



Middle Tennessee State University Finance and Personnel Committee

1:30pm CDT
Tuesday
May 9, 2017

President's Conference Room
Cope Administration Building
1301 East Main St.
Murfreesboro, Tennessee 37132



**Middle Tennessee State University
Finance and Personnel Committee**

Tuesday, May 9, 2017 – 1:30pm

ORDER OF BUSINESS

Call to Order

Roll Call

Remarks by Board Chairperson / President

Action items

1. Consideration of Maintenance Fees and Tuition
2. Consideration of Mandatory and Non-Mandatory Fees..... Tab 1

Information and Discussion Items

1. Compensation
 - a. President Emeritus Contract for Dr. Sam Ingram..... Tab 2
 - b. Executive Member Salary Recommendation Tab 3
 - c. Review of Compensation Plan Revision Tab 4
 - d. Overview of Salary Pool Allocation Methodology..... Tab 5
2. Estimated 2016-17 and Proposed 2017-18 Operating Budgets Tab 6
 - a. Overview by Revenue Sources
 - b. Overview by Functional and Natural Expense Classifications

Other Business

Adjourn



**Middle Tennessee State University
Finance and Personnel Committee**

Tuesday, May 9, 2017 – 1:30pm

Tab 1

**Consideration of Mandatory and
Non-Mandatory Fees**

Middle Tennessee State University
Executive Summary of Proposed Fee Increases for FY 2017-18

Description	Current	Proposed	Increase	Student Exposure to Proposal	Prior Increase	Revenue Generated	Justification	Recommendation
Mandatory Fees								
1 Increase Athletic Fee	\$175	\$200	\$25	Fee increase approved by SGA Executive Committee on 11/28/2016	FY10-11 \$25	\$ 940,000	The Conference USA's adoption of providing athletic scholarships that provide funds to pay the full costs of attending college will have an effect on the athletic scholarship budget. The estimated annual cost will be \$400,000 - \$500,000, with some funds being provided in the first three years by the Conference to offset some of the cost. MTSU's adoption of providing full costs of attendance (COA) to athletes is critical in leveling the recruiting field. In addition, the rising cost of travel and other operating costs justifies an increase the Athletic Fee.	Support
2 Increase Parking	\$109	\$111	\$2	Fee increase approved by SGA Executive Committee on 11/28/2016	FY16-17 \$2	\$ 70,000	Parking Services is a 100% auxiliary enterprise operation and is totally dependent on the Parking fee for its shuttle services for students, utilities and maintenance cost of the Parking office and shuttle buses, and various parking lot, campus lighting, and sidewalk maintenance projects. The \$2 increase is also needed for mandatory salary and benefit increases.	Support
3 Increase Health Services	\$83.50	\$85.50	\$2	Fee increase approved by SGA Executive Committee on 11/28/2016	FY16-17 \$2	\$ 70,000	Student Health Services is a 100% auxiliary enterprise operation and is totally dependent on the Student Health Services fee for its services to students and operations and its portion of the shared capital cost (with Campus Recreation) for the 202,000 square foot building. The \$2 increase is needed for: required salary and benefit increases, inflationary cost of software support and medical supplies, and overhead increases.	Support
4 Increase Recreation Center	\$55	\$57	\$2	Fee increase approved by SGA Executive Committee on 11/28/2016	FY16-17 \$2	\$ 70,000	Campus Recreation is a 100% auxiliary enterprise operation and is totally dependent on the Recreation Center fee for its services to students and operations and its portion of the shared capital cost (with Student Health) for the 202,000 square foot building. The \$2 increase is needed for salary increases, benefit increases, and to cover inflationary costs of recreational programs and services provided to the student body.	Support
5 Increase Student Government Activities	\$35	\$40	\$5	Fee increase approved by SGA in 2014	FY16-17 \$10	\$ 190,000	In 2014, SGA Resolution 2-13-F proposed increasing the fee by \$5 per semester for four consecutive years to a total of \$40 per semester. The new funds will be used to fund student organization activities, student programming, SGA operations, bringing distinguished lecturers and big events to campus, and support for sports clubs. These funds are managed by the SGA. This is the final year of the previously approved increase.	Support
Total Program Services Fee	\$840	\$876	\$36			<u><u>\$ 1,340,000</u></u>		

Middle Tennessee State University
Executive Summary of Proposed Fee Increases for FY 2017-18

Description	Current	Proposed	Increase	Prior Increase	Revenue Generated	Justification	Recommendation
Non-Mandatory Fees							
1 CIM-MBA	\$39,000/10 wk session	\$25,000/10 wk session	-\$14,000/10 wk session	FY13-14 new	\$ (84,000)	A reduction is recommended to put the program more in line with other MBA programs. This concentration is specifically designed for executives in the Concrete Industry.	Support
2 Chemistry Materials Fee	\$7.50/credit hour	\$10/credit hour	\$2.50/credit hour	FY11-12 \$2.50/credit hour	\$ 45,000	Expenses associated with instructional lab activities and consumable supplies, including gases and cryogenes, common solvents, and disposal of chemical waste has increased since FY11-12 when the fee was last increased. Also, add additional courses CHEM 3080, 3090, 4190, 4280, 4380, 5330, 5340, 5360, 5630, 6230, 6480, 6490, 6530, 6640, 6780. These additional courses are (1) typically taught alongside or even cross-listed with other courses that require the fee and are therefore equivalent and depend on the same materials; (2) materials-intensive lab courses that have been developed or re-activated since the materials fee went into effect; or (3) graduate level lab courses that are materials intensive and very similar to the undergraduate courses that already use the fee.	Support
3 Nursing Course Fee	\$35/credit hour	\$100/credit hour	\$65/credit hour	FY15-16 \$10/credit hour	\$ 200,215	The Nursing program is in high demand and the current fee is not sufficient to cover the high cost of updating/ maintaining equipment and software used in the eight campus labs, providing sufficient faculty, supporting Student Advisory Board functions, clinical partnership activities, a student clinical documents management system, clinical placement system fees, and pinning ceremonies. As more of the MSN program is moving toward online courses, additional faculty are needed to support the effort. Currently, with 28 faculty in the department, only 4 Clinical Track faculty and the Health Systems Manager are funded from this fee. Salaries and benefits are currently using 80% of the revenue generated. This leaves virtually no funding for the clinical lab supplies, equipment purchases, lab maintenance, faculty development, etc.	Support with a change - reduce to \$20/ credit hour increase for a new total of \$55/credit hour or \$200,215
4 Theatre and Dance Course Fee		\$15 / credit hour	\$15 / credit hour	NEW	\$ -	To support materials, instructional, and artistic support staff (accompanists, etc), equipment and technology for effective delivery of curricular program.	Do Not Support
5 Liberal Arts Course Fee		\$10 per course	\$10 per course	NEW	\$ -	To support training and professional development for instructors, encourage pedagogical innovation by all faculty, and create and maintain spaces that support innovation in the provision of courses, such as active learning spaces and informal learning spaces for students.	Do Not Support
6 Distance Education Fee - undergraduate	\$10/credit hour	\$30/credit hour	\$20/credit hour	FY07-08 \$10/credit hour			Support
7 Distance Education Fee - graduate	\$15/credit hour	\$30/credit hour	\$15/credit hour	FY07-08 \$15/credit hour	\$ 1,224,000	Raising the Distance Education Fee would allow the University College to further support departments' efforts to hire adequate faculty to meet student demand for online courses while also reducing reliance upon the online courses offered through the TN eCampus collaborative.	Support
8 Applied Music Fees	\$175/1 credit hour \$325/2 or 3 credit hours	\$190/1 credit hour \$340/2 or 3 credit hours	\$15/credit hour \$15/2 or 3 credit hours	FY08-09 \$25/credit hour	\$ 8,500	To support the rising costs in master classes, instrument purchases, and major repairs.	Support
Total Non-mandatory Fee Requests					<u><u>\$ 1,393,715</u></u>		

