,105	\$2,255	\$13,360	\$26,720
Univ. of Illinois Chicago	2 semesters	\$11,860	\$6,716	\$18,576	\$37,152

\*In addition to two full semesters of coursework, students will complete some courses while on a 6-month paid internship. Cost for this remaining coursework was not available.

Additional resources will permit the pursuit of program excellence.

The current large price disparity on a per-semester cost basis between our nearest competitors and us disadvantages Mays in several ways. First, it deprives the school of the needed resources to recruit the best and brightest students. Second, it does not allow our program the ability to have the staff necessary to provide the administrative support our students need. Third, it prevents the program from providing necessary educational enhancement opportunities such as company and conference visits by our students.

#### Uses of Funds:

##### 1. Faculty support: Graduate Assistants

We currently offer a small number of the MS-MIS students Graduate Assistant Research (GAR) or Graduate Assistant Teaching (GAT) positions. These positions assist our faculty in administering classes and pursuing their research. Our average MS-MIS faculty member teaches 220 students per year. The administrative burden associated with this level of instructional responsibilities is significant. Employing additional student assistants would reduce this burden. Several years ago we hired 30 GAR/GATs each year. Because of budget limitations, we now hire 10. There is continued faculty demand for 30. Proposed budget: \$75,000 (10 GAR/GAT positions) in Fiscal Year 2019, \$150,000 (20 GAR/GAT positions) each year thereafter.

##### 2. Faculty costs

The MS-MIS program has very few electives from which to choose. Our goal is to improve the program by adding electives. Moreover, 30% of our students have to take pre-requisite courses in the summer before enrolling. We are proposing that the proposed MS-MIS program fee support these courses and the development of additional electives. Part of the program fees would provide salary funds to assist faculty with their research and the pursuit of innovative teaching. Proposed budget: \$95,000 in Fiscal Year 2019, \$190,000 each year thereafter.

##### 3. MS-MIS instructor development

Most of the instruction in the MS-MIS program is the responsibility of faculty who have very little development funds. We want our faculty to remain current in their field. Being active in professional societies, attending conferences during which they would hear about new teaching topics, and



participating in cutting-edge research are examples of activities allowing faculty to remain current with the MIS discipline. Proposed budget: \$25,000 in Fiscal Year 2019, \$50,000 each year thereafter.

#### 4. Departmental Operating costs

Due to the increased size of the class, we are unable to offer student-related meetings, such as orientation sessions, in Mays Business School. Using other facilities for meetings results in increased costs. Due to the non-US citizenship of many of our students, extra-curricular events such as etiquette training and interview skills training increase the likelihood of student success. Lastly, multiple program events take place throughout the year to increase group cohesion. Proposed budget: \$30,000 in Fiscal Year 2019, \$60,000 each year thereafter.

#### 5. Getting the best, and more diverse, students to come to Texas A&M

We enroll an average of 110 students per year to this program. This is a two-year program. Our yield of admitted students is roughly 50%. We lose many of the top accepted applicants to other schools. One reason for this is likely that our scholarship efforts for top students is meager. Currently, we only have scholarship funds to offer small scholarships to the top students: we award only \$10,000 to \$15,000 to new students each year and only \$11,000 was available this year for scholarships for all continuing students in this program. This program suffers from a lack of intellectual diversity, as over 90% of the students hold Indian passports. We could use scholarship funds to attract additional domestic students. Proposed budget: \$20,000 in Fiscal Year 2019, \$40,000 each year thereafter.

#### 6. Reinvestment

Any funds not used for the purposes above would be reinvested in the educational mission of the Information and Operations Management Department.

#### II. Public hearing and/or student referendum requirements

We held a public hearing targeting all Mays MS students on September 7, 2017.

#### III. Budget impact if fee request is not approved

The proposed new courses will not be taught. Courses in other programs will be canceled to fund the needed courses in this program.

#### IV. Justification for ending balance

We do not anticipate an ending balance.

#### V. Additional information

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**

MAYS Business School

Master's in Management Information Systems Student Fee

Proposed Fee:           \$1,500.00           for Fall and Spring  
                             prorated by sch           for Summer  
 Basis:                   SEM/SCH                   (sch, sem, student, etc.)

	Year 1	Year 2
Number of Students Affected:	110	220
Projected Student Enrollment:	110	220
Projected Semester Credit Hours:	1,035	2,070

	FY 2019 Budget
BEGINNING BALANCE	0
Revenues	
Fees	330,000
Total Revenues	330,000
Expenses	
Staff Salaries & Wages	52,500
Staff Fringe Benefits	11,550
Faculty Salaries & Wages	95,000
Faculty Fringe Benefits	20,900
Faculty development	25,000
Departmental Operations	30,000
Scholarships	20,000
Assistantships	75,000
Total Expenses	329,950
Increase/Decrease in Balance (Revenues less Expenses)	50
ENDING BALANCE	50

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
Mays Business School  
Master of Science in Marketing Program

I. Programmatic justification and proposed use of the new fee

A. Executive Overview

Mays Business School proposes a new program fee for the Master of Science in Marketing program. The amount of the proposed fee, to be assessed on a semester basis, is as follows:

	Fall	Spring	Summer
MS-Marketing Program Fee	\$2,500	\$2,500	Prorated per semester credit hour

A summer fee is not generally assessed since virtually all MS-Marketing students are performing their required internships, typically outside of the Bryan-College Station area.

The current cost for 3 semesters of tuition and student fees in our program is approximately \$22,000 (\$611 per credit hour). The increased fee would bring the cost of our program to \$29,500 (\$819 per credit hour). The eight other MS-Marketing programs ranked, along with our program, as the top MS-Marketing programs in the U.S. currently charge an average of \$51,566 (\$1,567 per credit hour).

We propose this new student fee be assessed on all students who matriculate into the Master of Science in Marketing program in Fall 2018 and thereafter. (Note: if a student is accepted to begin program coursework in Fall 2018, but has prerequisite coursework that needs to be completed earlier, the program fee for this student will begin in Fall 2018). There will be no increase in fees for any current MS-Marketing students.

B. Overview of the Master of Science in Marketing program

The Master of Science in Marketing (MS-Marketing) program is a 36-hour program, comprised of three categories of students: 1) 16-month program students, who typically begin the program in the Fall semester and complete the program in December of the following year; 2) 12-month or 4+1 students, who typically complete 6-9 hours of graduate coursework during their Senior undergraduate year, complete their internship during the summer, after graduating with their Bachelor’s in May, and then finish the program in two graduate semesters, graduating in May, a year after receiving their Bachelor’s degree; 3) Professional Program in Accounting (PPA) students who typically complete 6 hours of graduate coursework during their Senior undergraduate year, and then finish the program in two graduate semesters, receiving both their BBA and MS-Marketing degrees the following May.

The MS-Marketing program is designed for students seeking careers in corporate marketing, brand management, product management, and marketing analytics, as well as students pursuing careers in other fields, such as accounting, who wish to strengthen their marketing skills for success in those positions.

C. Rationale

We have conducted thorough market research, evaluating our regional and national competitors and present the following findings:

- 1) Rationale #1: High demand by students and employers requires additional program resources.

