

FY2023 Tuition Rates, Mandatory Fees & Student Incidental Fees, including FY23 Operating Budget Overview

BACKGROUND

The tuition and fee recommendations presented here are part of OSU's long-term financial strategy in support of OSU's values and its mission to provide access to a high quality and affordable higher education for all qualified learners. This strategy includes reducing management and administrative costs at all levels; prioritizing teaching, research and engagement activities, and streamlining administrative overhead; redirecting resources to OSU's highest strategic priorities; modestly increasing tuition and learner fee rates; and strategically managing on-site and online enrollment. The need for this approach was reinforced as the university responded to the myriad impacts of the pandemic.

OSU's Ten-Year Business Forecast includes the assumption that long-term, predictable increases in state support are unlikely, and that large tuition increases are not consistent with the mission of the university or the limited financial means of many students and families. The Board's policy on the tuition and fee process reinforces this in stating the expectation that "annual tuition rate increases will be between 2 and 5 percent." As a result, success in carrying out strategies for new enrollment growth and innovative efficiencies in administration, program and service delivery will be a foundational part of the university's operations and priorities for the foreseeable future.

The budget forecast for 2022-23, as the university begins to recover from the pandemic, anticipates modest increases in enrollment; significant increases in institutional financial aid; inflationary cost increases of about 3.5% (largely from increases in salary and benefit costs); and strategic spending to meet capital renewal needs, debt service on new revenue bonds, increased insurance costs, and investments in long-term strategies to secure needed administrative expense reductions and enrollment growth.

SUMMARY OF RECOMMENDED CHANGES IN TUITION AND FEES FOR 2022-23

Under the [Tuition and Fee Process](#) adopted by the Board, the university considers a number of factors in developing tuition and fee recommendations. These include:

- Providing access to degree programs for students from all circumstances and recognizing challenges students and families face during this public health crisis and beyond.
- Creating a diverse student body.
- Maintaining strong degree programs at every level.
- Supporting world-class research, scholarship, and engagement aligned with the goals of Strategic Plan 4.0.
- Maintaining the human and physical infrastructure necessary to support Oregon's educational outcome goals.
- Projected cost and revenue changes for FY2023, including inflationary cost increases, important strategic commitments, and existing commitments.
- Undergraduate financial aid need and allocations to assist students with highest need.
- Fall 2021 enrollments and enrollment targets for fall 2022.
- Comparisons of tuition rates with strategic plan peers.

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- Impact of tuition increases on enrollment for undergraduate students.
- Any constraints from the Legislature on setting tuition and mandatory fees.

The University Budget Committee (UBC) constitutes the tuition advisory body required by ORS 352.102. The UBC recommended rate changes in tuition and mandatory fees from 2021-22 to 2022-23 to Interim President Johnson in early February (a copy of that report is included in Attachment 2) and included three scenarios for undergraduate rates (updated in Table 1). The UBC recommended undergraduate rate increases of 3% for continuing students and 4% for new students. On reviewing updated revenue forecasts for 2022-23, considering expected cost increases (Table 2), and consulting with university leadership the Interim President’s recommendations to the Board (which apply to Corvallis, Cascades, and Ecampus students unless otherwise noted) are:

Category	Change	Notes
Continuing resident and non-resident undergraduate	3.5%	2.5% to 3.5% ¹ increase scenarios (see Table 1) are provided for discussion; applies to Corvallis, Cascades, Ecampus
New resident and non-resident undergraduate	4.5%	3.5% to 4.5% increase scenarios (see Table 1) are provided for discussion
New Cascades resident undergraduate	6.2%	Aligns tuition rates at Cascades with Corvallis for new students
New Ecampus undergraduates	4.5%	Maintains Ecampus rates at appropriate competitive level with peers
Resident and Ecampus graduate	0.0%	Maintain competitive position, avoid cost increases on grant funded positions
Non-resident graduate	3.5%	At estimated inflation rate
Professional tuition increases	0% to 3.5%	Depending on program (MAT, MFA, MCOUN, DPT at Cascades, Pharmacy, Vet Med)
Differential tuition undergraduate	\$0 to \$2 per SCH	Inflationary increases in Business, Engineering, Forestry, Liberal Arts (Arts, Music, Theatre only)
Differential tuition graduate	\$0 per SCH	No increases
Summer tuition	6.2% to 8.2%	Matches new student campus tuition rates
Mandatory matriculation fees	0%	No increases
Mandatory building debt fee	2.2% to 4.4% per quarter	\$1 or \$2 per year rate increase for 5 years; \$2 in FY23
Student Health Services-Cascades	67.8%	Adding new services and picking up grant-funded positions, \$40 increase per quarter
Student Health Services-Corvallis	5%	To address increasing costs of medical staffing
Counseling and Psychological Services-Corvallis	5%	To address increasing costs of services
Incidental fees--Corvallis	5.7%	Recommended by ASOSU
Incidental fees--Cascades	15.4%	Recommended by ASCC

¹ Undergraduate rate increases noted are on the per credit hour charges, not on the base “zero-credit” charge made for resident and non-resident academic year tuition. Total increases are somewhat less than the quoted percentages because of the fixed zero-credit charge and rounding to whole dollars.

The weighted average tuition increase for resident undergraduate majors at Corvallis is 3.10% and at Cascades is 3.51%. The weighted average tuition and mandatory fee increase (the rate subject to the 5% threshold) is 3.20% at Corvallis, 4.54% at Cascades, and 3.18% for Ecampus. Detailed rates recommendations are listed in Tables 3 to 5.

The tuition recommendations are informed by financial projections including an additional \$11M in institutional financial aid to continue strategies to regain enrollment of Pell-eligible Oregon residents and to increase non-resident enrollment through participation in the Western Undergraduate Exchange program. OSU's commitment to institutional financial aid will have increased from \$42M in 2018-19 to about \$84M in 2022-23.

In 2020-21 and 2021-22, OSU moved to a cohort tuition model, where tuition rates for continuing undergraduate students increased at the estimated rate of inflation (or less), and rates for incoming students increased somewhat more, to be in line with market comparators and to provide resources for program improvements while those students are at OSU. The result is that undergraduate students now have tuition rates that vary by their year of matriculation. This approach creates more predictability for continuing students but allows sufficient flexibility to address growth in university costs and program development and adjust to the competitive landscape for students. The UBC recommends that the Board make this the default approach for setting undergraduate tuition at OSU.

The proposed approach would assume that:

- The Board policy of expecting tuition increases in the range of 2% to 5%, barring extreme financial change, would continue.
- Tuition for continuing students (for all campuses, residencies and modalities) increases at no more than the estimated rate of inflation, based on a weighted average across spending categories.
- Tuition for students matriculating in the next academic year would increase at a slightly greater rate (for initial planning, an additional percentage point, but ultimately set with close attention to markets) than continuing students.
- Differential tuition charges above base tuition would be increased at the rate for continuing students (unless a unit asks for no change) so that the charges are the same across all cohorts. Only base tuition charges would vary by cohort.
- The additional increase for incoming students would be monitored to make sure rates were appropriate and competitive relative to peer institutions.
- Graduate and professional tuition will be charged on a program-by-program basis consistent with program costs, peer comparisons, and market analyses.
- Summer tuition would have one rate set at resident rates for incoming students.

The goals of the proposed approach are to:

- Provide more predictability in tuition rates for students who have committed to OSU.
- Make the structure of tuition clearer for students.
- Align tuition and fee charges with the campus students are primarily using.
- Make the annual tuition-setting process more transparent and simpler to reduce the time spent on the issue each year and allow more time for campus discussion.
- Provide sufficient flexibility for OSU to continue to improve academic and support services and to manage through unexpected financial downturns.

Details of the rate recommendations are included in Attachment 1.

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Table 1: Scenario planning for undergraduate tuition recommendations (Corvallis campus). The far right column shows the increases at an inflation/inflation plus 1% scenario. The UBC Recommendation was Scenario B, slightly below inflation, given the positive enrollment forecast. The table shows both the impact on individual students and on overall institutional E&G fund balance. Rates are applied to resident undergraduate and non-resident undergraduate tuition rates (including Ecampus). All scenarios include an assumption of an increase of about \$11M in institutional financial aid (continuing a four-year initiative to reenter the Western Undergraduate Exchange and to regain enrollment of Pell eligible resident students). After review, the Interim President’s recommendation is 3.5% for continuing students and 4.5% new students (a mix of Scenario B and Scenario C).

	Scenario A: Continuing Resident 2.5%, Non-resident 2.5% New Resident 3.5%, Non-resident 3.5%	Scenario B: Continuing Resident 3.0%, Non-resident 3.0% New Resident 4.0%, Non-resident 4.0%	Scenario C: Continuing Resident 3.5%, Non-resident 3.5% New Resident 4.5%, Non-resident 4.5%
State funding at current levels	Resident undergraduate (annual): Before 2020: 2.2%, \$225 Entered FY21: 2.6%, \$270 Entered FY 22: 2.6%, \$270 New FY23: 3.4%, \$360	Resident undergraduate: Before 2020: 3.1%, \$315 Entered FY21: 3.0%, \$315 Entered FY 22: 3.0%, \$315 New FY23: 3.8%, \$405	Resident undergraduate: Before 2020: 3.6%, \$360 Entered FY21: 3.5%, \$360 Entered FY 22: 3.4%, \$360 New FY23: 4.3%, \$450
	Non-res undergraduate (annual): Before 2020: 2.4%, \$720 Entered FY21: 2.5%, \$765 Entered FY 22: 2.4%, \$765 New FY23: 3.4%, \$1080	Non-res undergraduate: Before 2020: 2.8%, \$855 Entered FY21: 2.9%, \$900 Entered FY 22: 2.9%, \$900 New FY23: 3.9%, \$1215	Non-res undergraduate: Before 2020: 3.4%, \$1035 Entered FY21: 3.3%, \$1035 Entered FY 22: 3.4%, \$1080 New FY23: 4.4%, \$1395
	Surplus or (deficit): \$(7.9M), -1.2% of revenue	Surplus or (deficit): \$(5.9M), -0.9% of revenue	Surplus or (deficit): \$(3.9M), -0.6% of revenue
		Average resident tuition: 3.48% Average res. tuition & fees: 3.56%	

Graduate tuition (0% residents and 3.5% non-residents), professional tuition (3.5%), and differential tuition (3.5%). Cost estimates include ~3.5% overall inflation this year because of salary increases, modest increases in benefit costs, and CPI inflation; costs of growth (about 1% for modest growth in Ecampus and post-pandemic adjustments in Corvallis); and new costs for insurance, debt services, and existing commitments.

BUDGET OUTLOOK FOR FY2023

The tuition rates established each year are part of an Education and General (E&G) budget planning process that estimates revenues and expenses for the next fiscal year. There are four major drivers of expenses and revenues:

- Inflationary increases in rates for continuing the present level of programs and services. These include salary increases (some set through contractual negotiations), benefits costs for retirement and health insurance (these are set by the state), and inflationary costs on goods and services. In aggregate, these increases define the inflation rate on OSU's expenses. That rate is estimated at 3.5% for 2022-23. Increases in tuition rates or state funding help offset these changes.
- Mandatory increases beyond inflation such as large increases in insurance rates, new charges from external entities, or new debt service commitments.
- Expenses and/or revenues associated with enrollment growth. Enrollment is growing robustly for Ecampus, increasing steadily at OSU-Cascades, and is flat to slightly increasing in Corvallis. The growth in enrollment comes with costs for additional instructional and support staff, but also provides marginal revenue (after any additional institutional financial aid) that helps offset the costs of inflation and new initiatives.
- Expenses or revenues associated with strategic investments. These can include commitments to fund capital renewal, increases in enrollment and financial aid staff; investments in information technology and similar initiatives; and new academic programs or courses that create new types of enrollment and revenue.

Enrollment Forecast

The enrollment forecast for FY23 assumes historical progression rates, new student class sizes similar to those that matriculated this year, and slowing, though still significant, growth rates in Ecampus credit hours. Graduate and professional enrollments are projected to be flat. The forecast assumes there is not significant improvement in international enrollments and is conservative in that regard. The forecast assumes continued growth in tuition waivers of about \$11M, which will help yield improved undergraduate enrollment and net positive tuition revenue growth.

At present the revenue forecast (by headcount) assumes growth of 7% in Ecampus, 8% at Cascades, an increase of 1% at Corvallis which includes a small increase in resident undergraduates, 5% growth in non-resident undergraduates (almost all in U.S. non-residents), and flat graduate enrollments.

State Funding Outlook

The State of Oregon budgets on a biennial basis and the 2022-23 fiscal year will be the second year of the current biennium. The biennial legislative appropriations for the seven public universities (as for most state agencies) are distributed 49% in the first year and 51% in the second. This amounts to a 4.1% increase in the second year of the biennium. There are no major adjustments anticipated in that budget increase given current state economic forecasts.

Expense Projections

Expense projections for 2022-23 include four kinds of increases.

Inflationary escalation is estimated from known or estimated rates of salary, benefits, and supplies and services increases. The weighted average estimate for inflation on E&G operations is 3.5%, nearly 80% of which is from increases in personnel costs.

Modest increases to accommodate growth in Ecampus are included in the projections in Figure 1.

There are also some areas where additional expenses are expected outside of inflation and growth. A large increase (as has been the case the last two years) in insurance premiums is expected (on the order of \$1.5M), as well as additional debt service on completed facilities projects, some increased operating costs for new facilities, and funding for capital renewal projects underway or planned shortly (about \$3.5M total).

Finally, there are areas where some new investments are important to create revenue growth through enrollment, meet strategic goals in academic program development, and create efficiencies (and long-term cost savings) in service and support operations. There are specific investments proposed for enrollment management and information technology. There are placeholders (Initiative 2 and 3 in Table 2), given the significant number of requests for funding of programs or personnel. The projections include an assumption of \$1.1M in these kinds of investments.

The specific amounts illustrated in Figure 1 and Table 2 are for the Corvallis campus. OSU-Cascades and the Statewide Public Services (SWPS) will see the same inflationary increases and face the same uncertainties in forecasting. Cascades will see additional cost increases for growth as the campus grows and additional staff and programs are added. Growth in specific programs in the SWPS will be contingent on legislative commitments and the need to balance continuing service level costs with new commitments.

