

OFFICE OF THE SENIOR VICE CHANCELLOR FOR ADMINISTRATION AND FINANCE

MEMORANDUM

TO: Members of the Committee on Finance

Ellen Fish

Geoff J. Gonella

Anwer Hasan

Charles T. McMillen

Dhruvak Mirani

Michele Speaks

William T. Wood

Linda R. Gooden, *ex officio***FROM:** Ellen Herbst, Senior Vice Chancellor**DATE:** April 1, 2026**RE:** Meeting of the Committee via Video Conference

The Committee on Finance of the USM Board of Regents will meet in public session via video conference at 10:00 a.m. on Thursday, April 9. Upon the conclusion of the public session, the Committee will convene in closed session.

The agendas and supporting materials will be available on Nasdaq Boardvantage for members of the Board and the USM website at <https://www.usmd.edu/regents/agendas/>.

Zoom details will be provided to the Regents prior to the meeting.

Public Listen-Only Access: 301-715-8592; Conference ID - 976 0091 7739; Password: 069050

cc: Other Members, Board of Regents
Office of the Attorney General
Chancellor's Council
Vice Presidents for Administration and Finance
Office of Communications
SVCAF Managers

AGENDA FOR PUBLIC SESSION

Call to Order

Regent Fish

1. [Approval of Meeting Minutes from January 28, 2026](#) (action)
2. [USM Enrollment Projections: FY 2027-2036](#) (action)
3. [University System of Maryland: FY 2027 Self-Support Charges and Fees](#) (action)
4. [University System of Maryland: Fiscal Year 2027 Schedule of Tuition and Mandatory Fees](#) (action)
5. [Frostburg State University: Expansion and Restructuring of Regional Tuition Program](#) (action)
6. [Towson University: Implementation of Pilot Undergraduate Regional Tuition Rate Program](#) (action)
7. [Proposed Amendment to VII-8.05 – Policy on Professional Conduct and Workplace Bullying](#) (action)
8. [Establishment of New Paid Family Medical Leave Policy in Compliance with Statutory Changes and Proposed Amendments to Existing Impacted Policies](#) (action)
9. [Salisbury University Facilities Master Plan](#) (action)
10. [University of Maryland Eastern Shore: Authorization for Renovations in support of School of Veterinary Medicine – Foundational Facilities](#) (action)
11. [Towson University: Central Utility Plant Fire Restoration Update](#) (information)
12. [University System of Maryland: Review of Capital Improvement Projects](#) (information)
13. [University System of Maryland: Educational Overview of Capital Cost Management and Facilities Renewal](#) (information)
14. [Financial Condition and Financial Results of Intercollegiate Athletics Programs](#) (information)
15. [Convening Closed Session](#) (action)

TOPIC: Approval of Meeting Minutes from January 28, 2026 (action)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: The Finance Committee will review the minutes from its January 28, 2026, public and closed sessions and determine whether they accurately reflect the meeting and the actions taken.

ALTERNATIVE(S): The Committee may defer approval or request corrections.

FISCAL IMPACT: No fiscal impact is anticipated.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends approval of the minutes.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



UNIVERSITY SYSTEM
of MARYLAND

BOARD OF REGENTS
COMMITTEE ON FINANCE

January 28, 2026

Meeting via Video and Conference Call

DRAFT

Minutes of the Public Session

Regent Fish called to order the meeting of the Finance Committee of the University System of Maryland Board of Regents at 3:01 p.m., with participants joining by video conference and teleconference.

Regents participating in the session included: Ms. Fish, Ms. Gooden, Mr. Gonella, Mr. Hasan, Mr. McMillen, Mr. Mirani, Ms. Speaks, and Mr. Wood. Also participating were: Chancellor Perman, Ms. Herbst, Ms. Lawrence, Mr. Minor, Dr. Masucci, Mr. Sandler, Dr. Wrynn, Ms. Wilkerson, Assistant Attorney General Boyle, Assistant Attorney General Langrill, Assistant Attorney General Palkovitz, Assistant Attorney General Stover, Assistant Attorney General Marek, President Jarrell, President Lepre, Ms. Aughenbaugh, Mr. Bitner, Mr. Donoway, Ms. Edenhart-Pepe, Mr. Henley, Mr. Lockett, Mr. Namazie, Mr. Palmer, Mr. Petree, Mr. Reuning, Dr. Rhodes, Mr. Sergi, Mr. Berkheimer, Mr. Modlin, Mr. Hughes, Mr. Mowbray, Mr. Grooms, Mr. Olen, Mr. Phillips, Ms. Borgerding, Ms. Latimore, Ms. Monger, Ms. Iacobellis, Mr. Gagnon, Mr. Eshleman, Mr. Bak, Mr. Welsh, Mr. Webb, Mr. Patel, Mr. Anasagasti, Ms. Auburger, Mr. Beck, Mr. Chanen, Ms. Denson, Mr. Eismeier, Mr. Hickey, Mr. Li, Mr. Muntz, Ms. Norris, Ms. Sule, Mr. Acton, Mr. Brown, Ms. Bucko, Ms. McMann, and other members of the USM community and the public.

Regent Fish welcomed all participants to the January meeting of the Finance Committee.

1. Salisbury University: Facilities Master Plan (information and presentation)

Regent Fish welcomed President Lepre, accompanied by Mr. Modlin, chief of staff; Ms. Edenhart-Pepe, vice president of administration and finance; and Mr. Berkheimer, associate vice president of facilities and capital management, to present an overview of Salisbury University's Facilities Master Plan. The chair noted that facilities master plans provide a long-range, flexible framework to guide how campuses develop, renew, and utilize their physical assets in alignment with institutional mission, academic priorities, and projected needs, typically over a 10- to 20-year horizon.

President Lepre described Salisbury University's proactive approach to aligning its facilities with institutional goals and future growth. She noted the university's strong commitment to on-campus student housing, with current occupancy rates at approximately 98 to 99%. The plan includes the development of an expanded student hub and upgrades to athletics and recreation facilities to improve access for all users. Sustainability is a central focus, with planned improvements along the Route 13 corridor to enhance pedestrian and bicycle connectivity, strengthen links to campus, and promote a more accessible, walkable, and cohesive environment. Projects within the plan are intentionally sequenced to support phased implementation. In closing, President Lepre emphasized that the university is planning proactively to align facilities with its mission, prepare for future generations, and establish a shared vision for the campus.

During the discussion, Regent Fish commented on the facilities condition information presented and encouraged continued attention to facilities renewal, noting the importance of addressing needs before they become critical. Regent Wood thanked the president for a clear and well-organized presentation and asked whether funds are set aside for facilities renewal. President Lepre confirmed that the university has dedicated funding, and Mr. Berkheimer added that the institution targets at least 2% of replacement value annually within its operating budget, supplemented by plant funds, much of which is already committed to ongoing projects. Regent McMillen noted potential opportunities for federal earmarks, particularly for STEM laboratories and technology upgrades, and suggested the Salisbury team engage with Representative Harris's staff. Regent Hasan asked about stakeholder engagement in the development of the plan. Mr. Berkheimer responded that the process included multiple town halls, tabling sessions, and open work sessions, providing broad opportunities for campus and public input. In response to several additional questions, the Salisbury University team agreed to provide written follow-up to USM Office staff.

The chair thanked President Lepre and the Salisbury University team for the presentation and reminded the committee that the item was presented for information only. She noted that the Facilities Master Plan will return to the Finance Committee at a future meeting for consideration and recommendation to the full Board, consistent with the Board's two-step review process. She further emphasized that approval of a facilities master plan does not constitute approval of specific projects or funding, which will continue to be reviewed and approved separately through the Board's capital and operating budget processes. Regent Fish invited committee members to share any additional feedback or concerns following the meeting so that the institution and USM Office staff may provide appropriate follow-up.

The Finance Committee received the item for information purposes.

2. University of Maryland, Baltimore: North Campus Vibrancy Initiative – West Lexington Corridor Development Project (action)

Turning to the next item, the chair welcomed President Jarrell, accompanied by Dr. Rhodes, chief business and finance officer and senior vice president; Mr. Hughes, chief enterprise and economic development officer and vice president; Mr. Bitner, deputy chief financial officer and vice president for finance and auxiliary services; Mr. Mowbray, director of real estate, planning, and space management; and Mr. Grooms, real estate project manager, to present a request for approval of the North Campus Vibrancy Initiative – West Lexington Corridor Development Project.

The chair noted that the request includes approval to proceed with a proposed development in the West Lexington Corridor through three related actions: entering into up to three 99-year ground leases with a private developer for the construction of market-based rental residential projects; master leasing up to 25,000 square feet of space from the developer to support future retail tenants and create a more vibrant, college-town environment; and contributing up to \$18.4 million in institutional funds toward the project. The university indicated that this institutional contribution is intended to incentivize and leverage at least \$263 million in private investment in support of broader placemaking and strategic priorities. The chair also noted that the proposed ground leases will require approval by the Board of Public Works. President Jarrell provided an overview of the initiative, noting that the university's facilities master plan identifies the need for additional development on the north end of campus. He briefly reviewed the project area before turning to members of his team. Mr. Hughes and Dr. Rhodes discussed the project's placemaking goals and development approach, including the university's partnership with a private developer and the shared responsibilities for infrastructure and site improvements. They explained that the university will reimburse Wexford for certain work while also directly undertaking portions of the project.

As reflected in the presentation, the project is designed to transform underutilized university parcels into a vibrant, mixed-use district, combining residential, retail, and public realm improvements and leveraging significant private investment to support long-term campus and community goals.

During the discussion, Regent McMillen asked about the risk to the university and the system if the project does not perform as anticipated. Dr. Rhodes explained that the university is not backstopping apartment leases and that Wexford will bear that responsibility. She stated that the university's risk is limited to the planned \$18.4 million contribution, much of which would likely have been invested in streetscape and related improvements in any event. She also noted that approximately \$17 million in deferred maintenance will be eliminated through the transfer of Pascault Row to Wexford.

Regent Hasan expressed support for the project and commented that it would be beneficial for the city to have a stake in the effort as well. He encouraged continued coordination and communication with the city regarding project impacts. Dr. Rhodes responded that the university has been in contact with the city. Regent Speaks remarked that the proposal is an exciting project for Baltimore and emphasized the importance of ensuring that the surrounding community benefits as well, including through minority business enterprise participation. Dr. Rhodes responded that the university always requires MBE participation and does not anticipate issues in that regard. She also noted that the housing will not be restricted to university affiliates and that the project is intended to create open and inviting spaces for the broader community, including recreation and athletic spaces.

Regent Mirani asked about parking, noting that the recreation area would be constructed on an existing surface parking lot and asking whether the project would create additional parking challenges. Mr. Mowbray responded that the project is planned with a 0.5 parking space ratio per two beds. He added that more than 50% of the units are anticipated to be occupied by members of the UMB community and that existing parking capacity, including post-pandemic vacancies, is expected to accommodate demand.

The Finance Committee recommended that the Board of Regents approve the West Lexington Corridor Development Project as outlined in the item, including UMB's contributions in the form of ground leases, infrastructure, public realm improvements and public art funding, and master lease obligations for ground floor retail spaces. It is further recommended that authority to execute the ground leases, retail space leases, development agreements, and all required documentation remain with the Chancellor following appropriate legal review, consistent with the University System of Maryland Policy on "Acquisition and Disposition of Real Property."

(Regent Fish moved recommendation, seconded by Regent Mirani; approved)

Vote Count = Yeas: 8 Nays: 0 Abstentions: 0

3. University of Maryland, College Park: General Purpose Classroom Renovations (action)

The Finance Committee considered a request from the University of Maryland, College Park for approval of a \$5 million project to renovate 16 general purpose classrooms located across multiple academic buildings on campus.

The chair welcomed Mr. Reuning, interim vice president and chief administrative officer, accompanied by Mr. Phillips, director of facilities planning; and Mr. Olen, executive director of the College Park service center, to present the item.

The chair noted that the project is intended to address existing deficiencies and modernize instructional spaces through updated finishes, energy-efficient lighting, new furniture, and replacement of outdated audiovisual equipment to meet current teaching standards. The classrooms collectively serve approximately 875 seats and have not undergone significant renovation in more than 15 years. The project is scheduled to begin in the summer and be completed in time for the start of the fall semester.

During the discussion, Regent Mirani asked whether the renovations would impact student access to classrooms. Mr. Phillips explained that the work is being coordinated to minimize disruption and is part of a broader effort to improve general purpose classrooms across campus. Regent Mirani noted that, based on student experience, many classrooms available to students are outdated. Mr. Phillips acknowledged this concern and indicated that the university is undertaking improvements across its inventory of general purpose classrooms. Regent Hasan asked about the use of rounded cost estimates in the project budget. Mr. Phillips explained that the estimates are based on recent project data, generally ranging from approximately \$160 to \$200 per square foot, and have been escalated to reflect current market conditions.

The Finance Committee recommended that the Board of Regents approve the University of Maryland, College Park General Purpose Classroom Renovations project as described in the item.

(Regent Wood moved recommendation, seconded by Regent Gonella; approved)

Vote Count = Yeas: 8 Nays: 0 Abstentions: 0

4. FY 2025 Audited Financial Statements and USM Financial Planning (information and presentation)

The Finance Committee received a presentation on the USM’s audited financial statements for the fiscal year ended June 30, 2025, and an overview of systemwide financial planning.

The chair recognized Ms. Denson, associate vice chancellor for financial affairs; Ms. Norris, director of financial planning and analysis; and Mr. Acton, director of financial reporting and comptroller, to present the item. The chair noted that the System received an unmodified, or clean, audit opinion.

Ms. Denson thanked the institutions for their collaboration in completing the audit on schedule. Mr. Acton provided an overview of the financial statements and supporting schedules included in the Finance Committee materials, including the implementation of new accounting standards and key balance sheet and operating results. He noted that, based on established financial metrics, the System remains in a strong financial position. As reflected in the materials, the System reported a decrease in unrestricted net position for fiscal year 2025, driven in part by state funding reductions, salary increases, and capital spending, while maintaining solid underlying financial strength and liquidity.

During the discussion, Regent Hasan asked about the increase in accounts receivable and whether those balances are expected to be recoverable. Mr. Acton responded that the majority of the reported accounts receivable is considered collectible. Regent Hasan also asked about the increase in pension-related liabilities. Mr. Acton explained that the reported net pension liability reflects the System’s share of the State’s pension liability as calculated under required accounting standards and increases annually as part of that methodology, while the System’s cash contribution remains relatively stable.

Ms. Norris provided an update on the System's upcoming bond issuance and noted that additional information would be available by the time of the full Board meeting. Regent Fish asked whether rating agency considerations have shifted in the current environment. Ms. Norris indicated that recent discussions with the credit rating agencies focused on federal funding considerations, including research funding. Chancellor Perman added that leadership stability is also an important factor in rating agency evaluations. Ms. Norris noted that overall evaluation factors remain consistent. Regent McMillen asked about the minimum and maximum debt service ratios used in financial planning. Ms. Norris explained how the ratio is calculated and how it is evaluated by rating agencies, noting that current levels remain within Board policy guidelines.

The Finance Committee received the item for information purposes.

5. University System of Maryland: Educational Overview of Procurement (information)

The Finance Committee received an educational overview of procurement across the USM. The chair noted that this item is the first in a series of educational presentations requested to provide additional context on key topics, particularly for newer members of the Board. Given the level of interest in procurement, the chair invited Mr. Hickey, associate vice chancellor for procurement and real property, to provide a brief overview.

Mr. Hickey provided a high-level overview of the System's procurement framework, including its statutory autonomy, governance structure, and key approval thresholds. He explained that the USM was granted procurement autonomy in 1999, exempting it from Division II of State procurement law while requiring adherence to Board policies designed to promote transparency, competition, and accountability. He noted that contracts exceeding \$5 million require approval by the Board of Regents and that certain contracts, including service and construction contracts exceeding \$1 million or those involving any amount of State funds, require approval by the Board of Public Works.

During the discussion, Regent Hasan asked about adherence to minority business enterprise requirements and how those State-established goals align with federal rules. Mr. Hickey explained that Maryland's Minority Business Enterprise program establishes aspirational participation goals, currently at 29%, rather than set-asides. For contracts exceeding \$100,000, a procurement review group evaluates opportunities for minority business enterprise participation and establishes realistic and achievable goals.

Regent Mirani asked about the prioritization of Maryland Correctional Enterprises and whether waivers from required participation are tracked, noting broader concerns about the program. Mr. Hickey explained that waivers have long been part of the procurement process and that approximately half of requested waivers are granted. He noted his role on the Maryland Correctional Enterprises council and offered to arrange a visit for Regent Mirani and other interested students, explaining that participants often gain a better understanding of the program's workforce development and rehabilitation mission.

The Finance Committee received the item for information purposes.

6. University System of Maryland: FY 2027 Operating Budget Update (information)

The Finance Committee received an update on the USM's fiscal year 2027 operating budget as presented in the Governor's Allowance. The chair noted that this item is one of two informational updates on the operating and capital budgets and invited Ms. Auburger, associate vice chancellor for budget analysis, to present the update.

Ms. Auburger provided a brief overview of the proposed fiscal year 2027 operating budget, including key components of the Governor’s Allowance. She noted that the System’s total operating budget is approximately \$7.9 billion and includes revenues from State appropriations, tuition and fees, auxiliary enterprises, and grants and contracts. The Governor’s proposal includes \$2.3 billion in State support, representing a modest increase over the prior year. She also highlighted \$32.5 million in HBCU funding and a \$25 million set-aside for research related to energy and climate.

The Finance Committee received the item for information purposes.

7. University System of Maryland: FY 2027 Capital Budget Update (information)

The Finance Committee received an update on the USM’s fiscal year 2027 capital budget as presented in the Governor’s Capital Improvement Program. The chair invited Mr. Beck, associate vice chancellor for capital planning, to present the update.

Mr. Beck provided an overview of the Governor’s fiscal year 2027-2031 Capital Improvement Program and highlighted key differences from the Board-approved capital request. He noted that the Governor’s five-year capital program totals approximately \$1.152 billion. Mr. Beck highlighted several additions to the capital program, including increased funding of nearly \$12 million to complete UMB’s Electrical Substation project; \$10.6 million to support TU’s Central Plant restoration project; and \$2 million for Coppin’s new residence hall, along with planning funds for Coppin’s new Tawes Academic and Student Services Center.

He also reviewed several deferrals and changes within the program. The start of renovation work for the Benjamin Building at UMCP was deferred by one year, as was design funding for the Adelphi Building renovation at UMGC and the Sondheim Hall renovation at UMBC. Construction funding was also deferred by one year for several projects, including TU’s Student Services project, FSU’s Cordts Physical Education Center renovation, UBalt’s Academic Center renovation, and UMCES’s Coastal Dynamics Laboratory project. In addition, acquisition funding for the 101 West Mt. Royal Avenue property at UBalt, which had been included in the prior year’s program, was not included in the current Capital Improvement Program.

Mr. Beck noted a significant change in the program, with an increase of approximately \$20 million per year in State-supported academic revenue bond funding. He explained that, if issued at this level, institutions would be responsible for the associated increase in debt service.

The Finance Committee received the item for information purposes.

8. University System of Maryland: Review of Capital Improvement Projects (information)

The Finance Committee was scheduled to receive a review of capital improvement projects; however, due to time constraints, the item was postponed to the April meeting.

9. Approval of Meeting Minutes from December 3, 2025 (action)

The Finance Committee considered approval of the minutes from its December 3 meeting.

The Chancellor recommended approval of the minutes.

(Regent Fish moved recommendation, seconded by Regent Gonella; approved)

Vote Count = Yeas: 8 Nays: 0 Abstentions: 0

10. Convening Closed Session

Regent Fish read the Convene to Close Statement.

“The Open Meetings Act permits public bodies to close their meetings to the public in circumstances outlined in §3-305 of the Act and to carry out administrative functions exempted by §3-103 of the Act. The Committee on Finance will now vote to reconvene in closed session. The agenda for the public meeting today includes a written statement with a citation of the legal authority and reasons for closing the meeting and a listing of the topics to be discussed. The statement has been provided to the regents and it is posted on the USM’s website.”

The Chancellor recommended that the Committee on Finance vote to reconvene in closed session.

(Regent Fish moved recommendation, seconded by Regent Wood; approved)

Vote Count = Yeas: 8 Nays: 0 Abstentions: 0

Regent Fish thanked everyone for joining. The public meeting was adjourned at 4:51 p.m.

Respectfully submitted,

Ellen R. Fish
Chair, Committee on Finance



UNIVERSITY SYSTEM
of MARYLAND

BOARD OF REGENTS
COMMITTEE ON FINANCE

January 28, 2026
Meeting via Video Conference

DRAFT

Minutes of the Closed Session

Regent Fish called the meeting of the Finance Committee of the University System of Maryland Board of Regents to order in closed session at 5:01 p.m. via video conference.

Regents participating in the session included: Ms. Fish, Ms. Gooden, Mr. Gonella, Mr. Hasan, Mr. McMillen, Mr. Mirani, Ms. Speaks, and Mr. Wood. Also participating were: Chancellor Perman, Ms. Herbst, Ms. Lawrence, Mr. Minor, Dr. Masucci, Mr. Sandler, Dr. Wrynn, Ms. Wilkerson, Assistant Attorney General Boyle, Assistant Attorney General Langrill, Assistant Attorney General Palkovitz, Assistant Attorney General Stover, Assistant Attorney General Marek, Mr. Chanen, Mr. Hickey, and Ms. McMann. Dr. Rhodes, Ms. Monger, Ms. Iacobellis, Mr. Gagnon, Mr. Eshleman, Mr. Bak, Mr. Palmer, Mr. Welsh, Mr. Webb, Mr. Lockett, Mr. Sergi, Mr. Patel, and Mr. Anasagasti also participated in part of the session.

1. The committee discussed the awarding of a contract for employer of record services (§3-305(b)(14)).
(Regent Fish moved recommendation, seconded by Regent Speaks; approved)
Vote Count = Yeas: 8 Nays: 0 Abstentions: 0
2. The committee discussed the awarding of a contract for marketing and advertising services (§3-305(b)(14)).
(Regent Fish moved recommendation, seconded by Regent Speaks; approved)
Vote Count = Yeas: 8 Nays: 0 Abstentions: 0
3. The committee discussed the awarding of a contract for IT service center services (§3-305(b)(14)).
(Regent Fish moved recommendation, seconded by Regent Speaks; approved)
Vote Count = Yeas: 8 Nays: 0 Abstentions: 0
4. The committee discussed the awarding of a contract for IT staff augmentation services (§3-305(b)(14)).
(Regent Fish moved recommendation, seconded by Regent McMillen; approved)
Vote Count = Yeas: 8 Nays: 0 Abstentions: 0
5. The committee consulted with legal counsel on legal guidance regarding paid family and medical leave, including statutory requirements and considerations related to existing and new Board policies (§3-305(b)(7)(8)). This item was presented for information purposes; there were no votes on this item.

The session was adjourned at 5:32 p.m.

Respectfully submitted,

Ellen R. Fish
Chair, Committee on Finance

TOPIC: USM Enrollment Projections: FY 2027-2036 (action)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING April 9, 2026

SUMMARY: The Board of Regents III-4.10—Policy on Enrollment requires the Chancellor, in consultation with the presidents, to present an enrollment plan to the Board each year. Each institution is charged with having a well-coordinated enrollment management strategy based on the short-term realities that support the operating budget request and the long-term campus plan that supports the long-term capital needs. The USM Office works in collaboration with the institutions to provide accurate enrollment projections.

Highlights of this year’s institutional projections include:

- USM’s aggregate institutional enrollment is projected to increase +1,657 students in Fall 2026.
- USM is projecting a corresponding increase in FTE (+1,144) for FY 2027.
- Over the next ten years, headcount enrollment is projected to increase to +23,982 students to 199,685 students in Fall 2035.

ALTERNATIVE(S): The Committee may request changes in the projections.

FISCAL IMPACT: The fiscal impact of the projected enrollment will depend on many factors including the availability of facilities to accommodate enrollments, the programs of study of future students, the availability of faculty, in/out-of-state statuses, and full/part-time attendance. Complementarily, the projected enrollment and enrollment plan supports the operating budget request in the near-term and capital budget decisions in the long-term.

CHANCELLOR’S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the enrollment projections as submitted.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

**USM Enrollment Projections
FY 2027 (Fall 2026) through FY 2036 (Fall 2035)**



**UNIVERSITY SYSTEM
of MARYLAND**

**Submitted to the Board of Regents'
Committee on Finance
April 9, 2026**

Office of the Senior Vice Chancellor of Administration and Finance

Enrollment Projections: FY 2027 (Fall 2026) – FY 2036 (Fall 2035)

Overview

The purpose of this annual report is to provide the Board of Regents with the institutional student enrollment and full-time equivalent (FTE) enrollment projections, as required in the *Board of Regents III-4.10 - Policy on Enrollment*. The aggregate and institutional enrollment projections in this report are informed by internal campus strategies for managing enrollment to meet the access mission of the institutions, to increase enrollment in key workforce development areas, and to enhance higher education quality in Maryland. Each USM institution is expected to have a well-coordinated enrollment management function that reflects near and long-term operational realities. The enrollment management function considers state and national demographic and economic trends, mission-related needs, capital requirements, and a set of annual enrollment targets that are appropriate to achieve the campus's long-term enrollment goal.

The Board of Regents' Enrollment Workgroup continues to monitor key external trends and the institutional levers affecting enrollment. Institutions update enrollment management plans to address new student opportunities based on external prospects and improve retention by refining student success initiatives. The enrollment projections reflect both the enrollment management plans and the Strategic Plan goals adopted by the Board of Regents. Compared to national reports concerning public higher education changes in enrollment, the University System of Maryland is in a favorable position compared to many other states and systems.

Higher Education Environment

Higher education institutions are navigating a period of significant changes impacting enrollment. Over the next 15 years, declining numbers of traditional high school graduates are shrinking the pool of prospective first year students creating heightened competition across states and sectors. At the same time, community college enrollment changes continue to disrupt the transfer pipeline historically a critical source of upper division enrollment. Federal and state policy changes are disrupting financial aid disbursement. Finally, graduate enrollment is increasingly volatile, driven by steep drops in international student numbers due to visa delays, geopolitical tensions, and changing federal policy. These shifts are forcing institutions to rely more heavily on retention, adult learners, and new recruitment partnerships to sustain enrollment stability.

According to the high school graduate projections produced by Western Interstate Commission on Higher Education (WICHE), U.S. high school graduates peaked in FY 2025. From FY 2026 through FY 2041, the numbers of high school graduates will decrease nationwide by over 500,000 or a 13% decrease. This contraction is intensifying competition for traditional first year students, particularly in regions facing sharper population declines. Maryland is comparatively better positioned, but institutions will still face increased out-of-state recruitment pressures. At the same time, the demographic composition of high school graduates will shift, with the number of Hispanic high school graduates increasing while other groups are decreasing.

The federal financial aid landscape for students is becoming more challenging as the One Big Beautiful Bill Act (OBBA) complicated the financial aid landscape. First, lending programs were restructured, some lending programs were discontinued, and new loan limits were established. Second, the Workforce Pell program was created which may open the doors to more higher education learners seeking non-degree credentials but may impact long-term baccalaureate degree attainment when lifetime Pell limits are

reached. Finally, with the Gainful Employment rule and proposed wage premium standards, some academic programs may not be eligible for financial aid if degree completers do not obtain the minimum salary benchmarks. Together, these changes will increase advising and administrative burden and change borrowing capacity leading to higher private-loan dependency.

Maryland state aid programs are also undergoing significant change. With recent legislative changes, more Marylanders qualified for the Maryland Higher Education Commission's (MHEC) Guaranteed Access Grant (GA). This change lowered the maximum GA award, to accommodate the increased number of students. Meanwhile, MHEC reduced Education Assistance grants (EA). In the past, thousands of additional Maryland students qualified for the smaller EA grant and now they are left with no funding. Institutions are being compelled to absorb more unmet need through institutional aid.

International enrollment remains highly sensitive to geopolitical tensions, and policy enforcement shifts. For example, institutions are facing challenges to recruit due to student visa processing delays, and facing retention challenges as "duration of status" becomes a "duration of stay" with less time to complete the degree. These forces are reshaping enrollment strategies, resource allocations, and student support models across the higher education sector, especially doctoral programs.

Layered on top of this, rising expectations for flexible learning formats, evolving workforce demands, and infrastructure constraints require universities to continually adapt programs, support services, and instructional models. Together, these pressures are reshaping enrollment strategy, resource allocation, and the student experience across the system.

Despite these headwinds, institutions within the University System of Maryland (USM) have demonstrated resilience. Collectively, USM institutions increased new student enrollment and implemented strategies to retain students facing financial hardships and ensure student success. These successful strategies have contributed to enrollment growth over the past three years. For example, inclusive of part-time and full-time attendance; first-time and transfer entry type, 68% of over 45,000 new FY 2025 students returned this year. This includes the 80% retention rate for Maryland community college new transfers and the 85% retention rate for new first-time, full-time cohort, and these rates exceed the Department of Education National Center for Education Statistics (NCES) published averages of 72% for full-time transfers and 82% for first-time, full-time students. The student mix continues to evolve with improvements in both undergraduate and graduate students and positive gains for both full time and part-time students.

USM Enrollment Projection Summary

Institutional projections remain consistent with current trends in the higher education environment. For FY 2027, enrollment expectations reflect new and returning student goals that align closely with those achieved this year. Across USM, total enrollment is projected to increase by +1,657 students, reaching 177,360 in fall 2026. The related one-year FTE increase is estimated at +1,144, bringing total USM FTE to 137,714 in FY 2027. This growth is driven largely by anticipated increases at UMGC. The remaining institutions collectively project a decline of -347 students in fall 2026 and -195 FTE in FY 2027.

USM projects steady enrollment growth of roughly one percent per year over the next decade, adding 23,982 students (+13.7%) and bringing total enrollment to 199,685 by fall 2035. FTE is projected to follow a similar pattern growing by 17,449 (+12.8%) to a total FTE of 154,019 by FY 2036. The aggregate USM FTE growth reflects the projected credit hour registration by student level and by the mix of full-time and part-time students at each institution over the next 10 years. In the long term, the projected UMGC enrollment accounts for more than half of the projected enrollment for the System. However, the combined long-term enrollment and FTE projections for the other campuses follow the same trajectory reaching the same long-term enrollment goal as last year.

In the next sections, general themes are highlighted, and enrollment changes for each institution were briefly summarized. The data found in Tables 1 through 12 numerically summarize the ten-year projections for USM and for each institution.

General Themes

As part of the enrollment projection submissions, institutions sent a detailed narrative about the enrollment plan. These narratives provided the context for the enrollment numbers provided in the projections. Several systemwide trends were evident:

Competition for Maryland Students

- Interstate competition for Maryland students has increased, and in-state market contractions drive aggressive recruitment, targeted pricing and scholarships, and early pipeline work (K–12, dual enrollment, etc.).

Affordability & Aid

- OBBA, signed in July 2025, impacts reductions will increase private loan dependency. Institutions have adjusted overall student aid packages and are increasing financial counseling and advising services.
- MHEC changes to GA grants and EA grants decreased the number of students receiving state need-based aid. Institutions reported thousands of students were impacted and institutions redirected millions of dollars in institutional aid to mitigate the loss of EA grants.

Enrollment Demand & Mix

- **Undergraduate stabilization with uneven pipelines:** Most institutions target steady or modest undergraduate growth but face weaker transfer pipelines due to sustained community college declines. Recovery is expected to be slow and localized.
- **Graduate enrollment volatility:** Multiple institutions report declines or risk in international graduate enrollment (e.g. visa/travel bans, backlogs, geopolitics) and softness in domestic enrollment in master's programs. Some institutions are pivoting to focus on part-time, working adult graduate demand to maintain enrollment.

- **Selective out-of-state strategy:** To offset demographics and appropriation pressure, several institutions are moderately increasing out-of-state share or testing regional pricing while protecting in-state student access.

Retention & Stop-Out Recovery as Growth Levers

- Institutions have put a focus on retaining current students through various methods, utilizing early alert systems and case management advising strategies to improve course success and reduce DFW grades. Utilizing data and cross-functional systems, institutions are looking to increase their engagement with stop-out students.

Program & Workforce Alignment

- Institutions are expanding capacity in STEM, cyber, engineering, healthcare, and education degree programs.
- Institutions are adding new credentials & certificates to meet workforce demand as well as accelerated pathways to multiple degree attainment (e.g. 3+2; 5+1).

Modality & Access

- **Targeted modality shifts:** Online/hybrid growth is concentrated with graduate and adult learners, as well as within the summer and winter terms. Institutions are tactically adding accelerated formats (e.g., intersession, mini semesters) and HyFlex. Residential undergraduate instruction largely remains in person.

Regional Centers

- **Mixed performance:** Many institutions report flat or declining enrollment linked to Maryland community college transfer decreases. Strategies emphasize pathway programs, staffing or advising changes, and select new program launches to rebuild demand.

Enrollment Projection Summary by University

- **Bowie State University** did not meet the fall 2025 enrollment target, ending -137 students below the goal. Bowie projects an -11% enrollment decrease in fall 2026 relative to fall 2025, with growth anticipated in subsequent years. The anticipated decline in student enrollment reflects several factors including lower numbers of new students, retention challenges, student success, and the reinstatement of collections business processes in spring 2025. To strengthen enrollment, BSU is focusing on earlier financial aid awards, stronger recruitment pipelines, streamlined admissions processes, and enhanced student support systems. Fall 2026 projection is 5,320 students (-650), with a potential 2% annual increase by fall 2028 from fall 2025 enrollment. However, a steady increase to 6,668 students by fall 2035 (+698) is estimated.
- **Coppin State University** focuses on undergraduate and graduate recruitment, and retention and degree completion. Coppin's use of predictive analytics to identify students who may need intervention led to a first-to-second year retention rate of over 70% in fall 2025. Coppin attributed success to peer mentoring programs; a special incentive program that offers free 6 credits of summer enrollment offerings with full-time fall and spring enrollment; and expanded course modality options (hybrid and online). The enrollment projections follow a similar trajectory with annual enrollment increases of 2 to 3% over the next ten years. The fall 2026 enrollment projection is 2,850 (+60) and the fall 2035 projection is 3,719 (+929).

- **Frostburg State University** plans steady growth shifting recruitment focus to Appalachian markets and transfer students to counter competition from the neighboring states. Actual enrollment for fall 2025 did not achieve projected growth (-133). Their enrollment projections are more conservative, moving ahead with less than one percent of year-to-year growth over the next 10 years. The fall 2026 enrollment projection is 4,106 (+41) and the fall 2035 projection is 4,315 (+250).
- **Salisbury University** slowed projected growth over the next 10 years but continues to focus on targeted recruitment initiatives, yield strategies by major, focusing on reducing DFW rates, and implementing new transfer pathway opportunities. Working through federal travel visa restrictions and delays, Salisbury experienced a small increase in international enrollment. However, nearly 600 students were affected by the recent federal and state changes in financial aid. Salisbury's fall 2025 enrollment increased by +218 students and the institution is projecting manageable increases over the next 10 years. The fall 2026 enrollment projections are 7,409 (+166) and the fall 2035 projection is 8,295 (+1,052).
- **Towson University** is addressing out-of-state enrollment declines by offering targeted scholarships to students from NJ, NY, PA, WV, VA, and DC, and is seeing positive results from these efforts. Towson anticipates a decline in international enrollment, as most of its international students come from visa-restricted countries. However, international students represent a relatively small share of Towson's total enrollment. Towson is advancing a comprehensive, data-informed student success strategy focused on advising, retention, inclusion, and academic achievement, and continues to focus on expanding online graduate programs designed to serve working adults. The fall 2026 enrollment projection is 19,800 (+123) and the fall 2035 projection is 22,014 (+2,337).
- **University of Baltimore's** enrollment trends reflect ongoing shifts in the Baltimore market, evolving transfer patterns from community colleges, and a competitive higher education landscape. UBalt is implementing targeted strategies to stabilize and grow enrollment, with growth anticipated beginning in fall 2027. Key initiatives include the full integration of a new enrollment management partner and the expansion of structured transfer pipelines with organizations such as MDOT and the Baltimore and Montgomery County Police Departments. UBalt's fall 2025 enrollment was -98 students below projection. The fall 2026 enrollment projection is 2,981 (-187), with longer-term projections reaching 3,703 by fall 2035 (+535), reflecting planned strategic investments and partnership development intended to support sustained enrollment growth.
- **University of Maryland, Baltimore** projected stable enrollment in fall 2026 and surpassed the fall 2025 enrollment projections by 94 students. UMB anticipates a steady growth over the next 10 years, with fall 2026 enrollment projection at 6,829 (+45) and fall 2035 at 7,117 (+333).
- **University of Maryland, College Park** enrollment projection is steady for both undergraduate and graduate enrollment levels for the next ten years. UMCP maintains strong support from Maryland residents with initiatives in urban centers as well as rural areas (e.g., STARS), increased financial aid disbursement (e.g., Maryland Promise Program), and increased regional center opportunities. At the graduate level, UMCP has experienced a 10% decline in international enrollment, while international undergraduate enrollment has remained steady. The university anticipates increased reliance on private loans due to recent federal financial aid

changes and has expanded institutional need-based aid to support Maryland students, including those affected by the elimination of the state's EA grant. The fall 2026 enrollment projection is 42,275 (-15) and the fall 2035 projection is 42,450 (+160).

- **University of Maryland, Baltimore County** is advancing enrollment growth through strengthened recruitment, enhanced financial aid strategies, and program innovation, with a focus on STEM, teacher preparation, and workforce aligned credentials. UMBC continues to address challenges in international graduate enrollment and regional transfer pipelines while expanding partnerships in Baltimore City and community colleges to support Maryland student access. UMBC projects fall 2026 enrollment of 13,567 (+37), growing to 15,115 (+1,585) by fall 2035.
- **University of Maryland Eastern Shore** continues to strengthen student success initiatives through coordinated advising, early alert systems, and targeted academic support designed to improve retention and degree completion. International enrollment may face ongoing challenges due to visa processing delays and travel uncertainties, and the university is supporting students through enhanced pre-arrival advising and flexible enrollment options. In addition, UMES is monitoring federal and state financial aid policy changes that may affect student affordability while continuing efforts to support students and families in navigating financial aid resources. UMES surpassed the fall 2025 enrollment projections by +103 students and is projecting 1 to 2% growth over the next 10 years. The fall 2026 enrollment projection is 3,411 (+33) students and the fall 2035 projection is 4,052 (+674) students.
- **University of Maryland Global Campus** continues to refine the enrollment strategy in response to shifting student behavior, with undergraduate growth led by Direct-to-Consumer learners and graduate growth concentrated among military-affiliated students. Transfer enrollment remains closely tied to declining Maryland community college pipelines, while retention and reenrollment have improved through enhanced outreach and early intervention efforts. UMGC's Maryland Completion Scholarship and extensive employer and military partnerships strengthen its position in a competitive market. Federal aid changes present challenges for UMGC's large part-time population by increasing the advising needs and operational complexity. UMGC projects fall 2026 enrollment of 68,812 (+2,004) and growing to 82,237 (+15,429) by fall 2035.

Table 1
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
University System of Maryland

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	175,703	177,360	179,865	182,462	185,439	187,997	190,352	192,662	195,023	197,338	199,685	23,982	13.6%
Undergraduate Total	136,072	137,538	139,660	141,820	144,257	146,268	148,098	149,910	151,730	153,533	155,385	19,313	14.2%
Full-time	86,234	86,643	87,710	88,863	90,177	91,205	92,050	92,860	93,660	94,425	95,255	9,021	10.5%
Part-time	49,838	50,895	51,950	52,957	54,080	55,063	56,048	57,050	58,070	59,108	60,130	10,292	20.7%
Grad./First Prof. Total	39,631	39,822	40,205	40,642	41,182	41,729	42,254	42,752	43,293	43,805	44,300	4,669	11.8%
Full-time	18,837	18,704	18,749	18,854	19,019	19,179	19,329	19,454	19,608	19,740	19,829	992	5.3%
Part-time	20,794	21,118	21,457	21,787	22,163	22,550	22,925	23,298	23,684	24,064	24,472	3,678	17.7%
FTDE or FTNE Students	76,721	76,833	77,731	78,584	79,624	80,333	80,887	81,396	81,998	82,433	82,388	5,667	7.4%

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
Total University FTE Students	136,570	137,714	139,557	141,512	143,725	145,656	147,373	149,041	150,750	152,328	154,019	17,449	12.8%

Table 2
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
USM without UMGC

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	108,895	108,548	109,678	110,870	112,415	113,513	114,378	115,168	115,980	116,713	117,448	8,553	7.9%
Undergraduate Total	81,634	81,467	82,468	83,484	84,754	85,575	86,191	86,765	87,322	87,836	88,375	6,741	8.3%
Full-time	72,474	72,470	73,254	74,118	75,137	75,864	76,402	76,899	77,380	77,819	78,317	5,843	8.1%
Part-time	9,160	8,997	9,214	9,366	9,617	9,711	9,789	9,866	9,942	10,017	10,058	898	9.8%
Grad./First Prof. Total	27,261	27,081	27,210	27,386	27,661	27,938	28,187	28,403	28,658	28,877	29,073	1,812	6.6%
Full-time	17,444	17,269	17,286	17,361	17,496	17,626	17,745	17,838	17,960	18,059	18,114	670	3.8%
Part-time	9,817	9,812	9,925	10,024	10,165	10,312	10,442	10,565	10,697	10,817	10,960	1,143	11.6%
FTDE or FTNE Students	76,721	76,833	77,731	78,584	79,624	80,333	80,887	81,396	81,998	82,433	82,388	5,667	7.4%
FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
Total University FTE Students	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
	91,921	91,726	92,649	93,666	94,922	95,877	96,598	97,251	97,924	98,445	99,059	7,138	7.8%

Table 3
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
Bowie State University

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	5,970	5,320	5,430	5,551	5,990	6,139	6,294	6,410	6,495	6,576	6,668	698	11.7%
Undergraduate Total	4,810	4,180	4,260	4,351	4,710	4,805	4,920	5,000	5,050	5,100	5,188	378	7.9%
Full-time	4,071	3,553	3,621	3,698	3,952	4,031	4,128	4,195	4,237	4,279	4,391	320	7.9%
Part-time	739	627	639	653	758	774	792	805	813	821	797	58	7.8%
Grad./First Prof. Total	1,160	1,140	1,170	1,200	1,280	1,334	1,374	1,410	1,445	1,476	1,480	320	27.6%
Full-time	427	433	456	480	525	560	577	592	607	620	585	158	37.0%
Part-time	733	707	714	720	755	774	797	818	838	856	895	162	22.1%
FTDE or FTNE Students	4,268	3,947	4,031	4,171	4,486	4,598	4,713	4,797	4,912	4,970	5,048	780	18.3%
FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
Total University FTE Students	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
	4,800	4,308	4,400	4,501	4,841	4,984	5,109	5,200	5,266	5,328	5,410	610	12.7%

Table 4
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
Coppin State University

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	2,790	2,850	2,936	3,024	3,114	3,208	3,304	3,403	3,505	3,610	3,719	929	33.3%
Undergraduate Total	2,492	2,546	2,622	2,701	2,782	2,865	2,951	3,039	3,130	3,224	3,321	829	33.3%
Full-time	2,022	2,066	2,127	2,191	2,257	2,325	2,394	2,466	2,540	2,616	2,695	673	33.3%
Part-time	470	480	495	510	525	540	557	573	590	608	626	156	33.2%
Grad./First Prof. Total	298	304	314	323	332	343	353	364	375	386	398	100	33.6%
Full-time	141	144	148	153	157	162	167	172	178	182	188	47	33.3%
Part-time	157	160	166	170	175	181	186	192	197	204	210	53	33.8%
FTDE or FTNE Students	1,740	1,777	1,830	1,885	1,942	2,000	2,060	2,122	2,185	2,251	2,319	579	33.3%

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
Total University FTE Students	2,046	2,090	2,153	2,217	2,284	2,352	2,423	2,496	2,570	2,648	2,727	681	33.3%

Table 5
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
Frostburg State University

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	4,065	4,106	4,167	4,230	4,293	4,315	4,315	4,315	4,315	4,315	4,315	250	6.2%
Undergraduate Total	3,436	3,470	3,522	3,575	3,628	3,647	3,647	3,647	3,647	3,647	3,647	211	6.1%
Full-time	2,396	2,420	2,456	2,493	2,530	2,543	2,543	2,543	2,543	2,543	2,543	147	6.1%
Part-time	1,040	1,050	1,066	1,082	1,098	1,104	1,104	1,104	1,104	1,104	1,104	64	6.2%
Grad./First Prof. Total	629	636	645	655	665	668	668	668	668	668	668	39	6.2%
Full-time	260	263	267	271	275	276	276	276	276	276	276	16	6.2%
Part-time	369	373	378	384	390	392	392	392	392	392	392	23	6.2%
FTDE or FTNE Students	2,520	2,546	2,584	2,623	2,662	2,675	2,675	2,675	2,675	2,675	2,675	155	6.2%

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
Total University FTE Students	3,089	3,120	3,167	3,215	3,263	3,279	3,279	3,279	3,279	3,279	3,279	190	6.2%

Table 6
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
Salisbury University

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	7,243	7,409	7,607	7,807	8,034	8,205	8,225	8,252	8,274	8,291	8,295	1,052	14.5%
Undergraduate Total	6,477	6,643	6,831	7,014	7,220	7,368	7,362	7,362	7,356	7,345	7,321	844	13.0%
Full-time	5,950	6,123	6,296	6,465	6,655	6,791	6,786	6,786	6,780	6,770	6,748	798	13.4%
Part-time	527	520	535	549	565	577	576	576	576	575	573	46	8.7%
Grad./First Prof. Total	766	766	776	793	814	837	863	890	918	946	974	208	27.2%
Full-time	527	496	503	513	527	542	559	576	594	612	631	104	19.7%
Part-time	239	270	274	279	287	295	304	314	323	333	344	105	43.7%
FTDE or FTNE Students	5,916	6,036	6,197	6,360	6,545	6,685	6,701	6,723	6,740	6,755	6,758	843	14.2%

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
Total University FTE Students	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
	6,495	6,649	6,826	7,005	7,209	7,363	7,381	7,405	7,424	7,440	7,444	949	14.6%