The last 3 years, we have averaged 165 applications per year, with target class sizes of 35-45. Employers have a strong interest in our graduates. With changes we are making in our program - providing new marketing analytics courses and an option for a Certificate in Marketing Analytics -

we see the demand by students and employers increasing as marketing jobs require more analytic skills. Growth in our program has put a strain on current fiscal and faculty/staff resources necessary to run a nationally-ranked program.

- 2) Rationale #2: Additional resources are needed to recruit the best students and provide the best program. The current large price disparity between our nearest competitors and us disadvantages Mays in several ways. First, it deprives the school of the needed resources to recruit the best and brightest students. Second, it doesn't allow our program the ability to have the staff necessary to provide the administrative support to fully support our current students. Third, it prevents the program from providing necessary educational enhancement opportunities like company and conference visits by our students.
- 3) Rationale #3: The Mays MS-Marketing program is significantly below market cost.

The Mays MS-Marketing program is currently priced approximately 57% lower than our competitors' programs. The Mays program is ranked as the #2 MS-Marketing program in the U.S. by Eduniversal/BestMasters.com, #2 by CollegeChoice.com and #8 by the TFE Times. Our program is currently priced lower than all 8 of the other programs that are highly ranked by these three graduate school rating organizations (see table on next page).

The average cost of these other programs is \$51,566 (\$1,567 per credit hour), compared to our cost of \$22,000 (\$611 per credit hour).

Current Program Costs of Texas A&M University Mays Business School's MS-Marketing Program and Other Highly-Ranked MS-Marketing Programs

University	Program Title	Cost per Credit Hour	Total Program Cost*
Texas A&M University (Current)	<i>MS-Marketing</i>	\$ 611	\$ 22,000
Columbia	<i>MS-Marketing</i>	\$ 1,934	\$ 58,020
New York	<i>MS-Integrated Marketing</i>	\$ 1,839	\$ 77,238
Northwestern	<i>Masters in Integrated Marketing Communications (IMC)</i>	\$ 1,569	\$ 84,712
UT-Dallas	<i>MS-Marketing</i>	\$ 1,397	\$ 50,292
USC	<i>MS-Marketing</i>	\$ 1,778	\$ 53,340
UT-Austin	<i>MS-Marketing</i>	\$ 1,056	\$ 38,000
Georgetown	<i>Masters in Integrated Marketing Communications (IMC)</i>	\$ 1,186	\$ 39,138
Johns Hopkins	<i>MS Marketing</i>	\$ 1,778	\$ 64,000

(The increased fee would bring the cost of our program to \$819/SCH, total program cost of \$29,500).

D. Proposed Use of the MS-Marketing Program Fees

The proposed MS-Marketing fess will be used to cover expenses associated with the MS-Marketing program. These expenses include:

- Faculty and Staff Investment. Additional faculty members and staff are necessary to assist with administration, student advising, curriculum development, student placement, recruiting, student enrichment experiences, student placement, alumni communication, private fund-raising, and developing business partnerships.
- Recruiting and Marketing. We will invest heavily in recruiting and marketing activities, especially to attract those in underrepresented categories and those earning bachelors degrees from highly ranked undergraduate programs.
- Scholarships. To attract the most outstanding candidates, we will use a portion of these fees to fund scholarships for our students.
- Graduate Assistant Stipends. MS-Marketing students working as graduate assistants in our department are paid at a rate significantly below what graduate assistants in other colleges on campus earn. A portion of these fees will provide an extra stipend to each graduate assistant.
- Program Enhancement. We plan for several uses of these fees to enhance what we are currently doing in our program. Fees will be used for such items as computer equipment, supplies, faculty development that is directly related to the MS-Marketing program, business cards for students, student name plates and name tags, student travel to conferences, and various developmental resources for students.
- Faculty Support. Part of the program fees will be used to provide funds to assist MS-Marketing faculty with their research and MS-Marketing course development.
- Reinvestment. Once the above items are covered, any remaining revenue will be reinvested in the educational mission of the Department of Marketing. This reinvestment includes faculty teaching grants, graduate assistantships for students, and faculty development costs in accordance with applicable rules of Mays Business School and Texas A&M University.

## II. Public hearing and/or student referendum requirements

We propose that the fee increase be effective Fall 2018 and be applied only to new students matriculating into the program Fall 2018 and later. (Note: if a student is accepted to begin program coursework in Fall 2018, but has prerequisite coursework that needs to be completed earlier, the program fee for this student will begin in Fall 2018). Current students would be exempt from the fee. An open forum to get student feedback on the proposal is planned for Fall 2017.

## III. Budget impact if fee request is not approved

The MS-Marketing program cannot sustain itself without a separate program fee. These resources are necessary to recruit high-quality students, hire outstanding faculty, and provide staff support to assist the faculty and students, and provide developmental resources necessary for our students to compete for high quality internships and jobs. We see no alternative than a fee to cover these operating costs.

## IV. Justification for ending balance

We do not anticipate an ending balance.

## V. Additional Information

The proposed fee will apply to MS-Marketing students matriculating in Fall 2018 or later. Based on our three year recruitment targets, the estimated total revenue generated from the proposed fee is \$125,000 the first year and \$287,500 thereafter. As indicated in Section I – D, a majority of the additional revenue will be going back to the students and benefitting the students in various ways.

To ensure the long-term competitiveness of the MS-Marketing Program, the amount of program fee may be increased each year by a percentage change that is equal to the most recent percentage change in the Higher

Education Price Index (HEPI), published by Commonfund, an asset management firm located at 15 Old Dansbury Road, Wilton, CT.

Projected Revenue From New Program Fee  
 Texas A&M University  
 Mays Business School  
 Masters of Science in Marketing Program

Year / Semester	16 Month Program Students - Year 1	16 Month Program Students - Year 2	PPA/MS-Marketing Program Students	12-Month (4+1) Program Students	Number of Students	Revenue from \$2,500/Student
2018-19						
Fall	25	-*	-*	-*	25	\$62,500
Spring	25	-	-*	-*	25	\$62,500
2019-20						
Fall	25	25	10	10	70	\$175,000
Spring	25	-	10	10	45	\$112,500
2020-21						
Fall	25	25	10	10	70	\$175,000
Spring	25	-	10	10	45	\$112,500
2021-22						
Fall	25	25	10	10	70	\$175,000
Spring	25	-	10	10	45	\$112,500
2022-23						
Fall	25	25	10	10	70	\$175,000
Spring	25	-	10	10	45	\$112,500

\*16-month program MS-Marketing students accepted into the program for Fall 2017 and PPA and 12-month students accepted into the MS-Marketing Program as seniors in Fall 2017 are grandfathered in.

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
 Master of Science in Marketing Program

Proposed Fee:           \$2,500           for Fall and Spring  
                             prorated by sch           for Summer  
                   semester for Fall/Spring  
 Basis:           sch for summer           (sch, sem, student, etc.)