Budget Scenarios

Table 2 shows an estimate of Corvallis E&G revenues and expenses for FY23 using the assumptions noted above and undergraduate increases of 3.5% for continuing students and 4.0% for new students. Table 1 shows a summary of the three scenarios the UBC considered in its discussions. The forecast includes an assumption of an additional \$11M in tuition waivers (institutionally funded scholarships) to students. The additional tuition waivers will be used to increase enrollment of Pell-eligible Oregon residents and non-resident students participating in the Western Undergraduate Exchange. That enrollment growth is expected to offset the cost of the waivers and will yield additional net revenue as those larger classes progress through OSU. The focus in the tables is on Corvallis E&G as that budget supports the foundational services (infrastructure, faculty, business operations) that enable most of the other work of the university.

The estimated surpluses or deficits between revenue and expense in Table 1 are for planning purposes. These scenarios identify the general size of gaps (and likely have \$2-3M ranges in accuracy at this point) and help inform decisions about budget commitments, hiring plans, and expense management.

Figure 1: Estimates of E&G revenues (left) and expected increases in expenses and new commitments (right). Revenues include a \$6.7M increase in state funding (a 4% increase typical in the second year of a biennium), a \$21.1M increase in Ecampus and summer revenues, a \$3.6M decrease in net Corvallis tuition (from declines in international enrollment and increased financial aid, offset by growth in domestic non-resident students), and a \$3.7M increase in other revenues.

Current expense increases include about \$19.3M in inflationary increases (salaries, benefits, services and supplies), \$6.2M for increased insurance and debt service, \$0.7M for new facilities operations and maintenance, \$3.8M of Ecampus revenues to colleges beyond inflation (for new program development and program renewal), and about \$1.8M in commitments for improvements in enrollment management, information technology, and other critical services. Reaching a plan for a balanced budget for 2022-2023 will include an assessment of whether existing programs should be reduced, changes in existing commitments should be made, updates to enrollment projections as applications and admissions proceed, updates for Q3 expenditures, and the use of some reserves, if necessary.

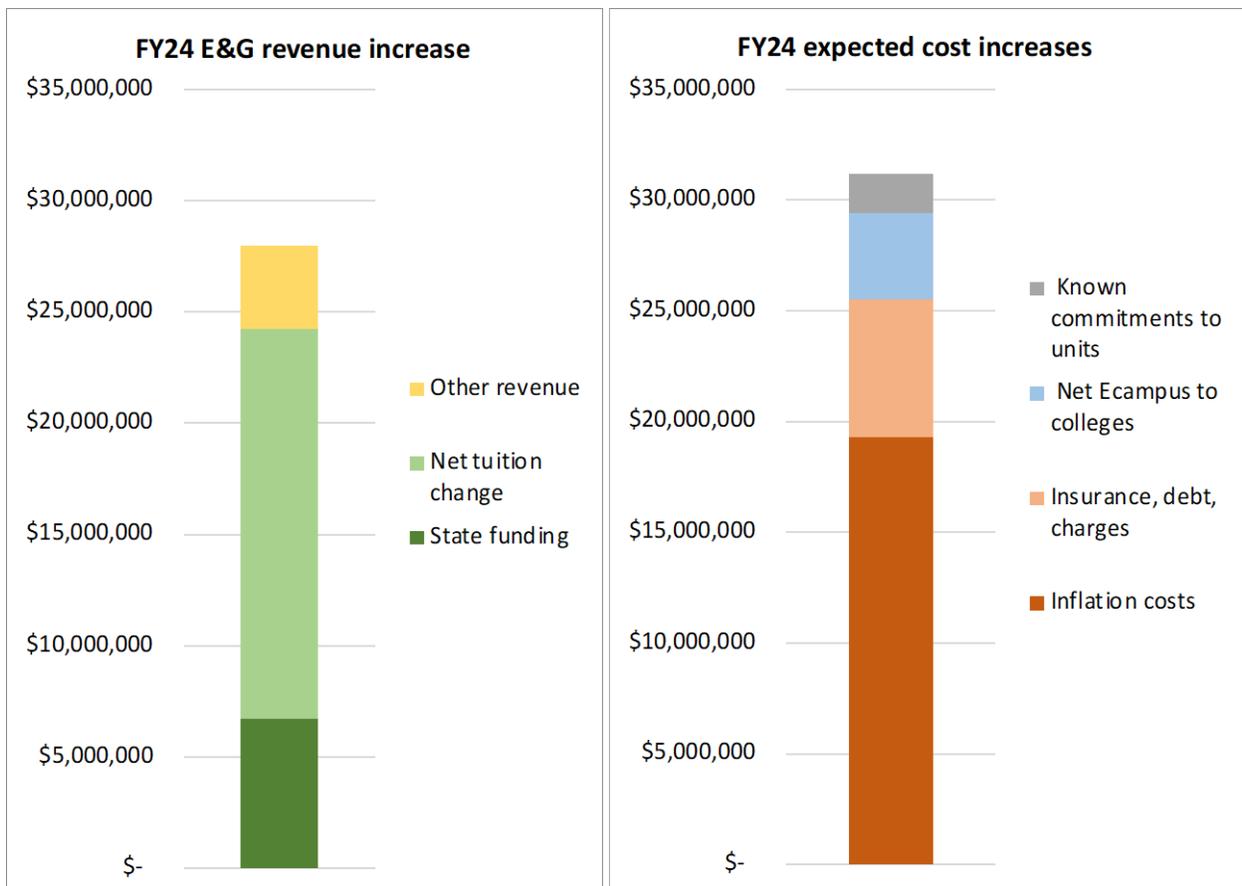


Table 2: Major revenue and expense categories for Corvallis Education and General operations including FY21 actuals, FY22 Q2 estimates, assumed rates of change in rates and growth, and the projection for FY23.

Projected Costs before transfers	568,786,935	608,797,355		646,448,040
Projected Operating Revenues	605,834,627	612,469,123		642,518,925
Balance	37,047,692	3,671,768		(3,929,115)
Balance as percentage		0.6%		-0.8%

Cost Projections:	FY21 Actuals	FY22 Q2	Inflation/ Rate Change	Growth	FY23 Preliminary Projection
Faculty and Staff Salaries	266,362,902	279,528,072	3.7%	1.7%	294,791,454
Faculty and staff benefits	136,376,272	141,579,451	2.9%	1.7%	148,125,705
Grad assistant & student salary	29,930,077	31,651,975	3.5%	1.5%	33,251,191
Grad assistant & student benefits	24,043,389	25,355,118	2.5%	0.5%	25,879,960
Supplies, services, other:	112,074,295	130,682,739	3.5%	0.5%	135,858,529
Total Direct Expenditures:	568,786,935	608,797,355			637,906,840
Net transfers out:	7,403,987	9,307,173			10,040,689
Total Expenditures	576,190,922	618,104,528			647,947,529

Revenue Projections

Tuition					
Undergraduate	212,767,845	224,055,559	3.6%	2.6%	238,547,782
Graduate and Professional	62,131,052	59,366,668	3.5%	-1.0%	60,326,902
Ecampus	144,306,032	161,489,605	3.6%	7.0%	179,308,207
Other tuition and fees	17,226,791	17,545,132	0.5%	-1.2%	17,415,405
Tuition waivers	(56,855,418)	(73,116,779)		16.0%	(84,815,464)
State funding	144,963,644	148,349,951		4.1%	154,355,441
Indirect cost recovery	45,098,462	43,200,000		4.0%	44,928,000
Other	36,196,220	31,578,987		2.0%	32,452,652
Total Revenues	605,834,627	612,469,123			642,518,925

New commitments:	8,541,200
New building operations	741,200
Insurance increment	1,500,000
Incremental capital renewal funding	(366,000)
Incremental debt service	3,866,000
Enrollment management	700,000
Information technology	1,000,000
Initiative 2	500,000
Initiative 3	600,000

TUITION AND FEE RECOMMENDATION PROCESS

Process

The University Budget Committee (UBC) reviews and recommends all tuition rates for Corvallis and Cascades and mandatory fees including the building fee, matriculation fee, and health services fees. The increase in total base tuition and these mandatory fees for resident undergraduate students is subject to approval from the HECC or the Legislature for increases greater than 5%. All members of UBC are members of the Tuition Advisory Council required by ORS 352.102. Specific information relevant to the reporting requirements of ORS 352.102 are included in the report to Interim President Johnson included in Attachment 2.

The UBC has eighteen members with six students (including representatives of student government at Corvallis and Cascades, as well as students representing historically underserved students), administrators, faculty, and staff. The committee met six times prior to finalizing its report to the Interim President and met in February and March to review any issues or questions prior to the April Board meeting.

The committee received briefings on the Oregon State University (OSU) budget, how the Legislature allocates money to OSU through the HECC, historical data regarding the relationship between resident tuition and fee rates and the amount of state appropriations to OSU that the HECC allocates to the public universities. The committee spent time understanding the cost drivers for OSU's Education & General (E&G) budget, how those expenses are managed, and what decisions might be made to reduce expenses in many of the scenarios considered. The materials provided to the committee, as well as agendas and meeting notes, are posted publicly on the Budget and Resource Planning website (<https://fa.oregonstate.edu/budget/university-budget-committee>).

Notices of UBC meetings and a request for comment or questions were posted regularly in *OSU Today*. The UBC, working with the Office of Budget and Resource Planning, scheduled a series of weekly tuition forums from late January through mid-March. The forums were advertised through social media, as well as through Student Affairs and ASOSU. OSU-Cascades held meetings with the Associated Students of Cascades Campus (ASCC) and the Cascades Student Fee Committee (SFC). Notices of the meetings were posted on the OSU-Cascades Campus and advertised by the SFC.

The committee discussed its recommendations for rate changes with particular emphasis on developing a consistent approach to recommending tuition rates. That discussion led to a set of guidelines for how to decide on appropriate tuition rates as noted in the Background section of this document.

The UBC discusses and recommends a set of scenarios for undergraduate tuition rates as standard practice that are shown in Table 1. The scenarios frame choices that will have to be made at different levels of tuition, and help assess the impact on the overall E&G budget (a projected budget surplus or deficit), the percentage increases and dollar increases to resident and non-resident undergraduates, and the projected increases in institutional financial aid.

The consensus of the committee was that a tuition increase a bit less than inflationary costs for continuing students (3.0% or Scenario B in Table 1) was reasonable to maintain access to programs and services. This recognizes a positive enrollment forecast and continuing impacts

of the pandemic on students. An increase of 3.0% plus one percentage point for new undergraduate students would provide some resources to help cover other costs, but the bulk of those would have to be covered by revenue growth from enrollment or by redirecting resources from other areas. The UBC felt that the increase for new students was reasonable given the planned increase in institutional financial aid and OSU's position in the higher education market.

The report provided to Interim President Johnson from the UBC is included as Attachment 2. The report includes more detail on the process, the materials provided, and the discussions of the committee.

Mandatory Enrollment Fees

The UBC process also develops recommendations for the building fee, matriculation fee, and the student health services fees, which fund Student Health Services and Counseling and Psychological Services. The student health services fees were moved from the student incidental fee process to the UBC discussions in 2020 because those services need long-term continuity. Student advisory boards in both health services have a role in developing the proposals made to the UBC.

Incidental Fees

Student committees recommend incidental fees at both campuses. In Corvallis, the Student Incidental Fee Committee (SIFC) reviews budgets and requests for fees for a variety of student programs. SIFC presents a fee proposal to the joint houses of ASOSU's legislative branch for approval. ASOSU approves the fees or returns them for mediation. The final fee proposals are approved by the ASOSU President and forwarded to Interim President Johnson for recommendation to the Board.

At OSU-Cascades, the Student Fee Committee (SFC) develops recommendations for fee increases and new fees. These are approved by the ASCC, then by Interim Vice President Ketsdever, then forwarded to Interim President Johnson for recommendation to the Board.

TUITION AND FEE RECOMMENDATIONS

The President received the tuition and mandatory fee recommendations from the University Budget Committee (UBC) and the incidental fee recommendations from ASOSU and ASCC. After consideration of the impact on students, discussions with various leadership groups, and a recognition that Quarter 2 revenue and expense projections yielded lower margins (revenues less expenses) in each of the scenarios in Table 1 than were considered by UBC, the President's recommendation to the Board is for a 3.5% increase for continuing students, slightly higher than the UBC recommendation, and a 4.5% increase for new students. Other rate increases are as recommended by the UBC. Additional financial aid commitments from both university and private sources will help offset increases for students most at need.

Tables 3, 4 and 5 provide a summary of recommended tuition rates. Annual totals shown are calculated for an undergraduate student taking 15 credits per quarter and a graduate student taking 12 credits per quarter.

Tuition and mandatory fees

The tuition rate recommendations to the Board are listed in Tables 3, 4 and 5. Websites showing tuition by credit hour load, year of matriculation, and program will be available to students after approval of final rates by the Board. Note that for tuition, OSU rounds amounts to the nearest whole dollar after the application of a percentage rate increase.

Undergraduate base tuition has been presented to the Board in a scenario format in each of the previous five years, assuming various tuition increases (Table 1) and projections of other revenue and expense changes. The UBC recommendation is to standardize undergraduate tuition on a cohort model with all continuing students (for all campuses, residencies and modalities) seeing increases at no more than the estimated rate of inflation, based on a weighted average across spending categories. Tuition for students matriculating in the next academic year would increase at a slightly greater rate (for initial planning, an additional percentage point, but ultimately set with close attention to markets) than continuing students. The recommendation to the Board is for a 3.5% increase for continuing students (the estimated inflation rate) and 4.5% for most new undergraduate students (the 3.0% plus one percentage point). Rates for new undergraduate students at OSU-Cascades would increase 5.64% to match rates for incoming Corvallis students (Table 3). Undergraduate tuition rates at Corvallis and OSU-Cascades would match for cohorts beginning in 2022-23. Rates for new undergraduate Ecampus students would also increase 4.5%.

