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DEAN'S OFFICE
COLLEGE OF ARTS & SCIENCES

**DIFFERENTIAL TUITION REVIEW
(Justification for units with existing differential tuition)**

College/School: Arts & Sciences Department/Program: Speech & Hearing Sciences

Contact: Barbara Rodriguez Phone: 505-277-9728 Email: brodrig@unm.edu

Level: Undergraduate Graduate

Differential Tuition (please show as an amount per student credit hour):

| Student Type | Current Differential |
|---------------|----------------------|
| Residents | \$119 |
| Non-Residents | \$119 |
| Other | \$119 |

Effective Academic Year: 2018-2019

Rationale for Existing Differential Tuition: *Please provide a detailed explanation on the reasoning for the differential tuition. Please refer to policy UAP 8210 2.2 for qualifying justifications for differential tuition.*

The Department of Speech and Hearing Sciences (SHS) is home to 15 tenured/tenure-track and clinical faculty members, 2 administrative staff members, four active emeritus faculty members, 126 undergraduate students majoring in SHS, and 60 graduate students and administered by the College of Arts and Sciences. The SHS Differential Tuition (\$119) is assessed per credit hour for UNM SHS graduate students. The following characteristics, according to UAP 8210, of the UNM SHS graduate program justify the continued approval of SHS Differential Tuition:

- *Curricula contain clinical education*
 - The SHS Department is unique because our work focuses on two core and highly complex components, academic and clinical, which is unlike any department within the College of Arts and Sciences. The graduate SLP program is nationally accredited by the American Speech-Language and Hearing Association's, Council for Academic Accreditation (CAA). The clinical component, a core feature of the graduate education program, involves the provision of speech-language pathology and audiology clinical services to the UNM and greater Albuquerque communities. Combined, the academic and clinical arms of the SHS Department, are parallel to clinical education units located on the UNM Health Sciences Center (e.g., occupational therapy, physical therapy, Emergency Medical Services).
 - UNM SHS graduate students are required to enroll in *21 credit hours* [four enrollments in SHS 500 Clinic (03 credits/enrollment) practicum and one enrollment of SHS 558 Clinical

Internship (09 credit enrollment)] associated with clinical education. UNM SHS graduate students are required to gain clinical experience assessing and designing programs of intervention for pediatric and adult patients/clients with speech, language, pragmatic, cognitive, and swallowing disorders. This requirement compels the UNM SHS Department to negotiate affiliation agreements with school, private practice, and medical settings across the state of New Mexico and frequently in other states such as California, Colorado, Arizona, Texas, etc., and to administer a full-fledged speech, language, and hearing clinic within the UNM SHS Department to provide our students the necessary clinical experiences.

- Each clinical practicum enrollment is associated with a lab class. For example, SHS graduate students enrolled in SHS 500-001 Clinical Practicum (first semester experience) attend a lab class designed to provide support in the clinical processes such as writing clinical SOAP notes, progress reports, monitoring clients' progress, and implementing evidence-based intervention programs.
- Within the students' clinical education program, they are required to work with clients who have multiple disabilities, voice disorders, swallowing difficulties/disorders, and language impairments. Assessment and intervention require the implementation of costly equipment, which is annually calibrated, and costly technology. Examples include: audiometers; otoscopes; augmentative and alternative communication devices; software for acoustic and language sample analyses; visipitch technology, etc.
- *Curricula are weighted toward required, as opposed to elective courses*
 - The UNM SLP graduate program includes 54 graduate credits and 350 clinical clock hours accrued through direct client contact in the assessment and intervention of communication and swallowing disorders across the life span. Only 3 credit hours of the 54 credit hours are designated as 'elective credits.' Therefore, 94% of the credit hours associated with the Master of Science in speech-language pathology are associated with required courses.
- *Curricula provide numerous experiential learning opportunities requiring low student-faculty ratios*
 - Maintaining our national accreditation is of utmost importance at the University of New Mexico. In order to do so, we are required to verify our clinical faculty members' (5.5 FTE) national certification (CCC-SLP and CCC-A) and state licensure are in good standing and maintained on an annual basis, ensure our clinical educators adhere to the clinical accreditation standards which dictate minimum levels of supervision of graduate students while they provide SLP and audiology assessment (50% of the assessment session) and SLP intervention (25% of the intervention session) services. Strict adherence to the accreditation standards for 60 graduate students and 5.5 FTE clinical faculty members necessitates careful systems of data management and tracking of low student-faculty ratios, particularly in the clinical component of our graduate program.
- *Program requirements are geared toward meeting licensure requirements*
 - Each year, 23 UNM SLP graduate students successfully complete the program. Upon completion of our program, students are eligible for national clinical fellowship (the final step toward completion of ASHA's Certificate of Clinical Competence) and for New Mexico state licensure in speech-language pathology.
- *Program accreditation standards mandate various other measures and outcomes that require significant financial investment to achieve.*

