



TO: State Council of Higher Education for Virginia

FROM: The University of Virginia

DATE: July 15, 2024

RE: 2024 Updates to UVA's 2023 Six-Year Plan

To demonstrate our ongoing commitment to advancing higher education in the Commonwealth, the University of Virginia (UVA) would like to highlight several updates to our Six Year Plan (originally submitted in 2023).

We continue to focus on achieving the goals and initiatives set out in our [2030 Plan, "A Great and Good University"](#) — UVA's 10-year strategic plan.

- UVA Admission received a record 59,000 undergraduate applications (up from nearly 56,500 in 2023) for approximately 4,000 seats in the first-year undergraduate Class of 2028.
- Following national conversations on affordability and return on investment, UVA continues our commitment to limiting need-based loans for students to ensure they graduate with less debt. Access UVA, our financial aid program, meets 100% of demonstrated financial need for in-state and out-of-state undergraduate students. Beginning with the 2024-25 academic year, Virginia students with household income of \$50,000 or less (up from \$30,000) qualify for grants to cover the cost of tuition, fees, room and board. Virginia students with household income of \$100,000 or less (up from \$80,000) qualify for grants to cover the cost of tuition and fees. We also revised eligibility for \$2,000 Cornerstone grants to include those with income under \$150,000 (expanded from the initial ceiling of \$125,000). This program was especially helpful this year given the delay in FAFSA processing.
- UVA's 2023 Six-Year Plan included a pilot program to reach a wider audience of potential Virginia students who might not see themselves as future UVA students. The "All-Virginia" pilot program's goal is to encourage

and prepare more students from Virginia public schools with high rates of socioeconomic disadvantage to apply to UVA and to better champion public higher education across the Commonwealth. Fall 2024 enrollment includes 109 first-time, first-year students from the program's 40 high schools. The program has grown by 85% compared to Fall 2023 when 59 students enrolled from these same 40 high schools.

- Another notable national topic is artificial intelligence, and UVA believes Virginia can serve as a natural leader on AI-related issues and policy. As part of our efforts to use cutting-edge research to advance practical solutions to big problems, we are planning a Commonwealth-wide Artificial Intelligence (“AI”) Institute, modeled after the Commonwealth Cybersecurity Institute. It would have three goals: education and workforce development; innovation and economic development; and research and discovery. The Institute would be designed as a P4 model, a partnership between government, public higher education, private philanthropy, and private industry. UVA hopes to partner with higher education institutions across the Commonwealth to address this rapidly growing issue.
- With respect to unknowns or risks that may skew UVA's enrollment projections, we point to two additional concerns that have arisen since submission of our 2023 Six-Year Plan.
 - First, the ongoing analysis of Supreme Court decisions in Harvard and UNC cases may result in further changes in admission, recruitment, and aid practices that would limit UVA's ability to recruit and aid students.
 - Second, problems with the new Free Application for Federal Student Aid (FAFSA) may be ongoing and may deter students from lower-income households from pursuing and/or enrolling in higher education; because these problems may especially affect students who would have been more likely to enroll in Virginia community colleges, the greatest eventual effect on UVA could be on external transfer enrollment.

- Since our 2023 submission, UVA has launched several new degree programs to further align with projected workforce needs. Our new B.S. in Data Science will enroll its first students in fall 2024. We have recently received approval to offer an Ed.S. in School Psychology as well as a Ph.D. in Computational Biology. These programs leverage faculty expertise and strengths in disciplinary areas that are nationally recognized and address employment demands. We now have 32 programs that may be completed 100% online, including 12 master’s, two bachelor’s, one Ed.D. and one E.Ds.

- With the help of a consultant, UVA is currently studying space utilization in three major administrative buildings that house departments utilizing fully remote or hybrid work since the pandemic.

- UVA continues to build a team of talented research scientists and professionals for the Paul and Diane Manning Institute of Biotechnology (the “Institute”).
 - As of June 2024, the Institute has hired twenty-eight research scientists: 16 principal investigators and 12 additional research scientists who will support their laboratories. UVA has committed a total of \$35.8M in start-up support packages to the 16 principal investigators.
 - These 28 scientists were recruited to the Commonwealth of Virginia from 11 states and 15 separate institutions, including Baylor College of Medicine, Harvard Medical School, Northwestern University, Stanford University, and the University of Washington, which were ranked in the top 20 institutions receiving National Institutes of Health funding in 2023.
 - Their work spans various pioneering areas of research: breakthrough regenerative medicine research with the potential to cure diseases, repair damage, and slow aging; innovative imaging techniques offering minimally invasive early diagnosis and ultrasound-based therapeutics; T Cell immunotherapies to combat various cancer types; translational and transdisciplinary research on neurodegeneration related to aging and disease; cancer nanotherapy; and a better understanding of DNA repair to assist with personalized medicine, gene editing, and other gene therapeutics.

- Investment in the Institute is positioning UVA to become a hub for some of the most innovative research being done in these fields.
 - Additionally, 59 new jobs have been created to directly support the research work of these scientists. The Institute also is in the final stages of the interview process for an executive director; the search has employed a strategic recruitment process aimed at capturing the very best pool of candidates that meet the overall needs of the Institute.
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- In 2023, UVA launched a pan-University entrepreneurship initiative to connect and build the entrepreneurial ecosystem across the University and throughout the region. Over the next several years, UVA seeks to further bring together students, faculty, staff, alumni, and the broader community to identify new solutions to societal problems, accelerate the commercialization of innovative technologies, expand innovation pathways for students and alumni, and create and grow successful new ventures through entrepreneurship.

In addition to the developments described above, UVA wishes to provide the following information in response to the specific questions posed by the Op-Six:

1) How have you used the Fact Pack data provided last year with the public, your governing board, students, faculty, etc.?

Fact Pack data was provided to the University of Virginia Board of Visitors in fall 2023 and provided the basis for several discussions. Additionally, several slides from the Fact Pack have been incorporated into Board of Visitors presentations in the past year, including when the Board of Visitors approved 2024-25 and 2025-26 tuition and fees and when they approved the fiscal year 2025 budget.

2) Have you experienced changes in admissions, enrollment, and retention due to disruptions of the new FAFSA form, and what is your plan to mitigate the impact?

We do not currently expect significant immediate changes in admission, enrollments, or retention as a result of problems with the new FAFSA, thanks to the persistence of our admitted and current students and their families and thanks to the extraordinary work of the colleagues who support them, especially in Student Financial Services (SFS) and the Virginia College Advising Corps (VCAC).

SFS's mitigation efforts began with careful planning in the fall 2023 semester and have been repeatedly adjusted and amplified as the breadth and depth of the FAFSA problems have been revealed. These efforts have included expanded print, email, and text communications to admitted and current students, as well as their parents and guardians; increased individualized support for admitted students during open-house events; and reengineering of the processes that package preliminary and final aid. These efforts allowed us to provide preliminary aid packages to all but a few dozen newly admitted students by their deadline to accept or decline their offers of admission, which we extended from May 1 to May 15.

VCAC's mitigation efforts have included dedicated financial aid advising for the 14,000 graduating high-school seniors in VCAC's partner high schools, as well as a new initiative, supported by the Pell Initiative for Virginia, to offer virtual appointments to any high-school senior in Virginia who needs help with the FAFSA.

These positive steps notwithstanding, we have additional significant FAFSA-imposed hurdles to clear before federal aid can be disbursed, and the timeline for clearing these hurdles narrows day by day. Further technical problems with federal processes could delay the delivery of aid and create hardships for students, families, and UVA.

Moreover, based on current information, we believe problems with the FAFSA will persist throughout 2024 and into 2025. We are concerned about the compounded effects these extended problems will have on students and families. We also are worried about the administrative burden on our colleagues

in SFS, especially given their role in meeting reporting requirements under the new gainful employment and financial value transparency rule.