Graduate base tuition is recommended to increase 0% for resident students and 3.5% for non-resident students (Table 4). Resident graduate tuition is at the high side of peer rates and flat tuition will keep campus and Ecampus programs more competitive (Table 6). This would also reduce cost increases for departments and grants supporting graduate assistants. Rates for non-residents are near the median for peers and an inflationary increase is appropriate.

Undergraduate differential tuition rates are recommended to increase at the rate for continuing students, unless a unit requested no increase because they felt the increase would put the rates for their programs too high. The Honors College requested no increase next year. Differential rates are the same for all cohorts. Rates for Engineering, Forestry, Liberal Arts, Business, and Computer Science online programs in Engineering are recommended to increase as shown in Table 5.

Graduate differential tuition rates will also increase by the recommended rate for the respective graduate students (Table 5). These rates for all programs are recommended for no increase this year. Ecampus differential rates follow recommendations for resident graduate students and are held flat.

Professional program tuition for the PharmD, DVM, and the DPT degree at Cascades are shown in Table 4. These rates were recommended by the particular programs after discussions with their students, an assessment of peer and market tuition rates, and an evaluation of demand for the programs. The DVM degree would increase at 3.5% and the PharmD program at 3.5%. The DPT degree at Cascades would increase 3.5% for residents and non-residents. Rates for the other professional programs at Cascades (MAT, Master of Counseling, MFA) would not increase.

Ecampus tuition rates generally follow recommendations for resident students and are recommended to increase 3.5% for continuing undergraduates and 4.5% for new undergraduates, as noted above. Graduate rates would be held flat. Differential tuition rates

would be set as shown in Table 5. These rates were reviewed by Ecampus leadership to make sure they were consistent with market position.

Summer tuition rates for undergraduate and graduate students are recommended to match academic year resident per credit hour rates for the incoming cohort of resident students at the respective campuses. There are not different rates for residents and non-residents for undergraduate and most graduate programs in the summer. Summer tuition is charged by the credit hour for most programs.

Health fees at both OSU-Cascades and Corvallis were reviewed by the UBC. OSU-Cascades is developing its health services program as enrollment grows, and an increase of \$40 per quarter (67.8%) is recommended to support expanded services. While this is a large increase at face value, it reflects expanding services that have to grow as the student population grows. This also permanently funds two staff positions that had been supported by grant funds through the current year. At Corvallis, an increase of 5% (\$10.37 per year) for both Student Health Services (SHS) and Counseling and Psychological Services (CAPS) is recommended. Costs for SHS are growing faster than inflation (and in fact faster than 5%, largely because of pressure on salaries for medical professionals), but the recommendation for this year is to use some fund balance and complete a comprehensive review of needs as the pandemic wanes. The 5% increases this year were not based on detailed proposals from the two units. Given the time demands both groups have faced in responding to the pandemic, particularly the winter spike in cases, the UBC discussed with leadership recommending a common placeholder amount of 5% for SHS and CAPS this year in lieu of requiring a detailed proposal for a fee change. Both units believe this will be sufficient to maintain current services for the next fiscal year, but will not address any needed expansions of service. It is likely that assessments of health services after the pandemic will inform recommendations about how new (and current) services should be structured and expanded for next year's fee discussion.

Other fees include the student building loan/debt fee and matriculation fee. No increase is proposed for the matriculation fee. The student building loan/debt fee supports debt service used to build, repair, or renew student services buildings (such as the Memorial Union or Dixon Recreation Center). The fee has not been increased in over 20 years and there is a significant need for repair and improvements of these facilities over the next ten years. The recommendation is for a \$2 increase to the fee this year (to \$47 per quarter). The university is reviewing a potential increase over the four succeeding years to \$55 per quarter, pending the completion of a detailed plan for capital renewal and construction identifying the needed borrowing capacity after considering existing capacity and available resources.

At the recommended undergraduate tuition rate increase of 3.5% for continuing students and 4.5% for most new students (Scenario B in Table 1), the average base tuition and mandatory fee increase for resident undergraduate students would be 3.20% in Corvallis, 3.11% in Bend, and 3.24% for Ecampus. The rate across all OSU resident undergraduates would average 3.21%.

Student Incidental Fees

Student incidental fees are recommended to the President for referral to the Board by the ASOSU and ASCC student governments based on recommendations from student-led committees and approval by the respective student government legislatures.

Recommendations for Corvallis incidental fee increases recommended by ASOSU are \$26.18 per quarter or 5.75% from the incidental fee charged during the three academic terms of fiscal year 2022. Additionally, the Student Facility Improvement fee will continue to be charged in all four terms to pay off the debt at the original rate of \$48.50 for Summer 2022 and \$65 for Fall 2022, Winter 2023, and Spring 2023. The ASOSU voted to absorb the revenue from the summer fee into the three academic terms and remove the summer fee for all of the incidental fee-funded units, which resulted in a decrease of \$186.6 or 79.37% from last summer. The increases address issues of cost inflation but also include funding for paying a minimum wage of \$15/hour to all student employees working in the fee-funded units. Additionally, it funds the expansion of the SafeRide program and introduces new pilot programs for an International Student Center and Disability Cultural Center in ASOSU, as well as new professional staff positions in the Human Services Resource Center, Family Resource Center, Memorial Union, and a Graduate Assistant position in Performing Arts. Interim President Johnson recommends approval of the ASOSU fee recommendations.

Recommendations for incidental fee increases from ASCC are 15.4% (\$50 per quarter from \$325 to \$375 per quarter) for OSU-Cascades. The increases address issues of cost inflation but also student plans for incremental increases in student engagement and programming, new ASCC funded positions, and a pay it forward model for the Student Success Center and future health and recreation building. Interim President Johnson recommends approval of the ASCC fee recommendations.

Other projected rate changes

Tuition, mandatory fees and incidental fees are only part of the cost of attendance for students. Housing and dining rates are the other major costs that are set by the university.

Housing and dining rates include a variety of room and meal plans that vary between campuses. On average, however, housing and dining rates for Corvallis are projected to increase in the 4% to 8% range, depending on FY22 occupancy and operational costs coming out of the pandemic. Final rate discussions are still pending.

Table 3: Base undergraduate per credit hour rates for three different cases, shown as increase for continuing students/increase for new students. Total tuition for residents at Corvallis and Cascades include a \$100 flat charge per quarter plus credit hours enrolled times the per credit hour rate; total tuition for non-resident rates includes a \$335 flat charge per quarter plus enrolled credits times the per credit hour rate. Annual cost is shown at 45 credits per year.

	2021-22		2022-23 Scenarios					
	2021-22 Per credit	Annual cost	Scenario B		Scenario B-C		Scenario C	
			2022-23 per credit 3.0%/4.0%	Annual cost	2022-23 per credit 3.5%/4.0%	Annual cost	2022-23 per credit 3.5%/4.5%	Annual cost
Resident Corvallis								
Matriculated prior to July 2020	217	10,065	224	10,380	225	10,425	225	10,425
Matriculated 2020-21	224	10,380	231	10,695	232	10,740	232	10,740
Matriculated 2021-22	228	10,560	235	10,875	236	10,920	236	10,920
Matriculated 2022-23	-		237	10,965	237	10,965	238	11,010
Resident Cascades								
Matriculated prior to July 2020	210	9,750	216	10,020	217	10,065	217	10,065
Matriculated 2020-21	220	10,200	227	10,515	228	10,560	228	10,560
Matriculated 2021-22	224	10,380	231	10,695	232	10,740	232	10,740
Matriculated 2022-23	-		237	10,965	237	10,965	238	11,010
Non-resident								
Matriculated prior to July 2020	648	30,165	667	31,020	671	31,200	671	31,200
Matriculated 2020-21	668	31,065	688	31,965	691	32,100	691	32,100
Matriculated 2021-22	678	31,515	698	32,415	702	32,595	702	32,595
Matriculated 2022-23	-		705	32,730	705	32,730	709	32,910
Ecampus								
Matriculated prior to July 2021	326	14,670	336	15,120	337	15,165	337	15,165
Matriculated 2021-22	331	14,895	341	15,345	342	15,390	343	15,435
Matriculated 2022-23	-	-	342	15,390	342	15,390	346	15,570
Summer								
Corvallis, all undergraduates	224	n/a	237	n/a	237	n/a	238	n/a
Cascades, all undergraduates	220	n/a	237	n/a	237	n/a	238	n/a

Table 4. Recommended base graduate and professional tuition rates. The Notes column indicates how the rate is applied. A plateau means the charge is constant within the range noted.

	FY22 rate	FY23 rate	Annual cost at 12 credits	% increase	Notes
Base resident graduate tuition	\$ 498	\$ 498	\$ 13,446	0.00%	per credit with plateau 9-16 credits
Base non-resident graduate tuition	\$ 1,011	\$ 1,046	\$ 28,242	3.46%	per credit with plateau 9-16 credits
Base Ecampus graduate tuition	\$ 560	\$ 560	\$ 20,160	0.00%	per credit with plateau 9-16 credits
Base summer graduate	\$ 498	\$ 498	\$ 13,446	0.00%	per credit, all credits, all residencies
Professional degrees					
PharmD resident	\$ 722	\$ 747	\$ 26,892	3.46%	Per credit to 12 credits then flat
PharmD non-resident	\$ 1,179	\$ 1,220	\$ 43,920	3.48%	Per credit to 12 credits then flat
DVM resident	\$ 25,296	\$ 26,181	\$ 26,181	3.50%	Flat rate
DVM non-resident	\$ 50,598	\$ 52,369	\$ 52,369	3.50%	Flat rate
MBA, MS Business resident	\$ 806	\$ 806	\$ 29,016	0.00%	Per credit, base tuition of \$498 plus \$308 per credit
MBA, MS Business non-resident	\$ 1,427	\$ 1,477	\$ 53,172	3.50%	Per credit, base tuition of \$1,011 plus \$416 per credit
Cascades MCoun resident	\$ 464	\$ 464	\$ 16,704	0.00%	Per credit
Cascades MS Coun non-resident	\$ 847	\$ 847	\$ 30,492	0.00%	Per credit
Cascades MAT resident	\$ 464	\$ 464	\$ 16,704	0.00%	Per credit
Cascades MAT non-resident	\$ 847	\$ 847	\$ 30,492	0.00%	Per credit
Cascades MFA resident	\$ 487	\$ 487	\$ 17,532	0.00%	Per credit
Cascades MFA non-resident	\$ 487	\$ 487	\$ 17,532	0.00%	Per credit
Cascades Doc Phys Therapy resident	\$ 7,047	\$ 7,294	\$ 7,294	3.51%	Flat rate per quarter
Cascades Doc Phys The. non-res	\$ 10,302	\$ 10,663	\$ 10,663	3.50%	Flat rate per quarter
Mandatory fees					
Matriculation fee	\$ 350.00	\$ 350.00	\$ 350.00	0.00%	Charged once on matriculation
Building fee	\$ 45.00	\$ 47.00	\$ 141.00	4.44%	Charged per quarter; assume \$1-\$2 increase for 4 years
Student health services Corvallis	\$ 142.29	\$ 149.40	\$ 448.21	5.00%	Charged per quarter
Counseling Corvallis	\$ 65.11	\$ 68.37	\$ 205.10	5.00%	Charged per quarter
Student health services Cascades	\$ 59.00	\$ 99.00	\$ 297.00	67.80%	Charged per quarter

Table 5. Differential tuition charges. Some programs have additional charges added to base tuition. The recommended rate increases are shown. These are rounded to the nearest dollar and so are the same for all three of the scenarios in Table 3. All are added on a per credit hour basis, except for the Honors College differential, which is charged as a flat charge per quarter.

	FY22 Rate	FY23 Rate	% increase
Undergraduate campus differentials			
General Engineering resident	36	37	2.78%
General Eng non-resident	36	37	2.78%
Engineering majors resident	55	57	3.64%
Eng majors non-resident	55	57	3.64%
Forestry resident	17	18	5.88%
Forestry non-resident	17	18	5.88%
Business resident	23	24	4.35%
Business non-resident	23	24	4.35%
Arts CLA resident	22	23	4.55%
Arts CLA non-resident	22	23	4.55%
Honors resident differential	500	500	0.00%
Honors non-resident	500	500	0.00%
Graduate campus differentials			
Engineering resident	59	59	0.00%
Engineering non-resident	59	59	0.00%
MPH differential resident	67	67	0.00%
MPH differential non-resident	105	105	0.00%
MBA and MS Business resident	308	308	0.00%
MBA and MS Business non-res	416	416	0.00%
Ecampus undergraduate differentials			
Computer Science differential	196	203	3.57%
Business Students	23	24	4.35%
Pre engineering students	36	37	2.78%
Prof Engineering students	55	57	3.64%
BS Computer Science	55	57	3.64%
Developmental Math	-90	-93	3.33%
Ecampus graduate differentials			
AHE PhD and EdD	30	30	0.00%
PhD in Counseling	30	30	0.00%
MS in Counseling	30	30	0.00%
Grad Certificate Public Health	67	67	0.00%
MBA and Business Courses	308	308	0.00%
Engineering MS Rad. Health Phy	131	131	0.00%
College of Engineering students	59	59	0.00%

Table 6: Comparison of 2020-21 tuition and fee rates for OSU with peers. Rates for Ecampus are adjusted to reflect equivalent semester credit hour tuition.

