

**UNIVERSITY OF MASSACHUSETTS**

**AMHERST•BOSTON•DARTMOUTH•LOWELL•WORCESTER**

**MINUTES OF THE MEETING OF THE  
COMMITTEE ON ADMINISTRATION AND FINANCE**

**Wednesday, February 8, 2006; 8:00 a.m.**

**University of Massachusetts Club**

**Amherst Room**

**225 Franklin Street – 33rd Floor**

**Boston, Massachusetts**

**Committee Members Present:** Chair Dúbilo; Vice Chair O'Shea; Chair Karam; Trustees Hyppolite, King-Shaw, Louis, Mahoney and Rainey

**Other Trustees:** Vice Chair White

**Committee Members Absent:** Trustee Silver

**University Administration:** President Wilson; Interim General Counsel Bench; Vice Presidents Chmura, Gray, Julian, Lenhardt, Motley and Williams; Chancellors Lombardi, Collins, MacCormack and Hogan; Mr. O'Riordan, Budget Director; Ms. Wilda, University Controller; Vice Chancellors for Administration and Finance Hatch, O'Connor, Zekan and Griffin; Deputy Chancellor Stanton; Mr. Harrison, Director of Auditing; Associate Vice President Harrington; Mr. MacKenzie, Executive Director, Building Authority; Mr. Barrett Associate Director of Human Resources

**Faculty Representatives:** Professors O'Connor and May, UMASS Amherst

**Guests:** Esther Terry, Associate Chancellor, UMASS Amherst; Madison Thompson, Director of Affirmative Action & Multicultural Relations/Sexual Harassment, UMASS Boston; George Smith, Assistant Chancellor for Equal Opportunity, Diversity & Outreach, UMASS Dartmouth; Oneida Blagg, Director of Equal Opportunity and Outreach, UMASS Lowell; Marian Wilson, Associate Vice Chancellor for Equal Opportunity, UMASS Worcester; Jeremy Wolfe, UMASS Amherst; Ms. Marisha Leiblum, SGA, UMASS Amherst

Chair Dúbilo convened the meeting at 8:04 a.m.

The first item on the agenda was **Consideration of Minutes of the Prior Meeting of the Committee.**

It was moved, seconded and

**VOTED:** To approve the minutes of the November 9, 2005 meeting of the Committee.

**Committee on Administration and Finance**  
**February 8, 2006**

The next item on the agenda was the **Chair's Report**. Chair Dubilo reported on the subjects that will be considered at today's meeting including reports on affirmative action and the annual review and approval of student charges. Both of these items reflect important issues for the University of Massachusetts.

The Board and the Administration want to be sure that we are doing everything that is required and essential to fulfill the mandated affirmative action activity related to employment. We also need to be sure that student charges balance carefully the need for revenue and competitive position to recruit students. A strategic priority defines the responsibility of the Trustees to provide a high quality education that is both affordable and accessible.

Chair Dubilo continued his report by noting that no increases would hinder our ability to pay decent wages and equip and maintain the infrastructure. He asked that each campus make sure we provide as much financial aid as is necessary to assure that any increase in charges is counter balanced with adequate financial aid.

The next item was the **President's Report**. President Wilson reported on the status of the Higher Education Bill, an increase in the University's state appropriation which will cover the annual collective bargaining costs and the recent Boston Globe Magazine article featuring Joseph Drury, a student at UMASS Amherst.

The University is working to provide financial aid to every student in Massachusetts who needs it. Diversity is also a major priority of the University and will be discussed in detail at next week's meeting of the Committee of the Whole.

President Wilson reported that today's recommendation regarding student charges will provide an affordable, high quality education through reasonable prices and financial aid to students with demonstrated need. He thanked the Chancellors and the staff for their work in these areas.

The next item was the **Vice President's Report**. Vice President Lenhardt reported that the University has received \$15 million in capital support from the State this year; there are three bills in the Legislature that could help the University with its capital needs and the conversion of the financial and personnel system is going well due to the work of David Gray and his ITS staff.

Vice President Lenhardt reported briefly on today's agenda items and noted the work by the campuses with regard to the student charges.

Vice Chair O'Shea inquired about the status of the Parking Garage on the Boston campus. Chancellor Collins responded that a construction management firm has been hired to assist the campus with understanding all of the construction challenges on the campus. With DCAM the campus has worked to retain an Engineering Firm that will issue a final report on the engineering

**Committee on Administration and Finance  
February 8, 2006**

challenges that exist in the substructure; the campus will then work with the President and DCAM to assess how to proceed with the substructure restoration.

