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Office of the President

TO MEMBERS OF THE COMMITTEE ON FINANCE:

ACTION ITEM

For Meeting of November 14, 2012

APPROVAL OF PROFESSIONAL DEGREE SUPPLEMENTAL TUITION LEVELS FOR 2013-14

EXECUTIVE SUMMARY

In 2012-13, Professional Degree Supplemental Tuition (PDST) is charged to graduate students in 57 programs in 32 disciplines. For 2013-14, four programs propose charging PDST for the first time: Games and Playable Media at Santa Cruz; Health Services - Physician Assistant Studies at Davis; Technology and Information Management at Santa Cruz; and Translational Medicine, a joint program offered at Berkeley and San Francisco. This item requests the Regents' approval of PDST levels for 2013-14 for all 61 programs pursuant to the Regents' *Policy on Professional Degree Supplemental Tuition* (the "Policy").[1]

Noteworthy points pertaining to the Regents' approval of PDST levels for 2013-14 include the following:

- Each unit charging PDST must submit a comprehensive multi-year plan that addresses many topics, including intended uses and justification for PDST revenue, financial aid strategies, and information concerning the views of the unit's student body and faculty on the proposed PDST levels. Earlier this year, the Office of the President began requiring heightened levels of student and faculty consultation at the campus level. Once a multi-year plan is submitted and presented to the Regents, short forms are submitted for the out-years, and only if the program seeks PDST levels greater than those in the previously submitted multi-year plan is a new, complete multi-year plan required.
- The PDST levels presented in this item assume passage of the Governor's revenue-raising initiative in November 2012. However, if the initiative fails and UC is subjected to a $250 million reduction in State support – and does not receive $125.4 million in deferred 2012-13 tuition and fee buyout funding – the 2013-14 PDST levels proposed in this item will likely be revised before being presented for approval by the Regents at the November meeting.
- 2013-14 PDST levels are proposed for 61 programs, of which four are new, presenting their first PDST; 57 propose to continue charging PDST in 2013-14 and their multi-year plans included projected PDST levels for 2013-14. Seventy-two percent (41) of the

[1] Available at https://regents.universityofcalifornia.edu/policies/3103.html

57 continuing PDST programs propose the 2013-14 PDST level that was in their previously submitted multi-year plan; 21 percent (12) propose a lower fee, and seven percent (four) propose a higher fee (increase ranges from $400 to $1,300).

- For all 57 programs that already charge PDST in 2013-14, the proposed increases in PDST levels range from zero to 35 percent, or from $0 to $3,256.
- Only six programs propose increasing current PDST levels for resident students by 10.1 percent or more for 2013-14. They are UC's four Nursing programs, each of which proposes a 35 percent increase (which was in the programs' multi-year plans previously presented to the Regents); Public Policy at Irvine, which proposes a 20.1 percent increase (which exceeds the increase in the multi-year plan previously presented to the Regents, thus the program submitted a new multi-year plan in October 2012); and Theater, Film, and Television at Los Angeles, which proposes a 10.1 percent increase (which was in the multi-year plan previously presented to the Regents). Consistent with the three-year plan presented to the Regents in July 2012, the Nursing programs propose this increase after many years of keeping their PDST levels low, as requested by then-Governor Schwarzenegger. In addition, the federal government unexpectedly reduced significant Workforce Investment Act funding to UC's nursing schools, leaving UC's programs without the resources to pay for students they had already enrolled. Irvine Public Policy proposes a greater increase to bring the program's PDST more in line with that of other UC Public Policy programs (Irvine's Public Policy 2013-14 PDST would still be lower than the Public Policy PDSTs at Berkeley and Los Angeles), to more fully support the professional development of its students, and to increase the program's ability to offer competitive financial aid packages.
- For 2013-14, 16 programs propose total charges that are expected to be at or below the total tuition and/or fees charged by comparable degree programs at other public institutions. Forty-five programs propose total charges expected to be above the total tuition and/or fees charged by comparable degree programs at other public institutions.
- For the first time, the Regents will be asked to approve PDST for a program, Games and Playable Media at Santa Cruz, that has not yet received systemwide programmatic approval. The program proposal was recently submitted for Senate and Presidential approval. Because the campus hopes to begin offering the program in fall 2013, Regental approval of the PDST for this program is being sought at this time. The Regents' approval to charge PDST would not precondition the systemwide approval of the program.

RECOMMENDATION

The President, with the Provost's endorsement, recommends that the Committee on Finance recommend that the Regents approve the proposed Professional Degree Supplemental Tuition increases, effective summer 2013, for the 61 programs shown in Attachment 1.