Table 7
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
Towson University

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	19,677	19,800	20,084	20,361	20,670	20,928	21,163	21,384	21,599	21,807	22,014	2,337	11.9%
Undergraduate Total	16,361	16,545	16,764	17,001	17,260	17,483	17,685	17,871	18,050	18,223	18,394	2,033	12.4%
Full-time	14,613	14,775	14,891	15,087	15,301	15,533	15,735	15,916	16,085	16,245	16,401	1,788	12.2%
Part-time	1,748	1,770	1,873	1,914	1,959	1,950	1,950	1,955	1,965	1,978	1,993	245	14.0%
Grad./First Prof. Total	3,316	3,255	3,320	3,360	3,410	3,445	3,478	3,513	3,549	3,584	3,620	304	9.2%
Full-time	1,115	1,090	1,115	1,130	1,150	1,162	1,173	1,185	1,197	1,209	1,221	106	9.5%
Part-time	2,201	2,165	2,205	2,230	2,260	2,283	2,305	2,328	2,352	2,375	2,399	198	9.0%
FTDE or FTNE Students	12,288	12,374	12,562	12,745	12,949	13,121	13,279	13,429	13,574	13,716	13,850	1,562	12.7%

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
Total University FTE Students	16,354	16,400	16,496	16,719	16,967	17,199	17,405	17,596	17,776	17,951	18,122	1,768	10.8%

Table 8
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
University of Baltimore

Fall Headcount Projections

Fall Student Data	Actual												Change From Fall 2025 - Fall 2035	
		2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	3,168	2,981	3,035	3,129	3,241	3,374	3,462	3,545	3,609	3,659	3,703	535	16.9%	
Undergraduate Total	1,418	1,232	1,275	1,314	1,361	1,417	1,454	1,489	1,516	1,537	1,555	137	9.7%	
Full-time	633	550	569	587	608	633	649	665	677	686	694	61	9.6%	
Part-time	785	682	706	727	753	784	805	824	839	851	861	76	9.7%	
Grad./First Prof. Total	1,750	1,749	1,760	1,815	1,880	1,957	2,008	2,056	2,093	2,122	2,148	398	22.7%	
Full-time	1,041	1,047	1,046	1,064	1,096	1,121	1,142	1,161	1,171	1,181	1,190	149	14.3%	
Part-time	709	702	714	751	784	836	866	895	922	941	958	249	35.1%	
FTDE or FTNE Students	697	668	677	696	721	749	768	786	799	809	819	122	17.5%	

FISCAL YEAR Full-Time Equivalent (FTE)

Total University FTE Students	Est.											Change From FY 2026 - FY 2036	
		2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number
	2,272	2,129	2,167	2,235	2,315	2,410	2,472	2,532	2,577	2,613	2,644	372	16.4%

Table 9
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
University of Maryland, College Park

Fall Headcount Projections													Change From Fall 2025 - Fall 2035	
Fall Student Data	Actual												Number	Percent
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035			
Headcount Total	42,290	42,275	42,350	42,475	42,525	42,525	42,525	42,475	42,500	42,475	42,450	160	0.4%	
Undergraduate Total	31,875	32,050	32,250	32,450	32,550	32,600	32,625	32,625	32,650	32,650	32,650	775	2.4%	
Full-time	29,879	30,024	30,211	30,398	30,492	30,539	30,562	30,562	30,586	30,586	30,586	707	2.4%	
Part-time	1,996	2,026	2,039	2,052	2,058	2,061	2,063	2,063	2,064	2,064	2,064	68	3.4%	
Grad./First Prof. Total	10,415	10,225	10,100	10,025	9,975	9,925	9,900	9,850	9,850	9,825	9,800	-615	-5.9%	
Full-time	7,940	7,822	7,726	7,669	7,631	7,593	7,573	7,535	7,535	7,516	7,497	-443	-5.6%	
Part-time	2,475	2,403	2,374	2,356	2,344	2,332	2,327	2,315	2,315	2,309	2,303	-172	-6.9%	
FTDE or FTNE Students	29,964	30,025	30,175	30,275	30,325	30,325	30,325	30,300	30,350	30,300	29,762	-202	-0.7%	

FISCAL YEAR Full-Time Equivalent (FTE)													Change From FY 2026 - FY 2036	
	Est.												Number	Percent
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036			
Total University FTE Students	35,512	35,600	35,750	35,875	35,925	35,950	35,950	35,925	35,975	35,900	35,900	388	1.1%	

Table 10
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
University of Maryland, Baltimore

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	6,784	6,829	6,964	7,000	7,033	7,074	7,102	7,114	7,117	7,117	7,117	333	4.9%
Undergraduate Total	983	959	989	989	1,004	1,004	1,009	1,009	1,009	1,009	1,009	26	2.6%
Full-time	835	815	840	840	853	853	857	857	857	857	857	22	2.6%
Part-time	148	144	149	149	151	151	152	152	152	152	152	4	2.7%
Grad./First Prof. Total	5,801	5,870	5,975	6,011	6,029	6,070	6,093	6,105	6,108	6,108	6,108	307	5.3%
Full-time	4,171	4,221	4,296	4,322	4,335	4,364	4,381	4,390	4,392	4,392	4,392	221	5.3%
Part-time	1,630	1,649	1,679	1,689	1,694	1,706	1,712	1,715	1,716	1,716	1,716	86	5.3%
FTDE or FTNE Students	7,072	7,190	7,324	7,349	7,378	7,415	7,440	7,451	7,454	7,454	7,454	382	5.4%

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
Total University FTE Students	7,145	7,263	7,404	7,439	7,469	7,506	7,532	7,543	7,546	7,546	7,546	401	5.6%

Table 11
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
University of Maryland, Baltimore County

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	13,530	13,567	13,657	13,783	13,927	14,086	14,253	14,458	14,670	14,889	15,115	1,585	11.7%
Undergraduate Total	11,087	11,122	11,205	11,289	11,373	11,460	11,545	11,661	11,777	11,895	12,014	927	8.4%
Full-time	9,741	9,789	9,862	9,936	10,010	10,086	10,161	10,263	10,365	10,469	10,574	833	8.6%
Part-time	1,346	1,333	1,343	1,353	1,363	1,374	1,384	1,398	1,412	1,426	1,440	94	7.0%
Grad./First Prof. Total	2,443	2,445	2,452	2,494	2,554	2,626	2,708	2,797	2,893	2,994	3,101	658	26.9%
Full-time	1,445	1,371	1,342	1,364	1,397	1,436	1,481	1,530	1,583	1,639	1,698	253	17.5%
Part-time	998	1,074	1,110	1,130	1,157	1,190	1,227	1,267	1,310	1,355	1,403	405	40.6%
FTDE or FTNE Students	10,072	10,064	10,122	10,209	10,297	10,401	10,511	10,648	10,789	10,934	11,083	1,011	10.0%

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
Total University FTE Students	11,246	11,173	11,238	11,342	11,470	11,586	11,732	11,885	12,052	12,214	12,391	1,144	10.2%

Table 12
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
University of Maryland Eastern Shore

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	3,378	3,411	3,448	3,510	3,588	3,659	3,735	3,812	3,896	3,974	4,052	674	20.0%
Undergraduate Total	2,695	2,720	2,750	2,800	2,866	2,926	2,993	3,062	3,137	3,206	3,276	581	21.6%
Full-time	2,334	2,355	2,381	2,423	2,479	2,530	2,587	2,646	2,710	2,768	2,828	494	21.2%
Part-time	361	365	369	377	387	396	406	416	427	438	448	87	24.1%
Grad./First Prof. Total	683	691	698	710	722	733	742	750	759	768	776	93	13.6%
Full-time	377	382	387	395	403	410	416	421	427	432	436	59	15.6%
Part-time	306	309	311	315	319	323	326	329	332	336	340	34	11.1%
FTDE or FTNE Students	2,185	2,206	2,230	2,270	2,320	2,365	2,415	2,465	2,519	2,570	2,620	435	19.9%

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
Total University FTE Students	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
	2,962	2,995	3,049	3,117	3,179	3,247	3,315	3,390	3,458	3,527	3,596	634	21.4%

Table 13
UNIVERSITY SYSTEM OF MARYLAND
ENROLLMENT PROJECTIONS
Univeristy of Maryland Global Campus

Fall Headcount Projections													
Fall Student Data	Actual											Change From Fall 2025 - Fall 2035	
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Number	Percent
Headcount Total	66,808	68,812	70,187	71,592	73,024	74,484	75,974	77,494	79,043	80,625	82,237	15,429	23.1%
Undergraduate Total	54,438	56,071	57,192	58,336	59,503	60,693	61,907	63,145	64,408	65,697	67,010	12,572	23.1%
Full-time	13,760	14,173	14,456	14,745	15,040	15,341	15,648	15,961	16,280	16,606	16,938	3,178	23.1%
Part-time	40,678	41,898	42,736	43,591	44,463	45,352	46,259	47,184	48,128	49,091	50,072	9,394	23.1%
Grad./First Prof. Total	12,370	12,741	12,995	13,256	13,521	13,791	14,067	14,349	14,635	14,928	15,227	2,857	23.1%
Full-time	1,393	1,435	1,463	1,493	1,523	1,553	1,584	1,616	1,648	1,681	1,715	322	23.1%
Part-time	10,977	11,306	11,532	11,763	11,998	12,238	12,483	12,733	12,987	13,247	13,512	2,535	23.1%
FTDE or FTNE Students												0	

FISCAL YEAR Full-Time Equivalent (FTE)													
	Est.											Change From FY 2026 - FY 2036	
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Number	Percent
Total University FTE Students	44,649	45,988	46,908	47,846	48,803	49,779	50,775	51,790	52,826	53,883	54,960	10,311	23.1%

TOPIC: University System of Maryland: FY 2027 Self-Support Charges and Fees (action)

COMMITTEE: Finance Committee

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: The procedure for approving student-related tuition, fees, and charges is a two-part process. This item involves the approval of room, board, and parking rates.

➤ Room Rates – Summary:

- Many institutions have proposed increases in housing rates for FY 2027. These increases can be attributed to increases in demand for student housing services, operating costs, such as increases in utility rates, and the rising costs of goods and services.
- Proposed increases in the typical annual dormitory charge are listed below:

\$10,074 to \$10,290	2.1%	University of Maryland, College Park
\$7,479 to \$8,227	10.0%	Bowie State University
\$6,349 to \$6,666	5.0%	University of Maryland, Eastern, Shore
\$5,942 to \$6,164	3.7%	Frostburg State University
\$6,928 to \$7,274	5.0%	Coppin State University
\$7,834 to \$7,940	1.4%	Salisbury University
\$8,717 to \$9,246	6.3%	University of Maryland, Baltimore County

➤ Board Rates – Summary:

- The percentage increases for board range from an increase of 2.2% at the University of Maryland, College Park to an increase of 10.0% at the Bowie State University (BSU).
 - BSU: The increase in Board fees is for the purpose of supporting upcoming equipment and infrastructure upgrades to modernize facilities and improve efficiency across all campus dining locations. Expanded menu offerings include local and culturally diverse cuisine options for students.
- Proposed increases in the typical annual board rate charges are listed below:

\$6,673 to \$6,820	2.2%	University of Maryland, College Park
\$5,967 to \$6,564	10.0%	Bowie State University
\$5,042 to \$5,294	5.0%	University of Maryland, Eastern Shore
\$5,534 to \$5,760	4.1%	Frostburg State University
\$5,980 to \$6,130	2.5%	Salisbury University
\$6,244 to \$6,522	4.5%	University of Maryland, Baltimore County

➤ Parking Rates – Summary:

- Three USM institutions have proposed an increase to parking rates for FY 2027.
 - UMCP: a proposed increase of 1.8% (\$380 to \$387)
 - BSU: a proposed increase of 22.5% (\$102 to \$125)
 - The revenue generated from this fee increase will cover maintenance, updated/additional camera systems in parking lots, lighting, and a new ticketing system
 - CSU: a proposed increase of 6.7% (\$75 to \$80)

ALTERNATIVE(S): The expenditures planned for each self-supported activity are based on the revenue produced from the schedule of charges. A decrease in the charge structure would require a corresponding decrease in planned expenditures.

FISCAL IMPACT: The proposed charges and fees are determined to be the amount required to produce the revenue for the individual activities to operate on a viable fiscal basis without accumulating a deficit or postponing required expenditures to a future year.

CHANCELLOR’S RECOMMENDATION: That Finance Committee recommends that the Board of Regents approve the proposed self-support charges and fees for FY 2027 as set forth in the attachment.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

"NOTE: Notwithstanding any other provision of this or any other University System of Maryland publication, the University System of Maryland reserves the right to make changes in tuition, fees, and other charges at any time such changes are deemed necessary by the University System of Maryland institutions and the University System of Maryland Board of Regents."

University System of Maryland
Schedule of Self Support Charges and Fees
Fiscal Year 2027

	<u>FY 2026</u>	<u>FY 2027</u>	Recommended	
			<u>\$</u>	<u>%</u>
<u>UNIVERSITY OF MARYLAND, BALTIMORE</u>				
<u>PARKING</u>				
STUDENTS				
DAILY LEXINGTON GARAGE	7.00	7.00	0.00	0.0%
LEXINGTON MARKET ROOF-MONTHLY*	47.50	N/A	N/A	N/A
PASCAULT ROW AT THE LEXINGTON GARAGE - SEMESTER*	350.00	N/A	N/A	N/A
PASCAULT ROW AT THE LEXINGTON GARAGE - YEARLY*	585.00	N/A	N/A	N/A
FAYETTE SQUARE HOUSING AT LEXINGTON GARAGE - MONTHLY*	70.00	N/A	N/A	N/A
FAYETTE SQUARE HOUSING AT BALTIMORE GRAND - MONTHLY *	94.00	N/A	N/A	N/A
STUDENT COMMUTING (MARKET CENTER)**	N/A	40.00	N/A	N/A
STUDENT COMMUTING (MARKET CENTER) - INITIAL PERMIT ACCESS FEE**	N/A	25.00	N/A	N/A
STUDENT COMMUTING - MONTHLY**	N/A	90.00	N/A	N/A
STUDENT COMMUTING - NIGHT ONLY MONTHLY**	N/A	55.00	N/A	N/A

*Pascault Row and Fayette Square are no longer operating as part of UMB

**Student Commuting fees were introduced at UMB after BOR submission in 2025

<u>UNIVERSITY OF MARYLAND, COLLEGE PARK</u>				
<u>ROOM AND BOARD</u>				
ROOM*	10,074.00	10,290.00	216.00	2.1%
BOARD (POINT PLAN)	6,673.00	6,820.00	147.00	2.2%
<u>PARKING FEE</u>				
STUDENT - RESIDENT	736.00	750.00	14.00	1.9%
STUDENT - COMMUTER	380.00	387.00	7.00	1.8%

*The rate for a standard double room is \$10,290. A surcharge may be applied for such items as a single room, a room with air conditioning, room with a private bath. A discount may apply for triple or quad rooms, double room without air conditioning or structural triple. See Appendix A for detail.

University System of Maryland
 Schedule of Self Support Charges and Fees
Fiscal Year 2027

	<u>FY 2026</u>	<u>FY 2027</u>	<u>Recommended</u>	
			<u>\$</u>	<u>%</u>
<u>BOWIE STATE UNIVERSITY</u>				
<u>ROOM AND BOARD</u>				
ROOM				
TOWERS				
DOUBLE	7,479.00	8,227.00	748.00	10.0%
SINGLE	8,047.00	8,852.00	805.00	10.0%
ALEX HALEY				
DOUBLE	8,800.00	9,680.00	880.00	10.0%
SINGLE	9,893.00	10,882.00	989.00	10.0%
QUAD	7,838.00	8,622.00	784.00	10.0%
TUBMAN & HOLMES				
DOUBLE	7,157.00	7,873.00	716.00	10.0%
SINGLE	7,768.00	8,545.00	777.00	10.0%
TRIPLE	6,488.00	7,137.00	649.00	10.0%
KENNARD				
DOUBLE	7,268.00	7,995.00	727.00	10.0%
SINGLE	7,877.00	8,665.00	788.00	10.0%
TRIPLE	6,514.00	7,165.00	651.00	10.0%
GOODLOE				
DOUBLE	8,488.00	9,337.00	849.00	10.0%
SINGLE	9,155.00	10,071.00	916.00	10.0%
BOARD				
GOLD 19 MEAL PLAN W/\$225 FLEX	5,967.00	6,564.00	597.00	10.0%
GOLD 14 MEAL PLAN W/\$250 FLEX	5,967.00	6,564.00	597.00	10.0%
GOLD 10 MEAL PLAN W/\$300 FLEX	4,888.00	5,377.00	489.00	10.0%
CMRC 5 MEAL PLAN W/NO FLEX (CMRC Only)	2,132.00	2,345.00	213.00	10.0%
CMRC 5 MEAL PLAN W/\$100 FLEX (CMRC Only)	2,332.00	2,565.00	233.00	10.0%
CMRC 7 MEAL PLAN W/NO FLEX (CMRC Only)	2,959.00	3,255.00	296.00	10.0%
CMRC 7 MEAL PLAN W/\$150 FLEX (CMRC Only)	3,260.00	3,586.00	326.00	10.0%
COMMUTER 100 PLAN W/\$235 FLEX	3,020.00	3,322.00	302.00	10.0%
COMMUTER 50 PLAN W/\$215 FLEX	1,727.00	1,900.00	173.00	10.0%
COMMUTER 25 PLAN W/\$170 FLEX	1,003.00	1,103.00	100.00	10.0%
SUMMER BLOCK 60 W/NO FLEX	679.00	747.00	68.00	10.0%
SUMMER BLOCK 30 W/NO FLEX	359.00	395.00	36.00	10.0%
<u>PARKING FEE</u>				
RESIDENT STUDENT	109.00	135.00	26.00	23.9%
COMMUTER	102.00	125.00	23.00	22.5%
COMMUTER SEMESTER ONLY	68.00	80.00	12.00	17.6%
MONTHLY	52.00	65.00	13.00	25.0%

Note: CMRC stands for the Christa McAuliffe Residential Community

University System of Maryland
Schedule of Self Support Charges and Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
TOWSON UNIVERSITY				
ROOM AND BOARD				
ROOM				
DOUBLE	8,672.00	8,672.00	0.00	0.0%
SINGLE	10,196.00	10,196.00	0.00	0.0%
TOWER C 3 person room	6,936.00	6,936.00	0.00	0.0%
9 month HOUSING MULTIPLE	9,212.00	9,212.00	0.00	0.0%
9 month HOUSING SINGLE	10,832.00	10,832.00	0.00	0.0%
PREMIUM HOUSING - BARTON & DOUGLASS	10,076.00	10,076.00	0.00	0.0%
TOWSON RUN				
EFFICIENCIES - 1 BEDROOM	10,728.00	10,728.00	0.00	0.0%
EFFICIENCIES - 2 BEDROOM	10,142.00	10,142.00	0.00	0.0%
EFFICIENCIES - 4 BEDROOM	8,544.00	8,544.00	0.00	0.0%
APARTMENT - WV & MARSHALL				
2 BEDROOM	12,358.00	12,358.00	0.00	0.0%
4 BEDROOM	12,114.00	12,114.00	0.00	0.0%
APARTMENT - MARRIOTT CONVERSION to 10 WEST				
Shared Bedroom in Suite Floors 2-5, convenience kitchen, meal plan required	9,936.00	9,936.00	0.00	0.0%
Private Bedroom in Suite Floors 2-5, convenience kitchen, meal plan required	10,832.00	10,832.00	0.00	0.0%
Shared Bedroom in Suite with Den, Floors 2-5, convenience kitchen, meal plan required	10,142.00	10,142.00	0.00	0.0%
Shared Bedroom in Apartment	11,302.00	11,302.00	0.00	0.0%
Private Bedroom in Apartment	12,114.00	12,114.00	0.00	0.0%
Shared Bedroom in Apartment with Den	11,512.00	11,512.00	0.00	0.0%
Shared Bedroom in Apartment Premium (1409 and 1509) (re-evaluated Tier removed)	11,512.00	11,512.00	0.00	0.0%
BOARD				
BLOCK 25 MEAL PACKAGE WITH \$100 IN DINING DOLLARS	400.00	400.00	0.00	0.0%
BLOCK 50 MEAL PACKAGE WITH \$100 IN DINING DOLLARS	750.00	750.00	0.00	0.0%
BLOCK 100 MEAL PACKAGE WITH \$200 IN DINING DOLLARS	1,275.00	1,275.00	0.00	0.0%
Platinum/10 Meal Exchanges per week with \$1,000 Annual Dining Dollars	7,410.00	7,410.00	0.00	0.0%
Gold/7 Meal Exchanges per week with \$600 Annual Dining Dollars	6,910.00	6,910.00	0.00	0.0%
Silver/5 Meal Exchange per week with \$200 Annual Dining Dollars	6,290.00	6,290.00	0.00	0.0%
Bronze/2 Meal Exchange per week with \$100 Annual Dining Dollars	5,750.00	5,750.00	0.00	0.0%
PARKING FEE				
RESIDENT STUDENTS	504.00	504.00	0.00	0.0%
COMMUTER CORE CAMPUS ANNUAL	403.00	403.00	0.00	0.0%
COMMUTER REMOTE (WV & STADIUM) ANNUAL	192.00	202.00	10.00	5.2%
COMMUTER CORE CAMPUS SEMESTER	222.00	222.00	0.00	0.0%
COMMUTER REMOTE (WV & STADIUM) SEMESTER	106.00	111.00	5.00	4.7%
UNIVERSITY OF MARYLAND, EASTERN SHORE				
ROOM AND BOARD				
ROOM				
TRADITIONAL DOUBLE	6,349.00	6,666.00	317.00	5.0%
TRADITIONAL SINGLE	7,394.00	7,764.00	370.00	5.0%
APARTMENT SINGLE (Student Apartments - Non-Efficiency)	7,463.00	7,836.00	373.00	5.0%
TRADITIONAL DOUBLE (Student Apartments - Semi-Private Bath)	6,528.00	6,854.00	326.00	5.0%
APARTMENT SINGLE (Clusters - Efficiency)	7,708.00	8,093.00	385.00	5.0%
APARTMENT SINGLE PRIVATE BATH (Clusters - Efficiency)	7,924.00	8,320.00	396.00	5.0%
APARTMENT EFFICIENCY SINGLE LEASE (Hawks Landing)	8,141.00	8,548.00	407.00	5.0%
APARTMENT EFFICIENCY SINGLE (Hawks Plaza)	8,439.00	9,030.00	591.00	7.0%
APARTMENT EFFICIENCY SINGLE (Hawks Run)*	7,781.00	8,326.00	545.00	7.0%
APARTMENT OFF-CAMPUS	8,439.00	9,030.00	591.00	7.0%

*Previously included in Apartment Single (Clusters - Efficiency)

University System of Maryland
Schedule of Self Support Charges and Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
UNIVERSITY OF MARYLAND, EASTERN SHORE (Cont'd)				
BOARD				
19 MEAL PLAN WITH \$300 ANNUAL FOOD POINTS	5,042.00	5,294.00	252.00	5.0%
14 MEAL PLAN WITH \$150 ANNUAL FOOD POINTS	4,789.00	5,028.00	239.00	5.0%
10 MEAL PLAN WITH \$100 ANNUAL FOOD POINTS	3,907.00	4,102.00	195.00	5.0%
5 MEAL PLAN WITH \$50 ANNUAL FOOD POINTS (COMMUTERS ONLY)	1,991.00	2,091.00	100.00	5.0%
<u>PARKING FEE</u>				
STUDENTS	62.00	62.00	0.00	0.0%
FROSTBURG STATE UNIVERSITY				
<u>ROOM AND BOARD</u>				
ROOM				
DOUBLE				
PLAN 1 (Allen, Diehl, Gray, Simpson, Sowers) Uphill Doubles	5,942.00	6,164.00	222.00	3.7%
PLAN 2 (Frederick, Westminster, Annapolis) Downhill Doubles	6,532.00	6,776.00	244.00	3.7%
PLAN 2b Converted Triples to Doubles - Downhill Deluxe Doubles	7,160.00	7,428.00	268.00	3.7%
Uphill Deluxe Doubles	6,368.00	6,606.00	238.00	3.7%
SINGLE				
Downhill Singles	8,644.00	8,968.00	324.00	3.7%
Uphill Singles	8,006.00	8,306.00	300.00	3.7%
BROWNSVILLE				
Suite with 2 single occupancy rooms	10,086.00	10,464.00	378.00	3.7%
Suite with 4 single occupancy rooms	10,086.00	10,464.00	378.00	3.7%
Suite with 1 single occupancy room + 1 double occupancy room - Single room rate	9,766.00	10,132.00	366.00	3.7%
Suite with 1 single occupancy room + 1 double occupancy room - Double room rate	7,922.00	8,218.00	296.00	3.7%
BOARD				
15 MEALS WITH \$50 FLEX	6,652.00	N/A	N/A	N/A
*BLACK PLAN UNLIMITED WITH \$225 BONUS BUCKS 10 guest passes	6,196.00	6,800.00	604.00	9.7%
*RED 19 PLAN WITH \$175 BONUS BUCKS 8 guest passes	5,774.00	6,010.00	236.00	4.1%
14 MEALS WITH \$125 FLEX	6,652.00	N/A	N/A	N/A
*WHITE 14 MEALS PER WEEK, \$125 BONUS BUCKS 5 guest passes	5,534.00	5,760.00	226.00	4.1%
12 MEALS PER WEEK, \$250 BONUS BUCKS	5,748.00	N/A	N/A	N/A
Residential Leadership Program Fee	78.00	78.00	0.00	0.0%
<u>PARKING FEE</u>				
STUDENTS - COMMUTER	50.00	50.00	0.00	0.0%
<i>*FSU partnered with their new food service provider to restructure and simplify meal plans Bonus bucks, guest passes and rates were analyzed and restructured</i>				
COPPIN STATE UNIVERSITY				
<u>ROOM AND BOARD</u>				
ROOM				
TRIPLE	5,321.00	5,587.05	266.05	5.0%
DOUBLE	6,928.00	7,274.40	346.40	5.0%
SINGLE	7,263.00	7,626.15	363.15	5.0%
New Resident Hall				
DOUBLE	N/A	7,875.00	N/A	N/A
*BOARD				
BRONZE ANYTIME DINING PLAN (\$50 DINING \$s)	5,349.00	TBD	TBD	TBD
SILVER ANYTIME DINING PLAN (\$100 DINING \$s)	5,572.00	TBD	TBD	TBD
GOLD ANYTIME DINING PLAN (\$150 DINING \$s)	5,724.00	TBD	TBD	TBD
<u>PARKING FEE</u>				
ANNUAL COMMUTER AND RESIDENTIAL STUDENTS	75.00	80.00	5.00	6.7%
COMMUTER STUDENT - SPRING AND FALL SEMESTER	40.00	43.00	3.00	7.5%
STUDENT SUMMER RATE	32.00	32.00	0.00	0.0%

*Note: FY 2027 proposed board rates will be presented at a future date.

University System of Maryland
Schedule of Self Support Charges and Fees
Fiscal Year 2027

	Recommended			
	<u>FY 2026</u>	<u>FY 2027</u>	<u>\$</u>	<u>%</u>
<u>UNIVERSITY OF BALTIMORE</u>				
<u>PARKING FEE</u>				
STUDENTS - semester - unlimited parking	299.00	299.00	0.00	0.0%
<u>SALISBURY UNIVERSITY</u>				
<u>ROOM AND BOARD</u>				
ROOM (9 month)				
SINGLE				
APARTMENT STYLE (CP)	8,690.00	8,810.00	120.00	1.4%
APARTMENT STYLE (DV)	7,886.00	7,990.00	104.00	1.3%
APARTMENT STYLE (SGS 4x2) *	9,070.00	N/A	N/A	N/A
SUITE (NA, MK, PO, WI, CR, CK, SV)	8,956.00	9,154.00	198.00	2.2%
SUITE (St. Martin)	8,150.00	8,260.00	110.00	1.3%
APARTMENT STYLE (SGV) 3 bedroom x bath	8,426.00	8,610.00	184.00	2.2%
1 BEDROOMS & 1 BATHROOMS (SGS 9-month temporary rate) **	N/A	8,468.00	N/A	N/A
2 BEDROOMS & 2 BATHROOMS (SGS 9-month temporary rate) **	N/A	8,444.00	N/A	N/A
4 BEDROOMS & 4 BATHROOMS (SGS 9-month temporary rate) **	N/A	8,403.00	N/A	N/A
4 BEDROOMS & 2 BATHROOMS (SGS 9-month temporary rate) **	N/A	7,904.00	N/A	N/A
2 BEDROOMS & 1 BATHROOMS (SGS 9-month temporary rate) **	N/A	7,945.00	N/A	N/A
3 BEDROOMS & 2 BATHROOMS (SGS 9-month temporary rate) **	N/A	8,018.00	N/A	N/A
DOUBLE				
APARTMENT STYLE (CP)	7,834.00	7,940.00	106.00	1.4%
SUITE (NA, MK, PO, WI, CR, CK, SV)	7,976.00	8,150.00	174.00	2.2%
SUITE (St. Martin)	7,140.00	7,234.00	94.00	1.3%
ROOM (9 month)				
TRIPLE				
SUITE (CR, CK, SV)	6,926.00	7,080.00	154.00	2.2%
ROOM (12 month) (SGS)				
1 BEDROOMS & 1 BATHROOMS	10,130.00	10,350.00	220.00	2.2%
2 BEDROOMS & 2 BATHROOMS	10,100.00	10,320.00	220.00	2.2%
4 BEDROOMS & 4 BATHROOMS	10,050.00	10,270.00	220.00	2.2%
4 BEDROOMS & 2 BATHROOMS	9,450.00	9,660.00	210.00	2.2%
2 BEDROOMS & 1 BATHROOMS	9,500.00	9,710.00	210.00	2.2%
3 BEDROOMS & 2 BATHROOMS ***	N/A	9,800.00	N/A	N/A
* SGS 4X2 rate was a pilot program for freshmen--the pilot program is not in place for FY27.				
** Sea Gull Square (SGS) will undergo renovations over the next five summers which necessitates 9-month contracts for a portion of the building each year.				
*** Two rooms configured as 3/2 for ADA compliance.				
<u>BOARD</u>				
ALL ACCESS (Unlimited meals in the Commons, \$280 dining dollars, 4 guest passes per semester)	6,214.00	6,368.00	154.00	2.5%
200 MEALS PLUS (200 meals+\$450 dining dollars, 2 guest passes per semester)	5,980.00	6,130.00	150.00	2.5%
125 MEALS Block (125 meals+\$330 dining dollars, 2 guest passes per semester)	4,180.00	4,286.00	106.00	2.5%
75 MEALS Block (75 meals+\$280 dining dollars, 2 guest passes per semester)	2,750.00	2,830.00	80.00	2.9%
45 MEALS Block (45 meals+\$115 dining dollars, 2 guest passes per semester)	1,564.00	1,600.00	36.00	2.3%
<u>PARKING FEE</u>				
STUDENTS:				
Main Campus Permit (Vehicle only)	120.00	120.00	0.00	0.0%
Parking Garage Permit	100.00	100.00	0.00	0.0%
East Campus Permit	85.00	85.00	0.00	0.0%
Evening Only Permit (Evening commuting students)	45.00	45.00	0.00	0.0%
Motorcycle Permit	120.00	120.00	0.00	0.0%
Summer Permit	30.00	30.00	0.00	0.0%

University System of Maryland
Schedule of Self Support Charges and Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
<u>UNIVERSITY OF MARYLAND, BALTIMORE COUNTY</u>				
<u>ROOM AND BOARD</u>				
ROOM				
RESIDENCE HALLS (8 & 9 MONTH)	8,717.00	9,264.00	547.00	6.3%
RESIDENCE HALLS TRIPLE/QUAD	6,136.00	6,522.00	386.00	6.3%
RESIDENCE HALLS/SUITES CONVERTED SINGLE RATE	9,206.00	9,784.00	578.00	6.3%
RESIDENCE SUITES (8 MONTH)	8,717.00	9,264.00	547.00	6.3%
RESIDENCE SUITES (9 MONTH)	9,206.00	9,784.00	578.00	6.3%
RESIDENCE APARTMENTS (9 MONTH)	9,296.00	9,878.00	582.00	6.3%
BOARD				
UNLIMITED MEAL PLAN	6,244.00	6,522.00	278.00	4.5%
SAVVY 16	6,234.00	6,508.00	274.00	4.4%
TERRIFIC 12	5,370.00	5,600.00	230.00	4.3%
SUPER 225	5,516.00	5,678.00	162.00	2.9%
FLEXIBLE 14 MEAL PLAN	6,820.00	7,122.00	302.00	4.4%
<u>OTHER AUXILIARY FEES</u>				
NETWORK AND COMMUNICATION FEE				
ALL COMMUNITIES	375.00	390.00	15.00	4.0%
<u>THE UNIVERSITIES AT SHADY GROVE</u>				
<u>PARKING FEE</u>				
STUDENTS:				
Annual Student Rate	252.00	252.00	0.00	0.0%
Winter Only	63.52	63.52	0.00	0.0%
Spring/Summer	126.00	126.00	0.00	0.0%
Summer Only	63.52	63.52	0.00	0.0%

FY 27 UMCP Proposed Room Fees

	Traditional without Air Conditioning	Traditional with Air Conditioning	New Traditional	Semi-Suite	Suite	Apartment
Single w/ Bath		\$13,345 2.14%	\$13,808 2.14%		\$13,963 2.14%	\$14,683 2.14%
Double As Single	\$10,910 2.14%					
Single	\$10,743 2.14%	\$11,820 2.14%	\$12,282 2.14%		\$12,437 2.14%	\$13,157 2.14%
Double w/ Bath	\$10,743 2.14%	\$11,820 2.14%	\$12,282 2.14%	\$11,065 2.14%	\$12,437 2.14%	\$13,157 2.14%
Double	\$9,216 2.14%	\$10,290 2.14%	\$10,755 2.14%		\$10,910 2.14%	\$11,629 2.14%
Double requires Bunked Beds	\$7,931 2.14%	\$9,008 2.14%			\$9,547 2.14%	\$10,177 2.14%
Flex Double			\$9,572 2.14%			
Structural Triple / Quad w/ Bath	\$9,714 2.14%	\$10,790 2.14%				
Structural Triple / Quad	\$8,188 2.14%	\$9,264 2.14%			\$9,821 2.14%	\$10,468 2.14%
Flex Triple / Quad						

Standard Room Rate

Note 1: Red print indicates the proposed FY27 room fee is less than the FY26 room fee (\$10,074 traditional double w/ air conditioning)



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name: UNIVERSITY OF MARYLAND, BALTIMORE

2.) Name and title of the person completing this form: Meghan Bruce Bojo, Executive Director, Academic Administration

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:

Meeting #1:	Student Fee Advisory Board (SFAB) Staff: Meghan Bruce Bojo and Raymond Dudeck
Meeting #2:	10/21/25
Meeting #3:	

4.) Were the following topics discussed? (Yes, No, N/A)
(Please Select from the drop-down menu list in column C)

Parking Fees:	Yes
Room Rates:	Yes
Board (Dining Plans):	N/A
Other (Please Specify):	

5.) Briefly summarize the content that was discussed during the session(s): It was noted that Parking Fees changed in January 2024 and the committee reviewed those changes. The need was due to losing a parking option. It was also noted that UMB no longer offers University housing and those rates were sunset.

6.) Briefly summarize the comments/feedback received during the session(s): No issues/concerns

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



The completion and submission of this form is required for BOR consideration of USM institutional Room, Board, and other charge rates.

1.) Institution Name: UNIVERSITY OF MARYLAND, COLLEGE PARK

2.) Name and title of the person completing this form: Danny Catalano
Director of Budget and Planning

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:
The President oversees room, board, and parking fees, with guidance from the President’s Cabinet. The Committee for the Review of Student Fees (CRSF) advises the Cabinet and ensures meaningful student participation, promoting transparency and informed decision-making. All room, board, and parking fees follow a structured process: each unit convenes an advisory committee of students and stakeholders to review and vote on proposed fees, after which the CRSF reviews the proposals and makes recommendations to the Cabinet. The Cabinet then advises the President, who recommends the fee schedule to the USM Board of Regents for approval.

Meeting #1: 10/27/2025 - SGA, GSG, RHA, University Budget Office Staff

Meeting #2: 02/02/2026 - SGA, GSG, RHA, Fee-Setting Units, University Budget Office Staff

Meeting #3: 02/24/2026 (scheduled)- SGA, GSG, RHA, President's Cabinet

4.) Were the following topics discussed? (Yes, No, N/A)

(Please Select from the drop-down menu list in column C)

Parking Fees: Yes

Room Rates: Yes

Board (Dining Plans): Yes

Other (Please Specify):

5.) Briefly summarize the content that was discussed during the session(s): Each self- support unit explained their current fee structure, provided a review of forecasted headcount and expenses for the upcoming fee year, and the calculations that determine the per student fee amount.

6.) Briefly summarize the comments/feedback received during the session(s): The CRSF supported the proposed fee increase for the Room Fee and Board Fee with a vote of 9 yes and 1 abstain. The CRSF supported the proposed Parking Fee increase with a vote of 9 yes and 1 no.

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name: BOWIE STATE UNIVERSITY

2.) Name and title of the person completing this form: Angela Morton-Assistant Director of Budget

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:

Meeting #1: T&F were presented to the Cabinet on 11/19/2025

Meeting #2: SGA & GSA 12/2/2025

Meeting #3: Staff Council 12/3/2025

Faculty Senate 12/11/2025; University Council/President Breaux 2/9/2026

4.) Were the following topics discussed? (Yes, No, N/A)
(Please Select from the drop-down menu list in column C)

Parking Fees: Yes

Room Rates: Yes

Board (Dining Plans): Yes

Other (Please Specify): N/A

5.) Briefly summarize the content that was discussed during the session(s):

The proposed 10% increase accounts for the rising demand for student housing to offer 12-month services, which significantly impacts the cost of security and programming. An increased number of homeless and housing-insecure students, in addition to out-of-state and student athletes, requires BSU residence halls to function beyond the historic 10-month period. Additionally, this increase covers inflation in service costs, added service contracts in the coming years, as well as fixed, variable, and unexpected maintenance and operations costs, and deferred maintenance expenses necessary to efficiently, effectively, and safely operate the department. Dining Operations is preparing to invest in new equipment and infrastructure to modernize facilities and improve efficiency across all campus dining locations. These upgrades will enhance food preparation capabilities, support expanded menu offerings, and ensure that our operations remain sustainable and adaptable to evolving student preferences. In addition to equipment improvements, Dining Operations is committed to diversifying and enriching the selection of food options available, with a particular emphasis on fresh, locally sourced, and culturally diverse cuisine. The proposed parking rate increase is necessary to ensure the ongoing maintenance and improvement of the university's parking system. The revenue generated from this fee will cover 1) Maintenance, 2) Updated/Additional camera systems in parking lots. 3) Lighting and 4) New ticketing system (T2).

6.) Briefly summarize the comments/feedback received during the session(s):

SGA asked about the timeline for the Tubman Hall renovations. Dean Jennings replied Fall 2026. GSA expressed concern that the students and faculty are parking in the wrong spaces. Public Safety will be monitoring the parking, and the new ticket system will aid in eliminating student and faculty parking in the wrong place.



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.

N/A



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name: TOWSON UNIVERSITY

2.) Name and title of the person completing this form: Donna Auvil - University Budget Director

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:

February 17, 2025 - All Student Fee Forum, hosted by Student Affairs

Meeting #1:
Meeting #2:
Meeting #3:

4.) Were the following topics discussed? (Yes, No, N/A)
(Please Select from the drop-down menu list in column C)

Parking Fees:	<input type="text" value="Yes"/>
Room Rates:	<input type="text" value="Yes"/>
Board (Dining Plans):	<input type="text" value="Yes"/>
Other (Please Specify):	<input type="text"/>

5.) Briefly summarize the content that was discussed during the session(s): Each fee owner presented that their fees were not going to be increased for FY27. Parking provided information related to shuttle ridership and routes.

6.) Briefly summarize the comments/feedback received during the session(s): Positive feedback all around for no fee increases

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name: University of Maryland Eastern Shore

2.) Name and title of the person completing this form: Beatrice Wright, Acting Assoc. VP & Budget Director

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting: SGA - Host - Wade Henley, Beatrice Wright, Bonita Byrd, D. Jamar Simmons, Reginald Garcon

Meeting #1: 2/26/26

Meeting #2:

Meeting #3:

4.) Were the following topics discussed? (Yes, No, N/A)
(Please Select from the drop-down menu list in column C)

Parking Fees: No

Room Rates: Yes

Board (Dining Plans): Yes

Other (Please Specify):

5.) Briefly summarize the content that was discussed during the session(s): The usual 2% increase would do little to substantially improve the conditions of the Residence Hall. A comparison of housing prices from other universities was presented. Potential upgrades that could happen with the additional increase. The dining plan increase incentives included theme meals and various food concepts recommended by the students.

6.) Briefly summarize the comments/feedback received during the session(s): The students had concerns such as would they see a difference in the residence halls or food service. They were assured that the funds would be invested back into the residence halls. They were excited about Theme Food months. The vote was unanimous to approve the Self-Support fee increases with the option to have meetings to discuss the progress being made.

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name:	FROSTBURG STATE UNIVERSITY
2.) Name and title of the person completing this form:	Associate VP Budget & Finance
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:	Bobcat Fee Advisory Committee: Student Government Association (President, Vice President, DEI Chair & Student Life Chair), Residence Hall Association, President's Leadership Circle, Graduate Student Representative, (3) Independent Student Representatives, Student Athletic Advisory Committee, Lane University Center Representative, Fraternity Sorority Life Representative & University Programming Council.
Meeting #1:	February 17, 2026 Bobcat Fee Advisory Committee - VP Admin. & Finance, AVP Student Affairs, & Other FSU Leadership
Meeting #2:	February 27, 2026 Bobcat Fee Advisory Committee - VP Admin. & Finance, AVP Student Affairs, & Other FSU Leadership to discuss scenarios from the prior meeting that the students requested. They asked for higher meal equivalencies. The new rates were presented and it was determined by all that they were cost prohibited.
Meeting #3:	
4.) Were the following topics discussed? (Yes, No, N/A) <i>(Please Select from the drop-down menu list in column C)</i>	
Parking Fees:	No
Room Rates:	Yes
Board (Dining Plans):	Yes
Other (Please Specify):	
5.) Briefly summarize the content that was discussed during the session(s):	FSU Leadership discussed the rate increases for room & board for fy2027 including what the increases will be and justification for the increases.
6.) Briefly summarize the comments/feedback received during the session(s):	
7.) If applicable, provide a list of <u>non</u> -mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.	Students thought the room rates were in line with other universities. One student brought up the concern of laundry was not in the room rate and was pay per load. Others understood that inflation was justification for the increases. As for the increase in food service, some students requested in the original meeting that we increase the meal equivalencies more than inflation rates, so students could get more in the retail areas. The FSU team analyzed the request and called a second meeting with the students to discuss the change in meal equivalencies and meal plan rates. It was decided this scenario was cost prohibited. FSU and Elior took the opportunity to restructure the fy2026 meal plans to streamline and simplify the plans. In fy2027, we now have 3 plans versus 6 in fy2026. Each plan is concise and easy to understand.



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name: COPPIN STATE UNIVERSITY

2.) Name and title of the person completing this form: Stephen R. Danik - Vice President for Administration and Finance

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:

Meeting #1: Feb. 6, 2026, SGA Leadership, Dean Dorothy Parrish-Harris, Stephen Danik - VPAF
 Meeting #2:
 Meeting #3:

4.) Were the following topics discussed? (Yes, No, N/A)
(Please Select from the drop-down menu list in column C)

Parking Fees: Yes
 Room Rates: Yes
 Board (Dining Plans): Yes
 Other (Please Specify):

5.) Briefly summarize the content that was discussed during the session(s): CSU explained the rationale behind increasing the room and parking rates. CSU also explained that an RFP was in process for dining and that rates would not be known until the process is completed.

6.) Briefly summarize the comments/feedback received during the session(s): The students understood the rationale for the increases and asked a few questions regarding how the funds could be used.

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name: UNIVERSITY OF BALTIMORE

2.) Name and title of the person completing this form: Mary Beth Waak - Director, University Budget and Financial Analysis

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:
 Meeting #1: N/A: no changes to self support charges and fees have been proposed.
 Meeting #2:
 Meeting #3:

4.) Were the following topics discussed? (Yes, No, N/A)
(Please Select from the drop-down menu list in column C)

Parking Fees:
 Room Rates:
 Board (Dining Plans):
 Other (Please Specify):

5.) Briefly summarize the content that was discussed during the session(s):

6.) Briefly summarize the comments/feedback received during the session(s):

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name: SALISBURY UNIVERSITY

2.) Name and title of the person completing this form: Budget Officer: Elizabeth B. Zimmerman

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:

Meeting #1: Graduate Student Council (GSC) 2/20/26

Meeting #2: Student Gov Association (SGA) 2/26/26 shared presentation of FY27 rates electronically--in-person meeting was canceled due to snow closure.

Meeting #3: Student Forum 3/1/26--will present proposed FY27 rates to Forum which includes SGA and leaders from other student groups.

4.) Were the following topics discussed? (Yes, No, N/A)
(Please Select from the drop-down menu list in column C)

Parking Fees: Yes

Room Rates: Yes

Board (Dining Plans): Yes

Other (Please Specify):

5.) Briefly summarize the content that was discussed during the session(s): The FY27 parking, residence hall and meal plan rate schedule will be shared in person at the Student Forum on 3/1/26. The presentation includes a brief summary of how SU develops the proposed rates and provides a comparison to the current rates.

6.) Briefly summarize the comments/feedback received during the session(s): The students did not have any specific questions about the proposed rates that were shared. They did voice general concerns about the impact on students when any costs are raised. There was also general discussion about operational costs of the university and how/where the additional revenues from increased fees would be utilized.

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name: UNIVERSITY OF MARYLAND BALTIMORE COUNTY

2.) Name and title of the person completing this form: Jared Fincke - Director, Budget & Resource Analysis

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:
 Meeting #1: Hosting Staff: The Division of Student Affairs & Auxiliary Services met with the Resident Student Association
 Meeting #2: February 26th, 2026
 Meeting #3:

4.) Were the following topics discussed? (Yes, No, N/A)
(Please Select from the drop-down menu list in column C)

Parking Fees: No
 Room Rates: Yes
 Board (Dining Plans): Yes
 Other (Please Specify): Community Network & Communication Fee

5.) Briefly summarize the content that was discussed during the session(s): Leadership from Residential Life and Auxiliary Services presented to the RSA the proposed increase in rates for Room and Board due to increased expenses in contractual costs for housekeeping, utilities and others. The proposed board rates are also tied to an increase in the Consumer Price Index for "food away from home."

6.) Briefly summarize the comments/feedback received during the session(s): Students Offered comments, asked clarifying questions, and provided some feedback. Overall students sought to understand the rationale for the proposed increases, but did not express objections.

