State Capitol – 600 E Boulevard Ave – Dept. 215 Bismarck ND 58505-0230

Phone: 701.328.2960 Fax: 701.328.2961

Volk moved, Bye seconded, to approve the agenda with additional item to discuss the system office budget that the committee approved on June 15, 2023.

Bye, Black, Volk, and Mihalick voted yes.

2. Meeting Minutes

Volk moved, Danita seconded, to approve the May 17, 2023, meeting minutes with an amendment to item five, specifically to add language stating **tea**son for member Black's vote to abstain. Member Black confirmed he was absent during most of the discussion/information that was provided by UND representatives, system office staff, and other committee members for item five, UND's tuition request.

Bye, Black, Volk, and Mihalick voted yes.

- 3. 2021-2022 Tuition Waiver Report And,
- 4. 2023 Affordability Report
 Ms. Brenda Zastoupil reviewed the 2021-2022 Tnit/Vaiver and the 2023 Affordability Reports. She

members have no concerns with bringing it straight to the Board. Mr. Krebsbach informed the

Added Agenda Item - SBHE & System Office FY24 & FY25 Operating Budgets

The committee discussed the approval of the system office budget that took place on June 15, 2023. Member Bye expressed concerns to the amendment that was made to her motion. The original action/motion was to approve the SBHE and system budgets; the amendment was to require the system office to provide the committee with quarterly budget reports for both the system office and CTS. She stated the Board's larger focus and efforts should be strategic, innovative, and removing barriers for future planning. She indicated thæquiring quarterly reporting wibe exhaustive for staff and bring the Board down to a granular level. Committee Chair Mihalick agreed and stated that the committee can request to review budgets when necessary and/or for specific reasons, there is not a need for a quarterly review. He also stated that the systemeably provides multiple reports/documents related to budgets and committee members should work with systoffice staff for specific requests. Mr. Volk stated he has concerns about some of the data and/or documentation that has been provided and would like to be more informed regarding decision making and future planning.

Quick Links:

∉ BFC Annual Calendar

Bye moved, Volk seconded, to adjourn the meeting at 2:45 p.m. CT.

Tuition Waiver Report 2021-2022

December 2022

600 E Boulevard Department 215 6]ga Uf\W\(\tilde{z}\) Bcfh\(\cdot 8U_chU')\(,\)\\$)\\$&'\\$

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TUITION WAIVERS BY CATEGORY

Tuition waivers fall into one of three categories: State-mandated; State Board of Higher Education (SBHE) required; and those made at the institution's discretion. A five-year history of the percent of total waiver dollars by waiver type and categorydisplayed in Charts 1.1, 1.2, and 1.3.

State Mandated by ND Century Code:

€ Full tuition waivers are provided for dependerof POW/MIA Veterans who were killed in

Waivers at the institution's discretion totaled \$31.2\text{line}. This is an increase of \$1.4 million (4.8%) from the prior year. Institutional waivers compri**86**.3% of all waiver dollars issued to both degree-seeking and non-degree seeking students.