Middle Tennessee State University
Executive Summary of Proposed Fee Increases for FY 2017-18

Description	Current	Proposed	Increase	Prior Increase	Revenue Generated	Justification	Recommendation
Housing							
Scarlett Commons per semester	\$3,085	\$3,162	\$97	FY16-17 \$30	\$ 62,062	The proposed housing rates represent a 2.5% increase for Scarlett Commons and Womack Lane Apartments and a 3.0% increase for the dormitories to cover increasing utilities and maintenance costs, as well as mandated salary and benefit increases.	Support all Housing changes
Scarlett Commons-Summer	\$1,030	\$1,077	\$47	\$10			
Dormitories:							
Double Occupancy per semester	\$2,154	\$2,219	\$65	\$63	\$ 10,530		
Double Occupancy-Summer	\$377-\$1,637	\$388-\$1,686	\$11-\$49	\$11-\$49			
Single Occupancy per semester	\$3,065	\$3,162	\$97	\$90			
Single Occupancy-Summer	\$377-\$1,637	\$388-\$1,686	\$11-\$49	\$11-\$49			
Renovated Dormitories:							
Double Occupancy per semester	\$2,575	\$2,652	\$77	\$75	\$ 317,856		
Double Occupancy-Summer	\$469-\$2,031	\$483-\$2,093	\$14-\$62	\$30-\$59			
Single Occupancy per semester	\$3,065	\$3,162	\$97	\$90			
Single Occupancy-Summer	\$469-\$2,031	\$483-\$2,093	\$14-\$62	\$30-\$59			
Renovated Private per semester	\$3,085	\$3,162	\$77	\$90			
Womack Lane Apts.							
1 Bedroom per semester	\$3,085	\$3,262	\$177	\$90	\$ 64,456		
1 Bedroom-Summer	\$741-\$3,209	\$759-\$3,289	\$18-\$80	\$22-\$93			
2 Bedroom per semester	\$2,814-\$3,548	\$2,884-\$3,637	\$70-\$89	\$82-\$90			
2 Bedroom-Summer	\$741-\$3,209	\$759-\$3,289	\$18-\$80	\$22-\$93			
Daily/Conference dorm room, per person, double	\$25/night	\$30/night	\$5/night	FY16-17 \$5/night	\$ 250		
Conference dorm room, per person, double	\$100/week	\$120/233k	\$20/week	\$5/night	\$ 1,000		
Conference apartment, per person, double	\$180/week	\$200/week	\$20/week	\$12/week	\$ 160		



**Middle Tennessee State University
Finance and Personnel Committee**

Tuesday, May 9, 2017 – 1:30pm

Tab 2

President Emeritus Contract for
Dr. Sam Ingram



**Middle Tennessee State University
Board of Trustees**

MEETING: Finance and Personnel Committee

SUBJECT: [President Emeritus Contract](#)

DATE: May 9, 2017

PRESENTER: Alan Thomas

BACKGROUND INFORMATION:

TCA 8-36-714 establishes the statutory requirements for granting former presidents the title of "President Emeritus" and providing compensation for their services. The University currently has one President Emeritus, Dr. Sam H. Ingram.

Dr. Ingram was the sixth president of MTSU, serving from 1979 to 1989. Earlier in his career, he served as the Dean of Education at MTSU, then left to become the first president of Motlow State Community College in Tullahoma. Prior to his return to MTSU, Ingram served a four-year term as commissioner of the State Department of Education.

Attached for your review is a copy of TCA 8-36-714, which outlines the requirements for the status of president emeritus. Also attached is a copy of an agreement between the Board of Trustees and Dr. Ingram, as well as the form used to document the work performed.

This item is being provided for your information and discussion at this time. A completed contract and other documents will be presented for your approval at the May 22 Finance and Personnel Committee meeting.

Tenn. Code Ann. § 8-36-714

TENNESSEE CODE ANNOTATED
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*** CURRENT THROUGH THE 2011 REGULAR SESSION ***

Title 8 Public Officers And Employees
Chapter 36 Retirement Benefits
Part 7 Increased or Decreased Allowances

Tenn. Code Ann. § 8-36-714 (2012)

8-36-714. Requirements to be compensated as president emeritus -- Continued eligibility requirements -- Filing of agreement.

(a) The board of trustees of the University of Tennessee may grant to any former president of the University of Tennessee the title "president emeritus." The board of regents of the state university and community college system may also grant to any former president of any college or university governed by the board of regents a similar "emeritus" title. No former president shall receive any compensation or remuneration for holding the emeritus title, unless the following conditions are met:

(1) The remuneration is for time actually spent by the former president in performing services for the University or board of regents;

(2) An agreement is executed between the respective board and the former president which sets forth the duties to be performed by the former president;

(3) The agreement cannot exceed a term of one (1) year. The board of trustees of the University of Tennessee or the board of regents may enter into additional one-year agreements with the former president. No renewal agreement shall be entered into until the respective board reviews and is satisfied with the emeritus work performed by the former president. Any such renewal must be approved by an affirmative vote of a majority of the respective board;

(4) The former president must reside in the state of Tennessee at the time of the initial appointment and at the time of any subsequent appointment; and

(5) The former president shall not accrue any additional retirement credit as a result of such appointment.