In addition, with FAFSA-completion rates among current high-school seniors down by 15 or more percentage points compared to last year, there is a risk that fewer students will enroll in higher education, including Virginia community colleges, than would otherwise have been the case. As noted above, such a decline – especially among VCCS students – could affect our future enrollments of external transfer students.

3) Explain any changes in the “Key Metrics at a Glance” and other changes to your Fact Pack you feel are important to highlight.

The UVA Fact Pack shared with us has numerous edits/corrections needed. We are attaching a detailed document citing necessary corrections.

4) Please include detailed updates on your cost control measures as noted in the Six-Year Plan follow up including new/ongoing initiatives and where your per student overall expenditure and institutional/administrative expenditures are trending as a result of your efforts.

Please see Appendix A, which describes several operational efficiency measures and enhancements across various functional areas. These measures were submitted to JLARC using the collection instrument provided for its higher education cost efficiency study.

5) Describe the anticipated impact of any new federal or state legislative or regulatory requirements on the institution's finances (e.g., Financial Value Transparency and Title IX regulations).

The Financial Value Transparency and Gainful Employment (FVT/GE) Reporting Requirements are scheduled to begin October 1, 2024. However, any impacts from this new reporting will not take effect until July 1, 2026. Our understanding at this point in time is that *if* UVA had a failing rate, it’s possible that prospective students would see this information and decide not to apply or

matriculate. We believe the probability of this occurring is very low. There will be an administrative burden in complying with this new reporting requirement, which the Department of Education has estimated will be about 400 hours to comply with the October 1 deadline. Our professional organizations (such as NASFAA) have urged the Department of Education to postpone the reporting deadline to July 1, 2025.

UVA is appreciative of the General Assembly's effort to address legislative and budget concerns related to the Commonwealth's Virginia Military Survivors' and Dependents' Education Program (VMSDEP). State support is requested as this critically important program has experienced significant growth in recent years and is expected to continue to grow. The requested amount reflects the estimated cost of FY24 actual foregone revenue. This amount has not been adjusted for any one-time state support resulting from the 2024 Special Session pending final action and allocations by the State Council of Higher Education for Virginia. The University is committed to partnering with the Commonwealth to bolster the long-term sustainability of this program.

APPENDIX A: Cost-Cutting and Operational Efficiency Measures

Institutional Support

Institutional support initiatives may include but are not limited to: human resources, business & financial services, legal services, facilities and facility management, and information technology.

Type of initiative	Brief Description	Anticipated/Realized efficiency gains and estimated monetary savings or cost avoidance (where applicable)	Approximate Timeframe (Start/End Dates)
Software and staffing Efficiencies	Information Technology Services (ITS) has retired old systems, transitioned to lower maintenance systems, and implemented new software, such as DocuSign and a new anti-malware solution which led to greater efficiencies and cost savings. ITS also has started using student workers for Tier 1 support at lower wages than highly skilled IT professionals. Realized savings will offset required salary increases and any increased software contract costs.	Indeterminate, but at least \$2 million in annual savings	Started fiscal year 24
Procurement	Facilities Management (FM) moved its uniform order services from paper to Workday, changed custodial products providers, and installed self-performing controls on new capital construction for cost savings. The Workday implementation has reduced the need for fiscal technician roles.	One time savings of \$550,000 for self-performing controls Total annual savings of approximately \$400K for Automation of Uniform Ordering/ Custodial Products Change /Elimination of fiscal technician positions	Started fiscal year 24
Sustainability	UVA FM's Building Efficiency Program performs projects in buildings that lead to reduced energy. Based on actual CY23 savings in Bavaro, Clemons Library, Newcomb, Olsson, Rouss/Robertson, and Thornton the savings are \$1,040,000 per year. The Sustainable Labs Program constructs projects in laboratories that lead to reduced energy consumption and enhanced safety of the lab. The FY24 savings is \$500,000 and	Indeterminate, but at approximately \$2M per year, and growing	Started in 2023

	each year after is projected to be \$875,000 in annual savings. The new Sustainable Clinics program is underway and will also lead to reduced energy costs. These programs move UVA towards our Carbon Neutrality Goals and reduce departments' energy and utility costs.		
Sustainability	UVA Energy & Utilities is transitioning from steam and high-temperature heating water utilizing fossil fuels to hot water production from the heat recovery chiller. Energy & Utilities is also reducing energy losses and maintenance costs by eliminating steam lines west of Hospital Drive.	Approximately \$1M per year	FY24
Reallocating office space	In response to a more flexible work environment, UVA has been able to consolidate and/or reallocate work locations of individual units across Grounds. Even when accounting for significant building renovation costs, these efforts have led to significant savings and will yield cost avoidances going forward.	Approximately \$20 million in savings to date, with an additional \$19-22 million in cost avoidance projected	Started approximately fiscal year 2022
Structural or Organizational Change	Human Resources (HR) undertook an initiative to improve processes and gain efficiencies across HR and was able to eliminate manual processes and reduce manhours. Office of University Counsel (OUC) reallocated funds from various position vacancies to others to increase FOIA/Subpoena response efficiencies, and also reduce the burden on more experienced attorneys, while reducing annual salaries.	Indeterminate, but at least \$200,000	Started fiscal year 23
Procurement	Implemented Amazon Business instead of utilizing multiple department-level Amazon accounts. Through Amazon Business purchases are tax exempt, average of 3-5% lower pricing than regular Amazon purchases, rebates are realistically attainable, it is easier to search for local, SWaM, or sustainability status, and Office of Procurement and Supplier Diversity Services has better visibility into Amazon purchases.	Indeterminate	Started May 2024

Academic Affairs

Academic affairs initiatives may include but are not limited to: instruction, academic support, curriculum and program development & organization, libraries, faculty workloads, and research.

Type of initiative	Brief Description	Anticipated/Realized efficiency gains and estimated monetary savings or cost avoidance (where applicable)	Approximate Timeframe (Start/End Dates)
Structural or Organizational Change	Several colleges/schools reviewed vacant positions and decided to leave positions unfilled to realize savings. Schools also have begun sharing software between departments for annual cost savings, and others have reallocated/shared positions for enhanced cost savings.	Approximately \$1.6 million annually	Started fiscal year 24
Cost Avoidance	The School of Education is winding down several programs with one-time gifts or grant funding to avoid ongoing operating funding costs.	Approximately \$6.2 million annually	FY24
Revenue Enhancement	The College of Arts and Sciences reviewed restricted fund balances for opportunities to use funds to underwrite operating budget or reinvest endowment fund balances to build future revenue. All planned vacant professorships for FY2024 or 2025 are planned for reinvestment. This is expected to help grow endowments to offset existing expenditure commitments and will help reduce number of requests for incremental support.	Indeterminate, but approximately \$1.8 million annually	Started fiscal year 24

Student Services

Student services initiatives may include but are not limited to: student affairs, enrollment management & financial aid, and student health services.

Type of initiative	Brief Description	Anticipated/Realized efficiency gains and estimated monetary savings or cost avoidance (where applicable)	Approximate Timeframe (Start/End Dates)
Structural or Organizational Change	Enrollment reallocated funding and positions based on efficiencies in transaction processing and financial reporting, also scaled back long-time employees looking to retire from full-time to part-time and began succession planning.	Approximately \$900,000 in savings annually	Started fiscal year 24
Structural or Organizational Change	Orientation and New Student Programs reorganized its office leading to savings. Some savings will be used to pilot programs for the Second-Year program.	Approximately \$115,000 in savings annually	Started fiscal year 24

Auxiliaries

Auxiliary initiatives may include but are not limited to: dining operations, student housing, student recreation, intercollegiate athletics, parking services, transportation, bookstores, and student unions.