BACKGROUND

In July 2012, the Regents approved PDST levels for 2012-13. Typically, however, the Regents approve PDST levels at the November meeting prior to the academic year for which they are proposed in order to allow for adequate planning by the program and its students. (All Regental

tuition and fee approvals for 2012-13 were delayed due to the possibility of a State buyout of mandatory systemwide charge increases in 2012-13, which was ultimately realized.) Professional programs, however, reported that they lost enrollments due to the late approval of 2012-13 PDST levels. Thus, with this item the Regents are being asked to return to the typical schedule of approving PDST charges in November for the following academic year.

In July 2012 the Regents also approved amendments to the Policy and the Regents' *Principles Underlying the Determination of Fees for Students of Professional Degree Programs*[2] that (a) delegate authority to the President to decrease PDST levels that have already been approved by the Regents, and (b) clarify the Provost's ability to communicate an appropriate multi-year plan submission schedule to each program charging PDST. The PDST levels presented in this item assume passage of the Governor's revenue-raising initiative in November 2012. However, if the initiative fails and UC is subjected to a $250 million reduction in State support, and does not receive $125.4 million in deferred 2012-13 tuition and fee buyout funding, the Regents may be asked to approve a mid-year 2012-13 increase in mandatory systemwide charges. In this case, 2013-14 PDST levels will likely be revised before being presented to the Regents for approval at the November meeting. In addition, the President could be asked to approve a decrease in some current-year PDST levels if requested by the Chancellor and by any campus program to ensure that professional degree students' total charges do not rise too far above market rates.

Regarding additional changes to the Policy, Provost Dorr has convened a systemwide PDST Task Force to give careful consideration to issues related to PDST, including the Policy and the process through which campuses propose new PDST charges and increases to existing PDST levels. Provost Dorr and Ahnika Kline, a medical student at San Francisco, are co-chairing the Task Force, which includes four faculty leaders in the Academic Senate, five other students (including Regent Stein and Regent-designate Flores), and eight administrators with substantial expertise related to professional degree programs who are from the campuses and the Office of the President. The Task Force seeks to produce draft recommendations for an updated Policy and Presidential guidelines by February 2013, so that the work of the Task Force may be reviewed broadly by University constituencies prior to any proposed Policy revisions being submitted to the Regents. The Task Force plans to finish its work in time for the President and Provost to present Policy revisions to the Regents at their July 2013 meeting in order to secure Regental approval of Policy changes prior to the preparation and review of 2014-15 PDST proposals.

PDST Proposals

Significant time and resources at the Office of the President have been devoted over the last few years to improving the proposal and review process for PDST levels. A systemwide workgroup was convened for the first time in 2010 to assist Office of the President staff with updating the template completed by each program and identifying best practices for preparing submissions. In addition, compared to previous years, the most recently submitted multi-year plans have been subjected to a more rigorous preparation and review process.

[2] Available at http://regents.universityofcalifornia.edu/policies/3104.html.

In accordance with the Policy, each unit charging PDST must submit a multi-year plan to the Provost through its Chancellor. Each multi-year plan is thoroughly reviewed by the Office of the President for the following information:

- the amount of resources required to sustain academic quality at, and enrollments in, the particular professional degree program;
- intended uses and justification for PDST revenue, including the educational benefits that will be provided to students;
- comparable public and private market comparisons of resident and nonresident tuition and fees, affordability goals, financial aid strategies, and student loan debt trends;
- racial, ethnic and socioeconomic student enrollment trends and each program's diversity strategies; and
- information concerning the views of the program's student body and faculty on the proposed PDST levels.

During the intensive multi-year plan review process, campuses must explain how the proposed PDST increases will not adversely affect the University's commitment to access, inclusion, and keeping the door open for students interested in pursuing public interest careers. The Provost also ensures that each campus complements its proposed multi-year plans for PDST levels with financial aid measures, including scholarships, grants, and loan repayment assistance programs, to adequately meet these goals.