(b) Notwithstanding any other law to the contrary, any former president receiving compensation or remuneration for holding the emeritus title pursuant to this section shall be eligible to continue drawing such person's retirement allowance; provided, that the former president does not work and is not compensated for more than one hundred twenty (120) days or the equivalent of one hundred twenty (120) days during the one-year appointment, or, if working as a teacher, for more than twenty-four (24) quarter credit hours or eighteen (18) semester credit hours during the one-year appointment. If the period exceeds that specified in this subsection (b), the former president's monthly retirement allowance shall be reduced in direct proportion thereto. The retirement system is authorized to obtain reimbursement for any retirement benefits overpaid as a result of any compensation being paid to a former president in excess of that permitted by this section. Such reimbursement may be made by deductions from the former president's monthly benefit.

(c) For each emeritus appointment for which compensation or remuneration will be paid, the board of trustees of the University of Tennessee and the board of regents shall be responsible

for filing the agreement with the retirement division which sets forth the name of the person holding the title, and the beginning and ending date of the appointment. The agreement shall be accompanied with documentation showing the amount of compensation to be paid to the person and the number of hours to be worked. The agreement and documentation shall be filed annually, if applicable, and signed by the former president acknowledging the conditions of the appointment. The board of trustees of the University of Tennessee and the board of regents shall further send written notice to the speaker of the senate, the speaker of the house of representatives, the chairs of the senate standing committees on education and on finance, ways, and means, the chairs of the standing committees on education and finance, ways and means of the house of representatives and the office of legislative budget analysis of each emeritus appointment for which compensation or remuneration will be paid.

HISTORY: Acts 2000, ch. 840, § 1; 2005, ch. 203, § 5; 2010, ch. 1030, § 9.

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MIDDLE TENNESSEE STATE UNIVERSITY

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Sam Ingram
2435 Tomahawk
Murfreesboro, TN 37129-6201

This is to confirm your part-time appointment to a position approved by the Board of Trustees as President Emeritus of Middle Tennessee State University for a period beginning July 1, 2017 at a monthly salary of \$1,496.42 subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, and the requirements and policies of Middle Tennessee State University.
2. The term of this agreement is July 1, 2017 to June 30, 2018. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Middle Tennessee State University Board of Trustees.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Legislative relations, state and local
 - ❖ Relations with community colleges
 - ❖ Work with alumni
 - ❖ Foundation Board Member
 - ❖ Assist President and staff with campus development, Foundation activity and fundraising.
 - ❖ Provide support in inter-institutional, governmental, legislative, and community relations.
 - ❖ Assist as needed with the completion of selected capital projects.
 - ❖ As requested, represent the President and the university at selected functions and professional meetings.
 - ❖ Recruit students and provide advice to prospective students and their parents.

President Emeritus Report 2016-2017

During this fiscal year, I performed the following functions (attached) for Middle Tennessee State University.

(Please type your report and attach it to this work sheet)

I spent at least _____ hours performing the work but less than 120 days.

President Emeritus

Date

I have reviewed the work of Dr. Sam Ingram for 2016-2017 and am satisfied that it was well performed.

President

Date

Chairman of the Board

Date



**Middle Tennessee State University
Finance and Personnel Committee**

Tuesday, May 9, 2017 – 1:30pm

Tab 3

Executive Member Salary Recommendation



**Middle Tennessee State University
Board of Trustees**

MEETING: Finance and Personnel Committee

SUBJECT: [Executive Member Salary Recommendation](#)

DATE: May 9, 2017

PRESENTER: Alan Thomas

BACKGROUND INFORMATION:

Policy 808 – Compensation Reporting and Approvals – requires all salary increases for Vice Presidents or other executives reporting directly to the President (including interim appointments) be approved by the Board of Trustees.

The attached proposed salary increase for Ms. Brenda Burkhart, Director of Audit and Consulting Services, falls under this approval requirement and is therefore being presented to the Finance and Personnel Committee.

Office of the President

Middle Tennessee State University
204 Cope Administration Building
Murfreesboro, Tennessee 37132
615-898-2622
FAX: 615-898-2507



May 2, 2017

To: Joey Jacobs, Chair
Middle Tennessee State University Board of Trustees Finance and Personnel Committee

Ms. Brenda Burkhart currently serves as the Director of Audit and Consulting Services and was just affirmed as the Chief Audit Executive for the University at the April 10, 2017 Board of Trustees meeting.

Ms. Brenda Burkhart has served as the Director of Audit and Consulting Service at Middle Tennessee State University (MTSU) since July 1987. She began employment at MTSU as the Internal Auditor in December 1986. Prior to that she was employed with the Comptroller of the Treasury, Division of State Audit for nearly 5 years.

While employed at the University, Ms. Burkhart has been involved with audits of numerous areas and departments on campus, as well as a key part of setting up many of the internal controls in place today. She is well respected by the campus community and departments welcome her assistance and knowledge when it comes to implementing new systems and controls. She has built an office and staff that campus departments have come to rely on when they see or experience problems. Departments do not fear calling Audit and Consulting Services as they know Ms. Burkhart and her staff will assist with any issues at hand. These proactive engagements across the University campus are also reflected in the University's external audit record during this time.

Ms. Burkhart's current salary is \$83,049. Her position is a pay grade 10 in our current pay plan, which has a minimum salary range of \$68,377 and a maximum of \$106,440. I am recommending a salary increase of \$17,000 for Ms. Burkhart effective July 1, 2017. Currently, she is one of the lowest paid of all Internal Auditors of the six public universities, as well as the University of Tennessee. With Ms. Burkhart's extensive audit experience, low salary as compared to other institutions, and the additional responsibilities to be undertaken with working with the Audit Committee of the Board, the proposed salary of \$100,049 appears to appropriately compensate Ms. Burkhart for the job she is performing for the University.

I respectfully request the approval of this recommendation by the Finance and Personnel Committee and the Board of Trustees.

Sincerely,

A handwritten signature in blue ink that reads "Sidney A. McPhee".

Sidney A. McPhee
President



**Middle Tennessee State University
Finance and Personnel Committee**

Tuesday, May 9, 2017 – 1:30pm

Tab 4

Review of Compensation Plan Revision



**Middle Tennessee State University
Board of Trustees**

MEETING: Finance and Personnel Committee
SUBJECT: [Compensation Plan Revisions](#)
DATE: May 9, 2017
PRESENTER: Alan Thomas

BACKGROUND INFORMATION:

Policy 808 – Compensation Reporting and Approvals – requires the Board of Trustees to approve any changes to Middle Tennessee State University’s Compensation Plan. Attached is the current compensation plan with proposed changes.

Under the current compensation plan, Human Resources can recommend a salary for new administrative and classified staff up to 90% of the midpoint of the hiring range. Any exceptions to the midpoint have to be approved by the Provost or Vice President of applicable Division.

Current pay grades within the compensation plan for administrative and classified staff are based on 2012 market data. Funding has not been available to update the pay grades to current market data since this time.