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.
 N/A



University System of Maryland Student Involvement Summary FY 2027 Self-Support Charges and Fees Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Room, Board, and other charge rates.**

1.) Institution Name:	THE UNIVERSITIES AT SHADY GROVE
2.) Name and title of the person completing this form:	Nhi Eklund
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting: Meeting #1:	Student Council meeting Feb 13, 2026 hosted by Director of Finance Emiko Kawagoshi and Senior budget analyst, Nhi Eklund.
4.) Were the following topics discussed? (Yes, No, N/A) <i>(Please Select from the drop-down menu list in column C)</i>	
Parking Fees:	Yes
Room Rates:	N/A
Board (Dining Plans):	
Other (Please Specify):	
5.) Briefly summarize the content that was discussed during the session(s):	Parking fees will remain the same as the last 2 years. No questions nor discussion followed from this announcement.
6.) Briefly summarize the comments/feedback received during the session(s):	None
7.) If applicable, provide a list of <u>non</u> -mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any nonmandatory student fee during the determination process.	Parking fees is the only non-mandatory fees applicable. No questions nor issues with current parking fees remaining the same as last year.

TOPIC: University System of Maryland: Fiscal Year 2027 Schedule of Tuition and Mandatory Fees (action)

COMMITTEE: Finance Committee

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: Each year, the Board of Regents exercises its authority to review and approve the schedule of tuition and mandatory fees for the USM institutions. The proposed FY 2027 schedule reflects the Board's ongoing commitment to affordability while supporting institutional financial stability and ensuring transparency in the tuition-setting process. The schedule includes both across-the-board tuition adjustments and differential rates based on specific criteria, balancing the needs of students and institutions.

General Provisions Summary – by Residency Status:

- Resident Tuition Summary: The proposed FY 2027 resident undergraduate full-time tuition rates will not increase more than 5.0% (UMCP). Resident undergraduate full-time tuition rate increases range from 2.0% (BSU, CSU, UBalt, SU) and up to 5.0% (UMCP).
- A total of six USM institutions have recommended a tuition rate increase for FT/UG, above 2.0% for FY 2027. They are as follows:
 - UMB (DDS): 3.5%
 - UMCP: 5.0%
 - TU: 3.0%
 - UMES: 3.0%
 - FSU: 3.0%
 - UMBC: 3.0%
- Non-Resident Tuition Summary: The proposed non-resident undergraduate full-time tuition rates will not increase more than 5.0% (UMCP, TU, UMES, UMBC). Non-Resident undergraduate full-time tuition rate increases range from 2.0% (BSU, CSU, UBalt) and up to 5.0% (UMCP, TU, UMES, UMBC).

Requests Under Special Criteria for Differential Tuition Rates:

Consistent with Section II.B. of the Policy on Tuition (VIII-2.01), institutions may seek Board approval for differential tuition rates based on specified criteria. The accompanying schedule includes requests aligned with these provisions, including proposals based on program modality and geographic considerations.

- University of Maryland, Baltimore (UMB) – Doctor of Social Work at the University of Maryland School of Social Work
 - The Doctor of Social Work (DSW) at the University of Maryland School of Social Work will be a three-year, advanced practice doctorate designed for experienced social workers seeking to deepen their expertise and expand their impact. This cohort-based program emphasizes collaborative learning and professional growth in five key areas: advanced clinical practice, supervision, leadership, teaching, and applied research.

- Students will engage closely with peers and expert faculty to refine advanced clinical skills, explore innovative approaches, and develop new frameworks that contribute to the evolving landscape of social work. Through rigorous coursework and experiential learning, the DSW program will prepare graduates to lead clinical innovation, elevate standards of care, and advance excellence in practice across diverse settings.
- The in-person, intensive learning model will bring students together on the Baltimore campus one weekend per month during the fall and spring semesters. This format fosters a strong sense of community and collaboration while providing the flexibility needed by working professionals.
- Projected tuition revenue of \$311,440 for first year 16-student cohort.
- University of Maryland, Eastern Shore (UMES) – Fully Online Distance Academic Program
 - UMES seeks approval to establish a separate tuition rate structure for fully online distance academic programs.
 - The proposed separate tuition rate is necessary to ensure the financial sustainability of online programs, support required technology infrastructure and digital learning environments, maintain competitive positioning within the regional and national online education marketplace, expand access to non-traditional, adult, military-affiliated, and geographically distant learners, and align pricing with actual delivery costs rather than traditional campus-based cost structures.
 - The implementation of a separate tuition and fee structure for fully online distance education programs at the University of Maryland Eastern Shore (UMES) is projected to produce a positive net revenue impact while expanding enrollment without adversely affecting the traditional on-campus student population.
 - UMES projects that Years 1 to 2 will be a period of stabilization and moderate growth (3–7% incremental enrollment growth in online programs), and Years 3 to 5 will result in scaled growth of 8–15% annually in targeted high-demand programs.
- University of Maryland, Eastern Shore (UMES) – Veterinary Medicine Program (FY 2028)
 - The UMES School of Veterinary Medicine is proposing new tuition and associated program fees beginning in FY 2027 to support the implementation of the Doctor of Veterinary Medicine (DVM) program. The recommended tuition rate noted in the attached schedule reflects an estimated tuition rate for marketing purposes.
 - The program will enroll an initial cohort of 100 students, expanding to steady-state enrollment of 100 students across three cohorts (300 students across all 3 classes yearly). Revenue generated through tuition and program fees will support instructional delivery, clinical partnerships, facility operations, and long-term program sustainability. As enrollment reaches full capacity, the program is expected to become financially self-sustaining.
 - Beyond tuition revenue, the DVM program will enhance workforce development in veterinary medicine, expand access to professional education in Maryland, and contribute to regional economic and research growth.
- University of Baltimore (UBalt) – International Cohort Program
 - UBalt has entered into agreements with international institutions to host international student cohorts who are pursuing an MS in Business. The proposed rate for this cohort is the in-state rate + 20% of the difference between in-state and out-of-state rates.
 - In the years that the international cohort program runs, UBalt expects to receive approximately \$440K of tuition revenue.

- Frostburg State University (FSU) – Online Graduate & Doctoral Program:
 - FSU seeks approval to establish a single, unified tuition rate for all fully online graduate and doctoral programs—reducing a key price barrier for nonresident online students and strengthening FSU’s competitiveness in a national market. Specifically, FSU proposes a unified online graduate tuition rate of \$525 per credit hour for core online graduate programs, with limited program-specific differential tuition retained only where required by accreditation or clearly supported by market demand. For M.S. Nursing Family Nurse Practitioner (FNP) and Psychiatric Mental Health Nurse Practitioner (PMHNP), FSU proposes an online tuition rate of \$580 per credit hour. For the Ed.D., FSU proposes a unified online doctoral rate of \$705 per credit hour.
 - Under the proposed online tuition model, FSU projects revenue neutrality at current enrollments, with additional upside from modest enrollment growth.

Mandatory Fees: Also included on the schedule are mandatory fees. These fees support those services and activities that are not fully funded by either tuition revenue or state general funds such as athletics or student union fees. In accordance with USM Policy on Student Tuition, Fees, and Charges-VIII-2.50, institutions are required to meet with student groups, who have a formal role in the discussion and review of proposed fees and changes to existing fees. A brief summary of the student engagement process is attached.

ALTERNATIVE(S): The Board may elect to adjust the recommended schedules. Any change in a rate would require a corresponding adjustment to expenditures in order to maintain a balanced budget.

FISCAL IMPACT: The projected total FY 2027 tuition and fees revenue would increase approximately \$59.3 million or 2.9% over the FY 2026 tuition and fees revenue.

CHANCELLOR’S RECOMMENDATION: That the Board of Regents approve the tuition and mandatory fees schedule as submitted, with the Chancellor authorized to make appropriate changes consistent with existing policies and guidelines. Any such changes will be in consultation with and reported to the Board.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

"NOTE: Notwithstanding any other provision of this or any other University System of Maryland publication, the University System of Maryland reserves the right to make changes in tuition, fees, and other charges at any time such changes are deemed necessary by the University System of Maryland institutions and the University System of Maryland Board of Regents."

University System of Maryland
 Schedule of Tuition and Mandatory Fees
 FY 2027 Full-Time Undergraduate Summary

	FY 2026	Recommended		
		FY 2027	Amount	%
UNIVERSITY OF MARYLAND, BALTIMORE (BSN/FT/UG)				
In-State Tuition	10,425	10,842	417	4.0%
Out-of-State Tuition	42,845	44,559	1,714	4.0%
BSN Tuition Clinical Education Cost Coverage	1,500	1,500	0	0.0%
Total Mandatory Fees	2,114	2,114	0	0.0%
Total In-State Bachelor of Science in Nursing, BSN - Undergraduate	14,039	14,456	417	3.0%
Total Out-of-State Bachelor of Science in Nursing, BSN - Undergraduate	46,459	48,173	1,714	3.7%
UNIVERSITY OF MARYLAND, COLLEGE PARK				
In-State Tuition	10,490	11,015	525	5.0%
Out-of-State Tuition	40,253	42,266	2,013	5.0%
Total Mandatory Fees	1,800	1,820	20	1.1%
Total In-State Cost	12,290	12,835	545	4.4%
Total Out-of-State Cost	42,053	44,086	2,033	4.8%
*Tuition Differential (Juniors & Seniors - Business, Engineering, Computer Science)				
In-State Tuition	10,490	11,015	525	5.0%
Out-of-State Tuition	40,253	42,266	2,013	5.0%
Differential Pricing Rate Jr./Sr.	3,214	3,375	161	5.0%
Total Mandatory Fees	1,714	1,820	106	6.2%
Total In-State Full-time	15,418	16,210	792	5.1%
Total Out-of-State Full-time	45,181	47,461	2,280	5.0%
<i>*These students pay the annual standard tuition and mandatory fees above PLUS the annual differential pricing rate.</i>				
<i>*In-State and Out-of-State undergraduate students pay the same differential pricing rate.</i>				
BOWIE STATE UNIVERSITY				
In-State Tuition	6,235	6,360	125	2.0%
Out-of-State Tuition	17,170	17,513	343	2.0%
Total Mandatory Fees	3,294	3,534	240	7.3%
Total In-State Cost	9,529	9,894	365	3.8%
Total Out-of-State Cost	20,464	21,047	583	2.8%

University System of Maryland
 Schedule of Tuition and Mandatory Fees
 FY 2027 Full-Time Undergraduate Summary

	FY 2026	Recommended		
		FY 2027	Amount	%
<u>TOWSON UNIVERSITY</u>				
In-State Tuition	7,756	7,990	234	3.0%
Out-of-State Tuition	26,902	28,248	1,346	5.0%
Total Mandatory Fees	4,430	4,700	270	6.1%
Total In-State Cost	12,186	12,690	504	4.1%
Total Out-of-State Cost	31,332	32,948	1,616	5.2%
**Tuition Differential (Juniors & Seniors - Business, Nursing, Computer Science)				
In-State Tuition	7,756	7,990	234	3.0%
Out-of-State Tuition	26,903	28,248	1,345	5.0%
Out-of-State Regional Tuition On-Site Hagerstown	12,936	13,583	647	5.0%
Differential Pricing Rate Jr./Sr.	1,500	1,500	0	0.0%
Total Mandatory Fees	4,430	4,700	270	6.1%
Total In-State Full-time	13,686	14,190	504	3.7%
Total Out-of-State Full-time	32,833	34,448	1,615	4.9%
Total Out-of-State Regional Tuition On-Site Hagerstown	18,866	19,783	917	4.9%
<i>**These students pay the annual standard tuition and mandatory fees above PLUS the annual differential pricing rate.</i>				
<u>UNIVERSITY OF MARYLAND EASTERN SHORE</u>				
In-State Tuition	5,923	6,101	178	3.0%
Out-of-State Tuition	17,468	18,341	873	5.0%
Out-of-State Tuition - Eastern Shore Regional Rate	8,736	9,173	437	5.0%
Total Mandatory Fees	3,443	3,580	137	4.0%
Total In-State Cost	9,366	9,681	315	3.4%
Total Out-of-State Cost	20,911	21,921	1,010	4.8%
Total Out-of-State Cost - Eastern Shore Regional Rate	12,179	12,753	574	4.7%
<u>FROSTBURG STATE UNIVERSITY</u>				
In-State Undergraduate Tuition	7,414	7,640	226	3.0%
Out-of-State Undergraduate Tuition	23,306	23,306	0	0.0%
Out-of-State Undergraduate Tuition - Contiguous Counties	17,198	17,198	0	0.0%
Total Mandatory Fees	3,050	3,138	88	2.9%
Total In-State Cost	10,464	10,778	314	3.0%
Total Out-of-State Cost	26,356	26,444	88	0.3%
Total Out-of-State Contiguous Counties Cost	20,248	20,336	88	0.4%

University System of Maryland
Schedule of Tuition and Mandatory Fees
FY 2027 Full-Time Undergraduate Summary

	FY 2026	Recommended		%
		FY 2027	Amount	
<u>COPPIN STATE UNIVERSITY</u>				
In-State Undergraduate Tuition	5,133	5,236	103	2.0%
Out-of-State Undergraduate Tuition	12,194	12,438	244	2.0%
Total Mandatory Fees	2,288	2,288	0	0.0%
Total In-State Cost	7,421	7,524	103	1.4%
Total Out-of-State Cost	14,482	14,726	244	1.7%
<u>UNIVERSITY OF BALTIMORE</u>				
In-State Undergraduate Tuition	7,740	7,894	154	2.0%
Out-of-State Undergraduate Tuition	22,014	22,454	440	2.0%
Total Mandatory Fees	2,460	2,528	68	2.8%
Total In-State Cost	10,200	10,422	222	2.2%
Total Out-of-State Cost	24,474	24,982	508	2.1%
<u>SALISBURY UNIVERSITY</u>				
In-State Undergraduate Tuition	8,016	8,176	160	2.0%
Out-of-State Undergraduate Tuition	19,520	20,300	780	4.0%
Out-of-State Regional Tuition On-Site Hagerstown	13,520	14,060	540	4.0%
Total Mandatory Fees	3,290	3,290	0	0.0%
Total In-State Cost	11,306	11,466	160	1.4%
Total Out-of-State Cost	22,810	23,590	780	3.4%
Total Out-of-State Regional Cost On-Site Hagerstown	16,810	17,350	540	3.2%
<u>UNIVERSITY OF MARYLAND GLOBAL CAMPUS</u>				
In-State Tuition	330	337	7	2.1%
Out-of-State Tuition	499	499	0	0.0%
Out-of-State Regional Tuition On-Site Hagerstown	418	418	0	0.0%
Total Mandatory Fees	15	15	0	0.0%
Total In-State Cost	345	352	7	2.0%
Total Out-of-State Cost	514	514	0	0.0%
Total Out-of-State Regional Tuition On-Site Hagerstown	433	433	0	0.0%
<u>UNIVERSITY OF MARYLAND, BALTIMORE COUNTY</u>				
In-State Undergraduate Tuition	9,706	9,997	291	3.0%
Out-of-State Undergraduate Tuition	28,762	30,200	1,438	5.0%
Total Mandatory Fees	3,973	4,104	131	3.3%
Total In-State Cost	13,679	14,101	422	3.1%
Total Out-of-State Cost	32,735	34,304	1,569	4.8%

*UMCP - Tuition Differential for JUNIOR & SENIOR BUSINESS, ENGINEERING, & COMPUTER SCIENCE Majors

**TU - Tuition Differential for JUNIOR & SENIOR BUSINESS, Nursing, & COMPUTER SCIENCE Majors

University System of Maryland
 Schedule of Tuition and Mandatory Fees
 FY 2027 Full-Time Undergraduate Tuition & Fees

Recommended

	<u>Resident</u>					
	<u>Tuition</u>	<u>% increase</u>	<u>Fees</u>	<u>% increase</u>	<u>Total</u>	<u>% increase</u>
UMCP	11,015	5.0%	1,820	1.1%	12,835	4.4%
BSU	6,360	2.0%	3,534	7.3%	9,894	3.8%
TU	7,990	3.0%	4,700	6.1%	12,690	4.1%
UMES	6,101	3.0%	3,580	4.0%	9,681	3.4%
FSU	7,640	3.0%	3,138	2.9%	10,778	3.0%
CSU	5,236	2.0%	2,288	0.0%	7,524	1.4%
UBalt	7,894	2.0%	2,528	2.8%	10,422	2.2%
SU	8,176	2.0%	3,290	0.0%	11,466	1.4%
UMBC	<u>9,997</u>	<u>3.0%</u>	<u>4,104</u>	<u>3.3%</u>	<u>14,101</u>	<u>3.1%</u>
Average	7,823	2.8%	3,220	3.0%	11,043	3.0%
UMGC	337	2.1%	15	0.0%	352	2.0%

	<u>Non-Resident</u>					
	<u>Tuition</u>	<u>% increase</u>	<u>Fees</u>	<u>% increase</u>	<u>Total</u>	<u>% increase</u>
UMCP	42,266	5.0%	1,820	1.1%	44,086	4.8%
BSU	17,513	2.0%	3,534	7.3%	21,047	2.8%
TU	28,248	5.0%	4,700	6.1%	32,948	5.2%
UMES	18,341	5.0%	3,580	4.0%	21,921	4.8%
FSU	23,306	0.0%	3,138	2.9%	26,444	0.3%
CSU	12,438	2.0%	2,288	0.0%	14,726	1.7%
UBalt	22,454	2.0%	2,528	2.8%	24,982	2.1%
SU	20,300	4.0%	3,290	0.0%	23,590	3.4%
UMBC	<u>30,200</u>	<u>5.0%</u>	<u>4,104</u>	<u>3.3%</u>	<u>34,304</u>	<u>4.8%</u>
Average	23,896	3.3%	3,220	3.0%	27,116	3.3%
UMGC	499	0.0%	15	0.0%	514	0.0%

University System of Maryland
 Schedule of Tuition and Mandatory Fees
 FY 2027 Summary of Part-Time Tuition

Recommended

	<u>Undergraduate</u>		Non <u>Resident</u>	%
	<u>Resident</u>	<u>Inc</u>		
UMCP	459	5.0%	1,762	5.0%
BSU	278	1.8%	737	2.1%
TU	342	3.0%	1,188	5.0%
UMES	251	2.9%	676	5.0%
FSU	320	2.9%	654	2.0%
CSU	221	1.8%	692	2.1%
UBalt	357	2.0%	1,139	2.0%
SU	333	1.8%	837	4.0%
UMGC	337	2.1%	499	0.0%
UMBC	<u>413</u>	<u>3.0%</u>	<u>1,253</u>	<u>5.0%</u>
Average*	331	2.6%	944	3.2%

**Excludes professional schools at UMB and UBalt.*

	<u>Graduate</u>		Non <u>Resident</u>	%
	<u>Resident</u>	<u>Inc</u>		
UMCP	913	4.0%	1,916	2.0%
BSU	475	1.9%	760	2.0%
TU	586	5.0%	1,212	5.0%
UMES	378	3.0%	721	4.9%
FSU	496	2.7%	630	0.0%
CSU	400	2.0%	734	1.8%
UBalt	853	2.0%	1,252	2.0%
SU	453	1.8%	837	4.0%
UMGC	555	2.1%	659	0.0%
UMBC	<u>818</u>	<u>5.0%</u>	<u>1,405</u>	<u>5.0%</u>
Average*	593	3.0%	1,013	2.7%

**Excludes professional schools at UMB and UBalt.*

University System of Maryland
 Schedule of Tuition and Mandatory Fees
 Fiscal Year 2027

	Recommended			
	FY 2026	FY 2027	\$	%
UNIVERSITY OF MARYLAND, BALTIMORE				
SCHOOL OF DENTISTRY				
Doctor of Dental Surgery, DDS				
In-State Tuition	54,760.00	56,697.00	1,937.00	3.5%
Out-of-State Tuition	101,917.00	105,505.00	3,588.00	3.5%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	75.00	75.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Doctor of Dental Surgery, DDS	56,849.00	58,786.00	1,937.00	3.4%
Total Out-of-State Doctor of Dental Surgery, DDS	104,006.00	107,594.00	3,588.00	3.4%
Postgraduate Dental				
In-State Tuition	50,548.00	52,338.00	1,790.00	3.5%
Out-of-State Tuition	79,587.00	82,393.00	2,806.00	3.5%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	60.00	60.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Postgraduate Dental	52,622.00	54,412.00	1,790.00	3.4%
Total Out-of-State Postgraduate Dental	81,661.00	84,467.00	2,806.00	3.4%
Graduate - Masters (Per Credit Hour)				
In-State Tuition	826.25	852.70	26.45	3.2%
Out-of-State Tuition	1,394.25	1,437.70	43.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Graduate - Ph D (Per Credit Hour)				
In-State Tuition	657.25	678.70	21.45	3.3%
Out-of-State Tuition	1,135.25	1,170.70	35.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Dental Hygiene - Undergraduate				
In-State Tuition	6,090.70	6,217.70	127.00	2.1%
Out-of-State Tuition	33,364.70	34,037.70	673.00	2.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	68.00	68.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Dental Hygiene - Undergraduate	8,172.70	8,299.70	127.00	1.6%
Total Out-of-State Dental Hygiene - Undergraduate	35,446.70	36,119.70	673.00	1.9%
Dental Hygiene - Undergraduate (Per Credit Hour)				
In-State Tuition	426.00	434.96	8.96	2.1%
Out-of-State Tuition	1,061.00	1,082.66	21.66	2.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	46.00	46.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	<u>FY 2026</u>	<u>FY 2027</u>	Recommended	
			\$	%
School of Dentistry Shady Grove Programs				
Clinical Dental Hygiene Leader Dual Degree At Shady Grove				
In-State Tuition	17,543.60	17,927.60	384.00	2.2%
Out-of-State Tuition	24,558.60	25,083.60	525.00	2.1%
Technology Fee - per credit hour	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Auxiliary fee	771.00	796.00	25.00	3.2%
USG Facilities fee	46.50	48.00	1.50	3.2%
Student Activities	68.00	68.00	0.00	0.0%
Student Services fee	333.00	333.00	0.00	0.0%
Total In-State Clinical Dental Hygiene Leader Dual Degree	18,904.10	19,314.60	410.50	2.2%
Total Out-of-State Clinical Dental Hygiene Leader Dual Degree	25,919.10	26,470.60	551.50	2.1%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
SCHOOL OF LAW				
JD Full Time Flat Rate Year One				
In-State Tuition (base tuition 32 credits)	37,830.00	38,965.00	1,135.00	3.0%
Out-of-State Tuition (base tuition 32 credits)	55,844.00	57,519.00	1,675.00	3.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	65.00	65.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State JD Full Time	39,909.00	41,044.00	1,135.00	2.8%
Total Out-of-State JD Full Time	57,923.00	59,598.00	1,675.00	2.9%
JD Part Time Flat Rate				
In-State Tuition (base tuition 20 credits, Year 1 Only)	24,831.00	25,576.00	745.00	3.0%
Out-of-State Tuition (base tuition 20 credits, Year 1 Only)	36,556.00	37,652.00	1,096.00	3.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	49.00	49.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State JD Part Time Flat Rate	26,894.00	27,639.00	745.00	2.8%
Total Out-of-State JD Part Time Flat Rate	38,619.00	39,715.00	1,096.00	2.8%
JD Part Time Flat Rate				
In-State Tuition (base tuition 20 credits, Year 2 Only)	24,364.00	25,095.00	731.00	3.0%
Out-of-State Tuition (base tuition 20 credits, Year 2 Only)	35,866.00	36,942.00	1,076.00	3.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	49.00	49.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State JD Part Time Flat Rate	26,427.00	27,158.00	731.00	2.8%
Total Out-of-State JD Part Time Flat Rate	37,929.00	39,005.00	1,076.00	2.8%
JD (Per Credit Hour)				
In-State Tuition	1,404.00	1,446.00	42.00	3.0%
Out-of-State Tuition	2,071.00	2,133.00	62.00	3.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
Student Activities	49.00	49.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Master of Laws, LLM Full Time				
In-State Tuition (base tuition 12 - 14 credits)	31,974.00	32,933.00	959.00	3.0%
Out-of-State Tuition (base tuition 12 - 14 credits)	31,974.00	32,933.00	959.00	3.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	65.00	65.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Master of Laws, LLM Full Time	34,053.00	35,012.00	959.00	2.8%
Total Out-of-State Master of Laws, LLM Full Time	34,053.00	35,012.00	959.00	2.8%
Master of Laws, LLM (Per Credit Hour)				
In-State Tuition <12 credits	1,254.00	1,292.00	38.00	3.0%
Out-of-State Tuition <12 credits	1,254.00	1,292.00	38.00	3.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
Student Activities	49.00	49.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Online - Master of Science in Law, MSL (Per Credit Hour)				
AOC: Healthcare / Cybersecurity / Homeland Security				
In-State Tuition	979.00	1,008.00	29.00	3.0%
Out-of-State Tuition	979.00	1,008.00	29.00	3.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
SCHOOL OF MEDICINE				
Doctor of Medicine, MD				
In-State Tuition	42,955.00	44,259.00	1,304.00	3.0%
Out-of-State Tuition	75,279.00	77,567.00	2,288.00	3.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	83.00	83.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Doctor of Medicine, MD	45,052.00	46,356.00	1,304.00	2.9%
Total Out-of-State Doctor of Medicine, MD	77,376.00	79,664.00	2,288.00	3.0%
Graduate - Masters (Per Credit Hour)				
In-State Tuition	826.25	852.70	26.45	3.2%
Out-of-State Tuition	1,394.25	1,437.70	43.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities flat rate	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Graduate - PhD (Per Credit Hour)				
In-State Tuition	657.25	678.70	21.45	3.3%
Out-of-State Tuition	1,135.25	1,170.70	35.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Masters in Genetic Counseling, MGC				
In-State Tuition	22,435.00	24,670.00	2,235.00	10.0%
Out-of-State Tuition	37,038.00	40,734.00	3,696.00	10.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	75.00	75.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Masters in Genetic Counseling, MGC	24,524.00	26,759.00	2,235.00	9.1%
Total Out-of-State Masters in Genetic Counseling, MGC	39,127.00	42,823.00	3,696.00	9.4%
Masters in Public Health, MPH (Per Credit Hour)				
In-State Tuition	946.00	949.00	3.00	0.3%
Out-of-State Tuition	1,673.00	1,676.00	3.00	0.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	47.00	47.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Medical & Research Technology - Undergraduate*				
In-State Tuition	8,384.10	N/A	N/A	N/A
Out-of-State Tuition	26,135.10	N/A	N/A	N/A
Technology Fee - flat rate	120.00	N/A	N/A	N/A
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	N/A	N/A	N/A
UMB Shuttle Fee for Full Time	189.00	N/A	N/A	N/A
Student Activities	51.00	N/A	N/A	N/A
Student Services Fee	333.00	N/A	N/A	N/A
Campus Center Infrastructure Fee	1,350.00	N/A	N/A	N/A
Total In-State Medical & Research Technology - Undergraduate	10,449.10	N/A	N/A	N/A
Total Out-of-State Medical & Research Technology - Undergraduate	28,200.10	N/A	N/A	N/A

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	Recommended		
		FY 2027	\$	%
Medical & Research Technology - Post-Baccalaureate Certificate*				
In-State Tuition	15,525.30	N/A	N/A	N/A
Out-of-State Tuition	30,118.30	N/A	N/A	N/A
Technology Fee - flat rate	120.00	N/A	N/A	N/A
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	N/A	N/A	N/A
UMB Shuttle Fee for Full Time	189.00	N/A	N/A	N/A
Student Activities	51.00	N/A	N/A	N/A
Student Services Fee	333.00	N/A	N/A	N/A
Campus Center Infrastructure Fee	1,350.00	N/A	N/A	N/A
Total In-State Medical & Research - Post-Baccalaureate Certificate	17,590.30	N/A	N/A	N/A
Total Out-of-State Medical & Research Post-Baccalaureate Certificate	32,183.30	N/A	N/A	N/A
Medical Research Technology - Undergraduate (Per Credit Hour)*				
In-State Tuition	402.90	N/A	N/A	N/A
Out-of-State Tuition	946.40	N/A	N/A	N/A
Technology Fee - per credit hour	10.00	N/A	N/A	N/A
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	N/A	N/A	N/A
UMB Shuttle Fee for Part Time	94.50	N/A	N/A	N/A
UMB Shuttle Fee for Full Time	189.00	N/A	N/A	N/A
Student Activities Fee	51.00	N/A	N/A	N/A
Student Services Fee - per credit hour	18.50	N/A	N/A	N/A
Campus Center Infrastructure Fee - per credit hour	75.00	N/A	N/A	N/A
Medical & Research Technology - Graduate (Per Credit Hour)*				
In-State Tuition	799.15	N/A	N/A	N/A
Out-of-State Tuition	1,357.15	N/A	N/A	N/A
Technology Fee - per credit hour	10.00	N/A	N/A	N/A
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	N/A	N/A	N/A
UMB Shuttle Fee for Part Time	94.50	N/A	N/A	N/A
UMB Shuttle Fee for Full Time	189.00	N/A	N/A	N/A
Student Activities Fee	51.00	N/A	N/A	N/A
Student Services Fee - per credit hour	18.50	N/A	N/A	N/A
Campus Center Infrastructure Fee - per credit hour	75.00	N/A	N/A	N/A
Doctor of Physical Therapy, DPT (Per Credit Hour)				
In-State Tuition	733.00	750.00	17.00	2.3%
Out-of-State Tuition	1,251.00	1,278.00	27.00	2.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities Fee	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Master of Public Health, MPH (Dual Degree)				
In-State Tuition	28,445.00	28,489.00	44.00	0.2%
Out-of-State Tuition	49,980.00	50,024.00	44.00	0.1%
Technology Fee	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	67.00	67.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Master of Public Health, MPH	30,526.00	30,570.00	44.00	0.1%
Total Out-of-State Master of Public Health, MPH	52,061.00	52,105.00	44.00	0.1%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
SCHOOL OF NURSING				
Bachelor of Science in Nursing, BSN - Undergraduate				
In-State Tuition	10,425.00	10,842.00	417.00	4.0%
Out-of-State Tuition	42,845.00	44,559.00	1,714.00	4.0%
BSN Tuition Clinical Education Cost Coverage	1,500.00	1,500.00	0.00	0.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	100.00	100.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Bachelor of Science in Nursing, BSN - Undergraduate	14,039.00	14,456.00	417.00	3.0%
Total Out-of-State Bachelor of Science in Nursing, BSN - Undergraduate	46,459.00	48,173.00	1,714.00	3.7%
Bachelor of Science in Nursing, BSN - Undergraduate (Per Credit Hour)				
In-State Tuition	450.00	468.00	18.00	4.0%
Out-of-State Tuition	1,532.00	1,593.00	61.00	4.0%
BSN Tuition Clinical Education Cost Coverage (Maximum amount of \$1,500)	62.50	62.50	0.00	0.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	100.00	100.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Online RN-BSN - Undergraduate				
In-State Tuition	10,148.00	10,554.00	406.00	4.0%
Out-of-State Tuition	41,645.00	43,311.00	1,666.00	4.0%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	100.00	100.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Total In-State Online RN-BSN - Undergraduate	10,723.00	11,129.00	406.00	3.8%
Total Out-of-State Online RN-BSN - Undergraduate	42,220.00	43,886.00	1,666.00	3.9%
Online RN-BSN - Undergraduate (Per Credit Hour)				
In-State Tuition	442.00	459.00	17.00	3.8%
Out-of-State Tuition	1,491.00	1,550.00	59.00	4.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	100.00	100.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Master of Science in Nursing, MSN (Per Credit Hour)				
AOC: MSN - Entry Into Practice				
In-State Tuition	926.00	963.00	37.00	4.0%
Out-of-State Tuition	1,643.00	1,708.00	65.00	4.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	100.00	100.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	Recommended		%
		FY 2027	\$	
Nursing - PhD (Per Credit Hour)				
In-State Tuition	926.00	963.00	37.00	4.0%
Out-of-State Tuition	1,643.00	1,708.00	65.00	4.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	100.00	100.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Doctor of Nursing Practice, DNP (Per Credit Hour)				
In-State Tuition	926.00	963.00	37.00	4.0%
Out-of-State Tuition	1,643.00	1,708.00	65.00	4.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities flat rate	100.00	100.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Online Masters of Science in Nursing, MSN (Per Credit Hour)				
AOC: Informatics / Nursing Leadership and Management				
In-State Tuition	926.00	963.00	37.00	4.0%
Out-of-State Tuition	1,643.00	1,708.00	65.00	4.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	100.00	100.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
School of Nursing Shady Grove Campus				
Bachelor of Science in Nursing, BSN - Undergraduate at Shady Grove				
In-State Tuition	10,425.00	10,842.00	417.00	4.0%
Out-of-State Tuition	42,845.00	44,559.00	1,714.00	4.0%
BSN Tuition Clinical Education Cost Coverage	1,500.00	1,500.00	0.00	0.0%
Technology Fee - per credit hour	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Auxiliary fee	771.00	796.00	25.00	3.2%
USG Facilities fee	46.50	48.00	1.50	3.2%
Student Activities	100.00	100.00	0.00	0.0%
Student Services fee	333.00	333.00	0.00	0.0%
Total In-State Bachelor of Science in Nursing, BSN - Undergraduate	13,317.50	13,761.00	443.50	3.3%
Total Out-of-State Bachelor of Science in Nursing , BSN - Undergraduate	45,737.50	47,478.00	1,740.50	3.8%
Bachelor of Science in Nursing, BSN - Undergraduate at Shady Grove (Per Credit Hour)				
In-State Tuition	450.00	468.00	18.00	4.0%
Out-of-State Tuition	1,532.00	1,593.00	61.00	4.0%
BSN Tuition Clinical Education Cost Coverage (Maximum amount of \$1,500)	62.50	62.50	0.00	0.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Auxiliary fee	31.50	32.50	1.00	3.2%
USG Facilities fee	23.25	24.00	0.75	3.2%
Student Activities	100.00	100.00	0.00	0.0%
Student Services fee - per credit hour	18.50	18.50	0.00	0.0%
Doctor of Nursing Practice, DNP at Shady Grove (Per Credit Hour)				
In-State Tuition	926.00	963.00	37.00	4.0%
Out-of-State Tuition	1,643.00	1,708.00	65.00	4.0%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Auxiliary fee	23.25	24.00	0.75	3.2%
USG Facilities fee	23.25	24.00	0.75	3.2%
Student Activities	100.00	100.00	0.00	0.0%
Student Services fee - per credit hour	18.50	18.50	0.00	0.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
SCHOOL OF PHARMACY				
Doctor of Pharmacy, PHARM D				
In-State Tuition	30,823.00	31,594.00	771.00	2.5%
Out-of-State Tuition	49,233.00	49,848.00	615.00	1.2%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	67.00	67.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	1,350.00	1,350.00	0.00	0.0%
Total In-State Doctor of Pharmacy, PHARM D	32,904.00	33,675.00	771.00	2.3%
Total Out-of-State Doctor of Pharmacy, PHARM D	51,314.00	51,929.00	615.00	1.2%
Graduate - Masters (Per Credit Hour)				
In-State Tuition	826.25	852.70	26.45	3.2%
Out-of-State Tuition	1,394.25	1,437.70	43.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Graduate - Master in Pharmaceutical Sciences (Per Credit Hour)				
In-State Tuition	707.25	729.70	22.45	3.2%
Out-of-State Tuition	851.25	877.70	26.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Online Masters Programs (Per Credit Hour)				
AOC: Regulatory Science / Palliative Care				
In-State Tuition	716.25	738.70	22.45	3.1%
Out-of-State Tuition	863.25	890.70	27.45	3.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Online PhD Programs (Per Credit Hour)				
AOC: Palliative Care				
In-State Tuition	716.25	738.70	22.45	3.1%
Out-of-State Tuition	863.25	890.70	27.45	3.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Online Masters Programs (Per Credit Hour)				
AOC: Pharmacometrics / AI in Drug Development				
In-State Tuition	826.25	852.70	26.45	3.2%
Out-of-State Tuition	1,394.25	1,437.70	43.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Graduate - PhD (Per Credit Hour)				
In-State Tuition	657.25	678.70	21.45	3.3%
Out-of-State Tuition	1,135.25	1,170.70	35.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
Doctor of Pharmacy, PHARMD (Per Credit Hour)				
In-State Tuition	1,188.00	1,218.00	30.00	2.5%
Out-of-State Tuition	1,699.00	1,720.00	21.00	1.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	67.00	67.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
School of Pharmacy Shady Grove Campus				
Graduate - Masters in Medical Cannabis Science and Therapeutics at Shady Grove (Per Credit Hour)				
In-State Tuition	716.25	738.70	22.45	3.1%
Out-of-State Tuition	863.25	890.70	27.45	3.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - Flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Facilities Fee	23.25	24.00	0.75	3.2%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
USG Auxiliary Fee - per credit hour	23.25	24.00	0.75	3.2%
Graduate - Masters in Pharmaceutical Sciences at Shady Grove (Per Credit Hour)				
In-State Tuition	707.25	729.70	22.45	3.2%
Out-of-State Tuition	851.25	877.70	26.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Facilities Fee	23.25	24.00	0.75	3.2%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
USG Auxiliary Fee - per credit hour	23.25	24.00	0.75	3.2%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
SCHOOL OF SOCIAL WORK				
Masters of Social Work - Full time (Admitted Prior to Fall 2023)				
In-State Tuition	15,750.00	15,794.00	44.00	0.3%
Out-of-State Tuition	34,310.00	34,354.00	44.00	0.1%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	63.00	63.00	0.00	0.0%
Student Services Fee	333.00	333.00	0.00	0.0%
Campus Center Infrastructure Fee	<u>1,350.00</u>	<u>1,350.00</u>	<u>0.00</u>	<u>0.0%</u>
Total In-State Masters of Social Work	17,827.00	17,871.00	44.00	0.2%
Total Out-of-State Masters of Social Work	36,387.00	36,431.00	44.00	0.1%
Masters of Social Work - Admitted Prior to Fall 2023 (Per Credit Hour)				
In-State Tuition	729.00	752.66	23.66	3.2%
Out-of-State Tuition	1,307.00	1,309.96	2.96	0.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	63.00	63.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Social Work - PhD (Per Credit Hour)				
In-State Tuition	657.25	678.70	21.45	3.3%
Out-of-State Tuition	1,135.25	1,170.70	35.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Masters of Social Work - Admitted Fall 2023 and Later (Per Credit Hour)				
In-State Tuition	729.00	752.66	23.66	3.2%
Out-of-State Tuition	1,372.00	1,374.96	2.96	0.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	63.00	63.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Online Masters of Social Work (Per Credit Hour)				
In-State Tuition	729.00	752.66	23.66	3.2%
Out-of-State Tuition	1,372.00	1,374.96	2.96	0.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	63.00	63.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Doctor of Social Work (Per Credit Hour)**				
In-State Tuition	N/A	975.00	N/A	N/A
Out-of-State Tuition	N/A	1,330.00	N/A	N/A
Technology Fee - per credit hour	N/A	10.00	N/A	N/A
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	N/A	22.00	N/A	N/A
UMB Shuttle Fee for Part Time	N/A	94.50	N/A	N/A
UMB Shuttle Fee for Full Time	N/A	189.00	N/A	N/A
Student Activities	N/A	63.00	N/A	N/A
Student Services Fee - per credit hour	N/A	18.50	N/A	N/A
Campus Center Infrastructure Fee - per credit hour	N/A	75.00	N/A	N/A
School of Social Work Shady Grove Campus				
Masters of Social Work - Full time at Shady Grove (Admitted Prior to Fall 2023)				
In-State Tuition	15,750.00	15,794.00	44.00	0.3%
Out-of-State Tuition	34,310.00	34,354.00	44.00	0.1%
Technology Fee - flat rate	120.00	120.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Auxiliary fee	434.00	448.00	14.00	3.2%
USG Facilities fee	46.50	48.00	1.50	3.2%
Student Activities	63.00	63.00	0.00	0.0%
Student Services fee	<u>333.00</u>	<u>333.00</u>	<u>0.00</u>	<u>0.0%</u>
Total In-State Masters of Social Work	16,768.50	16,828.00	59.50	0.4%
Total Out-of-State Masters of Social Work	35,328.50	35,388.00	59.50	0.2%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
Masters of Social Work - Admitted Prior to Fall 2023 (Per Credit Hour)				
In-State Tuition	729.00	752.66	23.66	3.2%
Out-of-State Tuition	1,307.00	1,309.96	2.96	0.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Auxiliary fee	23.25	24.00	0.75	3.2%
USG Facilities fee	23.25	24.00	0.75	3.2%
Student Activities	63.00	63.00	0.00	0.0%
Student Services fee per credit hour	18.50	18.50	0.00	0.0%
Masters of Social Work at Shady Grove - Admitted Fall 2023 and Later (Per Credit Hour)				
In-State Tuition	729.00	752.66	23.66	3.2%
Out-of-State Tuition	1,372.00	1,374.96	2.96	0.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
USG Auxiliary Fee	23.25	24.00	0.75	3.2%
USG Facilities Fee	23.25	24.00	0.75	3.2%
Student Activities	63.00	63.00	0.00	0.0%
Student Services Fee - per Credit Hour	18.50	18.50	0.00	0.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	Recommended		
		FY 2027	\$	
SCHOOL OF GRADUATE STUDIES				
GRADUATE - MASTERS (Per Credit Hour)				
In-State Tuition	826.25	852.70	26.45	0.03
Out-of-State Tuition	1,394.25	1,437.70	43.45	0.03
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
GRADUATE - PhD (Per Credit Hour)				
In-State Tuition	657.25	678.70	21.45	3.3%
Out-of-State Tuition	1,135.25	1,170.70	35.45	3.1%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Online PhD Health Professions Education (Per Credit Hour)				
In-State Tuition	822.25	847.70	25.45	3.1%
Out-of-State Tuition	1,027.25	1,059.70	32.45	3.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Online Masters Programs (Per Credit Hour)				
AOC: Health Sciences / Global Health / Health Prof. Education / Diversity, Equity, Incl. / Gerontology / Clinical Informatics				
In-State Tuition	806.25	831.70	25.45	3.2%
Out-of-State Tuition	1,027.25	1,059.70	32.45	3.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Master of Health Sciences - PA Program (Per Credit Hour)				
In-State Tuition	806.25	831.70	25.45	3.2%
Out-of-State Tuition	1,027.25	1,059.70	32.45	3.2%
Technology Fee - per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
UMB Shuttle Fee for Part Time	94.50	94.50	0.00	0.0%
UMB Shuttle Fee for Full Time	189.00	189.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%
Campus Center Infrastructure Fee - per credit hour	75.00	75.00	0.00	0.0%
Doctor of Medical Science, DMSc (Per Credit Hour)				
In-State Tuition	822.25	847.70	25.45	3.1%
Out-of-State Tuition	1,027.25	1,059.70	32.45	3.2%
Technology Fee per credit hour	10.00	10.00	0.00	0.0%
Auxiliary Fees - (Flat Rate Unless Noted)				
Student Government Association	22.00	22.00	0.00	0.0%
Student Activities	51.00	51.00	0.00	0.0%
Student Services Fee - per credit hour	18.50	18.50	0.00	0.0%

* School of Medicine, Medical & Research Technology Program - no longer offered
** School of Social Work New Program - Doctor of Social Work

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
UNIVERSITY OF MARYLAND, COLLEGE PARK				
FULL-TIME UNDERGRADUATE STUDENT (See Also Special Tuition Rates)				
In-State Tuition	10,490.00	11,015.00	525.00	5.0%
Out-of-State Tuition	40,253.00	42,266.00	2,013.00	5.0%
Auxiliary Fees - flat rate (unless noted):				
Athletics	399.00	399.00	0.00	0.0%
Shuttle Bus	341.00	353.00	12.00	3.5%
Student Union	400.00	400.00	0.00	0.0%
Student Activities	102.00	103.00	1.00	1.0%
Recreation Services	476.00	483.00	7.00	1.5%
Student Sustainability Fee	30.00	30.00	0.00	0.0%
Student Counseling Center Fee	52.00	52.00	0.00	0.0%
Total Fees:	1,800.00	1,820.00	20.00	1.1%
Total In-State Cost	12,290.00	12,835.00	545.00	4.4%
Total Out-of-State Cost	42,053.00	44,086.00	2,033.00	4.8%
PART-TIME UNDERGRADUATE PER CREDIT HOUR (See Also Special Tuition Rates)				
In-State Tuition - per credit hour	437.00	459.00	22.00	5.0%
Out-of-State Tuition - per credit hour	1,678.00	1,762.00	84.00	5.0%
Auxiliary Fees - flat rate (unless noted):				
Athletics	133.00	133.00	0.00	0.0%
Shuttle Bus	171.00	177.00	6.00	3.5%
Student Union	200.00	200.00	0.00	0.0%
Student Activities	51.00	52.00	1.00	2.0%
Recreation Services	238.00	241.00	3.00	1.3%
Student Sustainability Fee	15.00	15.00	0.00	0.0%
Student Counseling Center Fee	26.00	26.00	0.00	0.0%
Total Fees:	834.00	844.00	10.00	1.2%
SPECIAL TUITION RATES FOR UNDERGRADUATES:				
JUNIORS & SENIORS MAJORING IN BUSINESS, ENGINEERING, & COMPUTER SCIENCE				
These students pay the annual standard tuition and mandatory fees above PLUS the annual differential pricing rate.				
In-State and Out-of-State undergraduate students pay the same differential pricing rate.				
Full-time Undergraduate Jr./Sr. rate	3,214.00	3,375.00	161.00	5.0%
Part-time Undergraduate Jr./Sr. rate (per credit hour)	132.00	138.00	6.00	4.5%
FULL-TIME UNDERGRADUATE STUDENT - JUNIORS & SENIORS MAJORING IN BUSINESS, ENGINEERING & COMPUTER SCIENCE				
In-State Tuition	10,490.00	11,015.00	525.00	5.0%
Out-of-State Tuition	40,253.00	42,266.00	2,013.00	5.0%
Differential Pricing Rate Jr./Sr.	3,214.00	3,375.00	161.00	5.0%
Fees (Per Student)	1,714.00	1,820.00	106.00	6.2%
Total In-State Full-time	15,418.00	16,210.00	792.00	5.1%
Total Out-of-State Full-time	45,181.00	47,461.00	2,280.00	5.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
PART-TIME UNDERGRADUATE - JUNIORS & SENIORS MAJORING IN BUSINESS, ENGINEERING & COMPUTER SCIENCE				
In-State Tuition (Per Credit Hour)	437.00	459.00	22.00	5.0%
Out-of-State Tuition (Per Credit Hour)	1,678.00	1,762.00	84.00	5.0%
Differential Pricing Rate Jr./Sr. (Per Credit Hour)	<u>132.00</u>	<u>138.00</u>	<u>6.00</u>	<u>4.5%</u>
Total In-State Part-time	569.00	597.00	28.00	4.9%
Total Out-of-State Part-time	1,810.00	1,900.00	90.00	5.0%
Part-time mandatory fee (flat rate per student)	834.00	844.00	10.00	1.2%
FULL-TIME GRADUATE STUDENT (See Also Special Graduate Tuition Rates)				
In-State Tuition - per credit hour	878.00	913.00	35.00	4.0%
Out-of-State Tuition - per credit hour	1,878.00	1,916.00	38.00	2.0%
PhD Candidacy In-State Tuition - per semester	1,432.00	1,489.00	57.00	4.0%
PhD Candidacy Out-of-State Tuition - per semester	2,732.00	2,787.00	55.00	2.0%
Auxiliary Fees - flat rate (unless noted):				
Athletics	133.00	133.00	0.00	0.0%
Shuttle Bus	341.00	353.00	12.00	3.5%
Student Union	400.00	400.00	0.00	0.0%
Student Activities	52.00	55.00	3.00	5.8%
Recreation Services	476.00	483.00	7.00	1.5%
<u>Student Counseling Center Fee</u>	<u>52.00</u>	<u>52.00</u>	<u>0.00</u>	<u>0.0%</u>
Total Fees:	1,454.00	1,476.00	22.00	1.5%
PART-TIME GRADUATE per credit hour (See Also Special Graduate Tuition Rates)				
In-State Tuition - per credit hour	878.00	913.00	35.00	4.0%
Out-of-State Tuition - per credit hour	1,878.00	1,916.00	38.00	2.0%
PhD Candidacy In-State Tuition - per semester	1,432.00	1,489.00	57.00	4.0%
PhD Candidacy Out-of-State Tuition - per semester	2,732.00	2,787.00	55.00	2.0%
Auxiliary Fees - flat rate (unless noted):				
Athletics	66.00	66.00	0.00	0.0%
Shuttle Bus	171.00	177.00	6.00	3.5%
Student Union	200.00	200.00	0.00	0.0%
Student Activities	52.00	55.00	3.00	5.8%
Recreation Services	238.00	241.00	3.00	1.3%
<u>Student Counseling Center Fee</u>	<u>26.00</u>	<u>26.00</u>	<u>0.00</u>	<u>0.0%</u>
Total Fees:	753.00	765.00	12.00	1.6%
SPECIAL GRADUATE TUITION RATES:				
PROFESSIONAL GRADUATE PROGRAMS:				
(Full-time and part-time mandatory fees are at graduate rates listed above for programs at College Park. Additional fees above the standard fees or exceptions to the standard fees are noted below.)				
SCHOOL OF ARCHITECTURE				
PART-TIME GRADUATE STUDENTS - per credit hour				
Master (and Certificate) of Real Estate Development				
In-State Tuition - per credit hour	933.00	970.00	37.00	4.0%
Out-of-State Tuition - per credit hour	1,240.00	1,290.00	50.00	4.0%
School of Architecture Technology Fee (per semester) - Full-Time	100.00	100.00	0.00	0.0%
School of Architecture Technology Fee (per semester) - Part-Time	50.00	50.00	0.00	0.0%
SCHOOL OF ENGINEERING				
PART-TIME GRADUATE STUDENTS - per credit hour				
Professional Masters in Engineering ¹	1,222.00	1,271.00	49.00	4.0%
Distance Learning Engineering	1,507.00	1,567.00	60.00	4.0%
Masters in Telecommunications	1,280.00	1,280.00	0.00	0.0%
¹ For remote sites, students pay a Distance Education Technology Services fee of \$150 per class and do not pay the standard auxiliary fees.				
COLLEGE OF EDUCATION				
PART-TIME & FULL-TIME OFF-SITE GRADUATE STUDENTS - per credit hour				
Masters of Education, Masters of Arts, Doctor of Education and Certificate Programs ²	841.00	875.00	34.00	4.0%
² Students do not pay the standard auxiliary fees.				
COLLEGE OF BUSINESS AND MANAGEMENT				
MBA PROGRAMS				
PART-TIME and FULL-TIME MBA (Program in College Park)				
Tuition - per credit hour	1,759.50	1,759.50	0.00	0.0%
MBA Association Fee (Fall only)	750.00	750.00	0.00	0.0%
PART-TIME MBA PROGRAM (Offsite programs)³				
Tuition - per credit hour	1,733.00	1,733.00	0.00	0.0%
PT MBA Association Fee (Fall and Spring - each semester)	150.00	200.00	50.00	33.3%
³ Students do not pay the standard auxiliary fees.				

