



UNIVERSITY OF
CENTRAL
ARKANSAS

ROI Campus Forum

Drivers of Financial
Planning: Taking Care of
People

March 12, 2020

Campus Forums This Spring

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|---------|---|
| Jan. 30 | Making Efficient Use of Department Budgets |
| Feb. 18 | Importance of Enrollment, Retention, & Student Success |
| Mar. 3 | UCA's Performance & Prospects with ADHE Productivity Model |
| Mar. 12 | Drivers of Financial Planning: Taking Care of Our People |
| Apr. 2 | Drivers of Financial Planning: Ensuring Success of Students |
| Apr. 22 | Drivers of Financial Planning: Stewards of the Public Trust |

ROI is an ongoing, data-informed, campus-wide effort to optimize our budget in face of unpredictable enrollment trends and limited state funding.

ROI will allow us to align existing resources to support student success, invest in strategic initiatives, build financial reserves, and retain employees at a competitive market salary.

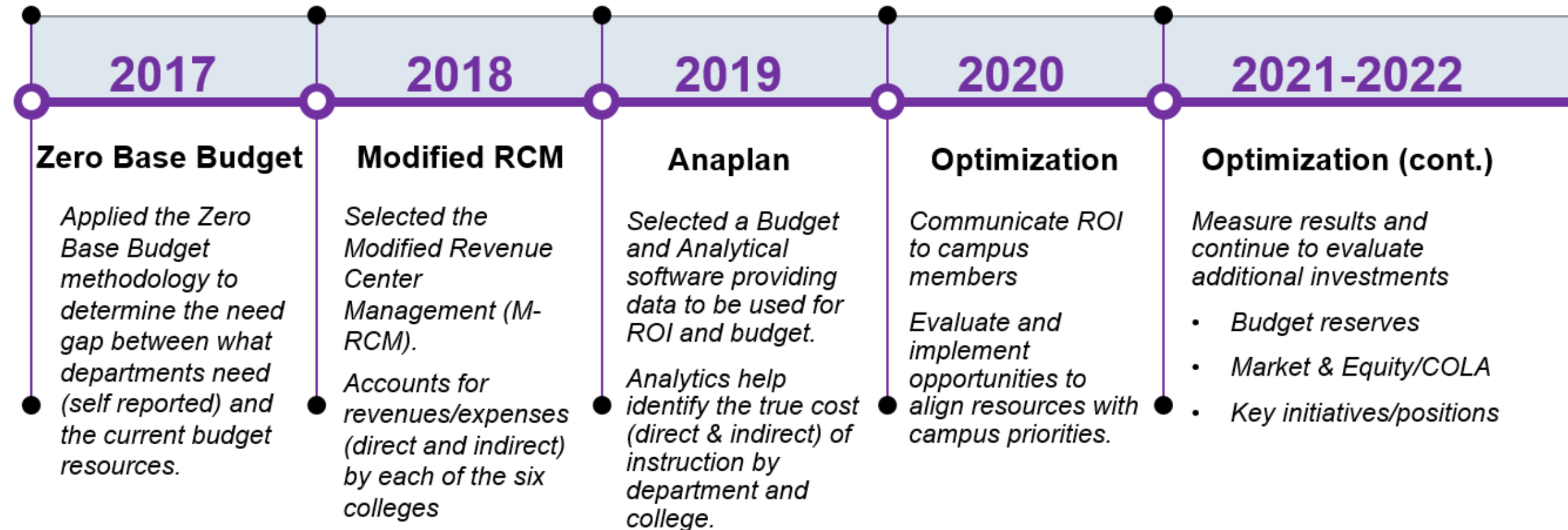
Main Objectives in Annual Budget Process

- Cautious Optimism
- Focus on Student Success
- Maintain Stable Reserves
- Minimize the Financial Impact to Students

Top Leadership Priorities

- Focus on Enrollment & Student Success Initiatives
- Academic Program Improvements & Expansion
- Technology Refresh
- Maximize Scholarship Options & Responsiveness
- Salary Competitiveness & Operational Efficiencies
- Address Rising Facility Costs & Facility Needs
- Fundraising to a New Level