Multi-year plans that did not include sufficient information or satisfactory plans addressing the above factors were required to reconsider efforts and submit revised proposals. Each of the PDST levels now before the Regents was submitted, as required by the Provost, as part of multi-year plans that have been subjected to review by Office of the President staff members and have met or exceeded the standards of the Provost. Therefore, the President, with the Provost's endorsement, is recommending that the Regents approve PDST levels for 61 programs, including approving PDST levels for 45 programs whose total charges for 2013-14 are projected to exceed the total estimated fees charged by comparable degree programs at comparable public institutions.[3]

PDST Increase Levels

As seen in Attachment 2-A, programs propose PDST levels for resident students for 2013-14 that range from $4,200 to $41,804. The proposed percentage increases range from zero to 35 percent, or from $0 to $3,256 (nearly half the increases were under $1,000 and nearly three-quarters were under $1,500). Of the 61 programs that propose to charge PDST in 2013-14:

- Four propose to charge the PDST for the first time;
- Five programs propose charging no increases in PDST levels for resident students in 2013-14;
- Thirty-five propose charging PDST levels for resident students with increases ranging from 1.2 percent to 7 percent, or from $144 to $1,710, in 2013-14;
- Eleven propose charging PDST levels for resident students with increases ranging from 7.5 percent to 10 percent, or from $802 to $3,256, in 2013-14; and

[3] The 45 programs include Theater, Film, and Television at Los Angeles, for which there are no comparable public programs.

- Six propose charging PDST levels for resident students with increases of 10.1 percent or higher (up to 35 percent), or from $962 to $2,709, for 2013-14.

The six programs that propose charging PDST levels for resident students with increases of 10.1 percent or higher (up to 35 percent) for 2013-14 are:

- **Nursing** (Davis, Irvine, Los Angeles, San Francisco – each proposes a 35 percent, or approximately $2,700, increase in 2013-14);
- **Public Policy** (Irvine – 20.1 percent, or $1,198, increase in 2013-14); and
- **Theater, Film, and Television** (Los Angeles – 10.1 percent, or $962, increase in 2013-14).

The multi-year plans for programs proposing PDST increases above 10.1 percent were given even greater scrutiny and review by the Provost and the Office of the President. A particularly high level of analysis was devoted to all elements of these programs' multi-year plans, including strategies for increasing the enrollment of students from underrepresented groups and low-income backgrounds, their financial aid strategies and affordability goals, their information about the manageability of student loan debt, their revenue expenditure plans, their cost-cutting and fundraising efforts undertaken to avoid even higher PDST increases, and their student consultation process. Each of the program proposals has met or exceeded expectations of the Provost and Office of the President staff.

For 2013-14, UC's Nursing programs propose to implement year two of three years of significant PDST increases. The Nursing programs propose these increases for several reasons. As also discussed in the July 2012 Regents' item recommending approval of PDST levels for 2012-13, for many years Nursing programs were asked by then-Governor Schwarzenegger to keep their PDST levels low while schools in other disciplines were permitted to increase their PDST levels at much higher rates; now, amidst the current fiscal crisis, Nursing schools do not have the resources they need to maintain quality. In addition, the federal government had granted significant Workforce Investment Act funding to UC's Nursing schools to expand their programs per a five-year plan approved by the State; however, the federal government unexpectedly reduced the funding by more than half, leaving UC's programs without the resources to pay for students they had already enrolled.

Irvine Public Policy originally proposed a seven percent, or $417, increase in PDST for 2013-14 but revised its multi-year plan to instead propose a 20 percent, or $1,198, increase. In consultation with campus deans, the Master of Public Policy (MPP) Executive Committee, and program students, Irvine Public Policy proposes the higher increase to bring the program's PDST more in line with other UC MPP programs. If the 20 percent PDST increase is approved by the Regents, Irvine's Public Policy 2013-14 PDST would still be lower than the 2013-14 Public Policy PDSTs at Berkeley and Los Angeles. The increased PDST revenue would support the professional development and internship/employment opportunities of its students, as well as increase the program's ability to offer competitive financial aid packages.

As noted above, the Policy calls for the approval of PDST levels within the context of a multi-year plan. Regents Policy 3103 has these provisions concerning multi-year plans: "At a minimum, the Provost will require a multi-year plan (i) for each program for which Professional

Degree Supplemental Tuition is proposed to be newly assessed; (ii) for each program that proposes Professional Degree Supplemental Tuition that exceeds the amount proposed in its most recent multi-year plan; and (iii) for each program, at least every three years." For the four programs proposing to charge PDST for the first time in 2013-14 and the four programs that proposed PDST exceeding the amount proposed in their most recent multi-year plans, 2013-14 represents year one of their three-year plans. For the remaining 53 programs, 2013-14 represents year two or three of their three-year plans. Proposed PDST levels for residents for 2013-14 and, when applicable, 2014-15 and 2015-16 can be found in Attachment 2-A.