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
MASTERS OF FINANCE & MASTERS OF QUANTITATIVE FINANCE (Program in College Park)				
In-State Tuition - per credit hour	1,631.00	1,631.00	0.00	0.0%
Out-of-State Tuition - per credit hour	2,115.00	2,115.00	0.00	0.0%
MS Association Fee (Fall and Spring semester - each semester)	80.00	90.00	10.00	12.5%
MS IN ACCOUNTING, INFORMATION SYSTEMS, MARKETING ANALYTICS, SUPPLY CHAIN MANAGEMENT, BUSINESS ANALYTICS, BUSINESS & MANAGEMENT (Programs in College Park)				
In-State Tuition - per credit hour	1,631.00	1,631.00	0.00	0.0%
Out-of-State Tuition - per credit hour	2,072.50	2,072.50	0.00	0.0%
MS Association Fee (Fall and Spring - each semester)	80.00	90.00	10.00	12.5%
ONLINE MASTER OF SCIENCE IN BUSINESS ANALYTICS				
Tuition - per credit hour	850.50	850.50	0.00	0.0%
ONLINE MBA PROGRAM				
Tuition - per credit hour	1,733.00	1,733.00	0.00	0.0%
EXECUTIVE MBA PROGRAM - College Park Weekends				
	136,806.00	136,806.00	0.00	0.0%
Doctor of Business Administration (DBA)				
	2,720.00	2,720.00	0.00	0.0%
SCHOOL OF PUBLIC POLICY				
FULL-TIME & PART-TIME MASTERS GRADUATE STUDENTS (MPM/MPP)				
In-State Tuition - per credit hour	1,055.00	1,087.00	32.00	3.0%
Out-of-State Tuition - per credit hour	2,095.00	2,158.00	63.00	3.0%
EXEC MASTERS PUBLIC POLICY Weekends - total program cost				
	49,960.00	51,459.00	1,499.00	3.0%
MASTERS OF ENGINEERING AND PUBLIC POLICY				
In-State Tuition - per credit hour	1,055.00	1,087.00	32.00	3.0%
Out-of-State Tuition - per credit hour	2,095.00	2,158.00	63.00	3.0%
Full & PT - Masters Policy Studies: Public Adm. (MPS-PA)				
(flat rate per credit hour regardless of residency status)	1,499.00	1,544.00	45.00	3.0%
<i>PhD GRADUATE STUDENTS pay campus standard tuition rates</i>				
SCHOOL OF PUBLIC HEALTH				
MASTERS OF PUBLIC HEALTH				
FULL-TIME & PART-TIME GRADUATE STUDENTS				
In-State Tuition - per credit hour	1,077.00	1,120.00	43.00	4.0%
Out-of-State Tuition - per credit hour	1,996.00	2,075.00	79.00	4.0%
COLLEGE OF BEHAVIORAL AND SOCIAL SCIENCES				
Joint Program in Survey Methodology (JPSM) - per credit hour ⁴	1,223.00	1,260.00	37.00	3.0%
⁴ Students do not pay the standard ancillary fees.				
BOWIE STATE UNIVERSITY				
FULL-TIME UNDERGRADUATE STUDENT				
In-State Tuition	6,235.00	6,360.00	125.00	2.0%
Out-of-State Tuition	17,170.00	17,513.00	343.00	2.0%
Technology Fee - flat rate	289.00	309.00	20.00	6.9%
Auxiliary Fees - flat rate (unless noted):				
Athletic	1,087.00	1,250.00	163.00	15.0%
Intramural and Recreation	56.00	64.00	8.00	14.3%
Health Service Fee	180.00	191.00	11.00	6.1%
University Construction	198.00	218.00	20.00	10.1%
Student Union Operating	1,244.00	1,250.00	6.00	0.5%
Student Activity	210.00	221.00	11.00	5.2%
Sustainability Fee	5.00	5.00	0.00	0.0%
Bowie Card Fee	25.00	26.00	1.00	4.0%
Total Fees:	3,294.00	3,534.00	240.00	7.3%
Total In-State Cost	9,529.00	9,894.00	365.00	3.8%
Total Out-of-State Cost	20,464.00	21,047.00	583.00	2.8%
FULL-TIME ONLINE PROGRAM				
In-State Tuition (Annual)	6,235.00	6,360.00	125.00	2.0%
Out-of-State Tuition (Annual)	17,170.00	17,513.00	343.00	2.0%
Technology Fee - flat rate (Annual)	289.00	309.00	20.00	6.9%
Total Flat Rate fees:	289.00	309.00	20.00	6.9%
Auxiliary Fees: flat rate (Annual)				
Bulldog Card Fee	25.00	26.00	1.00	4.0%
Total Fees:	25.00	26.00	1.00	4.0%
Total In-State Cost	6,549.00	6,695.00	146.00	2.2%
Total Out-of-State Cost	17,484.00	17,848.00	364.00	2.1%
PART-TIME UNDERGRADUATE PER CREDIT HOUR				
In-State Tuition	273.00	278.00	5.00	1.8%
Out-of-State Tuition	722.00	737.00	15.00	2.1%
Technology Fee - per credit hour	12.02	12.85	0.83	6.9%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	45.29	52.08	6.79	15.0%
Intramural and Recreation Fee	2.32	2.67	0.35	15.0%
Health Service Fee	7.47	7.91	0.44	5.9%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	Recommended		%
		FY 2027	\$	
University Construction	8.25	9.08	0.83	10.0%
Student Union Operating	51.84	52.10	0.26	0.5%
Student Activity	8.77	9.21	0.44	5.0%
Sustainability Fee - flat rate	5.00	5.00	0.00	0.0%
Bowie Card Fee - flat rate	<u>25.00</u>	<u>26.00</u>	<u>1.00</u>	<u>4.0%</u>
Total Auxiliary fees:	153.94	164.04	10.10	6.6%
Total Fees	165.96	176.89	10.93	6.6%
Total Mandatory Fee Rate per semester	150.96	161.39	10.43	6.9%
PART-TIME ONLINE PROGRAM				
In-State Tuition	273.00	278.00	5.00	1.8%
Out-of-State Tuition	722.00	737.00	15.00	2.1%
Technology Fee (per credit hour)	<u>12.02</u>	<u>12.85</u>	<u>0.83</u>	<u>6.9%</u>
Total Flat Rate fees:	12.02	12.85	0.83	6.9%
Auxiliary Fees - per credit hour (unless noted):				
Bulldog Card Fee - flat rate (Annual)	<u>25.00</u>	<u>26.00</u>	<u>1.00</u>	<u>4.0%</u>
Total Auxiliary fees:	25.00	26.00	1.00	4.0%
Total Fees	37.02	38.85	1.83	4.9%
Total Mandatory Fee Rate per semester	24.52	25.85	1.33	5.4%
PART-TIME GRADUATE PER CREDIT HOUR				
In-State Tuition	466.00	475.00	9.00	1.9%
Out-of-State Tuition	745.00	760.00	15.00	2.0%
Technology Fee - per credit hour	12.02	12.85	0.83	6.9%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	45.29	52.08	6.79	15.0%
Intramural and Recreation Fee	2.32	2.67	0.35	15.0%
Health Service Fee	7.47	7.91	0.44	5.9%
University Construction	8.25	9.08	0.83	10.1%
Student Union Operating	51.84	52.10	0.26	0.5%
Student Activity	13.62	14.30	0.68	5.0%
Sustainability Fee - flat rate	5.00	5.00	0.00	0.0%
Bowie Card Fee - flat rate	<u>25.00</u>	<u>26.00</u>	<u>1.00</u>	<u>4.0%</u>
Total Auxiliary fees:	158.79	169.14	10.35	6.5%
Total Mandatory Fee Rate per semester	155.81	166.49	10.68	6.9%
GRADUATE ONLINE PROGRAM				
In-State Tuition	466.00	475.00	9.00	1.9%
Out-of-State Tuition	745.00	760.00	15.00	2.0%
Technology Fee (per credit hour)	<u>12.02</u>	<u>12.85</u>	<u>0.83</u>	<u>6.9%</u>
Total Flat Rate fees:	12.02	12.85	0.83	6.9%
Auxiliary Fees				
Bulldog Card Fee - flat rate (Annual)	<u>25.00</u>	<u>26.00</u>	<u>1.00</u>	<u>4.0%</u>
Total Auxiliary fees:	25.00	26.00	1.00	4.0%
Total Fees	37.02	38.85	1.83	4.9%
Total Mandatory Fee Rate per semester	24.50	25.85	1.35	5.5%
DOCTORAL ONLINE PROGRAM				
In-State Tuition	466.00	475.00	9.00	1.9%
Out-of-State Tuition	745.00	760.00	15.00	2.0%
Technology Fee (per credit hour)	<u>12.02</u>	<u>12.85</u>	<u>0.83</u>	<u>6.9%</u>
Total Flat Rate fees:	12.02	12.85	0.83	6.9%
Auxiliary Fees				
Bulldog Card Fee - flat rate (Annual)	<u>25.00</u>	<u>26.00</u>	<u>1.00</u>	<u>4.0%</u>
Total Auxiliary fees:	25.00	26.00	1.00	4.0%
Total Fees	37.02	38.85	1.83	4.9%
Total Mandatory Fee Rate per semester	24.50	25.85	1.35	5.5%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	Recommended			
	FY 2026	FY 2027	\$	%
TOWSON UNIVERSITY				
FULL-TIME UNDERGRADUATE STUDENT				
In-State Tuition	7,756.00	7,990.00	234.00	3.0%
Out-of-State Tuition	26,902.00	28,248.00	1,346.00	5.0%
Out-of-State Regional Tuition On-Site Hagerstown	12,936.00	13,582.80	646.80	5.0%
Technology Fee - flat rate	270.00	286.00	16.00	5.9%
Auxiliary Fees - flat rate* (unless noted):				
Athletics	1,376.00	1,466.00	90.00	6.5%
Auxiliary Services	2,568.00	2,632.00	64.00	2.5%
Wellness	100.00	200.00	100.00	100.0%
Student Services - SGA	116.00	116.00	0.00	0.0%
Total Fees	4,430.00	4,700.00	270.00	6.1%
Total In-State Cost	12,186.00	12,690.00	504.00	4.1%
Total Out-of-State Cost	31,332.00	32,948.00	1,616.00	5.2%
Total Out-of-State Regional Cost On-Site Hagerstown	14,582.00	15,308.80	726.80	5.0%
PART-TIME UNDERGRADUATE PER CREDIT HOUR				
In-State Tuition	332.00	342.00	10.00	3.0%
Out-of-State Tuition	1,131.00	1,188.00	57.00	5.0%
Out-of-State Regional Tuition On-Site Hagerstown	560.00	588.00	28.00	5.0%
Technology Fee - per credit hour	12.00	14.00	2.00	16.7%
Auxiliary Fees - per credit hour* (unless noted):				
Athletics	52.00	53.00	1.00	1.9%
Auxiliary Services	114.00	117.00	3.00	2.6%
Wellness	0.00	0.00	0.00	0.0%
Student Services - SGA	9.00	9.00	0.00	0.0%
Total Fees:	187.00	193.00	6.00	3.2%
SPECIAL TUITION RATES FOR UNDERGRADUATES:				
JUNIORS & SENIORS MAJORING IN BUSINESS, NURSING, & COMPUTER SCIENCE				
These students pay the annual standard tuition and mandatory fees above PLUS the annual differential pricing rate.				
In-State and Out-of-State undergraduate students pay the same differential pricing rate.				
Full-time Undergraduate Jr./Sr. rate	1,500.00	1,500.00	0.00	0.0%
Part-time Undergraduate Jr./Sr. rate (per credit hour)	63.00	63.00	0.00	0.0%
FULL-TIME UNDERGRADUATE STUDENT - JUNIORS & SENIORS MAJORING IN BUSINESS, NURSING & COMPUTER SCIENCE				
In-State Tuition	7,756.00	7,990.00	234.00	3.0%
Out-of-State Tuition	26,903.00	28,248.00	1,345.00	5.0%
Out-of-State Regional Tuition On-Site Hagerstown	12,936.00	13,582.80	646.80	5.0%
Differential Pricing Rate Jr./Sr.	1,500.00	1,500.00	0.00	0.0%
Fees (Per Student)	4,430.00	4,700.00	270.00	6.1%
Total In-State Full-time	13,686.00	14,190.00	504.00	3.7%
Total Out-of-State Full-time	32,833.00	34,448.00	1,615.00	4.9%
Total Out-of-State Regional Tuition On-Site Hagerstown	18,866.00	19,782.80	916.80	4.9%
PART-TIME UNDERGRADUATE - JUNIORS & SENIORS MAJORING IN BUSINESS, NURSING & COMPUTER SCIENCE				
In-State Tuition (Per Credit Hour)	332.00	342.00	10.00	3.0%
Out-of-State Tuition (Per Credit Hour)	1,131.00	1,188.00	57.00	5.0%
Out-of-State Regional Tuition On-Site Hagerstown	560.00	588.00	28.00	5.0%
Differential Pricing Rate Jr./Sr. (Per Credit Hour)	63.00	63.00	0.00	0.0%
Total In-State Part-time	395.00	405.00	10.00	2.5%
Total Out-of-State Part-time	1,194.00	1,251.00	57.00	4.8%
Total Out-of-State Regional Tuition On-Site Hagerstown	623.00	651.00	28.00	4.5%
Part-time mandatory fee (per credit hour)	187.00	193.00	6.00	3.2%
PART-TIME GRADUATE PER CREDIT HOUR				
In-State Tuition	558.00	586.00	28.00	5.0%
Out-of-State Tuition	1,154.00	1,212.00	58.00	5.0%
Out-of-State Regional Tuition On-Site Hagerstown	798.00	837.90	39.90	5.0%
Technology Fee - per credit hour	12.00	14.00	2.00	16.7%
Auxiliary Fees - per credit hour* (unless noted):				
Athletics	52.00	53.00	1.00	1.9%
Auxiliary Services	110.00	113.00	3.00	2.7%
Graduate SGA	7.00	8.00	1.00	14.3%
Total Fees:	181.00	188.00	7.00	3.9%

*Auxiliary fees for students attending Towson University North East or TUNE are one-half the main campus rate. Students taking classes at Hagerstown and other locations, (with the exception of TUNE) with a greater than 25 mile radius from the main campus pay only the technology fee and the auxiliary services construction fee.

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	Recommended		
		FY 2027	\$	%
JOINT DEGREE WITH UNIVERSITY OF BALTIMORE FOR M.S. ACCOUNTING & BUSINESS ADVISORY SERVICE**				
PART-TIME GRADUATE PER CREDIT HOUR				
In-State Tuition (in person and Web instruction)	875.00	875.00	0.00	0.0%
Regional Tuition (in person and Web instruction)#	875.00	875.00	0.00	0.0%
Out-of-State Tuition (in person and Web instruction)	1,209.00	1,209.00	0.00	0.0%
Technology Fee - per credit hour	11.00	12.00	1.00	9.1%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee (combined constr, ops + student center)	64.00	64.00	0.00	0.0%
Student Services Fee	23.00	23.00	0.00	0.0%
Student Government Association - flat rate	50.00	50.00	0.00	0.0%
PART-TIME GRADUATE PER COURSE - AIT PROGRAM				
Tuition AIT program (except AIT 500 & 501) - per course	1,911.00	1,911.00	0.00	0.0%
Tuition - AIT 500 - per course	2,387.00	2,387.00	0.00	0.0%
Tuition - AIT 501 - per course	2,070.00	2,070.00	0.00	0.0%
Tuition - AIT 885 - per course	636.00	636.00	0.00	0.0%
PART-TIME DOCTORATE PER UNIT - CAIT PROGRAM				
	752.00	752.00	0.00	0.0%
PART-TIME ONLINE GRADUATE PROGRAMS (100% ONLINE PROGRAMS)				
Tuition for 100% Online Programs*** (specific programs provided below) - flat rate regardless of residency	558.00	586.00	28.00	5.0%
Tuition for Post-Professional Occupational Therapy (Doctorate) - flat rate regardless of residency	856.00	899.00	43.00	5.0%
Technology Fee - per credit hour	11.00	14.00	3.00	27.3%
**Joint degree with University of Baltimore (UBalt) for the MS is charged and billed through UBalt				
#Includes residents of the District of Columbia, Northern Virginia (counties of Arlington, Clarke, Culpeper, Fairfax, Fauquier, Loudoun, Prince William, Rappahannock, Spotsylvania, Stafford, and Warren and cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas and Manassas Park, Southern Pennsylvania (counties of Adams, Chester, Lancaster, and York), and Delaware (all counties).				
*** Programs include Design for User Experience (Cert), Holocaust Education (Cert), Instructional Technology (MS and PhD), Integrated Homeland Security (MS), Jewish Studies, Ed and Communal Leadership (MA), Occupational Science (PhD), and Special Education (MS); Professional Spanish, Accomplished Teaching for Student Impact				
UNIVERSITY OF MARYLAND EASTERN SHORE				
FULL-TIME UNDERGRADUATE STUDENT				
In-State Tuition	5,923.00	6,101.00	178.00	3.0%
Out-of-State Tuition	17,468.00	18,341.00	873.00	5.0%
Out-of-State Tuition - Eastern Shore Regional Rate	8,736.00	9,173.00	437.00	5.0%
Technology Fee - flat rate	192.50	202.00	9.50	4.9%
Auxiliary Fees - flat rate (unless noted):				
Athletic	1,128.00	1,151.00	23.00	2.0%
Student Union	828.00	869.00	41.00	5.0%
Recreational Facilities	1,017.00	1,017.00	0.00	0.0%
Student Health Services	116.00	170.00	54.00	46.6%
Student Activities	158.00	165.50	7.50	4.7%
Sustainability	3.00	5.00	2.00	66.7%
Total Fees:	3,442.50	3,579.50	137.00	4.0%
Total In-State Cost	9,365.50	9,680.50	315.00	3.4%
Total Out-of-State Cost	20,910.50	21,920.50	1,010.00	4.8%
Total Out-of-State Cost - Eastern Shore Regional Rate	12,178.50	12,752.50	574.00	4.7%
PART-TIME UNDERGRADUATE PER CREDIT HOUR				
In-State Tuition	244.00	251.00	7.00	2.9%
Out-of-State Tuition	644.00	676.00	32.00	5.0%
Out-of-State Tuition - Eastern Shore Regional Rate	322.50	332.00	9.50	2.9%
Technology Fee per credit hour	11.00	12.00	1.00	9.1%
Auxiliary Fees:				
Student Union Fee per credit hour	35.00	36.50	1.50	4.3%
Student Health Services per credit hour	6.00	7.00	1.00	16.7%
Athletic fee per credit hour	48.00	49.00	1.00	2.1%
OFF-SITE/SATELLITE SITES*				
FULL-TIME UNDERGRADUATE STUDENT				
In-State Tuition	5,923.00	6,101.00	178.00	3.0%
Out-of-State Tuition	17,468.00	18,341.00	873.00	5.0%
Out-of-State Tuition Eastern Shore Regional Rate	8,736.00	9,173.00	437.00	5.0%
Technology Fee	192.50	202.00	9.50	4.9%
Auxiliary Operations & Facility Fee	639.00	671.00	32.00	5.0%
Total In-State Cost	6,754.50	6,974.00	219.50	3.2%
Total Out-of-State Cost	18,299.50	19,214.00	914.50	5.0%
Total Eastern Shore Regional Cost	9,567.50	10,046.00	478.50	5.0%
PART-TIME UNDERGRADUATE STUDENT PER CREDIT HOUR				
In-State Tuition	244.00	251.00	7.00	2.9%
Out-of-State Tuition	644.00	676.00	32.00	5.0%
Out-of-State Tuition Eastern Shore Regional Rate	322.50	332.00	9.50	2.9%
Technology Fee	11.00	12.00	1.00	9.1%
Auxiliary Operations & Facility Fee per credit hour	60.00	63.00	3.00	5.0%
PART-TIME GRADUATE PER CREDIT HOUR				
In-State Tuition	367.00	378.00	11.00	3.0%
Out-of-State Tuition	687.00	721.00	34.00	4.9%
Out-of-State Tuition - Eastern Shore Regional Rate	510.00	535.50	25.50	5.0%
Technology Fee per credit hour	11.00	12.00	1.00	9.1%
Auxiliary Operations & Facility Fee	85.00	89.00	4.00	4.7%
FULL-TIME VIRTUAL UNDERGRADUATE STUDENT				
In-State Tuition	N/A	6,101.00	N/A	N/A
Out-of-State Tuition	N/A	18,341.00	N/A	N/A
Out-of-State Tuition - Eastern Shore Regional Rate	N/A	9,173.00	N/A	N/A

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	Recommended		
		FY 2027	\$	%
Technology Fee - flat rate	N/A	215.00	N/A	N/A
PART-TIME VIRTUAL UNDERGRADUATE PER CREDIT HOUR				
In-State Tuition	N/A	251.00	N/A	N/A
Out-of-State Tuition	N/A	676.00	N/A	N/A
Out-of-State Tuition - Eastern Shore Regional Rate	N/A	332.00	N/A	N/A
Technology Fee per credit hour	N/A	12.00	N/A	N/A
PART-TIME VIRTUAL GRADUATE PER CREDIT HOUR				
In-State Tuition	N/A	378.00	N/A	N/A
Out-of-State Tuition	N/A	721.00	N/A	N/A
Out-of-State Tuition - Eastern Shore Regional Rate	N/A	535.50	N/A	N/A
Technology Fee per credit hour	N/A	12.00	N/A	N/A

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
DOCTORATE				
In-State Tuition	376.50	388.00	11.50	3.1%
Out-of-State Tuition	707.00	742.00	35.00	5.0%
Out-of-State Tuition Eastern Shore Regional Rate	525.00	551.00	26.00	5.0%
Technology Fee per credit hour	11.00	12.00	1.00	9.1%
Auxiliary Operations & Facility Fee	85.00	89.00	4.00	4.7%
Physician Assistant				
In-State Tuition (per credit hour)	550.00	566.50	16.50	3.0%
Out-of-State Tuition (per credit hour)	904.00	949.00	45.00	5.0%
Out-of-State Tuition Eastern Shore Regional Rate(per credit hour)	672.00	705.50	33.50	5.0%
Technology Fee per credit hour	11.00	12.00	1.00	9.1%
Auxiliary Operations & Facility Fee	85.00	89.00	4.00	4.7%
SCHOOL OF PHARMACY				
Pharmacy D Program				
In-State Tuition	31,699.00	31,699.00	0.00	0.0%
Out-of-State Tuition	62,167.00	62,167.00	0.00	0.0%
Out-of-State Pharm D program Regional Rate	50,283.00	50,283.00	0.00	0.0%
Technology Fee - flat rate	192.50	202.00	9.50	4.9%
Auxiliary Operations & Facility Fee	2,228.00	2,339.00	111.00	5.0%
Total Fees:	2,420.50	2,541.00	120.50	5.0%
Total In-State Pharm D program	34,119.50	34,240.00	120.50	0.4%
Total Out-of-State Pharm D program	64,587.50	64,708.00	120.50	0.2%
Total Out-of-State Pharm D program Regional Rate	52,703.50	52,824.00	120.50	0.2%
PHARMACY D PROGRAM PER CREDIT HOUR				
In-State Tuition	933.00	933.00	0.00	0.0%
Out -of-State Tuition	1,834.00	1,834.00	0.00	0.0%
Out -of-State Tuition Eastern Shore Regional Rate	1,407.00	1,407.00	0.00	0.0%
Technology Fee - flat rate	192.50	202.00	9.50	4.9%
Auxiliary Operations & Facility Fee	382.00	401.00	19.00	5.0%
FY28 Estimated Tuition Rates for New Program				
(estimated rates presented for program marketing purposes only)				
SCHOOL OF VETERINARY MEDICINE				
Veterinary Medicine Program				
In-State Tuition	N/A	39,300.00	N/A	N/A
Out-of-State Tuition	N/A	74,250.00	N/A	N/A
Out-of-State Tuition Eastern Shore Regional Rate	N/A	55,000.00	N/A	N/A
Technology Fee - flat rate	N/A	202.00	N/A	N/A
Auxiliary Operations & Facility Fee	N/A	2,339.00	N/A	N/A
Total In-State Veterinary Medicine Program	N/A	41,841.00	N/A	N/A
Total Out-of-State Veterinary Medicine Program	N/A	76,791.00	N/A	N/A
Total Out-of-State Eastern Shore Regional Rate	N/A	57,541.00	N/A	N/A
<i>*Includes the Baltimore Museum of Institute and Hagerstown students. Previously no mandatory fees were charged to these students.</i>				
FROSTBURG STATE UNIVERSITY				
FULL-TIME UNDERGRADUATE STUDENT				
In-State Undergraduate Tuition	7,414.00	7,640.00	226.00	3.0%
Out-of-State Undergraduate Tuition	23,306.00	23,306.00	0.00	0.0%
Out-of-State Undergraduate Tuition - Regional Rate	17,198.00	17,198.00	0.00	0.0%
Technology Fee - flat rate	216.00	222.00	6.00	2.8%
Auxiliary Fees - flat rate (unless noted):				
Athletic	1,184.00	1,220.00	36.00	3.0%
Student Union Operating	456.00	468.00	12.00	2.6%
Auxiliary Facilities	698.00	718.00	20.00	2.9%
Student Activity	402.00	414.00	12.00	3.0%
Sustainability Fee	32.00	32.00	0.00	0.0%
Transportation Fee	62.00	64.00	2.00	3.2%
Total Fees:	3,050.00	3,138.00	88.00	2.9%
Total In-State Cost	10,464.00	10,778.00	314.00	3.0%
Total Out-of-State Cost	26,356.00	26,444.00	88.00	0.3%
Total Out-of-State Regional Cost	20,248.00	20,336.00	88.00	0.4%
PART-TIME UNDERGRADUATE PER CREDIT HOUR				
In-State Tuition	311.00	320.00	9.00	2.9%
Out-of-State Tuition	641.00	654.00	13.00	2.0%
Out-of-State Tuition - Regional Rate	484.00	484.00	0.00	0.0%
Technology Fee - per credit hour	19.00	20.00	1.00	5.3%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	50.00	51.00	1.00	2.0%
Student Union Operating	19.00	20.00	1.00	5.3%
Auxiliary Facilities	30.00	31.00	1.00	3.3%
Student Activity - flat rate	18.00	18.00	0.00	0.0%
Sustainability Fee	1.00	1.00	0.00	0.0%
Transportation Fee	5.00	5.00	0.00	0.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	Recommended			
	FY 2026	FY 2027	\$	%
PART-TIME GRADUATE PER CREDIT HOUR				
In-State Tuition	483.00	496.00	13.00	2.7%
Out-of-State Tuition	630.00	630.00	0.00	0.0%
NEW On-line Graduate - Tech Fee Only for on-line	N/A	525.00	N/A	N/A
NEW On-line Nurse Practitioner - Tech Fee Only for on-line	N/A	580.00	N/A	N/A
Nurse Practitioner In-State Tuition	544.00	N/A	N/A	N/A
Nurse Practitioner Out-of-State Tuition	750.00	N/A	N/A	N/A
Nurse Practitioner Out-of-State Tuition - Regional Rate	616.00	N/A	N/A	N/A
Physician's Assistant In-State Tuition	637.00	662.00	25.00	3.9%
Physician's Assistant Out-of-State Tuition	928.00	956.00	28.00	3.0%
Physician's Assistant Out-of-State Tuition - Regional Rate	761.00	784.00	23.00	3.0%
Technology Fee - per credit hour	19.00	20.00	1.00	5.3%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	50.00	51.00	1.00	2.0%
Student Union Operating	19.00	20.00	1.00	5.3%
Auxiliary Facilities	30.00	31.00	1.00	3.3%
Student Activity - per credit hour	5.00	5.00	0.00	0.0%
Sustainability Fee	1.00	1.00	0.00	0.0%
Transportation Fee	5.00	5.00	0.00	0.0%
PART-TIME DOCTORAL PER CREDIT HOUR				
In-State Tuition	684.00	N/A	N/A	N/A
Out-of-State Tuition	858.00	N/A	N/A	N/A
NEW On-line Doctoral	N/A	705.00	N/A	N/A
Technology Fee - per credit hour	19.00	20.00	1.00	5.3%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	50.00	N/A	N/A	N/A
Student Union Operating	19.00	N/A	N/A	N/A
Auxiliary Facilities	30.00	N/A	N/A	N/A
Student Activity - per credit hour	5.00	N/A	N/A	N/A
Sustainability Fee	1.00	N/A	N/A	N/A
Transportation Fee	5.00	N/A	N/A	N/A
COPPIN STATE UNIVERSITY				
FULL-TIME UNDERGRADUATE STUDENT				
In-State Undergraduate Tuition	5,133.00	5,236.00	103.00	2.0%
Out-of-State Undergraduate Tuition	12,194.00	12,438.00	244.00	2.0%
Technology Fee - flat rate	200.00	200.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Athletic	1,050.00	1,050.00	0.00	0.0%
College Center	472.00	472.00	0.00	0.0%
Auxiliary Construction	376.00	376.00	0.00	0.0%
Student Activity	190.00	190.00	0.00	0.0%
Total Fees:	2,288.00	2,288.00	0.00	0.0%
Total In-State Cost	7,421.00	7,524.00	103.00	1.4%
Total Out-of-State Cost	14,482.00	14,726.00	244.00	1.7%
PART-TIME UNDERGRADUATE PER CREDIT HOUR				
In-State Tuition	217.00	221.00	4.00	1.8%
Out-of-State Tuition	678.00	692.00	14.00	2.1%
Technology Fee - flat rate	84.00	84.00	0.00	0.0%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	77.00	77.00	0.00	0.0%
College Center - flat rate	139.00	139.00	0.00	0.0%
Auxiliary Construction	12.00	12.00	0.00	0.0%
Student Activity - flat rate	47.00	47.00	0.00	0.0%
USM Hagerstown Regional On-Site Undergraduate Tuition				
Out-of-State Tuition - Full-Time	9,899.00	10,097.00	198.00	2.0%
Out-of-State Tuition - Part-Time (per credit hour)	524.00	534.00	10.00	1.9%
Off Campus Initiative Activity Fee - flat rate	100.00	100.00	0.00	0.0%
PART-TIME GRADUATE PER CREDIT HOUR				
In-State Tuition	392.00	400.00	8.00	2.0%
Out-of-State Tuition	721.00	734.00	13.00	1.8%
Technology Fee - flat rate	84.00	84.00	0.00	0.0%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	77.00	77.00	0.00	0.0%
College Center - flat rate	139.00	139.00	0.00	0.0%
Auxiliary Construction	12.00	12.00	0.00	0.0%
Student Activity - flat rate	47.00	47.00	0.00	0.0%
USM Hagerstown Regional On-Site Graduate Tuition				
Out-of-State Tuition - Part-Time (per credit hour)	596.00	608.00	12.00	2.0%
Off Campus Initiative Activity Fee - flat rate	100.00	100.00	0.00	0.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
DOCTORATE OF NURSE PRACTITIONERS PER CREDIT HOUR				
In-State Tuition	781.00	797.00	16.00	2.0%
Out-of-State Tuition	1,201.00	1,225.00	24.00	2.0%
Technology Fee - flat rate	84.00	84.00	0.00	0.0%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	77.00	77.00	0.00	0.0%
College Center - flat rate	139.00	139.00	0.00	0.0%
Auxiliary Construction	12.00	12.00	0.00	0.0%
Student Activity - flat rate	47.00	47.00	0.00	0.0%
UNIVERSITY OF BALTIMORE				
FULL-TIME UNDERGRADUATE STUDENT				
In-State Undergraduate Tuition	7,740.00	7,894.00	154.00	2.0%
Out-of-State Undergraduate Tuition	22,014.00	22,454.00	440.00	2.0%
Technology Fee - flat rate	288.00	312.00	24.00	8.3%
Auxiliary Fees - flat rate (unless noted):				
Auxiliary Operations Fee	672.00	672.00	0.00	0.0%
Student Center Fee	864.00	864.00	0.00	0.0%
Student Services Fee	576.00	600.00	24.00	4.2%
Student Government Association*	60.00	80.00	20.00	33.3%
Total Fees:	2,460.00	2,528.00	68.00	2.8%
Total In-State Cost	10,200.00	10,422.00	222.00	2.2%
Total Out-of-State Cost	24,474.00	24,982.00	508.00	2.1%
PART-TIME UNDERGRADUATE PER CREDIT HOUR				
In-State Tuition	350.00	357.00	7.00	2.0%
In-State Tuition - Web Instruction	383.00	382.00	(1.00)	-0.3%
Out-of-State Tuition	1,117.00	1,139.00	22.00	2.0%
Out-of-State Tuition - Web Instruction	1,168.00	1,177.00	9.00	0.8%
Technology Fee - per credit hour	12.00	13.00	1.00	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	28.00	28.00	0.00	0.0%
Student Center Fee	36.00	36.00	0.00	0.0%
Student Services Fee	24.00	25.00	1.00	4.2%
Student Government Association - flat rate*	60.00	80.00	20.00	33.3%
High School Dual Enrollment	175.00	178.50	3.50	2.0%
Technology Fee - per credit hour	6.00	6.50	0.50	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	14.00	14.00	0.00	0.0%
Student Center Fee	18.00	18.00	0.00	0.0%
Student Services Fee	12.00	12.50	0.50	4.2%
Student Government Association - flat rate*	30.00	40.00	10.00	33.3%
FULL-TIME LAW STUDENT (J.D.)				
In-State FT Law Tuition - J.D.	33,944.00	34,622.00	678.00	2.0%
Regional FT Law Tuition - J.D.**	33,944.00	34,622.00	678.00	2.0%
Out-of-State FT Law Tuition - J.D.	50,624.00	51,636.00	1,012.00	2.0%
Technology Fee - flat rate	288.00	312.00	24.00	8.3%
Auxiliary Fees - flat rate (unless noted):				
Auxiliary Operations Fee	672.00	672.00	0.00	0.0%
Student Center Fee	864.00	864.00	0.00	0.0%
Student Services Fee	576.00	600.00	24.00	4.2%
Student Bar Association*	74.00	74.00	0.00	0.0%
Total Fees:	2,474.00	2,522.00	48.00	1.9%
Total In-State FT Law - J.D.	36,418.00	37,144.00	726.00	2.0%
Regional FT Law Tuition - J.D.**	36,418.00	37,144.00	726.00	2.0%
Total Out-of-State FT Law - J.D.	53,098.00	54,158.00	1,060.00	2.0%
FULL-TIME LAW STUDENT (LL.M. - US)				
In-State FT Law Tuition - LL.M. - US	22,512.00	N/A	N/A	N/A
Out-of-State FT Law Tuition - LL.M. - US	22,512.00	N/A	N/A	N/A
Technology Fee - flat rate	288.00	N/A	N/A	N/A
Auxiliary Fees - flat rate (unless noted):				
Auxiliary Operations Fee	672.00	N/A	N/A	N/A
Student Center Fee	864.00	N/A	N/A	N/A
Student Services Fee	576.00	N/A	N/A	N/A
Student Bar Association*	74.00	N/A	N/A	N/A
Total Fees:	2,474.00	N/A	N/A	N/A
Total In-State FT Law - LL.M. - US	24,986.00	N/A	N/A	N/A
Total Out-of-State FT Law - LL.M. - US	24,986.00	N/A	N/A	N/A

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	Recommended			
	FY 2026	FY 2027	\$	%
PART-TIME LAW PER CREDIT HOUR				
J.D. In-State Tuition	1,405.00	1,433.00	28.00	2.0%
J.D. Regional Tuition**	1,405.00	1,433.00	28.00	2.0%
J.D. Out-of-State Tuition	1,980.00	2,019.00	39.00	2.0%
LL.M. US In-State Tuition	758.00	773.00	15.00	2.0%
LL.M. US Out-of-State Tuition	758.00	773.00	15.00	2.0%
LL.M. Tax In-State/Masters Tax In-State Tuition	1,103.00	1,125.00	22.00	2.0%
LL.M. Tax Out-of-State/Masters Tax Out-of-State Tuition	1,103.00	1,125.00	22.00	2.0%
Technology Fee - per credit hour	12.00	13.00	1.00	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	28.00	28.00	0.00	0.0%
Student Center Fee	36.00	36.00	0.00	0.0%
Student Services Fee	24.00	25.00	1.00	4.2%
Student Bar Association - flat rate *	74.00	74.00	0.00	0.0%
PART-TIME GRADUATE PER CREDIT HOUR				
In-State Tuition	936.00	955.00	19.00	2.0%
Regional Tuition***	936.00	955.00	19.00	2.0%
Out-of-State Tuition - Fully on-line programs	936.00	955.00	19.00	2.0%
Out-of-State Tuition - Other than fully on-line programs	1,308.00	1,334.00	26.00	2.0%
Technology Fee - per credit hour	12.00	13.00	1.00	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	28.00	28.00	0.00	0.0%
Student Center Fee	36.00	36.00	0.00	0.0%
Student Services Fee	24.00	25.00	1.00	4.2%
Student Government Association - flat rate*	60.00	80.00	20.00	33.3%
PART-TIME GRADUATE PER CREDIT HOUR				
Business - other than MBA and MS in Taxation:				
In-State Tuition	893.00	911.00	18.00	2.0%
Regional Tuition**	893.00	911.00	18.00	2.0%
Out-of-State Tuition - Fully on-line programs	893.00	911.00	18.00	2.0%
Out-of-State Tuition - Other than fully on-line programs	1,233.00	1,258.00	25.00	2.0%
Internation Cohort Program ****	N/A	980.00	N/A	N/A
Technology Fee - per credit hour	12.00	13.00	1.00	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	28.00	28.00	0.00	0.0%
Student Center Fee	36.00	36.00	0.00	0.0%
Student Services Fee	24.00	25.00	1.00	4.2%
Student Government Association - flat rate*	60.00	80.00	20.00	33.3%
PART-TIME GRADUATE PER CREDIT HOUR - Arts & Sciences				
In-State Tuition	836.00	853.00	17.00	2.0%
Regional Tuition**	836.00	853.00	17.00	2.0%
Out-of-State Tuition - Fully on-line programs	836.00	853.00	17.00	2.0%
Out-of-State Tuition - Other than fully on-line programs	1,227.00	1,252.00	25.00	2.0%
Technology Fee - per credit hour	12.00	13.00	1.00	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	28.00	28.00	0.00	0.0%
Student Center Fee	36.00	36.00	0.00	0.0%
Student Services Fee	24.00	25.00	1.00	4.2%
Student Government Association - flat rate*	60.00	80.00	20.00	33.3%
PART-TIME GRADUATE PER CREDIT HOUR - Public Affairs				
In-State Tuition	848.00	865.00	17.00	2.0%
Regional Tuition**	848.00	865.00	17.00	2.0%
Out-of-State Tuition - Fully on-line programs	848.00	865.00	17.00	2.0%
Out-of-State Tuition - Other than fully on-line programs	1,229.00	1,254.00	25.00	2.0%
Technology Fee - per credit hour	12.00	13.00	1.00	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	28.00	28.00	0.00	0.0%
Student Center Fee	36.00	36.00	0.00	0.0%
Student Services Fee	24.00	25.00	1.00	4.2%
Student Government Association - flat rate*	60.00	80.00	20.00	33.3%
DOCTORAL PER CREDIT HOUR (800+ level only)				
In-State Tuition (Arts & Sciences)	1,061.00	1,082.00	21.00	2.0%
Regional Tuition (Arts & Sciences) **	1,061.00	1,082.00	21.00	2.0%
Out-of-State Tuition (Arts & Sciences)	1,800.00	1,836.00	36.00	2.0%
Technology Fee - per credit hour	12.00	13.00	1.00	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	28.00	28.00	0.00	0.0%
Student Center Fee	36.00	36.00	0.00	0.0%
Student Services Fee	24.00	25.00	1.00	4.2%
Student Government Association - flat rate*	60.00	80.00	20.00	33.3%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
DOCTORAL PER CREDIT HOUR (800+ level only)				
In-State Tuition (Public Affairs)	1,092.00	1,114.00	22.00	2.0%
Regional Tuition (Public Affairs) **	1,092.00	1,114.00	22.00	2.0%
Out-of-State Tuition (Public Affairs)	1,800.00	1,836.00	36.00	2.0%
Technology Fee - per credit hour	12.00	13.00	1.00	8.3%
Auxiliary Fees - per credit hour (unless noted):				
Auxiliary Operations Fee	28.00	28.00	0.00	0.0%
Student Center Fee	36.00	36.00	0.00	0.0%
Student Services Fee	24.00	25.00	1.00	4.2%
Student Government Association - flat rate*	60.00	80.00	20.00	33.3%

*Full year rate is shown. Half of the amount will be charged per semester.

**Includes residents of the District of Columbia, Northern Virginia (counties of Arlington, Clarke, Culpeper, Fairfax, Fauquier, Loudon, Prince William, Rappahannock, Spotsylvania, Stafford, and Warren and cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas and Manassas Park, Southern Pennsylvania (counties of Adams, Chester, Lancaster, and York), and Delaware (all counties).

***MBA at the Hagerstown Regional Center will include the following counties for regional tuition rates:

West Virginia: Morgan, Berkeley, and Jefferson; Pennsylvania: Adams, Franklin, and Fulton;

**** New Rate for Internation MS in Business Programs for International Cohorts

SALISBURY UNIVERSITY

FULL-TIME UNDERGRADUATE STUDENT

In-State Undergraduate Tuition	8,016.00	8,176.00	160.00	2.0%
Out-of-State Undergraduate Tuition	19,520.00	20,300.00	780.00	4.0%
Out-of-State Regional Tuition On-Site Hagerstown	13,520.00	14,060.00	540.00	4.0%
Technology Fee - flat rate	510.00	510.00	0.00	0.0%
Auxiliary Fees - flat rate (unless noted):				
Athletic	900.00	900.00	0.00	0.0%
Facilities Fee	1,020.00	1,020.00	0.00	0.0%
Student Life Fee	550.00	550.00	0.00	0.0%
Student Health & Wellness Fee	150.00	150.00	0.00	0.0%
Student Activity Fee	136.00	136.00	0.00	0.0%
Sustainability Fee	24.00	24.00	0.00	0.0%
Total Fees:	3,290.00	3,290.00	0.00	0.0%
Total In-State Cost	11,306.00	11,466.00	160.00	1.4%
Total Out-of-State Cost	22,810.00	23,590.00	780.00	3.4%
Total Out-of-State Regional Cost On-Site Hagerstown	16,810.00	17,350.00	540.00	3.2%

Adjusted components of mandatory fees based on revenue and expense analysis.

