



WEBER STATE
UNIVERSITY

2024 Legislative Session Review
Faculty/Staff Town Hall
March 1, 2024

Photos by Ben Zack

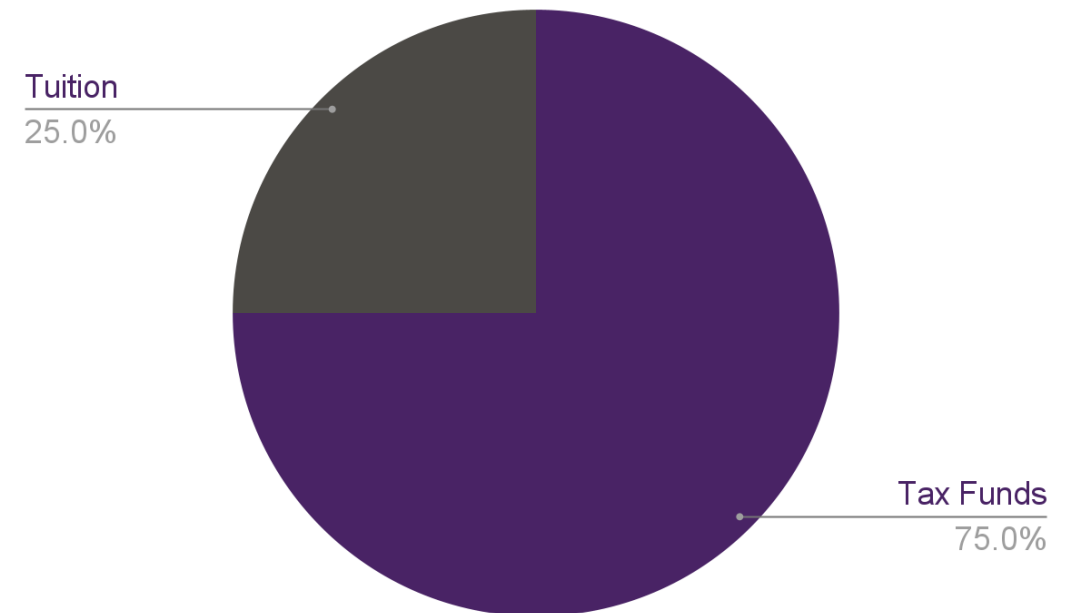
2024-25 Compensation Adjustments ([SB 8](#))

Category	Income Tax Fund	Dedicated Credits ⁽³⁾ <i>(Tuition)</i>	Total
3% Salary & related-benefits ⁽¹⁾	\$3,516,975	TBD	TBD
7.2% health/4% dental ⁽²⁾	\$1,004,715	TBD	TBD
TOTAL COMPENSATION FUNDING	\$4,472,100	TBD	TBD

Footnotes on 2024-25 Compensation Adjustments

- (1) SB 8 “provides funding for a 3% labor market increase for state employees and higher education employees”
- (2) SB 8 “provides funding for health and dental benefit cost changes as recommended by the Public Employees Health Programs” (7.2% medical and 4% dental)
- (3) Tuition increase needed to fund the 25% match for compensation and internal service funds is 1.93%. After Truth in Tuition, WSUSA Student Senate supported 2% to 3.5%.