Regarding the 57 programs that charge PDST in 2012-13, 16 programs[4] (28 percent) proposed resident PDST levels for 2013-14 that are different from those they had proposed in multi-year plans previously presented to the Regents. Four programs (seven percent) increased previously proposed 2013-14 PDST levels: the M.B.A. programs at Berkeley and Los Angeles; Public Health at Irvine; and Public Policy at Irvine. Irvine Public Health proposes increasing PDST for 2013-14 by approximately $400 in light of rising operating costs; to accommodate the program's planned expansion of the student population and program services; to maintain and improve the quality of training provided, and to bring PDST levels more in line with those of other UC Public Health programs. The program's 2013-14 PDST level presented to the Regents in July 2012 did not show any increase over the 2012-13 PDST level. Irvine Public Policy proposes increasing PDST for 2013-14 by approximately $800 above what was presented in July 2012, as discussed in more detail above. The proposed 2013-14 PDST levels for Business at Berkeley and Los Angeles are about $1,000 and $1,300, respectively, above what was presented in July 2012. The additional revenue would be used to enhance the student experience and adjust faculty salaries (at Berkeley) as well as to enhance recently implemented programmatic infrastructure investments, such as the implementation of new courses and changes to orientation programs (at Los Angeles).

Twelve programs (21 percent) reduced their previously proposed 2013-14 PDST levels, citing concern from students about increasing student debt loads, as well as concern from faculty that continually increasing charges might cause applicants to seek admission elsewhere and that applications seem to be on a downward trend. The reduction in previously proposed 2013-14 PDST fees ranges from $57 to $2,347.

The discussion above concerns PDST increases for resident students. Regarding proposed increases in PDST levels for 2013-14 for nonresident students, proposed percentage increases range from zero to 35 percent or from $0 to $2,709 (over half the increases were under $1,000 and three-quarters were under $1,500). Of the 61 programs that propose to charge PDST in 2013-14:

- Four propose to charge the PDST for the first time;
- Six programs propose charging no increases in PDST levels for nonresident students in 2013-14;
- Thirty-six propose charging PDST levels for nonresident students with increases ranging from 1.2 percent to seven percent in 2013-14;

[4] Figure does not include four programs that changed proposed PDST levels by less than three dollars.

- Eight propose charging PDST levels for nonresident students with increases ranging from 7.5 percent to ten percent in 2013-14; and
- Seven propose charging PDST levels for nonresident students with increases of 10.1 percent or higher (up to 35 percent) for 2013-14.

The seven programs that propose charging PDST levels for nonresident students with increases of 10.1 percent or higher (up to 35 percent) for 2013-14 are:

- **Business** (San Diego – 12 percent, or $2,373, increase in 2013-14);
- **Nursing** (Davis, Irvine, Los Angeles, San Francisco – each proposes a 35 percent, or approximately $2,700, increase in 2013-14);
- **Public Policy** (Irvine – 20.1 percent, or $1,198, increase in 2013-14); and
- **Theater, Film, and Television** (Los Angeles – 10.1 percent, or $962, increase in 2013-14).

Proposed PDST levels for nonresidents for 2013-14 and, when applicable, 2014-15 and 2015-16 can be found in Attachment 2-B.

Market Comparisons

Regents Policy 3103 requires that UC programs use marketplace analysis in pricing their programs, taking into consideration the tuition and fees charged by competitor public and private institutions. Most programs consider both public and private competitors in their marketplace analyses. The comparison institutions chosen by UC's programs are generally the UC programs' current competitors for students, faculty, and national rankings; the programs' aspirational peers; or a mix of these two groups.

Professional school deans collaborated with their disciplinary colleagues on other campuses to identify, where possible, a common set of comparison institutions and to explain how these institutions were chosen. Programs in Law, Nursing, Pharmacy, and Social Welfare, for example, used the same set of public comparison institutions. Other programs, namely Business, Dentistry, Medicine, Public Health, and Public Policy, have chosen different comparison institutions due to differences in competition for students and program aspirations with respect to quality, outcomes, and national rankings. All programs (with the exception of Theater, Film, and Television at Los Angeles, for which there are no comparable public programs) have identified comparison programs of high quality at public institutions across the nation for this analysis.

For 2013-14, 16 programs propose total charges that are expected to be at or below the total tuition and/or fees charged by comparable degree programs at other public institutions. Forty-five programs propose total charges expected to be above the total tuition and/or fees charged by comparable degree programs at other public institutions.