- The CAA mandates the implementation of formative and summative assessments for each graduate student throughout the student's graduate program. Each SHS faculty member is, therefore, required to assess students' acquisition of the required knowledge and skills, as outlined by the CAA, on a frequent basis. For example, within a particular academic course, a faculty member must assess students' current understandings of core clinical and academic knowledge before the students can proceed through the program's next phase. This assessment can take the form of a mid-term exam, a specific assignment, implementation of a particular intervention strategy, or traditional quiz. Students who do not demonstrate proficiency in the knowledge or skill area must be provided a remediation opportunity requiring additional support from the faculty member, outside of the regularly scheduled class time, and a re-administered assessment. These opportunities are tracked for each student by each faculty member throughout the two-year program. Results are reported to the CAA on an annual basis to maintain the program's accreditation. These time-intensive and highly individualized processes require significant financial investments to achieve. Specifically, a .25FTE of administrative staff time is necessary for the tracking in a web-based student tracking system (CALIPSO), a .20FTE of CAA program director time is required for monitoring and reporting purposes, and there is significant (incalculable) faculty time required to ensure students have achieved the knowledge and skill standards for clinical certification.
- *Program justifies higher tuition due to factors above and the high salaries offered to graduates in the job market.*
 - The SHS Differential Tuition continues to be necessary for the successful implementation of the University of New Mexico's nationally accredited professional program in speech-language pathology. The higher tuition is justified given the characteristics described above. All of the graduates from the UNM SHS graduate program are employed upon completion of the program. The New Mexico Department of Workforce Solutions considers profession of speech-language pathology to have a 'bright outlook statewide'. SLPs earn high salaries in the state and have promising job prospects. The median salary among SLPs in New Mexico was \$74,120 according to the state's Department of Workforce Solutions. Experienced SLPs earned an average salary of \$95,980. The comparable hourly wages for these categories were \$35.64 and \$46.14. Nationally, job prospects for speech-language pathologists look bright with the Bureau of Labor Statistics predicting 25,400 positions will open up before 2026. Nationally the median salary is \$74,680 and the unemployment rate among SLPs is only 1.5%.

Market Analysis: *Please provide detailed information on whether the college/school or department/program cost of instruction is markedly higher than the university average program costs or market conditions warrant additional tuition.*

Two comparable programs at UNM were examined for the local market analysis. These programs are the Occupational Therapy (OT) and Physical Therapy (PT) program, which are administered through the UNM Health Sciences Center's, School of Medicine. The entry level degree for occupational therapy is presently the master's degree, while the clinical doctorate is the entry level degree for physical therapy. These degrees are required for eligibility for licensure and national certification. OT and PT assess tuition differentials per credit hour: OT \$140/credit hour, PT \$164/credit hour. Although the clinical graduate



programs are similar across SHS, OT, and PT, there is a significant difference in the differential tuitions with SHS being the most affordable of the three (\$119/credit hour).

More specifically, there are substantial differences in the total UNM tuition across the three programs.