	FY 2019	FY 2020
Number of Students Affected:	25	70
Projected Student Enrollment:	58	70
Projected Semester Credit Hours:	1,194	

	FY 2019 Budget
BEGINNING BALANCE	0
Revenues	
Fees	125,000
Total Revenues	125,000
Expenses	
Salaries & Wages	45,705
Fringe Benefits	12,711
Departmental Operations	14,500
Graduate Assistant Extra Stipends	26,000
Scholarships	20,000
Advertising, Promotions, Program Enhancement	6,084
Total Expenses	125,000
Increase/Decrease in Balance (Revenues less Expenses)	0
ENDING BALANCE	0

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
 College of Liberal Arts  
 Department of Psychological and Brain Sciences  
 Master of Science in Psychology with a concentration in Industrial/Organizational

I. Programmatic justification and proposed use of the new fee

The Department of Psychological and Brain Sciences has offered a *Master of Science in Psychology* (MS-PSYC) degree for thirty years. This program is currently used only for a very small number of doctoral students (admitted to PHD-PSYC) who cannot complete their PhD for personal or professional reasons. We currently do not train any students for a terminal Master’s program. The Department of Psychological and Brain Sciences is requesting approval of a program fee to be charged only to students who elect to enroll in a new concentration we will develop: a terminal Master’s degree in Industrial/Organizational (I/O) Psychology. Students interested in this concentration will select the terminal Master’s degree option (MS-PSYC) when they apply.

Industrial/Organizational (I/O) psychology is the scientific study of human behavior at work and the application of that science to workplace issues facing individuals, teams, and organizations. The Bureau of Labor Statistics projects that I/O Psychology is the fastest growing occupation, with an anticipated growth rate of 53% between 2014 and 2022. Students with terminal master’s degrees in I/O psychology are employed in consulting, private practice, government, and corporations, and there is every reason to expect that interest in hiring these graduates will increase as businesses become more diverse and multinational.

This concentration within our existing Masters of Science Degree (MS-PSYC) will emphasize the application of psychological principles to human resource decisions and organizational behavior challenges. It is intended for students who desire a terminal Master’s degree and plan to seek employment in corporations and consulting firms. It will be a two year program, with students completing 9 semester hours for 4 semesters (36 total semester credit hours across 2 academic years).

The fee will be assessed on a semester basis during fall and spring semesters. We do not expect students to enroll during summer terms. We propose that this fee be assessed starting with the implementation of the new concentration in Fall 2018:

	Fall	Spring	Summer
MS PSYC Program Fee	\$3,500	\$3,500	\$0

There is currently no program within a nationally prominent psychology department within the state of Texas or the southern region of the United States that provides a terminal Master’s degree in I/O psychology. There are nine programs in the United States. Three of these are in nationally prominent departments (George Mason, University of Central Florida, and University of Maryland). Our I/O area currently ranks 6<sup>th</sup> in two sets of rankings related to faculty productivity in top I/O journals and none of these comparable programs are ranked as highly. Thus we are well positioned to competitively attract students to the program, and to provide training to support students and businesses in this region of the country. There are five I/O Psychology Master’s programs in Texas (see Appendix) and none of them are in nationally prominent departments.

Students will benefit from completing training in I/O psychology in a nationally ranked program. They will be positioned to enhance their salary by approximately \$30,000 per year, as the Bureau of Labor Statistics reports a mean annual salary of \$92,320 for people with a master’s degree in I/O Psychology, compared to \$31,000-\$66,000 with a bachelor’s degree in psychology. To facilitate the placement of students in employment, the director of the program will develop internship opportunities and relationships with businesses in the state. Our current faculty have established connections to many companies, including PepsiCo, RAND, Home Depot, Kinkos, and NASA Johnson Space Center, and the Director will be able to leverage these and other opportunities for students. The proposed fee of \$3,500 per semester would result in an overall cost to the student of approximately \$27,000, assuming resident graduate tuition (including tuition and university fees) for four semesters.



The funds generated by the fee will be used to enhance the program in ways that will increase the success of students completing the program, including the following:

- Program Director. A full-time non-tenure track faculty member will fill this position and be responsible for developing and implementing the concentration, recruiting top students, and developing internship opportunities. The Director will be charged with developing a curriculum that is skills-focused and responsive to the needs of employers, engaging in recruitment of students and identifying internship sites, offering professional development opportunities and feedback to students on application and interview materials, advising, and identifying potential employers. The Director will also be the instructor for two courses per year for the concentration.
- Instructional Assistant Professor (IAP). An IAP will be hired to teach required courses associated with the concentration, including courses that focus on complex human resource issues such as Personnel Psychology and Diversity in Organizations. This position will also assist with concentration development and advising.
- Operational Costs. Operational costs include thoughtful marketing to attract the best and brightest students. These costs also include computer equipment and supplies, and other costs associated with operations of the concentration.
- Scholarships. Most organizations now operate in a global market, and it is critical that students develop skills to interact with others with a variety of perspectives and experiences. Scholarships will be offered to a select number of students every year, on the basis of merit and need, with the aim of increasing the diversity of students in the concentration.
- Enrichment Costs. This includes support for the continued development of excellence in the I/O area and concentration, such as support for advanced doctoral students to assist with aspects of the concentration.

We plan to enroll 15 students in each fall cohort for the first two years. This enrollment will be increased to a maximum of forty admitted students per year, dependent on student success in placement, demand for the concentration, and availability of resources to support this growth.

## II. Public hearing and/or student referendum requirements

We polled current psychology majors about how interested they would be in pursuing a terminal Master's degree in I/O Psychology if it were available at Texas A&M University. They were asked, "The Department is considering developing a Master's degree program in Industrial and Organizational Psychology (the branch of psychology that focuses on the interface between psychology and work). Jobs in this field of psychology are projected to grow dramatically through 2022. The programs would likely charge fees of \$3,500 per semester. How interested would you be in such a program?" 34% of respondents expressed that they would be "very interested" in the proposed concentration. Given that we graduate about 400 majors a year, this would suggest that 136 of our graduating seniors would potentially be interested in such a concentration if it were available.

We also provided an opportunity for current I/O psychology doctoral students to give feedback on the enhancement of the Master's concentration. These doctoral students (admitted as PHD-IOPY) will not be affected by the proposed fee, as the fee will only be associated with the terminal Master's degree (MS-PSYC). 75% of the students expressed support for the concentration, with the remaining 25% being "Neutral." No students expressed apprehension, concern, or opposition to the proposed concentration. Students were asked to describe any advantages that they perceived to the proposed concentration, and they noted better connections with the business community, an increase in national reputation of the department, and the opportunity for advanced doctoral students to teach or mentor master's students. Students were asked to describe any disadvantages that they perceived to the proposed concentration, and they noted the need for additional space and dedicated support for the Master's students, protection of faculty time to maintain research productivity, and the need to clearly differentiate between the two programs (the concentration in Industrial/Organizational – MS-PSYC - and our current concentration that is completed as part of the doctoral program – PHD-IOPY). We will attend carefully to these issues in developing, implementing, and evaluating the proposed program.

We also plan to complete two opportunities for public hearings with current students in September, 2017.

III. Budget impact if fee request is not approved

The Master of Science in Psychology with a concentration in Industrial/Organizational will not be implemented without the proposed fee.

IV. Justification for ending balance

No ending balance is anticipated.