We are requesting approval to remove the 90% cap to the midpoint of the range due to the salary range amounts being based on the 2012 data. This will alleviate departments from requesting exceptions to the Vice President in order to recruit qualified individuals for vacancies. Exceptions above the midpoint will continue to require approval by the President.

Compensation Pay Plan Middle Tennessee State University

Faculty Market Study

In 2016, MTSU established a new list of 50 peer institutions for market salary purposes (See Appendix I). The original market study collected market data by discipline and rank from CUPA-HR using a peer grouping of approximately 37 institutions that are similar in scope and mission to MTSU. 22 of the original 37 peers are still included in the new peer list. The 28 additional peers were chosen based on participation in the CUPA 2014-15 Salary Study to add data stability. Carnegie Classification of Doctoral/Research Universities or Research Universities, Public Doctoral Granting Institutions, enrollment data and program mix were also used to select the new peers. 6 Master's Large Institutions were added for representation of Agribusiness/Agriscience and Aerospace Programs. AACSB data will be used for business disciplines not represented by CUPA data. Data is purchased from CUPA-HR and AACSB every three years. The data currently utilized is FY 14-15 data. The total number of peer institutions may fluctuate with any update period due to the voluntary nature of the data collection process.

The market salary study includes tenure-track and tenured faculty only. Faculty on temporary contracts are excluded.

Market data is updated every three years. Midpoint of the range represents the average (mean) salary provided by the CUPA-HR/AACSB salary study. A salary range (minimum to maximum) is established around the average salary by discipline by rank. The salary mean for each discipline and rank is established as midpoint of a salary range configured as follows:

Professor	65%
Associate	60%
Assistant	55%
Instructor	50%

Within the pay range for the rank for each discipline, equal weights are assigned to three variables important to salary differentiation (total years experience, total years in rank and highest degree). Application of the three factors multiplied by the weight factors developed by William M. Mercer, Inc. in 1993 calculates a range penetration factor. Each faculty member's equitable projected range penetration is calculated as the weighted average of relative standing on each variable, i.e., the range penetration factor is multiplied by the salary range to determine a predicted market salary for each faculty member. Predicted salary is capped at the midpoint of the range. Full professors with greater than 10 years at the full professor rank may progress beyond the midpoint.

Salary adjustments are calculated as the positive difference, if any, between current salary and projected market value. Implementation is planned incrementally over a three-year period to adjust the faculty member's current salary by one-third of the gap between predicted market salary and current year salary. Thus, the employee's salary would reach the CUPA-HR/AACSB average salary for a specific rank and discipline at the third year of implementation of market adjustments.

Faculty Promotion Awards

The award for promotion in rank is as follows:

Professor - \$7,500
Associate Professor - \$6,000
Assistant Professor - \$4,500

These increases are subject to the availability of funding in each fiscal year.

Faculty Salary Adjustments for Terminal Degree Completion

A \$2,000 base salary adjustment is provided to tenure and tenure-track faculty upon the completion of a terminal degree.

Executive Market Study

MTSU uses the same 50 peer institutions as noted above for all benchmarked executive positions from CUPA-HR. Market data is updated every three years. Midpoint of the range represents the average (mean) salary provided by the CUPA-HR salary study. A salary range (minimum to maximum) is established by using a formula established in the 1993 Mercer Study. The minimum is calculated by dividing the midpoint by 1.30. The maximum of the range is determined by multiplying the new minimum by 1.60. Subtracting the minimum from the maximum of the pay grade and dividing by 30 determines the range penetration factor. The formula assumes it takes an individual 30 years to reach the maximum of the range.

Each executive is given credit for total years of experience at MTSU and previous Administrative/Professional Experience. Taking the minimum of the salary pay grade and adding the range penetration factor for each year of experience calculates the predicted salary. Predicted salary is capped at midpoint of salary pay grade.

Salary adjustments are calculated as the positive difference, if any, between current salary and predicted salary. Implementation is planned incrementally over a three-year period to adjust the executive's current salary by one-third of the gap between predicted salary and current year salary. Thus, the employee's salary would reach the CUPA-HR average salary at the third year of implementation of market adjustments.

Administrative Market Study

In 2012, MTSU implemented the administrative pay plan developed by Mercer, Inc. which collected market data on 120 administrative positions. These positions were priced locally at the lower levels, locally and regionally at the professional levels and from a more broad regional area at management levels. Director levels and above are priced exclusively with higher education data targeted to MTSU's size (based on operating budget) as well as using a cut of a selected peer group of organizations similar in size and scope to MTSU. This cut included the 37 institutions initially used by the Faculty/Executive group and an additional 27 institutions which were chosen based on Carnegie classification and budget size. In 2016, MTSU changed the administrative pay plan to use the 50 peer institutions selected for faculty as noted above instead of the 64 institutions previously used by Mercer Inc. Data below the director level is obtained from higher education (CUPA) for jobs specific to higher education and from a

combination of higher education and general industry for those jobs recruited from other industries (finance, IT, human resources, etc.)

The formula assumes it takes an individual 30 years to reach the maximum of the range. As funding permits, the university will propose increases to employees based on years at MTSU up to the midpoint of the salary range.

~~For new hires, a control point of 90% below the midpoint will be established as the hiring range. Salary recommendations for new hires will be based on relevant experience for the position vacancy and applied up to the 90% control factor midpoint. Exceptions can be approved by the Vice President up to the midpoint of the salary range.~~ Exceptions over the midpoint of the salary range require the approval of the President.

Administrative/Executive Promotions, Demotions and Reclassifications

Salary recommendations for internal promotions will be based on the number of relevant years of experience for the position and the individual will be placed in the new range up to ~~90% of~~ the midpoint. ~~Exceptions can be approved by the Vice President up to the midpoint of the salary range.~~ Exceptions over the midpoint of the salary range require the approval of the President.

Reclassifications for positions to a higher pay grade will receive the greater of the minimum of the new pay range or 3% of their current salary. If the employee's current salary is past the maximum of the new pay grade no increase in pay will be given. Exceptions can be approved by the Vice President up to the midpoint of the salary range. Exceptions over the midpoint of the salary range require the approval of the President.

Demotions may occur when an employee moves from a job at a higher pay grade to a job with a lower pay grade. In the case of a demotion, the manager, along with Human Resources, should consider whether or not a salary reduction is appropriate. The Vice President of the area will review and approve the recommendation.

Administrative Salary Adjustments for Terminal Degree Completion

No salary adjustments are provided to administrative employees for the completion of college degrees.

Classified Study

In January 2012 MTSU implemented the new salary ranges and structure for the Classified Staff based on data provided by Mercer.

Mercer collected market data on 43 classified positions, of those positions only 14 of them are core titles used in TBR's classified structure. The salary data for these 14 positions was used to calculate the salary ranges. The market data is reflective of Nashville/Tennessee data for the classified jobs since they are recruited from the local area. The plan targets 100% of the current market. The formula assumes it takes an individual 30 years to reach the maximum of the range.