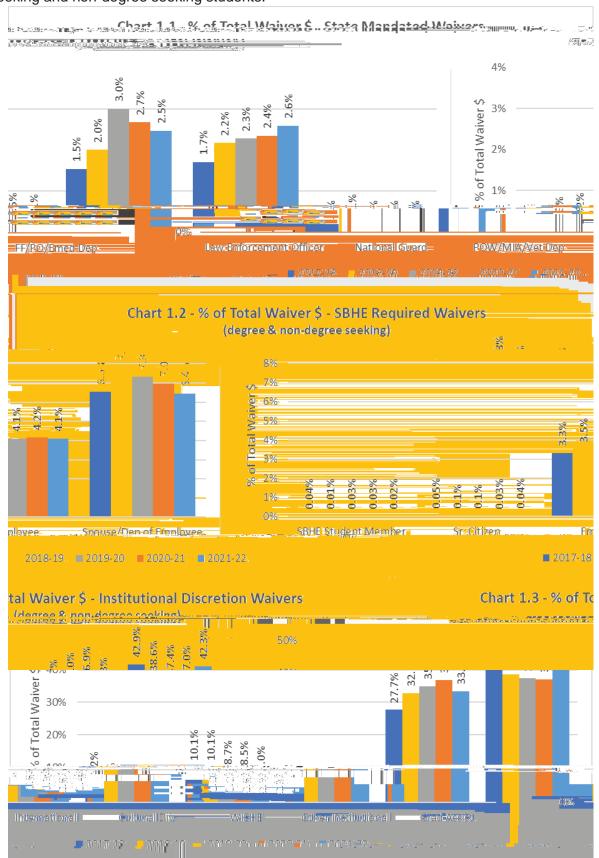


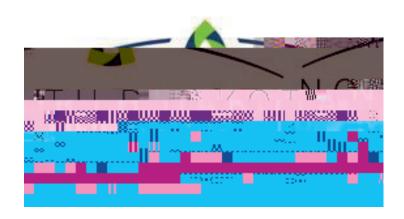
Table 1	Tuition Waiver	Comparison To	Prior Year	
	(degree & non	-degree seeking)		
Waiver Type	2020-21	2021-22	\$ Change	% Chg
Law Inforcement Officer	\$16,099	\$3,170	-\$12,929	-80.3%
National Guard	\$952,492	\$914,529	-\$37,962	-4.0%
POW/MIA/VET Dep.	\$837,221	\$961,503	\$124,282	14.8%
FF/PO/Emed	\$0	\$0	\$0	0.0%
Senior Citizen	\$9,180	\$16,100	\$6,920	75.4%
SBHE Student Member	\$8,909	\$8,129	-\$780	-8.8%
Spouse/Dep	\$2,478,528	\$2,384,964	-\$93,564	-3.8%
Employee	\$1,480,825	\$1,512,130	\$31,305	2.1%
International	\$274,190	\$532,727	\$258,537	94.3%
Cultural Diversity	\$3,027,040	\$2,571,041	-\$455,999	-15.1%
WICHE	\$203,849	\$128,627	-\$75,221	-36.9%
Other Institutional	\$13,099,855	\$12,332,859	-\$766,996	-5.9%
Graduate Assistant	\$13,150,136	\$15,617,615	\$2,467,479	18.8%
TOTAL	\$35,538,322	\$36,983,393	\$1,445,071	4.1%