V. Additional Information

Appendix A: Comparable Programs in the State and Nationally

	DEGREE AWARDED	LOCATION
<u>IN STATE</u>		
Angelo State University	MS in I/O Psychology	San Angelo, TX
Lamar University	MS in Applied Psychology, I/O Psychology concentration	Beaumont, TX
Saint Mary's University	MA or MS in I/O Psychology	San Antonio, TX
University of Houston – Clear Lake	MA in I/O Psychology	Clear Lake City, TX
University of Texas, Arlington	MS in I/O Psychology	Arlington, TX
<u>NATIONALLY</u>		
George Mason University	MA in I/O Psychology	Fairfax, VA
University of Central Florida	MS in I/O Psychology	Orlando, FL
University of Maryland	MPS in I/O Psychology	College Park, MD

Source: <http://my.siop.org/GTP> and each program's respective website

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
 College of Liberal Arts

Master of Science in Psychology with a concentration in Industrial/Organizational Program Fee

Proposed Fee:           \$3,500           for Fall and Spring  
                             prorated by sch           for Summer  
 Basis:           Fall/Spring           (sch, sem, student, etc.)

Number of Students Affected:           0            
 Projected Student Enrollment:           15            
 Projected Semester Credit Hours:           135 per year          

	FY 2019 Budget
BEGINNING BALANCE	0
Revenues	
Fees	105,000
Total Revenues	105,000
Expenses	
Salaries & Wages	70,000
Fringe Benefits	14,000
Departmental Operations	10,000
Grad student mentors/aides - (New Initiative)	11,000
Total Expenses	105,000
Increase/Decrease in Balance (Revenues less Expenses)	0
ENDING BALANCE	0

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
 Master of Science in Quantitative Finance Enrollment Deposit

I. Programmatic justification and proposed use of the new fee

A. Executive Overview

The Department of Mathematics requests approval for a new enrollment deposit for the proposed *Master of Science in Quantitative Finance* (MSQF) program. The deposit will be 100% credited to the first semester tuition of all matriculating students. Thus, we expect no significant revenues from this deposit. The amount of the proposed deposit, to be assessed on a semester basis, is as follows:

	Fall	Spring	Summer
MSF Enrollment Deposit	\$1,000*	\$0*	\$0*

\* Note: This assumes that students matriculate in the fall. In rare cases where students are expected to matriculate in spring or summer, the deposit will be assessed in relation to such spring or summer semesters.

We propose that to charge this deposit to all students who accept our offer of admission for the MSF program beginning with fall 2018.

B. Background on the MSQF Program

In response to unmet demand in the labor market, the Department of Mathematics, with cooperation from Department of Finance and participation from the Department of Statistics, is proposing to create a new *Master of Science in Quantitative Finance* (MSQF) degree to prepare students for employment opportunities in the financial sector that require superior quantitative skills. Graduate programs currently available at Texas A&M University do not span the entire range of employment requests received from the private sector. An important area of the labor market that is currently underserved is that of quantitative financial analysts, with good graduate training in mathematics and finance, to occupy positions in hedge funds, quantitative trading, risk management, and investment management. The proposed MSQF degree is intended to fill this gap by offering a new and unique educational opportunity to our students. The program is designed to leverage the strengths of the Department of Mathematics and the Department of Finance, here at Texas A&M University.

C. Rationale

The reason for the deposit is to provide incentives to students who have been admitted to the MSQF to decline our offer if they have no intention of enrolling into our program. The deposit will be charged after the admission decision is made, and admitted students will be required to pay the deposit to guarantee space in the program.

The MSQF is a new program expected to be offered for the first time in the fall of 2018. As a result, we do not have significant historical data on students who fail to enroll after having previously confirmed attendance. However, based on data obtained by the Department of Finance pertaining to their MS-Finance program, we expect that approximately 20% of admitted students will not matriculate. These no-shows create lost productivity for the admissions staff and overall planning uncertainty for the MSQF program.

The primary way of managing such uncertainty is through the implementation of a refundable deposit for all students accepting admissions. Our proposed enrollment deposit of \$1,000 is equal to the enrollment deposit charged by the Department of Finance for the MS-Finance program. We believe that \$1,000 is sufficient to screen out insincere applicants but not so large as to discourage legitimate students.

D. Use of Additional Revenues

We do not anticipate significant revenues from this enrollment deposit. Any forfeited amounts will be used primarily to defray the administrative costs of the MSQF program.

II. Public hearing and/or student referendum requirements

A public hearing will be held to discuss all proposed fee increases.

III. Budget impact if fee request is not approved

We estimate a loss of approximately ten hours of staff productivity per student that accepts but does not matriculate if the fee is not approved. The cost of planning uncertainty is not quantifiable but significant. For example, faculty teaching assignments and other resources are negatively impacted by uncertain enrollment estimates

IV. Justification for ending balance

We do not anticipate a significant ending balance in the account.

V. Additional Information

The amount of the deposit may be adjusted each year by a percentage change that is equal to the percentage change in the Higher Education Price Index (HEPI), published by Commonfund, an asset management firm located at 15 Old Danbury Road, Wilton, CT.

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
 College of Science  
 Master of Science in Quantitative Finance Fee -- Enrollment Deposit

Proposed Fee:     \$1,000     for Fall ONLY (Deposit)  
                       \$0.00     for Summer

Number of Students Affected:         13          
 Current Semester Credit Hours:         n/a          
 Projected Semester Credit Hours:         n/a        

	FY 2019 Budget
BEGINNING BALANCE - Actual	0
Estimated	
Revenues	
Fees -deposit collected	13,000
Deposit credited to matriculating students	(10,000)
Total Revenues	3,000
Expenses	
Salaries & Wages	2,479
Fringe Benefits	521
Total Expenses	3,000
Increase/Decrease in Balance	
Revenues less Expenses	0
ENDING BALANCE	0

Request for New Student Fee  
**TEXAS A&M UNIVERSITY**  
 COLLEGE OF SCIENCE  
 Department of Mathematics  
 Master of Science in Quantitative Finance Program Fee

I. Programmatic justification and proposed use of the new fee

A. Executive Overview

The Department of Mathematics requests approval of a new program fee for the proposed *Master of Science in Quantitative Finance* (MSQF) program. The amount of the proposed fee to be assessed on a semester basis, is as follows:

	Fall	Spring	Summer
MSQF Program Fee	\$8,500	\$8,500	Prorated per semester credit hour

We generally do not expect students to enroll during summer terms.

We propose that this fee be assessed on all students who matriculate in the MSQF program beginning with fall 2018, the date when the program becomes effective. This program fee will be shared between the Department of Mathematics and the Department of Finance, according to a separate agreement in effect between these two departments.

B. Background of the MSQF Program

In response to unmet demand in the labor market, the Department of Mathematics, with cooperation from Department of Finance and participation from the Department of Statistics, is proposing to create a new *Master of Science in Quantitative Finance* (MSQF) degree to prepare students for employment opportunities in the financial sector that require superior quantitative skills. Graduate programs currently available at Texas A&M University do not span the entire range of employment requests received from the private sector. An important area of the labor market that is currently underserved is that of quantitative financial analysts, with good graduate training in mathematics and finance, to occupy positions in hedge funds, quantitative trading, risk management, and investment management. The proposed MSQF degree is intended to fill this gap by offering a new and unique educational opportunity to our students. The program is designed to leverage the strengths of the Department of Mathematics and the Department of Finance, here at Texas A&M University.