As funding permits, employees will be placed in the range based on the total years at MTSU as the experience factor. Individuals that receive their CAP Certification after coming to MTSU will receive the 9% increase in pay. This 9% increase in pay will be considered a part of the employee's base pay when salary calculations are made regarding future market adjustments.

~~For new hires, a control point of 90% below the midpoint of the hiring range will be established.~~ Salary recommendations for new hires will be based on relevant experience for the position vacancy and applied up to the ~~90% control factor~~ midpoint. ~~Exceptions can be approved by the Vice President up to the midpoint of the salary range.~~ Exceptions over the midpoint of the salary range require the approval of the President.

Classified Promotions, Demotions and Reclassifications

Salary recommendations for internal promotions will be based on the number of relevant years of experience for the position and the individual will be placed in the new range up to ~~90% of~~ the midpoint. ~~Exceptions can be approved by the Vice President up to the midpoint of the salary range.~~ Exceptions over the midpoint of the salary range require the approval of the President.

Reclassifications for positions to a higher pay grade will receive the greater of the minimum of the new pay range or 3% of their current salary. If the employee's current salary is past the maximum of the new pay grade no increase in pay will be given.

Demotions may occur when an employee moves from a job at a higher pay grade to a job with a lower pay grade. In the case of a demotion, the manager, along with Human Resources, should consider whether or not a salary reduction is appropriate. The Vice President of the area will review and approve the recommendation.

Classified Salary Adjustments for Terminal Degree Completion

No salary adjustments are provided to classified employees for the completion of college degrees.

Equity Adjustments – All Employee Groups

The Mercer study also included a statement that “the University might elect to address a limited number of special cases where identifiable, documentable and pronounced inequities continue to exist, including, but not limited to, those inequities produced by compressed or even inverted pricing in markets or submarkets. Such adjustments might also be appropriate where faculty salary concerns have been specifically indicated by accrediting agencies in the particular disciplines.”

This category is included to provide a mechanism for redress in the rare instance that an employee believes s/he is paid unfairly when compared with MTSU employees in similar positions with similar responsibilities, assuming comparable qualifications and satisfactory performance.

Requests for equity adjustments may be made at any time during the year. However, these requests, both amount and implementation date, are subject to President approval unless the employee reports directly to the President. If the employee reports directly to the President, the Board of Trustees' approval is required. Implementation of salary adjustments will be handled consistently throughout the University.

Other Adjustments – All Employee Groups

Based on the special cases language in the Mercer study as noted in quotations in the equity adjustments section, this category is included to provide a mechanism for a salary increase when an MTSU employee's job responsibilities have increased but the pay plan does not allow movement to a higher level position. Requests for other adjustments may be made at any time during the year but are subject to the approval of the President approval unless the employee reports directly to the President. If the employee

reports directly to the President, the Board of Trustees' approval is required. Implementation of salary adjustments will be handled consistently throughout the University.

Recommended Peer Institutions for 2015-16 Faculty Salary Study

Count	Institution	State	Carnegie	Fall 2014 Enroll
	Middle Tennessee State University	TN	DRU	23,881
1	Auburn University	AL	RU/H	24,864
2	University of South Alabama	AL	RU/H	15,065
3	Arkansas State University	AR	Master's L	13,144
4	Northern Arizona University	AZ	RU/H	26,606
5	University of Colorado Denver	CO	RU/H	17,815
6	Florida Atlantic University	FL	RU/H	30,759
7	Georgia Southern University	GA	DRU	20,517
8	Illinois State University	IL	DRU	20,272
9	Northern Illinois University	IL	RU/H	21,138
10	Southern Illinois University-Edwardsville	IL	Master's L	13,850
11	Western Illinois University	IL	Master's L	11,707
12	Ball State University	IN	RU/H	20,503
13	Indiana State University	IN	DRU	12,448
14	Western Kentucky University	KY	Master's L	20,448
15	Louisiana Tech University	LA	RU/H	11,014
16	University of Louisiana at Lafayette	LA	RU/H	16,646
17	University of Massachusetts Boston	MA	RU/H	16,277
18	University of Massachusetts Lowell	MA	RU/H	16,932

19	Central Michigan University	MI	DRU	26,841
20	Oakland University	MI	DRU	20,169
21	Western Michigan University	MI	RU/H	24,294
22	Missouri State University	MO	L Master's	23,092
23	University of Central Missouri	MO	L	12,513
24	University of Missouri - Kansas City	MO	RU/H	15,746
25	University of Southern Mississippi	MS	RU/H	15,249
26	East Carolina University	NC	DRU	26,887
27	University of Northern Carolina at Charlotte	NC	DRU	26,571
28	University of North Carolina at Greensboro	NC	RU/H	18,074
29	University of North Dakota Main Campus	ND	RU/H	15,143
30	University of Nebraska at Omaha	NE	DRU	15,227
31	University of Nevada - Las Vegas	NV	RU/H	27,848
32	University of Nevada, Reno	NV	RU/H	18,776
33	Bowling Green State University	OH	RU/H	19,408
34	Cleveland State University	OH	RU/H	17,730
35	Kent State University Main Campus	OH	RU/H	28,968
36	Miami University	OH	RU/H	23,743
37	University of Akron, Main Campus	OH	RU/H	26,000
38	University of Toledo	OH	RU/H	20,782
39	Wright State University Main Campus	OH	RU/H	17,595
40	Portland State University	OR	RU/H	29,452
41	Indiana University of Pennsylvania	PA	DRU	14,369
42	Clemson University	SC	RU/H	21,303
43	Lamar University	TX	DRU	14,452

44	Sam Houston State University	TX	DRU	19,210
45	Texas Woman's University	TX	DRU	15,058
46	University of North Texas	TX	RU/H	33,168
47	University of Texas at Dallas	TX	RU/H	21,193
48	University of Texas at San Antonio	TX	RU/H	28,623
49	George Mason University	VA	RU/H	33,917
50	Old Dominion University	VA	RU/H	24,828



**Middle Tennessee State University
Finance and Personnel Committee**

Tuesday, May 9, 2017 – 1:30pm

Tab 5

Overview of Salary Pool Allocation Methodology



**Middle Tennessee State University
Board of Trustees**

MEETING: Finance and Personnel Committee

SUBJECT: [Salary Pool Allocation](#)

DATE: May 9, 2017

PRESENTER: Alan Thomas

BACKGROUND INFORMATION:

Policy 808 – Compensation Reporting and Approvals requires the Board of Trustees to approve salary increases of MTSU employees.

The Governor's budget provided \$3.0 million for the creation of a 3% salary pool, with pay increases to be effective July 1, 2017. A 3% salary pool for the university is estimated to cost approximately \$4.5 million including benefits.