PART-TIME UNDERGRADUATE PER CREDIT HOUR

In-State Tuition	327.00	333.00	6.00	1.8%
Out-of-State Tuition	805.00	837.00	32.00	4.0%
Out-of-State Regional Tuition On-Site Hagerstown	555.00	577.00	22.00	4.0%
Technology Fee - per credit hour	23.00	23.00	0.00	0.0%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	30.00	30.00	0.00	0.0%
Facilities Fee	40.00	40.00	0.00	0.0%
Student Life Fee	23.00	23.00	0.00	0.0%
Student Health & Wellness Fee	6.00	6.00	0.00	0.0%
Student Activity Fee	6.00	6.00	0.00	0.0%
Sustainability Fee	1.00	1.00	0.00	0.0%

Adjusted components of mandatory fees based on revenue and expense analysis.

PART-TIME GRADUATE (excluding DNP, EdD, GIS, Online MBA, Online MSW, MSN) PER CREDIT HOUR

In-State Tuition	445.00	453.00	8.00	1.8%
Out-of-State Tuition	805.00	837.00	32.00	4.0%
Out-of-State Regional Tuition On-Site Hagerstown	535.00	549.00	14.00	2.6%
Technology Fee - per credit hour	24.00	24.00	0.00	0.0%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	28.00	28.00	0.00	0.0%
Facilities Fee	40.00	40.00	0.00	0.0%
Student Life Fee	20.00	20.00	0.00	0.0%
Student Health & Wellness Fee	6.00	6.00	0.00	0.0%
Student Activity Fee	10.00	10.00	0.00	0.0%
Sustainability Fee	1.00	1.00	0.00	0.0%

Adjusted components of mandatory fees based on revenue and expense analysis.

EdD PER CREDIT HOUR *

In-State Tuition	595.00	607.00	12.00	2.0%
Out-of-State Tuition	1,035.00	1,076.00	41.00	4.0%
Technology Fee - per credit hour	24.00	24.00	0.00	0.0%
Auxiliary Fees - per credit hour (unless noted):				
Athletic	28.00	28.00	0.00	0.0%
Facilities Fee	40.00	40.00	0.00	0.0%
Student Life Fee	20.00	20.00	0.00	0.0%
Student Health & Wellness Fee	6.00	6.00	0.00	0.0%
Student Activity Fee	10.00	10.00	0.00	0.0%
Sustainability Fee	1.00	1.00	0.00	0.0%
Total Fees:	129.00	129.00	0.00	0.0%
Total In-State Cost	724.00	736.00	12.00	1.7%
Total Out-of-State Cost	1,164.00	1,205.00	41.00	3.5%

* Salisbury University was approved for a modality change to move this program to fully online. Students who were matriculated into the program before the change will continue to be charged as noted above (separate in-state and out-of-state rates). Students who matriculate into the program as of fall 2023 will be charged the online fee listed below.

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	FY 2026	FY 2027	Recommended	
			\$	%
ON-LINE GRADUATE PROGRAMS PER CREDIT HOUR				
GIS	719.00	743.00	24.00	3.3%
MBA	820.00	848.00	28.00	3.4%
MSW	820.00	848.00	28.00	3.4%
DNP	837.00	865.00	28.00	3.3%
MSN	572.00	590.00	18.00	3.1%
EdD (for new students as of Fall 2023)	805.00	832.00	27.00	3.4%
UNIVERSITY OF MARYLAND GLOBAL CAMPUS				
UNDERGRADUATE PER CREDIT HOUR CHARGES				
In-State Tuition	330.00	337.00	7.00	2.1%
Out-of-State Tuition	499.00	499.00	0.00	0.0%
Out-of-State Regional Tuition On-Site Hagerstown	418.00	418.00	0.00	0.0%
Technology Fee - per credit hour	15.00	15.00	0.00	0.0%
UNDERGRADUATE MILITARY PER CREDIT HOUR				
	250.00	250.00	0.00	0.0%
GRADUATE PER CREDIT HOUR CHARGES				
In-State Tuition	544.00	555.00	11.00	2.0%
Out-of-State Tuition	659.00	659.00	0.00	0.0%
Technology Fee - per credit hour	15.00	15.00	0.00	0.0%
MBA	694.00	694.00	0.00	0.0%
M.S. CYBERSECURITY	694.00	694.00	0.00	0.0%
M.S. CYBERSECURITY POLICY	694.00	694.00	0.00	0.0%
M.S. DATA ANALYTICS	694.00	694.00	0.00	0.0%
DOCTOR OF MANAGEMENT (DM)	1,087.00	1,087.00	0.00	0.0%
UNIVERSITY OF MARYLAND, BALTIMORE COUNTY				
FULL-TIME UNDERGRADUATE STUDENT				
In-State Undergraduate Tuition	9,706.00	9,997.00	291.00	3.0%
Out-of-State Undergraduate Tuition	28,762.00	30,200.00	1,438.00	5.0%
Technology Fee - flat rate	375.00	383.00	8.00	2.1%
Auxiliary Fees - flat rate (unless noted):				
Athletic & Recreation	1,465.00	1,524.00	59.00	4.0%
Parking & Transportation	530.00	545.00	15.00	2.8%
Auxiliary Facilities	655.00	655.00	0.00	0.0%
Campus Engagement	840.00	882.00	42.00	5.0%
Student Activities	108.00	115.00	7.00	6.5%
Total Fees:	3,973.00	4,104.00	131.00	3.3%
Total In-State Cost	13,679.00	14,101.00	422.00	3.1%
Total Out-of-State Cost	32,735.00	34,304.00	1,569.00	4.8%
PART-TIME UNDERGRADUATE PER CREDIT HOUR				
In-State Tuition	401.00	413.00	12.00	3.0%
Out-of-State Tuition	1,193.00	1,253.00	60.00	5.0%
Technology Fee - per credit hour	20.00	20.00	0.00	0.0%
Auxiliary Fees - per credit hour (unless noted):				
Athletic & Recreation	61.00	63.00	2.00	3.3%
Parking & Transportation	29.00	30.00	1.00	3.4%
Auxiliary Facilities	28.00	28.00	0.00	0.0%
Campus Engagement	43.00	46.00	3.00	7.0%
Student Activity	7.00	8.00	1.00	14.3%
Total Fees:	188.00	195.00	7.00	3.7%
PART-TIME GRADUATE PER CREDIT HOUR				
In-State Tuition	779.00	818.00	39.00	5.0%
Out-of-State Tuition	1,338.00	1,405.00	67.00	5.0%
Technology Fee - per credit hour	19.00	19.00	0.00	0.0%
Athletic & Recreation	39.00	41.00	2.00	5.1%
Graduate Program	22.00	22.00	0.00	0.0%
Parking & Transportation	29.00	30.00	1.00	3.4%
Auxiliary Facilities	28.00	28.00	0.00	0.0%
Campus Engagement	46.00	50.00	4.00	8.7%
Total Fees:	183.00	190.00	7.00	3.8%
INFO SYSTEMS ON-LINE PROGRAM TUITION/ PER CREDIT	934.00	962.00	28.00	3.0%
MANAGEMENT OF AGING SERVICES GRADUATE PROGRAM				
In-State Tuition	779.00	818.00	39.00	5.0%
Out-of-State Tuition	1,338.00	1,405.00	67.00	5.0%

Schedule of Tuition and Mandatory Fees
Fiscal Year 2027

	<u>FY 2026</u>	<u>FY 2027</u>	Recommended	
			\$	%
THE UNIVERSITIES AT SHADY GROVE				
MANDATORY AUXILIARY FEE (Undergraduate Students)				
Full-Time Student - flat rate	771.00	796.00	25.00	3.2%
Part-Time Student - per credit hour	31.50	32.50	1.00	3.2%
MANDATORY AUXILIARY FEE (Graduate Students)				
Full-Time Student - flat rate	434.00	448.00	14.00	3.2%
Part-Time Student - per credit hour	23.25	24.00	0.75	3.2%
MANDATORY FACILITIES FEE (All students)				
Full-Time Student - flat rate	46.50	48.00	1.50	3.2%
Part-Time Student - flat rate	23.25	24.00	0.75	3.2%



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name: UNIVERSITY OF MARYLAND, BALTIMORE

2.) Name and title of the person completing this form: Meghan Bruce Bojo, Executive Director, Academic Administration

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:
Meeting #1: Student Fee Advisory Board (SFAB) | Staff: Meghan Bruce Bojo and Raymond Dudeck
10/21/25
Meeting #2:
Meeting #3:

4.) List each Mandatory Fee discussed. Provide a concise description of each:

Mandatory Fee Name/Description: Student Government Association Fee supports the University Student Government Association (USGA) and its associated operations and programming.

Mandatory Fee Name/Description: Shuttle fee supports the operation of the UM Shuttle.

Mandatory Fee Name/Description: Campus Center Infrastructure Fee supports URecFit + Wellness, Event Services, Campus Life Business Services, One Card, and the debt service (bond) for the building.

Mandatory Fee Name/Description: Student Services Fee covers student programming and support services for students- the writing center, student development and leadership, disability services, and international student support.

Mandatory Fee Name/Description: Student Technology Fee provides technology support centrally and to each school.

Mandatory Fee Name/Description: Tuition Late Fee is changed when tuition is paid late, at a rate of 5% of the tuition with a maximum. The Tuition Late Fee is waived if financial aid distribution is late.

5.) Briefly summarize the content that was discussed during the session(s):
The committee reviewed the fees and were made aware that no increases were requested. It was noted that Parking Fees changed in January 2024 and the committee reviewed those changes. The need was due to losing a parking option. The committee discussed the writing of the letter UMB's President. It was also noted that UMB no longer offers University housing and those rates were sunset.

6.) Briefly summarize the comments/feedback received during the session(s):
No concerns

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.
Each of the schools met with a student committee to review student specific fees. School of Graduate Studies: October 20, 2025. School of Dentistry: November 14, 2025. Carey School of Law: November 11, 2025. School of Medicine: December 3, 2025. School of Nursing: November 5, 2025. School of Pharmacy: November 3, 2025. School of Social Work: January 26, 2026.



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name: UNIVERSITY OF MARYLAND, COLLEGE PARK

2.) Name and title of the person completing this form: Danny Catalano
Director of Budget and Planning

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:
The President oversees mandatory student fees, with guidance from the President’s Cabinet. The Committee for the Review of Student Fees (CRSF) advises the Cabinet and ensures meaningful student participation, promoting transparency and informed decision-making. All mandatory fees follow a structured process: each unit convenes an advisory committee of students and stakeholders to review and vote on proposed fees, after which the CRSF reviews the proposals and makes recommendations to the Cabinet. The Cabinet then advises the President, who recommends the fee schedule to the USM Board of Regents for approval.

Meeting #1: 10/27/2025 - SGA, GSG, RHA, University Budget Office Staff

Meeting #2: 02/02/2026 - SGA, GSG, RHA, Fee-Setting Units, University Budget Office Staff

Meeting #3: 02/24/2026 (scheduled)- SGA, GSG, RHA, President's Cabinet

4.) List each Mandatory Fee discussed. Provide a concise description of each:
Student Activities Fee
These fees support student governance and also provide programs and resources for all graduate and undergraduate students including access to legal aid services, funding for recognized student organizations and their programs, activities and programs hosted by organizations like Student Entertainment Events (SEE), and advocacy for students in institutional decision making

Mandatory Fee Name/Description: Recreation Services Fee
The Recreation Services fee supports the in-person and virtual offerings provided by University Recreation & Wellness (RecWell). When on campus, students have access to over 400,000 square feet of indoor recreation spaces, including group fitness studios, an indoor pool, weight rooms, cardio equipment, sport courts and more. Additionally, RecWell manages over 200 acres of outdoor space to meet the recreational needs of all students. When not on campus, students have access to countless virtual group fitness classes, esports and trivia intramural leagues, and an array of adventure offerings like virtual escape rooms and scavenger hunts. Being physically active is a crucial component of success in and out of the classroom, and RecWell is dedicated to creating a culture of wellness where all members of the university community thrive.

Mandatory Fee Name/Description: Shuttle Bus Fee
The Transportation Services (DOTS) fee supports Shuttle-UM, an essential mobility option for students that also facilitates campus sustainability priorities. Shuttle-UM is a 24/7 operation that provides transit service on and around campus to more than 2.6 million riders a year. In addition to 22 fixed bus routes, Shuttle-UM offers interstate bus service for students during university breaks, paratransit services for individuals with temporary or permanent disabilities, and the overnight, safety-focused "NITE Ride" service. It is a critical transportation solution for students without vehicles. Shuttle-UM routes also reduce the number of automobiles on campus, minimizing vehicular congestion and furthering the University’s Climate Action Plan. The mandatory fee also supports Shuttle-UM vehicle and transportation facilities maintenance .

Mandatory Fee Name/Description:



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



***The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.***

<p>1.) Institution Name:</p>	UNIVERSITY OF MARYLAND, COLLEGE PARK
<p>5.) Briefly summarize the content that was discussed during the session(s):</p>	Each self- support unit explained their current fee structure, provided a review of forecasted headcount and expenses for the upcoming fee year, and the calculations that determine the per student fee amount.
<p>6.) Briefly summarize the comments/feedback received during the session(s):</p>	<p>The CRSF unanimously supported the proposed fee increase for the Undergraduate Student Activities Fee, Graduate Student Activities Fee and Recreation Fee.</p> <p>The CRSF supported the proposed Shuttle Bus Fee increase with a vote of 9 yes and 1 no.</p> <p>The following fees are not proposed to increase: Athletics Fee, Student Counseling Center Fee, Student Sustainability Fee and Student Union Fee.</p>
<p>7.) If applicable, provide a list of <u>non</u>-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.</p>	



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name:	BOWIE STATE UNIVERSITY
2.) Name and title of the person completing this form:	Angela Morton-Assistant Director of Budget
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:	T&F were presented to the Cabinet on 11/19/2025
Meeting #1:	SGA & GSA 12/2/2025
Meeting #2:	Staff Council 12/3/2025
Meeting #3:	Faculty Senate 12/11/2025; University Council/President Breaux 2/9/2026
4.) List each Mandatory Fee discussed. Provide a concise description of each:	Athletic fee supports expenses to manage 13 intercollegiate programs in the CIAA division.
Mandatory Fee Name/Description:	Technology Fee used for upgrades in technology needed in the dormitories and classrooms
Mandatory Fee Name/Description:	Intramural and Recreation fee is for student demand in wellness programs, fitness activities and new programs
Mandatory Fee Name/Description:	Health Service Fee helps supports initiatives to improve the overall wellness of the students.
Mandatory Fee Name/Description:	University Construction fee is used for enhancements that will improve the overall quality and safety on the campus.
Mandatory Fee Name/Description:	Student Union Operating fee add additional upgrades and services in the Student Center for the student.
Mandatory Fee Name/Description:	Student Activity fee (SGA & GSA) fee is used for undergraduate and graduate activities such as campus clubs, homecoming.
Mandatory Fee Name/Description:	Sustainability Fee broadens sustainability efforts around the campus.
Mandatory Fee Name/Description:	Bowie Card Fee supports the cost of Id cards. We are currently changing to a new system which handles proximity cards which allows contactless transactions and door access around campus.
5.) Briefly summarize the content that was discussed during the session(s):	During the meetings with the members of the Shared Governance, the Vice-Presidents and/or Designees were present to discuss the Proposed FY 2027 Tuition & Mandatory Fees and Self-Supporting Fees. The Budget Office presented each fee. The Vice-President would explain the justification for the proposed fee increase. The students were given the opportunity to ask questions and comment on the fee. The Shared Governance was given a copy of the FY 2027 Proposed Tuition and Mandatory Fees and Self-Supporting Fees prior to the meeting. Hard copies were available at the meeting.
6.) Briefly summarize the comments/feedback received during the session(s):	The Vice-Presidents, when speaking, were detailed in their justification for their proposed fee. GSA asked for the timeline for completing the computer upgrades. GSA was told for Fall 2026. Dean Jennings explained how the Wellness Center provides 8 services. The Wellness Center works with the Counseling Center for Mental Health. SGA asked about the Construction Fee. It was explained that the construction fee covers deferred maintenance, boiler upgrades, and the purchase of generators. The Student Activity Fee increase is proposed due to rising event security costs. The Graduate Student Activity Fee increase is proposed for Student Research and conference attendance. The Shared Governance approved the fees.



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



***The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.***

1.) Institution Name:

BOWIE STATE UNIVERSITY

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.

N/A



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name:	TOWSON UNIVERSITY
2.) Name and title of the person completing this form:	Donna Auvil, University Budget Director
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:	
Meeting #1:	February 17, 2025 - All Student Fee Forum, hosted by Student Affairs
Meeting #2:	
Meeting #3:	
4.) List each Mandatory Fee discussed. Provide a concise description of each:	
Mandatory Fee Name/Description:	Auxiliary Service Fee - supports a variety of student services & operational functions provided by the University to the students. Examples of services include: Campus Recreation, Student Activities, Transportation, University Union, Civic Engagement & Social Responsibility.
Mandatory Fee Name/Description:	Athletics Fee - assists with operating budget for Athletics program.
Mandatory Fee Name/Description:	Technology Fee - provides software, classroom hardware, classroom technology, etc.
Mandatory Fee Name/Description:	Wellness Fee - supports the Student Health & Wellness program; clinical support, 24/7 access to crisis support, sexual assault advocacy, counseling, health promotion & prevention education and more.
Mandatory Fee Name/Description:	Student Government (SGA) and Graduate Student (GSA) fees - provides operating budgets for various student activities and student publications administered by the SGA & GSA as well as provides professional development for students.
Mandatory Fee Name/Description:	
5.) Briefly summarize the content that was discussed during the session(s):	A brief summary of the overall University budget was provided, explaining the various forms of revenue. Each mandatory fee was presented by the fee owner who explained what the fee covered and how it benefited the student. Tuition rates were reviewed.
6.) Briefly summarize the comments/feedback received during the session(s):	A few questions of clarification of services were asked during the session. Positive feedback was received for those fees that were not increasing as well as for the explanation of those that were going to increase.
7.) If applicable, provide a list of <u>non</u> -mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.	Room, Board & Parking rates



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name:	UNIVERSITY OF MARYLAND EASTERN SHORE
2.) Name and title of the person completing this form:	Beatrice Wright, Acting Associate Vice President & Budget Director
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:	SGA - Hosts - Wade Henley, Beatrice Wright, Bonita Byrd, D. Jamar Simmons, Reginald Garcon
Meeting #1:	2/26/26
Meeting #2:	
Meeting #3:	
4.) List each Mandatory Fee discussed. Provide a concise description of each:	Technology Fee - used to enhance technology infrastructure
Mandatory Fee Name/Description:	Athletic Fee - entitles students to athletic contests and use of the athletic facilities
Mandatory Fee Name/Description:	Student Union Fee - operation of the Student Center
Mandatory Fee Name/Description:	Recreational Facilities Fee - support recreational services to include construction
Mandatory Fee Name/Description:	Student Health Services Fee - enhance Student Health Center and support student mental health counseling
Mandatory Fee Name/Description:	Student Activities Fee - entitles the students to activities and supports the Student Government Association
Mandatory Fee Name/Description:	Sustainability Fee - support the sustainable activities on campus such as composting and recycling
5.) Briefly summarize the content that was discussed during the session(s):	Each fee was discussed. Justification was provided for the increases in fees to keep up with the additional cost of operating the university.
6.) Briefly summarize the comments/feedback received during the session(s):	The students had quite a bit of discussion regarding the increase in fees and unanimously voted to accept the proposed increases while adding an additional increase to the Sustainability Fee.
7.) If applicable, provide a list of <u>non</u> -mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.	



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name: FROSTBURG STATE UNIVERSITY

2.) Name and title of the person completing this form: Denise Schurg - Associate VP Budget & Finance

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:

Bobcat Fee Advisory Committee: Student Government Association (President, Vice President, DEI Chair & Student Life Chair), Residence Hall Association, President's Leadership Circle, Graduate Student Representative, (3) Independent Student Representatives, Student Athletic Advisory Committee, Lane University Center Representative, Fraternity Sorority Life Representative & University Programming Council

September 9, 2025 Bobcat Fee Advisory Committee - VP Admin. & Finance, VP Student Affairs, Provost & Other FSU Leadership

Meeting #1:
Meeting #2:
Meeting #3:

4.) List each Mandatory Fee discussed. Provide a concise description of each:

Mandatory Fee Name/Description: **Tuition Rates- all tuition rates were discussed - in-state, out-of-state & regional and at the undergraduate and graduate level**

Mandatory Fee Name/Description: **Activity Fee**

Mandatory Fee Name/Description: **Athletic Fee**

Mandatory Fee Name/Description: **Auxiliary Fee**

Mandatory Fee Name/Description: **Lane University Center Operating Fee**

Mandatory Fee Name/Description: **Transportation Fee**

Mandatory Fee Name/Description: **Technology Fee**

5.) Briefly summarize the content that was discussed during the session(s): Each fee was discussed as to what the fee provides and the logic for the fee increase.

6.) Briefly summarize the comments/feedback received during the session(s): Most of the students understood the need for tuition increases. The majority of the fee increases were understandable. There were a few comments inquiring why all students had to pay the athletic fee when they don't participate or utilize those resources. One comment asked to reevaluate the bus service as they feel it's not utilized enough. More than one student supported a higher increase of the LUC Fee. (all comments are available)

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process. FSU's timeframe for non-mandatory course, lab and program fee to be submitted will occur in March 2027. The course, lab, and program fees occur every other year per FSU internal policy.



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name: COPPIN STATE UNIVERSITY

2.) Name and title of the person completing this form: Stephen R. Danik - Vice President for Administration and Finance

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:

Meeting #1: Feb. 6, 2026, SGA Leadership, Dean Dorothy Parrish-Harris, Stephen Danik - VPAF

Meeting #2:

Meeting #3:

4.) List each Mandatory Fee discussed. Provide a concise description of each:

Mandatory Fee Name/Description: Athletic:
Supports the university’s intercollegiate athletics program and athletic facilities.

Mandatory Fee Name/Description: College Center
Supports the operation, maintenance, and improvements of the campus College Center/student union facilities.

Mandatory Fee Name/Description: Auxiliary Construction:
Helps finance construction, renovation, and debt service for auxiliary campus facilities.

Mandatory Fee Name/Description: Student Activity
Funds student programming and campus engagement activities.

Mandatory Fee Name/Description:

Mandatory Fee Name/Description:

5.) Briefly summarize the content that was discussed during the session(s): CSU explained the rationale behind a 2% increases in in-state and out of state tuition at both the undergraduate and graduate levels.

6.) Briefly summarize the comments/feedback received during the session(s): The SGA did not provide any feedback or garner any questions during the presentation of mandatory fees.

7.) If applicable, provide a list of non-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name:	UNIVERSITY OF BALTIMORE
2.) Name and title of the person completing this form:	Mary Beth Waak - Director, University Budget and Financial Analysis
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:	The Student Advisory Committee is hosted by the AVP of Administration and Finance. Members include faculty, staff, and members of the Student Government Association and the Student Bar Association.
Meeting #1:	9/19/25
Meeting #2:	10/31/25
Meeting #3:	11/20/25
4.) List each Mandatory Fee discussed. Provide a concise description of each:	\$1 increase per credit hour increase to the Technology Fee. Supports technology-related initiatives connected to academic instruction and informational services. Specifically, it funds instructional and informational technology projects that benefit the academic activities of students and faculty.
Mandatory Fee Name/Description:	\$1 per credit hour increase to the Student Services Fee. The Student Services Fee funds a variety of co-curricular services, events, and programs offered mainly through the university's Student Affairs offices.
Mandatory Fee Name/Description:	\$10 per semester increase to the Student Government Fee. The Student Government Association Fee supports the operations and activities of the university's student government and student organizations.
5.) Briefly summarize the content that was discussed during the session(s):	The 2% tuition increase, Mandatory fee increases, and non-mandatory fee increases. We are also proposing reductions to Web Tuition increment for on line classes.
6.) Briefly summarize the comments/feedback received during the session(s):	Each unit proposing an increase presented their supporting documentation. Pertinent questions were asked and addressed. After discussion, the group agreed to submit the proposal to the President of the University.
7.) If applicable, provide a list of <u>non</u> -mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.	<p>College of Arts and Sciences CPSY 623 Career Counseling - Increase fee to \$50</p> <p>School of Law The University of Baltimore School of Law will be entering into an institutional partnership with a national bar vendor to help improve bar passage and improve bar review course affordability. A new Bar Success Fee will be implemented for AY 2026-2027 for all J.D. students. J.D. students will pay a per semester fee of \$275/\$206.25 (full time/part time, respectively) for bar success curricular materials during law school. The fees paid will also be applied to reduce the price of an already reduced-price bar review course after graduation. Under the new institutional partnership, no student will pay more than \$1650 for bar success curricular materials during law school and a bar review course after graduation.</p>



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name: SALISBURY UNIVERSITY

2.) Name and title of the person completing this form: Budget Officer: Elizabeth B Zimmerman

3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:

Meeting #1: Graduate Student Council (GSC) 2/20/26

Meeting #2: Student Gov Association (SGA) 2/26/26 shared presentation of FY27 rates electronically--in-person meeting was canceled due to snow closure.

Meeting #3: Student Forum 3/1/26--will present proposed FY27 rates to Forum which includes SGA and leaders from other student groups

- 4.) List each Mandatory Fee discussed. Provide a concise description of each:
- | | |
|---------------------------------|--|
| Mandatory Fee Name/Description: | •Athletics Fee: The Athletics Fee supports 19 intercollegiate athletics teams competing at the NCAA Division III level in the Coast to Coast Conference (18 sports) and New Jersey Athletic Conference (Football). |
| Mandatory Fee Name/Description: | •Facilities Fee: This fee each semester supports the maintenance, renovation, construction, and debt service of university facilities. |
| Mandatory Fee Name/Description: | •Student Activities Fee: Each semester this fee supports student government, registered student organizations, the student newspaper/radio station, Safe Ride, and various cultural events. |
| Mandatory Fee Name/Description: | •Student Life: This fee each semester supports the operations at the Guerrieri Student Union, the intramural sports and E-sports leagues and competitions for various skill levels and the recreational facility operations at Maggs Physical Activities Center and University Fitness Center. |
| Mandatory Fee Name/Description: | •Sustainability Fee: The Sustainability fee each semester funds various environmental sustainability projects of students. Projects are approved by a committee comprised of students, faculty and staff. |
| Mandatory Fee Name/Description: | •Technology Fee: The Technology fee each semester supports distance education delivery, classroom technology, mobile technology, computer labs, and student printing. |
| Mandatory Fee Name/Description: | •Student Health and Wellness Fee: Eliminating the patient visit fee to support student health more broadly. Supports physical health spaces, well being events and increasing mental health needs. |

5.) Briefly summarize the content that was discussed during the session(s): The FY27 Tuition and fee schedule will be shared in person at the Student Forum on 3/1/26. The presentation includes a brief summary of how SU develops the proposed rates and provides a detailed breakdown of our mandatory fee components.

6.) Briefly summarize the comments/feedback received during the session(s): The students did not have any specific questions about the proposed rates that were shared. They did voice general concerns about the impact on students when any costs are raised. There was also general discussion about operational costs of the university and how/where the additional revenues from increased fees would be utilized.

7.) If applicable, provide a list of non-mandatory fees that



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name:	UNIVERSITY OF MARYLAND GLOBAL CAMPUS
2.) Name and title of the person completing this form:	Fabiola Desire Senior Director, Budget Operations
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:	Student Advisory Committee (STAC)
Meeting #1:	2/12/2026, Student Advisory Committee (STAC)
Meeting #2:	
Meeting #3:	
4.) List each Mandatory Fee discussed. Provide a concise description of each:	
Mandatory Fee Name/Description:	
Mandatory Fee Name/Description:	
Mandatory Fee Name/Description:	
Mandatory Fee Name/Description:	
Mandatory Fee Name/Description:	
Mandatory Fee Name/Description:	
5.) Briefly summarize the content that was discussed during the session(s):	Tuition Rates and Technology Fee: Utilized for improvements to the institutional IT infrastructure and help support technological advancements and tools to enhance the student experience.
6.) Briefly summarize the comments/feedback received during the session(s):	The committee was thankful for the information shared.
7.) If applicable, provide a list of <u>non</u> -mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.	Non-applicable



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



**The completion and submission of this form is required for BOR consideration of
USM institutional Tuition and Fees.**

1.) Institution Name:	UNIVERSITY OF MARYLAND BALTIMORE COUNTY
2.) Name and title of the person completing this form:	Jared Fincke, Director of Budget & Resource Analysis
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:	Hosting Staff: Divisions of Administration and Finance and Student Affairs. Presenting Staff: Campus leadership responsible for administering each fee ("fee owners")
Meeting #1:	November 5th, 2025 - Black and Gold Student Advisory Board
Meeting #2:	November 12th, 2025 - Black and Gold Student Advisory Board
Meeting #3:	December 3rd & 10th, 2025 - Black & Gold Student Advisory Board
4.) List each Mandatory Fee discussed. Provide a concise description of each:	
Mandatory Fee Name/Description:	Technology Fee- This fee supports the computer infrastructure on campus: computer networking, internet infrastructure, the myUMBC portal, student labs, wireless systems, and the Information Technology Help Desk.
Mandatory Fee Name/Description:	Athletics and Recreation Fee -This fee supports intercollegiate athletics and recreation, including club sports, intramurals, fitness programs and open facility usage.
Mandatory Fee Name/Description:	Transportation and Parking - This fee supports the parking infrastructure on campus and the system of safe and reliable shuttle bus services.
Mandatory Fee Name/Description:	Auxiliary Facilities Fee -This fee supports the development and maintenance of facilities essential to UMBC's auxiliary programs.
Mandatory Fee Name/Description:	Campus Engagement Fee - This fee supports services and programs available at the Commons through the Division of Student Affairs.
Mandatory Fee Name/Description:	Student Activities Fee - This fee covers the costs of various undergraduate student activities and student publications administered by the Student Government Association.
5.) Briefly summarize the content that was discussed during the session(s):	The students were provided with an overview of the committee's responsibilities, the timeline for the fee review process, the university's budget, and the university's mandatory fee structure. The Fee Owners shared how the fee revenue currently supports their operations, presented the proposed fee amount, and highlighted the activities or expenses that the additional revenue will support and answered students' questions.
6.) Briefly summarize the comments/feedback received during the session(s):	Prior to the fee owner presentations, students were provided with the proposed fee rates and supporting materials and were given the opportunity to submit questions in advance. Fee owners addressed these questions, along with additional concerns raised during the sessions, as part of their presentations. Students asked thoughtful questions regarding the rationale for the proposed increases and sought clarification on how the additional revenues would be used. Some concerns were expressed about the Parking and Transportation fee and the Athletics fee, particularly in light of overall affordability. However, students generally acknowledged the impact of rising operating and cost pressures and understood the need for the proposed rate adjustments. The fees submitted reflect the rates as presented during the sessions
7.) If applicable, provide a list of <u>non</u> -mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.	The International Student Fee was presented and discussed as part of the student engagement process. Students were provided with an overview of the current fee structure, the purpose of the fee, and how the revenues support services and programming for international students. Students asked clarifying questions but generally expressed an understanding of the need for and purpose of the fee. No new non-mandatory fees were established as a result of this process.



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



The completion and submission of this form is required for BOR consideration of USM institutional Tuition and Fees.

1.) Institution Name:	THE UNIVERSITIES AT SHADY GROVE
2.) Name and title of the person completing this form:	Nhi Eklund
3.) For each Student Involvement Session, provide the date, student advisory group name (e.g., SGA) and campus staff hosting:	<div style="border: 1px solid black; height: 40px; margin-bottom: 5px;"></div> <p>Student Council meeting Feb 13, 2026 hosted by Director of Finance Emiko Kawagoshi and Senior budget analyst, Nhi Eklund.</p>
Meeting #1:	
4.) List each Mandatory Fee discussed. Provide a concise description of each:	
Mandatory Fee Name/Description:	Auxiliary Fees support Student services such as Counseling Ctr, Career Development, Macklin Ctr, and Ctr for Transfer Access.
Mandatory Fee Name/Description:	Facility fees fund maintenance and replacement of furniture; upgrades & refreshes physical space; campus safety, first aid and emergency notifications.
Mandatory Fee Name/Description:	Technology fees fund our technology costs such as classroom & computer lab technology, network, technical resources, and library technology. Technology fees are set by home institution and not USG. We receive 50% of Tech fees and home institution keeps 50%.
Mandatory Fee Name/Description:	
Mandatory Fee Name/Description:	
Mandatory Fee Name/Description:	



University System of Maryland Student Involvement Summary FY 2027 Tuition & Fee Schedule



The completion and submission of this form is required for BOR consideration of USM institutional Tuition and Fees.

<p>1.) Institution Name:</p>	<p>THE UNIVERSITIES AT SHADY GROVE</p>
<p>5.) Briefly summarize the content that was discussed during the session(s):</p>	<p>1) USG explained how these fees are collected from home institution and USG invoices the home institution according to enrollment and credit hours. 2) Discussed Mandatory fees provide us with only 5% of our gross revenue and that 85% is from state appropriation. 3) USG provided 4 expense categories that increase YOY such as utilities, supplies, other contractual services, and equipment maintenance and repair. 4) USG shows 2 pie charts of FY26 Budgeted Revenues & Expenses to illustrate allocation percentages by types of Revenue and Expenses, respectively. 5) USG proposes mandatory fees increases for FY27 to be slightly under HEPI of 3.6%. 6) USG shows chart of HEPI rates from FY20 through FY25 versus actual mandatory fees increases. USG historically increase rates are lower than the HEPI rate. 7) The proposed increase of 3.23% will generate an add'l \$52K and in total will yield about \$1.9M in fee revenue which is only 5% of total revenue.</p>
<p>6.) Briefly summarize the comments/feedback received during the session(s):</p>	<p>Student Council did not have any concerns on the proposed increase in mandatory fees. They asked the following questions: 1) if there was ever a surplus at year-end. We explained that we always have more expenses than we have funds so a surplus won't be a possibility. 2) Student Council also asked about how the fees were used. We reiterated that fees are to help pay for Student services, Facilities and Security and Technology. Mandatory fee revenue only makes up 5% of what we need to pay to operate. 3) Lastly Technology fees structure was noted as inconsistent among all home campuses.</p>
<p>7.) If applicable, provide a list of <u>non</u>-mandatory fees that were presented/discussed during the student engagement session(s) and any feedback received. As a reminder, in accordance with BOR Policy VIII-2.50, the advisory or similar committee(s) shall have the current fee structure explained and shall be consulted prior to the establishment of any non-mandatory student fee during the determination process.</p>	<p>N/A</p>

TOPIC: Frostburg State University: Expansion and Restructuring of Regional Tuition Program (action)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: Frostburg State University (FSU) seeks approval to expand and restructure its current regional tuition program beginning in academic year 2027–2028. Approval at this time will allow the university to incorporate the revised pricing structure into upcoming recruitment and marketing efforts in advance of the 2027 admissions cycle.

The proposal would replace FSU’s existing regional tuition rate, currently available to students residing within a 120-mile radius of the campus, with an expanded regional classification under which eligible students would be charged the Maryland resident undergraduate tuition rate. The revised structure would include the Northern Virginia counties currently eligible for the regional rate and expand eligibility to additional counties in neighboring states, including a subset of counties located within the Appalachian region.

This request is made pursuant to Board policy VIII-2.01 – Policy on Tuition, Section II. B.4 (Geographic Considerations), which permits institutions, with Board approval, to offer reduced tuition rates to students from designated geographic areas when justified by factors such as regional economic impact, student recruitment goals, and community partnerships. Frostburg’s proposal is intended to simplify the institution’s current tuition discounting structure, strengthen competitiveness with nearby institutions in West Virginia and Pennsylvania that offer reduced tuition or significant merit aid to Maryland students, and support enrollment growth in the university’s natural recruitment region. Frostburg has sufficient enrollment capacity to accommodate additional students under this initiative while continuing to serve Maryland residents.

If approved, the revised regional tuition classification would take effect beginning in FY 2028 and would supersede FSU’s currently authorized regional tuition rate. All other tuition and mandatory fee rates for FY 2028 will continue to be reviewed and approved by the Board of Regents through the normal annual tuition and fee approval process.

ALTERNATIVE(S): Frostburg could continue operating under its current regional tuition structure, which provides a discounted tuition rate for students residing within a 120-mile radius of the campus. The institution would continue to rely on existing tuition discounting and merit aid strategies to compete for students in neighboring states.

FISCAL IMPACT: Extending the resident tuition rate to eligible students under the expanded regional program may reduce gross tuition revenue from some currently enrolled regional and out-of-state students. However, the institution anticipates offsetting this impact through reduced institutional discounting and revenue associated with incremental enrollment, including room, board, and mandatory fees. The university expects the initiative to support enrollment growth and stabilize tuition revenue over time.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve Frostburg State University's expansion and restructuring of its regional tuition program, which will replace the current regional tuition classification beginning in the 2027–2028 academic year.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



FROSTBURG STATE UNIVERSITY

Proposal to the University System of Maryland Board of Regents

To Establish an In-State Tuition Rate for Students from the Appalachian Regional Commission’s Subregions 1 & 2 and the Geographic Area Currently included in FSU’s “Regional Tuition” Model

(Policy Reference: USM VIII-2.01 – Special Criteria for Differential Tuition Rates: Geographic Considerations)

Executive Summary

Frostburg State University (FSU) seeks approval from the University System of Maryland (USM) Board of Regents to offer in-state tuition to students residing in counties designated by the Appalachian Regional Commission (ARC) Northern and Northern North Central subregions and the existing regional rate structure for 120-mile range (Appendix A). This policy change directly responds to a 37% decline in in-state regional undergraduate enrollment over the past decade and intensifying competition from neighboring-state institutions that routinely undercut Frostburg’s current regional and out-of-state pricing through reduced tuition programs and aggressive merit-based aid.

Enrollment modeling indicates the institution would reach break-even with approximately 50 additional full-time students, representing less than one additional student per ARC county per year. This level of growth is consistent with recent enrollment losses to institutions in West Virginia and Pennsylvania and is achievable within existing recruitment pipelines and broader marketing reach.

Extending in-state tuition to ARC-region residents and our current regional rate aligns with FSU’s mission as a regional access institution and formalizes a recruitment footprint that already defines the university’s out-of-state enrollment. The initiative would:

- Expand access to affordable higher education for students across the northern Appalachian regions;
- Strengthen FSU’s competitiveness against institutions in neighboring states —particularly in West Virginia and Pennsylvania—that consistently undercut current regional tuition discount pricing;
- Stabilize and grow enrollment by formalizing a region that already comprises the majority of FSU’s out-of-state student population;

- Simplify the university’s current tuition discounting model and reduce financial aid complexity; and
- Support economic mobility and talent retention throughout the ARC region by increasing educational attainment and workforce readiness.

While the policy would reduce gross tuition revenue from current ARC students, modeling shows these reductions can be offset through lower discount rates and increased room-and-board revenue. A modest increase of under 50 additional full-time students would allow FSU to break even, with higher enrollment growth generating net revenue gains.

Approval of this three-year pilot classification for AY 2027–2030 would enable Frostburg State to enhance affordability, improve regional competitiveness, and reinforce its long-standing commitment to serving the educational and economic needs of Western Maryland and the broader Appalachian region.

1. Objective

Frostburg State University requests authority to classify residents of the ARC Northern and North Central regions, as well as individuals residing within a 120-mile regional radius of the university, as in-state students for tuition purposes. This change will improve affordability for students in Appalachia, strengthen regional yield, reduce scholarship discounting complexity, and align institutional pricing with FSU’s mission and natural geographic recruitment footprint.

2. Background Information

Over the past decade, FSU has experienced a significant decline in undergraduate enrollment, driven primarily by a 37% reduction in regional in-state students. FSU’s traditional regional pull from Western Maryland – particularly Allegany, Garrett, and Washington counties—has weakened due to demographic contraction and competition from institutions closer to metropolitan areas or online. While out-of-state and regional-rate enrollment (driven by the transition to Division II Athletics) and transfer student enrollment (supported by the growth of the RN-to-BSN and LPN-to-BSN online programs) have provided some stabilization, the overall trend reflects a smaller pool of local high school graduates and rising competitive pressure.

Table 1 shows that total regional in-state enrollment declined from 1,160 (2016) to 730 (2025), a reduction of 37.1%. Allegany decreased by 35%, Garrett by 31%, and Washington by 43% over the same period. The contraction underscores the importance of expanding our affordable pricing footprint beyond Maryland’s borders into the ARC region.

Table 1: Regional Undergraduate Enrollment (2016–2025)

Regional Undergraduate Enrollment	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025
Allegany	718	656	664	603	565	531	513	518	500	465
Garrett	141	166	150	163	147	108	108	104	100	97
Washington	301	283	292	258	253	229	185	181	185	171
Total	1160	1105	1106	1024	965	868	806	803	785	730

Although Frostburg State University has operated under a regional contiguous-county tuition model for over a decade, the anticipated enrollment gains associated with in-state pricing have not materialized, especially among prospective students in adjacent West Virginia and Pennsylvania markets.

2.2 Regional Demographics and Population Density

Western Maryland is sparsely populated compared to the Baltimore-Washington corridor, creating structural recruitment challenges. The absolute pool of college-eligible residents in FSU’s primary service counties (Garrett, Allegany, Washington) and the regional tuition rate area is materially smaller than in metropolitan counties feeding other USM institutions.

Garrett County is sparsely populated, about 44 people per square mile, while Allegany County is near 159 people per square mile, and Washington County is approximately 340 people per square mile. [Census.gov+2Census Reporter+2 \(Appendix B\)](#). By contrast, core Baltimore–Washington market counties have population densities measured in the thousands per square mile, creating far larger contiguous populations of college-age residents and stronger yield potential for state flagship and suburban institutions. For example, Montgomery County is approximately 2,146 people/sq mi and Prince George’s County is at 1,963 people/sq mi. [Census Reporter+1](#) These density differences – paired with a demographically aging population in Western Maryland – limit the local application pool and amplify the impact of out-of-state offers from nearby institutions.

The 120-mile regional tuition service area surrounding Frostburg State University is characterized by rural and small-population communities with comparatively low population density. Much of this region spans Appalachian counties in Western Maryland, West Virginia, and Pennsylvania, where population decline, aging demographics, and limited college-going populations reduce the overall pool of traditional undergraduate students. As a result, despite geographic proximity, the regional market does not generate enrollment volumes comparable to more densely populated metropolitan areas, reinforcing the need for expanded regional tuition flexibility to remain competitive and accessible to prospective students within the University’s primary service region.

2.3 Competitive Pressures

FSU increasingly competes with regional institutions, most notably in West Virginia and Pennsylvania, that deploy aggressive merit scholarships and reduced out-of-state pricing. This dynamic enables high-achieving Maryland and ARC-region students to access net prices at or below FSU’s current regional rate through merit awards and special tuition programs. For context, a

typical ARC-region nonresident currently receives an average institutional discount of approximately 34 percent, resulting in an estimated net tuition of \$13,500–\$15,000 depending on eligibility for Reach or athletic tuition differentials.

These prospective FSU students are not choosing FSU but are selecting regional institutions like West Virginia University (WVU) that offer extensive merit-based aid and reduced-tuition programs that often undercut Frostburg’s regional/out-of-state pricing. Over the past several years, West Virginia University (WVU) has significantly increased its institutional merit-scholarship funding, disbursing over \$167 million in scholarships during the 2023-24 cycle. [WVU Admissions+1](#) WVU explicitly offers merit scholarships to both in-state and out-of-state students, including those from states such as Maryland. [West Virginia University+1](#) Additionally, through its “Reduced Tuition Programs” initiative, residents of Garrett County, Maryland (who hold an associate degree from Garrett College) may become eligible to pay in-state tuition rates at WVU. [West Virginia University](#) A snapshot of tuition at competitive, regional universities is provided in Table 2.

Taken together, these mechanisms mean that high-achieving Maryland students who secure merit awards at WVU or meet the reduced tuition criteria may effectively pay tuition costs comparable to or even below the in-state Maryland rate at Frostburg State University, thereby creating strong competitive pressure for retaining those students in-state. In the fall of 2025, 68 students who applied to FSU enrolled at WVU per National Student Clearinghouse data.

Table 2: Tuition at Competing, Regional Universities

Institution	In-State Tuition	Out-of-State Tuition	Typical Merit / Transfer Awards & Affordability Programs
Frostburg State University (FSU)	~\$7,400	~\$23,300	Transfer scholarships typically \$1,500–\$3,000/year ; Associate Degree Scholars Award \$3,000/year (up to 4 semesters). Regional rate discounts for nearby states.
West Virginia University (WVU)	~\$10,700*	~\$30,400*	WVU Guarantee covers tuition & fees for qualifying WV residents with family AGI ≤ \$65,000 (last dollar after aid) when FAFSA is filed annually. Includes transfer and general merit awards. Noting reduced tuition programs for Garrett County, MD.
Shepherd University	~\$9,000	~\$19,300	Merit & transfer awards typically \$2,000–\$6,000/year , GPA-based.
Shippensburg University (PA)	~\$9,600	~\$11,900	Merit awards commonly \$1,000–\$4,000/year for high-performing students.

*WVU figures reflect published tuition + mandatory fees.

3. Alignment with FSU’s Mission

FSU’s mission emphasizes regional service, educational access, and workforce development. Extending in-state tuition to ARC-region residents advances these commitments by:

- Expanding access for rural and first-generation students across Appalachia,
- Strengthening workforce pipelines in high-need fields (e.g., nursing, education, engineering, business, psychology) where regional employers partner with FSU, and

- Reinforcing FSU's role as the premier four-year institution serving Western Maryland and the tri-state mid-Appalachian area.