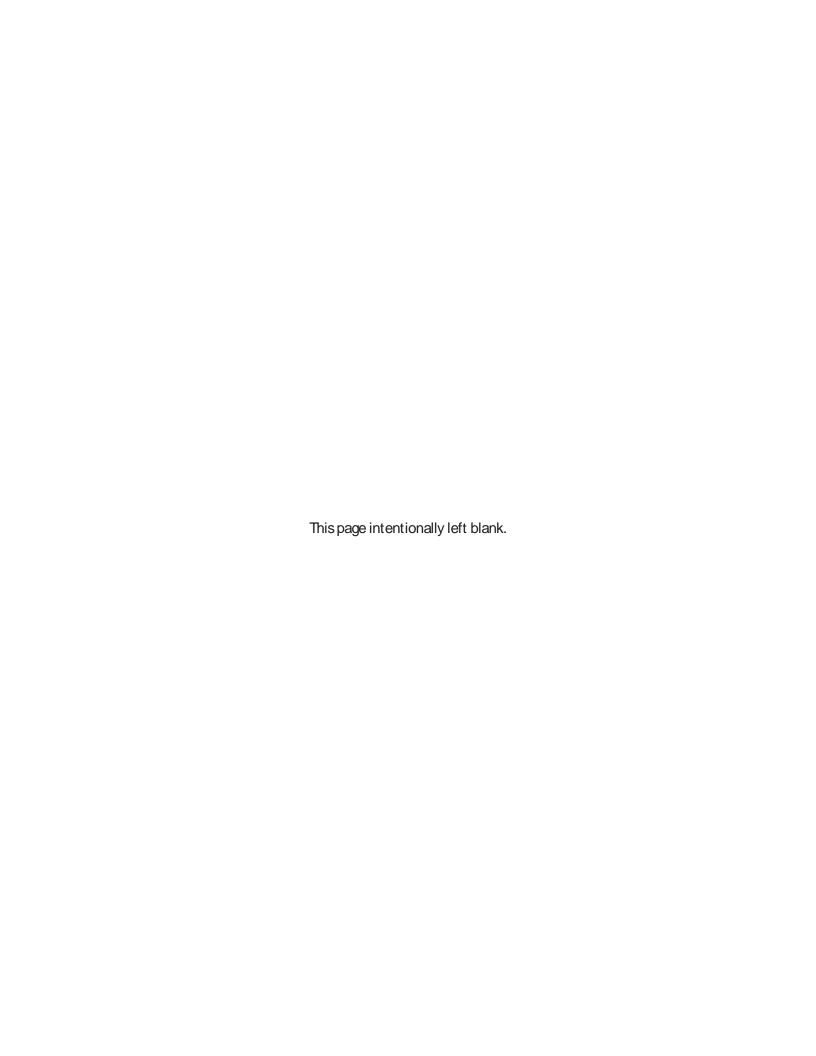
Table 2

	Law Enforcement	National	POW/MIA/Vet FF	/DO/Emad		SBI	الد دم	usa/Dan Em	nlavaa	Intorn	otional Cu	Itural	Oth	har Cr	and	Duplicated	Unduplicated HC Total
	Law Enforcement Officer	Guard	Dep Waiver	Dep	Sr C	Citizen		'	ployee /aiver			iturai ersity	Institu		Subtotal	Total	(from Table 2)
BSC												,					
# Of Students	;	0 4	46 20	0	66	4	0	35	19	58	3	2	0	104	0	109 233	193
Dollars	\$(0 \$52,0	14 \$78,802	\$0	\$130,817	\$1,169	\$0	\$36,399	\$16,833	\$54,401	\$16,682	\$5,009	\$0	\$121,524	\$0	\$14 \$,3238 ,432	
DCB																	
# Of Students	; ()	4 4	0	8	1	0	11	3	15	1	12	0	30	0	43 66	44
Dollars	\$(3,4	48 \$9,075	\$0	\$12,523	\$272	\$0	\$17,232	\$5,627	\$23,131	\$5,717	\$26,000	\$0	\$73,859	\$0	\$105\$57761,230	
DSU																	
# Of Students	s	0	10 10	0	20	2	0	29	23	54	0	8	0	612	20	640 714	580
Dollars	\$ \$0	314,0	17 \$71,712	\$0	\$85,729	\$467	\$0	\$147,695	\$37,162	\$185,324	\$0	\$7,469	\$0	\$942,381	\$84,504	\$1, \$ 3 4,3958 ,407	
LRSC																	
# Of Students	s	2	7 9	0	18	2	0	21	8	31	13	27	0	84	0	124 173	134
Dollars	\$78	0 \$5,9	999 \$35,713	\$0	\$42,492	\$4,597	\$0	\$24,157	\$14,373	\$43,126	\$112,721	\$48,323	\$0	\$181,712	\$0	\$34 \$,4 236 ,374	
MaSU																	
# Of Students	S	0	6 9	0	15	0	0	20	7	27	0	45	0	154	0	199 241	210
Dollars	\$ \$0	3,88	42 \$49,557	\$0	\$57,599	\$0	\$0	\$44,686	\$9,598	\$54,284	\$0	\$52,000	\$0	\$309,142	\$0	\$361\$14423,025	
MiSU																	
# Of Students	S	3	11 20	0	34	10	0	60	24	94	0	56	0	842	0	898 1,026	877
Dollars	\$1,38	2 \$15,4	\$126,709	\$0	\$143,578	\$4,666	\$0	\$145,451	\$44,233	\$194,350	\$0	\$125,805	\$0	1,391,948	- \$1,51	7,753\$1,855,681	
NDSCS																	
# Of Students	S	0 :	26 14	0	40	0	0	35	1	36	0	12	0	505	0	517 593	473
Dollars	\$ \$0	3 \$29,1	63 \$56,201	\$0	\$85,364	\$0	\$0	\$43,477	\$450	\$43,927	\$0	\$8,800	\$0	\$296,767	\$0	\$305 ,\$463 4,858	
NDSU																	
# Of Students	s	0 1	90 23	0	213	4	0	210	187	401	62	185	0	3,247	1,143	4,637 5,251	5,014
Dollars	\$(3 \$462,3	803 \$191,437	\$0	\$653,740	\$4,126	\$0	\$834,982	\$486,458	\$1,325,565	\$383,381	\$1,283,004	\$0	\$5,563,334	\$10,823,033	\$\$20,62,250 56	•
UND																	
# Of Students	S	2 1	33 37	0	172	0	1	268	244	513	0	224	5	638	422	1,289 1,974	1,764
Dollars	\$84	9 \$302,0	006 \$307,163	\$0	\$610,018	\$0	\$8,129	\$1,040,566	\$869,718	\$1,918,412	\$0	829,874	\$128,627	\$3,263,363	\$4,688,204	\$8,19,4123,86,99 8	
VCSU																	
# Of Students	S	1	15 6	0	22	0	0	27	12	39	7	84	0	95	4	190 251	206
Dollars	\$15	9 \$22,0	50 \$32,670	\$0	\$54,879	\$0	\$0	\$45,906	\$25,072	\$70,978	\$14,226	\$106,974	\$0	\$100,958	\$21,874	\$2 4\$136332 ,889	
WSC																	
# Of Students	S	0	0 1	0	1	3	0	6	4	13	0	18	0	16	0	34 48	42
Dollars	\$ \$0)	\$0 \$2,464	\$0	\$2,464	\$803	\$0	\$4,413	\$2,607	\$7,824	\$0	\$77,783	\$0	\$87,873	\$0	165,6 \$6 75,943	
TOTAL																	
# Of Students	8	44	8 153	0	609	26	1	722	532	1,281	86	673	5	6,327	1,589	8,680 10	0,570
Dollars	\$3,17	0 \$914,5	529 \$961,503	\$0	\$1,879,202	\$16,100	\$8,129	\$2,384,964	\$1,512,130	\$3,921,322	\$532,727	7 \$2,571,041	\$128,62	7 \$121,53,3521,78,55	59 5 \$ \$31,182,	869 \$36,983,3	93
% of TTL Dollars	s 0.01°	% 2.	5% 2.6%	0.0%	5.1%	0.04%	0.02%	6.4%	4.1%	10.6%	1.4%	7.0%	0.3%	33.3%	42.3%	84.3%	

Students may be duplicated in the count as students may receive more than one category of waiver (e.g. both a national guard and other institutional waiver) and therefore would be counted more than once.

2023 Affordability Report





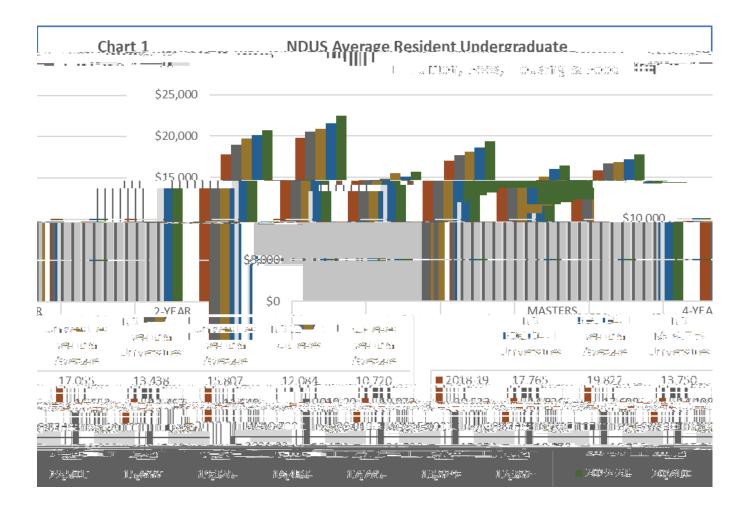
North Dakota University System (NDUS) 2023 Affordability Report