Type of initiative	Brief Description	Anticipated/Realized efficiency gains and estimated monetary savings or cost avoidance	Approximate Timeframe (Start/End Dates)
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		(where applicable)	
Structural or Organizational Change	Residential Life and Housing were combined into a single fiscal entity to reduce internal billings and transfers, while increasing collaboration and efficiencies. The combined office reorganized and reallocated job responsibilities of Associate Director of Operations, which allows the operations team to function optimally without backfilling roles. The office optimized routine cleaning and inspection schedules in traditional residence halls to increase efficiency without decreasing quality and expanded in house HVAC maintenance. Realized savings will prevent or offset increases in student costs/fees.	Approximately \$600,000 in savings annually.	Started fiscal year 24
Revenue Enhancement	University Communications transformed its athletic licensing program fueled by better strategy, new deals, and one-time sign-on bonuses.	Increase of 140% in licensing revenues, or approximately \$2 million.	Started January 2022
Revenue Enhancement	UVA Recreation has increased its use of facility rentals and has modified its approach to University staff memberships, which has led to less reliance on mandatory student auxiliary fees to support its programs.	From FY2021 to FY2023, the other revenue generating items, such as facility rentals and staff memberships, have increased by more than 300 percent.	Started fiscal year 21
Process Redesign	UVA Recreation began auditing payroll to maximize work-study program funding and purchased software to enable the department to monitor use and location of all department vehicles to minimize misuse and theft. UVA Recreation also paid off debt early and will use savings to pay down additional debt early.	Indeterminate, but at least \$65,000	Started fiscal year 24
Process Redesign	Past policy had been to keep supplies stocked for access control inventory (door handles, wiring, and replacement parts) rather than have vendor supply as needed. Stopped stocking inventory.	Savings of \$654,000	Started fiscal year 24

Process Redesign	Parking and Transportation moved from both paper hang tag permits and electronic permits to exclusively electronic parking permits using license plate recognition software.	Savings of \$93,300	Started fiscal year 24
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INSTRUCTIONS FOR SUBMITTING 2024 INSTITUTIONAL SIX-YEAR PLAN

Due Date: July 1, 2024
PLEASE READ INSTRUCTIONS CAREFULLY

Six-year Plan Requirement

The Higher Education Opportunity Act of 2011 (TJ21) requires Virginia's public institutions of higher education to prepare and submit six-year plans. (See below for complete code reference.) During the 2015 General Assembly session, joint resolutions approved by the House (HJR 555) and Senate (SJ 228) also require that the mission, vision, goals, and strategies expressed in the Virginia Plan, the statewide strategic plan, guide the development of the strategic plan and six-year plan at each public institution of higher education, as well as the agency plan for SCHEV, and that SCHEV report annually on the Commonwealth's progress toward achieving these goals and targets to the Governor, General Assembly, institutions of higher education and the public.

2023 Six-Year Plan Format

The 2024 Six-Year Plan consists of a workbook and an accompanying narrative. The workbook has an Instructions page, Institution ID page and eight parts/worksheets: Enrollment, Undergraduate Tuition and Fee Increase Rates, Revenue, Financial Aid, Academic-Financial, General Fund (GF) Request, and Pro Forma. **Note: Shaded cells contain formulas.** Instructions for the narrative are provided in a separate attachment. Though the Enrollment/Degree Projections are being developed in a separate process, institutions are required to provide a summary of enrollment projections in Tab 1 so they can be considered as part of the six-year planning process alongside the financial projections and pro forma analysis.

The 2024 Six-Year Plans are due July 1, 2024. The review group (referred to as Op Six) as outlined in § 23.1-306 - see Legislative Reference section below - will meet with each institution in August to review the institution's plan and provide comments. If changes to the plans are recommended, revised institutional submissions are due no later than October 1 or immediately following an institution's Board of Visitors' meeting, if it is later than October 1.

INSTRUCTIONS FOR SECTIONS

1. Undergraduate Tuition and Fee Increase Rate Plan

Provide annual planned increases in undergraduate tuition and mandatory E&G fees and mandatory non-E&G fees for both in-state and out-of-state students in 2024-26 biennium. The tuition and fee charges for in-state undergraduate students should reflect the institution's estimate of reasonable and necessary charges to students based on the mission, market capacity and other factors with the assumption of no new state general fund support.

2. Revenue

For FY2023-FY2026: Based on assumptions of no new general fund, enrollment changes and other institution-specific conditions, provide total collected or projected to collect revenues (after discounts and waivers) by student level and domicile (including tuition revenue used for financial aid), and other NGF revenue for educational and general (E&G) programs, and mandatory non-E&G fee revenues from in-state undergraduates and other students as well as the total auxiliary revenue. In line 25, enter E&G GF revenues for the current biennium and 2024-26 biennium if there is a final budget. The formulas will automatically hold that constant for the remaining years.

For FY2027-FY2030: Provide a pro forma analysis of total tuition revenue in years 2026-2030 by holding T&F constant at the planned 2025-26 rate while incorporating your institution's submitted enrollment projections for each year through 2030. These columns are NOT meant to be a projection and do NOT make any assumption about GF support. The calculations will be used to support the pro forma analysis in tab 5.

3. Financial Aid

Provide a breakdown of the projected source and distribution of tuition and fee revenue redirected to financial aid. To ensure compliance with the state prohibition that in-state students not subsidize out-of-state students and to provide the review group with a scope of the strategy, projections must be made for each of the indicated categories. Please be aware that this data will be compared with similar data provided by other institutional offices in order to ensure overall consistency. (Please do not alter shaded cells that contain formulas.) "Other Discounts and Waiver" means the totals of any unfunded full or partial tuition waiver reducing the students' charges, including Virginia Military Survivors and Dependent Education Program and the Senior Citizens Tuition Waiver. Do not include the tuition differential for the tuition exceptions. Note: If you do not have actual amounts for Tuition Revenue for Financial Aid by student category, please provide an estimate. If values are not distributed for Tuition Revenue for Financial Aid, a distribution may be calculated for your institution.

4. Academic-Financial Plan

Instructions: The Academic Plan should contain academic, finance, and support service strategies the institution intends to employ in meeting state needs/goals as found in the Virginia Plan. (Please see the main instructions sheet in this workbook for more detailed information about The Virginia Plan. Please provide short titles to identify institutional strategies and other expenditure increases. Provide a concise description in the "Notes" column (column O), including a % increase where relevant and a specific reference as to where more detailed information can be found in the Narrative document.

Complete the lines appropriate to your institution, adding lines within the relevant categories as needed. As completely as possible, the items should represent a complete picture of your anticipated use of projected tuition revenues and strategic focus areas. Categories are listed in bold; you may not change the categories but you may add lines where indicated. Please update total cost formulas if necessary. For every line, the total amount and the sum of the reallocation and tuition revenue should equal one another.

Funding amounts in the first year should be incremental. However, if the costs continue into the second year and beyond, they should be reflected cumulatively (i.e. cost increases vs. 2023-24). Please update total cost formulas if necessary. A separate worksheet (Part 6) is provided for institutions to request additional GF support for 2024-26. Strategies for student financial aid, other than those that are provided through tuition revenue, should not be included on this table; they should be included in Part 6, General Fund Request, of the plan.

Also, given the long standing practice that agencies should not assume general fund support for operation and maintenance (O&M) of new facilities, O&M strategies should not be included in an institution's plan, unless they are completely supported by tuition revenue.

Lines 5 and 6 are newly added to collect the estimated E&G expenditures of 2022-23 and 2023-24 as baselines for Tab 5 Pro Forma.

For the 2026-28 biennium and 2028-2030 biennium, total amounts should be provided as estimates of future expenditures on these items but delineation of reallocation vs. tuition revenue vs. GF does not need to be provided by the institution.

Pathways to Opportunity: The Virginia Plan for Higher Education. In the column labeled "VP Goal," identify the goal of the The Virginia Plan (VP) that applies to each institutional strategy using the appropriate number (i.e., 1, 2, or 3). The three VP goals are listed below. In the Narrative document (Section B), institutions should provide more detailed information.

The Virginia Plan has three major goals (please refer to the Plan at <https://www.schev.edu/research-publications/strategic-plan>) for more information about the strategies under each goal):

GOAL 1 EQUITABLE: CLOSE ACCESS AND COMPLETION GAPS.