In many instances those 45 professional degree programs compete most closely with private, not public, institutions for students, faculty, and national rankings.[5] For 40 of these 45 programs, UC programs' 2012-13 total charges were already projected to exceed the charges at their public

[5] The 45 programs include Theater, Film, and Television at Los Angeles, for which there are no comparable public programs.

comparison institutions; their 2013-14 total resident charges are still expected to exceed those of their comparators. The four programs that propose total resident charges above the total resident charges at their public comparator institutions propose charging PDST for the first time in 2013-14: Games and Playable Media at Santa Cruz, Health Services – Physician Assistant Studies at Davis, Technology and Information Management at Santa Cruz, and Translational Medicine at Berkeley/San Francisco. All four of these programs consider their comparators to be both public and private institutions. Proposed total resident charges for UC students in all programs and projected 2013-14 total resident charges at UC programs' public comparison institutions are shown in Attachment 3.

It is important to note, when considering total charges for UC's professional programs, that UC and the State are in the middle of one of the worst fiscal crises in UC's history. UC programs have experienced funding shortfalls, in large part due to decreases in State funding, as well as the increase of mandatory costs at a rapid rate. UC's professional programs believe that it is critical to prevent the precipitous erosion of quality of these programs, and the PDST increases as proposed will allow the programs to do this.

The discussion above concerns total charges for UC's programs as compared to the average total charges at public comparison programs. When compared to the average total charges at *both public and private* comparison programs, it is anticipated that total charges at most UC programs charging or proposing to charge PDST would be below the average.

New Programs

As discussed above, over the past few years all programs' multi-year plans were subjected to a more rigorous preparation and review process than in previous years. Programs proposing to charge PDST for the first time in 2013-14 were subjected to a particularly heightened review process. These programs addressed many supplemental questions specific to new PDST charges including the appropriateness of charging PDST, why the program is "professional" rather than "academic" or "self-supporting," and the extent to which earning potential of students who earn a degree in the discipline is elevated.

Among the 61 programs that propose charging PDST in 2013-14, four programs propose charging PDST for the first time. As is the case for all programs proposing to charge PDST in 2013-14, these four programs addressed all aspects of the Policy in their multi-year plans and were subjected to a thorough review, including review of affordability, accessibility and diversity measures.

Any necessary campus and systemwide program approvals have been obtained for three of the four programs: Health Services – Physician Assistant Studies at Davis, Technology and Information Management at Santa Cruz, and Translational Medicine at Berkeley/San Francisco. Games and Playable Media at Santa Cruz, a new program, has not yet been approved by the systemwide Coordinating Committee on Graduate Affairs (CCGA); thus the Regents are being asked to approve a 2013-14 PDST for this program on a conditional basis. The program approval process is currently under way for the Games and Playable Media professional degree program at Santa Cruz. PDST would not be assessed unless the program received systemwide approval. If

the program is approved, having the PDST already approved will permit the program to begin in 2013-14 rather than waiting until 2014-15.

Brief descriptions of the four programs proposing to charge PDST for the first time in 2013-14 follow.

- **Games and Playable Media** (Santa Cruz). The proposed Master of Science in Games and Playable Media is a new one-year program (which includes one summer quarter) that would train graduates to enter the game industry as professional game designers, engineers and developers. PDST revenue would be used to fund student services such as assisting students with internships and career placement; support the program's ability to bring in high-profile industry and academic practitioners and provide hands-on, intensive workshops for students; provide state-of-the-art equipment and facilities; and support student financial aid. As noted above, the Regents are being asked to approve a 2013-14 PDST for this program on a conditional basis.

- **Health Services – Physician Assistant Studies** (Davis). The Master of Health Services – Physician Assistant Studies (MHS-PAS) is a newly approved degree program that will be offered by the Betty Irene Moore School of Nursing. The nine-quarter program (which includes three required summer sessions) will educate and train physician assistant graduates to provide primary health services under the supervision of a physician. PDST revenue would be utilized in three areas: to support high-quality faculty who would be compensated equitably; to fund instructional support staff and equipment to meet the needs of working professionals who typify the student population at UC Davis; and to support financial aid to ensure that the program is accessible to all qualified students.

- **Technology and Information Management** (Santa Cruz). The Master of Science in Technology and Information Management (TIM) is a terminal degree that educates professional engineers to be managers in high tech firms. Enrollment in the TIM program has grown slowly since it began in fall 2009. PDST revenue would be used to expand enrollments and mount the full M.S. program in Silicon Valley; add courses on computational marketing and online advertising; hire leading professionals as adjunct professors and lecturers to teach specialty courses; develop a web-based and digitized library to make lectures, course notes and exams accessible to students at all hours and locations; develop specialized student services such as career counseling; hire outstanding technical support staff and a Marketing/Program Manager; and support student financial aid.