	Annual Tuition		Annual Tuition and Fees	
	Resident	Non- resident	Resident	Non-resident
Undergraduate-per academic year, 15 credits per term				
Oregon State	10,560	31,515	12,683	33,638
Average Strategic Peers	10,469	31,738	12,326	33,594
Average All Land Grants here	10,815	31,893	12,413	33,492
Average Public Pac-12	10,753	36,323	12,574	38,145
Median Strategic Peers	10,996	29,704	12,331	31,644
Median All Land Grants here	11,007	29,718	12,145	32,268
Median Public Pac-12	10,728	38,017	12,496	39,906
Graduate-per academic year, 12 credits per term				
Oregon State FY16	13,446	27,297	15,569	29,420
Average Strategic Peers	11,966	28,832	13,690	30,556
Average All Land Grants here	12,120	28,698	13,627	30,204
Average Public Pac-12	12,166	27,743	13,906	29,483
Median Strategic Peers	11,442	27,082	13,313	29,044
Median All Land Grants here	11,442	27,546	13,347	29,367
Median Public Pac-12	11,442	28,161	13,035	30,568
Ecampus-per credit (compared on semester equivalent basis)				
	Annual Undergrad Tuition		Annual Graduate tuition	
	Resident	Non-resident	Resident	Non-resident
Oregon State quarter basis	331	331	560	560
OSU Semester equivalent	496	496	840	840
Average	399	498	614	762
Median	423	464	575	650
Standard Deviation	138	194	153	295

Land grant strategic plan peers include Ohio State, Penn State, UC Davis, Purdue, Illinois, Wisconsin, Florida, Iowa State, Colorado State, Washington State, North Carolina State, Tennessee, UC Riverside

Other land grants include Michigan State, Texas A&M, Virginia Tech, Louisiana State, Kansas State, Arizona, Georgia

Other PAC-12 include Arizona State, Utah, Colorado, UCLA, Berkeley, Oregon, Washington

Online comparators include public top 20 programs from US News and World Report and BestSchools.org

STUDENT AND CAMPUS ENGAGEMENT AND COMMENTS

Six of the UBC's eighteen members are students (including representatives of student government at Corvallis and OSU-Cascades, as well as students representing historically underserved students and students at large). Recommendations for incidental fees were developed entirely by the respective student governments and recommendations for the health fees included student advisory groups to the Corvallis health services fee. The UBC recommendations, materials, meeting schedules and minutes, and information about tuition rates and the proposals were posted on the budget office website. Notices of the UBC meetings were posted regularly in *OSU Today*.

There were seven tuition forums held online via Zoom between Jan. 20 and Mar. 10, 2022, with about 20 people in attendance. Most of the attendees have been faculty and staff. Despite extensive advertising and email communications, few students were engaged in the discussion. Some of the observations from the forums include:

- There is general understanding that because tuition is over 60% of revenues and that inflationary cost increases are unavoidable, that tuition rates will increase unless there are reductions of programs or staff to reduce cost. If reductions were done every year, it would erode many of OSU's core programs and services.
- If expenses needed to be reduced, participants favored strategies using targeted reductions of programs or services.
- There was interest in specific issues around activities associated with reopening (why some food venues were not open, how increased student wages were being addressed, was there difficulty filling jobs).
- There is interest in exploring how to find other sources of revenue to shift the burden of expense growth from students and families.

Tuition, fees, and budget overviews were also discussed at one of the Budget Conversation forums held for faculty, staff, and students twice a month and with the Faculty Senate Budget and Fiscal Planning Committee.

RECOMMENDATION

The interim president recommends that the Finance and Administration Committee recommend to the Board that it approve the resolution in Attachment 1 establishing the academic year 2022-23 and summer 2022 tuition and mandatory fees, at the rates documented in Attachment 1, Exhibit A. The principal recommendation is for a 3.5% increase for continuing undergraduates (Corvallis, OSU-Cascades, and Ecampus) and a 4.5% increase for new undergraduate students (Corvallis, OSU-Cascades, and Ecampus).

RESOLUTION NO. 22-02

**Oregon State University
Tuition and Mandatory Fees
For Academic Year 2022-23 and Summer Term 2022**

Whereas, the Board of Trustees of the Oregon State University (the “Board”) has the authority to determine tuition and mandatory enrollment fees in accordance with ORS 352.102 and ORS 352.105, and other applicable law;

Whereas, the Board adopted a Tuition and Fee Process on January 16, 2015 and most recently amended on October 18, 2019 setting out the factors considered by the Board in setting tuition and fees;

Whereas, the Board authorizes the collection of mandatory incidental fees recommended by the President of the University and the recognized student governments (ASOSU and ASCC) and established in accordance with provisions outlined in ORS 352.102, ORS 352.105, and other applicable law;

Whereas, the university has recommended tuition and mandatory enrollment fees for Academic Year 2022-23 through the work of campus groups including undergraduate students, graduate students, faculty and staff;

Whereas, the President, after considering historical tuition and fee trends, comparative data for peer institutions, the University’s budget and projected costs, and anticipated state appropriation levels, has approved most of the tuition and all of the mandatory fee recommendations for consideration by the Board;

Whereas, after consideration of the impact on students and OSU’s commitments as the state’s land-grant university, the President modified the recommendations to instead recommend, for students at Corvallis Cascades, and Ecampus a 3.5% increase in tuition for continuing resident and non-resident undergraduate students and a 4% increase for new resident and non-resident undergraduate students;

Whereas, the President has reported to the Board the nature and outcomes of consultations with students and others, including any significant disagreement; and

Whereas the Board has considered the desire to create affordable access to degree programs, create a diverse student body, maintain strong degree programs at every level, and develop and maintain the human and physical infrastructure necessary to support Oregon’s educational outcome goals;

Now, therefore, the Board of Trustees of Oregon State University hereby approves the Academic Year 2022-23 and summer 2022 tuition and mandatory fee schedules calculated as defined in Exhibit A.

This Resolution is effective April 8, 2022

APPROVED by the Board of Trustees April 8, 2022

Secretary to the Board

Date

April 7-8, 2022 Board of Trustees Meetings

Because of the complexities of cohort tuition, OSU has identified tuition rules instead of individual tables.

Oregon State University
Tuition and Mandatory Fee Schedules
Academic Year 2022-23 and Summer Term 2022

EXHIBIT A: Tuition and Fee Schedule Rules and Tables

The tuition and fee schedules are derived from the rates in Table 3 (Scenario B-C), Table 4, and Table 5, applied as defined in the following sections. Rates for specific programs, course loads, and year of matriculation will be available through an interactive web site. Static tables will be posted where appropriate.

Undergraduate tuition rates

Base in the formulas refers to base tuition rates per credit hours as specified in Table 3 for the fiscal year in which a student matriculated and the student's residency status. There will be four cohorts of base tuition rates for Corvallis and OSU-Cascades undergraduates in 2022-23 and three cohorts for Ecampus undergraduates.

Differential refers to a per credit hour rate for an undergraduate program with differential tuition as specified in Table 5.

SCH refers to the number of credit hours a student is registered for.

For the academic year (fall, winter spring):

- For Corvallis resident undergraduate programs without differential tuition per quarter tuition is:
 - Tuition charge= $\$100 + \text{SCH} \times \text{Base}$
- For Cascades resident undergraduate programs without differential tuition per quarter tuition is:
 - Tuition charge= $\$100 + \text{SCH} \times \text{Base}$
- For non-resident undergraduate programs without differential tuition per quarter tuition at both Corvallis and Cascades is:
 - Tuition charge= $\$335 + \text{SCH} \times \text{Base}$
- For non0resident undergraduate programs with differential tuition per quarter tuition at both Corvallis and Cascades is:
 - Tuition charge= $\$100 + \text{SCH} \times (\text{Base} + \text{Differential})$
- For non-resident undergraduate programs with differential tuition per quarter tuition at both Corvallis and Cascades is:
 - Tuition charge= $\$100 + \text{SCH} \times (\text{Base} + \text{Differential})$
- For undergraduate programs without differential tuition through Ecampus, regardless of residency, per quarter tuition (including summer) is:
 - Tuition charge = $\text{SCH} \times (\text{Base})$

- For undergraduate programs with differential tuition through Ecampus, regardless of residency, per quarter tuition (including summer) is:
 - Tuition charge = SCH x (Base + Differential)
- For summer, Corvallis and Cascades undergraduate programs without differential tuition are charged at one rate corresponding to the rate for incoming resident students, so per quarter tuition is:
 - Tuition charge = SCH x (Base)
- For summer, Corvallis and Cascades undergraduate programs with differential tuition are charged at one rate corresponding to the rate for incoming resident students, so per quarter tuition is:
 - Tuition charge = SCH x (Base + Differential)

For students in the Honors College, an additional \$500 per quarter is charged regardless of credit hour load or residency. The Honors College differential is not charged in summer term.

Graduate tuition rates

Base in the formulas refers to base tuition rates per credit hours as specified in Table 4. Rates for graduate and professional education are the same regardless of the year of matriculation.

Differential refers to a per credit hour rate for a graduate program with differential tuition as specified in Table 5.

SCH refers to the number of credit hours a student is registered for.

Rates are the same for Corvallis and OSU-Cascades. For the academic year (fall, winter spring):

- For resident graduate programs without differential tuition per quarter base tuition is:
 - Tuition charge = SCH x Base through 9 credits. Charges for 9 to 16 credits are the same, then per credit charges are added for each credit above 16 SCH. This is referred to as a “plateau” tuition structure.
- For non-resident graduate programs without differential tuition per base quarter tuition is:
 - Tuition charge = SCH x Base through 9 credits. Charges for 9 to 16 credits are the same, then per credit charges are added for each credit above 16 SCH.
- For graduate programs with differential tuition in Engineering and Public Health, an additional charge is added to the base tuition calculated above as noted in table 5 calculated as:
 - Differential tuition charge = SCH x Differential. The charge is on all credit hours and is the same for residents and non-residents in Engineering, but different for residents and non-residents in the Masters of Public Health.
- For graduate programs with differential tuition including the MBA, MS in Business, MAT at Cascades, MFA at Cascades, and MS in Counseling at Cascades, tuition per quarter for residents and non-residents is calculated using the rates in Tables 4 and 5 as:
 - Tuition charge = SCH x (Base + Differential). These charges are on all credit hours. Rates are different for resident and non-residents in both Business programs, the MAT, and the MS in Counseling but are the same for residents and non-residents in the MFA.

- For non-resident undergraduate programs with differential tuition per quarter tuition at both Corvallis and Cascades is:
 - Tuition charge=\$100 + SCH x (Base + Differential)
- For undergraduate programs without differential tuition through Ecampus, regardless of residency, per quarter tuition (including summer) is:
 - Tuition charge = SCH x (Base). The rate is charge on all credit hours.
- For undergraduate programs with differential tuition through Ecampus, regardless of residency, per quarter tuition (including summer) is:
 - Tuition charge = SCH x (Base + Differential). The rate is charged on all credit hours.
- For summer, Corvallis and Cascades undergraduate programs without differential tuition are charged at one rate corresponding to resident graduate tuition s, so per quarter tuition is:
 - Tuition charge = SCH x (Base)
- For summer, Corvallis and Cascades undergraduate programs with differential tuition are charged at one rate corresponding to the rate for resident students, so per quarter tuition is:
 - Tuition charge = SCH x (Base + Differential)

Tuition rates for DVM, PharmD, DPT

Programs for the Doctor of Veterinary Medicine (DVM), Doctor of Pharmacy (PharmD), and the Doctor of Physical Therapy are professional programs with an expectation of full-time study. The rates for those programs are shown in Table 4.

Tuition for the DVM is an annual charge based on residency as noted in Table 4. For years 1 through 3, tuition is charged in three increments over fall, winter, and spring. For fourth year students, who pursue a variety of series of study, externship, and clinical rotations from the beginning of Finals Week in June to the end of Dead Week the following June are charged in four increments over summer, fall, winter, and spring.

Tuition for the DPT degree is a flat rate for fall, winter and spring quarters as noted in Table 4.

Tuition for the PharmD degree expects full time enrollment (at 12 credits) for the rate noted in Table 4 but allows for per credit enrollment at loads less than 12.

Mandatory and Incidental Fees

Mandatory fees include the Student Building Loan/Debt fee, the Matriculation fee, and the Health Services fee. These are recommended by the UBC and are included in the 5% threshold for increases of tuition and mandatory fees requiring approval by the HECC or the Legislature. Incidental fees are recommended by the respective student governments.

Recommended fee rates for Academic Year 2022-23 are: (tan-shaded)

Oregon State University-Corvallis Campus Academic Year 2022-2023 Mandatory Fee Rates^{1,2}

Undergraduate Mandatory Fees				
Credits	Student Building Loan/Debt	Incidental	Health Service	Total Fees
1	25.00	481.49	217.77	724.26
2	27.00	481.49	217.77	726.26
3	29.00	481.49	217.77	728.26
4	31.00	481.49	217.77	730.26
5	33.00	481.49	217.77	732.26
6	35.00	481.49	217.77	734.26
7	37.00	481.49	217.77	736.26
8	39.00	481.49	217.77	738.26
9	41.00	481.49	217.77	740.26
10	43.00	481.49	217.77	742.26
11	45.00	481.49	217.77	744.26
12 or more	47.00	481.49	217.77	746.26

Graduate Mandatory Fees			
Student Building Loan/Debt	Incidental	Health Service	Total Fees
25.00	481.49	217.79	724.28
27.00	481.49	217.79	726.28
29.00	481.49	217.79	728.28
31.00	481.49	217.79	730.28
33.00	481.49	217.79	732.28
35.00	481.49	217.79	734.28
37.00	481.49	217.79	736.28
39.00	481.49	217.79	738.28
41.00	481.49	217.79	740.28
43.00	481.49	217.79	742.28
45.00	481.49	217.79	744.28
47.00	481.49	217.79	746.28

(1) A one time Matriculation Fee of \$350 is assessed to all new and transfer undergraduate and graduate students.

(2) Fee rates apply to resident and non-resident students

Oregon State University-OSU-Cascades Campus Academic Year 2022-2023 Mandatory Fee Rates^{1,2}

Undergraduate Mandatory Fees				
Credits	Student Building Loan/Debt	Incidental	Health Service	Total Fees
1	25.00	287.00	99.00	411.00
2	27.00	295.00	99.00	421.00
3	29.00	303.00	99.00	431.00
4	31.00	311.00	99.00	441.00
5	33.00	319.00	99.00	451.00
6	35.00	327.00	99.00	461.00
7	37.00	335.00	99.00	471.00
8	39.00	343.00	99.00	481.00
9	41.00	351.00	99.00	491.00
10	43.00	359.00	99.00	501.00
11	45.00	367.00	99.00	511.00
12 or more	47.00	375.00	99.00	521.00

Graduate Mandatory Fees			
Student Building Loan/Debt	Incidental	Health Service	Total Fees
25.00	295.00	99.00	419.00
27.00	305.00	99.00	431.00
29.00	315.00	99.00	443.00
31.00	325.00	99.00	455.00
33.00	335.00	99.00	467.00
35.00	345.00	99.00	479.00
37.00	355.00	99.00	491.00
39.00	365.00	99.00	503.00
41.00	375.00	99.00	515.00
43.00	375.00	99.00	517.00
45.00	375.00	99.00	519.00
47.00	375.00	99.00	521.00

(1) A one time Matriculation Fee of \$350 is assessed to all new and transfer undergraduate and graduate students.