GOAL 2 AFFORDABLE: LOWER COSTS TO STUDENTS.

GOAL 3 TRANSFORMATIVE: EXPAND PROSPERITY.

5. Six-Year Pro Forma Calculations

Instructions: No new data needs to be added on this tab; it is entirely comprised by formulas. The top section pulls in data from the previous tabs to calculate a pro forma budget surplus/deficit for the 6 years. The following section calculates what T&F (price) and GF increases would theoretically need to occur each year in order to cover the deficit and maintain the 2022-23 GF/NGF split. At the bottom is a blended scenario calculator that a user can leverage to calculate custom "shared" scenarios where deficits can be covered by a combination of expenditure reduction, T&F increases, and GF increases. Cells D28:30 should be set by the user (so long as they add up to 100%) and the results will flow into the rows below that automatically. This analysis is intended to be directional and pro forma; it is not intended to be interpreted as a projection or plan/budget of any kind.

Note: this pro forma does not include any of the additional GF requests in the following tab; those requests would require GF funding on top of what is calculated in this tab. It does account for the salary/health insurance/VITA increases from tab 4, including the corresponding GF increases.

6. General Fund (GF) Request

Instructions: Indicate items for which you anticipate making a request for state general fund in the 2024-26 biennium. The item can be a supplement to a strategy or item from the academic and financial plan or it can be a free-standing request for which no tuition revenue would be used. If it is a supplement to a strategy or item from the academic and financial plan, use the same title used in Part 4 and place it in bold print to draw attention to its connection to Part 6. Also, describe in the Notes column how additional general fund will enhance or expand the strategy. Requests for need-based financial aid appropriated in program 108 should be included here. If additional rows are added, please update the total costs formulas.

Enrollment/Degree Projections: Detailed six-year enrollment/degree projections are being collected through a separate process. These projections will be incorporated in the Six-Year Plan as part of the July and August institutional meetings with the Op Six.

BOV Approval: Final board approval of the Six-Year Plan should be done at the earliest possible fall meeting. HB 897 (2018) specified that initial plans do not get posted on the General Assembly's website and that final plans should be submitted to DLAS no later than December 1. However, we are requesting that institutions submit final plans with their responses to Op Six Comments on October 1 (or as soon after fall board meetings as possible) as has been done in the past. We post the responses and final plans for review by the Op Six for a period of time prior to posting to SCHEV's website.

Accessibility: All files need to be checked for accessibility prior to submitting them. Information on accessibility is provided at this link on SCHEV's website: <http://schev.edu/index/accessibility/creating-accessible-content>. The first link, "How to Make Your MS Office Documents Accessible" can be used to learn how to check documents. Only errors, not warnings, must be addressed.

Contacts for Questions:

General Questions - Thomas Allison (tomallison@schev.edu)

Academic - Joe DeFilippo (jodefippo@schev.edu)

Finance - Yan Zheng (yanzheng@schev.edu)

Financial Aid - Lee Andes (leandes@schev.edu)

Enrollment/Degree Projections - Tod Massa (todmassa@schev.edu)

Legislative Reference:

§ 23.1 - 306. Institutional Six-Year Plans.

A. The governing board of each public institution of higher education shall (i) develop and adopt biennially and amend or affirm annually a six-year plan for the institution; (ii) submit such plan to the Council, the General Assembly, the Governor, and the Chairmen of the House Committee on Appropriations, the House Committee on Education, the Senate Committee on Education and Health, and the Senate Committee on Finance no later than July 1 of each odd-numbered year; and (iii) submit amendments to or an affirmation of that plan no later than July 1 of each even-numbered year or at any other time permitted by the Governor or General Assembly to the Council, the General Assembly, the Governor, and the Chairmen of the House Committee on Appropriations, the House Committee on Education, the Senate Committee on Education and Health, and the Senate Committee on Finance. Each such plan and amendment to or affirmation of such plan shall include a report of the institution's active contributions to efforts to stimulate the economic development of the Commonwealth, the area in which the institution is located, and, for those institutions subject to a management agreement set forth in Article 4 (§ 23.1-1004 et seq.) of Chapter 10, the areas that lag behind the Commonwealth in terms of income, employment, and other factors.

B. The Secretary of Finance, Secretary of Education, Director of the Department of Planning and Budget, Executive Director of the Council, Staff Director of the House Committee on Appropriations, and Staff Director of the Senate Committee on Finance, or their designees, shall review each institution's plan or amendments and provide comments to the institution on that plan by September 1 of the relevant year. Each institution shall respond to any such comments by October 1 of that year.

C. Each plan shall be structured in accordance with, and be consistent with, the objective and purposes of this chapter set forth in § 23.1-301 and the criteria developed pursuant to § 23.1-309 and shall be in a form and manner prescribed by the Council, in consultation with the Secretary of Finance, the Secretary of Education, the Director of the Department of Planning and Budget, the Director of the Council, the Staff Director of the House Committee on Appropriations, and the Staff Director of the Senate Committee on Finance, or their designees.

D. Each six-year plan shall (i) address the institution's academic, financial, and enrollment plans, including the number of Virginia and non-Virginia students, for the six-year period; (ii) indicate the planned use of any projected increase in general fund, tuition, or other nongeneral fund revenues; (iii) be based upon any assumptions provided by the Council, following consultation with the Department of Planning and Budget and the staffs of the House Committee on Appropriations and the Senate Committee on Finance, for funding relating to state general fund support pursuant to §§ 23.1-303, 23.1-304, and 23.1-305 and subdivision 9; (iv) be aligned with the institution's six-year enrollment projections; and (v) include:

1. Financial planning reflecting the institution's anticipated level of general fund, tuition, and other nongeneral fund support for each year of the next biennium;
2. The institution's anticipated annual tuition and educational and general fee charges required by (i) degree level and (ii) domiciliary status, as provided in § 23.1-307;
3. Plans for providing financial aid to help mitigate the impact of tuition and fee increases on low-income and middle-income students and their families as described in subdivision 9, including the projected mix of grants and loans;
4. Degree conferral targets for undergraduate Virginia students;
5. Plans for optimal year-round use of the institution's facilities and instructional resources;
6. Plans for the development of an instructional resource-sharing program with other public institutions of higher education and private institutions of higher education;
7. Plans with regard to any other incentives set forth in § 23.1-305 or any other matters the institution deems appropriate;
8. The identification of (i) new programs or initiatives including quality improvements and (ii) institution-specific funding based on particular state policies or institution-specific programs, or both, as provided in subsection C of § 23.1-307; and
9. An institutional student financial aid commitment that, in conjunction with general funds appropriated for that purpose, provides assistance to students from both low-income and middle-income families and takes into account the information and recommendations resulting from the review of federal and state financial aid programs and institutional practices conducted pursuant to subdivisions B 2 and C 1 of § 23.1-309.

E. In developing such plans, each public institution of higher education shall consider potential future impacts of tuition increases on the Virginia College Savings Plan and ABLE Savings Trust Accounts (§ 23.1-700 et seq.) and shall discuss such potential impacts with the Virginia College Savings Plan. The chief executive officer of the Virginia College Savings Plan shall provide to each institution the Plan's assumptions underlying the contract pricing of the program.

F. 1. In conjunction with the plans included in the six-year plan as set forth in subsection D, each public institution of higher education, Richard Bland College, and the Virginia Community College System may submit one innovative proposal with clearly defined performance measures, including any request for necessary authority or support from the Commonwealth, for a performance pilot. If the General Assembly approves the proposed performance pilot, it shall include approval language in the general appropriation act. A performance pilot shall advance the objectives of this chapter by addressing innovative requests related to college access, affordability, cost predictability, enrollment management subject to specified commitments regarding undergraduate in-state student enrollment, alternative tuition and fee structures and affordable pathways to degree attainment, internships and work study, employment pathways for undergraduate Virginia students, strategic talent development, state or regional economic development, pathways to increase timely degree completion, or other priorities set out in the general appropriation act.