College affordability is a significant factor in student access, retention, and completion. Tuition and fee rates are a component of affordability, as is the availability of financial aid programs from federal, state, institutional and private sources, among other factors. Strategically designed approaches to college affordability can better assist students in preparing for post-secondary education, accessing programs, and degree persistence. This report outlines key affordability factors within the North Dakota University

∉ Student Ioan indebtedness for 2022 NDUS grad

Tuition, Mandatory Fees, Housing and Food

The average tuition, fees, housing, and food for NDUS doctoral universities, masters universities, and four-year regional universities is less than the regional peer institutions in 2022-23. The two-year college cost trend continues to be above the regional comparisons. Regional comparisons include peer institutions from Arizona, Colorado, Idaho, Minnesota, Montana, Nevada, New Mexico, Oregon, South Dakota, Utah, Washington, and Wyoming. The following table details estimated student cost.



Cost of Attendance

Basic needs impact a student's ability to afford college. As NCAN noted, "Although tuition is often at the forefront when "paying for college" comes up, college affordability goes well beyond tuition and fees covered by financial aid. Expenses like purchasing textbooks and other course materials, housing and transportation, childcare, health insurance, and other personal expenses are also relevant." [Breen, S. (2021, November 17).

NDUS institutions have been able to reduce the estimated cost of books and supplies over the years. In 2015-16, the average NDUS financial aid COA component for books and supplies was \$1,084. In 2022-23, the average is \$1,009. The system's use of open educational resources, which offer low-cost/no-cost textbooks, makes a positive impact for students.

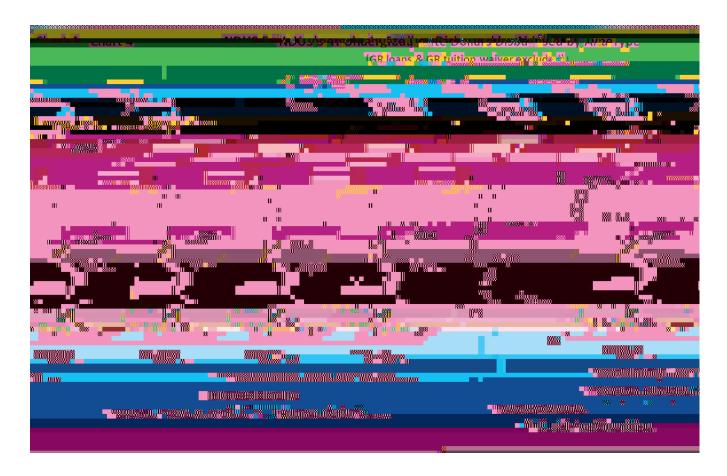


Financial Aid Overview

In addition to costs, college affordability is dependent on the availability of financial aid. Financial aid includes, but is not limited to, federal and state grants, federal work study, and federal and private student loans, institutional assistance, private scholarships, and military benefits. This report focuses on these sources of aid.

In 2021-22, 61% of all NDUS undergraduate students received some form of financial aid from one or more sources. This is on-target with national rates for public institutions (63%). The majority of the NDUS institutions rank below the national average for percentage of undergraduate students receiving scholarships and grants, but above the national average for federal student loans. This may point toward the need for ongoing discussions promoting state, federal and private non-repayable grants, and scholarship resources for students. However, without a deeper review of this data, the cause cannot be fully determined. For example, NDUS2-year institutions have a high focus on early entry/dual credit enrollment, which may be a factor in the lower percentage of scholarships and grants provided to students. Additionally, Pell Grant eligibility is based on federal formulas and is not reflective of institutional choices, but rather, student eligibility.

During the 5-year period through 2021-22, approximately 60% of all aid received was in the form of self-help aid, which includes federal and private alternative student loans, Parent PLUS Loans, and Federal



Federal Financial Aid

Federal financial aid plays an important role in affordability for students; however, it has been declining in the past 10 years. This section focuses on the following federal aid sources for undergraduate students. Graduate aid is excluded when possible.

- ∉ Federal Pell Grant
- Federal Supplemental Educational Opportunity Grant (FSEOG)
- ∉ Federal Work Study (FWS)
- ∉ TEACH Grant
- ∉ Perkins Loan (program expired 9/30/2017)
- Federal Students Loans (Subsidized, Unsubsidized, Parent PLUS)

The Pell Grant, FSEOG, FWS, Federal Subsidized Loan, and the Perkins Loan are all based on financial need. Subsidized Loans do not accrue interest while a student is enrolled at least half-time, or during periods of deferment, while Unsubsidized Loan interest begins accruing on the date of disbursement. The federal TEACH Grant is different from other federal grants because it requires students to complete a specific teaching service obligation as a condition of receiving the grant. Students failing to meet the criteria have the grant converted to a loan, that must be repaid with interest. As of March 13, 2020, federal student loan interest accruals and loan payments were suspended under COVID-19 Emergency Relief. Students currently have a 0% interest rate and suspension of loan payments on federal student loans. The pause is in effect until 60 days after June 30, 2023, at which time students will be required to restart loan payments.