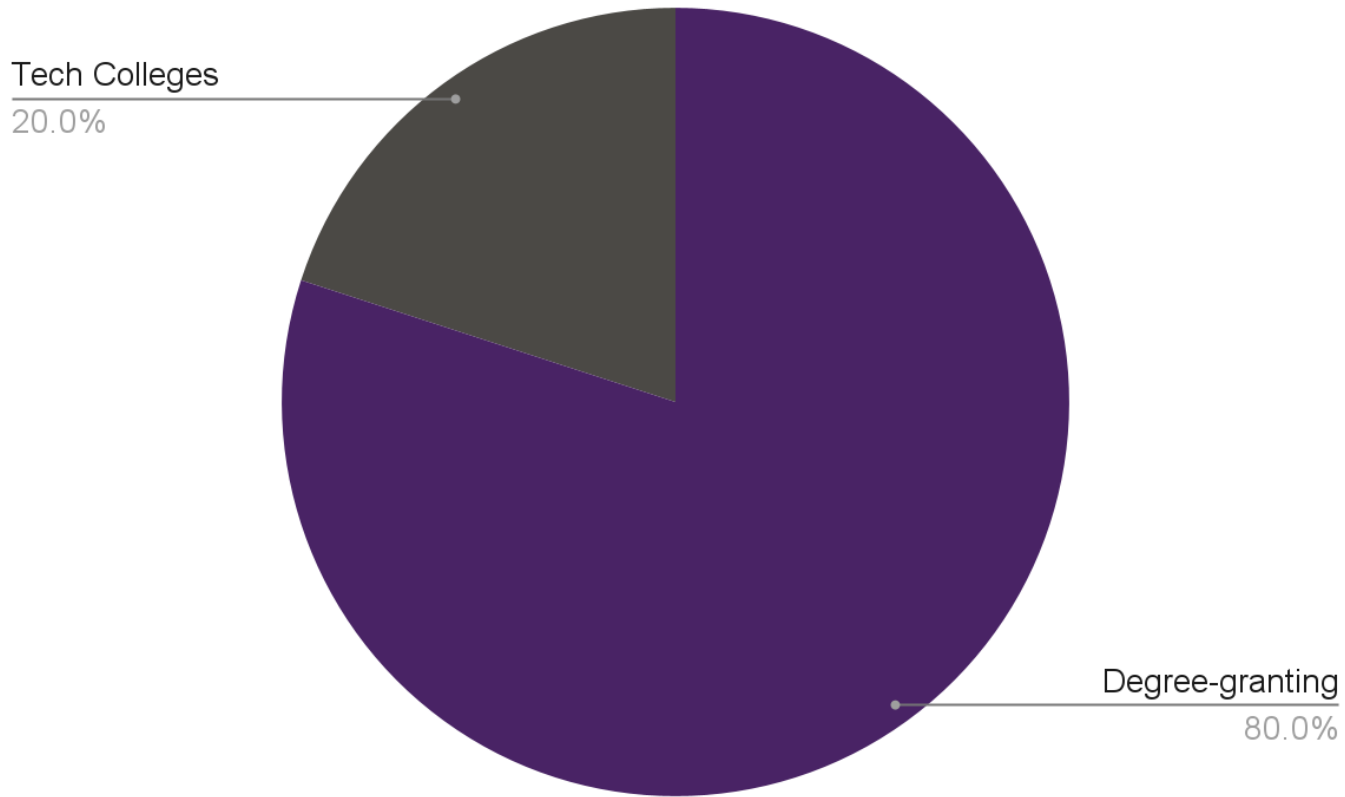
Item	% Rate Increase	\$ Rate Increase
3% Salary Increase	1.33%	\$1,090,500
7.2% Health/4% Dental Insurance	0.47%	\$388,900
Internal Service Funds	0.13%	\$108,100
Total	1.93%	\$1,587,500



2024-25 Additional Ongoing Funding Items of Interest

Category	USHE Total	WSU
Budget Reduction (1.5% universities, 0.5% 2yr/techs)	-\$20,728,200	-\$1,936,900
Performance Funding	\$20,000,000	\$968,900
Life Sciences Workforce Initiative	\$2,000,000	TBD
Technical College Enrollment Growth	\$6,657,000	TBD
Degree-granting Enrollment Growth	\$0	\$0
USHE Commercialization Shared Service	\$250,000	TBD
Internal Service Fund Increases		\$324,300

Performance Funding Allocations



Divided among 8 degree-granting institutions:

- 50% full-time equivalent enrollment
- 50% total state-funded appropriated budget