C. Rationale

We have conducted thorough market research, evaluating our national competitors and present the following findings:

1) *Rationale #1: MSQF is in high demand by students and employers.*

Our analysis of the labor market suggest that the area of Quantitative Finance is expected to grow at the rate of 41% per ten-year period, a rate that is significantly higher than the 7% average growth rate in the broader labor market. Given this high growth rate, we expect the labor market in Quantitative Finance to absorb the additional graduates produced by our proposed MSQF program.

This conclusion is corroborated by our own internal experience, including discussions with employers, advisory board members, and former students. For example, the Head of the Department of Finance is an academic member of the Chicago Quantitative Alliance (CQA), an organization of leading Quantitative Financial

Analysts in the country. In this capacity, he is aware of the strong, fast-growing demand for new graduates in Quantitative Finance. In addition, the Department of Mathematics had previously offered a financial track within its MS-Math program, but that track was targeted to preparing students for higher-level graduate studies at the doctoral level. Through experience, the Department of Mathematics has discovered that there is a significant employer demand for a more applied program that combines mathematics and finance to train students for Quantitative Financial Analyst positions.

The proposed MSQF program was presented on March 31, 2017 to the Dean Advisory Board in the College of Science. The sentiment among board members was quite positive. A few board members with direct knowledge of the strength of the labor market in Quantitative Finance were able to corroborate our projections for employment opportunities. One advisory board member, in particular, commented on the very high income potential that successful graduates may earn within a few years after entering the labor market.

We have identified approximately 25 similar programs in the United States. Collectively, we estimate that approximately 800 graduates from these 25 programs enter the US labor market each year. According to the Bureau of Labor Statistics, the labor market is expected to create 3,200 new jobs each year within the broader sector of Financial Analysts, and we expect the niche area of Quantitative Finance to be the fastest growing area in that sector. Thus, we estimate that the labor market is ready to absorb the additional graduates produced by our proposed MSQF program.

Enrollment in this program is expected to come from two sources: (i) student demand that is not met by existing US graduate programs, and (ii) new demand that we will generate through outreach efforts, particularly among current Texas A&M students and among state residents with underprivileged backgrounds. To this end, part of the revenue generated by these program fees will be allocated to student scholarships.

2) *Rationale #2: The proposed program fee would bring the costs of the MSQF in line with those of national competitors.*

If the program fee is approved, the MSQF program will be priced favorably in relation to national competitors, as evidenced by the table presented in Appendix A.

The table provides cost and other basic information for 25 prestigious graduate programs in Quantitative Finance in the United States. The information was obtained from the following website: <http://www.master-of-finance.org/best/great-master-of-financial-engineering-programs/>

The estimated cost of the proposed MSQF program at Texas A&M University is \$47,628. This cost is below the national mean (\$49,608) and median (\$51,446) of similar programs and would place our program among the most affordable programs in the country. This sentiment was also shared by several members of the Dean Advisory Board in the College of Science, following our presentation at their March 31, 2017 meeting.

There are two additional noteworthy observations from Appendix A. First, there is no consistency on the titles associated with such programs. In addition to “Quantitative Finance,” our competitors use terms such as “Computational Finance,” “Mathematical Finance,” “Financial Engineering,” “Financial Mathematics,” all of which are part of the same vernacular and may be used interchangeably. The second observation is that similar programs are all multidisciplinary in nature, as evidenced by the fact that there is no consistency on the type of college in which our competitors’ programs are housed. Of the 25 programs we studied, 9 are housed in science colleges, 9 are housed in business schools, and 7 are housed in engineering colleges.

As well as being very competitive in relation to the market, the program fee proposed here is also consistent with other fees charged by similar programs at Texas A&M University, such as the MBA program offered by Mays Business School and the MSF program offered by the Department of Finance.

By ensuring that our program is priced competitively in relation to the market, we will be able to generate the types of resources that are needed to recruit the best and brightest students. We will also be able to make additional reinvestments into the educational mission (teaching and research) of the Department of Mathematics and the Department of Finance. This would allow us to hire and retain the very best faculty here at Texas A&M



University. These additional resources will allow our Program Director to provide much needed educational enhancement opportunities such as corporate visits, guest speakers, and student competitions. Finally, part of the revenue generated by this program fee will be allocated to student scholarships so that we may attract high achieving students from underprivileged backgrounds to our program.

3) *Rationale #3: Dedicated staff coordinate and organize the MSQF programs.*

This highly specialized program will require additional staff dedicated to its core functions. We have identified the core functions as: recruiting, admissions, academics, career services, funding, and operations. Part of the program fee will be used to cover the incremental cost of additional staffing needs.

D. Proposed Use of the MSQF Fees

The first priority in using the MSQF fee is to cover direct expenses associated with the MSQF program. These expenses include the following:

- Administration Staff. Dedicated staff is required in order to support national and international student recruiting, the admissions process, student advising, curriculum development, student placement, and enrichment experience. These activities require the services of a Program Director as well one full-time staff member.
- Program Director. The Program Director will be a full-time faculty member in the Department of Mathematics. The Director will spend his or her time developing strategy for the program, attracting high quality students, and leading the faculty through curriculum revision and development.
- Program Coordinator. Starting in Year 3, this person will be responsible for day-to-day program operations, including preparation of recruiting materials, advising students in the program on program rules and timelines, and assisting the program director with the development of enrichment activities.
- Marketing and Advertising Costs. In order to attract more students to College Station and compete with other universities located in major metropolitan areas, we will invest in advertising material of all types. To ensure a high quality for our program we will need to attract the best and brightest students. With thoughtful investment made possible by these program fees, we believe we can grow enrollment and increase student quality.
- Scholarships: To compete for highly qualified students, to attract students of more modest means, and to support professional development initiatives for all students, we will use a portion of the fees to fund scholarships for students admitted to the MSQF Program.
- Student Enrichment Costs. These costs include but are not limited to computer equipment, supplies, and student travel.
- Replacement Faculty. For the first two years no additional faculty will be hired, as MSQF students will be accommodated into existing course offerings. Beginning with year 3, new course sections will be created that will be dedicated to the MSQF program. These sections will be taught by existing faculty members who will have part of their teaching load reallocated to the MSQF program. To cover the sections previously taught by these reassigned faculty members, the Department of Mathematics and the Department of Finance will each hire one new non-tenure track faculty, as follows:
  - Department of Mathematics. Beginning with year 3, the Department of Mathematics expects to hire one additional non-tenure-track faculty member to cover the course sections reassigned from other faculty members who will be teaching new sections in the MSQF program. It is anticipated that the program fee will cover 100% of the salary of this new faculty member, plus the cost of fringe benefits.
  - Department of Finance. Beginning with year 3, the Department of Finance will hire one additional non-tenure-track faculty member to cover three course sections reassigned from other faculty members who will be teaching new sections in the MSQF program. It is anticipated that the program fee will cover 50% of the salary

of this new faculty member, plus the cost of fringe benefits. (The 50% ratio is obtained as the ratio of the three reallocated sections in relation to a typical teaching load of six course sections.)