The next item was **Affirmative Action Plans**. Mr. Kevin Barrett, Assistant Director of Human Resources, reported that the Affirmative Action officers will present data on hiring and special programs to assure diversity in the University work force. He indicated that if any of the Trustees are interested in reviewing the complete campus Affirmative Action plans, they should contact him and he will provide the information.

Esther Terry, Associate Chancellor reported for the Amherst campus; Madison Thompson, Director of Affirmative Action & Multicultural Relations/Sexual Harassment, reported for the Boston campus; George Smith, Assistant Chancellor for Equal Opportunity, Diversity & Outreach, reported for the Dartmouth campus; Chancellor Hogan and Oneida Blagg, Director of Equal Opportunity and Outreach, reported for the Lowell campus; and Marian Wilson, Associate Vice Chancellor for Equal Opportunity, reported for the Worcester campus.

Each campus summary included information on workforce representation by protected categories, workforce change, a non-faculty utilization report by University Job Group, improving campus diversity, student programs and campus life, and areas of special concern including faculty recruitment and retention.

A discussion ensued including questions and suggestions from Committee members: Chair Karam asked if we were competitive with private institutions regarding the hiring of quality faculty. Ms. Terry responded that the Amherst campus can offer challenging work and a diverse student body.

Trustee Mahoney thought it would be helpful if there were a consistent reporting format as well as more measurements and retention statistics.

Mr. Thompson from the Boston campus reported that they continue to make strides in minority hiring in mid-level management. The aggregate minority tenure track of 22% places the Boston campus above the national average of 15.2% and the figure for women in the tenure track is well above the national average of 36.6%.

Trustee King-Shaw commended the Boston campus for increasing diversity and demonstrating a commitment to access and excellence.

In response to Mr. Smith's observations of a system-wide approach to recruit and retain faculty and staff, Chair Karam inquired about the campuses sharing data about potential candidates. While the Affirmative Action officers do meet, Mr. Smith indicated their intention to do more as far as sharing information. Chair Dubilo and President Wilson agreed that there should be a system wide approach.

**Committee on Administration and Finance**  
**February 8, 2006**

Chancellor Hogan reported on the Lowell campus's recruiting and long term retention efforts. The challenge is getting a wider, deeper pool with the staff and the faculty. The campus intends to improve the quality of physical plant and programs and to do some marketing to make the campus more visible. A supportive and positive environment must be present so that we may retain our staff and faculty members; a Council on Diversity will work on these issues.

Ms. Blagg, from the Lowell campus spoke to the goals and initiatives proposed by the campus including the public relations campaign that will highlight the remarkable achievements in faculty research.

Ms. Wilson from the Worcester campus reported on their efforts to increase and support diversity including two standing committees that meet to assure that the Medical Center meets the needs of women, people of color and groups protected by law.

Chair Karam commended the President for bringing these issues to the Trustees and said that he looked forward to more reports in the future. Chair Dubilo thanked the Affirmative Action Officers for their very informative reports.

It was moved, seconded and

**VOTED:** To recommend that the Board take the following action:

To accept the Affirmative Action Plans of the Amherst, Boston, Dartmouth, Lowell, Worcester campuses of the University of Massachusetts as contained in Doc. T06-013.

The next item was **Amendment to University of Massachusetts President's Delegations, Policy for the Management of University Funds**. Vice President Lenhardt reported that the proposed change in the President's Delegation is necessary to maintain consistency with the University's Purchasing Policy.

It was moved, seconded and

**VOTED:** To recommend that the Board take the following action:

To amend the University of Massachusetts President's Delegations relative to the Policy for the Management of University Funds and Associated Policies and Delegations as revised on February 7, 2001 by striking the following words in section c:

“with specific Board of Trustees and Division of Capital Planning and Operations approval.” (Doc. T92-031, as amended)

**Committee on Administration and Finance**  
**February 8, 2006**

The next item was Academic Year 2006-2007 Mandatory Student Tuition and Fee Rates and Student Housing Rent and Food Service Charges. Mr. O’Riordan, University Budget Director, provided some background information on the proposal.