(2) Fee rates apply to resident and non-resident students

FAC Agenda Item 5c – Attachment 1

Recommended fee rates for Summer Term 2022 are: (tan-shaded)

Oregon State University-Corvallis Campus Summer Term 2022 Mandatory Fee Rates^{1,2}

Undergraduate Mandatory Fees				
Credits	Student Building Loan/Debt	Incidental	Health Service	Total Fees
1	35.00	48.50	194.80	278.30
2	35.00	48.50	194.80	278.30
3	35.00	48.50	194.80	278.30
4	35.00	48.50	194.80	278.30
5	35.00	48.50	194.80	278.30
6	35.00	48.50	194.80	278.30
7	35.00	48.50	194.80	278.30
8	35.00	48.50	194.80	278.30
9	35.00	48.50	194.80	278.30
10	35.00	48.50	194.80	278.30
11	35.00	48.50	194.80	278.30
12 or more	35.00	48.50	194.80	278.30

Graduate Mandatory Fees			
Student Building Loan/Debt	Incidental	Health Service	Total Fees
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30
35.00	48.50	194.80	278.30

- (1) A one time Matriculation Fee of \$350 is assessed to all new and transfer undergraduate and graduate students.
 (2) Fee rates apply to resident and non-resident students

Oregon State University-OSU-Cascades Campus Summer Term 2022 Mandatory Fee Rates^{1,2}

Undergraduate Mandatory Fees				
Credits	Student Building Loan/Debt	Incidental	Health Service	Total Fees
1	35.00	-	99.00	134.00
2	35.00	-	99.00	134.00
3	35.00	140.00	99.00	274.00
4	35.00	140.00	99.00	274.00
5	35.00	140.00	99.00	274.00
6	35.00	140.00	99.00	274.00
7	35.00	140.00	99.00	274.00
8	35.00	140.00	99.00	274.00
9	35.00	140.00	99.00	274.00
10	35.00	140.00	99.00	274.00
11	35.00	140.00	99.00	274.00
12 or more	35.00	140.00	99.00	274.00

Graduate Mandatory Fees			
Building	Incidental	Health Service	Total Fees
35.00	-	99.00	134.00
35.00	-	99.00	134.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00
35.00	140.00	99.00	274.00

- (1) A one time Matriculation Fee of \$350 is assessed to all new and transfer undergraduate and graduate students.
 (2) Fee rates apply to resident and non-resident students

Attachment 2: Report of the University Budget Committee to Interim President Johnson on tuition and fee rate recommendations for the 2022-2023 fiscal year.

February 4, 2022

To: Rebecca Johnson, Interim President
 From: Alison Johnston, Chair, University Budget Committee
 Re: Recommendations for Tuition and Mandatory Fee Rates for 2022-2023
 Cc: Edward Feser, Provost and Executive Vice President

Summary:

The University Budget Committee (UBC) constitutes the tuition advisory body required by ORS 352.102. The UBC recommends the following rate changes in tuition and mandatory fees from 2021-22 to 2022-23 for your consideration in recommendations to the Board of Trustees. Rate recommendations apply to Corvallis, Cascades, and Ecampus students unless otherwise noted.

Rate	Recommendation	Notes
Continuing resident and non-resident undergraduate	3.0%	2.5% to 3.5% ² increase scenarios (see Table 1) are provided for discussion; applies to Corvallis, Cascades, Ecampus
New resident and non-resident undergraduate	4.0%	3.5% to 4.5% increase scenarios (see Table 1) are provided for discussion
New Cascades resident undergraduate	5.6%	Aligns tuition rates at Cascades with Corvallis for new students
New Ecampus undergraduates	3.5%	Maintains Ecampus rates at appropriate competitive level with peers
Resident and Ecampus graduate	0.0%	Maintain competitive position, avoid cost increases on grant funded positions
Non-resident graduate	3.5%	At estimated inflation rate
Professional tuition increases	0% to 3.5%	Depending on program (MAT, MFA, MOUN, DPT at Cascades, Pharmacy, Vet Med)
Differential tuition undergraduate	\$0 to \$2 per SCH	Inflationary increases in Business, Engineering, Forestry, Liberal Arts (Arts, Music, Theatre only)
Differential tuition graduate	\$0 per SCH	No increases
Summer tuition	5.8% to 7.7%	Matches new student campus tuition rates
Mandatory matriculation fees	0%	No increases
Mandatory building debt fee	2.2% to 4.4% per quarter	\$1 or \$2 per year rate increase for 5 years; \$2 in FY23
Student Health Services-Cascades	67.8%	Adding new services and picking up grant-funded positions, \$40 increase per quarter
Student Health Services-Corvallis	5%	To address increasing costs of medical staffing
Counseling and Psychological Services-Corvallis	5%	To address increasing costs of medical staffing

The weighted average tuition increase for resident undergraduate majors at Corvallis is 3.10% and at Cascades is 3.51%. The weighted average tuition and mandatory fee increase (the rate subject

² Undergraduate rate increases noted are on the per credit hour charges, not on the base “zero-credit” charge made for resident and non-resident academic year tuition. Total increases are somewhat less than the quoted percentages because of the fixed zero-credit charge and rounding to whole dollars.

to the 5% threshold) is 3.20% at Corvallis, 4.54% at Cascades, and 3.18% for Ecampus. Detailed rates are listed in Tables 2 to 4. Details of process and recommendations are included in the Appendices.

The tuition recommendations are informed by financial projections including an additional \$11M in institutional financial aid to continue strategies to regain enrollment of Pell-eligible Oregon residents and to increase non-resident enrollment through participation in the Western Undergraduate Exchange program.

The UBC includes faculty, staff, students from student government and students at large. The group has been meeting since November 2021 to consider tuition rate recommendations and other budget issues for FY2023.

In 2020-21 and 2021-22, OSU moved to a cohort tuition model, where tuition rates for continuing undergraduate students increased at the estimated rate of inflation (or less) and rates for incoming students increasing somewhat more in line with market comparators and to provide resources for program improvements while those students are at OSU. The result is that undergraduate students now have tuition rates that vary by their year of matriculation. The approach creates more predictability for continuing students but allows sufficient flexibility to address growth in university costs and program development and adjust to the competitive landscape for students. The proposal is to make this the default approach for setting undergraduate tuition at OSU.

The proposed approach being recommended by the UBC would assume that:

- The Board policy of expecting tuition increases in the range of 2% to 5%, barring extreme financial change, would continue.
- Tuition for continuing students (for all campuses, residencies and modalities) increases at no more than the estimated rate of inflation, based on a weighted average across spending categories.
- Tuition for students matriculating in the next academic year would increase at a slightly greater rate (for initial planning, an additional percentage point, but ultimately set with close attention to markets) than continuing students.
- Rates would comprise an instructional charge for all students, a distance education fee for Ecampus courses, and a campus charge for non-resident students.
- Differential tuition charges above base tuition and the distance education fee would be increased at the rate for continuing students (unless a unit asks for no change) so that the charges are the same across all cohorts. Only base tuition charges would vary by cohort.
- The additional increase for incoming students would be monitored to make sure rates were appropriate and competitive relative to peer institutions.
- Graduate and professional tuition will be charged on a program-by-program basis consistent with program costs, peer comparisons, and market analyses.
- Summer tuition would be set at one rate corresponding to rates for incoming students.
- The committee also discussed whether tuition and incidental fees should be charged on the basis of the student's primary campus, rather than by mode of delivery, but there are complexities that make an implementation in fall, 2022 unlikely. UBC will provide a recommendation on this later.

The goals of the proposed approach are to:

- Provide more predictability in tuition rates for students who have committed to OSU.
- Make the structure of tuition clearer for students.
- Align tuition and fee charges with the campus students are primarily using.

FAC Agenda Item 5c – Attachment 2

- Make the annual tuition-setting process more transparent and simpler to reduce the time spent on the issue each year and allow more time for campus discussion.
- Provide sufficient flexibility for OSU to continue to improve academic and support services and to manage through unexpected financial downturns.

A series of tuition forums are being held January through March. Comments and feedback from those will be provided prior to the preparation of the Board docket on your tuition rate recommendations.

Table 1: Scenario planning for tuition recommendations

Tuition Scenario Table (Corvallis campus): The right-hand column shows the increases at the inflation/inflation plus 1% scenario. The UBC Recommendation is Scenario B, slightly below inflation, given the positive enrollment forecast. The goal is to show both the impact on individual students and on overall institutional balance in a succinct format. Rates are applied to resident undergraduate and non-resident undergraduate tuition rates (including Ecampus). All scenarios include an assumption of an increase of about \$11M in institutional financial aid (continuing a four-year initiative to reenter the Western Undergraduate Exchange and to regain enrollment of Pell eligible resident students). Note these estimates for overall Corvallis E&G surplus or deficit are probably plus/minus \$1M to \$3M, given uncertainties.

	Scenario A: Continuing Resident 2.5%, Non-resident 2.5% New Resident 3.5%, Non-resident 3.5%	Scenario B: Continuing Resident 3.0%, Non-resident 3.0% New Resident 4.0%, Non-resident 4.0%	Scenario C: Continuing Resident 3.5%, Non-resident 3.5% New Resident 4.5%, Non-resident 4.5%
State funding at current levels	Resident undergraduate (annual): Before 2020: 2.2%, \$225 Entered FY21: 2.6%, \$270 Entered FY 22: 2.6%, \$270 New FY23: 3.4%, \$360 Non-res undergraduate (annual): Before 2020: 2.4%, \$720 Entered FY21: 2.5%, \$765 Entered FY 22: 2.4%, \$765 New FY23: 3.4%, \$1080 Surplus or (deficit): \$(0.5M), -0.1% of revenue	Resident undergraduate: Before 2020: 3.1%, \$315 Entered FY21: 3.0%, \$315 Entered FY 22: 3.0%, \$315 New FY23: 3.8%, \$405 Non-res undergraduate: Before 2020: 2.8%, \$855 Entered FY21: 2.9%, \$900 Entered FY 22: 2.9%, \$900 New FY23: 3.9%, \$1215 Surplus or (deficit): \$1.4M, 0.2% of revenue	Resident undergraduate: Before 2020: 3.6%, \$360 Entered FY21: 3.5%, \$360 Entered FY 22: 3.4%, \$360 New FY23: 4.3%, \$450 Non-res undergraduate: Before 2020: 3.4%, \$1035 Entered FY21: 3.3%, \$1035 Entered FY 22: 3.4%, \$1080 New FY23: 4.4%, \$1395 Surplus or (deficit): \$3.9M, 0.6% of revenue
		Average resident tuition: 3.10% Average res. tuition & fees: 3.20%	

Graduate tuition (0% residents and 3.5% non-residents), professional tuition (3.5%), and differential tuition (3.5%). Cost estimates include ~3.5% overall inflation this year because of salary increase, modest increases in benefit costs, and CPI inflation; costs of growth (about 1% for modest growth in Ecampus and post-pandemic adjustments in Corvallis); and new commitments as discussed in the appendices.

Table 2: Cohort rates for base undergraduate tuition at Scenario B in Table 1. The UBC suggests describing tuition with an instruction, distance education, and campus charge as shown. Tuition increases are not applied to the zero-credit charge. Total annual cost for 15 credits per quarter is shown for comparison.

	2021-22 Base Tuition Components					2022-23 Base Tuition Components					% increase		
	Zero credit hour flat charge	Instruction fee per credit	Distance education infrastructure per credit	Non-resident campus charge	Total tuition per credit	Annual total at 15 credits per term	Zero credit hour charge	Instruction fee per credit	Distance education infrastructure per credit	Non-resident campus charge		Total tuition per credit	Annual total at 15 credits
Resident Corvallis													
Matriculated prior to fall 2020	100	217			217	10,065	100	224			224	10,380	3.13%
Matriculated fall 2020	100	224			224	10,380	100	231			231	10,695	3.03%
Matriculated fall 2021	100	228			228	10,560	100	235			235	10,875	2.98%
Matriculated fall 2022	100				-		100	237			237	10,965	3.84%
Resident Cascades													
Matriculated prior to fall 2020	100	210			210	9,750	100	216			216	10,020	2.77%
Matriculated fall 2020	100	220			220	10,200	100	227			227	10,515	3.09%
Matriculated fall 2021	100	224			224	10,380	100	231			231	10,695	3.03%
Matriculated fall 2022	100				-		100	237			237	10,965	5.64%
Non-resident													
Matriculated prior to fall 2020	335	217		431	648	30,165	335	224		443	667	31,020	2.83%
Matriculated fall 2020	335	224		444	668	31,065	335	231		457	688	31,965	2.90%
Matriculated fall 2021	335	228		450	678	31,515	335	235		463	698	32,415	2.86%
Matriculated fall 2022	335				-		335	237		468	705	32,730	3.86%
Ecampus													
Matriculated prior to fall 2021	-	236	90		326	14,670	-	243	93		336	15,120	3.07%
Matriculated fall 2021	-	241	90		331	14,895	-	248	93		341	15,345	3.02%
Matriculated fall 2022	-				-		-	249	93		342	15,390	3.32%
Summer													
Corvallis, all undergraduates	-	224			224	10,080		237			237	10,665	5.80%
Cascades, all undergraduates	-	220			220	9,900	-	237			237	10,665	7.73%

Table 3: Differential tuition rates. These are charged per credit by major on all credits taken in addition to the base tuition shown in Tables 2 and 4 *except* for the Honors College differential which is charged per quarter regardless of credit hour load. Tuition plateau structures are not applied to differential tuition.