- Graduate Assistants. New graduate assistants will be required to provide support to faculty teaching in this program. Our expected need for graduate assistants is as follows:
  - Department of Finance. One new graduate assistant is expected to be hired in year 2.
  - Department of Mathematics. Two new graduate assistants are expected to be hired in year 1, and one additional graduate assistant is expected to be hired in year 2 (for a steady-state level of three new graduate assistants).
- Faculty Support. These costs include research and teaching support for faculty who teach in the program.
- Reinvestment. Once all direct expenses are covered, the remaining revenue (if any) will be reinvested in the educational missions of the Department of Mathematics and the Department of Finance. This reinvestment includes faculty summer research support, faculty teaching grants, graduate assistants, and faculty development costs, in accordance with applicable rules of Texas A&M University.

### *First Year of Operation*

For the first year of operation (2018-2019), we expect MSQF program fees in the amount of \$170,000, based on a projected enrollment of ten students. This first-year revenue will be reinvested as follows:

- An amount of approximately to \$25,500 (representing 15% of the program fees) will be invested in student scholarships.
- An amount of approximately to \$4,250 (representing 2.5% of the program fees) will be invested in marketing and advertising costs.
- An amount of approximately to \$4,250 (representing 2.5% of the program fees) will be invested in student enrichment costs.
- The balance of approximately \$136,000 (including fringe benefits) will be allocated to faculty and staff salaries. This represents a net (pre-benefit) salary expense of approximately \$112,397 and fringe benefits in the amount of \$23,603. The salary funds will be used to cover the costs of three additional graduate assistants, part of the salary of the Program Director, as well as faculty research and teaching support for faculty who teach in the program.
- This allocation of program fees is an estimate based on the data available at the present time. The use of program fees may be adjusted through time with valid business reasons.

## II. Public hearing and/or student referendum requirements

A public hearing was held to discuss all proposed fee increases.

## III. Budget impact if fee request is not approved

The MSQF program cannot sustain itself without a separate program fee. We must be able to recruit high-quality students, attract and retain outstanding faculty, and provide staff support to assist the faculty and students. We see no alternative than a fee to cover these operating costs.

## IV. Justification for ending balance

We do not anticipate an ending balance.

## V. Additional Information

The amount of the deposit may be adjusted each year by a percentage change that is equal to the percentage change in the Higher Education Price Index (HEPI), published by Commonfund, an asset management firm located at 15 Old Danbury Road, Wilton, CT.

Appendix A: Comparison to Similar Programs

<b>UNIVERSITY</b>	<b>NAME OF PROGRAM</b>	<b>TYPE</b>	<b>COLLEGE PROGRAM IS HOUSED</b>	<b>WHERE</b>	<b>COST</b>
Columbia University	Financial Engineering	Private	College of Engineering		\$64,152
U. California-Berkeley	Financial Engineering	Public	Business School		\$63,540
Stanford University	Comput. and Math. Engineering	Private	Comput. and Math. Engineering		\$63,360
U. Illinois at Urbana-Champaign	Financial Engineering	Public	Business School		\$62,280
New York University	Mathematical Finance	Private	Courant Institute		\$62,000
Rutgers University	Mathematical Finance	Public	College of Science		\$58,317
U. California-Los Angeles	Financial Engineering	Public	Business School		\$57,268
Carnegie Mellon University	Computational Finance	Private	Business School		\$54,200
Poly. Institute of NYU	Financial Engineering	Private	College of Engineering		\$53,658
Baruch College/CUNY	Financial Engineering	Public	College of Science		\$53,658
Illinois Institute of Technology	Mathematical Finance	Private	Business School		\$53,229
U. Chicago	Financial Mathematics	Private	College of Science		\$52,000
U. Southern California	Financial Engineering	Private	College of Engineering		\$51,446
Fordham University	Quantitative Finance	Private	Business School		\$50,897
Cornell University	Financial Engineering	Private	College of Science		\$48,900
Rensselaer Polytechnic Institute	Quant. Finance and Risk Analysis	Private	Business School		\$48,100
<b>Texas A&amp;M University (proposed)</b>	<b>Quantitative Finance</b>	<b>Public</b>	<b>College of Science</b>		<b>\$47,628</b>
Boston University	Mathematical Finance	Private	Business School		\$47,422
Johns Hopkins University	Financial Mathematics	Private	College of Engineering		\$47,060
U. Notre Dame	Applied and Comput. Mathematics	Private	College of Science		\$46,010
Stevens Institute of Technology	Financial Engineering	Private	Systems & Entreprises		\$43,500
U. Minnesota	Financial Mathematics	Public	College of Science and Engineering		\$38,000
University of Washington	Comput. Finance and Risk Mgmt	Public	College of Science		\$37,800
Stony Brook University	Quantitative Finance	Public	College of Science		\$31,922
Georgia Institute of Technology	Quant. and Comput. Finance	Public	Business School		\$31,732
North Carolina State University	Financial Mathematics	Public	College of Science		\$19,759

Source: <http://www.master-of-finance.org/best/great-master-of-financial-engineering-programs/>

Mean cost = \$49,608

Median cost = \$51,446

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY**  
 College of Science  
 Master of Science in Quantitative Finance

Proposed Fee:           \$8,500           for Fall and Spring  
                             Fall/Spring           for Summer

Number of Students Affected:           10            
 Current Semester Credit Hours:           n/a            
 Projected Semester Credit Hours:           n/a          

	FY2019 Budget
BEGINNING BALANCE - Actual	0
Estimated	
Revenues	
Fees	170,000
Endowment	0
Total Revenues	170,000
Expenses	
Salaries & Wages	112,397
Fringe Benefits	23,603
Student Scholarships	25,500
Departmental Operations	0
Maintenance/Equipment	0
Equipment	0
Marketing - (New Initiative)	4,250
Student Enrichment Events	4,250
Student Conferences	0
Industry Speakers	0
Total Expenses	170,000
Increase/Decrease in Balance	
Revenues less Expenses	0
ENDING BALANCE	0

**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**

Summary of Proposed Fee Changes

Effective Fall 2018

PAGE	FEE DESCRIPTION	BASIS	CURRENT	INCREASE	ELIMINATED	PROPOSED
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15.2 Tuition & Fee Plans (variable and guaranteed)  
 Increase the overall academic charge (tuition and fees) to a full-time student choosing the **variable** rate tuition and fee plan based on the 2017 HEPI rate of 3.7%.  
  
 Re-base the overall academic charge (tuition and fees) to a full-time student choosing the **guaranteed** rate tuition and fee plan to be 5% greater than the variable rate tuition and fee plan.