- **Translational Medicine** (Berkeley/San Francisco). The Master in Translational Medicine (MTM) program is a new one-year program to be offered jointly by the Department of Bioengineering at Berkeley and the Department of Bioengineering and Therapeutic Sciences at San Francisco. The MTM program aims to address the complex and multidisciplinary aspects of advancing healthcare and to integrate education into entrepreneurship and business practices, essential tools for translating basic science discoveries into practical medical technologies for use with patients. PDST revenue

would be used to deliver three key program areas: specialized coursework covering three fundamental areas of translational medicine (i.e., Bioengineering; Clinical Research and Development; and Business, Entrepreneurship and Technology); team-based experiential learning through capstone projects; and expanded career services, such as translational medicine-specific job placement services for program graduates.

Uses of Proposed PDST Increase Revenue

As part of their three-year plans, programs described how they plan to use the revenue generated by PDST increases. Using expenditure categories provided by the Office of the President, the 61 programs proposing to charge PDST in 2013-14 anticipate spending PDST increase money as shown in Display 1. Note that nearly 36 percent of all PDST increase revenue will be spent on student financial aid.

DISPLAY 1: Projected Expenditures of Professional Degree Supplemental Tuition Increase Revenue, 2013-14

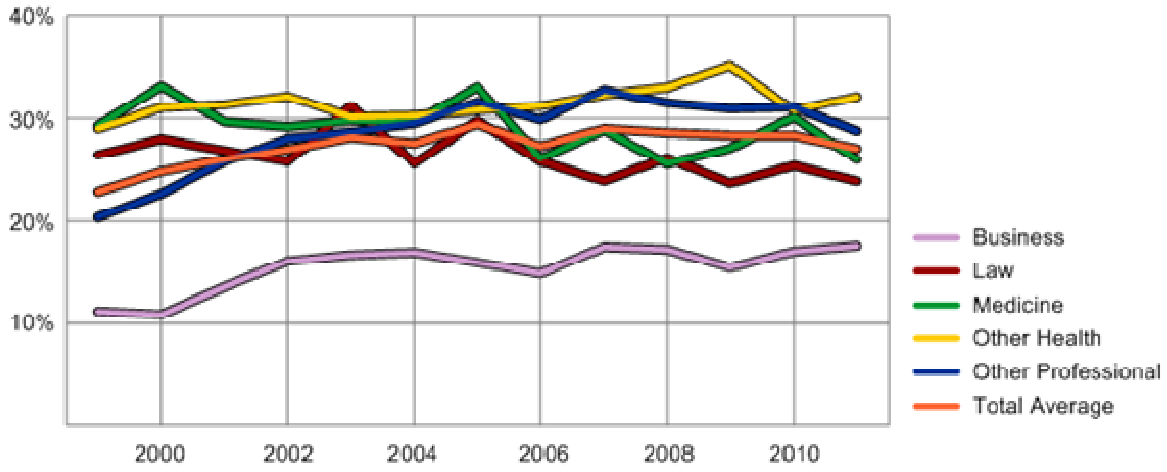
Expenditure Category	Share of Revenue
Providing Additional Student Financial Aid	35.8%
Improving the Student-Faculty Ratio	14.3%
Faculty Salary Adjustments	10.9%
Expanding Instructional Support Staff	8.5%
Benefits Cost Increases	5.9%
UCRP Contributions	5.8%
Facilities Expansion/Renewal	5.0%
Other Non-salary Cost Increases	4.5%
Instructional Equipment Purchases	4.3%
Program Enhancements	3.1%
Other	1.2%
Total	100.0%

Financial Aid and Student Indebtedness

Programs demonstrated a commitment to providing students with grant and scholarship support in order to attract and enroll a highly talented and socioeconomically diverse student body, consistent with the financial aid policy goals first articulated by the Regents in 1994. Each of the 61 programs proposing to charge PDST in 2013-14 has committed to meeting the requirements for financial aid specified in the Policy – i.e., each program plans to supplement financial aid sources by an amount equivalent to at least 33 percent of new PDST revenue, or provide financial aid in an amount equivalent to at least 33 percent of all PDST revenue. Many programs anticipate exceeding this 33 percent return-to-aid level. In addition, each program currently charging PDST has been evaluating the impact of PDST increases on access and inclusion and has reported in its multi-year plan on changes in the demographic mixture of the students who enroll. The figure below, for example, summarizes trends in the percentage of students enrolling in professional degree programs who, as undergraduates, were from low-income households and

qualified for federal Pell Grants. Overall, the figure shows little change over time in this measure of socioeconomic diversity. (Note that the generally low percentage for business programs reflects the relatively high number of international students in these programs; international students are not eligible for Pell Grants.)