System-wide, all federal aid categories declined, or showed no significant increase, compared with 5 and 10 years earlier, as shown in Chart 5. Federal student loan volume decreased by 17% from 2016-17 to 2021-22 and had decreased by 13% in the previous 5-year period. In the 2021-22, NDUS institutions disbursed \$5.8 million less in Pell, FSEOG, Perkins, TEACH Grant and Federal Work Study than 5 years earlier, a 15% drop. The considerable drop in these sources is contributed primarily to Perkins Loan program no longer being federally funded. The last year that Perkins Loans were issued was in 2017-18, leaving a gap for the neediest students. Additionally, headcount has declined over this period. Further, need-based federal aid is dependent upon the student qualifying, not necessarily on institutional award policy.

2011-12 2016-17 2021-22

The Federal Pell Grant, while showing an increase to the annual award amount, has not kept pace with increases in inflation. According to The College Board, while the 2022-23 Pell increased by \$400, the largest 1-year gain since 2009-10, after adjusting for inflation, it declined by 2%. Additionally noted was that between 2012-13 and 2022-23 the maximum Pell Grant fell by 3% after adjusting for inflation. Since 2012-13, the maximum Pell Grant award has increased on average only \$134 per year, from \$5,550 in 2012-13 to \$6,895 in 2022-23. The College Board's annual report stated that in 2022-23, a full Pell Grant covers approximately 63% of published tuition and fees at public four-year institutions nationwide and 30% when adding in food and housing. [The College Board (2022), Trends in College Pricing and Student Aid 2022, [https://research.collegeboard.org/media/pdf/trends-in-college-pricing-student-aid-2022.pdf] As inflation continues to raise the cost of living, students continue to shoulder more of their basic needs beyond tuition and fees, without sufficient financial aid support.

Table 2 - Maximum Pell Grant as a Percentage of Published Prices in 2022 Dollars (2002-03 to 2022-23, Selected Years)							
	Public Four-Year II	nstitutions - National					
Academic Year	Maximum Pell Grant as a % of Tuition and Fees	Maximum Pell Grant as a % of Tuition, Fees, Housing & Food					

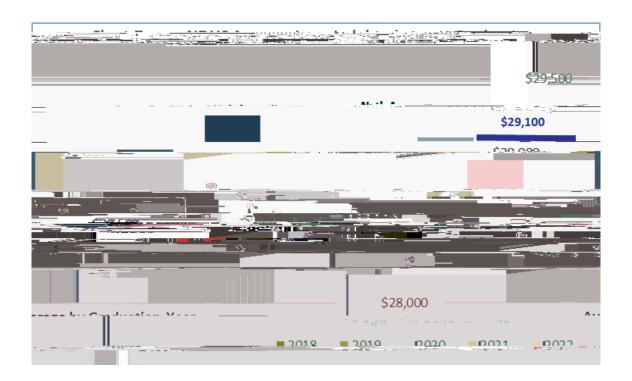
2002-03

Annual Student Loan Disbursements

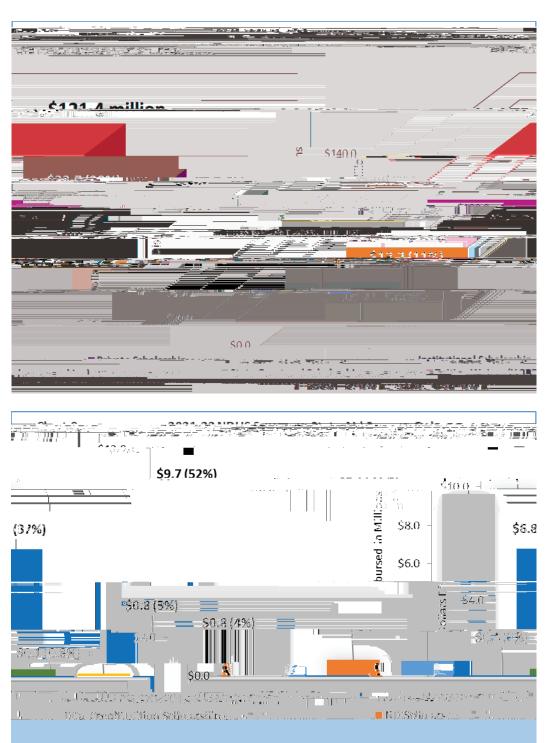
Federal student loan borrowing among NDUS students has declined over time. As shown in Table 3, the decline in the number of borrowers has outpaced the decline in headcount at the NDUS institutions. So, while federal loans are declining as is headcount, more students are also electing to not borrow. It is important to note that Perkins Loan borrowing, which went to the needlest students, fell from \$4.2 million in 2010-11 to \$0 beginning in 2018-19 due to the federal program being eliminated, which accounts for some of the reduced borrowing.