Performance Metrics

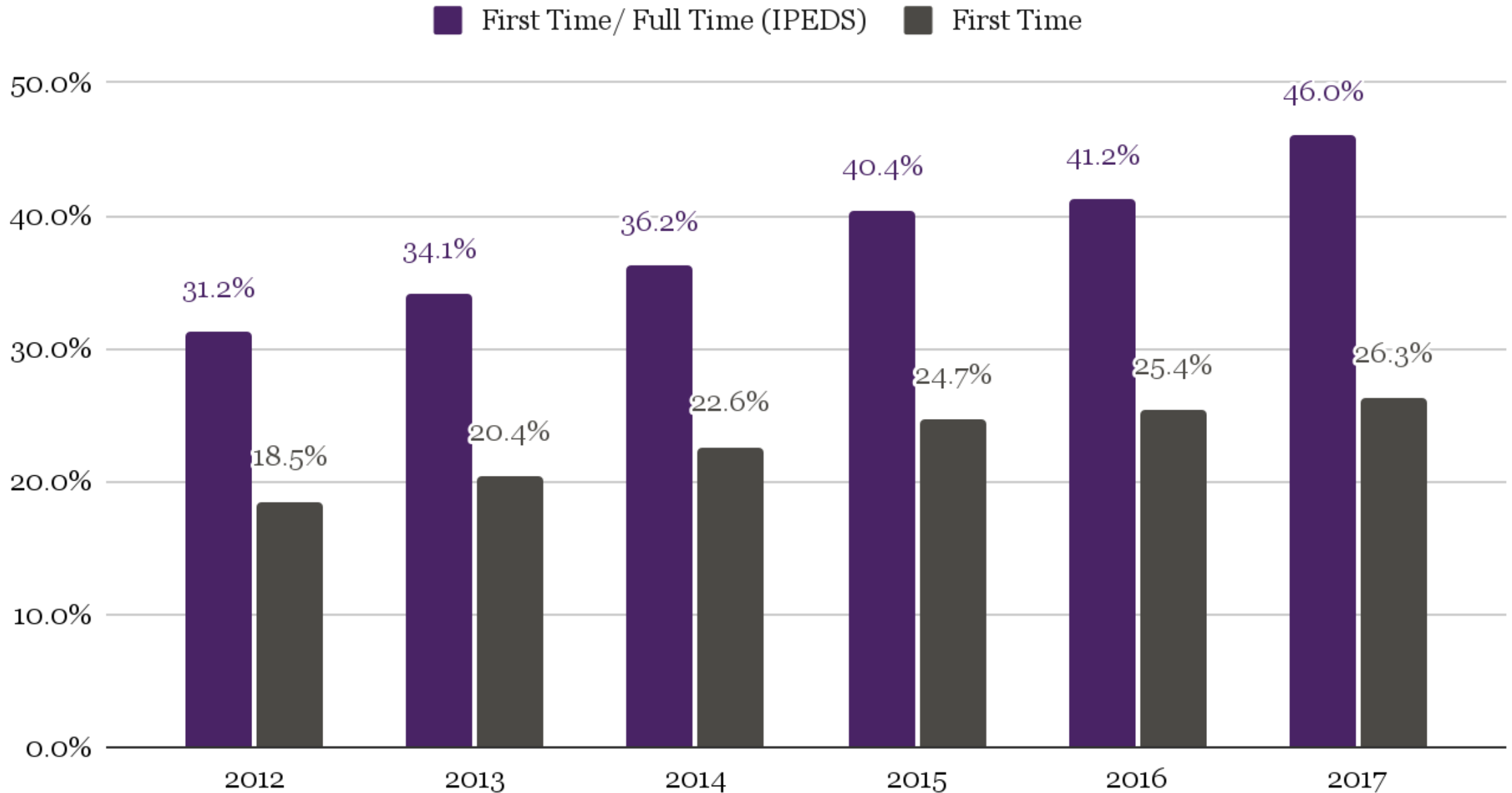
- **Access:** Percent of high school graduates who enroll at a USHE institution within three years of graduation - System Metric
- **Timely Completion:** Percent of students who graduate within 1.5 times the length of a normal completion cycle (e.g., 6 years for bachelor's, 3 years for associate degrees)
- **High-Yield Graduates:** Percent of students who graduate with degrees or awards that map to four and five star jobs as defined by the Department of Workforce Services.

Earning our \$1,682,100 in Performance Funding

Performance Metric	2021-22 Baseline	2022-23 Target	2022-23 Actual	% Earned	\$ Earned	\$ Set Aside for Future
Access (USHE)	53.65%	53.95%	52.54%	0%	\$0	\$560,700
Timely Completion	38.67%	38.97%	38.89%	72.8%	\$408,200	\$152,500
High-yield	79.90%	80.30%	81.30%	100%	\$560,700	\$0
Total					\$968,900	\$713,200

TOTAL PERFORMANCE FUNDING AVAILABLE: \$1,682,100

Six Year Completion Rates



2023-24 One-time Funding Items of Interest

Category	USHE Total	WSU
Budget Reduction One-time Offset	\$20,728,200	\$1,936,900
Educating High-Temperature Materials Engineers for Hypersonics (with USU)	\$1,450,000	\$1,450,000
Life Sciences Workforce Initiative	\$2,000,000	TBD
Talent Ready Connections	\$1,000,000	TBD
USHE Commercialization Shared Service	\$1,750,000	TBD
Civic Thought and Leadership Institute (UVU)	\$1,500,000	TBD

2024 Session: Bills Passed Legislation of Interest

[HB 257 – Sex-Based Designations for Privacy, Anti-Bullying, and Women’s Opportunities](#)

- See WSU’s [HB 257 FAQ Page](#)
- [Single-stall restroom resource](#)
- Restrooms - may use the restroom that aligns with identity (unless attached to changing room or unless K-12 setting)
- Changing Rooms - may only be used by individuals whose sex at birth aligns with the sex-designation of the changing room, unless:
 - amended birth certificate and undergone surgery
 - accompanying minors and dependents who need assistance, or
 - doing cleaning and maintenance.
- Effective immediately

Single-stall Restroom Map



2024 Session: Bills Passed Legislation of Interest

[HB 261 - Equal Opportunity Initiatives](#) (See WSU's [HB 261 FAQ Page](#))