4. The Appalachian Regional Commission (ARC) and Regional Tuition Area

4.1 Overview of the ARC (Appendix C) and Regional Tuition Area

The ARC is a federal-state partnership focused on innovation, community capacity, and economic growth across Appalachia. The ARC spans 13 states and 206,000 square miles and is home to more than 26 million residents – 10% of whom are 18-24 years of age – many facing persistent socioeconomic disparities. FSU is uniquely positioned with USM to support the ARC's goals by educating and retaining talent in the region (Appendix D demonstrates Fall 24 FSU students in the ARC's Northern and North Central subregions). This proposal includes all counties within the states of West Virginia and Pennsylvania, the University's existing 120-mile regional tuition service area, and the remaining portions of the ARC Northern and North Central subregions (Appendix A), including limited areas of Ohio and New York. Also, recent program and campus closures within the Pennsylvania State University system (Appendix E) create a strategic opportunity for FSU to expand recruitment in nearby regions by leveraging its competitive in-state tuition model and accessible regional programming to attract displaced and new students.

4.2 Current FSU Enrollment from ARC Counties

FSU already functions as a de facto regional institution for the tri-state mid-Appalachian area. Approximately 84% of FSU's out-of-state enrollment originates from within 120 miles of campus – primarily southwestern Pennsylvania and northeastern/eastern West Virginia. These students currently access the Regional Discounted Tuition rate (see below). The remaining 8.8% of out-of-state students originate from areas beyond 120 miles from campus and include students from outside of the Northern and North Central ARC subregions. These numbers substantiate that FSU's existing out-of-state tuition population is already deeply regional, reflecting the institution's natural recruitment zone within the ARC and regional 120-mile zone. See Appendix D for a map of the current ARC students (Northern & North Central subregions).

Extending in-state tuition to all ARC counties in the Northern and North Central subregions, all of WV/PA, and the existing regional tuition area would formalize and strengthen this draw, allowing FSU to achieve a more competitive net price versus institutions across this region.

5. Financial Analysis

5.1 Complexity of FSU's Out-of-State Tuition Structure

Out-of-state students face the challenge of understanding FSU's complex out-of-state tuition. FSU, with the Regents' approval, has attempted to reduce our high out-of-state tuition by approving the *Regional Rate* for those residing within a 120-mile radius of the campus. FSU also offers Reach scholarships to qualified out-of-state students, and out-of-state student-athletes may be eligible for athletic tuition differential waivers. In addition to the high cost of tuition discounting, out-of-state

prospective students find our tuition structure cumbersome when estimating their cost of attendance. This complexity reduces the number of applications and our yield.

FSU Tuition (2025–26):

- In-State: \$7,414, per year
- Out-of-State: \$23,306 per year
- Regional (within 120 miles of campus): \$17,198 per year
- Reach Scholarship \$5,500

(Source: Frostburg State University Tuition & Fees, 2025–26)

5.2 Fiscal Impact of Current ARC Region Students

FSU enrolls approximately 205 students within the ARC North Central and Northern subregions and the 120 mile regional tuition service area. The average discount rate for these students is 34%, which accounts for Reach Scholarships and the Athletic Tuition Differential. When factoring in the current discount rate of 34%, the **estimated gross annual revenue loss** from applying in-state tuition to all current ARC-region students and regional students, including all students in West Virginia and Pennsylvania is approximately **\$1.0M** plus \$250,000 marketing budget (\$1.25 million).

5.3 Break-Even and Plausible Growth Scenarios

Enrollment modeling indicates that an increase of approximately 50 new full-time in-state students (at ≈ \$7,414 net tuition, \$3,050 student fees, and \$14,144 average room and board) will offset the \$1.25 M revenue reduction. Given FSU’s strategic initiative, including the Division II athletics transition, expanded online completer programs (RN-to-BSN, LPN-to-BSN), and enhanced regional recruitment pipelines—this level of enrollment growth is achievable within three years.

Primary offset mechanisms:

1. Lower discounting due to simplified, competitive pricing.
2. Room and board revenue from incremental on-campus students (currently \$14,144 per year)

As indicated in Table 3, modeling indicates FSU would break even with 50 additional full-time students when factoring in room and board, fees, and reduced discounts.

Table 3: Alternative Growth Strategies

Scenario	Incremental FT Students	Gross Tuition Change	Room & Board	Student Fees	Total Revenue	Net Contribution
Breakeven	50	\$370,700	\$726,100	\$152,500	\$1,249,300	\$15,132
Moderate Growth	75	\$556,050	\$1,089,150	\$228,750	\$1,873,950	\$639,782
High Growth	100	\$741,400	\$1,452,200	\$305,000	\$2,498,600	\$1,264,432

5.4 Sensitivity and Risk Mitigation

The pilot structure allows USM to evaluate outcomes annually and recalibrate if enrollment or fiscal objectives are not met.

- If incremental enrollment is fewer than 50 students, targeted scholarship controls and housing revenue will still materially reduce net impact; academic program capacity and Division II athletic pipelines provide upside.
- Mitigation Strategies: Cap high-cost merit awards in overlapping ARC markets; prioritize need-based grants, expand transfer and online completer pathways (RN-BSN, LPN-BSN, and other completers) to diversify intake.

6. Implementation Plan

- Effective term: Fall 2027 (AY 2027-2028)
- Eligibility: Students with permanent residence in any Northern and North Central ARC-designated county, and the geographic area currently included in the “Regional Tuition” model.
- Process:
 - Update admissions communications, website, and net-price calculators.
 - Align Financial Aid packaging policies to the new classification, reduce overlapping merit where net price already meets competitive thresholds.
 - Coordinate with Housing, Dining, and Registrar for capacity and compliance.
 - Expand and align the institutional marketing strategy to effectively serve and recruit students across the newly designated in-state tuition region.
- Equity & Access: Targeted outreach to first-generation and low-income students’ partnerships with high schools and community colleges across the region.

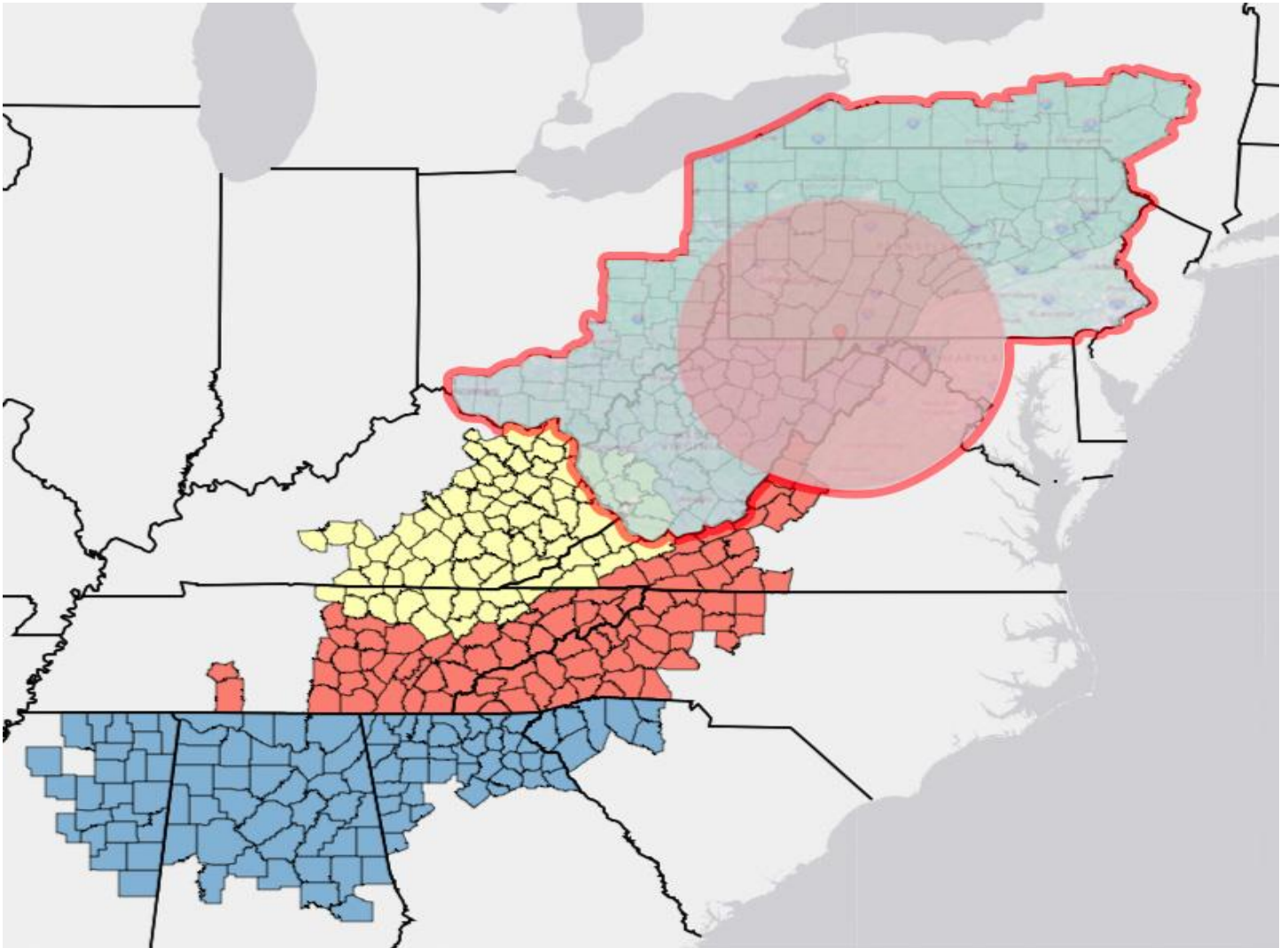
7. Recommendation

Frostburg State University (FSU) recommends approval for a three-year pilot classification (Academic Years 2027–2030) to extend in-state tuition eligibility to students residing within the Appalachian Regional Commission (ARC) Northern and North Central subregions, including all counties in West Virginia and Pennsylvania, in addition to FSU’s existing regional tuition area. The pilot program will include annual assessment and reporting to the University System of Maryland (USM) to evaluate enrollment outcomes, financial sustainability, and regional impact.

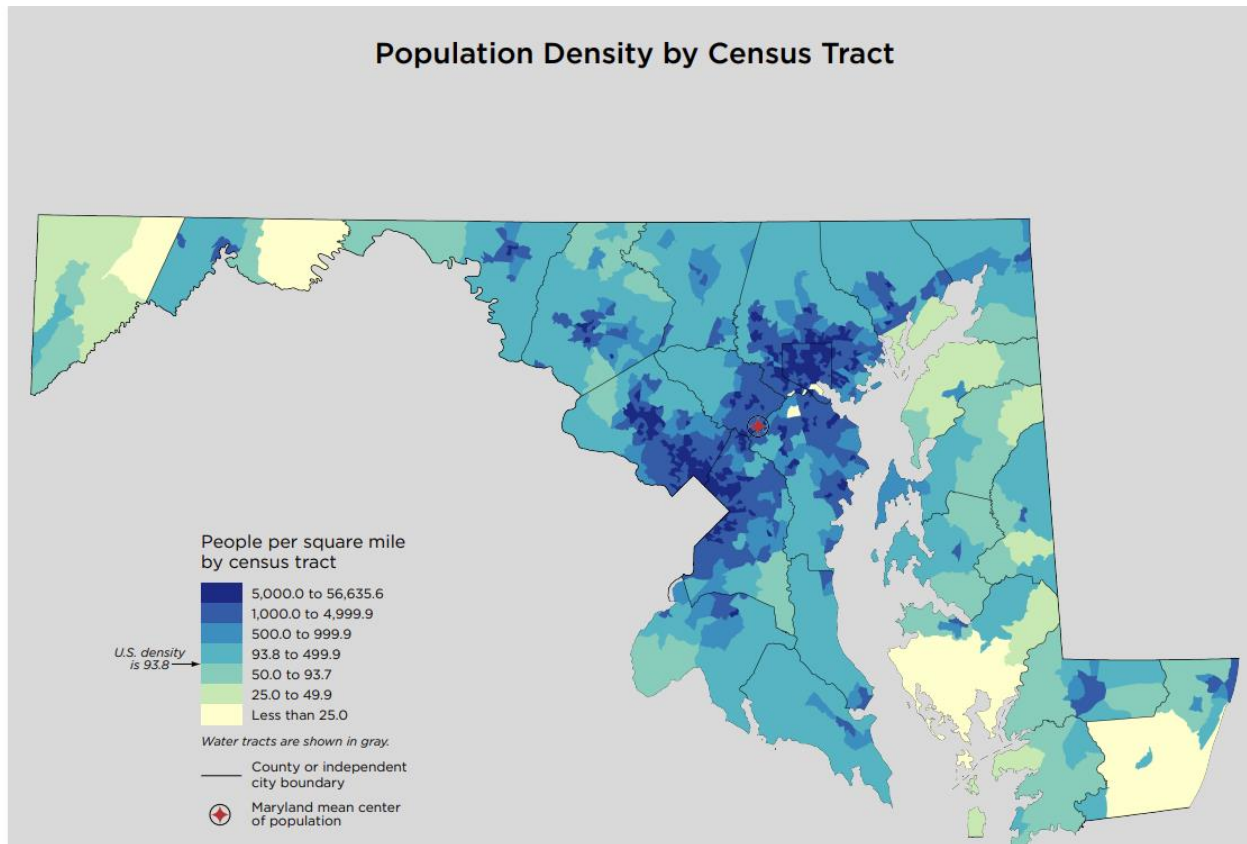
This request is consistent with USM Policy VIII-2.01, which permits geographically based differential tuition classifications when aligned with institutional mission and demonstrable enrollment need. This initiative advances regional equity, enrollment stability, and workforce development, reinforcing FSU’s founding purpose to serve Western Maryland and neighboring Appalachian communities.

Appendices

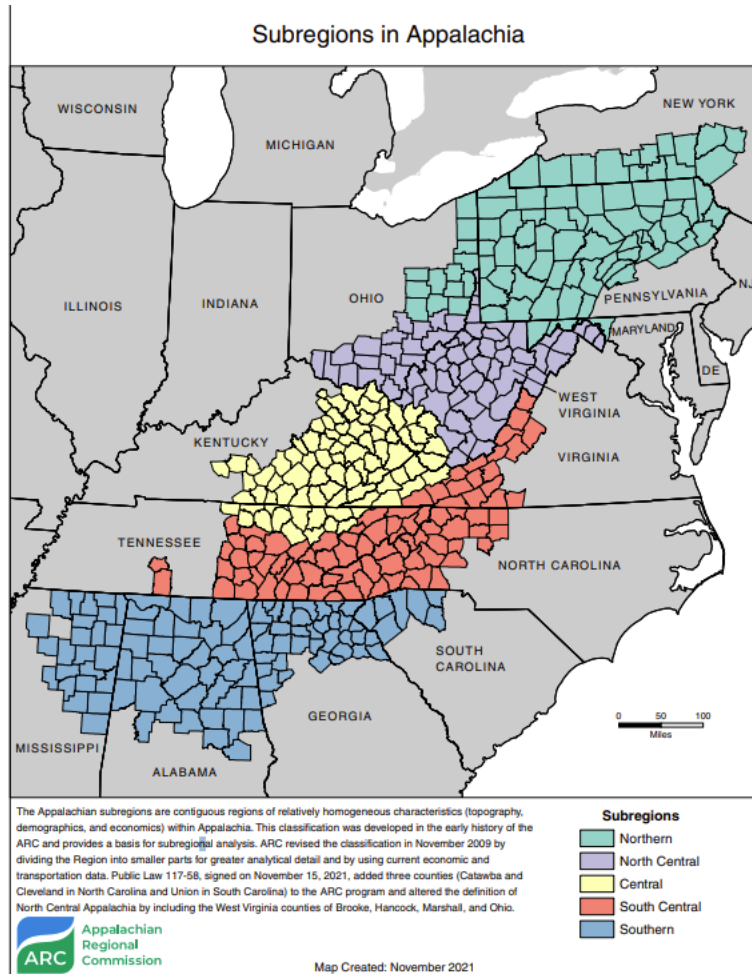
Appendix A. Appalachian Regional Commission (ARC) Northern and Northern North Central regions and the existing regional rates for 120 mile range



Appendix B. [2020 Census Maryland Profile](#): Population Density



Appendix C. [Appalachian Regional Commission Map](#)



Appendix E. Penn State Closures: Seven Commonwealth Campuses after the 2026-27



● Closing

TOPIC: Towson University: Implementation of Pilot Undergraduate Regional Tuition Rate Program (action)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: Towson University (TU) requests approval to implement a pilot undergraduate regional tuition rate beginning in Fall 2027 and continuing until Spring 2031. TU seeks to accelerate our approach to entrepreneurial enrollment management during an era when multiple factors are contributing to increased competition for students. Factors such as the “enrollment cliff,” continuing questions about the value of an advanced degree, fewer international students enrolling at US institutions, and other factors have contributed to the need for colleges and universities to be more creative and innovative in the consideration of their tuition, fees, and other costs of attendance. TU seeks to be “out front” on the cutting edge by proposing an inventive approach that we believe will grow our regional market.

This proposed initiative would replace the institution's current "Black and Gold" scholarship model (refer to attachments for more information about this program) with a regional tuition classification set at 200% of the TU in-state undergraduate rate. This proposed regional tuition pilot program would allow for a more competitive tuition pricing structure for TU's most robust out-of-state markets that are close to Maryland and are home for most TU's out-of-state students. These states are: Delaware, District of Columbia, Pennsylvania, New Jersey, New York, Virginia, and West Virginia.

Approval at this time is critical to allow the university to incorporate this revised pricing structure into recruitment and marketing efforts for new students entering Fall 2027. This pilot will continue for four academic years, during the expected time that first-year students beginning their academic program at TU will graduate. During the pilot period, data will be collected to analyze the effect of this pilot on student applications, admission rates, yield, student performance, and career outcomes, including the proportion of these students who remain and work in Maryland post-graduation.

The proposal is intended to reverse a decline in enrollment from primary out-of-state markets where public higher education institution peers within the target regions increasingly have undercut TU's out-of-state rates. Between Fall 2015 and Fall 2025, first-time student enrollments from key target states fell significantly; for example, New Jersey enrollment dropped from 244 to 69, and Pennsylvania from 117 to 86. Research indicates that 63% of families eliminate colleges based on the published "sticker price" alone, often before discovering scholarship opportunities such as the current TU “Black and Gold” program and other financial aid programs.

Strategic Objectives: The following strategic objectives have been identified as the key indicators for enrollment success.

- **Market Clarity:** Replacing a complex scholarship model with a fixed multiplier provides absolute transparency and stability, making the university a financially competitive and viable choice for families who likely would otherwise look exclusively at their home state's public institutions or other higher education institutions.

- **Competitiveness:** The proposed regional rate of approximately \$15,512 (which would have been the rate in FY 2026) positions TU competitively against regional peers such as the University of Delaware, James Madison, Penn State, Rutgers (among others), against whom TU currently loses a significant number of its admitted students.
- **Enrollment Growth:** Modeling forecasts that incremental new student enrollments will grow by over 200 students each year during the pilot period. Accounting for retention, the net headcount in these regions is projected to increase significantly over the duration of this proposed pilot program.

This request is made pursuant to Board policy VIII-2.01 – Policy on Tuition, Section II.B.4 (Geographic Considerations), which permits reduced tuition rates to achieve student recruitment goals. TU has sufficient capacity to accommodate the resulting incremental enrollments.

Supporting details are included in Appendix A.

ALTERNATIVE(S): TU could continue to rely on the Black and Gold scholarship model. However, this model lacks the "sticker price" transparency required to compete with schools that eliminate high-cost out-of-state options early in the search process. And to increase the number of students enrolling from these regions, TU would have to increase institutional spending on Financial Aid to continue offsetting the out-of-state rate. That is, Black and Gold is NOT a discounting model; it is a scholarship program that requires the university to “back-fill” an offered reduction in tuition with financial aid funds. The cost to the university for each black and gold scholarship student is currently \$12,000, and the cumulative cost amounts to nearly \$9,600,000.

FISCAL IMPACT: Initially, extending the regional rate to existing students in the seven target states will incur a \$1.9M cost. TU would need 127 additional students to reach the break-even point. Enrollment modeling suggests that the program will become cash-positive no later than the second year (and very likely earlier), netting at least a projected \$10M annual increase in tuition revenue, and at least a projected \$7.5M increase in annual tuition revenue over the proposed four-year pilot cycle after accounting for the cost to transition from the current “Black and Gold” scholarship program currently in place.

CHANCELLOR’S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve Towson University’s implementation of a pilot regional tuition rate program at 200% of its in-state undergraduate rate for a four-year pilot period starting Fall 2027 for students enrolling at TU from Delaware, District of Columbia, New Jersey, New York, Pennsylvania, Virginia, and West Virginia.

COMMITTEE RECOMMENDATION: _____ DATE: _____

BOARD ACTION: _____ DATE: _____

SUBMITTED BY: Ellen Herbst (301) 445-1923

Regional Tuition Rate Proposal for Towson University Pilot

Conceptual Setup

In an increasingly competitive landscape for students, many universities have reevaluated their stance on out-of-state tuition. A variety of models have been employed to discount out-of-state tuition to spur additional enrollment. In response, Towson University is proposing a 4-year pilot to launch a regional tuition model.

Strategic Rationale for Regional Rates

In an increasingly competitive higher education landscape, the "sticker price" of out-of-state tuition often serves as a significant barrier to entry, even for students within a short driving distance of Maryland. Regional tuition rates function as a targeted pricing strategy designed to:

- **Expand the Primary Market:** By reducing the cost of attendance for specific neighboring regions, TU effectively expands its "local" footprint, making the university a financially viable choice for families who would otherwise look exclusively at their own state's public institutions.
- **Improve Yield Rates:** A more competitive price point directly correlates with higher yield (the percentage of admitted students who enroll). It allows TU to compete head-to-head with regional peers on both quality and cost.
- **Diversify the Student Body:** Increasing out-of-state enrollment brings a broader range of perspectives to campus, enhancing the educational environment and the university's regional profile.
- **Growing Price Sensitivity:** Industry data (Sallie Mae) indicates that 63% of families eliminate colleges from their list based on the published sticker price alone, often before discovering scholarship opportunities. A transparent regional rate targets this segment of the market directly.

Pricing Models: TU researched different models adopted by other universities:

Multiplier of in-state tuition

University pegs out-of-state tuition to a fixed proportion of their in-state rates.

Examples: The recently approved Expand Eagle Nation program at Coppin State is using this model by offering in-state tuition for students from 41 states that have no HBCU. UMES uses this model for some graduate programs for students residing in Delaware and parts of Virginia. UMES prices these programs at about 40% above in-state tuition. The Western Undergraduate Exchange allows students from several western states to choose from many programs across the West and pay no more than 150% of in-state tuition

Pros: Provides absolute transparency and stability. Because it is tied to the existing tuition structure, it scales automatically with approved tuition increases and is easily understood by prospective students. Very easy to market.

Cons: Less directly tied to the specific pricing of competitors in the target region. This is especially true if the competitors have large variability in tuition rates.

Flat Discount

Universities reduce out-of-state tuition by a fixed amount. This can be done directly with pricing or indirectly with scholarships.

Example: Frostburg State University currently uses this approach by discounting out-of-state tuition by about \$6,000 for out-of-state students who live within 120 miles of their campus.

Pros: Simple to manage. Scales automatically when other tuition rates change.

Cons: Not overly strategic. May not be tied closely to the price of competitors. Tough to market if using a scholarship.

Flagship/State-by-state pricing

A University will set their tuition and/or fees based on another competing institution.

Example: University at Albany will match the in-state flagship tuition for students in any state.

Pros: If the issue is direct competition from other Universities, this is the most direct way to address the issue.

Cons: Extremely difficult to manage. It requires constant monitoring of external tuition rates and creates a fluctuating price point that is difficult for student billing systems to automate and for families to predict. Towson is not a flagship university and competes with a wide variety of schools. Selecting appropriate competing institutions is not clear.

Tuition Reciprocity Model

Groups of states arrange for reduced tuition rates within a given area.

Example: The New England Board of Higher Education Tuition Break program allows New England residents to pay a reduced tuition rate (50% above in-state) at out-of-state public colleges and universities. Students must be enrolled in an approved program not available at public institutions in their home state. Other programs like the Western Undergraduate Exchange (WUE) and the Midwest Student Exchange (MSEP) have successfully used the "percentage-of-in-state" logic (typically 150%-200%) to maintain enrollment levels in regions facing demographic declines.

Pros: Can help manage enrollment issues across several institutions with a single program.

Cons: Complex to manage due to the number of institutions involved and differences in state budgets. Can create competitive imbalances as flagship universities would benefit from name recognition and the expense of other schools. Difficult to manage by program and significantly reduces the student population to those in boutique majors.

Conclusion:

Why the In-State Multiplier is the Optimal Path for TU

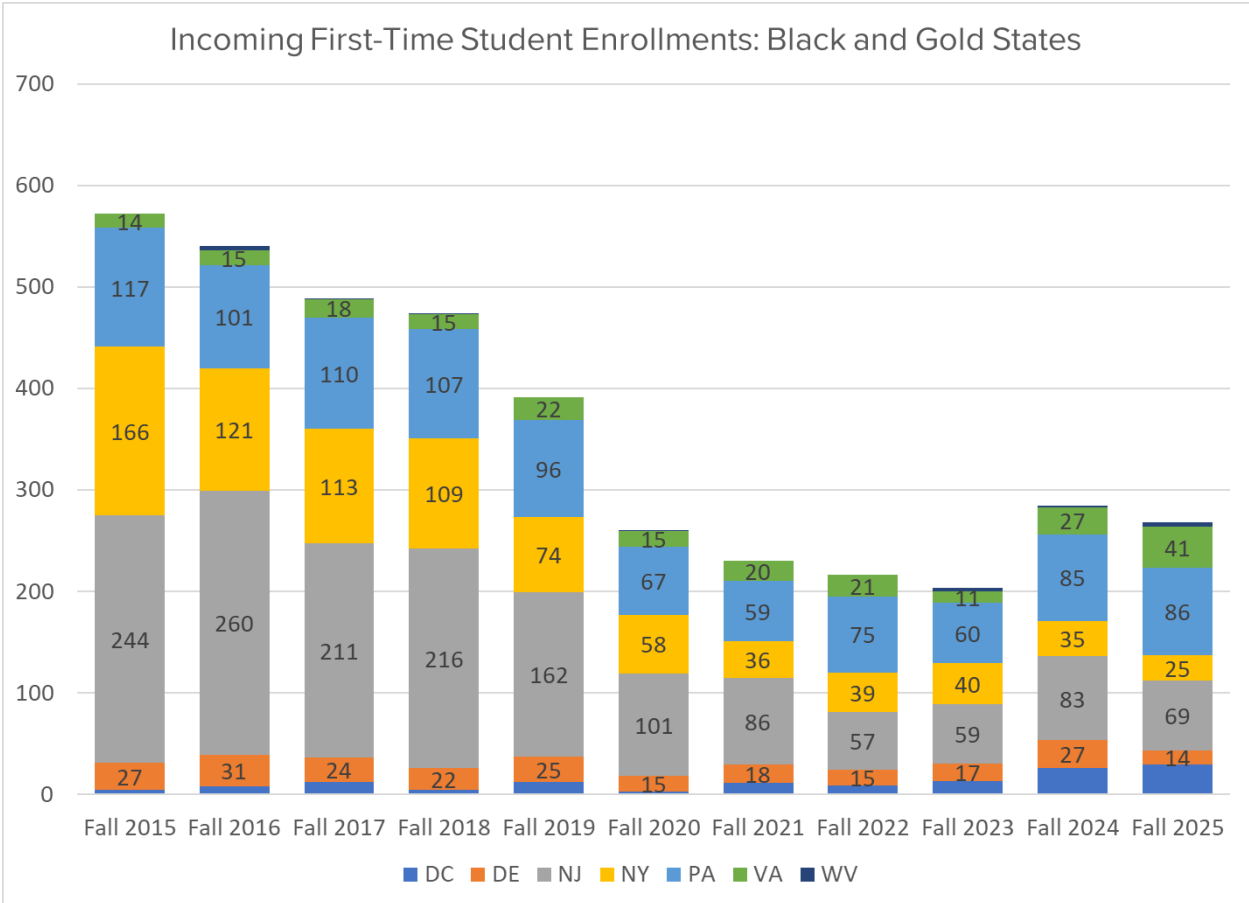
After careful analysis, Towson University has opted to pursue the In-State Multiplier Model. This decision is grounded in two primary factors: administrative efficiency and market clarity.

Unlike the flagship discount model, which requires manual adjustments and complex tracking of external data, the multiplier model integrates seamlessly into our existing billing infrastructure. This reduces the risk of errors and minimizes the "administrative tax" on our staff. More importantly, it offers a clear, predictable value proposition for incoming students. By stating that the regional rate is a fixed factor of the in-state rate, we provide a transparent path to enrollment that builds trust and simplifies the decision-making process for families.

TU proposes to launch this as a four-year pilot program.

Current Landscape at Towson University

Towson has been using a Black and Gold Scholarship as a financial aid strategy to reduce the cost of out-of-state tuition for a select group of states where we have seen substantial enrollment declines over the past several years.



We are entering Year 4 for the Black and Gold scholarship, which began for undergraduate students entering Fall 2023. Originally, the scholarship targeted six states and DC but recently expanded to additional states along the East Coast. The original states include New York, New Jersey, Pennsylvania, Delaware, Virginia, West Virginia, and the District of Columbia. ¹ The Institution is budgeted to spend \$9.6M of TU’s financial aid funds in FY27 on these scholarships, affecting an estimated 870 students (1,013 students are enrolled from these States). The gross tuition for these 870 students totals \$23,392,235, and the net tuition (after the scholarship expenditures) is

¹ The new states include Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, North Carolina, South Carolina, Georgia, and Florida.

\$13,827,348. Net tuition per scholarship recipient is \$15,902. The remaining 143 students enrolled at TU from these States generate an additional \$3,859,491, bringing the net total tuition revenue for students from these states to \$17,686,839.

As an alternative to this model, TU proposes a regional rate for these six states, available to all undergraduate students enrolled at TU from these states. Our current out-of-state tuition rate is \$26,902. Our proposed regional rate would be set at 200% of the in-state rate, currently \$7,756 per year. A regional rate of \$15,512, applied to all undergraduate students enrolled at TU, currently, from NY, NJ, PA, DE, VA, WV, and DC, would yield a net tuition of \$15,713,656 creating a tuition revenue reduction against the current B&G model of \$1,973,183 (this assumes all students currently enrolled, along with future enrollees move to the regional rate upon implementation).

Tuition Comparison 2025-2026

<u>State</u>	<u>School</u>	<u>Tuition Resident</u>	<u># of admitted students lost over last 3 years</u>
NY	SUNY - Albany	7,070	104
PA	West Chester University	7,994	309
VA	JMU	8,312	579
VA	George Mason University	10,392	383
VA	VCU	13,520	245
NJ	Rutgers	14,933	203
DE	University of Delaware	15,280	1,017
MD	Towson University*	15,512	
NJ	Rowan University	17,428	153
PA	Temple University	19,608	613
PA	Penn State University	20,856	801
PA	University of Pittsburgh	20,966	336
MD	Towson University (Current)**	26,902	

**TU's rate is shown as the proposed regional rate*

***TU's current out-of-state rate*

****Schools in red indicate institutions where more than 300 admitted students have chosen to go over TU.*

The proposed regional rate has been benchmarked against institutions within the states of interest, including flagships. The table above shows the current in-state tuition for schools within the region of interest (from least to greatest). The fourth column shows how many TU-admitted students enrolled at these institutions over the last three years, with those highlighted in red being the institutions from which TU loses the most students. The average tuition rate for schools in red is \$14,773/year, placing the proposed regional rate within that range.

The regional rate model is intended to increase enrollments from these states by increasing applications from students in the “regional rate” locations. Using this data, against the regional rate, the breakeven point for the rate would be about 127 new, incremental students (\$1,973,183 – the tuition loss by moving away from B&G and to a regional rate – divided by \$15,512).

It is anticipated that, with the publicized regional rate (which is different from a scholarship, often learned about after applying) and increased applications, we are projecting that TU will see an additional increase in total headcount from the seven identified states of at least 610 students (1,013 to 1,623) over the four-year pilot period. This enrollment growth is driven by a substantial increase in incoming student enrollment, rising from our current 350 incoming students to at least 550 in year 4. Based on the first year’s success, the projection would be adjusted. With these headcount increases and our student retention rates in mind, we were able to forecast the incremental tuition revenue from moving away from B&G and toward a regional rate.

The table below shows the forecasted enrollment gains and the impact on annual tuition revenues:

	<u>Retention Rates</u>	<u>Current Population</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
Freshman		350	475	500	525	550
Sophomore	81%	253	283	385	405	425
Junior	88%	202	223	250	339	357
Senior	86%	208	174	191	214	291
Total Headcount from these States		1,013	1,155	1,326	1,483	1,623
Total Tuition from these States		\$17.7M	\$17.9M	\$20.6M	\$23.0M	\$25.2M
Difference vs Current*			\$0.2M	\$2.9M	\$5.3M	\$7.5M

The program is forecast to turn financially positive within the first year, and over a four-year period – the timeline over which we’d request to be the proprietary pilot for USM – it would yield at least \$7.5M in forecast incremental tuition revenues (netted against the loss of \$1.9M from discontinuing the B&G scholarship). After an 8-year period, which is the time it would take to fully recognize the incremental enrollment growth of this program before it levels off, it is forecast that TU would net at least \$9.6M in new tuition revenues. As we do with all tuition rates, we will adjust this regional rate as we monitor enrollment changes.

It is recommended to keep a form of Black and Gold, however, not at the same levels we currently offer. This support would be selectively applied on the basis of merit and geography, so that no student is negatively affected financially by the transition to a

regional tuition rate. Remaining Black and Gold resources can be reallocated to support recruitment in regional states and beyond the region. This would be inserted into TU's overall merit and need-based financial aid strategy.

TOPIC: Proposed Amendment to VII-8.05 – Policy on Professional Conduct and Workplace Bullying
(action)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: The proposed amendments to the Policy on Professional Conduct and Workplace Bullying expand the policy’s application to include faculty. The revisions also clarify that employees are prohibited from engaging in bullying behavior toward employees, students, contractors, or other individuals when the conduct is connected to an employee’s work.

The Board initially amended this policy on June 17, 2021, to define and prohibit workplace bullying. Following its adoption, a subcommittee of the Council of University System Faculty reviewed whether a systemwide policy addressing bullying should also apply to faculty and ultimately recommended broadening the scope of the policy accordingly.

A redlined version of the policy and a comparison chart summarizing the proposed revisions are attached.

Because some institutions have already adopted anti-bullying policies applicable to faculty, the implementation section affirms that institutions may maintain those policies, provided they are consistent with the substantive requirements of this policy, or adopt local procedures to implement it.

The proposed revisions have been reviewed through the shared governance process and approved for legal form and sufficiency by the Maryland Office of the Attorney General.

ALTERNATIVE(S): The Board could elect to reject the proposed revisions and continue operating under the current policy.

FISCAL IMPACT: The proposed revisions are not expected to have a fiscal impact.

CHANCELLOR’S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the proposed revisions to USM Policy VII-8.05 – Policy on Professional Conduct and Workplace Bullying.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

PROPOSED REVISIONS TO VII-8.05 – POLICY ON PROFESSIONAL CONDUCT AND WORKPLACE BULLYING

Expands the policy to apply to faculty in addition to exempt and non-exempt staff, clarifies that bullying may involve employees, students, contractors, or other individuals connected to an employee’s work, and makes clarifying and technical updates throughout.

Section	Amendment Summary	Impact Statement
I.	Renames the section from “Purpose and Applicability” to “Purpose and Scope.” Revises the purpose statement to simplify the description of expected standards of professional conduct and workplace behavior, removing detailed references to specific employee classifications.	Clarifies the intent of the policy and streamlines the description of expected professional conduct standards.
I.A.	Rewrites the purpose statement to focus on establishing general standards of dignity, respect, and professionalism in the workplace. Removes references to specific staff categories and disciplinary language.	Emphasizes the policy’s role in promoting a respectful workplace environment while making the language clearer and more broadly applicable.
I.B.	Adds a dedicated Scope subsection specifying that the policy applies to regular and contractual faculty, regular and contingent staff, student employees, and applicants for employment.	Clearly defines the population covered by the policy and improves transparency regarding applicability.
II.	Revises the section title from “General Standards of Conduct” to “General Standards of Professional Conduct.”	Clarifies that the expectations described in this section relate specifically to professional workplace behavior while maintaining the existing conduct standards.
III.	Makes technical edits, including correcting a statutory citation format, standardizing capitalization, and reordering references to “USM and each USM institution.”	Improves clarity and consistency. No substantive changes.
IV.	Revises the opening language to clarify the definition and scope of workplace bullying. Expands coverage from conduct toward another employee to conduct toward an individual, including employees, students, contractors, and other persons when the conduct is connected to the work of the individual and the employee. Removes the sentence stating that failure to comply may result in disciplinary action. Adds language explaining that determinations of bullying are fact-specific and may consider factors such as severity, frequency, whether conduct is personal or business-related, and any actual or perceived power imbalance.	Clarifies how workplace bullying is defined and evaluated under the policy and broadens the description of individuals who may be affected by prohibited conduct.

IV.A.	Revises the subsection to clarify that the listed items are examples of conduct that may constitute workplace bullying. Removes the prior framing language related to supervisory conduct and replaces several “Employees shall not...” prohibitions with descriptive examples. Updates wording throughout to refer more broadly to conduct toward an individual and refines several examples, including the description of cyberbullying.	Reorganizes and clarifies examples of conduct that may be considered workplace bullying, making the list easier to read and more broadly applicable.
IV.B.	Revises the subsection describing examples of conduct that are not considered bullying. Updates the heading language and expands the list of examples. Additions include assignment of work, clarification regarding individual differences in style of personal expression when not hostile or threatening, and differences of opinion on substantive professional issues. Existing examples are also refined and renumbered for clarity.	Clarifies the types of routine workplace interactions and supervisory actions that do not constitute workplace bullying, helping distinguish inappropriate conduct from legitimate workplace management and professional disagreement.
V.A.	Adds language clarifying that employees’ right to participate in political activity is subject to the limitations set forth in subsection C.	Clarifies that the right to engage in political activity is limited by the restrictions described later in the section.
VI.B.	Revises the subsection to clarify that all institutions, including the USMO, must immediately refer suspected criminal or unethical conduct by employees or contractors to the appropriate Office of the Attorney General officials.	Clarifies that the referral requirement applies to both USM institutions and the USM Office.
VI.C.	Updates wording describing employee reporting obligations, including replacing “affects” with “may affect” and revising language to state that legal proceedings may reflect on an employee’s job fitness or performance or the institution.	Clarifies the circumstances under which employees must report arrests or legal proceedings and broadens the description of potential institutional impact.

Implementation Procedures	Updates language to clarify implementation responsibilities. Replaces gendered references (“his/her”) with gender-neutral wording (“their”), clarifies that existing policies and procedures must satisfy the requirements of this policy or that additional procedures may be developed as needed, and updates references to institutional and USMO websites.	Modernizes language and clarifies institutional responsibilities for implementing and communicating the policy.
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VII-8.05 – POLICY ON PROFESSIONAL CONDUCT AND WORKPLACE BULLYING

(Approved by the Board of Regents on October 9, 2015; Amended June 16, 2017; Amended June 17, 2021; [Amended _____](#))

I. PURPOSE AND SCOPE

- A. Purpose: To establish general standards of professional and ethical conduct and to foster working environments in which employees treat others with dignity, respect, and professionalism.
- B. Scope: Applies to all regular and contractual faculty and regular and contingent staff, student employees (including students in federal and other work-study programs), and applicants for employment.

II. GENERAL STANDARDS OF PROFESSIONAL CONDUCT

- A. Employees shall exhibit exemplary conduct and use honest efforts in the performance of their duties.
- B. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Institution or the University System of Maryland Office (USMO).
- C. Employees shall act impartially and not give preferential treatment to any private organization or individual.
- D. Employees shall protect and conserve State property and shall not use it for other than authorized activities.
- E. Employees shall satisfy in good faith their civic and legal obligations including federal, state, or local taxes that are imposed by law.
- F. Employees shall adhere to all applicable laws and regulations that provide equal opportunity regardless of race, ethnicity, color, religion, sex, national origin, age, disability, gender identity or expression, sexual orientation, marital status, genetic information, veteran's status or any other applicable legally-protected characteristic.
- G. Employees shall conduct intra-agency and interagency relations with civility, collaboration, and cooperation. These same principles shall apply to interactions with officials and employees of the legislative and judicial branches.

III. CONFLICTS OF INTEREST

Consistent with Maryland Public Ethics Laws, Annotated Code of Maryland, General Provisions Article, Title 5:

- A. Employees shall not hold financial interests that conflict with the conscientious performance of their duties.
- B. Employees shall not, except as permitted by applicable law or regulation, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by their Institution, another University System of Maryland (USM) Institution, or the USMO, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
- C. Employees shall not engage in financial transactions using nonpublic government information or allow the improper use of such information to further any private interest.
- D. Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, which conflict with the duties and responsibilities of their position.
- E. Employees shall endeavor to avoid any actions creating the appearance of any impropriety or violating applicable law or the ethical standards in applicable regulations.
- F. Upon leaving State service, USM employees shall be bound by the restrictions of the Annotated Code of Maryland, General Provisions Article, Section 5504, with respect to lobbying and other forms of representation.
- G. USM and each USM institution, shall provide training regarding all applicable provisions of the Maryland Public Ethics Law to all staff and administrators appointed at the level of director or above within six months of such appointment and at least once every five years. Online training provided by the Maryland State Ethics Commission for individuals who file financial disclosure statements may be substituted for the initial training required under this policy.

IV. BULLYING IN THE WORKPLACE OR IN THE COURSE OF EMPLOYMENT

The USM requires that employees shall not intentionally engage in unwelcome severe or pervasive behavior toward another individual, including other employees, students, contractors or other persons where there is a nexus between the conduct, the individual and the employee's work, that a reasonable person would find objectively malicious, degrading, intimidating, or threatening. Failure to comply with these expectations may result in disciplinary action.

Determining whether conduct is bullying under this Policy is fact-specific and will be assessed based on a totality of the circumstances. Factors which may be relevant in considering whether conduct constitutes bullying include: the severity of the conduct, the frequency of the conduct, whether the conduct is personal or business-related, and any actual or perceived power imbalance between the parties.

A. The following are examples of conduct that may be considered bullying when this standard is met:

1. Attacking or insulting an individual through angry outbursts, use of profanity, name-calling, or offensive nicknames;
2. Publicly humiliating individuals;
3. Encouraging other individuals to intimidate, insult, humiliate, defame, or otherwise ostracize another individual;
4. Sabotaging, undermining, or intentionally interfering with the work of another individual in bad faith, including knowingly making false statements about another individual's work product or performance;
5. Threatening another individual or their property with harm or intentionally harming or damaging another individual or their property;
6. Making unsupported threats about an individual's job security without a valid basis or foundation for doing so, or taunting an employee about their job performance or job security;
7. Engaging in cyberbullying, including sending, posting, or sharing defamatory or threatening content or engaging in unlawful harassment, which targets another employee via social media or using digital devices, including but not limited to publicly sharing via social media or digital devices private information about another employee, to cause harm, humiliation, and/or embarrassment to that employee.

B. The following examples shall not be considered bullying:

1. An isolated or singular incident of conduct which is neither severe nor pervasive;
2. Disciplinary action taken in accordance with applicable law or policy;
3. Routine employee coaching, counseling, or mentoring, including feedback about and correction of work performance or conduct;

4. Exercise of management's authority to appoint, promote, transfer, or reassign an employee, to direct or assign work, and to determine the methods and means by which the unit's functions will be carried out;
5. Assignment of work, including course scheduling and modality (i.e., in-person or virtual) for faculty;
6. Individual differences in style of personal expression, provided that the expression is neither hostile, intimidating nor threatening, and is otherwise lawful; and
7. Differences of opinion on substantive professional issues or work-related concerns.

V. POLITICAL ACTIVITY

Consistent with the Annotated Code of Maryland, State Personnel and Pensions Article, Section 2-304:

- A. Subject to the limitations set forth in subsection C, Employees have the right to participate freely in any political activity and express any political opinion.
- B. Employees may not be required to provide any political service or make a political contribution.
- C. Employees may not:
 1. Engage in political activity on the job during working hours;
 2. Use Institution or USMO resources to advance their political activities; or
 3. Advocate the overthrow of the government by unconstitutional or violent means.

VI. REPORTING REQUIREMENTS

- A. Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities. To make such reports, employees may access the resources and procedures for confidential disclosure of misconduct set forth in the following USM BOR policies:
 1. VII-2.30 – Policy on Employee and Applicant Disclosure of Misconduct for Nonexempt and Exempt Staff Employees and Applicants for USM Staff Positions;
 2. VIII-7.10 – Policy on Reporting Suspected or Known Fiscal Irregularities; and
 3. VIII-7.11 – Policy on the Communication of Suspected Fraud, Unethical & Illegal Business Activity.

- B. All Institutions, including the USMO, shall immediately refer to the Institution's or the USMO's Assistant Attorney General or to the Deputy Attorney General with supervisory responsibility for the Attorney General's Criminal Investigations Division, any instance of possible criminal or unethical conduct by any employee or contractor of this State, for such actions as the Office of the Attorney General deems appropriate. The Institution or USMO shall advise the Chief Legal Counsel to the Governor of any such referrals.

- C. Employees are required to report to their department or unit head: (1) any arrest of the employee; and (2) any legal proceeding in which an employee is involved, as a party or otherwise, if the arrest or legal proceeding may affect, or reflect on, the employee's job fitness or performance, or the institution.

IMPLEMENTATION PROCEDURES:

Each President and the Chancellor shall identify their designee(s) as appropriate for this policy; and shall either ensure that existing policies and procedures satisfy the substantive requirements of this policy or develop procedures as necessary to implement this policy; communicate this policy and applicable procedures to the USMO or their Institutional community; and post it on the institutional website.

REFERENCE:

Governor's Executive Order 01.01.2015.08 Standards of Conduct for Executive Branch Employees and Reporting of Misconduct.

VII-8.05 – POLICY ON PROFESSIONAL CONDUCT AND WORKPLACE BULLYING

(Approved by the Board of Regents on October 9, 2015; Amended June 16, 2017; Amended June 17, 2021); Amended _____)

I. PURPOSE AND APPLICABILITY SCOPE

A. ~~This policy establishes expectations for the~~ Purpose: To establish general standards of professional and ethical conduct of Regular and Contingent Nonexempt and Exempt staff to foster working environments in which employees. Failure to comply treat others with these expectations may result in disciplinary action dignity, respect, and professionalism.

B. Scope: Applies to all regular and contractual faculty and regular and contingent staff, student employees (including students in federal and other work-study programs), and applicants for employment.