DISPLAY 2: Percentage of Professional Students Who Received Pell Grant as an Undergraduate Student, 1999-2011



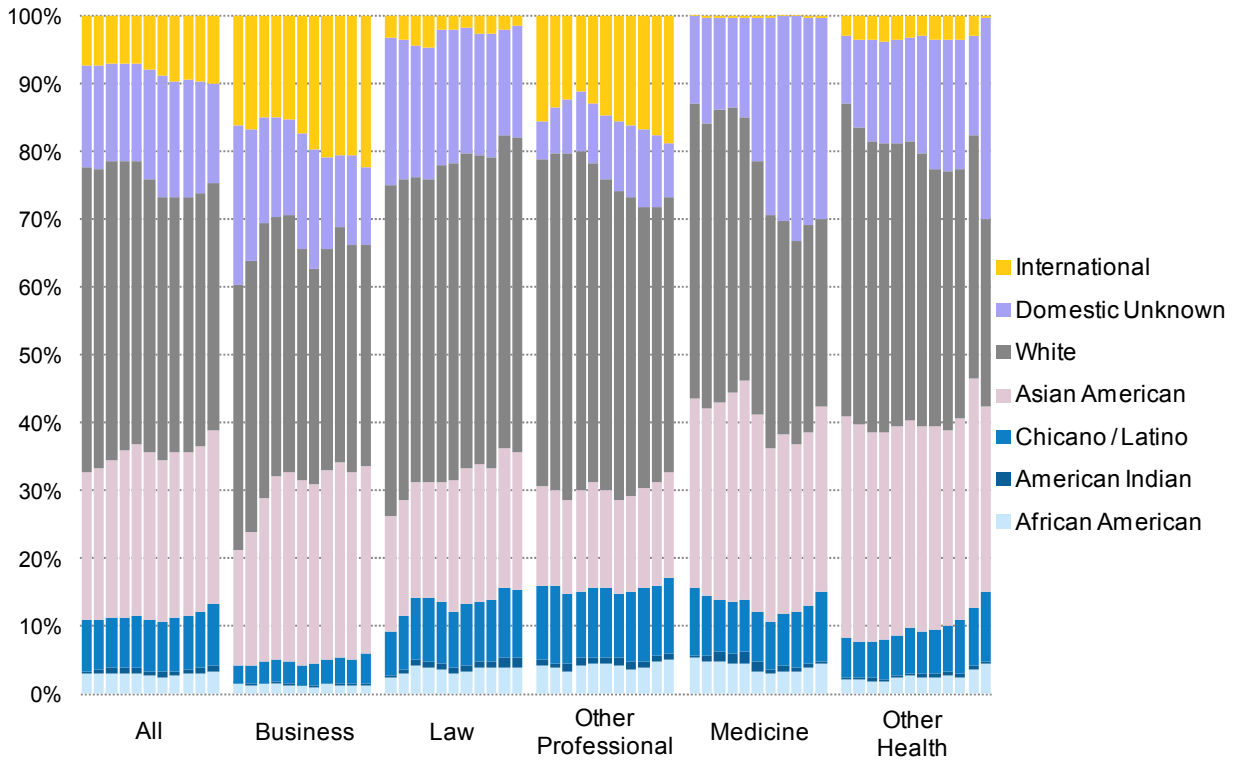
Although access is a universal goal, grants and scholarships are insufficient to cover the full cost of attendance. Loans are therefore a necessary and significant component to financial aid packages. As at other institutions, debt has increased in recent years for graduates of UC's professional degree programs. The average real student loan debt at graduation among graduates of UC's professional disciplines was 11 percent higher in 2010-11 than in 2006-07. As at other institutions, students in Medicine, Dentistry and Law borrow more than students with lower earning potential (e.g., Social Welfare).

Fortunately, there are a number of approaches students can take to manage their debt at graduation. Some professions have exceptionally high earnings potential, such as Business, Law, Medicine, and Dentistry, which make debt repayment more affordable. Across all Business programs, for example, repayment of student loan debt requires, on average, a manageable nine percent of starting salaries, assuming a standard ten-year repayment plan. In some disciplines, students also have the option to participate in federal, State, or University loan repayment assistance plans (LRAPs). Programs in the health sciences, while not offering such plans themselves, cited several federal programs that provide loan repayment assistance to physicians and other health practitioners who serve medically underserved populations. Students can also take advantage of the recently introduced Income-Based Repayment plan (IBR) for federal student loans, which is designed to make loan repayments easier for students who take jobs with lower salaries.