Between FY1996 and 2001, the average student charge for resident undergraduate students was actually reduced 4.8%. Steady increases in state support during this period supported University efforts to stabilize tuition and fees relative to other institutions in New England. The reductions in state appropriations which began in FY2002 required that the University take several actions including mid-year, spring and annual student fee increases in FY03 and FY04.

The state budget has since stabilized and the need for significant student charge increases has become unnecessary; the University has consequently limited increases in mandatory student charges. In academic year 2004-2005, the Board approved mandatory student charge increases at 2.5% and in academic year 2005-2006, the Board approved increases of 3.0%. The rate increases proposed for FY07 averages 3.4% over current rates for resident undergraduate students; this increase remains below the rate of inflation.

Trustee Louis then gave a presentation before introducing her motion concerning fees. The Committee engaged in an extensive discussion with significant commentary from Amherst student representatives. Chair Dubilo reminded Trustee Louis that standard procedure dictates materials should be distributed before the meeting to allow enough time for review.

Following Trustee Louis’s presentation there was a discussion and a clarification about some of the student debt figures included in the presentation. Chair Karam stressed the fact that the University is proposing a 3.4% increase while inflation went up 3.6% which means that cost effectively went down this year. President Wilson agreed that raising charges would provide a hardship for students with less means which is the reason the University is increasing financial aid.

Mr. Jeremy Wolfe from the GEO addressed the Committee about the plight of graduate students; increasing fees will present the risk of losing quality graduate students to institutions that are offering better financial aid packages.

There was a question about the impact of not raising fees; Mr. O’Riordan responded that programs would be cut; we would not be able to hire new faculty members and would not be able to support the capital improvement program.

The importance of fundraising efforts to increase endowment funds was noted. Chair Karam suggested Trustee Louis attend a Development Committee meeting to witness the efforts by each campus in the area of fundraising. Trustee McCarthy commended the Board for their dedication to solving these issues and stated his belief that we need to raise additional funds to run a quality University and that expenses to do this keep going up.

**Committee on Administration and Finance**  
**February 8, 2006**

At 10:10 a.m. Trustee King-Shaw exited the meeting.

Professor O'Connor, Faculty Representative from the Amherst campus reported that he had talked to his students about the fee increases, explaining the situation; these students did not object to the fee increases.

Chair Dubilo reiterated that the Trustees take their responsibilities very seriously and welcome participation from students in the decision making. Ms. Marisha LeBlum from the Student Government Association, UMASS Amherst, addressed the Committee and asked for help from the Trustees to lobby the Legislature about securing additional funds. Chair Karam responded that the Trustees lobby the Governor and the Legislature on a weekly basis but that there is a limited amount of funds available.

Trustee Louis was then asked if she wanted to table her motion or move ahead; Trustee Louis asked for the motion.

It was then:

**MOVED:** Whereas the University of Massachusetts is committed in its mission statement to provide an affordable and accessible education of high quality and to conduct programs of research and public service that advance knowledge and improve the lives of the people of the Commonwealth, the nation, and the world; and,

Whereas the Boston Globe reported on December 11, 2005 that the percentage of UMass students drawn from the lowest income categories recorded on financial aid documents has been reduced by half over the last five years; and,

Whereas, according to the Undergraduate Student Charges Fact Sheet, the cost of mandatory fees for an in-state undergraduate to attend UMass Amherst has increased by nearly 100% between 2001 and 2005; and

Whereas unwaived fees for Graduate student employees increased by more than 100% between 2001 and 2004; and

Whereas a state task force on higher education has recommended substantial increases in appropriations to the University, and legislation to bring such increases into effect is anticipated; and

Whereas, after last year's fee increase, Board spokesman Robert Connolly told the Associated Press that he was confident that students wouldn't be forced to pay for any more funding gaps, and that "We feel comfortable that we can run the ship with this amount of fee revenue";

**Committee on Administration and Finance  
February 8, 2006**

Be it resolved that, the Board of Trustees will not raise mandatory undergraduate or graduate student fees for the 2006-2007 academic year.

In the absence of a second to the motion it was not considered further.