2. A performance pilot may include or constitute an institutional partnership performance agreement, which shall be set forth in a memorandum of understanding that includes mutually dependent commitments by the institution, the Commonwealth, and identified partners, if any, related to one or more of the priorities set forth in subdivision 1 or set forth in a general appropriation act. No such institutional partnership performance agreement shall create a legally enforceable obligation of the Commonwealth.

3. No more than six performance pilots shall be approved in a single session of the General Assembly.

4. Development and approval of any performance pilot proposal shall proceed in tandem with consideration of the institution's six-year plan, as follows:

a. An institution that intends to propose a performance pilot shall communicate that intention as early as practicable, but not later than April 1 of the year in which the performance pilot will be proposed, to the reviewers listed in subsection B, the co-chairmen of the Joint Subcommittee on the Future Competitiveness of Virginia Higher Education, and the Governor. In developing a proposed performance pilot, the institution shall consider the Commonwealth's educational and economic policies and priorities, including those reflected in the Virginia Plan for Higher Education issued by the Council, the economic development policy developed pursuant to § 2.2-205, the strategic plan developed pursuant to § 2.2-2237.1, relevant regional economic growth and diversification plans prepared by regional councils pursuant to the Virginia Growth and Opportunity Act (§ 2.2-2484 et seq.), and any additional guidance provided by the Joint Subcommittee on the Future Competitiveness of Virginia Higher Education and the Governor.

b. An institution that submits a performance pilot shall include the one innovative proposal with clearly defined performance measures, and any corresponding authority and support requested from the Commonwealth, with its submission of the preliminary version of its six-year plan pursuant to clause (ii) of subsection A or with its preliminary amendment or affirmation submission pursuant to clause (iii) of subsection A.

c. The reviewers listed in subsection B, or their designees, shall review and comment on any proposed performance pilot in accordance with the six-year plan review and comment process established in subsection B and may expedite such review and comment process to facilitate the executive and legislative budget process or for other reasons. No later than October 15 of the relevant year, the reviewers shall communicate to the Governor and the Chairmen of the House Committee on Appropriations and the Senate Committee on Finance their recommendations regarding each performance pilot proposal. Such recommendations shall include the reviewers' comments regarding how the proposed performance pilots, individually and collectively, support the strategic educational and economic policies of the Commonwealth.

d. Each performance pilot proposal shall include evidence of its approval by the institution's governing board and, if accepted, shall be referenced in the general appropriation act.

Six-Year Plans (2024): 2024-25 through 2029-30

Due: July 1, 2024

Institution:

Institution UNITID:

Individual responsible for plan

Name(s) & Title(s):

Email address(es):

Telephone number(s):

Part 1: Undergraduate Tuition and Mandatory Fee Increase Plans in 2024-26 Biennium

University of Virginia

Instructions: Provide annual planned increases in undergraduate tuition and mandatory E&G fees and mandatory non-E&G fees for both in-state and out-of-state students in 2024-26 biennium. The tuition and fee charges for in-state undergraduate students should reflect the institution's estimate of reasonable and necessary charges to students based on the mission, market capacity and other factors with the assumption of no new state general fund support.

	Undergraduate Tuition and Mandatory Fees					
	2023-24 Charge (BOV approved)	2024-25			2025-26	
		Board Approved Charge	% Increase		Planned Charge	% Increase
In-State UG Tuition	\$15,324	\$15,784	3.0%	\$16,258	3.0%	
In-State UG Mandatory E&G Fees	\$461	\$475	3.0%	\$489	2.9%	
In-State UG Mandatory non-E&G Fees	\$3,023	\$3,097	2.4%	\$3,233	4.4%	
In-State UG Total	\$19,356	\$19,356	0.0%	\$19,980	3.2%	
Out-of-State UG Tuition	\$52,254	\$53,822	3.0%	\$55,436	3.0%	
Out-of-State UG Mandatory E&G Fees	\$1,143	\$1,157	1.2%	\$1,171	1.2%	
Out-of-State UG Mandatory non-E&G Fees	\$3,023	\$3,097	2.4%	\$3,233	4.4%	
Out-of-State UG Total	\$56,420	\$58,076	2.9%	\$59,840	3.0%	

Part 2: Revenue: 2022-23 through 2029-30
University of Virginia

Instructions: Based on assumptions of no new general fund, enrollment changes and other institution-specific conditions, **provide total collected or projected to collect revenues (after discounts and waivers)** by student level and domicile (including tuition revenue used for financial aid), and other NGF revenue for educational and general (E&G) programs; and mandatory non-E&G fee revenues from in-state undergraduates and other students as well as the total auxiliary revenue.
 In line 25, enter E&G GF revenues for the current bienium and 2024-26 biennium if there is the final budget. The formulas will automatically hold that constant for the remaining years of 2026 to 2030.

Instructions: Provide a pro forma analysis of total tuition revenue in years 2026-2030 by holding T&F constant at the planned 2025-26 rate while incorporating your institution's submitted enrollment projections for each year through 2030. These columns are NOT meant to be a projection and do NOT make any assumption about GF support. The calculations will be used to support the pro forma analysis in tab 5.

Items	2022-2023 (Actual)	2023-2024 (Actual)	Chg	2024-2025 (Estimate)	Chg	2025-2026 (Planned)	Chg	2026-2027 (Pro Forma)	Chg	2027-2028 (Pro Forma)	Chg	2028-2029 (Pro Forma)	Chg	2029-2030 (Pro Forma)	Chg	2022-2030 Chg	CAGR
	Total Collected Tuition Revenue	Total Collected Tuition Revenue		Total Projected Tuition Revenue		Total Projected Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue			
E&G Programs																	
Undergraduate, In-State	\$197,520,859	\$220,967,522	11.9%	\$222,892,264	0.9%	\$229,890,519	3.1%	\$230,858,488	0.4%	\$230,621,599	-0.1%	\$230,370,886	-0.1%	\$230,125,521	-0.1%	17%	2.2%
Undergraduate, Out-of-State	\$285,282,091	\$312,027,410	9.4%	\$330,587,387	5.9%	\$341,394,182	3.3%	\$342,076,970	0.2%	\$342,142,059	0.0%	\$342,206,883	0.0%	\$342,271,719	0.0%	20%	2.6%
Graduate, In-State	\$53,287,150	\$62,029,433	16.4%	\$61,702,263	-0.5%	\$64,843,496	5.1%	\$66,434,903	2.5%	\$67,167,455	1.1%	\$67,748,445	0.9%	\$68,152,611	0.6%	28%	3.6%
Graduate, Out-of-State	\$120,497,930	\$128,744,142	6.8%	\$135,337,658	5.1%	\$141,029,471	4.2%	\$144,543,092	2.5%	\$145,724,396	0.8%	\$146,542,221	0.6%	\$146,814,830	0.2%	22%	2.9%
Law, In-State	\$14,632,245	\$15,514,157	6.0%	\$15,569,531	0.4%	\$16,138,783	3.7%	\$16,161,365	0.1%	\$16,183,382	0.1%	\$16,170,924	-0.1%	\$16,157,844	-0.1%	10%	1.4%
Law, Out-of-State	\$46,774,608	\$49,373,993	5.6%	\$53,813,074	9.0%	\$55,080,579	2.4%	\$55,248,282	0.3%	\$55,359,000	0.2%	\$55,355,886	0.0%	\$55,352,616	0.0%	18%	2.4%
Medicine, In-State	\$14,507,011	\$15,042,042	3.7%	\$16,067,504	6.8%	\$16,769,474	4.4%	\$16,757,196	-0.1%	\$16,744,303	-0.1%	\$16,730,766	-0.1%	\$16,716,552	-0.1%	15%	2.0%
Medicine, Out-of-State	\$22,818,631	\$23,864,967	4.6%	\$24,620,591	3.2%	\$25,414,195	3.2%	\$25,411,126	0.0%	\$25,407,903	0.0%	\$25,404,518	0.0%	\$25,400,965	0.0%	11%	1.5%
Dentistry, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Dentistry, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
PharmD, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
PharmD, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Veterinary Medicine, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Veterinary Medicine, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
First Professional, In-State (Total)	\$29,139,255	\$30,556,199	4.9%	\$31,637,034	3.5%	\$32,908,257	4.0%	\$32,918,561	0.0%	\$32,927,685	0.0%	\$32,901,691	-0.1%	\$32,874,396	-0.1%	13%	1.7%
First Professional, Out-of-State (Total)	\$69,593,239	\$73,238,961	5.2%	\$78,433,665	7.1%	\$80,494,775	2.6%	\$80,659,407	0.2%	\$80,766,903	0.1%	\$72,086,652	-10.7%	\$80,753,580	12.0%	16%	2.1%
Other NGF	\$56,453,988	\$58,626,972	3.8%	\$59,462,242	1.4%	\$61,656,687	3.7%	\$61,979,552	0.5%	\$61,989,967	0.0%	\$62,000,383	0.0%	\$62,016,010	0.0%	10%	1.4%
Total E&G NGF Revenue	\$811,774,512	\$886,190,638	9.2%	\$920,052,514	3.8%	\$952,217,388	3.5%	\$959,470,972	0.8%	\$961,340,063	0.2%	\$962,530,913	0.1%	\$963,008,668	0.0%	19%	2.5%
E&G GF Revenue (assume flat after 2026)	\$170,637,250	\$186,037,415	9.0%	\$201,901,443	8.5%	\$207,821,296	2.9%	\$207,821,296	0.0%	\$207,821,296	0.0%	\$207,821,296	0.0%	\$207,821,296	0.0%	22%	2.9%
Total E&G Revenue	\$982,411,762	\$1,072,228,053	9.1%	\$1,121,953,957	4.6%	\$1,160,038,684	3.4%	\$1,167,292,268	0.6%	\$1,169,161,359	0.2%	\$1,170,352,209	0.1%	\$1,170,829,964	0.0%	19%	2.5%