Attached for your consideration and approval is a recommendation from the Compensation Advisory Committee and the President.

Salary Pool Allocation Recommendation

In February 2017, Dr. McPhee formed a Compensation Advisory Committee, made up of members of Faculty Senate, Chairs Council, Deans, Administrative and Classified Staff, to make a recommendation on allocating the 3% Salary Pool in the Governor's 2017-18 budget.

The committee met on March 1, 2017 and was given its charge by Dr. McPhee. The committee was asked to explore different avenues for allocating the salary pool of funds. The committee considered the following avenues:

- Market increases for faculty and staff
- 3% Across the Board increases for faculty and staff
- 3% Across the Board or a specified minimum amount for faculty and staff
- Allocate resources available to include an Across the Board Increase for all faculty and staff, and a percentage set aside for merit and equity increases

After much discussion, the committee recommended the University allocate the salary pool as a 3% Across the Board increase with a \$1,000 minimum to all employees.

The President recommends your approval of the following:

- 3% Cost of Living Allowance (COLA) or \$1,000, whichever is greater for regular employees, both full and part-time, on the payroll as of June 30, 2017, effective July 1, 2017.
- Funding will be a combination of state appropriations and institutional funds. The Governor has allocated \$3.0 million in the budget. A 3% salary pool is estimated to be a total of \$4.5 million. The remaining \$1.5 million will come from tuition and fee increases (once approved).
- The COLA will be distributed to all unrestricted and restricted regular full-time and part-time employees and participants in the post-retirement service program.
- Increases will not apply to adjunct faculty, temporary employees, graduate assistants, or student workers.
- Unless specifically excluded by statute or on terminal leave status, all eligible persons employed as of June 30, 2017, shall receive the increase, with the exception of employees with unsatisfactory work performance.

If approved, the following are the guidelines that are recommended for implementing the increase:

- 3% COLA or \$1,000 minimum payment, pro-rated for part-time employees.
- Reclassifications, degree changes, etc. previously approved to be effective prior to or on July 1, 2017, are to be applied before the 3% COLA.
- Faculty promotions are to be applied before the 3% COLA.
- An employee appeal process for those who don't receive the COLA increase due to an unsatisfactory evaluation. This is to allow the employee an opportunity to provide supporting evidence that an administrative error was made in the implementation process.

Middle Tennessee State University
Ten Year Summary of Salary Increases
2007 - 2017

	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>Totals</u>
Faculty											
ATB Increases	1,445,983	-	-	-	1,809,864	1,525,000	1,022,691	-	1,365,876	650,356	7,819,770
Equity Increases	1,364,143	-	-	-	1,419,925	400,000	-	-	-	-	3,184,068
Bonuses	580,050	301,320	-	-	824,000	674,300	-	-	-	442,500	2,822,170
Promotions	215,000	254,000	169,500	241,000	284,460	223,125	327,000	307,500	153,000	120,000	2,294,585
Total Faculty	<u>3,605,176</u>	<u>555,320</u>	<u>169,500</u>	<u>241,000</u>	<u>4,338,249</u>	<u>2,822,425</u>	<u>1,349,691</u>	<u>307,500</u>	<u>1,518,876</u>	<u>1,212,856</u>	<u>16,120,593</u>
Executives											
ATB Increases	127,990	-	-	-	237,435	142,717	88,194	-	157,202	76,692	830,230
Equity Increases	92,488	-	-	-	216,039	227,918	-	-	-	-	536,445
Bonuses	53,726	18,800	-	-	71,000	57,800	-	-	-	28,000	229,326
Total Executives	<u>274,204</u>	<u>18,800</u>	<u>-</u>	<u>-</u>	<u>524,474</u>	<u>428,435</u>	<u>88,194</u>	<u>-</u>	<u>157,202</u>	<u>104,692</u>	<u>1,596,001</u>
Administrative											
ATB Increases	752,920	-	-	-	828,518	600,065	429,335	-	675,355	321,389	3,607,582
Equity Increases	503,483	-	-	-	109,188	228,893	-	-	-	-	841,564
Bonuses	316,672	183,600	-	-	501,950	343,220	-	-	-	284,545	1,629,987
Total Administrative	<u>1,573,075</u>	<u>183,600</u>	<u>-</u>	<u>-</u>	<u>1,439,656</u>	<u>1,172,178</u>	<u>429,335</u>	<u>-</u>	<u>675,355</u>	<u>605,934</u>	<u>6,079,133</u>
Classified											
ATB Increases	478,664	-	-	-	488,840	431,560	252,734	-	414,778	246,780	2,313,356
Equity Increases	246,324	-	-	-	126,720	238,189	-	-	-	-	611,233
Bonuses	286,532	182,704	-	-	497,520	389,754	-	-	-	242,760	1,599,270
Total Classified	<u>1,011,520</u>	<u>182,704</u>	<u>-</u>	<u>-</u>	<u>1,113,080</u>	<u>1,059,503</u>	<u>252,734</u>	<u>-</u>	<u>414,778</u>	<u>489,540</u>	<u>4,523,859</u>
Additional Information:											
ATB Percentages	3.00%	-	-	-	3.00%	2.50%	1.50%	-	2.00%	1.00%	13.00%
					\$750 min	\$750 min	\$250 min		\$750 min	\$500 min	
Bonus Amounts	1.00%	400.00	-	-	1,000.00	\$100 / year up to \$1,000	-	-	-	500.00	
	\$500 min										
Consumer Price Index	3.70%	1.40%	1.00%	2.00%	2.90%	1.70%	1.60%	0.70%	0.70%	-	15.70%



**Middle Tennessee State University
Finance and Personnel Committee**

Tuesday, May 9, 2017 – 1:30pm

Tab 6

Operating Budgets

Estimated 2016-17

and

Proposed 2017-18

**MIDDLE TENNESSEE STATE UNIVERSITY
ANALYSIS OF BUDGET CHANGES FOR REVENUE CATEGORIES
ESTIMATED BUDGET 2016-17**

<u>Revenue</u>	<u>2016-17 October Budget</u>	<u>2016-17 Estimated Budget</u>	<u>Difference</u>
Tuition and Fees	\$ 189,272,100	\$ 186,768,300	\$ (2,503,800)
State Appropriations	90,302,300	90,302,300	-
Federal Grants and Contracts	950,000	950,000	-
Local Grants and Contracts	60,000	60,000	-
State Grants & Contracts	55,000	55,000	-
Private Grants & Contracts	467,000	467,000	-
Private Gifts	-	2,800	2,800
Sales & Services of Educ Activities	630,600	630,000	(600)
Sales & Services of Other Activities	16,499,400	16,610,300	110,900
Other Sources	<u>272,700</u>	<u>272,900</u>	<u>200</u>
Total Revenue	<u>\$ 298,509,100</u>	<u>\$ 296,118,600</u>	<u>\$ (2,390,500)</u>