In contrast to federal loan borrowing declining, private educational student loan borrowing has been increasing, while the percentage of borrowers to total headcount for alternative loan borrowing has remained relatively unchanged from 2016-17 to 2021-22. The exception is for 2-year colleges, which show a 7.1% decrease in amount borrowed from 2016-17 to 2021-22. As previously noted, the exit of the Perkins loan has created a gap for students, who ma

Doctoral Univers	sities (NDSU, UND)				
Year	Alt Loan Amount Borrowed (millions of dollars) ¹	Number of Borrowers ²	% of Borrowers/Total Headcount ³ Enrollment	Avg Annual Loan Per Borrower	Fall Degree-Credit Headcount ³
2011-12	\$32.6	3,972	17.0%	\$8,196	23,433
2016-17	\$42.6	4,586	19.7%	\$9,297	23,265
2021-22	\$45.7	3,824	19.2%	\$11,963	19,917
5-yr change	7.3%	-16.6%	-0.5%	28.7%	-14.4%
10-yr change	40.5%	-3.7%	2.2%	46.0%	-15.0%
Year	Alt Loan Amount Borrowed (millions of dollars) ¹	Number of Borrowers ²	% of Borrowers/Total Headcount ³ Enrollment	Avg Annual Loan Per Borrower	Fall Degree-Credit Headcount ³
2011-12	\$2.2	442	5.6%	\$4,924	7,888
2016-17	\$3.2	507	7.3%	\$6,270	6,920
2021-22	\$3.3	464	7.0%	\$7,093	6,583



the prior year. Most of this increase came from institutional scholarships, which increased from \$36.9 million to \$40.1 million. Institutional scholarships are often funded through endowments and gifts to institutions for the benefit of students meeting specific requirements. Private scholarships increased by \$0.9 million and state aid by \$1.3 million. The largest state aid programs are the need-based ND State Grant and the ND Academic/CTE/ND scholarships. NDUS undergraduate tuition waivers further contributed to affordability at \$15.9 million, which was a 7% decrease from the prior year. Total grant, scholarship, and waiver sources in 2021-22 were \$121.4 million, an overall \$3.8 million increase from 2020-21.



2021-22 Total Financial Aid Disbursements and % of Cost Covered

Total disbursements of all undergraduate student financial aid in 2021-22, including loans, was \$281.4 million. Non-repayable scholarships, grants and waivers totaled \$121.4 million, while student loans and Federal Work Study totaled \$160 million. In 2021-22, scholarships, grants and tuition waivers covered 46% of gross tuition. When adding in housing, food, and mandatory fees, the coverage of gross charges was 32% Self-help aid in the form of student loans and the Federal Work Study contributed to affordability by assisting students in meeting the gap.

State Financial Aid Programs and Appropriation

The various state-funded scholarships and grants for ND resident students have unique purposes but provide additional access to an affordable education. In 2021-22, the NDUS issued \$18.5 million in state-funded scholarships and grants to 11,728 resident students.

The ND state Grant is need-based and assists the needlest resident students. Students must complete the FAFSA application annually to be considered. The state grant is the largest state-funded program. An average of 6,10

- The Dual Credit Tuition Scholarship has a special purpose to provide an additional incentive. It provides a post-secondary scholarship of up to \$750 for students who completed dual credit coursework in high school. Dual credit classes provide a cost-effective way to take college classes while advancing degree completion while in high school. In the first biennium of this program (2021-23), 2,784 students have benefited from this scholarship.

North Dakota's investment in financial aid has grown significantly since 2007. The 2009 Legislative Assembly established the ND Academic & CTE Scholarship and added nearly \$14 million to the need-based State Grant and ND Scholars program. Since that time, the state has continued to expand financial aid programs to assist ND resident students in accessing an affordable education. Table 5 shows the state-funded programs over the past 4 biennia. The ND Career Builders program and the Dual Credit Tuition Scholarship are funded through the Bank of ND, while the other programs are funded through the general fund. The state scholarships and grants were reduced as part of the 2015-17 allotment process, and the ND State Grant carry-over was further reduced by \$5 million by the 2017 Legislative Assembly. Additionally, \$2.5 million was transferred from the ND State Grant to the ND Academic and CTE Scholarship in the 2019-21 bienni

Other Sources

Federal, state, institutional and private sources of financial aid make up most of the financial aid for students, however, there may be other sources. A source of funding not previously mentioned is military benefits. The Post 9/11 GI Bill and the Dept. of Defense Tuition Assistance (DOD TA) are a significant source of financial aid for NDUS students. In 2020-21, IPEDS reported that these benefits were provided to 1,330 undergraduate NDUS students in an amount of \$6.8 million. Over a 5-year period through 2020-21, the average benefit provided was \$7.2 million to 1,701 students. IPEDS data lags by one year and therefore, the 2021-22 data was not yet available at the time of this report and therefore is not incorporated into the other charts in this report.