Auxiliary Revenue	2022-2023 (Actual)	2023-2024 (Actual)	Chg	2024-2025 (Estimated)	Chg	2025-2026 (Planned)	Chg
	Total Revenue	Total Revenue		Total Revenue		Total Revenue	
In-State undergraduates	\$29,727,823	\$37,255,031	25.3%	\$39,859,377	7.0%	\$41,681,685	4.6%
All Other students	\$37,055,410	\$28,302,331	-23.6%	\$31,318,082	10.7%	\$32,749,895	4.6%
Total non-E&G fee revenue	\$66,783,234	\$65,557,363	-1.8%	\$71,177,460	8.6%	\$74,431,580	4.6%
Total Auxiliary Revenue	\$163,917,765	\$194,367,426	18.6%	\$200,523,680	3.2%	\$208,041,482	3.7%

Part 3: Financial Aid Plan: 2022-23 through 2029-30
University of Virginia

Instructions: Provide a breakdown of the projected source and distribution of tuition and fee revenue redirected to financial aid for the revenue numbers in Tab 2. To ensure compliance with the state prohibition that in-state students not subsidize out-of-state students and to provide the review group with a scope of the strategy, projections must be made for each of the indicated categories. Please be aware that this data will be compared with similar data provided by other institutional offices in order to ensure overall consistency. (Please do not alter shaded cells that contain formulas.)

"Other Discounts and Waiver" means the totals of any unfunded full or partial tuition waiver reducing the students' charges, including Virginia Military Survivors and Dependent Education Program and the Senior Citizens Tuition Waiver. Do not include the tuition differential for the tuition exceptions.

Note: If you do not have actual amounts for *Tuition Revenue for Financial Aid* by student category, please provide an estimate. If values are not distributed for *Tuition Revenue for Financial Aid*, a distribution may be calculated for your institution.

Allocation of Tuition Revenue Used for Student Financial Aid

*2022-23 (Actual) Please see footnote below									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Discount Rate (Cols. (C+F+G)/H)	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$197,520,859	\$45,658,894	23.1%	\$45,658,894	\$0	\$2,405,184	\$199,926,044	24.0%	\$0 Compliant
Undergraduate, Out-of-State	\$285,282,091	\$58,375,690	20.5%	\$58,375,690	\$0	\$1,068,971	\$286,351,061	20.8%	
Graduate, In-State	\$53,287,150	\$6,563,159	12.3%	\$6,563,159	\$0	\$106,897	\$53,394,047	12.5%	
Graduate, Out-of-State	\$120,497,930	\$58,155,775	48.3%	\$58,155,775	\$0	\$213,794	\$120,711,724	48.4%	
First Professional, In-State	\$29,139,255	\$1,991,900	6.8%	\$1,991,900	\$0	\$534,485	\$29,673,741	8.5%	
First Professional, Out-of-State	\$69,593,239	\$7,371,705	10.6%	\$7,371,705	\$0	\$1,015,522	\$70,608,761	11.9%	
Total	\$755,320,524	\$178,117,123	23.6%	\$178,117,123	\$0	\$5,344,854	\$760,665,378	24.1%	

2023-24 (Actual)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Discount Rate (Cols. (C+F+G)/H)	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$220,967,522	\$58,831,295	26.6%	\$58,831,295	\$0	\$4,200,253	\$225,167,775	28.0%	\$0 Compliant
Undergraduate, Out-of-State	\$312,027,410	\$48,799,192	15.6%	\$48,799,192	\$0	\$139,551	\$312,166,961	15.7%	
Graduate, In-State	\$62,029,433	\$7,071,577	11.4%	\$7,071,577	\$0	\$2,083,860	\$64,113,293	14.3%	
Graduate, Out-of-State	\$128,744,142	\$55,742,005	43.3%	\$55,742,005	\$0	\$483,009	\$129,227,151	43.5%	
First Professional, In-State	\$30,556,199	\$2,663,688	8.7%	\$2,663,688	\$0	\$445,708	\$31,001,907	10.0%	
First Professional, Out-of-State	\$73,238,961	\$9,482,851	12.9%	\$9,482,851	\$0	\$0	\$73,238,961	12.9%	
Total	\$827,563,666	\$182,590,608	22.1%	\$182,590,608	\$0	\$7,352,381	\$834,916,048	22.7%	

2024-25 (Estimated)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Discount Rate (Cols. (C+F+G)/H)	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$222,892,264	\$63,831,329	28.6%	\$63,831,329	\$0	\$4,704,283	\$227,596,547	30.1%	\$0 Compliant

Undergraduate, Out-of-State	\$330,587,387	\$52,946,604	16.0%	\$52,946,604	\$0	\$146,529	\$330,733,916	16.1%
Graduate, In-State	\$61,702,263	\$7,734,648	12.5%	\$7,734,648	\$0	\$2,188,053	\$63,890,316	15.5%
Graduate, Out-of-State	\$135,337,658	\$60,968,693	45.0%	\$60,968,693	\$0	\$507,159	\$135,844,817	45.3%
First Professional, In-State	\$31,637,034	\$2,796,872	8.8%	\$2,796,872	\$0	\$410,051	\$32,047,086	10.0%
First Professional, Out-of-State	\$78,433,665	\$9,956,994	12.7%	\$9,956,994	\$0	\$102,513	\$78,536,178	12.8%
Total	\$860,590,272	\$198,235,140	23.0%	\$198,235,140	\$0	\$8,058,589	\$868,648,861	23.7%

2025-26 (Planned)