II. GENERAL STANDARDS OF PROFESSIONAL CONDUCT

- A. Employees shall exhibit exemplary conduct and use honest efforts in the performance of their duties.
- B. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Institution or the University System of Maryland Office (USMO).
- C. Employees shall act impartially and not give preferential treatment to any private organization or individual.
- D. Employees shall protect and conserve State property and shall not use it for other than authorized activities.
- E. Employees shall satisfy in good faith their civic and legal obligations including federal, state, or local taxes that are imposed by law.
- F. Employees shall adhere to all applicable laws and regulations that provide equal opportunity regardless of race, ethnicity, color, religion, sex, national origin, age, disability, gender identity or expression, sexual orientation, marital status, genetic information, veteran's status or any other applicable legally-protected characteristic.
- G. Employees shall conduct intra-agency and interagency relations with civility, collaboration, and cooperation. These same principles shall apply to interactions with officials and employees of the legislative and judicial branches.

III. CONFLICTS OF INTEREST

Consistent with Maryland Public Ethics Laws, Annotated Code of Maryland, General Provisions Article, Title 5:

- A. Employees shall not hold financial interests that conflict with the conscientious performance of their duties.
- B. Employees shall not, except as permitted by applicable law or regulation, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by their Institution, another University System of Maryland (USM) Institution, or the USMO, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
- C. Employees shall not engage in financial transactions using nonpublic ~~Government~~government information or allow the improper use of such information to further any private interest.
- D. Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, which conflict with the duties and responsibilities of their position.
- E. Employees shall endeavor to avoid any actions creating the appearance of any impropriety or violating applicable law or the ethical standards in applicable regulations.
- F. Upon leaving State service, USM employees shall be bound by the restrictions of the Annotated Code of Maryland, General Provisions Article, Section ~~5-504~~5504, with respect to lobbying and other forms of representation.

~~Each Institution~~ _____

- G. USM and ~~the USMO~~each USM institution, shall provide training regarding all applicable provisions of the Maryland Public Ethics Law to all staff and administrators appointed at the level of director or above within six months of such appointment and at least once every five years. Online training provided by the Maryland State Ethics Commission for individuals who file financial disclosure statements may be substituted for the initial training required under this policy.

IV. BULLYING IN THE WORKPLACE OR IN THE COURSE OF EMPLOYMENT

~~Employees~~The USM requires that employees shall not intentionally engage in ~~persistent,unwelcome~~ severe, or pervasive behavior toward another ~~employee~~individual, including other employees, students, contractors or other persons where there is a nexus between the conduct, the individual and the employee's work, that a reasonable ~~employee~~person would find objectively malicious, degrading, intimidating, or threatening. Failure to comply with these expectations may result in disciplinary action.

Below Determining whether conduct is bullying under this Policy is fact-specific and will be assessed based on a totality of the circumstances. Factors which may be relevant in considering whether conduct constitutes bullying include: the severity of the conduct, the frequency of the conduct, whether the conduct is personal or business-related, and any actual or perceived power imbalance between the parties.

A. The following are examples of conduct that ~~would~~may be considered bullying when this standard is met. ~~A manager's legitimate, justified conduct related to supervising a subordinate shall not be considered bullying.;~~

~~A. Employees shall treat others with dignity, respect and professionalism and shall not promote or create working environments that foster workplace bullying.~~

~~Employees shall not personally attack or insult~~

1. Attacking or insulting an individual through angry outbursts, ~~repeated~~ use of profanity, name-calling, or offensive nicknames.;

~~Employees shall not publicly humiliate other~~ Publicly humiliating individuals.;

~~Employees shall not encourage~~ _____

3. Encouraging other individuals to intimidate, insult, humiliate, defame, or otherwise ostracize another individual.;

~~Employees shall not sabotage, undermine~~ _____

4. Sabotaging, undermining, or intentionally ~~interfere~~interfering with the work of another individual in bad faith, including knowingly making false statements about another employee's individual's work product or performance of their duties.;

~~Employees shall not make threats to abuse~~

5. Threatening another individual or ~~an individual's~~ their property with harm or intentionally ~~cause harm or damage to that~~ harming or damaging another individual or their property.;

~~Employees shall not make repeated~~ _____

6. Making unsupported threats about an individual's job security without a valid basis or foundation for doing so. ~~Employees shall not repeatedly taunt another , or taunting an~~ employee about their job performance or job security.;

~~Employees shall not engage~~ _____

7. Engaging in "cyberbullying." ~~Cyberbullying includes, including~~ sending, posting, or sharing defamatory or threatening content or engaging in unlawful harassment, which targets another employee via social media or ~~through the use of~~using digital devices. ~~This includes, including but not limited to~~ publicly sharing via social media or digital devices private information about another employee, ~~obtained through employment,~~ to cause harm, humiliation, and/or embarrassment to that employee.

B. The following examples shall not be considered bullying ~~behavior.~~;

1. An isolated or singular incident of conduct which is neither severe nor pervasive;

2. Disciplinary action taken in accordance with applicable law or policy;

~~2.3.~~ Routine employee coaching ~~or~~ counseling, or mentoring, including feedback about and correction of work performance or conduct;

Exercising

~~3.4.~~ Exercise of management's ~~prerogative~~ authority to appoint, promote, transfer, or reassign an employee, to direct or assign work, and to determine the methods and means by which the unit's functions will be carried out;

5. Assignment of work, including course scheduling and modality (i.e., in-person or virtual) for faculty;

~~4.6.~~ Individual differences in style of personal expression, provided that the expression is ~~not intended to intimidate~~ neither hostile, intimidating nor threatening, and is otherwise lawful; and

~~5.7.~~ Differences of opinion on substantive professional issues or work-related concerns.

V. POLITICAL ACTIVITY

Consistent with the Annotated Code of Maryland, State Personnel and Pensions Article, Section 2-304:

- A. Subject to the limitations set forth in subsection C, Employees have the right to participate freely in any political activity and express any political opinion.
- B. Employees may not be required to provide any political service or make a political contribution.
- C. Employees may not:
 - 1. Engage in political activity on the job during working hours;
 - 2. Use Institution or USMO resources to advance their political activities; or
 - 3. Advocate the overthrow of the government by unconstitutional or violent means.

VI. REPORTING REQUIREMENTS

- A. Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities. To make such reports, employees may access the resources and procedures for confidential disclosure of misconduct set forth in the following USM BOR policies:
 - 1. VII-2.30 – Policy on Employee and Applicant Disclosure of Misconduct for Nonexempt and Exempt Staff Employees and Applicants for USM Staff Positions;
 - 2. VIII-7.10 – Policy on Reporting Suspected or Known Fiscal Irregularities; and

3. VIII-7.11 – Policy on the Communication of Suspected Fraud, Unethical & Illegal Business Activity.

- B. All Institutions ~~and, including~~ the USMO, shall immediately refer to the Institution's or the USMO's Assistant Attorney General or to the Deputy Attorney General with supervisory responsibility for the Attorney General's Criminal Investigations Division, any instance of possible criminal or unethical conduct by any employee or contractor of this State, for such actions as the Office of the Attorney General deems appropriate. The Institution or USMO shall advise the Chief Legal Counsel to the Governor of any such referrals.
- C. Employees are required to report to their department or unit head: (1) any arrest of the employee; and (2) any legal proceeding in which an employee is involved, as a party or otherwise, if the arrest or legal proceeding ~~affects~~may affect, or ~~reflects~~reflect on, the employee's job fitness or performance, or the institution.

IMPLEMENTATION PROCEDURES:

Each President and the Chancellor shall identify ~~his/her~~their designee(s) as appropriate for this policy; and shall either ensure that existing policies and procedures satisfy the substantive requirements of this policy or develop procedures as necessary to implement this policy; communicate this policy and applicable procedures to the USMO or ~~his/her~~their Institutional community; and post it on ~~its~~the institutional ~~and the USMO's~~ website.

REFERENCE:

Governor's Executive Order 01.01.2015.08 Standards of Conduct for Executive Branch Employees and Reporting of Misconduct.

TOPIC: Establishment of New Paid Family Medical Leave Policy in Compliance with Statutory Changes and Proposed Amendments to Existing Impacted Policies (action)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: This item presents for consideration the adoption of a new, required policy and corresponding amendments to existing Board policies in order to implement recent statutory changes governing paid family and medical leave for state employees and align the USM policy framework with those changes.

The actions in this item establish the new Paid Family and Medical Leave (PFML) policy and make conforming amendments to related Board policies.

New Policy:

- VII-X.xx — Policy on Paid Family and Medical Leave

Amended Policies:

- II-2.25 — Policy on Family Supports for Faculty
- II-2.31 — Policy on Family and Medical Leave for Faculty
- VII-7.49 — Policy on Family Supports for Staff
- VII-7.50 — Policy on Family and Medical Leave for Staff

The proposed PFML policy is necessary to comply with new statutory requirements that provide for 12 weeks of paid family and medical leave, annually, for all state employees, including temporary employees (e.g., contingent employees and adjunct faculty). Consistent with other Board policies implementing statutory requirements for state employees, the new PFML policy is not applicable to student workers.

These 12 weeks of PFML are provided to employees without any required exhaustion of existing leave entitlements (e.g., sick and safe, annual, or personal leave) if the employee experiences a qualifying event and such leave does not run concurrently with the new PFML.

The new PFML statute repeals the parental leave provisions in the Maryland Code and provides for parental leave as a qualifying event for paid family leave. As parental leave will now be covered by this policy, amendments to remove parental leave provisions are also proposed for Board policies II-2.25 and VII-7.49, which provide family supports to faculty and staff respectively, while leaving intact existing provisions regarding impacts of leave(s) on tenure review and support for nursing mothers.

Generally, the new PFML provided by the proposed policy will run concurrently with federal FML entitlements, although PFML leave will include a broader range of relationships to the employee. To facilitate efficient coordination of the federal FML and the new PFML policies, revisions to existing FML policies for faculty (II-2.31) and staff (VII-7.50) create a 12-month rolling window for leave usage that aligns with the leave usage window required by state statutes for the PFML.

The new policy will likely result in higher leave utilization, which may result in additional costs, especially when the employee is not otherwise eligible for leave benefits. In most instances, leave-eligible employees would qualify for some form of paid leave during an FML qualifying event which mitigates the direct cost of the PFML program, but may result in an increase in deferred leave accumulation for employees because earned leave balances will be unaffected by PFML use.

The proposed new and amended leave policies have been reviewed and approved for legal form and sufficiency by the Maryland Office of the Attorney General.

ALTERNATIVE(S): No alternative action is presented, as these leave provisions are required by statute.

FISCAL IMPACT: It is estimated that this will result potentially in \$2 to \$5 million in costs, which includes \$1.5 million in costs for leave associated with employees who are not currently eligible for paid leave, plus additional costs associated with increased utilization of the benefit, deferred leave utilization, and productivity losses.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the adoption of the proposed Paid Family and Medical Leave policy and the amendments to Board policies II-2.25, II-2.31, VII-7.49, and VII-7.50.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

PROPOSED REVISIONS TO II-2.25 – POLICY ON PARENTAL LEAVE AND OTHER FAMILY SUPPORTS FOR FACULTY

Removes Board-level parental leave provisions that have been repealed and replaced by the new PFML policy, while preserving existing faculty support provisions unrelated to leave (including tenure clock extensions and supports for nursing mothers).

Section	Amendment Summary	Impact Statement
Title and I.	Renames the policy to remove “Parental Leave” and reframe it as a faculty family supports policy. Removes references to parental leave as a standalone provision and aligns the purpose statement with the new Paid Family and Medical Leave (PFML) policy.	This change reflects that parental leave is now governed under the new PFML policy rather than as a separate Board policy provision. It ensures consistency with state law, avoids duplicative or conflicting leave provisions, and clarifies the scope of this policy as focused on faculty supports rather than leave administration.
II. (deleted)	Deletes the entire section establishing assured minimum parental leave, including eligibility, duration, and usage rules.	This removes a Board-level parental leave provision that has been repealed in statute and replaced by the new PFML framework. Parental leave is now provided through the PFML policy, providing a uniform, statutorily compliant approach across faculty and staff.
Remaining sections (renumbered)	Renumbers sections to reflect the updated organization.	This change is technical in nature and does not alter policy content, eligibility, benefits, or institutional responsibilities.

PROPOSED REVISIONS TO II-2.31 – POLICY ON FAMILY AND MEDICAL LEAVE FOR FACULTY

Aligns the faculty Family and Medical Leave policy with the new PFML statute by adopting a rolling 12-month usage period and updating compensation coordination, while leaving other provisions unchanged.

Section	Amendment Summary	Impact Statement
II.W.1.	Redefines the twelve-month FML period as a rolling 12-month period measured forward from the date a faculty member uses FML, rather than a fixed annual period.	This aligns the FML usage period with the rolling 12-month window required under the state PFML statute, supporting consistent administration and coordination of federal and state benefits.
II.W.3	Specifies that each institution must measure the rolling 12-month FML period forward from the Sunday of the week a faculty member first uses FML and apply that measurement method consistently and uniformly for faculty at that institution.	This standardizes how the rolling period is calculated for faculty, promotes consistent application across faculty members, and supports coordinated administration of FML and PFML.

IV.	Clarifies that faculty must use PFML concurrently with FML to the extent possible and that accrued or acquired paid leave is applied first, with any remaining FML unpaid. Removes the reference to paid parental leave under Policy II-2.25.	This aligns faculty leave administration with the new PFML statute, removes the reference to the repealed parental leave provision, and clarifies how paid and unpaid portions of leave are coordinated.
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PROPOSED REVISIONS TO VII-7.49 – POLICY ON PARENTAL SUPPORTS FOR STAFF

Removes Board-level paid parental leave provisions for staff that have been replaced by the new PFML policy, and reframes this policy as a staff family supports policy.

Section	Amendment Summary	Impact Statement
Title	Removes “Parental Leave” from the policy title and reframes it as a staff family supports policy.	Reflects that parental leave is now governed under the PFML policy rather than through this policy and clarifies that this policy now focuses on workplace supports for staff.
I.A.	Adds a new subsection referencing twelve weeks of paid leave for staff under the new PFML policy.	This connects this policy to the PFML framework for purposes of describing staff leave here, while leaving leave administration governed by the PFML policy itself.
I.B.	Adds a new subsection summarizing workplace family supports for staff, including lactation facilities, break time for nursing mothers, and protections from discrimination for use of family supports.	This clarifies and preserves non-leave family supports for staff within this policy, separate from statutory leave provisions.
II. (deleted)	Deletes the section establishing paid parental leave provisions, including duration, eligibility, and administrative rules.	This removes parental leave provisions from this policy and reflects that staff leave is now addressed through the PFML framework.
Remaining sections renumbered.		This is a technical change only and does not alter the substance of the policy.

PROPOSED REVISIONS TO VII-7.50 – POLICY ON FAMILY AND MEDICAL LEAVE FOR NONEXEMPT AND EXEMPT STAFF EMPLOYEES

Aligns the staff Family and Medical Leave policy with the new PFML framework by adopting a rolling 12-month measurement period and updating compensation coordination, while leaving other provisions unchanged.

Section	Amendment Summary	Impact Statement
II.X.1.	Redefines the twelve-month FML period as a rolling 12-month period measured forward from the date a faculty member uses FML, rather than a fixed annual period.	This aligns staff FML administration with the rolling 12-month usage period required under the state PFML statute.
II.X.3.	Specifies that each institution must measure the 12-month FML period forward from the Sunday of the week an employee first uses FML (subject to II.X.2.) and apply that method consistently and uniformly.	This standardizes how the rolling period is calculated at each institution and promotes consistent application across staff.
IV.	Removes the reference to paid parental leave under Policy VII-7.49 as a payment source during FML, and adds language requiring concurrent use of PFML with FML to the extent possible and identifying categories of accrued or acquired paid leave that may be used concurrently.	This clarifies how paid and unpaid portions of FML are administered for staff, aligns this policy with the PFML framework, and avoids reliance on removed parental leave references.

NEW POLICY

VII-X.xx – POLICY ON PAID FAMILY AND MEDICAL LEAVE FOR USM EMPLOYEES

(Approved by the Board of Regents on _____, 2026)

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I. Purpose and Applicability

- A. This USM Policy on Paid Family and Medical Leave for USM Employees (“Policy”) implements a paid Family and Medical Leave (“PFML”) benefit for eligible USM Faculty and Staff employees, including Contingent Staff employees, pursuant to the Annotated Code of Maryland, State Personnel & Pensions Article, §9-1003, et seq.
- B. PFML provides for up to 12 weeks of job-protected leave for a Qualifying Reason in a twelve-month Application Year period paid at the employee’s regular pay rate.
 1. PFML is pro-rated based on full-time equivalent (“FTE”).
 2. An employee may receive an additional 12 weeks of PFML in the same Application Year (no more than 24 weeks total), when the reasons for receiving leave are to care for their own Serious Health Condition and for Parental Leave, regardless of which leave occurs first. (See §III of this Policy.)

II. Eligibility

- A. USM Faculty and Staff employees, including Contingent Staff employees not otherwise excluded under subsection B of this section are eligible for PFML in accordance with the terms and conditions of this policy.
- B. Exclusions
 1. Any employee who is receiving worker’s compensation benefits, as determined by the Injured Worker’s Insurance Fund (“IWIF”):
 - a. while on USM Accident Leave due to a compensable work-related injury pursuant to USM Policies II-2.32 for Faculty or VII-7.40 for Staff; or
 - b. during a period when an employee has been declared eligible for Total Temporary Disability benefits.
 2. Students, including student help, graduate assistants, teaching assistants, research assistants and post-doctoral students.
 4. Unpaid and non-paid affiliates.
 5. Bona fide volunteers.

III. Qualifying Reasons and Maximum Allowances

- A. An employee is eligible for up to a total of 12 work weeks of PFML based on their normal work schedule (not to exceed 60 work days or 480 hours) in an Application Year, pro-rated based on FTE, for any of the following Qualifying Reasons:
1. for Parental Leave:
 - a. to care for a newborn child of the employee during the first year after the child's birth; or
 - b. because a child is being placed for adoption, foster care, or kinship care with the employee or to care for or bond with a child during the first year after the placement;
 2. to care for a Family Member with a Serious Health Condition;
 3. for an employee's own Serious Health Condition that results in the employee being unable to perform the functions of their job or position;
 4. to care for a service member with a Serious Health Condition resulting from military service when the employee is their next of kin; or
 5. to attend to a qualifying exigency arising out of the deployment of a service member who is a Family Member of the employee.
- B. An employee is eligible for an additional 12 weeks of PFML in an Application Year when they need Parental Leave and experience their own Serious Health Condition. Under these circumstances, the employee is eligible for a maximum of 24 work weeks in an Application Year, pro-rated to FTE.
- C. No other combination of Qualifying Reasons shall enable an employee to receive more than 12 work weeks of PFML in an Application Year.

IV. Intermittent Leave

- A. Intermittent leave is leave taken in separate blocks of time for a single qualifying reason. Reduced schedule leave is a type of intermittent leave that reduces an Employee's usual number of working hours per workweek or workday for a period of time.
- B. For the purposes of PFML, an employee may not take intermittent leave in an increment of less than 4 hours.
- C. If leave is taken on an intermittent leave schedule, the Employee shall:

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1. provide reasonable and practicable prior notice of the reason for which the intermittent leave is necessary; and
2. make a reasonable effort to schedule intermittent or reduced schedule leave for planned medical treatment so as not to unduly disrupt the operations of the Institution's applicable unit.

If the Employee neglects to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the Institution may initiate discussions with the Employee and require the Employee to make a reasonable effort to make such arrangements, subject to the approval of the Health Care Provider.

V. Regular Rate of Pay

- A. Subject to any adjustments provided below, during a period of approved PFML, an employee will be paid their base weekly salary or hourly rate for their regular work schedule exclusive of any premiums, e.g. shift differential or on-call pay.
- B. When an employee's appointment is less than full-time, the PFML benefit will be determined based on their current appointment's full-time equivalence (FTE), regular work schedule, or workload commitment established in the employee's contract or appointment letter.
- C. Pay adjustments for purposes of calculating PFML:
 1. If prior to PFML an employee was receiving an increment for Temporary Assignments or Acting/Interim Capacity appointments, pursuant to USM Policy VII-9.50, the employee's salary shall be adjusted to their regular rate of pay exclusive of any adjustment for the acting or interim appointment for any continuous PFML lasting ten (10) business days or longer;
 2. If prior to PFML an employee was receiving an increment for administrative, teaching, and non-teaching overloads and the leave taken under PFML will result in the overload being negated, the employee's salary shall be adjusted to their regular rate of pay exclusive of any adjustment for the acting or interim appointment for any continuous PFML lasting ten (10) business days or longer;
 3. If an employee's PFML will negate the justification for special allowances (e.g., cell phone, car, housing) under an employee's contract or terms of employment, an institution may make adjustments to the special allowances; and/or

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4. If a furlough or salary reduction that would otherwise apply to the employee is in place prior to, or commences during and overlaps with an employee's PFML, the employee's salary shall be adjusted to reflect the application of the furlough or salary reduction.

- D. For contractual employees, PFML is only available during the term of a contract.
- E. For clinical faculty in the University of Maryland, Baltimore School of Medicine, please see the definition of "Regular Rate of Pay" in the Glossary at the end of this Policy.

VI. Status of Health Insurance During PFML

For employees enrolled in State health benefits, the employee's share of health insurance premiums shall continue to be deducted from the employee's paycheck, as scheduled, while on PFML.

VII. Job Rights and Protections

- A. Generally, an employee returning from an approved period of PFML shall be restored to the same position from which they took leave, or to an equivalent position at the institution, with the same benefits, pay, and other terms and conditions of employment as the position from which the employee took leave.
- B. If there are reductions in the work force while the Employee is on FML and the Employee would have lost his/her position under USM BOR policies VII-1.30 – Policy on Layoff for Nonexempt Staff Employees, VII-1.32 – Policy on Layoff and Recall of Regular Exempt Staff Employees, and VII-9.61 – Policy on Reemployment and Reinstatement for Regular Status Nonexempt and Exempt Staff Employees had the Employee not been on FML, then the Institution has no obligation to Restore the Employee to the position held by the Employee when FML commenced or to an Equivalent Position.
- C. An Employee is not entitled to Restoration if the President or designee determines that the Employee had been hired for a specific term or only to perform work on a specific project defined in writing and the term or project is over and the Institution would not otherwise have continued to employ the Employee.
- D. Employees on PFML are subject to generally applicable changes in compensation, benefits, or other terms or conditions of employment.

VIII. Relationship to Other Types of Leave

- A. Paid Family Leave and federal Family and Medical Leave (FMLA)

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1. PFL and FMLA shall run concurrently when the eligibility for both types of leave overlap. See USM Policies on Family and Medical Leave (II-2.31 for Faculty and VII-7.50 Staff);
 2. Leave taken under the federal family and medical leave act may be counted against an Employee's maximum duration of leave available under this subtitle in an application year for the same purpose, if:
 - a. a period of leave is designated as covered by the FMLA for an employee who would also qualify for leave under PFML;
 - b. the employee is notified of the employee's eligibility for leave under PFML; and
 - c. the employee declines to apply for PFML.
- B. An employee shall not be required to use or exhaust their accrued paid vacation, sick leave, or other paid time off prior to or during a period of PFML. Notwithstanding this provision, an employee that is eligible for and has earned a holiday that is observed during an Employee's approved PFML shall be observed in accordance with the institution's published holiday schedule and shall count toward PFML.
- C. Annual leave and Sick and Safe Leave will not accrue while an employee is on PFML.

IX. Leave Requests

- A. Employees shall provide notice of the need for PFML to their supervisor or institution human resources representative and file a request for PFML using the template developed by the USM, in accordance with the following schedule:
 1. Foreseeable – when the need for PFML is foreseeable, an employee shall provide at least 30 calendar days' notice, but not more than 60 calendar days' notice, in advance of when the leave is anticipated to begin.
 2. Unforeseeable – when an employee did not or could not have known about the need for PFML 30 calendar days before the commencement of leave, the employee shall be required to provide notice as soon as practicable. With good cause, a request for PFML may be submitted after the leave has begun but not later than 60 calendar days after the start date.
 3. Intermittent PFML – an employee requesting intermittent leave shall:
 - a. make a reasonable effort to schedule the intermittent PFML in a manner that does not unduly disrupt operations; and

USM Bylaws, Policies and Procedures of the Board of Regents

- b. provide reasonable and practicable prior written notice of the reason, dates and duration for which intermittent PFML leave is necessary.

If an employee who is approved for intermittent PFML fails to provide reasonable and practicable prior notice to their employer of the intermittent leave schedule, they may be subject to the institution's established absence policy, pursuant to the applicable USM policies and in accordance with any applicable collective bargaining MOU.

4. The notice deadlines above shall be waived for good cause. If the employee does not have good cause for the delay in completing the application, leave may be denied.

B. Institution Human Resources Office representatives shall respond to requests for PFML including:

1. **Receipt of Incomplete Request** – Within five (5) business days of receipt of an incomplete Request for PFML, an employee shall be notified what information is missing from the Request. The employee shall provide the missing information as soon as practicable, but no more than ten (10) business days after the notice of an incomplete request. An institution will not begin the determination review the employee's Request for PFML until it is complete.
 - a. When an employee is notified that their Request for PFML is incomplete, they shall provide the required information as soon as possible, but no later than ten (10) business days after being notified of the incomplete Request.
 - b. Failure to provide the information within the ten (10) business-day period, absent good cause, may result in the PFML request being denied.
2. **Receipt of Complete Request – Determination** – Within ten (10) business days of receipt of a Complete Request for PFML, which must include all required documentation and certifications, an employee will be notified of the institution's Determination on their Request for PFML. This notice shall include at least the following information:
 - a. Whether the Request is approved or denied. If approved, the notice will indicate the beginning and end dates of their regular PFML or intermittent PFML, the duration of the leave, a statement about their PFML running concurrently with FML (if applicable), and any other conditions that may apply.

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- b. If denied, the notice will include a brief, concise statement on the reasons why the Request for PFML was denied, along with information about employee's right to request a Reconsideration of the PFML Determination, within the timeframe established by this Policy. The employee should be advised that absent good cause, a failure to request Reconsideration will result in the institution's PFML Determination being final.

C. Required Documentation and Certifications

- 1. To submit a complete request for PFML, an employee is required to use the USM's PFML Request template, and include the following documentation:
- 2. Proof of relationship
 - a. Affidavits attesting to qualifying relationships;
 - b. copies of official orders, certifications, or registrations from a government entity; or
 - c. copies of documentation from licensed foster care and/or adoption providers.
- 3. Certification of Qualifying Event
 - a. For care or bonding with a child,
 - i. a certification of live birth;
 - ii. documentation of placement from a licensed child placement agency or government agency responsible for child placement;
 - iii. a court order;
 - iv. an affidavit of an informal kinship care arrangement; or
 - v. other reasonable documentation, as determined by the USM institution.
 - b. For a family member's Serious Health Condition - certification from a licensed health care provider establishing:

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- i. the first date on which the employee took or intends to take PFML and whether the PFML will or is intended to be taken for a continuous period of time or intermittently;
 - ii. date of the family member's diagnosis;
 - iii. the date on which the Serious Health Condition of the family member commenced;
 - iv. the probable duration of their Serious Health Condition;
 - v. the appropriate facts related to the Serious Health Condition within the knowledge of the licensed health care provider;
 - vi. a statement that the employee is needed to care for a family member and an estimate of the amount of time required to provide the care; and
 - vii. if intermittent PFML is requested, the expected frequency and duration of the intermittent PFML.
- c. For the employee's own Serious Health Condition, the employee shall submit documentation from a licensed health care provider, establishing:
- i. the first date on which the employee took or intends to take PFML and whether the leave is intended to be for a continuous period, or to be taken intermittently;
 - ii. the date on which the Serious Health Condition of the employee commenced;
 - iii. treatment dates;
 - iv. period of incapacity;
 - v. probable duration of the Serious Health Condition;
 - vi. the appropriate facts related to the Serious Health Condition within the knowledge of the licensed health care provider;
 - vii. a statement that the employee is unable to perform the functions of their job or position;

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- viii. if intermittent PFML is requested, the expected frequency and duration of the intermittent leave.
- d. For military caregiving - to certify a request for PFML to care for a next of kin who has been injured while in active duty with the United States Military, the employee shall submit documentation from a licensed health care provider establishing:
 - i. the first date on which the employee took or intends to take PFML and whether the leave is intended to be taken for a continuous period of time or intermittently;
 - ii. the date on which the serious health condition of the service member commenced;
 - iii. the probable duration of the serious health condition;
 - iv. the appropriate facts related to the serious health condition within the knowledge of the licensed health care provider; and
 - v. if intermittent PFML is requested, a statement that the covered individual needs to care for a service member and PFML.
- e. For military exigency - to certify an application for qualifying exigency arising out of the deployment of a service member who is a family member, the employee shall submit a copy of the family member's active duty orders or a letter of impending activation from the family member's commanding officer.

D. Cancelling or Changing a Request for PFML

- a. Before a PFML leave commences, if an employee determines they no longer need to take PFML, they shall notify the institution, in writing as soon as possible.
- b. If during a PFML period the need for such leave changes, the employee shall notify the institution, in writing, of the pertinent facts and circumstances. If the institution deems it necessary, it may request an updated certification in accordance with this policy.

X. False Statements or Misrepresentations

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An employee who makes false statements or misrepresentations, or fails to provide or conceals material fact(s) in a PFML Request, which induces the institution to approve PFML benefits, shall be subject to the following:

- A. Repayment of the invalidated PFML by retroactive charge to the employee's accrued Sick Leave, Personal Leave, Annual Leave, earned Holiday Leave, and earned Compensatory Leave;
- B. Absent the availability of such leave, repayment of the invalidated PFML may be made by cash payment or agreement with the employee to recover the amount through payroll deduction, or by a method established by institution policy and procedure; and
- C. Discipline up to and including termination, pursuant to the relevant USM and institution policies and procedures and any applicable collective bargaining Memorandum of Understanding the employee is covered by.

XI. Determination

Within ten (10) business days of receipt of a Complete Request for PFML, the institution shall issue a Determination, in writing:

- A. If the PFML is approved, the Determination notice shall indicate the beginning and end dates of the PFML, the duration, whether and to what extent the PFML will run concurrently with FMLA and any other terms and conditions that apply.
- B. If there is an Adverse Determination, the notice shall indicate the basis for the denial and information on the employee's right to request a review of the determination. A denial may be rendered because:
 - 1. an employee's request is not made within the established timeframes;
 - 2. an employee files an incomplete PFML Request, and failed to cure the deficiency on a timely basis, absent good cause;
 - 3. the reason for the leave is not a Qualifying Reason or the Employee is not eligible;
 - 4. the employee's PFML entitlement has been exhausted in the Application Year;
 - 5. the employee misrepresented, concealed or failed to provide relevant facts used to establish the basis for PFML; or

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6. the institution otherwise has good cause for the denying in whole or in part the employee's request.

XII. Request for Reconsideration of Adverse Determination

- A. Within ten (10) business days of receiving an Adverse Determination from the institution, an employee may request Reconsideration of the decision if they believe the benefits approved are less than they are entitled to, or if their request for PFML benefits was denied in whole or in part. Requests must include the reason the Employee believes the Adverse Determination was in error.
- B. The Reconsideration shall be conducted by institution personnel who did not participate in the initial Adverse Determination. A written decision on the Request for Review will be issued within ten (10) business days of receipt by the institution's Human Resources Office, which time may be extended if the decision maker deems a conference necessary to review the facts with the employee or their representative. Such conference must occur within the initial ten-day period, unless there is mutual agreement to convene later. If a conference is held, the written decision will be issued within ten (10) business days of the conference.
- D. An employee may appeal an adverse Decision in the Request for Reconsideration to the Chief Human Resources Officer (CHRO) within twenty (20) calendar days, unless there is good cause. The CHRO shall issue a final Decision within thirty (30) calendar days. The decision of the CHRO is final and not subject to further review or appeal.

XIII. Appeal of Final Determination

Upon implementation, Employees may appeal their PFML benefit determination to the Department of Labor in accordance with the procedures established by the Secretary of Labor for the Family and Medical Leave Insurance Program (FAMLI).

XIV. Overpayments

Overpayment recovery shall be sought when:

- A. benefits were paid in error;
- B. benefits were paid as a result of a misrepresentation, inaccurate or misleading information by the employee;
- C. benefits were paid before a request for PFML is rejected; or

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- D. an employee engages in outside employment that is inconsistent with the purpose of the leave being taken pursuant to this Policy.

The institution shall recover the costs of providing PFML benefits to the employee, including the regular wages paid and health insurance premiums paid on the employee's behalf. Overpayments shall be recovered by retroactively charging the employee's accrued leave. After retroactively charging the employee's accrued leave, any additional outstanding payments owed may be collected through the collection process.

XV. Prohibited Acts

An employee may not have an adverse action taken against them because they have:

- A. filed for, applied for, or received PFML benefits, or taken family or medical leave which qualifies for PFML;
- B. inquired about the rights and responsibilities under the PFML statute;
- C. communicated to their supervisor or institution human resources office their intent to file a good faith claim, a complaint, or an appeal under the PFML statute; or
- D. assisted in a proceeding under the PFML statute.

XVI. Institution Record Keeping Requirements and Periodic Reporting to the USM Office

- A. Institutions shall collect and maintain the following PFML records, with all relevant documentation, for a period of at least five years:
 - 1. All PFML Requests received (both complete and incomplete);
 - 2. PFML approvals, with leave durations and dates for each;
 - 3. Adverse determinations (denials with reason, PFML benefits approved at a lesser amount than requested by the employee);
 - 4. Requests for Reconsideration received;
 - 5. Determinations;
 - 6. Appeals of Determinations to CHRO;
 - 7. Outcomes of Appeals;
 - 8. Costs associated with payments under PFML.
- B. The PFML information and records that are required to be maintained by the institutions shall be subject to periodic reports to the USM Office, using a standard format that will be promulgated, for the purposes of ensuring compliance with the statute.

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- C. All information and records that are acquired and maintained by USM institutions related to the provision of PFML benefits to USM employees are subject to applicable federal and State laws and regulations.

XVII. Implementation Procedures

Each President shall identify their designee(s) to develop procedures as necessary to implement this policy, communicate this policy and applicable procedures to their institutional community, and post it on its institutional website with other human resources policies for faculty and staff.

XVIII. Glossary of Terms

- A. **Adverse Determination** – An institution’s written Determination which denies in full or in part, an employee’s Request for PFML.
- B. **Application Year** - the 12-month period beginning on the Sunday of the calendar week for which benefits are first approved.
- C. **Business day** –Regular business hours, defined as 8:30AM to 5:00PM, on Monday, Tuesday, Wednesday, Thursday, Friday, except those days when an institution holiday is observed, pursuant to the institution’s published schedule.
- D. **Complete PFML Request** – means the PFML request form from an employee that includes all necessary information and required documentation and certifications. An institution may deny an incomplete PFML Request, absent demonstration of good cause by the employee.
- E. **Continuing Treatment by a Licensed Health Care Provider** – means any one or more of the following:
 - 1. examinations or testing to determine the extent to which a serious health condition exists or persists;
 - 2. ongoing or periodic evaluations of the serious health condition; and
 - 3. actual treatment by a health care provider.
- F. **Deployment** – any day when a service member on garrison duty at the service member’s duty station or homeport and acting under official orders, is performing service in a training exercise or operation at a location or under circumstances that make it impossible or infeasible for the service member to spend off-duty time in the housing in which the service member resides.

- G. **Domestic Partner** – the person with whom someone is in a domestic partnership with.
- H. **Domestic Partnership** - is defined as a relationship between two individuals who:
1. are at least 18 years old;
 2. are not related to each other by blood or marriage within 4 degrees of consanguinity under civil law rule;
 3. are not married or in a civil union or domestic partnership with another individual; and
 4. agree to be in a relationship of mutual interdependence in which each individual contributes to the maintenance and support of the other individual and the relationship, even if both individuals are not required to contribute equally to the relationship.
- I. **Equivalent Position** - an employee returning from an approved period of PFML shall be restored to their same position from which they took leave, or to an equivalent position at the institution, with the same benefits, pay, and other terms and conditions of employment as the position from which the employee took leave.
- J. **Family Member** -
1. a biological child, an adopted child, a foster child, or a stepchild of the eligible employee;
 2. a child for whom the eligible employee has legal or physical custody or guardianship.
 3. a child for whom the eligible employee stands *in loco parentis*, regardless of the child's age;
 4. a biological parent, an adoptive parent, a foster parent, or a stepparent of the covered individual or of the eligible employee's spouse;
 5. the legal guardian of the covered individual or the ward of the covered individual or of the covered individual's spouse;
 6. an individual who acted as a parent or stood *in loco parentis* to the covered individual or the covered individual's spouse when the covered individual's spouse was a minor;

7. the spouse of the covered individual;
 8. a domestic partner of the covered individual;
 9. a biological grandparent, an adopted grandparent, a foster grandparent, or a step-grandparent of the covered individual;
 10. a biological grandchild, an adopted grandchild; a foster grandchild, or a step grandchild of the covered individual;
 11. a biological sibling, an adopted sibling, a foster sibling, or a stepsibling of the covered individual
- K. **Good Cause** – means failure by an employee to submit a complete PFML Request or other action required by this policy within the established timeframes because of
1. the employee’s serious health condition that resulted in an unanticipated and prolonged period of incapacity;
 2. a demonstrated inability to reasonably access a means to file a claim or take other action required by this policy in a timely manner, such as due to a natural disaster, a prolonged power outage, or a significant and prolonged system outage; or
 3. a demonstrated failure of the institution to provide the applicable notice to the employee, required by this Policy.
- L. **In Loco Parentis** - “In the place of a parent; instead of a parent; charged, factitiously, with a parent’s rights, duties and responsibilities.” Any Eligible Employee claiming *in loco parentis* relationship with a child, or an Employee claiming to be the child in an *in loco parentis* relationship, may be requested to provide documentation of such relationship.
- M. **Kinship Care** – refers to both informal and formal kinship care. Informal kinship care has the meaning as stated in Md. Code Ann. Ed. 4-122.1. Formal kinship care has the meaning for kinship care as stated in Md. Code Ann. Fam. Law 5-501.
- N. **Licensed Health Care Provider**
1. A doctor of medicine or osteopathy who is authorized to practice medicine or surgery (as appropriate) by the State in which the doctor practices;

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2. Podiatrists, dentists, clinical psychologists, optometrists, and chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by X ray to exist) authorized to practice in the State and performing within the scope of their practice as defined under State law;
 3. Nurse practitioners, nurse midwives, clinical social workers and physician assistants who are authorized to practice under State law and who are performing within the scope of their practice as defined under State law; and
 4. Any health care provider listed above who practices in a country other than the United States, who is authorized to practice in accordance with the law of that country, and who is performing within the scope of his or her practice as defined under such law.
 5. Does not include Christian Sciences Practitioner
- O. **Next of Kin of a Service Member** – As defined by the FMLA, the nearest blood relative other than the service member’s Spouse, Parent or Child (of any age), in the following order of priority: blood relatives who have been granted legal custody of the service member by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the service member has specifically designated in writing another blood relative as their nearest blood relative for purposes of military caregiver leave under the FMLA. When no such designation is made, and there are multiple family members with the same level of relationship to the service member, all such family members shall be considered the service member’s next of kin and may take FML to provide care to the service member, either consecutively or simultaneously. When such designation has been made, the designated individual shall be deemed to be the service member’s only next of kin.
- P. **Parental Leave** – is PFML taken pursuant to Section III.A.1 of this Policy.
- Q. **Qualified Exigency Leave** – means any of the following reasons for which leave may be needed by a family member of a service member:
1. the service member has received notice of deployment within seven (7) calendar days before the deployment is to begin;
 2. to attend military events and related activities including family support programs related to the active duty of the service member;
 3. to arrange, provide, or attend child care or school activities only when the service member is on active duty call or active duty status;

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4. to make financial and legal arrangements for the service member's absence or because of the absence;
5. to attend counseling that:
 - i. is needed due to the active duty or call to active duty status of the service member; and
 - ii. is provided by an individual who is not a licensed health care provider;
6. to spend up to 15 calendar days with a service member who is on a short-term temporary rest and recuperation leave during the period of deployment;
7. to attend post-deployment activities including reintegration services for a period of 90 calendar days immediately following the termination of active duty status;
8. to attend to matters related to the death of the service member while on active duty status;
9. to arrange for or provide alternative care for a parent of the service member with the parent is incapable of self-care and the covered active duty or call to active duty necessitates a change; or
10. any other issues that arise out of active duty or a call to active duty that an appointing authority and employee agree should be covered.

R. **Regular Rate of Pay** – means the employee's base weekly salary or hourly rate of pay.

For clinical faculty in the UMB School of Medicine, the Regular Rate of Pay for purposes of benefits under this policy shall be determined by UMB, but generally will be consistent with the maximum benefit amount under the Family and Medical Leave Insurance Program (Md. Code Ann., Lab. & Empl. § 8.3-101 et seq.). The Regular Rate of Pay will not be less than the benefit amount under the Family and Medical Leave Insurance Program (Id.). Nothing herein will preclude clinical faculty in the University of Maryland Baltimore School of Medicine from using their earned sick, annual, or personal leave for Qualifying Reasons under this Policy.

Nothing herein shall preclude clinical faculty in the University of Maryland Baltimore School of Medicine from using their earned sick, annual, or personal leave for Qualifying Reasons under this policy.

- S. **Serious Health Condition**– means an illness, injury, impairment, or a physical or mental condition that involves:
1. inpatient care in a hospital, hospice, or residential health care facility;
 2. continued treatment by a licensed health care provider; or
 3. continued treatment or supervision at home by a licensed health care provider or other competent individual under the supervision of a licensed health care provider;
 4. includes an illness, injury, impairment, or a physical or mental condition that continues over an extended period of time and requires intermittent treatment.
- T. **Service Member** - an individual who is an active duty or former member of:
1. The United States Armed Forces;
 2. a reserve component of the United States Armed Forces; and
 3. the National Guard of any state.

II-2.25 – POLICY ON FAMILY SUPPORTS FOR FACULTY

(Approved by the Board of Regents on June 22, 2012; Amended on April 20, 2018, Amended on June 21, 2019, Amended on July 1, 2026, Amended ____.)

PURPOSE

This Policy is intended to support faculty in balancing professional and family demands during and after the birth or adoption of a child through a combination of measures to promote a family-friendly environment on each University System of Maryland (USM) campus. These measures include:

- A. Twelve weeks of paid parental leave, not to exceed 60 days or 480 hours in any Application Year, pursuant to X-x.xx USM Policy on Paid Family and Medical Leave for USM Employees (effective July 1, 2026);
- B. the adoption of Family Support Plans at each Institution;
- C. minimum requirements to extend the time for tenure review for new parents; and
- D. the availability of lactation facilities on each campus.

I. FACULTY FAMILY SUPPORT PLANS

Each Institution shall assure that each eligible faculty member, as defined below in Section III.C, has the opportunity to establish a “Family Support Plan.” These plans are intended to provide support for new parents while assuring that continuity in student instruction and other critical faculty duties are not disrupted during periods of parental leave.

A. Plan Development

The plan shall be developed jointly by the faculty member and department chair, or the designee of the chair or the dean, upon request of the faculty member.

1. If the faculty member and department chair are unable to finalize the plan, or if an agreed-upon plan requires additional resources, the appropriate dean or other academic affairs administrator shall participate in completing the plan.
2. Each completed plan shall be shared with the appropriate dean or other academic affairs administrator.

B. Plan Content

The plan shall allow the faculty member to reduce or otherwise modify workload, especially teaching duties, during parental leave, though a combination of:

1. PFML, pursuant to X-x.xx Policy on Paid Family and Medical Leave
2. Workload modifications, to the extent authorized by the Institution and feasible within the faculty member's department, which may include:
 - a) Part-time employment;
 - b) The spreading of the semester's teaching responsibilities over multiple terms preceding and succeeding the parental leave period;
 - c) Redistribution of duties to substitute a teaching assignment with other departmental or academic service; and/or
 - d) Other options identified by the Institution or department.

C. Eligibility

Each tenured or tenure-track faculty member whose responsibilities are primarily instructional is eligible for a Family Support Plan. Institutions may offer the opportunity to develop a Family Support Plan to other categories of faculty as a matter of institution policy.

II. EXTENSION OF TIME FOR TENURE REVIEW

A. Minimum Requirements

Each USM Institution shall establish policies and procedures to permit faculty members who become new parents with the birth or adoption of a child to extend the time for tenure review. At a minimum, institution policies shall provide for:

1. A one- (1-) year extension of the time for tenure review upon the birth or adoption of a child, to run concurrently with any extension provided under USM BOR policy II-2.31 – Policy on Family and Medical Leave for Faculty; and
2. The ability to obtain such an extension twice during employment with an Institution.

B. Institution Procedures

Institution procedures may include requirements related to the timing and content of applications for the extension, documentation of eligibility and other aspects of the process for requesting and administering extensions of the time for tenure review.

C. Additional Institution Provisions

An Institution's policies to extend the time for tenure review may be broader in scope than the minimum eligibility and duration requirements specified in this Policy.

III. SUPPORTS FOR NURSING MOTHERS

A. Lactation Facilities

Each Institution shall provide space at reasonable locations on campus where employees who are nursing mothers may express milk.

1. The area must be shielded from view and free of intrusions from others.
2. A bathroom or restroom may not be designated as a lactation area.
3. The space may be a private area in a larger room, or a private room that is reliably made available for nursing mothers whenever needed but may otherwise be used for different functions.
4. The area shall be equipped with seating, a table or other flat surface, an electrical outlet and nearby access to a sink.

B. Breastfeeding

The requirement for lactation facilities on each campus and their availability for the purpose of breastfeeding a child are subject to institution policies that govern the circumstances under which the children of employees may be present on campus.

IV. PROTECTIONS FOR FACULTY

No faculty member shall be discriminated against or otherwise experience reprisals in any appointment, evaluation, promotion, tenure or other employment-related process as a result of utilizing the parental leave and other supports provided by this Policy.

IMPLEMENTATION PROCEDURES

Each President shall identify his/her designee(s) as appropriate for this Policy; develop procedures as necessary to implement this Policy; communicate this policy and applicable procedures to employees at his/her Institution and the general campus community; and post this Policy on the institutional website. Each President shall forward a copy of such designations and implementation procedures to the USM Chancellor.

II-2.25 – POLICY ON ~~PARENTAL LEAVE AND OTHER FAMILY SUPPORTS~~ FOR FACULTY

(Approved by the Board of Regents on June 22, 2012; Amended on April 20, 2018, Amended on June 21, 2019, Amended on July 1, 2026, Amended _____.)