	FY22 Rate	FY23 Rate	% increase
Undergraduate campus differentials			
General Engineering resident	36	37	2.78%
General Eng non-resident	36	37	2.78%
Engineering majors resident	55	57	3.64%
Eng majors non-resident	55	57	3.64%
Forestry resident	17	18	5.88%
Forestry non-resident	17	18	5.88%
Business resident	23	24	4.35%
Business non-resident	23	24	4.35%
Arts CLA resident	22	23	4.55%
Arts CLA non-resident	22	23	4.55%
Honors resident differential	500	500	0.00%
Honors non-resident	500	500	0.00%
Graduate campus differentials			
Engineering resident	59	59	0.00%
Engineering non-resident	59	59	0.00%
MPH differential resident	67	67	0.00%
MPH differential non-resident	105	105	0.00%
MBA and MS Business resident	308	308	0.00%
MBA and MS Business non-res	416	416	0.00%
Ecampus undergraduate differentials			
Computer Science differential	196	202	3.06%
Business Students	23	24	4.35%
Pre engineering students	36	37	2.78%
Prof Engineering students	55	57	3.64%
BS Computer Science	55	57	3.64%
Developmental Math	-90	-93	3.33%
Ecampus graduate differentials			
AHE PhD and EdD	30	30	0.00%
PhD in Counseling	30	30	0.00%
MS in Counseling	30	30	0.00%
Grad Certificate Public Health	67	67	0.00%
MBA and Business Courses	308	308	0.00%
Engineering MS Rad. Health Phy	131	131	0.00%
College of Engineering students	59	59	0.00%

Table 4: Graduate base tuition, professional tuition, and mandatory fee rates. There are, in addition, incidental fees charged per quarter that are approved and recommended to the President by ASOSU and ASCC at the respective campuses.

	FY21 rate	FY22 rate	Annual cost at 12 credits	% increase	Notes
Base resident graduate tuition	\$ 498	\$ 498	\$ 13,446	0.00%	per credit with plateau 9-16 credits
Base non-resident graduate tuition	\$ 1,011	\$ 1,046	\$ 28,242	3.46%	per credit with plateau 9-16 credits
Base Ecampus graduate tuition	\$ 560	\$ 560	\$ 20,160	0.00%	per credit with plateau 9-16 credits
Base summer graduate	\$ 498	\$ 498	\$ 13,446	0.00%	per credit, all credits, all residencies
Professional degrees					
PharmD resident	\$ 722	\$ 747	\$ 26,892	3.46%	Per credit to 12 credits then flat
PharmD non-resident	\$ 1,179	\$ 1,220	\$ 43,920	3.48%	Per credit to 12 credits then flat
DVM resident	\$ 25,296	\$ 26,181	\$ 26,181	3.50%	Flat rate
DVM non-resident	\$ 50,598	\$ 52,369	\$ 52,369	3.50%	Flat rate
MBA, MS Business resident	\$ 806	\$ 806	\$ 29,016	0.00%	Per credit, base tuition of \$498 plus \$308 per credit
MBA, MS Business non-resident	\$ 1,427	\$ 1,477	\$ 53,172	3.50%	Per credit, base tuition of \$1,011 plus \$416 per credit
Cascades MCoun resident	\$ 464	\$ 464	\$ 16,704	0.00%	Per credit
Cascades MS Coun non-resident	\$ 847	\$ 847	\$ 30,492	0.00%	Per credit
Cascades MAT resident	\$ 464	\$ 464	\$ 16,704	0.00%	Per credit
Cascades MAT non-resident	\$ 847	\$ 847	\$ 30,492	0.00%	Per credit
Cascades MFA resident	\$ 487	\$ 487	\$ 17,532	0.00%	Per credit
Cascades MFA non-resident	\$ 487	\$ 487	\$ 17,532	0.00%	Per credit
Cascades Doc Phys Therapy resident	\$ 21,141	\$ 21,881	\$ 21,881	3.50%	Flat rate
Cascades Doc Phys The. non-res	\$ 30,906	\$ 31,988	\$ 31,988	3.50%	Flat rate
Mandatory fees					
Matriculation fee	\$ 350.00	\$ 350.00	\$ 350.00	0.00%	Charged once on matriculation
Building fee	\$ 45.00	\$ 47.00	\$ 141.00	4.44%	Charged per quarter; assume \$1-\$2 increase for 4 years
Student health services Corvallis	\$ 142.29	\$ 149.40	\$ 448.21	5.00%	Charged per quarter
Counseling Corvallis	\$ 65.11	\$ 68.37	\$ 205.10	5.00%	Charged per quarter
Student health services Cascades	\$ 59.00	\$ 99.00	\$ 297.00	67.80%	Charged per quarter

Appendix A

Process and Detailed Discussion

Process:

The University Budget Committee (UBC) reviews and recommends all tuition rates for Corvallis and Cascades and mandatory fees including the building fee, matriculation fee, and health services fees. The increase in total base tuition and these mandatory fees for resident undergraduate students is subject to approval from the HECC or the Legislature for increases greater than 5%. All members of UBC are members of the Tuition Advisory Council required by ORS 352.102. Specific information relevant to the reporting requirements of ORS 352.102 are included in Appendices C, D, and E in addition to the discussion here.

The UBC has eighteen members with six students (including representatives of student government at Corvallis and Cascades, as well as students representing historically underserved students), administrators, faculty, and staff. The committee met six times prior to finalizing this report and will meet in February and March to review any issues or questions prior to the April Board meeting.

The committee received briefings on the Oregon State University (OSU) budget, how the Legislature allocates money to OSU through the HECC, historical data regarding the relationship between resident tuition and fee rates and the amount of state appropriations to OSU that the HECC allocates to the public university. The committee spent time understanding the cost drivers for OSU's Education & General (E&G) budget, how those costs are managed, and what decisions might be made to reduce costs in many of the scenarios considered. The materials provided to the committee, as well as agendas and meeting notes, are posted publicly on the Budget and Resource Planning website (<https://fa.oregonstate.edu/budget/university-budget-committee>).

Notices of UBC meetings and a request for comment or questions were posted regularly in OSU Today. The UBC, working with the Office of Budget and Resource Planning, scheduled a series of weekly tuition forums from late January through mid-March. The forums will be advertised through social media, as well as through Student Affairs and ASOSU. Some may be held collaboratively with ASOSU. OSU-Cascades held meetings with the Associated Students of Cascades (ASCC) and the Cascades Student Fee Committee (SFC). Notices of the meeting were posted on the Cascades Campus and advertised by the SFC. Comments, questions, and concerns from the various discussions will be compiled as part of the materials provided for the Board discussion in April.

The committee reviewed three types of projected expenses that a tuition rate increase would contribute to:

- Inflationary increases related to continuing current levels of academic programs and support services. These include any projected raises, benefit increases for health insurance and retirement, and general inflation. This rate is estimated at 3.5% for FY23 over FY22.

- Mandatory cost increases beyond inflation. A large increase, on the order of \$1.5M, in insurance premiums is expected (as has been the case the last two years), as well as additional debt service on completed facilities projects, some increased operating costs for new facilities, and funding for capital renewal projects underway or planned shortly (about \$5M total).
- Strategic cost increases to create revenue growth through enrollment, meet strategic goals in academic program development, and create efficiencies (and long-term cost savings) in service and support operations. There are specific investments proposed for enrollment management and information technology and a placeholder of \$1.1M for other investments given the significant number of requests for funding of programs or personnel. The total planning amount for these increases is \$2.8M

Costs for growth in staffing to support growth in Ecampus enrollments would come from revenues associated with that enrollment growth. Details on the cost and revenue assumptions used in considering rate recommendations are included in Appendix E.

The committee discussed its recommendations for rate changes with particular emphasis on developing a consistent approach to recommending tuition rates. That discussion led to a set of guidelines for how to decide on appropriate tuition rates and recommends assuming that:

- The Board policy of expecting tuition increases in the range of 2% to 5%, barring extreme financial change, would continue.
- Tuition for continuing students (for all campuses, residencies and modalities) increases at no more than the estimated rate of inflation, based on a weighted average across spending categories.
- Tuition for students matriculating in the next academic year would increase at a slightly greater rate (for initial planning, an additional percentage point, but ultimately set with close attention to markets) than continuing students.
- Rates would comprise an instructional charge for all students, a distance education fee for Ecampus courses, and a campus charge for non-resident students.
- Differential tuition charges above base tuition and the distance education fee would be increased at the rate for continuing students (unless a unit asks for no change) so that the charges are the same across all cohorts. Only base tuition charges would vary by cohort.
- The additional increase for incoming students would be monitored to make sure rates were appropriate and competitive relative to peer institutions.
- Graduate and professional tuition will be charged on a program-by-program basis consistent with program costs, peer comparisons, and market analyses.
- Summer tuition would be set at one rate corresponding to rates for incoming students with a single rate for resident and non-resident students in all cohorts.

The goals of the proposed approach are to:

- Provide more predictability in tuition rates for students who have committed to OSU.
- Make the structure of tuition clearer for students.
- Align tuition and fee charges with the campus students are primarily using.
- Make the annual tuition-setting process more transparent and simpler to reduce the time spent on the issue each year and allow more time for campus discussion.
- Provide sufficient flexibility for OSU to continue to improve academic and support services and to manage through unexpected financial downturns.

The UBC discusses and recommends a set of scenarios for undergraduate tuition rates as standard practice as shown in Table 1. The scenarios frame choices that will have to be made at different levels of tuition, and help assess the impact on the overall E&G budget (a projected budget surplus or deficit), the percentage increases and dollar increases to resident and non-resident undergraduates, and the projected increases in institutional financial aid (Table 1). The projected enrollment for next year helps reduce some of the pressure on tuition rates for 2022-23 and provide near balanced budgets for Corvallis E&G operations.

The consensus of the committee was that a tuition increase a bit less than inflationary costs for continuing students (3.0% or Scenario B in Table 1) was reasonable to maintain access to programs and services. This recognizes a positive enrollment forecast and continuing impacts of the pandemic on students. An increase of 3.0% plus one percentage point for new undergraduate students would provide some resources to help cover other costs, but the bulk of those would have to be covered by revenue growth from enrollment or by redirecting resources from other areas. The UBC felt that increase for new students was reasonable given the planned increase in institutional financial aid and OSU's position in the higher education market.

The committee spent significant time discussing whether tuition and incidental fees should be charged on the basis of the student's primary campus, rather than by mode of delivery. This question was raised because of the increasing use of Ecampus courses by campus-based students in Bend and Corvallis. Ecampus courses are more expensive for resident students, (an issue if they have to take that course because there is no campus equivalent) but are much less expensive for non-resident students. This erodes the non-resident tuition charge that is intended to help support the infrastructure of OSU's physical campuses. It also reduces (by 1% to 2% overall) the incidental fees collected from campus-based students as the fees are slightly prorated on lower credit hour loads and are charged only on campus-based credits.

The UBC felt these were issues that should be addressed but recognized such an approach raised its own issues. Most importantly, how OSU charges tuition should advance the goal of allowing students to easily move between modalities and locations easily so OSU "meets them where they are" and be fair and consistent as possible. To be effective, a campus-based charge approach requires that it is fairly straightforward to change campus designations (so students can shift modalities). It is currently a very simple process to change campus but as the Registrar's staff explored this it became clearer that to date it is really easy because it has not really mattered. There is no oversight or checking and no system to readily check every student's campus code against their mix of courses. If we started to charge by campus, it is very likely that non-resident students would find that changing their campus code to Ecampus produced a substantial savings for them. Monitoring that would require a significant change in process and might significantly complicate making that change for students. We would have to consider, as well, how to manage Ecampus or Portland Center students who wanted to mix one or two campus-based classes into their schedule of largely Ecampus courses (analogous to how campus students can use Ecampus courses).

Given these complexities, UBC is continuing discussions on this issue and exploring alternate approaches to addressing the concerns. Recommendations will be part of the committee's final report for the year.

Comments and context on each of the major rate recommendations are included in the next sections.

Discussion of Recommendations:

Tuition and mandatory fees

The tuition rate recommendations endorsed by a consensus of UBC for all rates are listed in Tables 2, 3 and 4. Tables showing tuition by credit hour load for all majors will be available to students after approval of final rates by the Board. Note that for tuition OSU has rounded amounts to the nearest whole dollar after the application of a percentage rate increase.

Undergraduate base tuition has been presented to the Board in a scenario format in each of the previous five years, assuming various tuition increases (Table 1) and projections of other revenue and expense changes. The committee endorsed the approach of standardizing undergraduate tuition on a cohort model with all continuing students (for all campuses, residencies and modalities) seeing increases at no more than the estimated rate of inflation, based on a weighted average across spending categories. Tuition for students matriculating in the next academic year would increase at a slightly greater rate (for initial planning, an additional percentage point, but ultimately set with close attention to markets) than continuing students. The consensus recommendation is for a 3.0% increase for continuing students (the estimated inflation rate) and 4.0% for most new undergraduate students (the 3.0% plus one percentage point). Rates for new undergraduate students at Cascades would increase 5.64% to match rates for incoming Corvallis students. Undergraduate tuition rates at Corvallis and Cascades would match for cohorts beginning in 2022-23. Rates for new undergraduate Ecampus students would only increase 3.5% instead of 4% to maintain a more appropriate place in the market.

Undergraduate differential tuition rates are recommended to increase at the rate for continuing students unless a unit requests no increase if they felt the increase would put the rates for their programs too high. Honors requested no increase next year. Differential rates are the same for all cohorts. Rates for Engineering, Forestry, Liberal Arts, Business, and Computer Science online programs in Engineering are recommended to increase as shown in Table 3. A new differential charge has been requested by the College of Agricultural Sciences. The UBC is still evaluating that proposal and will provide a follow-up on its recommendation shortly.

Graduate base tuition is recommended to increase 0% for resident students and 3.5% for non-resident students. Resident graduate tuition is at the high side of peer rates and will keep campus and Ecampus programs more competitive. This would also reduce cost increases for departments and grants supporting graduate assistants. Rates for non-residents are near the median for peers and an inflationary increase is appropriate.