Strategy for Inclusion of Underrepresented Groups

In their multi-year plans, programs report on several factors relating to enrollment trends and diversity strategies. Programs and the Office of the President reviewed racial, ethnic and socioeconomic enrollment trends and comparable data from peer institutions. Diversity strategies for all of the programs were also reviewed, and campuses received direct feedback on their strategies for inclusion of underrepresented groups. Many programs have continued or begun working closely with campus diversity offices, enhancing the campus' overall efforts. Display 3 shows racial and ethnic distribution of graduate professional degree students at UC from fall 2001 to 2011. Altogether, students from underrepresented groups constituted 13.2 percent of all professional degree students in 2010-11 compared to 11.2 percent in 2000-01.

DISPLAY 3: Racial/Ethnic Distribution of Graduate Professional Degree Students by Discipline, Universitywide, Fall 2001 to 2011



Source: UC Corporate Student System
(a) "Other Health" includes Dentistry, Nursing, Optometry, Pharmacy, Public Health, and Veterinary Medicine. Medical residents are not included.
(b) "Other Professional" includes programs such as Architecture, Public Policy, Social Welfare, and other small programs.

Faculty and Student Consultation

Programs seek a range of feedback from students and faculty. As approved by the Regents in July 2012, the Policy now does not require the submission of full multi-year plans on an annual basis for programs that do not plan to increase PDST levels above previously proposed levels. Of the 57 programs requesting PDST for 2013-14 and having a multi-year plan in place for at least a year, 53 are consistent with or lower than levels proposed in previous plans and were not required to submit full PDST proposals. The four new programs and the four proposing PDST

increases above those in their multi-year plans previously presented to the Regents were all required to submit complete multi-year PDST proposals in October 2012. All 61 programs have affirmed that, as required by the Provost beginning this year, proposals were shared with the campus Graduate Assembly/Graduate Student Association president, the campus Graduate Division dean, and, if applicable, with any program-specific graduate student government leadership. In addition, each proposal has been officially endorsed by or shared with the campus Chancellor. Additional in-person or electronic consultation with students and faculty took place at the time of submission of the multi-year plan (for 52 programs) and/or during the current cycle (for eight programs).

Consultation methods vary by campus and program. Feedback at the time of submission of full multi-year plans was typically obtained in meetings with deans and school administrators and through letters or e-mails addressed to school constituencies. Some programs included student focus groups and/or communication with prospective students, allowed students and faculty to submit comments via the web, or electronically surveyed students and faculty. As noted above, programs not increasing PDST levels above previously proposed levels are not required to formally consult with students and faculty; however, most programs did provide additional opportunities to solicit student and faculty feedback this cycle. This additional effort was particularly noteworthy as programs were given only a short time to solicit feedback since 2012-13 PDST levels were approved very recently, in July 2012. Additional detail about consultation conducted by programs appears in Display 4.

DISPLAY 4: Consultation On Proposed 2013-14 Professional Degree Supplemental Tuition Levels

	Number of Programs	
Total PDST requests	61	
New PDST or increasing above previously proposed levels	8	
PDST consistent with previous plan	53	
Plans shared with campus graduate student body president	61 of 61	
Plans shared with program student government leadership	40 of 40	(a)
Plans shared with campus graduate division dean	61 of 61	
Additional student consultation	60 of 61	
In-person consultation	48 of 60	(b)
Electronic communication only	12 of 60	
Programs required to formally consult that consulted	8 of 8	(c)
Programs not required to formally consult that consulted	52 of 53	(c)
Additional faculty consultation	56 of 61	
In-person consultation	44 of 56	(b)
Electronic communication only	12 of 56	
Programs required to formally consult that consulted	8 of 8	(c)
Programs not required to formally consult that consulted	48 of 53	(c)
Endorsed by/shared with Chancellor	61 of 61	

(a) 22 programs do not have program-specific student goverments/councils.

(b) In-person consultation includes town-hall style meetings, meetings with deans, departmental meetings, and providing open office hours to discuss proposal with program leadership.

(c) Formal consultation with program students and faculty is only required for new PDSTs or programs increasing levels above previously proposed levels.

Summaries of student and faculty feedback are reviewed by the Office of the President. In general, students have expressed concern over the potential impact of the proposed PDST increases on diversity, on access, on student debt, and on the career paths of those interested in pursuing public interest careers. Students have also raised recent concerns regarding the outcome of the Governor's revenue-enhancing initiative (California Proposition 30) in November 2012 and its possible impact on PDST and total charges. The consultation process has provided an opportunity for students to engage in a dialogue with program leadership about multi-year plans and the necessity of the PDST increases, which will expand resources for financial aid and additional outreach to and support for underrepresented students.

(Attachments)