1. UNM SHS – master’s of science in speech-language pathology: 54 graduate credit hours required for degree completion. The total NM Resident graduate tuition is \$20,499 and the Non-Resident graduate tuition totals \$37,219.
2. UNM OT – master’s degree in occupational therapy: 84 graduate credit hours required for degree completion. The total NM Resident graduate tuition is \$33,143 and the Non-Resident graduate tuition totals \$51,831.
3. UNM PT – clinical doctorate in physical therapy: 120 graduate credit hours required for degree completion. The total NM Resident graduate tuition totals \$50,160 and the Non-Resident graduate tuition is \$76,949.

Each of the three professions are reported, by the Bureau of Labor Statistics, to expect must faster than average employment growth than the average for all occupations from 2016-2026. Employment of SLPs is projected to grow at 18 percent, OT 24 percent, and PT 28 percent across this timeframe. Similarly, the median salary in the United States is quite comparable in SLP (\$78,940), OT (\$80,150), and PT (\$84,020).

Based on this market analysis, the SHS differential tuition is in line with comparable UNM clinical professional, nationally accredited occupational and physical therapy programs.

Student Consultation:

Please provide an explanation on how you communicate the existing differential tuition to incoming students in your program.

SHS graduate students are informed of the SHS Differential Tuition through a variety of mechanisms. First, each year we host a graduate admissions ‘talk’ and/or ‘open house’ where differential tuition is described and the purpose of the tuition is discussed. Second, individual student inquiries about the graduate program are responded to with responses to their specific inquiries and reference to the differential tuition fee schedule on the UNM Bursar’s web site. Third, upon arrival to UNM’s graduate program, the department chair describes the purpose of differential tuition to expand the program’s capacity (adding more seats to the highly-competitive program) through the availability of salary for 2.5 FTEs – one 1.0 FTE audiology clinical faculty member, one .5 FTE SLP clinical faculty member, and one 1.0 FTE tenured faculty member whose responsibilities focus on clinical education and core academic requirements. Each year, graduate student exiting the program complete the online SLP graduate student exit survey to evaluate the program’s effectiveness in administration, academic, and clinical components. As of July 2018, 68% of respondents rated the UNM SLP/audiology clinical faculty as excellent and 43% rated the UNM SHS academic faculty as excellent. Comments provided by the graduates included the following: “diversified clinical placements are a strength”, “excellent clinical instructors, hands-on, nurturing”, and “excellent professors who are passionate about their field.”



Accountability/Budget Information: Please provide budgetary information about how the revenue generated is expensed. It is highly encouraged to set aside a portion of the revenue generated by the differential for financial aid (see policy UAP 8210 2.2.2).

Financial Aid Set Aside Amount: 10 %

Proposed Annual Revenue

| | |
|--|-------------------|
| Differential Tuition (per student credit hour) | \$119 |
| Projected # of Student Credit Hours (all student credit hours taken by student majors in the program). | 1,791 |
| Total Revenue | \$ 213,129 |

Proposed Annual Expenditures

| | |
|-----------------------------|---------------------|
| Financial Aid Set Aside (%) | \$ 32,313 |
| Faculty Expense | \$ 180,001 |
| Advising Personnel | \$0 |
| Support Staff Expense | \$0 |
| Operating Expenses | \$0 |
| Total Program Costs | \$ \$212,314 |

Please provide a detailed explanation on how the revenue is used for this program:

The differential tuition revenue is used to fully fund two faculty members, and partially fund a third faculty member. The salary coverage is for 1 tenure-track faculty and 1.5 clinical faculty. Salary coverage for these faculty members contribute to supporting the increase in the number of graduate students who enter the program. In addition, a portion of the differential tuition revenue is set aside to provide financial assistance to SHS graduate students. The amount awarded is based upon the FAFSA data provided to the department by the UNM Financial Aid Office, which includes students' estimated unmet need.

Student Access and Affordability: Please explain how student access and affordability has been addressed.

The original proposal for Differential Tuition, approved by the Board of Regents, corresponded with a \$150/credit hour for UNM SHS graduate students. Given that our students were charged this amount for all credits, including those outside of SHS, I decided to request a reduction in SHS Differential Tuition from \$150/credit hour to \$119/credit hour. The rationale for this decision was based on student access



and affordability. The SHS Department could still accomplish its goal of increasing capacity and admitting a larger cohort of graduate student each year with the \$119/credit hour revision.