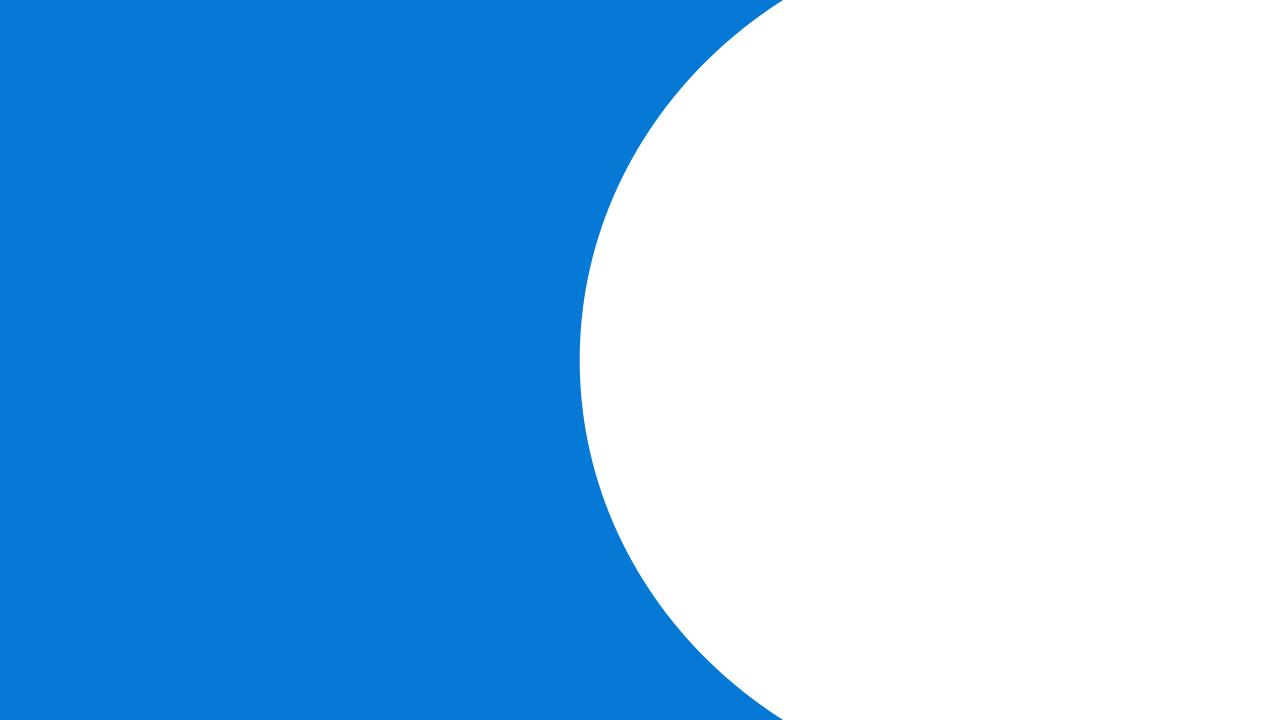
		Tabl	e 6 - IPEDS Re	ported Unde	rgraduate 9/	11 GI Bill Ben	efits & DOD T	uition Assista	ance	
Institution	2020)-21	2019	9-20	2018	3-19	201	7-18	201	6-17
	#	\$	#	\$	#	\$	#	\$	#	\$
BSC	143	\$ 402,499	186	\$ 506,504	193	\$ 526,241	224	\$ 733,174	242	\$ 702,001
DSU	32	\$ 167,892	22	\$ 129,371	35	\$ 146,234	34	\$ 144,660	32	\$ 145,404
LRSC	95	\$ 164,153	111	\$ 165,717	176	\$ 297,743	253	\$ 383,240	232	\$ 341,944
MASU	15	\$ 57,668	25	\$ 70,796	34	\$ 149,406	24	\$ 59,598	26	\$ 66,770
MISU	263	\$ 818,276	429	\$1,224,748	526	\$1,427,500	568	\$1,529,144	717	\$1,705,127
MISUB	33	\$ 65,512	43	\$ 75,095	52	\$ 77,755	50	\$ 70,353	85	\$ 106,756
NDSCS	36	\$ 145,584	37	\$ 149,000	45	\$ 169,661	66	\$ 184,450	60	\$ 173,717
NDSU	206	\$1,288,286	190	\$1,272,945	201	\$1,304,361	226	\$1,332,554	231	\$1,374,304
UND	479	\$3,601,906	427	\$3,064,045	413	\$2,732,450	397	\$3,097,892	432	\$3,171,375
VCSU	20	\$ 94,172	23	\$ 73,034	26	\$ 93,308	24	\$ 99,226	21	\$ 76,310
WSC	8	\$ 38,426	10	\$ 37,664	12	\$ 43,302	7	\$ 13,756	9	\$ 22,128
TOTAL	1,330	\$6,844,374	1,503	\$6,768,919	1,713	\$6,967,961	1,873	\$7,648,047	2,087	\$7,885,836
5-Yr Avg	1,701	\$7,223,027		-		-		-	-	-