Reflects 2.6% reduction in enrollment

MIDDLE TENNESSEE STATE UNIVERSITY
UNRESTRICTED EDUCATION AND GENERAL EXPENDITURES BY FUNCTIONAL CATEGORY
ESTIMATED BUDGET 2016-17

	October Budget 2016-17	Estimated Budget 2016-17	Difference
Instruction	\$ 148,026,200	\$ 145,304,200	\$ (2,722,000)
Research	8,224,100	8,420,700	196,600
Public Service	4,652,500	4,675,300	22,800
Academic Support	31,252,000	31,188,400	(63,600)
Student Services	44,224,100	45,123,200	899,100
Institutional Support	25,411,800	25,718,000	306,200
Operation and Maintenance	28,638,700	28,396,500	(242,200)
Scholarships and Fellowships	15,094,400	15,094,400	-
Transfers	11,466,700	10,679,000	(787,700)
Total	<u>\$ 316,990,500</u>	<u>\$ 314,599,700</u>	<u>\$ (2,390,800)</u>

Reflects 2.6% reduction in enrollment

**MIDDLE TENNESSEE STATE UNIVERSITY
UNRESTRICTED EDUCATION AND GENERAL EXPENDITURES BY NATURAL CATEGORY
ESTIMATED BUDGET 2016-17**

	October Budget 2016-17	Estimated Budget 2016-17	Difference
Professional Salaries	\$ 133,588,100	\$ 133,313,700	\$ (274,400)
Other Salaries	20,694,700	21,069,900	375,200
Employee Benefits	54,464,800	53,214,900	(1,249,900)
Travel	5,133,200	5,180,100	46,900
Operating Expense	84,961,700	84,526,000	(435,700)
Capital Outlay	6,681,300	6,616,100	(65,200)
Transfers	<u>11,466,700</u>	<u>10,679,000</u>	<u>(787,700)</u>
Total	<u><u>\$ 316,990,500</u></u>	<u><u>\$ 314,599,700</u></u>	<u><u>\$ (2,390,800)</u></u>

Reflects 2.6% reduction in enrollment

**MIDDLE TENNESSEE STATE UNIVERSITY
ANALYSIS OF BUDGET CHANGES FOR REVENUE CATEGORIES
JULY BUDGET 2017-18**

	2016-17	2017-18	Difference
	<u>Estimated Budget</u>	<u>July Budget</u>	<u>Difference</u>
Tuition and Fees	\$ 186,768,300	\$ 191,644,700	\$ 4,876,400
State Appropriations	90,302,300	94,860,600	4,558,300
Federal Grants and Contracts	950,000	950,000	-
Local Grants and Contracts	60,000	60,000	-
State Grants & Contracts	55,000	55,000	-
Private Grants & Contracts	467,000	467,000	-
Private Gifts	2,800	-	(2,800)
Sales & Services of Educ Activities	630,000	633,100	3,100
Sales & Services of Other Activities	16,610,300	16,535,400	(74,900)
Other Sources	<u>272,900</u>	<u>272,700</u>	<u>(200)</u>
	<u>\$ 296,118,600</u>	<u>\$ 305,478,500</u>	<u>\$ 9,359,900</u>

The following items are reflected above:

2.5% Tuition Increase

Appropriation Increases for 3% Salary Pool, Health Insurance, and Formula Funding

Mandatory Fee Increases

MIDDLE TENNESSEE STATE UNIVERSITY
UNRESTRICTED EDUCATION AND GENERAL EXPENDITURES BY FUNCTIONAL CATEGORY
JULY BUDGET 2017-18

Function	Estimated Budget 2016-17	July Budget 2017-18	Difference
Instruction	\$ 145,304,200	\$ 144,586,800	\$ (717,400)
Research	8,420,700	4,641,200	(3,779,500)
Public Service	4,675,300	3,523,700	(1,151,600)
Academic Support	31,188,400	31,171,900	(16,500)
Student Services	45,123,200	44,447,000	(676,200)
Institutional Support	25,718,000	23,736,600	(1,981,400)
Operation and Maintenance	28,396,500	27,687,600	(708,900)
Scholarships and Fellowships	15,094,400	14,400,700	(693,700)
Transfers	<u>10,679,000</u>	<u>11,283,000</u>	<u>604,000</u>
Total	<u>\$ 314,599,700</u>	<u>\$ 305,478,500</u>	<u>\$ (9,121,200)</u>

The following items are reflected above:

3% Salary Pool Funding

Health Insurance Funding

Mandatory Fee Increases

July Budget Figures are Base Budget

MIDDLE TENNESSEE STATE UNIVERSITY
UNRESTRICTED EDUCATION AND GENERAL EXPENDITURES BY NATURAL CATEGORY
JULY BUDGET 2017-18

	Estimated Budget 2016-17	July Budget 2017-18	Difference
Professional Salaries	\$ 133,313,700	\$ 136,477,700	\$ 3,164,000
Other Salaries	21,069,900	20,709,300	(360,600)
Employee Benefits	53,214,900	56,188,700	2,973,800
Travel	5,180,100	4,296,700	(883,400)
Operating Expense	84,526,000	70,957,400	(13,568,600)
Capital Outlay	6,616,100	5,565,700	(1,050,400)
Transfers	10,679,000	11,283,000	604,000
Total	<u>\$ 314,599,700</u>	<u>\$ 305,478,500</u>	<u>\$ (9,121,200)</u>

The following items are reflected above:

3% Salary Pool Funding

Health Insurance Funding

Mandatory Fee Increases

July Budget Figures are Base Budget

**MIDDLE TENNESSEE STATE UNIVERSITY
ESTIMATED BUDGET 2016-17
AUXILIARY ENTERPRISE SUMMARY SCHEDULE**

Auxiliary	October 2016-17			Estimated 2016-17		
	Revenues	Expenditures and Transfers	Excess of Revenue Over Expenditure	Revenues	Expenditures and Transfers	Excess of Revenue Over Expenditure
Bookstore	\$ 482,444	\$ 461,304	\$ 21,140	\$ 482,444	\$ 461,304	\$ 21,140
Food Service	2,233,000	2,211,860	21,140	2,233,000	2,211,860	21,140
Housing	16,738,502	16,738,502	-	16,738,502	16,738,502	-
Vending	114,000	114,000	-	114,000	114,000	-
Recreational Center	3,058,164	3,058,164	-	2,979,100	2,979,100	-
Post Office	399,136	399,136	-	397,600	397,600	-
Parking Services	5,127,800	5,106,660	21,140	5,021,200	5,000,060	21,140
Residential & Commercial Rentals	250,000	250,000	-	250,000	250,000	-
Greek Row	107,208	107,208	-	107,208	107,208	-
Health Services	4,008,373	4,008,373	-	4,008,373	4,008,373	-
TN Miller Coliseum	618,614	682,034	(63,420)	618,614	682,034	(63,420)
Student Long Distance Service	10,000	10,000	-	10,000	10,000	-
Total Auxiliaries	\$ 33,147,241	\$ 33,147,241	\$ -	\$ 32,960,041	\$ 32,960,041	\$ -