Graduate differential tuition rates will also increase by the recommended rate for the respective graduate students. In Engineering as differential charges are kept the same for residents and non-residents and there is no increase. The Master of Public Health asked for no increase in rates as did the MBA and MSB programs in the College of Business. Ecampus differential rates follow recommendations for resident graduate students and are held flat.

Professional program tuition for the PharmD, DVM, and professional degrees at Cascades are recommended to increase from 0% to 4% depending on the program (see Table 4). These rates were recommended by the particular programs after discussions with their students, an assessment of peer and market tuition rates, and an evaluation of demand for the programs. The DVM degree would increase at 3.5% and the PharmD program at 3.5%. The DPT degree at Cascades would increase 3.5% for residents and non-residents. Rates for the other professional programs at Cascades (MAT, Master of Counseling, MFA) would not increase.

Ecampus tuition rates generally follow recommendations for resident students and are recommended to increase 3.0% for continuing undergraduate and 3.5% for new undergraduates as noted above. Graduate rates would be held flat. Differential tuition rates would be set as shown in Table 3. These rates were reviewed by Ecampus leadership to make sure they were consistent with market position..

Summer tuition rates for undergraduate and graduate students are recommended to match academic year resident per credit hour rates for the incoming cohort of resident students at the respective campuses. There is no differentiation between residents and non-residents for undergraduate and most graduate programs in the summer. Summer tuition is charged by the credit hour for most programs.

Health fees at both Cascades and Corvallis were reviewed by the UBC. Cascades is developing their health services program as enrollment grows and an increase of \$40 per quarter (67.8%) is recommended to support expanded services. While this is a large increase at face value, it reflects expanding services that have to grow as the student population grows. This also permanently funds two staff positions that had been supported by grant funds through the current year. An increase of 5% (\$20.30 per year) for Student Health Services (SHS) at Corvallis is recommended. Costs for SHS are growing faster than inflation (and in fact faster than 5%, largely because of pressure on salaries for medical professionals), but the recommendation for this year is to use some fund balance and complete a comprehensive review of needs as the pandemic wanes. Counseling and Psychological Services in Corvallis is also recommended for a 5% increase. The 5% increases this year were not based on detailed proposals from the two units. Given the time demands both groups have faced in responding to the pandemic, particularly the winter spike in cases, the UBC discussed with leadership recommending a common placeholder amount of 5% for SHS and CAPS this year in lieu of requiring a detailed proposal for a fee change. Both units believe this will be sufficient to maintain current services for the next fiscal year, but will not address any needed expansions of service. It is likely that assessments of health services after the pandemic will inform recommendations about how new (and current) services should be structured and expanded for next year's fee discussion.

Other fees include the student building loan/debt fee and matriculation fee. No increase is proposed for the matriculation fee. The student building loan/debt fee supports debt service used to build, repair, or renew student services buildings (such as the Memorial Union or Dixon Recreation Center). The fee has not been increased in over 20 years and there is a significant need for repair and improvements of these facilities over the next ten years. The UBC recommends a \$2 increase to the fee this year (to \$47 per quarter). It also recommends considering a potential increase over the four succeeding years to \$55 per quarter pending the completion of a detailed plan for capital renewal and construction identifying the needed borrowing capacity after considering existing capacity and available resources.

At the recommended undergraduate tuition rate increase of 3.0% for continuing students and 4.0% for most new students (Scenario B in Table 1), the average base tuition and mandatory fee increase for resident undergraduate students would be 3.20% in Corvallis, 3.11% in Bend, and 3.24% for Ecampus. The rate across all OSU resident undergraduates would average 3.21%.

Other projected rate changes:

Tuition and mandatory fees are only part of the cost of attendance for students. Student incidental fees and housing and dining rates are the other major costs that are set by the university.

Student incidental fees are recommended to you for referral to the Board by the ASOSU and ASCC student governments based on recommendations from student-led committees and approval by the respective student government legislatures. Recommendations for incidental fee increases are likely to be 5.76% (\$26.22 per quarter which also eliminates most summer incidental fees) for Corvallis. The increases address issues of cost inflation but also include at Corvallis funding for Memorial Union's deferred maintenance programs, increased focus on basic needs and wellness of students including increased support for food insecurity and childcare assistance. Discussions on incidental fees at Cascades are still under discussion.

Housing and dining rates include a variety of room and meal plans that vary between campuses. On average, however, housing and dining rates for Corvallis are projected to increase in the 4% to 8% range, depending on FY22 occupancy and operational costs coming out of the pandemic. Final rate discussions are still pending.

Appendix B

Membership and meeting schedule of the University Budget Committee

2021-22 University Budget Committee

- Alison Johnston – Associate Professor, School of Public Policy; OSU Faculty– UBC Chair
- Sherm Bloomer – Associate Vice President, Budget and Resource Planning
- Jon Boeckenstedt – Vice Provost, Enrollment Management
- Frank Chaplen – Associate Professor; Agricultural Sciences, Faculty Senate Budget & Fiscal Planning Committee Chair
- Jessica Dupont – Exec. Director, Market Development & Student Experience, Ecampus; OSU Faculty
- Lisa Gaines – Director, Institute for Natural Resources
- John Gremmels –Capital Planning & Development; Infrastructure Working Group
- Shaun Bromagem – Financial Planning Manager, College of Engineering
- Terri Libert – Director of Business Services and Analytics, OSU-Cascades
- Staci Simonich – Executive Associate Dean, College of Agricultural Sciences
- Nicole von Germeten, Professor, School of History, Philosophy, and Religion, College of Liberal Arts
- Tim Carroll – Dean, College of Business
- Muhammad Aatir Khan, ASOSU, Student Fee Committee Chair
- Islam Elwefati , ASCC, Vice President
- Joe Page – ASOSU Speaker of the House, Student at Large
- Aiman Khan – Student at Large
- Zackery Allen, Graduate Student
- Lilly Butler – Student at Large

Fall and Winter Meeting Schedule:

November 5th
November 19th
December 3rd
January 7th
January 21st
February 4th
February 18th
March 4th
April 1st

Appendix C
Minority reports

ORS 352.102 requires that the written report must include any minority report requested by a member of the advisory body.

There were no minority reports requested.

Appendix D

Materials provided

ORS 352.102 requires that the written report must include “any documents produced or received by the advisory body under subsections (4) and (5)”. The full set of materials provided to the UBC as well as meeting notes are available at <https://fa.oregonstate.edu/budget/university-budget-committee/ubc-meeting-schedule> .

Subsection (4) says these materials include a plan for how the governing board and the public university’s administration are managing costs on an ongoing basis and a plan for how resident tuition and mandatory enrollment fees could be decreased if the public university receives more moneys from the state than anticipated. A summary of some of the key information follows in Appendix E.

The University Budget Committee (UBC) reviewed details of the drivers of cost increases and projections for costs and revenues for the E&G budget. A short summary of revenue and cost projections, as well as cost management practices, follows in Appendix E.

Subsection (5) says that “ Before making a recommendation to the president of the university that resident tuition and mandatory enrollment fees should be increased by more than five percent annually, the advisory body must document its consideration of: (a) The impact of the resident tuition and mandatory enrollment fees that the advisory body intends to recommend to the president of the public university on: (A) Students at the public university, with an emphasis on historically underserved students, as defined by the public university; and (B) The mission of the public university, as described by the mission statement adopted under ORS 352.089; and (b) Alternative scenarios that involve smaller increases in resident tuition and mandatory enrollment fees than the advisory body intends to recommend to the president of the public university.

The UBC recommendation is for an aggregate undergraduate resident tuition and mandatory fee increase of 3.25% (3.20% Corvallis, 4.54% Cascades, 3.18% Ecampus). The committee did not consider a scenario with an increase over 5% for resident undergraduate tuition³. However, the committee’s discussions do include consideration of the impact of tuition increases, additions to financial aid, and alternative strategies to tuition increases.

³ The tuition rate for incoming new students at Cascades would increase 4.91% from rates for the 2021-22 cohort to align with Corvallis rates with a weighted average of 3.51%. With the health fee increase the tuition and mandatory fee rates for incoming new students would increase 5.87% but the weighted average across all resident students is 4.54%.

APPENDIX E

Costs and Cost Management Discussion Overview

University Budget Committee

2022-23 Academic Year Discussions

Summary of costs and cost management strategies

The University Budget Committee (UBC) began its discussions with a review of cost drivers and cost estimates for the 2022-23 fiscal year. The cost drivers and estimates have been revised regularly as conditions have changed. The principal pieces of those estimates include reviews of enrollment and cost and revenue projections.

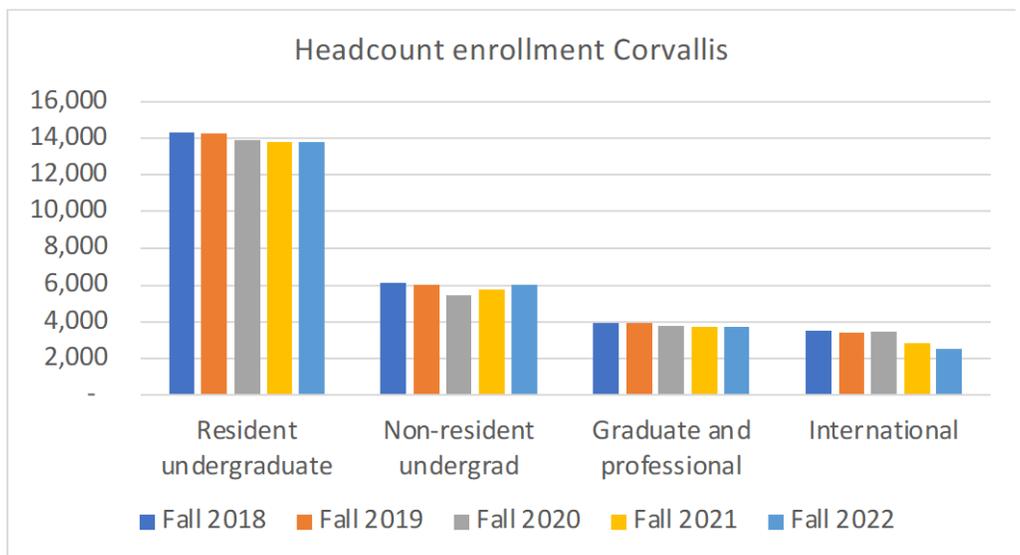
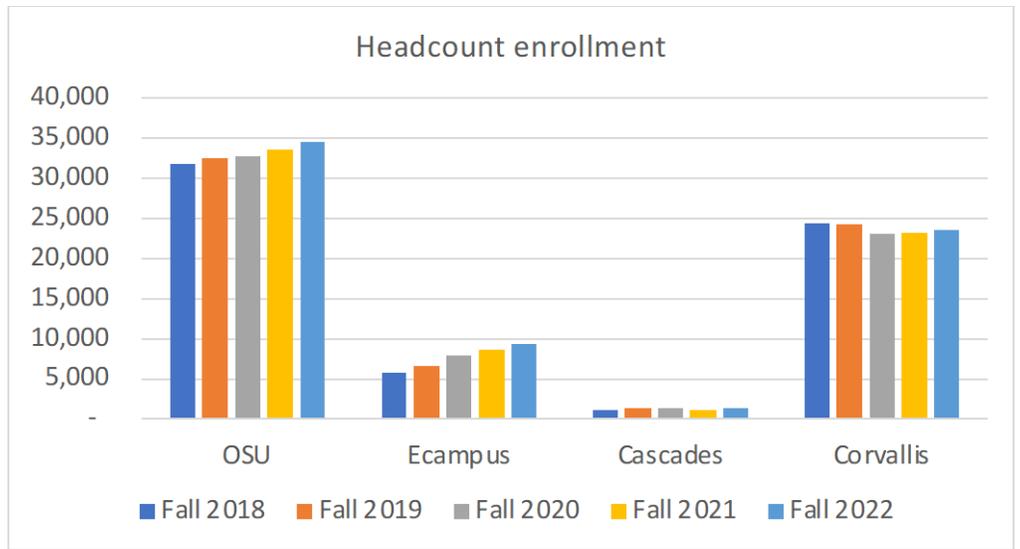
Enrollment Forecast

The enrollment forecast for FY2023 assumes historical progression rates, new student class sizes similar to those that matriculated this year, and slowing, though still significant, growth rates in Ecampus credit hours.

Figure E1: Enrollment trends projected through FY23.

Graduate and professional enrollments are projected to be flat (Figure E1). The forecast is conservative with regard to international enrollments, assuming no significant improvement. The forecast assumes continued growth in

tuition waivers of about \$11M, which will help improve undergraduate enrollment, student retention, and net positive tuition revenue earnings.



At present the revenue forecast (by headcount) assumes growth of 8% in Ecampus; 5% at OSU-Cascades; an increase of 1% at Corvallis, which includes flat enrollment in resident undergraduates; 4% growth in non-resident undergraduates (almost all in U.S. non-residents); and flat graduate enrollments. These estimates will be updated regularly as enrollment and recruitment proceed for next year. The revenue balances in Table 1 reflect these assumptions.

State Funding Outlook

Oregon budgets on a biennial basis and the 2022-23 fiscal year will be the second year of the current biennium. The biennial legislative appropriations for the seven public universities (as for most state agencies) are distributed 49% in the first year and 51% in the second. This amounts to a 4.1% increase in the second year of the biennium. There are no major adjustments anticipated in that budget increase, given current state economic forecasts.

Expense Projections

Expense projections for 2022-23 include four kinds of cost increases. Inflationary escalation is estimated from known or estimated rates of salary, benefit, and supplies and services increases (Table E1). The weighted average estimate for inflation on E&G operations is 3.5%, nearly 80% of which is from increases in personnel costs.

Table E1. Components of the calculation of inflation (or continuing service level increases) for FY23 for Corvallis Education and General funds (the same rate is assumed for other E&G operations).