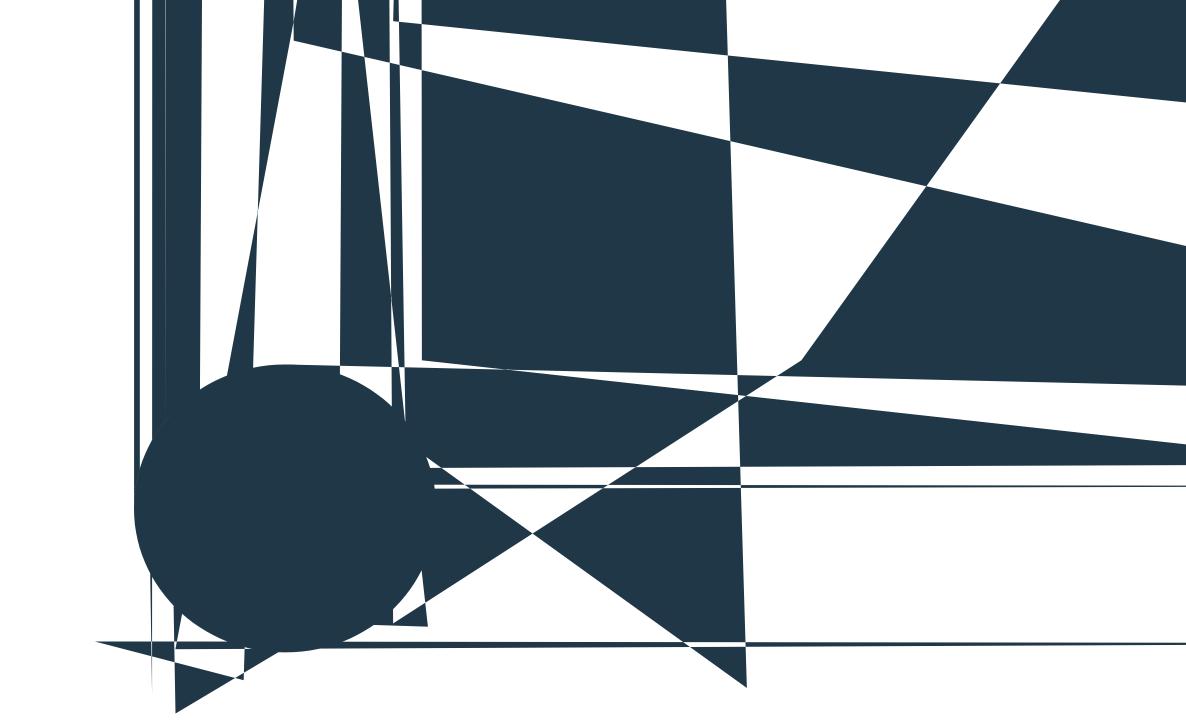
Counts may be duplicated if receiving both GI benefits and TA.

Net Price

Net price is a tool to help families pull projections together in order to determine estimated out-of-pocket cost after all scholarships and grants are applied to full cost of attendance. The full cost of attendance is the average tuition, fees, books, supplies, housing and food, transportation, and miscellaneous living expenses. Net price helps families estimate what they might owe, either through savings, work, or students loans, to attend their institution of choice. The net price data in this report represents the average for a full-time, first-time, degree-seeking undergraduate student paying in-state tuition rates, and who was awarded grant or scholarship aid.

In 2020-21, income earners below \$30,000 had a

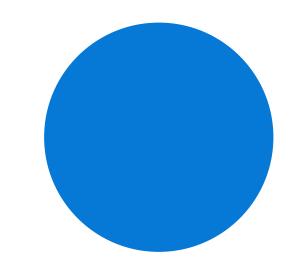


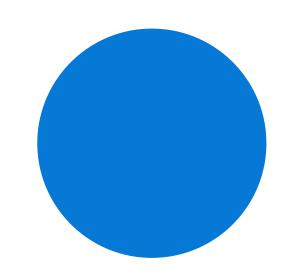












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Investment Disclosures

Investing in stocks includes numerous specific risks including: the fluctuation of dividend, loss of principal and potential illiquidity of the investment in a falling market.

The prices of small cap stocks are generally more volatile than large cap stocks.

International investing involves a greater degree of risk and increased volatility.

NDUS System Office Compensation Plan

FY2024 Proposal

Legislative & Performance Increases

The Legislative Assembly provided funding for salary increases averaging 6% for FY2024. All employees in good standing are eligible to receive these adjustments. Increases must be based on performance and may not be awarded across-the board. The System Office will implement the law by using the following guidelines:

∉ Effective 7/1/2023, all non-probationary employees with satisfactory performance appraisals will receive minimum performance increases of 6%.

The NDUSO annual market analysis indicates that one System Office employee is paid at market levels. Most other positions are paid well below market. Current market status prior to applying the legislative 6% average increases is as follows:

- € 5 employee is between 59.0– 64.9% of market.
- ₹ 7 employees are between 65 –69.9% of market
- € 2 employees are between 70 74.9% of market.
- ∉ 1 employees are between 75 79.9% of market
- ∉ 3 employees are between 80 85% of market.
- € 1 employee are between 86 90% of market.
- £ 2 employees are between 91 95% of market.
- € 1 employees are between 96–99.9% of market.
- ∉ 1 employee are at 100% of market or higher.

The approved legislative equity program has allowed the System Office to provide market equity compensation adjustments in FY23 to the mmpens the T

- ₹ The System Office uses a national comparison group -- All doctoral research institutions and all university systems. Comparison groups list the institutions who participated in the survey and provided current salary data as of November 2022. Data is aged if extracted after that date.
- Comparison groups may also be pulled by Carnegie classification, budget size, geographical, student size—there are many options. Salary surveys can be pulled by a single position. Caution must be used in narrowing the groups too much, as the sample size may be small and search results skewed.
- ₹ The median is considered full market (100%). The median is the middle value of a series of values laid out in numerical order. It's the middle point of the data set. Half of the values will be less than the median, and half will be higher than the median
- ∉ Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions contributi