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Discount Rate (Cols. (C+F+G)/H)	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$229,890,519	\$65,746,269	28.6%	\$65,746,269	\$0	\$5,268,798	\$235,159,317	30.2%	\$0 Compliant
Undergraduate, Out-of-State	\$341,394,182	\$54,535,002	16.0%	\$54,535,002	\$0	\$153,855	\$341,548,037	16.0%	
Graduate, In-State	\$64,843,496	\$7,966,688	12.3%	\$7,966,688	\$0	\$2,297,456	\$67,140,952	15.3%	
Graduate, Out-of-State	\$141,029,471	\$62,797,753	44.5%	\$62,797,753	\$0	\$532,517	\$141,561,989	44.7%	
First Professional, In-State	\$32,908,257	\$2,880,779	8.8%	\$2,880,779	\$0	\$410,051	\$33,318,309	9.9%	
First Professional, Out-of-State	\$80,494,775	\$10,255,703	12.7%	\$10,255,703	\$0	\$102,513	\$80,597,287	12.9%	
Total	\$890,560,700	\$204,182,194	22.9%	\$204,182,194	\$0	\$8,765,190	\$899,325,890	23.7%	

2026-27 (Pro Forma)

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Discount Rate (Cols. (C+F+G)/H)	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$230,858,488	\$66,090,548	28.6%	\$66,090,548	\$0	\$5,532,237	\$236,390,725	30.3%	\$0 Compliant
Undergraduate, Out-of-State	\$342,076,970	\$54,644,072	16.0%	\$54,644,072	\$0	\$154,163	\$342,231,133	16.0%	
Graduate, In-State	\$66,434,903	\$8,162,208	12.3%	\$8,162,208	\$0	\$2,353,840	\$68,788,743	15.3%	
Graduate, Out-of-State	\$144,543,092	\$64,362,302	44.5%	\$64,362,302	\$0	\$545,785	\$145,088,877	44.7%	
First Professional, In-State	\$32,918,561	\$2,886,743	8.8%	\$2,886,743	\$0	\$410,900	\$33,329,461	9.9%	
First Professional, Out-of-State	\$80,659,407	\$10,287,422	12.8%	\$10,287,422	\$0	\$102,830	\$80,762,237	12.9%	
Total	\$897,491,421	\$206,433,296	23.0%	\$206,433,296	\$0	\$9,099,755	\$906,591,176	23.8%	

2027-28 (Pro Forma)

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Discount Rate (Cols. (C+F+G)/H)	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$230,621,599	\$66,101,654	28.7%	\$66,101,654	\$0	\$5,808,849	\$236,430,448	30.4%	\$0 Compliant
Undergraduate, Out-of-State	\$342,142,059	\$54,654,425	16.0%	\$54,654,425	\$0	\$153,915	\$342,295,974	16.0%	
Graduate, In-State	\$67,167,455	\$8,252,210	12.3%	\$8,252,210	\$0	\$2,379,795	\$69,547,250	15.3%	
Graduate, Out-of-State	\$145,724,396	\$64,888,314	44.5%	\$64,888,314	\$0	\$550,245	\$146,274,641	44.7%	
First Professional, In-State	\$32,927,685	\$2,892,707	8.8%	\$2,892,707	\$0	\$411,749	\$33,339,435	9.9%	
First Professional, Out-of-State	\$80,766,903	\$10,308,568	12.8%	\$10,308,568	\$0	\$103,041	\$80,869,944	12.9%	
Total	\$899,350,097	\$207,097,879	23.0%	\$207,097,879	\$0	\$9,407,595	\$908,757,692	23.8%	

2028-29 (Pro Forma)

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Discount Rate (Cols. (C+F+G)/H)
Undergraduate, In-State	\$230,370,886	\$66,112,762	28.7%	\$66,112,762	\$0	\$6,099,292	\$236,470,178	30.5%
Undergraduate, Out-of-State	\$342,206,883	\$54,664,780	16.0%	\$54,664,780	\$0	\$153,944	\$342,360,827	16.0%
Graduate, In-State	\$67,748,445	\$8,323,590	12.3%	\$8,323,590	\$0	\$2,400,380	\$70,148,825	15.3%
Graduate, Out-of-State	\$146,542,221	\$65,252,477	44.5%	\$65,252,477	\$0	\$553,333	\$147,095,555	44.7%
First Professional, In-State	\$32,901,691	\$2,892,707	8.8%	\$2,892,707	\$0	\$411,749	\$33,313,440	9.9%
First Professional, Out-of-State	\$80,760,404	\$10,308,568	12.8%	\$10,308,568	\$0	\$103,041	\$80,863,445	12.9%
Total	\$900,530,530	\$207,554,884	23.0%	\$207,554,884	\$0	\$9,721,740	\$910,252,270	23.9%

2029-30 (Pro Forma)

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Discount Rate (Cols. (C+F+G)/H)
Undergraduate, In-State	\$230,125,521	\$66,129,425	28.7%	\$66,129,425	\$0	\$6,404,256	\$236,529,777	30.7%
Undergraduate, Out-of-State	\$342,271,719	\$54,675,138	16.0%	\$54,675,138	\$0	\$153,973	\$342,425,693	16.0%
Graduate, In-State	\$68,152,611	\$8,373,246	12.3%	\$8,373,246	\$0	\$2,414,700	\$70,567,311	15.3%
Graduate, Out-of-State	\$146,814,830	\$65,373,864	44.5%	\$65,373,864	\$0	\$554,363	\$147,369,192	44.7%
First Professional, In-State	\$32,874,396	\$2,892,707	8.8%	\$2,892,707	\$0	\$411,749	\$33,286,146	9.9%
First Professional, Out-of-State	\$80,753,580	\$10,308,568	12.8%	\$10,308,568	\$0	\$103,041	\$80,856,622	12.9%
Total	\$900,992,658	\$207,752,948	23.1%	\$207,752,948	\$0	\$10,042,083	\$911,034,741	23.9%

** Please note that the totals reported here will be compared with those reported by the financial aid office on the institution's annual S1/S2 report. Since the six-year plan is estimated and the S1/S2 is "actual," the numbers do not have to match perfectly but these totals should reconcile to within a reasonable tolerance level. Please be sure that all institutional offices reporting tuition/fee revenue used for aid have the same understanding of what is to be reported for this category of aid.*

Part 4: ACADEMIC-FINANCIAL PLAN: 2024-25 through 2029-30
University of Virginia

Instructions: The Academic Plan should contain academic, finance, and support service strategies the institution intends to employ in meeting state needs/goals as found in the Virginia Plan. (Please see the main instructions sheet in this workbook for more detailed information about The Virginia Plan. Please provide short titles to identify institutional strategies and other expenditure increases. Provide a concise description in the "Notes" column (column O), including a % increase where relevant and a specific reference as to where more detailed information can be found in the Narrative document.

Complete the lines appropriate to your institution, adding lines within the relevant categories as needed. As completely as possible, the items should represent a complete picture of your anticipated use of projected tuition revenues and strategic focus areas. Categories are listed in bold; you may not change the categories but you may add lines where indicated. Please update total cost formulas if necessary. For every line, the total amount and the sum of the reallocation and tuition revenue should equal one another.

Funding amounts in the first year should be incremental. However, if the costs continue into the second year and beyond, they should be reflected cumulatively (i.e. cost increases vs. 2023-24). Please update total cost formulas if necessary. Institutions should assume no general fund (GF) support in 2024-26 in this worksheet. A separate worksheet (Part 6) is provided for institutions to request additional GF support for 2024-26. Strategies for student financial aid, other than those that are provided through tuition revenue, should not be included on this table; they should be included in Part 6, General Fund Request, of the plan.

Also, given the long standing practice that agencies should not assume general fund support for operation and maintenance (O&M) of new facilities, O&M strategies should not be included in an institution's plan, unless they are completely supported by tuition revenue.

Lines 5 and 6 are newly added to collect the estimated E&G expenditures of 2022-23 and 2023-24 as baselines for Tab 5 Pro Forma.

For the 2026-28 bienium and 2028-2030 bienium, total amounts should be provided as estimates of future expenditures on these items but delineation of reallocation vs. tuition revenue vs. GF does not need to be provided by the institution.