Cost Category:	Average % of total spend	Expected rate increase	Weight contribution to total
Unclassified Salary & Pay	38.0%	3.50%	1.33%
Unclassified OPE	19.2%	3.87%	0.74%
Classified Salary & Pay	7.1%	4.50%	0.32%
Classified OPE	4.6%	4.16%	0.19%
Graduate & Student Pay	5.1%	2.00%	0.10%
Graduate Fee Remissions	2.9%	2.00%	0.06%
Graduate & Student OPE	0.9%	4.00%	0.04%
Services, Supplies, Capital	21.1%	3.50%	0.74%
Other Salary Costs	1.0%	2.00%	0.02%
Estimated inflation increase FY22 to FY23 for E&G:			3.54%

There are some costs assumed for growth to accommodate rebounding enrollment in Corvallis and enrollment growth in Ecampus and at Cascades. The increases for growth are relatively modest.

There are also some areas where additional costs are expected outside of inflation and growth. A large increase, on the order of \$1.5M, in insurance premiums is expected (as has been the case the last two years), as well as additional debt service on completed facilities projects, some increased

operating costs for new facilities, and funding for capital renewal projects underway or planned shortly (about \$5M total).

Finally, there are areas where some new investments are important to create revenue growth through enrollment, meet strategic goals in academic program development, and create efficiencies (and long-term cost savings) in service and support operations. There are specific investments proposed for enrollment management and information technology. There are assumed placeholders of \$1.1M (Initiatives 2 and 3 in Table 2), given the significant number of requests for funding of programs or personnel.

The specific amounts in Tables E1 and E2 are for the Corvallis campus. OSU-Cascades and the Statewide Public Services (SWPS) will see the same inflationary increases and face the same uncertainties in forecasting. OSU-Cascades will see additional cost increases for growth as the campus grows and additional staff and programs are added. Growth in specific programs in the SWPS will be contingent on legislative commitments and the need to balance continuing service level costs with new commitments.

Budget Scenarios

Table E2 shows an estimate of Corvallis E&G revenues and expenses for FY23 using the assumptions noted above and rates in Tables 2 to 4. (Note that Table uses Scenario B in Table 1.) The forecast includes an assumption of an additional \$11M in tuition waivers (institutionally funded scholarships) to students. The additional tuition waivers will be used to increase enrollment of Pell-eligible Oregon residents and non-resident students participating in the Western Undergraduate Exchange. That enrollment growth is expected to offset the cost of the waivers and yield additional net revenue. The focus in the tables is on Corvallis E&G, as that budget supports the foundational services (infrastructure, faculty, business operations) that enable most of the other work of the university.

The estimated surpluses or deficits between revenues and expenses shown in Table 3 are for planning purposes. These scenarios identify the general size of gaps (likely have \$2-3M ranges in accuracy) and help inform decisions about budget commitments, hiring plans, and expense management.

Table E2: Preliminary estimates of revenue and expense for Corvallis Education and General budget. Table shows FY21 actuals, FY22 current estimates, rate changes and growth assumptions for each category, and the calculated FY23 projection. The new cost commitments include things that are obligatory (new building operations, insurance, and capital renewal funding, as projects have started) and things that could be deferred but that are strategically important (investments in enrollment management and information technology, as well as proposals for human resources, research support, and program initiatives in academic colleges).

Projected Costs	576,190,922	615,818,380			649,895,102
Projected Revenues	624,155,447	620,549,852			651,329,854
Balance	47,964,525	4,731,472			1,434,752
Balance as percentage		0.8%			0.2%
	FY21 Actuals	FY22 Q1	Inflation/ Rate Change	Growth	FY23 Preliminary Projection
Cost Projections:					
Faculty and Staff Salaries	266,362,902	279,768,257	3.7%	0.8%	292,137,162
Faculty and staff benefits	136,376,272	145,688,145	2.9%	0.4%	150,978,567
Grad assistant & student salary	29,930,077	31,196,791	2.0%	1.5%	32,298,038
Grad assistant & student benefits	24,043,389	23,063,070	2.5%	1.5%	23,903,428
Supplies, services, other:	112,074,295	130,682,739	3.5%	0.5%	135,858,529
Total Direct Expenditures:	568,786,935	610,399,002			635,175,724
Net transfers out:	7,403,987	5,419,378			5,419,378
Total Expenditures	576,190,922	615,818,380			640,595,102
Revenue Projections					
Tuition					
Undergraduate	221,137,170	220,116,905	4.1%	1.2%	232,579,423
Graduate and Professional	64,202,181	62,479,022	2.5%	0.4%	63,760,266
Ecampus	144,359,481	164,844,387	4.1%	8.4%	184,820,427
Other tuition and fees	18,547,594	18,980,600	3.5%	-0.8%	19,337,644
Tuition waivers	(58,447,333)	(69,000,000)		16.0%	(80,040,000)
State funding	153,061,508	148,349,951		4.1%	154,355,441
Indirect cost recovery	43,295,958	41,472,000		2.0%	42,301,440
Other	37,998,888	33,306,987		2.0%	34,215,212
Total Revenues	624,155,447	620,549,852			651,329,854
New commitments:					9,300,000
New building operations					1,000,000
Insurance increment					1,500,000
Incremental capital renewal funding					1,500,000
Incremental debt service					2,500,000
Enrollment management					700,000
Information technology					1,000,000
Initiative 2					500,000
Initiative 3					600,000

Cost Management Strategies⁴

Over the last 11 years OSU has moved from an environment of robust enrollment growth to one with much slower or declining (for Corvallis) growth. This has led to expense reductions in each of the last three fiscal years. While we often talk about these as “budget cuts” these are really expense reductions as both revenue and expense have continued to grow, the former just more slowly than the latter.

Figure 1: Corvallis E&G revenue and expense growth (including net transfer out expenses). When we talk about budget cuts we are usually talking about slowing expense growth not reducing total overall spending year over year.

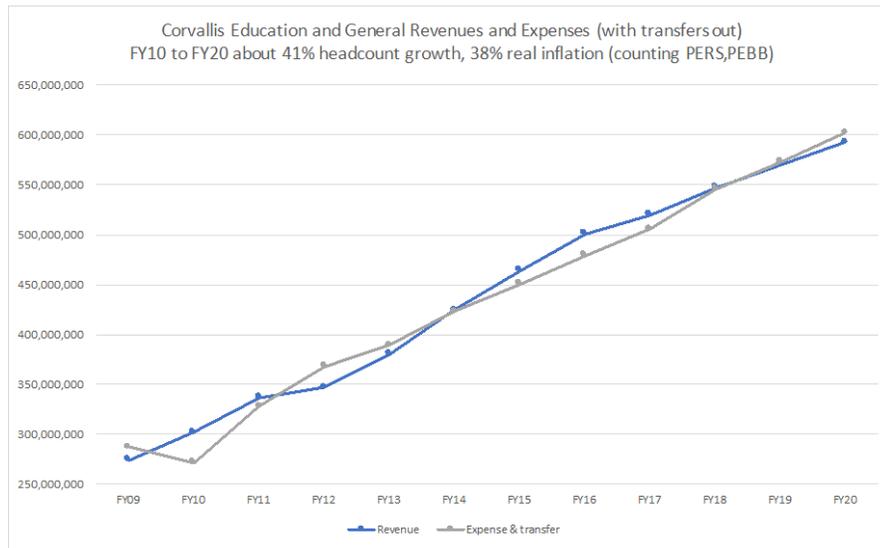
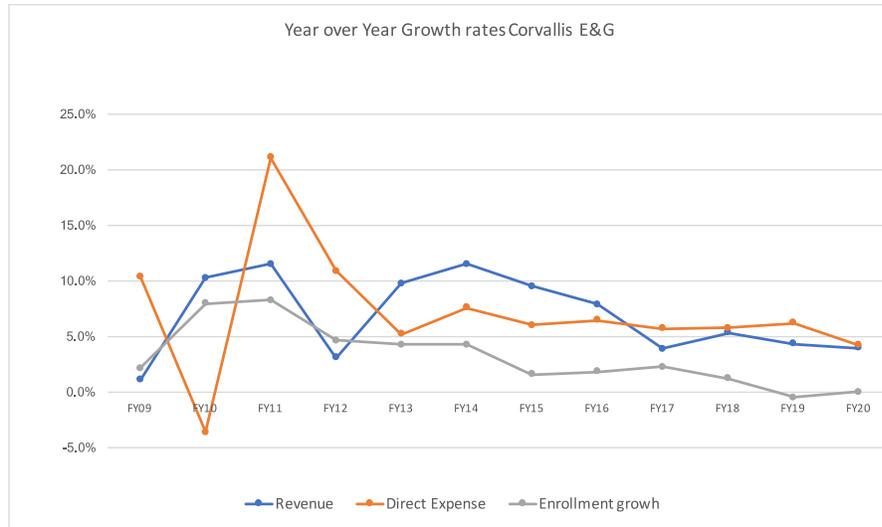


Figure 2: The year-over-year rates of growth of revenue, expense (here direct expense without transfers), and enrollment illustrate the pressures on the net budget position. The odd large rate increases in expenses in FY11 and FY12 were due to spending Federal stimulus funds.

⁴ We have not updated this section given the very unusual cost an revenue structures in 2020-21. We will update it for next year’s version.



The practical consequences of these trends for the Corvallis E&G budget have been expense reductions of about \$20M (\$7.6M from central resources) in 2017-18, \$7.5M in 2018-19 (taken as a mid-year rescission), and about \$14M in 2019-2020. In 2020-21, units started the year managing a planned reduction in expenses of about \$49M because of the pandemic.

The university monitors and reviews costs both at the Board level and through university leadership at all levels. Those include:

Board of Trustees:

- Annual approval of budgets for all funds, which requires a review of overall expenditures, projected fund balance, and strategies for cost reductions or investments of new state funding
- Quarterly management reports assessing trajectories of actual revenues and expenses to budget, with an assessment of the reasons for changes outside set tolerances
- Review of a ten-year business forecast every two years to consider long-term trajectories for tuition, enrollments, expenditures, other revenues, and financial metrics.
- Periodic assessment of PERS liabilities and alternatives to the increasing costs of those liabilities.
- Tuition policy that states the board expects that “annual tuition rate increases will be between 2 and 5 percent” which acknowledges expense reduction will be a regular, necessary part of budget planning, as state funding and enrollment growth often will not keep up with inflationary cost growth at those tuition increases.

University Leadership:

- Maintain an annual budget development process that looks three years out and assesses relative needs and priorities across units.
- Manage a system with highly distributed budget authority (deans and senior leaders have a budget with the charge to carry out the unit mission within the allocated resources. Units have significant authority over how to use those funds).
- Periodically assess cost budget growth rates by categories and units over five-year spans to guide decisions about budget reductions or new investments
- Participating in cost benchmarking with ABC Insights, a cost benchmarking consortium that provides comparisons of costs for various kinds of services (payroll, IT, etc.) for peer

institutions including the University of Oregon, University of Texas, University of North Carolina and others.

- Assess salary levels relative to peer institutions for most professional faculty (classification-compensation structure) and leadership positions to make sure salaries are appropriate to market and job.
- Implemented \$20M of expense reductions for the 2018-19 academic year and \$7.2M in January of 2019 to adjust to declining enrollments and increased PERS costs. FY20 reductions will total about \$14M in strategic allocations, services and supplies spending, and personnel expenses. FY21 reductions included planning for about \$49M in Corvallis E&G reductions.
- In these reductions have distributed a larger proportion of reductions (as a percent of budget) to service and administrative units.
- Periodically identify areas for cost-reduction strategies (BennyBuy eprocurement, BennyHire process revision for hiring students, copier contracts, efficacy of custodial contracts, utilities strategies, insurance options, etc.)
- Are working to initiate a zero-based budget review of expenses for service, support and management areas as well as productivity benchmarks for academic units.

Employee Benefit Costs

The benefits paid to employees are referred to at OSU as “Other Payroll Expenses” or OPE. They include health insurance, retirement, social security and Medicare, as well as costs for unemployment and other benefits. The tables below shows the components of those benefits (top table), how they translate to a percentage of salary (middle table), and the distribution of employees across the various retirement plans.

The state requires that OSU use the state’s retirement plans (administered by the Public Employees Retirement System or PERS) and health plans (administered by the Public Employees Benefit Board or PEBB). You may here PERS used as shorthand for retirement costs or programs and PEBB used as shorthand for health costs or programs. The rates OSU is charged for both are set by the respective state programs.

Components of Benefits Costs at OSU				
	FY20	FY21	FY22	FY23
% of Salary Components				
Social Security	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%
Unemployment	0.10%	0.10%	0.10%	0.10%
SAIF	0.31%	0.31%	0.31%	0.31%
Average Retirement	25.22%	25.05%	26.46%	26.46%
Total	33.28%	33.11%	34.52%	34.52%
Fixed charge components				
Health insurance	17,126.00	17,935.00	18,450.00	19,188.00
Total	17,126.00	17,935.00	18,450.00	19,188.00

Illustration of Costs at Different Salary Levels				
	FY20	FY21	FY22	FY22
Annual 12-month Salary	Benefits as %:	Benefits as %:	Benefits as %:	Benefits as %:
\$30,000	90.4%	92.9%	96.0%	98.5%
\$47,000	69.7%	71.3%	73.8%	75.3%
\$82,000	54.2%	55.0%	57.0%	57.9%
\$110,000	48.8%	49.4%	51.3%	52.0%
	Benefits as \$:	Benefits as \$:	Benefits as \$:	Benefits as \$:
\$30,000	\$27,110	\$27,868	\$28,806	\$29,544
\$47,000	\$32,768	\$33,497	\$34,674	\$35,412
\$82,000	\$44,416	\$45,085	\$46,756	\$47,494
\$110,000	\$53,734	\$54,356	\$56,422	\$57,160

Annual salary	Benefit Increase year over year		
	FY20 to FY21	FY21 to FY22	FY22 to FY23
\$30,000	2.8%	3.4%	2.6%
\$47,000	2.2%	3.5%	2.1%
\$82,000	1.5%	3.7%	1.6%
\$110,000	1.2%	3.8%	1.3%