It was then moved, seconded and

**VOTED:** To recommend that the Board take the following action:

1. In accordance with Section 1A of Chapter 75 of the General Laws, to establish and approve tuition at the following maximum rates for the Amherst, Boston, Dartmouth and Lowell campuses for academic year 2006-2007:

<b><u>Tuition</u></b>	<b><u>Amherst</u></b>	<b><u>Boston</u></b>	<b><u>Dartmouth</u></b>	<b><u>Lowell</u></b>
Undergraduate (resident)	\$1,714	\$1,714	\$1,417	\$1,454
Undergraduate (non-resident)	\$9,937	\$9,758	\$8,099	\$8,567
Graduate (resident)	\$2,640	\$2,590	\$2,071	\$1,637 *
Graduate (non-resident)	\$9,937	\$9,758	\$8,099	\$6,425 *

\*Per 9 credit load

2. And further, in accordance with Section 1A of Chapter 75 of the General Laws, to establish and approve the following maximum mandatory fee rates for the Amherst, Boston, Dartmouth, and Lowell campuses for academic year 2006-2007:

<b><u>Total Mandatory Fees Curriculum &amp; Other Mandatory Charges)</u></b>				
	<b><u>Amherst</u></b>	<b><u>Boston</u></b>	<b><u>Dartmouth</u></b>	<b><u>Lowell</u></b>
Undergraduate (resident)	\$7,881	\$6,832	\$6,892	\$6,990
Undergraduate (non-resident)	\$9,380	\$10,219	\$9,710	\$11,147
Graduate (resident)	\$7,242	\$7,238	\$7,375	\$6,332 *
Graduate (non-resident)	\$8,969	\$10,231	\$9,710	\$9,328 *

\*Per 9 credit load

**Committee on Administration and Finance  
February 8, 2006**

3. And further, in accordance with Policy T92-031, Appendix E, to authorize the President to approve, no later than April 7th, 2006, the individual rates for mandatory charges, providing that total mandatory student charges shall not exceed the total rates as outlined below for the Amherst, Boston, Dartmouth, and Lowell campuses for academic year 2006-2007:

<b><u>Total Mandatory Student Charges</u></b>	<b><u>Amherst</u></b>	<b><u>Boston</u></b>	<b><u>Dartmouth</u></b>	<b><u>Lowell</u></b>	
Undergraduate (resident)	\$9,595	\$8,546	\$8,309	\$8,444	
Undergraduate (non-resident)	\$19,317	\$19,977	\$17,809	\$19,714	
Graduate (resident)	\$9,882	\$9,828	\$9,446	\$7,969	*
Graduate (non-resident)	\$18,906	\$19,989	\$17,809	\$15,753	*
*Per 9 credit load					

4. And further, in accordance with Section 1A of Chapter 75 of the General Laws, to establish and approve the following tuition and maximum mandatory fee rates for the Worcester campus for academic year 2006-2007:

<b><u>Worcester</u></b>	<b><u>Tuition</u></b>	<b><u>Mandatory Fees</u></b>	<b><u>Total Student Charges</u></b>
Medical School (resident)	\$8,352	\$5,710	\$14,062
Ph.D./MD (resident)	\$2,640	\$20,508	\$23,148
Ph.D./MD Years 1-2 (non-resident)	\$9,856	\$35,508	\$45,364
Ph.D./MD Years 3+ (non-resident)	\$9,856	\$25,652	\$35,508
Graduate School of Nursing (resident)	\$2,640	\$5,710	\$8,350
Graduate School of Nursing (non-resident)	\$9,856	\$5,710	\$15,566
Grad. School of Biomedical Science (resident)	\$2,640	\$3,942	\$6,582
Grad. School of Biomedical Science(non-resident)	\$9,856	\$3,942	\$13,798



**Committee on Administration and Finance**  
**February 8, 2006**

5. And further, in accordance with Section 1A of Chapter 75 of the General Laws and T92-031 (Appendix E), to authorize the President to approve, no later than April 7, 2006, final student housing rent and food service charges providing that the average total charge to undergraduate Massachusetts resident students shall not exceed the average rates as outlined below for academic year 2006- 2007:

	<b>Amherst</b>	<b>Boston</b>	<b>Dartmouth</b>	<b>Lowell</b>
<b><u>Room &amp; Board</u></b> (average rate)	\$6,989	NA	\$8,893	\$6,520

6. And further, to authorize the President to approve, no later than April 7, 2006, the full schedule of rent and food service charges for all other classifications of students, room options and meal plans for academic year 2006-2007.
7. And further, to authorize the President to approve, no later than April 7, 2006, individual fee rates for other student fees and student fee/revenue based operations charges not already approved by the Board for academic year 2006-2007.

Trustee Louis voted against the motion.

The meeting adjourned at 10:30 a.m.

Barbara F. DeVico  
Secretary to the Board of Trustees