**In addition to the above inflationary adjustment, the following tuition and fee changes are being requested:**

**Texas A&M College of Nursing - Graduate**

15.4	Program Fee (Includes certificate)	SCH	New	\$17.57	\$50.43	\$68.00
	<b>The following fees will be eliminated if the new Program Fee is approved:</b>					
	Professional Liability Fee	YEAR	\$11.05		(\$11.05)	Eliminate
	Course Fees	COURSE	\$0-\$150.00		(\$0.00-\$150.00)	Eliminate
	Instructional Enhancement Fee	SCH	\$21.43		(\$21.43)	Eliminate

**Texas A&M School of Public Health - Graduate**

15.6	Program Fee - Executive Master's of Health Administrator	SCH	\$800.00		\$53.00	\$853.00
15.7	Program Fee - Graduate (All Others)	SCH	New	\$14.75	\$55.25	\$70.00
	<b>The following fees will be eliminated if the new Program Fees are approved:</b>					
	Instructional Enhancement Fee	SCH	\$30.00		(\$30.00)	Eliminate
	Advising Services Fee	SCH	\$8.00		(\$8.00)	Eliminate
	Career Services Fee	SCH	\$15.00		(\$15.00)	Eliminate
	Course Fees (average)	SCH	\$2.25		(\$2.25)	Eliminate

**Bryan-College Station Based Students**

15.10	Health Center Fee	SEM	\$72.50	\$2.50		\$75.00
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**All Texas A&M Health Science Center Colleges**

	Undergraduate Non-Resident Fixed - Fixed Rate Plan no longer available for non-resident students.	SCH				Eliminate
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**Texas A&M College of Medicine - MD**

Approval is requested that authority be delegated to the University President, subject to review by the Board, to set tuition and fee rates for the MD Program. Increases in tuition and required fees will be capped at an amount not to exceed the median of the other public allopathic Texas medical schools accredited by the Liaison Committee on Medical Education. Prior to the start of each academic year, recommended rates will need to be provided to the System Office of Budgets and Accounting.

**Texas A&M College of Dentistry**

Approval is requested that authority be delegated to the University President, subject to review by the Board, to set tuition and fee rates for the DDS Program. Increases in tuition and required fees will be capped at an amount not to exceed the median of other public DDS programs in the State of Texas. Prior to the start of each academic year, recommended rates will need to be provided to the System Office of Budgets and Accounting.

**Texas A&M Irma Lerma Rangel College of Pharmacy**

Approval is requested that authority be delegated to the University President, subject to review by the Board, to set tuition and fee rates for the Pharm. D. Program. Increases in tuition and required fees will be capped at an amount not to exceed the median of the other public pharmacy programs in the State of Texas. Prior to the start of each academic year, recommended rates will need to be provided to the System Office of Budgets and Accounting.

SCH - Semester Credit Hour  
 SEM - Semester

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**  
Academic Cost Inflationary Increase  
Designated Tuition – Nursing, Dentistry, Public Health & Pharmacy  
Effective Fall 2018

I. Programmatic justification and proposed use of the new fee

Texas A&M University proposes an increase of 3.7% to variable rates and maximum of 9.6% on guaranteed rates, and an additional 5% on fixed rate plans. Nursing, Dentistry, Public Health, and Pharmacy have different costs, so the increase will vary depending on the student's college and degree program. The designated tuition increase impacts programs in these colleges in the following areas: new graduate and undergraduate students either transferring or enrolling for the first time, undergraduate students not completing their program within the specified timeframe, and undergraduate students on a variable rate plan. This proposal does not impact currently enrolled undergraduate students who previously chose the guaranteed tuition and fee plan and have not exceeded the specified timeframe of their degree program.

The increased revenue will be used to continue to improve our ability to graduate students on a timely basis, provide students with more intimate learning opportunities through smaller classes, provide students with the opportunity for transformational learning experiences and will continue the Health Science Center's trajectory toward excellence. Examples of funding investments include:

- Hiring additional faculty
- Departmental Operations
- Enhancing classrooms and classroom technology
- Addressing inflationary costs associated with library subscriptions
- Infrastructure and utility costs
- Providing increased financial assistance as required by state statute

II. Public hearing and/or student referendum requirements

Public hearings will be held October 2<sup>nd</sup> and 10<sup>th</sup> at Texas A&M University - College Station and at the HSC Colleges of Nursing, Medicine, and Public Health prior to the Board Meeting.

III. Budget impact if fee request is not approved

If the proposed fee request is not approved, inflationary costs will be addressed through reduction in services or internal funding reallocations.

IV. Justification for ending balance

No ending balance

V. Additional information

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**  
 Designated Tuition - Academic Cost Inflationary Increase  
 Texas A&M Colleges of Nursing, Dentistry, Public Health, & Pharmacy

Current Fee: varies for Fall and Spring  
varies for Summer  
 Proposed Fee: \$82-\$204 for Fall and Spring  
\$82-\$204 for Summer  
 Basis: SCH (sch, sem, student, etc.)

Number of Students Affected: 1,994  
 Current Semester Credit Hours: 61,316  
 Projected Semester Credit Hours: 61,316

	FY 2018 Budget	FY 2019 Budget WITHOUT Increase	Proposed Increase	FY 2019 Budget WITH Increase
BEGINNING BALANCE - Actual Estimated	0			
		(0)		(0)
Revenues				
Fees	1,905,112	1,905,112	710,976	2,616,088
Total Revenues	<u>1,905,112</u>	<u>1,905,112</u>	<u>710,976</u>	<u>2,616,088</u>
Expenses				
Salaries & Wages	198,894	198,894	74,226	273,120
Fringe Benefits	55,629	55,629	20,761	76,390
Departmental Operations	1,295,286	1,295,286	483,393	1,778,679
Maintenance/Equipment	19,813	19,813	7,394	27,207
Equipment	49,723	49,723	18,556	68,280
Scholarship/Financial Aid	285,767	285,767	106,646	392,413
Total Expenses	<u>1,905,112</u>	<u>1,905,112</u>	<u>710,976</u>	<u>2,616,088</u>
Increase/Decrease in Balance Revenues less Expenses	(0)	(0)	(0)	(0)
ENDING BALANCE	<u>(0)</u>	<u>0</u>		<u>0</u>

\*Individual College expenses shown on separate budget worksheets.

Request for New Student Fee  
**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**  
Graduate Program Fee – Texas A&M College of Nursing – Graduate Programs & Certificate

I. Programmatic justification and proposed use of the new fee

A new Graduate Program fee of \$68.00 per semester credit hour for College of Nursing graduate students is proposed to align the College of Nursing with the other Texas A&M University colleges that have previously combined multiple fees into one fee.

The new fee includes a consolidation of current fees including course fees, professional liability, and instructional enhancement, currently assessed at \$50.43 per semester credit hour. The expenditures include, but are not limited to salaries, wages, fringe benefits, travel, student travel, new initiatives, departmental operations, equipment, maintenance/repairs, food purchases, and other expenses related to the implementation of graduate programs.

II. Public hearing and/or student referendum requirements

A public hearing was held on September 19, 2017, to discuss proposed fee increases.

III. Budget impact if fee request is not approved

If the program fee is not approved, individual college fees will continue to be charged to students and funds will be limited to support the academic operations of the College of Nursing graduate programs.

IV. Justification for ending balance

No residual ending balance is expected from this new fee.

V. Additional information



Request for New Student Fee

**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**

Graduate Program Fee - Texas A&M College of Nursing - Graduate Programs & Certificate

Proposed Fee: \$68.00 for Fall and Spring \$50.43 -Eliminated Fee Increase  
\$68.00 for Summer \$17.57 - College Requested Increase  
 Basis: SCH (sch, sem, student, etc.)

Number of Students Affected: 117  
 Projected Student Enrollment: 117  
 Projected Semester Credit Hours: 2,223

	FY 2019 Budget
BEGINNING BALANCE	0
Revenues	
Fees	39,058
Total Revenues	39,058
Expenses	
Salaries & Wages	7,030
Fringe Benefits	2,343
Departmental Operations	23,435
Maintenance/Repair	3,125
Equipment	3,125
Total Expenses	39,058
Increase/Decrease in Balance (Revenues less Expenses)	(0)
ENDING BALANCE	(0)

NOTE: Revenues and Expenses reflect net impact of new fee less eliminated fees.