In addition, the original proposal approved by the Board of Regents included 10% of differential tuition revenue to be set aside for financial aid awards. Each year, second year students with high unmet need, as determined by FAFSA, are eligible for SHS scholarships. These scholarships have been valuable sources of support to ensure student retention and completion of the Master of Science degree. To date, \$65,000 has been awarded in scholarships.

Peer Comparison Chart: Please complete the Excel peer comparison spreadsheet. If the peer institutions listed does not have a similar college/school or department/program add an institution that most closely resembles your unit. Please note this adjustment below.

The following peer comparison reflect comparable speech-language pathology graduate programs' tuition on a semester basis, # of credits for degree completion, resident and non-resident tuition rates/credit hour, resident and non-resident tuition rates/total, and U.S. News and World Report Ranking. The final column reflects individual institutions differential or program tuition charges. The University of New Mexico's program, which is currently ranked 53 according to U.S. News and World Report, remains an affordable option when compared to peer institutions. Tuition rates associated with three programs—New Mexico State University, University of Oklahoma and University of Nebraska/Lincoln—were found to be very comparable to UNM's with a difference ranging from \$453 - \$62/semester.


| Peer Institute | # of Credits | \$/Credit Hour: Resident | \$/Credit Hour: Non-Resident | Resident Total Tuition (9 credits) | Non-Resident Total Tuition (9 credits) | Ranking | Differential/Program Tuition |
|-------------------------|--------------|--------------------------|------------------------------|------------------------------------|--|---------|--|
| ASU | 52 | 618.66 | 1258 | 11,864 | 23,372 | 17 | Fall 2018: 800 Spring 2019: 800 Yearly: 1,600 |
| FL International | 61 | \$616.85 | \$1,136.85 | \$5,551.65 | \$10,231.65 | 183 | 52.29 per credit hour |
| NMSU | 54 | 252.7 | 881.1 | 3,246.00 | 11,314.50 | 120 | n/a |
| | | | | | | | None for the college of arts |
| Tx Tech | 58 | 974.44 | 1,896.66 | 8,770.00 | 17,070.00 | 81 | of sciences. |
| U of Tennessee | 75 | 626 | 761 | 5,622.00 | 6,836.00 | 39 | n/a |
| UT Austin | 52 | 544 | 1024 | 5,081 | 9,418.00 | 7 | n/a |
| UTEP | 51 | 366.77 | 856 | 3,300.97 | 7,704.90 | 163 | \$50 per credit hour 500 program fee per semester |
| U of Arizona | 36 | 836.85 | 2,290.35 | \$12,400 | 36,400.00 | 7 | semester |
| U Colorado- Boulder | 71 | 638 | 1,688 | 5,742 | 15,192 | 24 | n/a |
| U of Houston | 49 | 376.74 | 891.74 | 3,390.66 | 7,755.66 | 69 | n/a |
| U of Iowa | 58 | 726.94 | 1,770.22 | 13,085.00 | 31,864.00 | 1 | n/a |
| U of Kansas | 50 | 413 | 970 | 7,546 | 17,579 | 120 | n/a |
| U of Missouri- Columbia | 48 | 427.88 | 1,063.11 | 7,702.00 | 19,136.00 | 92 | 100.20 per credit |
| U of Nebraska- Lincoln | 45 | 323.25 | 925.25 | 2909.25 | 8,327.25 | 20 | n/a |
| U of Ok- Norman | 58 | 213.3 | 610.8 | 3,306.15 | 12,773.50 | 46 | 104.00 per credit hour |
| U of Utah | 55.5 | 853.22 | 1717.04 | 7,279.83 | 15,453.41 | 30 | 4050.07 per semester |
| U of New Mexico | 54 | 373.56 | 996.52 | 3362.04 | 8969.68 | 53 | 119 per credit hour |



Other Information: *Please provide any additional information that supports the continuation of the differential tuition.*

Dean/Director Approval:

Printed Name: Mark Pecent

Signature: 

Date: 9/28/18