Reflects 2.6% reduction in enrollment

**MIDDLE TENNESSEE STATE UNIVERSITY
JULY BUDGET 2017-18
AUXILIARY ENTERPRISE SUMMARY SCHEDULE**

Auxiliary	Estimated 2016-17			July 2017-18		
	Revenues	Expenditures and Transfers	Excess of Revenue Over Expenditure	Revenues	Expenditures and Transfers	Excess of Revenue Over Expenditure
Bookstore	\$ 482,444	\$ 461,304	\$ 21,140	\$ 432,468	\$ 411,328	\$ 21,140
Food Service	2,233,000	2,211,860	21,140	2,367,000	2,345,860	21,140
Housing	16,738,502	16,738,502	-	16,733,902	16,733,902	-
Vending	114,000	114,000	-	114,000	114,000	-
Recreational Center	2,979,100	2,979,100	-	3,028,500	3,028,500	-
Post Office	397,600	397,600	-	397,600	397,600	-
Parking Services	5,021,200	5,000,060	21,140	5,091,200	5,070,060	21,140
Residential & Commercial Rentals	250,000	250,000	-	250,000	250,000	-
Greek Row	107,208	107,208	-	106,852	106,852	-
Health Services	4,008,373	4,008,373	-	4,078,373	4,078,373	-
TN Miller Coliseum	618,614	682,034	(63,420)	660,614	724,034	(63,420)
Student Long Distance Service	10,000	10,000	-	10,000	10,000	-
Total Auxiliaries	\$ 32,960,041	\$ 32,960,041	\$ -	\$ 33,270,509	\$ 33,270,509	\$ -

The following items are reflected above:

- 3% Salary Pool Funding
- Health Insurance Funding
- Mandatory Fee Increases

MIDDLE TENNESSEE STATE UNIVERSITY
SUMMARY OF RESTRICTED CURRENT FUNDS AVAILABLE AND APPLIED
ESTIMATED BUDGET 2016-17

Revenues	2016-17 October Budget	2016-17 Estimated Budget	Difference
Tuition and Fees	\$ 907,500	\$ 1,400,000	\$ 492,500
Federal Grants and Contracts	43,522,900	41,250,000	(2,272,900)
State Appropriations: Centers of Excellence	362,500	362,500	-
State Appropriations: Special Allocations	489,500	489,500	-
State Grants & Contracts	35,775,400	36,000,000	224,600
Local Grants & Contracts	85,000	80,000	(5,000)
Private Grants & Contracts	600,000	600,000	-
Private Gifts	2,000,000	2,000,000	-
Endowment Income	580,000	725,000	145,000
Other Income	450,000	500,000	50,000
Total Revenues	<u>\$ 84,772,800</u>	<u>\$ 83,407,000</u>	<u>\$ (1,365,800)</u>
Expenses			
Instruction	\$ 2,373,600	\$ 2,000,000	\$ (373,600)
Research	3,100,000	2,800,000	(300,000)
Public Service	5,302,100	4,500,000	(802,100)
Academic Support	500,000	475,000	(25,000)
Student Services	2,776,600	2,400,000	(376,600)
Institutional Support	65,000	50,000	(15,000)
Operation and Maintenance	500	2,300	1,800
Scholarships and Fellowships	70,177,500	71,000,000	822,500
Total Expenses	<u>\$ 84,295,300</u>	<u>\$ 83,227,300</u>	<u>\$ (1,068,000)</u>

**MIDDLE TENNESSEE STATE UNIVERSITY
SUMMARY OF RESTRICTED CURRENT FUNDS AVAILABLE AND APPLIED
JULY BUDGET 2017-18**

Revenues	2016-17 Estimated Budget	2017-18 July Budget	Difference
Tuition and Fees	\$ 1,400,000	\$ 1,590,000	\$ 190,000
Federal Grants and Contracts	41,250,000	42,000,000	750,000
State Appropriations: Centers of Excellence	362,500	371,800	9,300
State Appropriations: Special Allocations	489,500	489,500	-
State Grants & Contracts	36,000,000	36,750,000	750,000
Local Grants & Contracts	80,000	80,000	-
Private Grants & Contracts	600,000	600,000	-
Private Gifts	2,000,000	2,000,000	-
Endowment Income	725,000	725,000	-
Other Income	500,000	500,000	-
Total Revenues	<u>\$ 83,407,000</u>	<u>\$ 85,106,300</u>	<u>\$ 1,699,300</u>
Expenses			
Instruction	\$ 2,000,000	\$ 2,000,000	\$ -
Research	2,800,000	2,800,000	-
Public Service	4,500,000	4,500,000	-
Academic Support	475,000	475,000	-
Student Services	2,400,000	2,800,000	400,000
Institutional Support	50,000	50,000	-
Operation and Maintenance	2,300	2,300	-
Scholarships and Fellowships	71,000,000	72,100,000	1,100,000
Total Expenses	<u>\$ 83,227,300</u>	<u>\$ 84,727,300</u>	<u>\$ 1,500,000</u>

MIDDLE TENNESSEE STATE UNIVERSITY
TSSBA DEBT SERVICE COVERAGE - DISCLOSED PROJECTS ADJUSTMENT
July Budget 2017-18

<u>Project Name</u>	<u>Total Project Budget</u>	<u>Amt. Financed by TSSBA</u>	<u>Est. Annual Debt Service</u>	<u>Est. Annual Related Fee Rev</u>
Estimated Budget: None				
July Budget: Parking Services Facility	3,400,000	2,000,000	248,340	-

**MIDDLE TENNESSEE STATE UNIVERSITY
TSSBA DEBT SERVICE COVERAGE
July Budget 2017-18**

	<u>FY 2014-15</u>	<u>FY 2015-16</u>	<u>FY 2016-17 Estimated Budget</u>	<u>FY 2017-18 July Budget</u>
Debt Service Amount	\$ 17,358,610.86	\$ 17,965,391.99	\$ 19,639,996.00	\$ 19,204,328.00
Unrestricted Revenues	\$ 319,425,355.77	\$ 325,114,581.62	\$ 329,078,671.00	\$ 338,748,965.00
Debt Service Coverage	18.40	18.10	16.76	17.64