Resource Optimization Initiative (ROI)

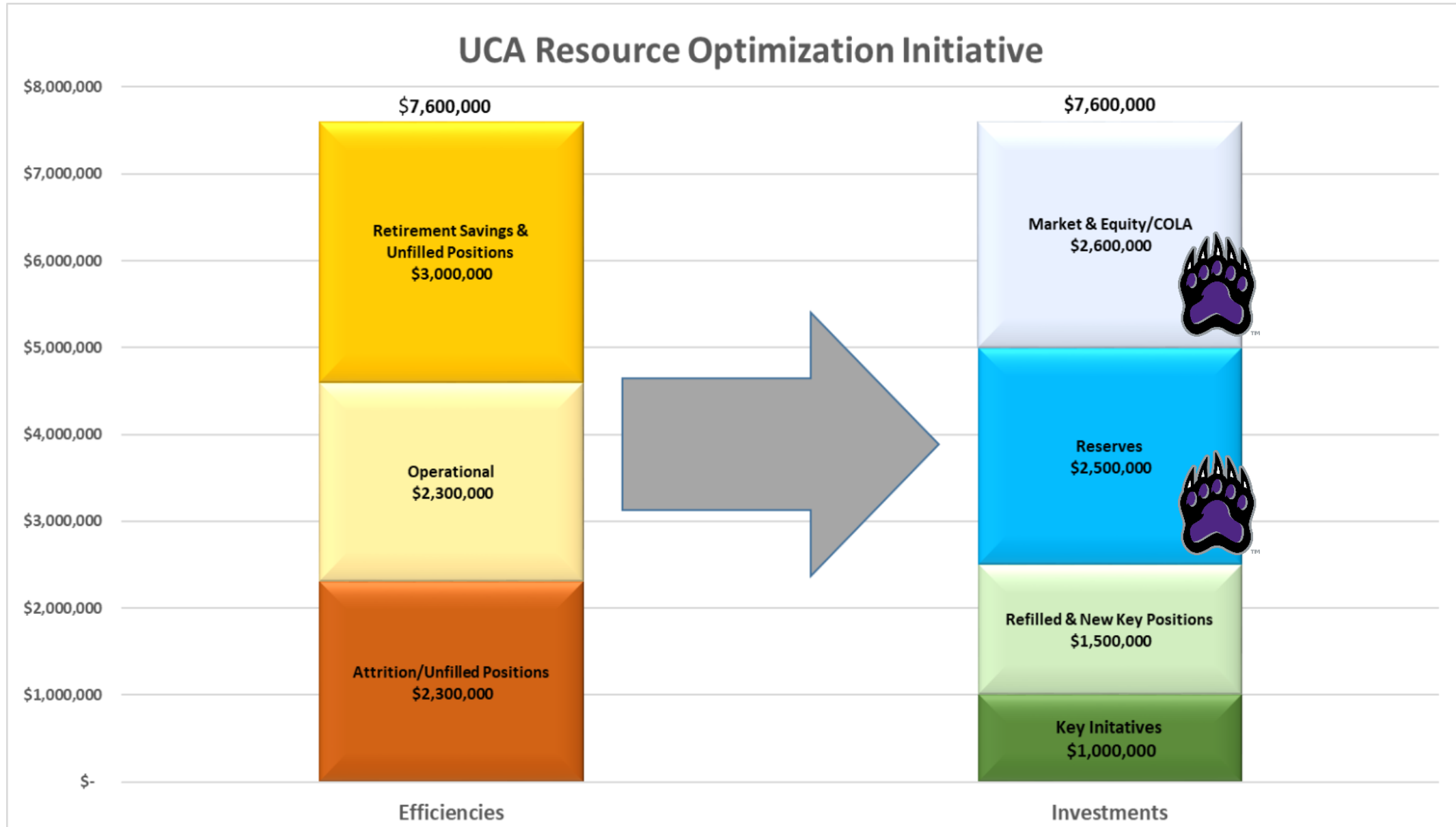


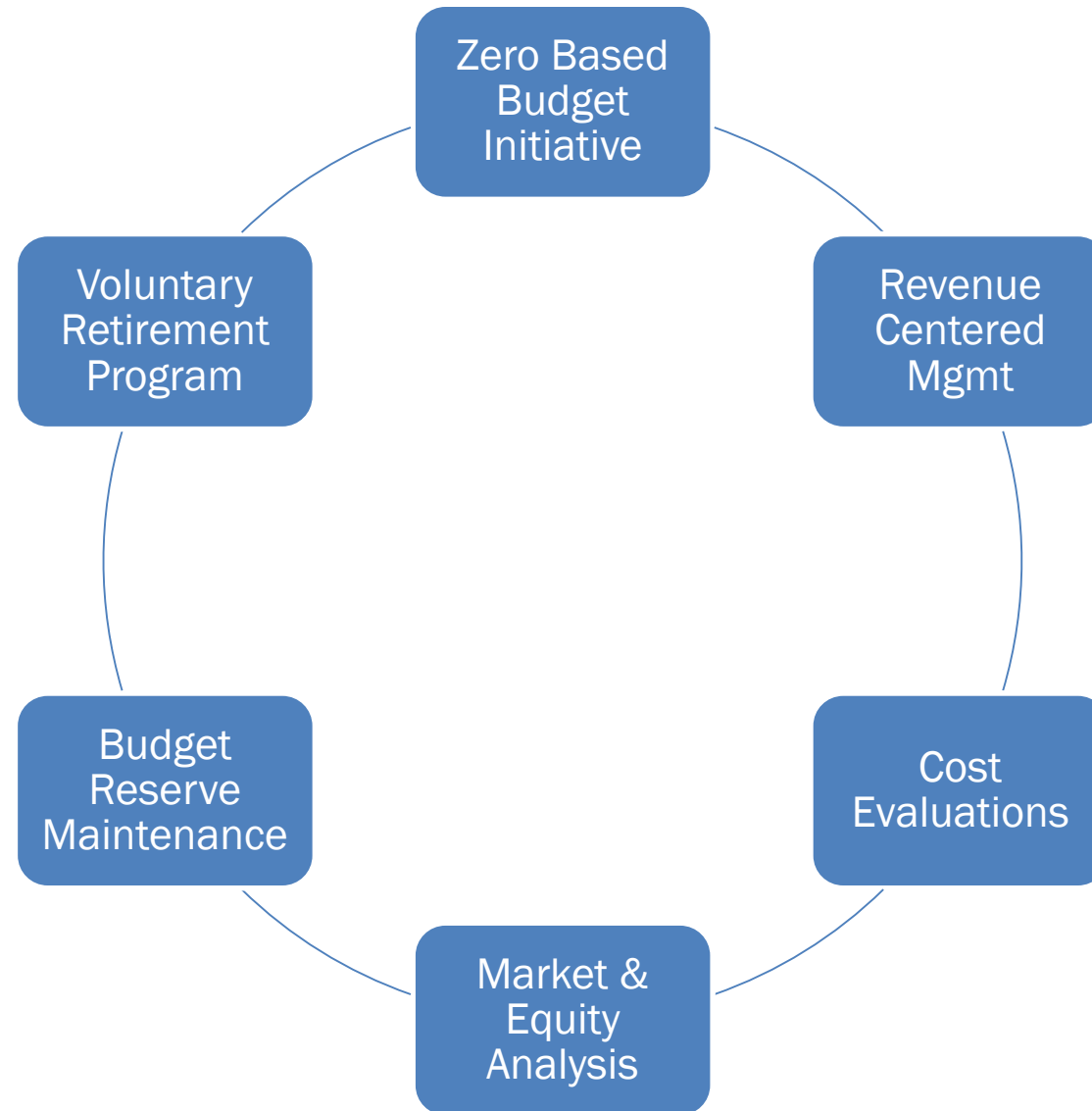
Importance of Optimizing Resources

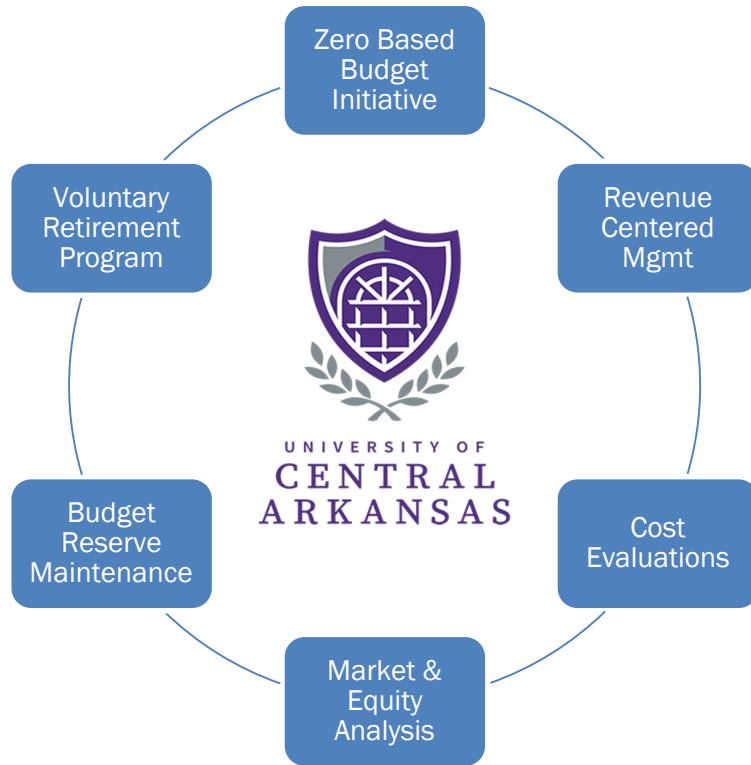
- Enrollment can be unpredictable and forecasted decline for high school graduates in the coming decade require multi-year planning.
- We cannot expect significant additional resources from the state.
- Take proactive measures in order to ensure we can best serve our students and invest in the strategic objectives and needs of the university.