- Prohibits certain submissions for hiring or enrollment.
- Prohibits certain elements from required trainings for current or prospective employees/students.
- Outlines prohibited discriminatory practices.
- Establishes "Student success and support" efforts "that equip all students, including all students at higher risk of not completing a certificate or degree, with experiences and opportunities for success in each student's academic and career goals, and without excluding individuals on the basis of an individual's personal identity characteristics."
- Exempts athletic and accreditation compliance; academic research; academic course teaching; grants (might require trustee approval).
- Encourages promotion of diverse viewpoints, particularly with speakers.
- Requires publication of titles and syllabi of mandatory instructional programming.
- Requires training on viewpoint diversity, free speech, civic education.
- Requires campus impression climate surveys.
- Timeline for review and compliance audits.

2024 Session: Bills Passed Legislation of Interest

HB 438 Higher Education Revisions

- Codifies post-tenure review processes, including processes for remediation plans and dismissal
- Requires annual performance reviews and comprehensive five-year post-tenure reviews for all tenured-faculty
- Requires annual reports by the president to the Board of Higher Education on the number of post-tenure reviews, an analysis of scores from post-tenure reviews, the number that resulted in a remediation plan, and a qualitative summary of remediation plans.

2024 Session: Bills Passed Legislation of Interest

SB 192 - Higher Education Amendments

- Establishes dedicated funding stream for performance funding and the “Performance Funding Restricted Account”
- Creates penalties for not showing progress on shared services initiatives
- Outlines in greater detail duties and responsibilities of president and combines related provisions of presidential powers between technical colleges and degree granting institutions
- Allows Talent Ready Utah to create talent advisory councils for talent initiatives
- Other technical adjustments for UBHE board members and duties

2024 Session: Bills Legislation of Interest

HJR 3 Joint Resolution Regarding Higher Education Accreditation **FAILED**

- declares that oversight of accreditation for institutions of higher education should be solely under the purview of states;
- calls on the federal government to return that responsibility to the states;
- directs the commissioner of higher education to form a working group to review the feasibility of using alternative accreditation options for Utah's institutions of higher education.

2024 Session: Bills Legislation of Interest

S.B. 226 School of General Education Act **FAILED**

- establishes the independent School of General Education within the University of Utah system;
- outlines the purpose, curriculum focus, responsibilities, and administration of the School of General Education;
- requires undergraduate students at the University of Utah to complete a 42-credit hour common core curriculum;
- exempts the core curriculum from administrative policies on course content; and
- assigns the University of Utah board of trustees reporting and implementation responsibilities.

2024 Session: Bills of Interest - Concurrent Enrollment/Course Content

Passed

- HB 29 - Sensitive Material Review Amendments (review process for K-12 - exempts concurrent enrollment with parent signature)
 - HB 493 - Concurrent Enrollment Participation Amendments (initially intended to provide greater opportunities to private providers of online concurrent enrollment; ultimately limited to public)
 - HB 247 - Statewide Online Education Program Amendments (study by Board of Education and UBHE analyze barriers to concurrent enrollment in program)
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Not Passed

- HB 556 - Sexually Oriented Business Regulations for Higher Education (lose all state funding if provide course materially based on pornographic, x-rated, or illicitly indecent content)

2024 Session: Bills of Interest - Religious Beliefs

Passed

- SB 150 - Exercise of Religion Amendments
 - HB 396 - Workplace Discrimination Amendments
 - HB 460 - Government Employee Conscience Protection Amendment
 - HB 405 - Public Health Amendments
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Not Passed . . . yet

- HB 527 - Public Employee Gender-Specific Language Requirements

Takeaway: Employees and students have religious freedoms co-existent with Constitutional freedoms; further rules about processes and applicability; individuals who need help with religious accommodations can go to [Office of Equal Opportunity](#)

2024 Session: Bills of Interest - Data/Records

Passed

- HB 491 - Data Privacy Amendments
 - SB 240 - Government Records Access and Management Act Amendments
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Not Passed

- HB 349 - Personal Identifying Information in Government Records
- SB 124 - Government Records Modifications
- SB 232 - Minor Data Protection Amendments

Takeaway: A lot of interest in protecting data privacy. New privacy program by May 1, 2025 including increased data breach notification requirements, improved classification and management of data.

2024 Session: Bills of Interest - Other

Passed

- HB 84 - School Safety Amendments (Increased safety measures in K-12 - NUAMES)
- HB 202 - Student Athlete Amendments (Student athletes must submit NIL deals for compliance review; not subject to GRAMA)
- SB 131 - Information Technology Act Amendments (FERPA applies to student records, not GRAMA)