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**  
Graduate Program Fee – Texas A&M School of Public Health  
Executive Masters of Health Administration

I. Programmatic justification and proposed use of the increased fee

The Texas A&M School of Public Health is proposing to increase the program fee by \$53.00 per semester credit hour. If this fee is approved it will replace the following college specific fees: Instructional Enhancement, Advising Services, and Career Services. There is no increase to students.

II. Public hearing and/or student referendum requirements

This fee proposal will be communicated in accordance with statutorily required forums with students.

III. Budget impact if fee request is not approved

There is no budget impact to students, but if the increase is not approved, students will continue to pay the fees listed above.

IV. Justification for ending balance

No anticipated ending balance.

V. Additional information

Request for New Student Fee  
**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**  
Graduate Program Fee – Texas A&M School of Public Health – Graduate Programs

I. Programmatic justification and proposed use of the new fee

A. Executive Overview

The School of Public Health (SPH) proposes a new student fee for the *Graduate Program*. The proposed fee allows for consolidation of current fees assessed to students. The proposed fee will be assessed on a semester credit hour (SCH) basis for the fall, spring and summer terms.

B. Background on School of Public Health Fees

All graduate students of the School of Public Health currently pay a career services, advising services, instructional/equipment enhancement, and instructional/equipment enhancement design fee per semester credit hour (total of \$55.25). In addition, some SPH courses carry course fees. If this fee request is approved these fees will be eliminated.

C. Rationale

The premise of this proposed fee is to consolidate all current fees into a single semester per credit hour program fee. However, with the launch of a new core curriculum in fall 2018, in response to new accreditation criteria by the Council on Education in Public Health (CEPH) and as a top 25 ranked school of public health, the Texas A&M School of Public Health is proposing an increase to the current fees to support student services and improve instructional design.

The new core curriculum is in response to the implementation of coursework relevant to the CEPH foundational competencies for accreditation. CEPH requires schools of public health to document how students are assessed on “competencies” and “foundational knowledge” -- so there is more emphasis on student demonstration of competency and less reliance on exams to test knowledge. The School of Public Health has designed an integrated core curriculum that will deliver transformational learning and prepare students for the workforce through the use of the classroom for lecture and studios for applied, hands-on learning through case studies.

The integrated curriculum brings together faculty from all four departments to focus on the logic of public health; applied methods; intervention and assessment; history, policy and values; determinants of health; and leadership and practice. The curriculum has been designed to be taught in four courses spanning the fall and early spring terms during the first year of their program.

D. Proposed Use of the Graduate Program Fee

The graduate program fee will be used to cover expenses associated with the graduate program in the School of Public Health. These expenses include:

- Administration staff. Dedicated staff are required to support national and international student recruiting, admissions processes, student advising, curriculum development, instructional enhancement, career advising, and professional development activities.
- Marketing and advertising. To improve on the school's current ranking in the Top 25 schools of public health, SPH must remain competitive in attracting the best and brightest students. The marketing and advertising budget has been limited historically; however, with the support of this graduate program fee, the school can implement new marketing strategies in various media formats.
- Scholarships and graduate assistantships. In order to recruit and matriculate the most competitive students, a portion of the fee will support tuition stipends for doctoral students, scholarships for master-level students and graduate assistantships.
- Core curriculum. In order to foster experiential learning curriculum and instruction, the proposed course fee would cover the additional costs associated with case development; the interdisciplinary team-based format of course instruction; competency assessment and continuous quality improvement; high impact instructional design (online and face-to-face modules); software for material development and professional portfolio development; and accrediting body mandated interprofessional education activities and required school-wide activities.
- General costs and program enhancement costs. These costs include but are not limited to computer equipment, supplies, student travel, and faculty development that is directly related to the program.

## II. Public hearing and/or student referendum requirements

The new fee and associated increase are proposed to be effective fall 2018 and to be applied to all new and continuing students. An open forum to solicit student feedback on the proposal occurred on September 29, 2017. All current SPH students were notified via email about the proposed change and about the open forum.

## III. Budget impact if fee request is not approved

If the new fee with its associated increase is not approved, SPH students will continue to pay the currently assessed fees. However, the School of Public Health will not be able to adequately support the new integrated curriculum, which could negatively affect future accreditation. In addition, the funds covering operational expenses are critical to not only recruiting highly-qualified students, but to provide the highest quality experiences for future public health practitioners.

## IV. Justification for ending balance

No ending balance is anticipated.

Request for New Student Fee  
**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**  
 Graduate Program Fee - Texas A&M School of Public Health - Graduate Programs

Proposed Fee: \$70.00 for Fall and Spring      \$55.25 - Eliminated Fees  
                   \$70.00 for Summer                    \$14.75 - College Requested Increase  
 Basis:                    SCH (sch, sem, student, etc.)

Number of Students Affected:      336  
 Projected Student Enrollment:      336  
 Projected Semester Credit Hours:   8,628

	FY 2019 Budget
BEGINNING BALANCE	0
Revenues	
Fees	127,263
Total Revenues	127,263
Expenses	
Salaries & Wages	30,543
Fringe Benefits	7,636
Departmental Operations	50,905
Maintenance/Equipment	12,726
Equipment	6,363
Scholarships	19,089
Total Expenses	127,263
Increase/Decrease in Balance (Revenues less Expenses)	0
ENDING BALANCE	0

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**  
Health Center Fee – Bryan & College Station Programs

I. Programmatic justification and proposed use of the increased fee

This proposed increase is to remain in alignment with the rate charged by Texas A&M University.

II. Public hearing and/or student referendum requirements

The proposed increase will be communicated to students at college and university forums along with other tuition and fee discussions.

III. Budget impact if fee request is not approved

Revenue from the Health Center Fee is paid directly to Texas A&M University. Health services for all Health Science Center students located in the Bryan and College Station programs are provided by Texas A&M University.

IV. Justification for ending balance

No anticipated ending balance.

V. Additional information

Request for Increased Student Fee  
**TEXAS A&M UNIVERSITY HEALTH SCIENCE CENTER**  
 Health Center Fee - College Station based students

Current Fee: \$72.50 for Fall and Spring  
                   \$72.50 for Summer  
 Proposed Fee: \$75.00 for Fall and Spring  
                   \$75.00 for Summer  
 Basis: sem (sch, sem, student, etc.)

Number of Students Affected: 3,514  
 Current Semester Credit Hours: N/A  
 Projected Semester Credit Hours: N/A

	FY 2018 Budget	FY 2019 Budget WITHOUT Increase	Proposed Increase	FY 2019 Budget WITH Increase
BEGINNING BALANCE - Actual	0			
Estimated		0		0
Revenues	0			
Fees	254,765	254,765	8,785	263,550
Total Revenues	254,765	254,765	8,785	263,550
Expenses				
Texas A&M Univesity MOU	254,765	254,765	8,785	263,550
Total Expenses	254,765	254,765	8,785	263,550
Increase/Decrease in Balance				
Revenues less Expenses	0	0	0	0
ENDING BALANCE	0	0		0

NOTE: 3,514 is total number of billed student terms.