Please estimate total E&G expenditures for 2022-23 and 2023-24

Total Estimated 2022-23 E&G Expenditures	\$977,342,730
Total Estimated 2023-24 E&G Expenditures	\$1,067,517,870

Short Title	Incremental amounts relative to 2023-24 estimated baseline											Explanation Please be brief; reference specific narrative question for more detail.
	2024-2025			2025-2026			2026-2027	2027-2028	2028-2029	2029-2030		
	Total Amount	Reallocation	Amount from Tuition Revenue	Total Amount	Reallocation	Amount from Tuition Revenue	Total Amount (Pro Forma)	Total Amount (Pro Forma)	Total Amount (Pro Forma)	Total Amount (Pro Forma)		
Salary & benefit increases for existing employees												
Increase T&R Faculty Salaries	\$7,631,434	\$0	\$5,297,996	\$15,474,342	\$0	\$12,128,267	\$31,549,811	\$45,766,426	\$60,483,578	\$75,689,991		
Increase Admin. Faculty Salaries	\$928,320	\$0	\$644,471	\$1,884,774	\$0	\$1,477,222	\$3,833,902	\$5,529,527	\$7,271,727	\$9,081,972		
Increase Classified Staff Salaries	\$624,378	\$0	\$433,464	\$1,258,208	\$0	\$986,141	\$2,543,550	\$3,692,051	\$4,829,380	\$5,992,578		
Increase University Staff Salaries	\$8,918,980	\$0	\$6,191,854	\$18,050,817	\$0	\$14,147,621	\$36,805,631	\$53,805,657	\$70,829,454	\$88,382,364		
Increase GTA Salaries	\$352,216	\$0	\$244,136	\$893,529	\$0	\$734,989	\$1,476,946	\$2,087,588	\$2,729,950	\$3,425,765		
Increase Adjunct Faculty Salaries	\$247,778	\$0	\$172,016	\$541,306	\$0	\$424,257	\$1,129,538	\$1,649,008	\$2,181,853	\$2,728,214		
Increase for Health Insurance Plan	\$25,644,261	\$7,201,483	\$14,115,438	\$28,209,042	\$0	\$22,542,038	\$30,183,674	\$32,296,532	\$34,234,324	\$36,630,726		
	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Inflationary non-personnel cost increases												
Contractual services	\$119,912	\$0	\$89,548	\$252,457	\$0	\$174,143	\$576,583	\$868,759	\$1,133,708	\$1,364,433		
Non-Personal Other	\$8,673,145	\$2,351,123	\$3,542,061	\$20,468,004	\$0	\$15,537,784	\$34,824,233	\$45,961,011	\$61,164,008	\$74,797,695		
ISP/Internal Recoveries	-\$11,195,746	\$0	-\$11,195,746	-\$20,605,639	\$0	-\$20,605,639	-\$31,213,445	-\$41,496,259	-\$52,095,371	-\$62,911,003		
University Recoveries	-\$8,143,277	\$0	-\$8,143,277	-\$14,751,849	\$0	-\$14,751,849	-\$21,019,058	-\$27,992,355	-\$34,668,648	-\$40,456,497		
Transfers	-\$3,588,771	\$0	-\$3,588,771	-\$6,853,263	\$0	-\$6,853,263	-\$9,823,368	-\$13,128,409	-\$16,629,753	-\$20,191,018		
Debt Service and Internal Loans	\$173,298	\$0	\$173,298	\$363,346	\$0	\$363,346	\$553,423	\$743,529	\$933,666	\$1,123,833		
Increase for Utilities	\$5,315,266	\$2,122,269	\$1,490,169	\$12,976,531	\$6,146,709	\$4,881,434	\$16,655,893	\$18,321,482	\$19,237,557	\$19,814,683		
Financial aid expansion												
Add'l In-State Student Financial Aid from Tuition Rev	\$5,796,290	\$0	\$5,796,290	\$12,102,457	\$4,075,282	\$8,027,175	\$12,648,222	\$12,755,293	\$12,837,781	\$12,904,100		
Add'l Out-of-State Student Financial Aid from Tuition Rev	\$9,848,242	\$0	\$9,848,242	\$17,639,693	\$4,075,282	\$13,564,411	\$19,345,030	\$19,902,542	\$20,277,059	\$20,408,803		
[Add lines & descriptions here]	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
[Add lines & descriptions here]	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		

Part 4: ACADEMIC-FINANCIAL PLAN: 2024-25 through 2029-30
University of Virginia

New/expanded academic programs											
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other academic & student support strategies & initiatives											
Fund Threat Assessment Team		\$582,635	\$180,859	\$254,244	\$780,300	\$372,024	\$324,062	\$803,709	\$827,820	\$852,655	\$878,234
Support Virginia Military Survivors and Dependents Education Program (VMSDEP)		\$7,356,869	\$0	\$7,356,869	\$8,460,399	\$0	\$8,460,399	\$8,883,419	\$9,327,590	\$9,793,969	\$10,283,668
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other non-academic strategies & initiatives											
Increase for O&M for New Facilities		\$4,864,485	\$2,568,077	\$1,139,574	\$7,224,327	\$1,888,854	\$4,464,212	\$7,441,057	\$14,971,507	\$15,420,652	\$15,883,272
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Add lines & descriptions here]		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Additional Funding Need		\$64,149,715	\$14,423,810	\$33,861,876	\$104,368,781	\$16,558,151	\$66,026,749	\$147,198,750	\$185,889,297	\$220,817,547	\$255,831,813

Data Science (FY24), Contemplative Commons (FY24), Physics (FY24), Shumway Hall (FY25), Karsh Institute (FY27), Biotechnology (FY28)

Must not be greater than incremental Tuit Rev in Part 2

**Part 6: General Fund (GF) Request: 2024-2026 Biennium
University of Virginia**

Instructions: Indicate items for which you anticipate making a request for state general fund in the 2024-26 biennium. The item can be a supplement to a strategy or item from the academic and financial plan or it can be a free-standing request for which no tuition revenue would be used. If it is a supplement to a strategy or item from the academic and financial plan, use the same title used in Part 4 and place it in bold print to draw attention to its connection to Part 6. Also, describe in the Notes column how additional general fund will enhance or expand the strategy. Requests for need-based financial aid appropriated in program 108 should be included here. If additional rows are added, please update the total costs formulas.

Priority Ranking	Initiatives Requiring General Fund Support						Notes/Explanation Please be brief; reference specific narrative question for more detail.
	Strategies (Match Academic-Financial Worksheet Short Title)	Category (Select best option from dropdown menu)	Biennium 2024-2026 (7/1/24-6/30/26)				
			2024-2025		2025-2026		
			Total Amount	GF Support	Total Amount	GF Support	
1	Support Virginia Military Survivors and Dependents Education Program (VMSDEP)	Financial Aid	\$7,356,869	\$7,356,869	\$8,460,399	\$8,460,399	Requested total will be adjusted once UVA's share of additional state funding is known.
2	Fund general fund share of UVA's Health Insurance Plan	General Operations Support	\$30,615,829	\$9,460,291	\$35,689,849	\$11,028,163	
3	Fund general fund share of UVA's Utilities	General Operations Support	\$6,724,831	\$2,077,973	\$9,445,939	\$2,918,795	
4	Fund general fund share of UVA's O&M for New Facilities	General Operations Support	\$4,568,587	\$1,411,693	\$6,112,798	\$1,888,854	
5	Fund Threat Assessment Team	General Operations Support	\$582,635	\$182,365	\$594,288	\$186,012	
6	Fund University of Virginia Student Mental Health & Wellness Facility Space Expansion	Student Success	\$2,900,000	\$2,900,000	\$0	\$0	
7	State Arboretum at Blandly Farm	Partnerships	\$350,000	\$350,000	\$350,000	\$350,000	
			\$0	\$0	\$0	\$0	
			\$0	\$0	\$0	\$0	
			\$0	\$0	\$0	\$0	
			\$45,741,882	\$16,382,322	\$52,192,874	\$16,371,824	

*Note: The University of Virginia anticipates additional General Fund requests but is not in a position to enumerate those requests at this time.