Importance of Optimizing Resources

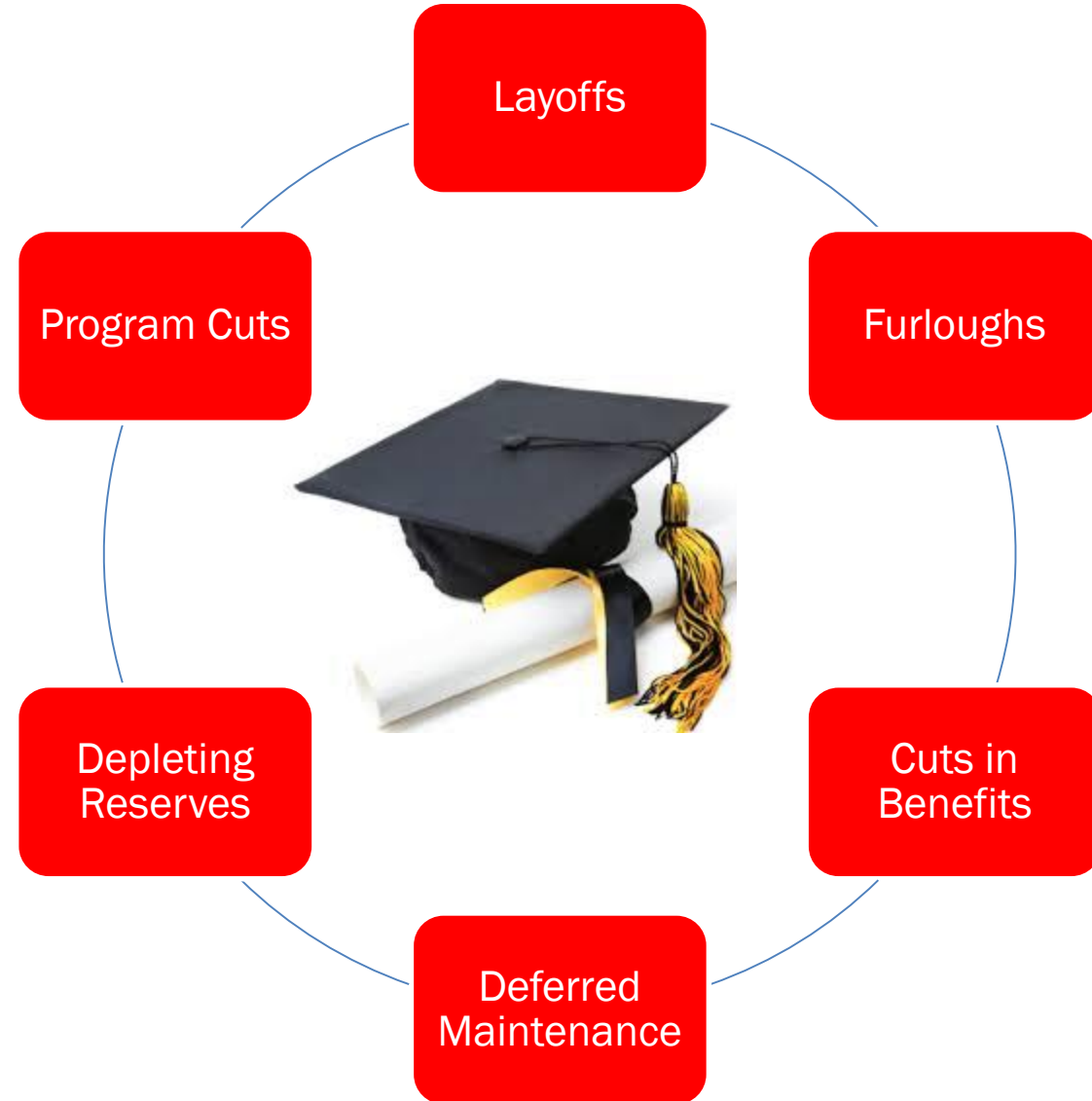
ROI is important to ensure that UCA remains a choice university and positioned to fulfill our mission and thrive during an era of uncertainty for public and private universities and colleges.







ROI places UCA in a significantly better position than our peers in and out of state.





**Drivers of
Financial
Planning: Taking
Care of People**

Critically Important to Everyone

Our greatest assets are our talented faculty and staff. We must work to retain our talent.

Faculty Senate and Staff Senate have made compensation and competitive salaries an operational and planning priority.

Our Board of Trust joins us in declaring that we have to find a way forward.

FY'19	AVG % to Target	# below 90%	Funds to 90%
Faculty	91.4%	186	\$ 1,395,434
Non-classified Staff	93.7%	125	\$ 734,000
		311	\$ 2,129,434

FY'19	AVG % to Target	# below 100%	Funds to 100%
Faculty	91.4%	322	\$ 4,011,861
Non-classified Staff	93.7%	235	\$ 2,447,265
		557	\$ 6,459,126

Classified Staff Salary Pool for AR Classified Salary Schedule	\$ 100,000
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Preserving and Strengthening Other Compensation Elements

- Retirement contributions
- Health care benefit package
- BeWell programs
- Tuition discount
- HPER
- Athletics, cultural events, library, etc.
- Flexible schedule

Key Takeaways from Today

- ROI is critically important to budgeting responsibly, preserving jobs, retaining employees, and achieving market salaries.
- Competitive salaries and compensation considerations are the driving reasons that ROI has set targets for existing funds to be reallocated over the next two budget cycles.
- Building upon budget reserves not only protects against uncertain enrollment cycles but also positions us to think across several budget cycles about what UCA can do proactively -- regardless of the state's funding outlook.

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Questions