I. PURPOSE

This Policy is intended to support faculty in balancing professional and family demands during and after the birth or adoption of a child through a combination of measures to promote a family-friendly environment on each University System of Maryland (USM) campus. These measures include:

- A. ~~minimum assured period of~~ Twelve weeks of paid parental leave, not to exceed 60 days or 480 hours in any Application Year, pursuant to X-x.xx USM Policy on Paid Family and Medical Leave for USM Employees (effective July 1, 2026);
- B. ~~t~~The adoption of Family Support Plans at each Institution;
- C. ~~m~~Minimum requirements to extend the time for tenure review for new parents; and
- D. ~~t~~The availability of lactation facilities on each campus.

~~H. ASSURED MINIMUM PARENTAL LEAVE~~

~~—Under the paid Family and Medical Leave (PFML) benefit, the All leave taken during the parental leave period (annual, personal, sick, collegial, holiday, administrative or supplemental paid parental leave shall run concurrently with any available FMLA leave (“FML”), per Section IV of USM BOR policy II-2.31—Policy on Family and Medical Leave for Faculty, if the faculty member is also eligible for FML under USM BOR policy II-2.31. The Institution shall administer the concurrently.~~

~~A. Applicability~~

~~The twelve (12) week paid parental leave assurance shall be available on a continuous basis during a six (6) month period surrounding:~~

- ~~1. The birth of a child;~~
- ~~2. The adoption of a child; and~~
- ~~3. At the discretion of the Institution’s chief academic officer and subject to any limitations established by the Institution, the assumption of other parenting responsibilities, such as foster parenting or legal guardianship of a child under the age of six (6).~~

~~B. Eligibility~~

~~At a minimum, the paid leave assurance shall apply to tenured and tenure track faculty, and non-tenure track faculty with multi-year contracts, upon written affirmation that the faculty member will be the child's primary caregiver during the parental leave period, subject to the following:~~

- ~~1. Institutions may offer assured minimum paid leave to other categories of faculty as a matter of institution policy;~~
- ~~2. Leave shall be pro-rated for eligible part-time faculty; and~~
- ~~3. If a child's parents are employed by the same Institution, both parents may be eligible for paid parental leave as follows:
 - ~~a) Both parents may concurrently use accrued annual, sick, holiday, collegial or personal leave with the birth of a child or adoption of a child; and~~
 - ~~b) A parent may use supplemental guaranteed paid leave under II.A. of this Policy only during a period when that parent is the child's primary caregiver.~~~~
- ~~4. A faculty member shall be eligible for assured minimum paid parental leave after six (6) months of employment with the Institution, except to the extent that institution policies permit, and the terms of the faculty member's appointment establish a lesser eligibility period.~~
- ~~5. A faculty member may be eligible for paid parental leave under this Policy on one occasion in any twelve (12-) month period.~~
- ~~6. Parental leave for faculty must be used continuously; it is not available on an intermittent basis.~~

III.II. FACULTY FAMILY SUPPORT PLANS

Each Institution shall assure that each eligible faculty member, as defined below in Section III.C, has the opportunity to establish a "Family Support Plan." These plans are intended to provide support for new parents while assuring that continuity in student instruction and other critical faculty duties are not disrupted during periods of parental leave.

A. Plan Development

The plan shall be developed jointly by the faculty member and department chair, or the designee of the chair or the dean, upon request of the faculty member.

1. If the faculty member and department chair are unable to finalize the plan, or if an agreed-upon plan requires additional resources, the appropriate dean or

other academic affairs administrator shall participate in completing the plan.

2. Each completed plan shall be shared with the appropriate dean or other academic affairs administrator.

B. Plan Content

The plan shall allow the faculty member to reduce or otherwise modify workload, especially teaching duties, during parental leave, though a combination of:

1. PFML, pursuant to X-x.xx Policy on Paid Family and Medical Leave
2. Workload modifications, to the extent authorized by the Institution and feasible within the faculty member's department, which may include:
 - a) Part-time employment;
 - b) The spreading of the semester's teaching responsibilities over multiple terms preceding and succeeding the parental leave period;
 - c) Redistribution of duties to substitute a teaching assignment with other departmental or academic service; and/or
 - d) Other options identified by the Institution or department.

C. Eligibility

Each tenured or tenure-track faculty member whose responsibilities are primarily instructional is eligible for a Family Support Plan. Institutions may offer the opportunity to develop a Family Support Plan to other categories of faculty as a matter of institution policy.

IV.III. EXTENSION OF TIME FOR TENURE REVIEW

A. Minimum Requirements

Each USM Institution shall establish policies and procedures to permit faculty members who become new parents with the birth or adoption of a child to extend the time for tenure review. At a minimum, institution policies shall provide for:

1. A one- (1-) year extension of the time for tenure review upon the birth or adoption of a child, to run concurrently with any extension provided under USM BOR policy II-2.31 – Policy on Family and Medical Leave for Faculty; and
2. The ability to obtain such an extension twice during employment with an Institution.

B. Institution Procedures

Institution procedures may include requirements related to the timing and content of applications for the extension, documentation of eligibility and other aspects of the

process for requesting and administering extensions of the time for tenure review.

C. Additional Institution Provisions

An Institution's policies to extend the time for tenure review may be broader in scope than the minimum eligibility and duration requirements specified in this Policy.

V.IV. SUPPORTS FOR NURSING MOTHERS

A. Lactation Facilities

Each Institution shall provide space at reasonable locations on campus where employees who are nursing mothers may express milk.

1. The area must be shielded from view and free of intrusions from others.
2. A bathroom or restroom may not be designated as a lactation area.
3. The space may be a private area in a larger room, or a private room that is reliably made available for nursing mothers whenever needed but may otherwise be used for different functions.
4. The area shall be equipped with seating, a table or other flat surface, an electrical outlet and nearby access to a sink.

B. Breastfeeding

The requirement for lactation facilities on each campus and their availability for the purpose of breastfeeding a child are subject to institution policies that govern the circumstances under which the children of employees may be present on campus.

VI.V. PROTECTIONS FOR FACULTY

No faculty member shall be discriminated against or otherwise experience reprisals in any appointment, evaluation, promotion, tenure or other employment-related process as a result of utilizing the parental leave and other supports provided by this Policy.

IMPLEMENTATION PROCEDURES

Each President shall identify his/her designee(s) as appropriate for this Policy; develop procedures as necessary to implement this Policy; communicate this policy and applicable procedures to employees at his/her Institution and the general campus community; and post this Policy on the institutional website. Each President shall forward a copy of such designations and implementation procedures to the USM Chancellor.

II-2.31 – POLICY ON FAMILY AND MEDICAL LEAVE FOR FACULTY

(Approved by the Board of Regents on October 6, 1995; Amended on April 20, 2018, Amended on _____.)

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I. PURPOSE AND APPLICABILITY

The purpose of this Policy is to implement the Family and Medical Leave Act of 1993 (“FMLA”), 29 U.S.C. § 2611 (2012) and subsequent amendments to applicable federal and state laws. This Policy applies to all eligible University System of Maryland (“USM”) faculty who are covered by the provisions of USM BOR policy II-1.00 University System Policy on Appointment, Rank, and Tenure of Faculty. Under certain circumstances, it is the policy of the USM to provide Eligible Faculty Members up to a maximum of twelve (12) weeks of job-protected leave (“FML”) during a Twelve- (12-) Month Period for certain family and certain Serious Health Condition reasons. Additionally, under certain circumstances, this Policy provides Eligible Faculty Members a maximum of twelve (12) weeks of FML during a Twelve- (12-) Month Period to address a qualifying Exigency arising from a Military Member’s Covered Active Duty status or notification of an impending call or order to Covered Active Duty status, and a

maximum of twenty-six (26) weeks of FML during a Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness. FML may be unpaid, paid through the concurrent use of leave accrued or acquired under an Institution's policies, or a combination of both as set forth in Section IV of this Policy. If applicable law is modified, abrogated, superseded, or added to, this Policy shall be interpreted in accordance with the new legal framework.

II. TERMS AND DEFINITIONS

The following terms and definitions shall apply for purposes of this Policy:

- A. **Accrued or Acquired Paid Leave:** Annual and personal leave available for use under USM BOR policy II-2.40 – Policy on Annual Leave for Faculty, holiday leave for holidays observed during FML, sick leave available for use under USM BOR policy II-2.30 – Policy on Sick Leave for Faculty Members, and accident leave.
- B. **Alternative Position:** A position to which an Eligible Faculty Member may be reassigned temporarily during a period of intermittent or reduced schedule FML. The alternative position shall have equivalent benefits and pay to the position from which the Eligible Faculty Member was reassigned.
- C. **Care:** To take care of or to care for. The term care is intended to be read broadly to include both physical and psychological care. The language applies to the period of inpatient care and home care as well.
- D. **Care for a Covered Servicemember:** Care by an Eligible Faculty Member, for a Covered Servicemember who becomes ill or injured as a result of service in the military, who is a:
 - 1. Spouse; and/or
 - 2. Parent; and/or
 - 3. Child (of any age); or
 - 4. If none of the above is available, the Next of Kin.
- E. **Child (except for military FML requests under Section VI):** A person who is the son or daughter of an Eligible Faculty Member and who is under eighteen (18) years of age; or, eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability at the time FML commences. The son and/or daughter may be the biological, adopted, step or foster child of the Eligible Faculty Member. The term “child” shall also include someone who is the legal ward of the Eligible Faculty Member or someone for whom the Eligible Faculty Member has provided sufficient, notarized affidavit(s) and proof of financial dependence that he/she is standing *In Loco Parentis*.

F. **Covered Active Duty:** In the case of a member of a Regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; and in the case of a member of a Reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in Section 101(a)(13)(B) of Title 10, United States Code.

G. **Covered Servicemember:**

1. A current member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a Serious Injury or Illness; or
2. A covered veteran who is undergoing medical treatment, recuperation, or therapy, for a Serious Injury or Illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) and was discharged or released under conditions other than dishonorable at any time during the 5-year period prior to the first date the Eligible Faculty Member takes FML to Care for the covered veteran.

H. **Eligible Faculty Member:** An employee who is covered under the provisions of USM BOR policy II-1.00 – University System Policy on Appointment, Rank, and Tenure of Faculty; and

1. Has been employed for a total of at least twelve (12) months as a USM or State of Maryland employee; and
2. Whose employment during the twelve- (12-) month period immediately prior to the beginning date of the FML was at least 50 percent or greater of full-time under a nine- (9-) month or longer contract, or who has worked for at least 1,040 hours during the twelve- (12-) month period immediately prior to the beginning date of the FML as a USM or State of Maryland employee.

If a faculty member holds a concurrent administrative appointment under USM BOR policy II-1.03 – Policy on Concurrent Faculty and Administrative Appointments, FML shall be governed by USM BOR policy VII-7.50 – Policy on Family and Medical Leave for Nonexempt and Exempt Staff Employees. However, application of the Staff FMLA Policy shall not result in any loss of rights applicable to the concurrent faculty appointment, including the right to postpone mandatory tenure review under Section VIII.A of this Policy.

For convenience, within the text of this Policy the term “Faculty Member” instead of “Eligible Faculty Member” shall be used hereafter.

- I. **Equivalent Position:** A position at the Institution to which a Faculty Member may be Restored upon the completion of the FML. The equivalent position shall have the same benefits, pay, and other terms and conditions of employment as the position from which the Faculty Member took leave.
- J. **Exigency:**
1. Issues arising from a Military Member's short notice deployment (call to Covered Active Duty on seven (7) or fewer calendar days' notice prior to the date of deployment);
 2. Military events and related activities (official ceremonies, programs or events sponsored by the military), or family support or assistance programs and informational briefings sponsored or promoted by the military, military service organizations, or the American Red Cross that are related to the Covered Active Duty or call to Covered Active Duty of a Military Member;
 3. Childcare and related activities arising from the Covered Active Duty or call to Covered Active Duty status of a Military Member (including but not limited to arranging for alternative childcare, providing childcare on a non-routine, urgent, immediate need basis, enrolling or transferring a child in a new school or day care facility, and attendance at certain meetings at a school or a day care facility if they are necessary due to circumstances arising from the Covered Active Duty or call to Covered Active Duty of a Military Member). For purposes of this Paragraph, the child must meet the definition of "Child" in Section II.E of this Policy;
 4. Financial and legal arrangements (to make or update legal and/or financial arrangements for the Military Member's absence or act as his/her representative before a government agency);
 5. Attending counseling provided by someone other than a Health Care Provider for oneself, for the Military Member, or for a child of the Military Member (who must meet the definition of "Child" in Section II.E of this Policy), the need for which arose from the Covered Active Duty or call to Covered Active Duty of the Military Member;
 6. Spending up to fifteen (15) calendar days with a Military Member who is on short-term, temporary, rest and recuperation leave (for each instance of such leave during a deployment);
 7. Attending post-deployment activities (including arrival ceremonies, reintegration briefings and other official ceremonies or programs sponsored by the military for a period of ninety (90) days following the termination of the Military Member's Covered Active Duty status, and issues arising from the death of a Military Member);

8. Providing Parental Care necessitated by the Covered Active Duty status of a Military Member whose Parent is incapable of self-care; or
9. Additional activities (provided that the Institution and Faculty Member agree that such activities shall qualify as an exigency and agree to both the timing and duration of leave).

K. Health Care Providers:

1. Doctors of medicine or osteopathy, podiatrists, dentists, clinical psychologists, optometrists, chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by x-ray to exist), nurse practitioners, nurse midwives, clinical social workers, and physician assistants, who are authorized to practice under the law of the state or country in which they are practicing and are performing within the scope of their practice;
2. Licensed clinical professional counselors;
3. Christian Science practitioners listed with the First Church of Christ Scientist in Boston; and
4. Any other health care provider from whom the Institution's group health plan's benefits manager will accept certification of the existence of a Serious Health Condition to substantiate a claim for benefits.

L. Immediate Family Member: The Faculty Member's Parent, Spouse, or Child.

M. *In Loco Parentis*: "In the place of a parent; instead of a parent; charged, factitiously, with a parent's rights, duties and responsibilities." Any Faculty Member claiming an *in loco parentis* relationship with a child, or any Faculty Member claiming to be the child in an *in loco parentis* relationship, may be requested to provide documentation of such relationship.

N. Institution: The employing USM institution; the USM institution from which the Faculty Member is taking leave.

O. Military Member: A Faculty Member's Spouse, child (of any age), or Parent who is on Covered Active Duty.

P. Next of Kin: The nearest blood relative other than the Covered Servicemember's Spouse, Parent or child (of any age) in the following order of priority:

1. A blood relative whom the Covered Servicemember has specifically designated in writing as his or her nearest blood relative for purposes of military caregiver leave under the FMLA;

2. Blood relatives who have been granted legal custody of the Covered Servicemember by court decree or statutory provision;
 3. Brothers and sisters;
 4. Grandparents;
 5. Aunts and uncles;
 6. First cousins.
- Q. Parent:** The Faculty Member's biological, adoptive, step or foster mother or father, or someone who stood *In Loco Parentis* to the Faculty Member when the Faculty Member was a child. This term does not include parents “in law.”
- R. Parental Care:** Care provided to the Military Member’s Parent, who must be incapable of self-care and must be the Military Member’s biological, adoptive, step or foster father or mother, or any other individual who stood *In Loco Parentis* to the Military Member when the member was under eighteen (18) years of age.
- S. Restore(d) or Restoration:** A return to the position held by the Faculty Member when FML commenced or to an Equivalent Position.
- T. Serious Health Condition:** An illness, injury, impairment, or physical or mental condition of the Faculty Member or an Immediate Family Member that involves:
1. Any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility;
 2. A period of incapacity requiring absence of more than three (3) consecutive calendar days from work or other regular daily activities that also involves continuing treatment by (or under the supervision of) a Health Care Provider;
 3. Any period of incapacity due to pregnancy, or for prenatal care;
 4. Any period of incapacity (or treatment therefore) due to a chronic serious health condition (i.e., conditions that require periodic visits for treatment, continue over an extended period of time, and may cause episodic incapacity, such as asthma, diabetes, epilepsy, etc.);
 5. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective and for which the faculty member or Immediate Family Member is under the continuing supervision of a Health Care Provider (e.g., Alzheimer's, stroke, terminal diseases, etc.); or,
 6. Any absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a Health Care Provider for a condition that likely

would result in incapacity of more than three consecutive calendar days if left untreated (e.g., chemotherapy, physical therapy, dialysis, etc.) or for a restorative surgery after an accident or other injury.

Incapacity means inability to work, attend school, or perform other regular daily activities due to the Serious Health Condition, treatment therefor, or recovery therefrom. A Serious Health Condition is a qualifying reason for a Faculty Member's leave where the Faculty Member is unable to perform any one of the essential functions of his/her position due to the Serious Health Condition.

U. Serious Injury or Illness:

1. In the case of a current member of the Armed Forces (including a member of the National Guard or Reserves), an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating; and
2. In the case of a covered veteran, an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.

V. Spouse: A husband or wife as defined or recognized under state law for purposes of marriage in the state where the Faculty Member resides, including common law marriage and same sex marriage.

W. Twelve- (12-) Month Period:

1. The 12-month FML entitlement period is measured on an Application Year basis, which begins on the Sunday of the week an employee's FML-designated leave begins, and counting forward, until the 12-week entitlement is exhausted. A new 12-week FML entitlement begins anew on the day following the expiration of the Application Year.
2. With regard to Care for a Covered Servicemember, for which a Faculty Member who is the Spouse, child (of any age), Parent, or Next of Kin of a Covered Servicemember may use up to twenty-six (26) weeks of FML in a single Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness, the Twelve- (12-) Month Period shall be measured forward, beginning on the first day the Faculty Member takes FML and ending twelve (12) months after that date.

3. Each Institution shall indicate in its implementation procedures that its Twelve- (12-) Month Period is based on a twelve- (12-) month period measured forward from the Sunday of the week an employee first uses FML-designated leave, subject to Paragraph 2 of this Section. This Twelve- (12-) Month Period shall be consistently and uniformly applied to all eligible employees, including faculty and staff, at that Institution.

III. REASONS FOR LEAVE

A Faculty Member is entitled to take FML for the following reasons:

- A. The birth of the Faculty Member's Child;
- B. The placement of a Child with the Faculty Member for adoption or foster care;
- C. The need to take care of the Faculty Member's Child within a Twelve- (12-) Month Period from birth or placement;
- D. The need to take Care of the Faculty Member's Immediate Family Member who has a Serious Health Condition;
- E. The Serious Health Condition of the Faculty Member that makes the Faculty Member unable to perform any one of the essential functions of the Faculty Member's job;
- F. The need to take Care of a Covered Servicemember's Serious Injury or Illness; and
- G. Qualifying Exigencies arising out of the Covered Active Duty and call-up to Covered Active Duty of a Military Member (the Faculty Member's Spouse, child (of any age), or Parent).

IV. COMPENSATION DURING LEAVE

The FMLA provides Faculty Members with job-protected leave for the qualifying reasons listed under Section III of this Policy. The FMLA allows for the leave to be unpaid, paid through the concurrent use of leave accrued or acquired under the Institution's policies, or a combination of both. Each Institution shall require Faculty Members to use concurrently with FML with the Paid Family and Medical Leave (PFML) benefit that is provided to all employees in the Executive Branch of State government, to the extent possible. Any remaining FML shall be paid through the concurrent use of the faculty member's Accrued or Acquired Paid Leave as defined in Section II.A. Any remaining FML will be unpaid.

V. FAMILY AND MEDICAL LEAVE ENTITLEMENT

- A. A Faculty Member is entitled to a maximum of twelve (12) weeks of FML, based on the Faculty Member's normal workweek, within a Twelve- (12-) Month Period. FML can be taken continuously or, per Section VII of this Policy, intermittently or under a

reduced work schedule, over the course of a Twelve- (12-) Month Period. FML entitlement shall not be carried over from a Twelve- (12-) Month Period to the subsequent Twelve- (12-) Month Period.

B. For example:

1. If a Faculty Member normally works forty (40) hours per week and takes three (3) weeks of FML continuously, then the Faculty Member's three (3) weeks of leave will constitute three (3) weeks of FML.
2. If a Faculty Member normally works thirty-two (32) hours per week and takes twenty-four (24) hours of FML, then the Faculty Member's twenty-four (24) hours of leave will constitute three-fourths (3/4) of a week of FML.
3. If a Faculty Member normally works forty (40) hours per week and works twenty (20) hours under a reduced schedule, then the Faculty Member's twenty (20) hours of leave will constitute one-half (1/2) of a week of FML for each week the Faculty Member works under the reduced schedule.
4. If a Faculty Member normally works thirty (30) hours per week and works twenty (20) hours per week under a reduced schedule, then the Faculty Member's ten (10) hours of leave will constitute one-third (1/3) of a week of FML for each week the Faculty Member works under the reduced schedule.

C. Whether a period of FML is paid or unpaid will be determined by Section IV of this Policy.

VI. MILITARY FML ENTITLEMENT

A. Military Caregiver Leave

A Faculty Member who is the Spouse, child (of any age), Parent, or Next of Kin of a Covered Servicemember may use up to twenty-six (26) workweeks of leave in a single Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness. The Twelve- (12-) Month Period described in this Paragraph shall be measured forward, beginning on the first day the Faculty Member takes FML to Care for a Covered Servicemember and ending twelve (12) months after that date.

B. Exigency Leave

A Faculty Member with a Spouse, child (of any age), or Parent who is a Military Member on Covered Active Duty or notified of an impending call or order to Covered Active Duty status may use up to twelve (12) workweeks of leave to address a qualifying Exigency arising out of the fact that the Faculty Member's Spouse, child, or Parent is on Covered Active Duty or notified of an impending call or order to Covered Active Duty status.

VII. INTERMITTENT LEAVE OR REDUCED SCHEDULE LEAVE

- A. Intermittent leave is FML taken in separate blocks of time for a single qualifying reason. Reduced schedule leave is FML that reduces a Faculty Member's usual number of working hours per workweek or workday for a period of time.
- B. A Faculty Member may take intermittent or reduced schedule leave for purposes of the Faculty Member's or the Immediate Family Member's Serious Health Condition, the Serious Injury or Illness of a Covered Servicemember, or for a qualifying Exigency. There must be a medical need for leave and it must be that such medical need can be best accommodated through intermittent or reduced schedule leave.
- C. The Faculty Member shall make a reasonable effort to schedule intermittent or reduced schedule leave for planned medical treatment so as not to unduly disrupt the operations of the Institution's applicable unit. If the Faculty Member neglects to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the Institution may initiate discussions with the Faculty Member and require the Faculty Member to make a reasonable effort to make such arrangements, subject to the approval of the Health Care Provider.
- D. It is within the discretion of the President or designee to grant intermittent or reduced schedule leave for reasons of childbirth, placement with the Faculty Member of a Child for adoption or foster care, or care for a newborn Child.
- E. The President or designee may temporarily reassign a Faculty Member on intermittent or reduced schedule leave to an Alternative Position for which the Faculty Member is qualified, and which better accommodates intermittent or reduced schedule leave than does the Faculty Member's regular position. Such reassignment may occur only where the Faculty Member foreseeably needs intermittent or reduced schedule leave or where the President or designee agrees to permit such leave under Paragraph D of this Section VII. The Alternative Position must have equivalent pay and benefits but need not have equivalent duties and may not constitute a hardship on the Faculty Member or discourage the Faculty Member from taking leave. When the Faculty Member no longer needs leave, they must be placed in the position they held when FML commenced or in an Equivalent Position.

VIII. JOB RIGHTS AND PROTECTIONS

- A. A tenure-track Faculty Member whose leave under this Policy is six (6) continuous months or totals at least one semester may request through his or her department chair or appropriate appointing authority that the mandatory tenure review be postponed for one (1) year. The request shall be forwarded through the Faculty Member's dean, for recommendation, to the chief academic officer of the Institution for decision.

- B. Except as provided in Sections VIII. C., D., E., and F., a Faculty Member returning to work at the conclusion of FML shall be Restored to the position they held when FML commenced or to an Equivalent Position with the pay, benefits, and other terms and conditions of employment that they enjoyed immediately prior to the FML.
- C. A Faculty Member is not entitled to Restoration if the President or designee determines that the Faculty Member had been hired for a specific term or only to perform work on a specific project defined in writing and the term or project is over and the Institution would not otherwise have continued to employ the Faculty Member.
- D. If at any point prior to or during the FML the President or designee determines that the Faculty Member's position held when FML commenced cannot be held available for the duration of the leave, the President or designee, at the conclusion of the leave, shall Restore the Faculty Member to an Equivalent Position.

If it is determined that the position cannot be held available, the President or designee shall immediately notify the Faculty Member in writing of details associated with the decision and the details of the Equivalent Position to which the Faculty Member will be Restored. The Faculty Member shall have the right to return to work within fifteen (15) working days from receipt of such notice to keep the position held by the Faculty Member when FML commenced.

- E. If there are reductions in the work force while the Faculty Member is on FML and the Faculty Member would have lost his/her position under the Institution's retrenchment policy(ies) had he/she not been on FML, then the Institution has no obligation to Restore the Faculty Member to the position held by the Faculty Member when FML commenced or to an Equivalent Position.
- F. Faculty Members on FML are subject to generally applicable changes in compensation, benefits, or other terms or conditions of employment.
- G. A disruption in a Faculty Member's service due to FML taken in accordance with this Policy shall not count against years of service for purposes of eligibility for sabbatical leave under USM BOR policy II-2.00 – Policy on Sabbatical Leave for Faculty.

IX. STATUS OF BENEFITS WHILE ON FML

- A. A Faculty Member on FML under this Policy shall continue to be eligible for all employment benefits that he/she enjoyed immediately prior to the FML, including group life insurance, health insurance, disability insurance, sick leave, annual leave, educational benefits, and pensions, unless otherwise elected by the Faculty Member and subject to any generally applicable changes in benefits eligibility or terms that may have taken place during the period of FML.

B. A Faculty Member on FML may continue employer-subsidized health care benefits during the period of leave. The President or designee shall, in accordance with Section XI.B of this Policy, provide advance written notice to the Faculty Member of the terms and conditions under which premium payments are to be made by the Faculty Member, which shall include the following:

1. If Accrued or Acquired Paid Leave or paid parental leave is being used concurrently during the FML period, the Faculty Member's share of premiums shall be paid by the method normally used during any paid leave; and
2. If the FML period is unpaid, the Institution shall require the Faculty Member to pay his or her share of premium payments in the manner required by the State of Maryland Department of Budget and Management.

If a Faculty Member gives notice that he/she will not return to work, the Faculty Member will not be eligible to continue participating in employer health benefit plans, except to the extent eligible as a retiree or under COBRA.

C. The Institution shall recover its share of health premiums during a period of unpaid FML if the Faculty Member fails to return to work (does not work for at least thirty (30) calendar days) after the FML has been exhausted or the Faculty Member's eligibility expires, unless the reason for not returning is due to the continuation, recurrence, or onset of a Serious Health Condition of the Faculty Member or Immediate Family Member, or a Serious Injury or Illness of a Covered Servicemember, or other circumstances beyond the faculty member's control.

When a Faculty Member fails to return to work because of the continuation, recurrence, or onset of either a Serious Health Condition of the Faculty Member or Immediate Family Member, or a Serious Injury or Illness of a Covered Servicemember, thereby precluding the Institution from recovering its (share of) health benefit premium payments made on the Faculty Member's behalf during a period of unpaid FML, the Institution shall require medical certification of the Faculty Member's or the Immediate Family Member's Serious Health Condition or the Covered Servicemember's Serious Injury or Illness. If the Institution requires such certification, the Faculty Member must provide the certification within thirty (30) days of the Institution's request. If the Faculty Member does not provide requested certification within thirty (30) days, or the reason for not returning to work does not involve circumstances beyond the Faculty Member's control, the Institution may recover one hundred percent (100%) of the health benefit premiums it paid during the unpaid FML.

D. Except as noted in Section VIII, Job Rights and Protections, upon return from FML a Faculty Member shall be Restored all the rights, benefits, and privileges enjoyed prior to the leave.

- E. The status and maintenance of a Faculty Member's benefits other than employer-subsidized health care benefits during a period of paid or unpaid FML shall be determined by the Institution's established policies for providing those benefits when the Faculty Member is on other forms of leave (paid or unpaid, as appropriate). While on any unpaid portion of an FML, a Faculty Member shall not earn or accrue any additional leave or be entitled to salary or other compensation-based benefits.
- F. A Faculty Member may elect to purchase service credit at the time of retirement for prior leave without pay that is qualified by the Maryland State Retirement and Pension Systems. Upon approval of a leave without pay, a Faculty Member shall follow the Institution procedure to assure that this option may be exercised. Service credits are not applicable to the Optional Retirement Program.

X. FACULTY NOTICE REQUIREMENTS

A. Timing

A Faculty Member shall give at least thirty (30) calendar days' notice (or if not practicable, as soon as practicable, generally within two (2) workdays) before FML is to begin for leave based on an expected birth, placement for adoption or foster care, planned medical treatment for a Serious Health Condition of the Faculty Member or of an Immediate Family Member, or planned medical treatment for a Serious Injury or Illness of a Covered Servicemember. For leave due to a qualifying Exigency, notice must be provided as soon as practicable. The Faculty Member shall advise the Institution as soon as practicable if dates of scheduled leave change or are extended, regardless of whether FML is to be continuous or is to be taken intermittently or on a reduced schedule basis.

B. Content

The notice provided by the Faculty Member shall be written and provided to the Faculty Member's immediate supervisor and Provost (or his or her designee), sufficient to make the Institution aware that the Faculty Member needs FML and shall include the anticipated timing and duration of the leave, if foreseeable.

C. Notice by Spokesperson

Notice may be given by the Faculty Member's spokesperson (e.g., Spouse, adult family member, or other responsible party) if the Faculty Member is unable to do so personally.

XI. EMPLOYER NOTICE REQUIREMENTS

A. Eligibility Notice

When a faculty member requests FML, or when the Institution acquires knowledge that a faculty member's leave may be for an FML-qualifying reason, the Institution shall notify the faculty member of the faculty member's eligibility to take FML within five (5) business days, absent extenuating circumstances. The Institution shall provide this eligibility notice in writing using the prototype form issued by the Department of Labor, Wage and Hour Division.

B. Rights and Responsibilities Notice

Institutions shall provide written notice detailing the specific expectations and obligations of the Faculty Member and explaining any consequences of a failure to meet these obligations. This notice shall be provided to the Faculty Member each time the eligibility notice is provided and may be contained within the same form. An Institution shall use the prototype form issued by the Department of Labor, Wage and Hour Division, which shall include:

1. A statement that the leave may be designated and counted against the Faculty Member's annual FML entitlement if qualifying and the Twelve- (12-) Month Period defined in Section II.W of this Policy;
2. Any requirement for the Faculty Member to furnish certification of a Serious Health Condition, Serious Injury or Illness, or qualifying Exigency arising out of Covered Active Duty or call to Covered Active Duty status, and the consequences of failure to do so;
3. A statement that the Institution will require the substitution of paid leave per Section IV of this Policy, the conditions related to any substitution, and the Faculty Member's entitlement to take unpaid FML if the Faculty Member does not meet the conditions for paid leave;
4. Any requirement for the Faculty Member to make any premium payments to maintain health benefits and the arrangements for making such payments, and the possible consequences of failure to make such payments on a timely basis per Section IX of this Policy;
5. A statement of the Faculty Member's status as a Key Employee under USM BOR policy VII-7.50 – Policy on Family and Medical Leave for Nonexempt and Exempt Staff Employees, if he or she holds a concurrent administrative appointment under USM BOR policy II-1.03 – Policy on Concurrent Faculty and Administrative Appointments, and the potential consequence that Restoration may be denied following FML, explaining the conditions required for such denial;
6. A statement of the Faculty Member's rights to maintenance of benefits during FML and Restoration to the position held when FML commenced or an Equivalent Position upon return from FML; and

7. A statement of the Faculty Member's potential liability for payment of health insurance premiums paid by the Institution during the Faculty Member's unpaid FML if the Faculty Member fails to return to work after taking FML.

C. Designation Notice

1. When the Institution has enough information to determine whether the leave is being taken for an FML-qualifying reason (e.g., after receiving a certification, if requested), the Institution shall notify the Faculty Member in writing whether the leave will be designated and will be counted as FML, within five (5) business days absent extenuating circumstances. If the Institution has sufficient information to designate the leave as FML immediately after receiving notice of the Faculty Member's need for leave, the Institution shall provide the Faculty Member with the designation notice at that time. This notice shall be provided using the prototype form issued by the Department of Labor, Wage and Hour Division, which shall meet the requirements below in Section XI.C.2–4.
2. The Institution shall inform the Faculty Member in this written notice that the Institution is requiring the Faculty Member to use paid leave concurrently in the order set forth in Section IV of this Policy.
3. If the Institution will require the Faculty Member to present a fitness-for-duty certification to be Restored to employment, the Institution shall provide notice of such requirement with the designation notice. If the Institution will require that the fitness-for-duty certification address the Faculty Member's ability to perform the essential functions of the Faculty Member's position, the Institution shall so indicate in the designation notice, and shall include a list of the essential functions of the Faculty Member's position.
4. If the information provided by the Institution to the Faculty Member in the designation notice changes, the Institution shall provide written notice of the change within five (5) business days of receipt of the Faculty Member's first notice of need for leave subsequent to any change.
5. If an Institution does not designate leave as indicated in Section XI.C.1–4, the Institution may retroactively designate leave as FML with appropriate notice to the Faculty Member provided that the Institution's failure to timely designate leave does not cause harm or injury to the Faculty Member.

XII. CERTIFICATION

- A. Medical Certification for Serious Health Condition of Faculty Member or Immediate Family Member.
1. For leave related to a Serious Health Condition, the Faculty Member shall provide medical certification(s) from the Faculty Member's or Immediate Family Member's Health Care Provider. The Institution shall use the Department of Labor's prototype forms for certification of the Serious Health Condition of an employee or the Serious Health Condition of a family member. The Faculty Member shall have fifteen (15) calendar days to obtain the medical certification unless not practicable to do so despite the Faculty Member's diligent good faith efforts. An Institution shall require only the following information in the certification:
 - a) The name, addresses, telephone number, and fax number of the Health Care Provider and type of medical practice/specialization;
 - b) A diagnosis of the nature and extent of the condition giving rise to the use of FML;
 - c) The approximate date the condition commenced and its probable duration;
 - d) A statement or description of appropriate medical facts regarding the patient's health condition for which FML is requested, including a regimen of continuing treatment to be prescribed;
 - e) In the case of a Faculty Member's Serious Health Condition, certification that the Faculty Member is unable to perform the essential functions of his/her position and prognosis of the Faculty Member's ability to return to his/her position;
 - f) In the case of an Immediate Family Member's Serious Health Condition, information sufficient to establish that the family member is in need of Care and an estimate of the frequency and duration of the leave required to Care for the family member; and
 - g) In cases of a request for intermittent or reduced schedule leave, information sufficient to establish the medical necessity for such intermittent or reduced schedule leave, and:
 - i. An estimate of the frequency and duration of treatments and periods of recovery if the leave is for foreseeable planned medical treatment; or
 - ii. An estimate of the frequency and duration of episodes of incapacity if the Serious Health Condition may result in unforeseeable episodes of incapacity.

2. If a Faculty Member submits a complete and sufficient certification signed by the Health Care Provider, the Institution may not request additional information from the Health Care Provider. However, the Institution may contact the Health Care Provider for purposes of clarification and authentication of the medical certification (whether initial certification or recertification) after the Institution has given the Faculty Member an opportunity to cure any deficiencies as set forth in Paragraph D of this Section XII. To make such contact, the Institution must use a Health Care Provider, a human resources professional, a leave administrator, or a management official. Under no circumstances, however, may the Faculty Member's direct supervisor contact the Health Care Provider.
3. The President or designee may require a second medical opinion at the Institution's expense if the Institution has reason to doubt the validity of a medical certification. The Institution may designate the Health Care Provider who is to furnish the second opinion. In the case of conflicting opinions, the opinion of a third Health Care Provider, agreed upon by both Faculty Member and the President or designee and obtained at the Institution's expense, shall be final and binding. The second and third opinions shall not be provided by individuals who are employed on a regular basis by the Institution.
4. The President or designee may require reasonable recertification as the FML continues. Recertification shall not be requested more often than every thirty (30) calendar days unless the Faculty Member requests an extension of FML, circumstances described by the previous certification have changed significantly, or the Institution receives information that casts doubt upon the continuing validity of the most recent certification. The Institution shall allow at least fifteen (15) calendar days for the Faculty Member to provide the requested recertification.

The Institution may ask for the same information on recertification as that set forth in Section XII.A.1 of this Policy. As part of the information allowed to be obtained on recertification for leave taken because of a Serious Health Condition, the Institution may provide the Health Care Provider with a record of the Faculty Member's absence pattern and ask the Health Care Provider if the Serious Health Condition and need for leave is consistent with such a pattern.

B. Medical Certification for a Covered Servicemember

When leave is taken to Care for a Covered Servicemember with a Serious Injury or Illness, an Institution may require the Faculty Member to obtain a certification completed by an authorized health care provider of the Covered Servicemember. For this purpose, the Department of Defense (“DOD”) health care providers, a health care provider from the U.S. Department of Veterans Affairs (“VA”), DOD TRICARE Network and DOD non-network TRICARE authorized health care providers, and any

Health Care Provider listed in Section II.K of this Policy are considered “authorized health care providers.” A Faculty Member may use the appropriate prototype form issued by the Department of Labor’s Wage and Hour Division or a comparable form requiring the same information (including invitational travel orders (“ITOs”) or invitational travel authorizations (“ITAs”) issued to any family member to join an injured or ill servicemember at his or her bedside). An Institution may require additional information per 29 C.F.R. § 825.310 or other applicable law.

Second or third opinions are not permitted if the health care provider is from DOD, the VA, or DOD-authorized private health care providers, but are permitted if the health care provider otherwise meets the definition of Section II.K of this Policy. Recertifications are never permitted for leave to Care for a Covered Servicemember. Should an extension of leave be required, additional certification may be requested.

C. Certification for Leave Taken Because of a Military Exigency

The first time a Faculty Member requests leave because of a qualifying Exigency arising out of the Covered Active Duty or call to Covered Active Duty status (or notification of an impending call or order to Covered Active Duty) of a Military Member, the Institution may require the Faculty Member to provide a copy of the Military Member's active duty orders or other documentation issued by the military which indicates that the Military Member is on Covered Active Duty or call to Covered Active Duty status, and the dates of the Military Member's Covered Active Duty service.

An Institution may additionally require that leave under this Paragraph be supported by a certification setting forth the information listed in 29 C.F.R. § 825.309 or other applicable law. An Institution shall use the appropriate prototype form issued by the Department of Labor’s Wage and Hour Division. An Institution may not require information additional to what is required by this Paragraph.

D. Sufficiency of Certification

The Faculty Member must provide a complete and sufficient certification to the Institution if required by the Institution under Paragraphs A, B, or C of this Section XII. The Institution shall advise the Faculty Member if the Institution finds a certification incomplete or insufficient and shall state in writing what additional information is necessary to make the certification complete and sufficient. A certification is considered incomplete if the Institution receives a certification but one or more of the applicable entries have not been completed. A certification is considered insufficient if the Institution receives a complete certification, but the information provided is vague, ambiguous, or nonresponsive. The Institution must provide the Faculty Member seven (7) calendar days (unless not practicable) to cure any such deficiency.

E. Confidentiality

Consistent with the FMLA and other applicable laws, all medical-related documentation will be kept confidential and maintained in a file separate from the Faculty Member's official institutional personnel file.

XIII. DOCUMENTATION OF CERTAIN RELATIONSHIPS

If a Faculty Member takes FML under this Policy, including, but not limited to, for the birth of the Faculty Member's Child, the placement of a Child with the Faculty Member for adoption or foster care, or the need to take care of the Faculty Member's Child within a Twelve- (12-) Month Period after birth or placement, the Institution may require the Faculty Member giving notice of the need for leave to provide reasonable documentation or a statement of family relationship for purposes of confirming the family relationship. This documentation may take the form of, but is not limited to, a simple statement from the Faculty Member, a Child's birth certificate, an adoption certification, or a court document. The Institution is entitled to examine documentation, but the Faculty Member is entitled to the return of an official document submitted for this purpose.

XIV. SCHEDULING OF TREATMENT

- A. When planning medical treatment, the Faculty Member must consult with the Institution and make a reasonable effort to schedule the treatment so as not to disrupt unduly the academic program or unit of which the Faculty Member is a part, subject to the approval of the Health Care Provider. Faculty Members are ordinarily expected to consult with their Institution prior to the scheduling of treatment in order to work out a treatment schedule which best suits the needs of both the Institution and the Faculty Member.
- B. If a Faculty Member fails to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the President or designee may initiate discussions with the Faculty Member, require the Faculty Member to make a reasonable effort to make such arrangements, and request the Faculty Member to provide certification from the appropriate Health Care Provider of the unavailability of treatment during non-work time, or at times that are less disruptive to the academic program or unit of which the Faculty Member is a part.

XV. PROVIDING INFORMATION ABOUT FML

Regardless of the reason for the FML, a Faculty Member shall provide complete, accurate and timely information related to a request for, continuation of, modification(s) to, and return from FML. An Institution may require Faculty Members on FML to report periodically on their status and intent to return to work if the Institution's procedures

regarding such reports are nondiscriminatory and take into account all of the relevant facts and circumstances related to each Faculty Member's leave situation.

XVI. ABUSE OF FML

The President or designee shall review, investigate and resolve suspected cases of bad faith, fraud or abuse of the FML program. Cases of bad faith, falsification of documents, or fraudulent information related to FML provided to the Institution, or other abuses of the FML program, may result in actions by the Institution, including, but not limited to, revocation of the leave, refusal to Restore, recovery of institutional costs for paid-time leave and insurance benefits premiums, and disciplinary action up to and including termination.

XVII. EARLY RETURN FROM LEAVE

A Faculty Member may discover after beginning FML that the circumstances have changed and the amount of leave originally anticipated is no longer necessary. A Faculty Member may not be required to take more FML than necessary to resolve the circumstance that precipitated the need for leave. An Institution may require the Faculty Member to provide the Institution reasonable notice (i.e., within two business days) of the changed circumstances where foreseeable.

XVIII. EXTENSION OF LEAVE

A Faculty Member may extend the date of return from FML to the extent they have remaining FML available. Notice need only be given one time regardless of whether the FML is to be continuous or is to be taken intermittently or on a reduced schedule basis, but the Faculty Member shall advise the Institution as soon as practicable if dates of scheduled FML are extended and provide recertification if requested.

XIX. FAILURE TO RETURN FROM LEAVE

- A. A Faculty Member who will not be returning to the Institution at the conclusion of FML shall so notify the President or designee in writing as soon as practicable. In the absence of written notification or other extenuating circumstances, failure to return from leave shall be generally interpreted as a resignation.
- B. If applicable, any benefit entitlement based upon length of service shall be calculated as of the Faculty Member's last paid day.

XX. SPOUSES EMPLOYED BY THE SAME USM INSTITUTION OR UNIT

- A. Regardless of whether Spouses work at the same Institution or in the same institutional unit, each Spouse shall be entitled to a separate, individual, maximum FML eligibility amount for the reasons listed in Section III of this Policy.

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- B. The amount of leave for which one Spouse may be eligible, or the amount of leave used by one Spouse, shall not limit or enhance the leave amount or the leave usage of the other Spouse.
- C. Spouses shall be entitled to take leave simultaneously or in succession and in any portion of their respective individual maximum FML eligibility amount.

XXI. MISCELLANEOUS

- A. The President or designee is under no obligation to immediately Restore a Faculty Member whose return from FML does not coincide with the normal operating schedule of the Institution or the normal work schedule of the Faculty Member's academic program and/or unit or Restore a Faculty Member whose return date is inconsistent with the terms and conditions of the Faculty Member's appointment.
- B. Entitlement to begin FML for reasons of childbirth, placement with the Faculty Member of a Child for adoption or foster care, or care for a newborn Child expires by no later than the 364th day after the date of birth or placement. Any such FML must be concluded within this one-year period.
- C. Either the Faculty Member or the Institution may initiate a period of FML.

IMPLEMENTATION PROCEDURES:

Each President shall identify his/her designee(s) as appropriate for this Policy; develop procedures as necessary to implement this Policy; communicate this Policy and applicable procedures to faculty members at his/her Institution and the general campus community; and post this Policy on the institutional website. Each President shall forward a copy of such designations and implementation procedures to the Chancellor.

REFERENCE:

The Family and Medical Leave Act of 1993 (FMLA), 29 U.S.C. § 2611 (2012); National Defense Authorization Act for Fiscal Year 2010 (2010 NDAA), Pub. L. No. 111-84 (2009); 29 C.F.R. pt. 825 (2016).

II-2.31 – POLICY ON FAMILY AND MEDICAL LEAVE FOR FACULTY

(Approved by the Board of Regents on October 6, 1995; Amended on April 20, 2018, Amended on _____.)

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I. PURPOSE AND APPLICABILITY

The purpose of this Policy is to implement the Family and Medical Leave Act of 1993 (“FMLA”), 29 U.S.C. § 2611 (2012) and subsequent amendments to applicable federal and state laws. This Policy applies to all eligible University System of Maryland (“USM”) faculty who are covered by the provisions of USM BOR policy II-1.00 University System Policy on Appointment, Rank, and Tenure of Faculty. Under certain circumstances, it is the policy of the USM to provide Eligible Faculty Members up to a maximum of twelve (12) weeks of job-protected leave (“FML”) during a Twelve- (12-) Month Period for certain family and certain Serious Health Condition reasons. Additionally, under certain circumstances, this Policy provides Eligible Faculty Members a maximum of twelve (12) weeks of FML during a Twelve- (12-) Month Period to address a qualifying Exigency arising from a Military Member’s Covered Active Duty status or notification of an impending call or order to Covered Active Duty status, and a

maximum of twenty-six (26) weeks of FML during a Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness. FML may be unpaid, paid through the concurrent use of leave accrued or acquired under an Institution's policies, or a combination of both as set forth in Section IV of this Policy. If applicable law is modified, abrogated, superseded, or added to, this Policy shall be interpreted in accordance with the new legal framework.

II. TERMS AND DEFINITIONS

The following terms and definitions shall apply for purposes of this Policy:

- A. **Accrued or Acquired Paid Leave:** Annual and personal leave available for use under USM BOR policy II-2.40 – Policy on Annual Leave for Faculty, holiday leave for holidays observed during FML, sick leave available for use under USM BOR policy II-2.30 – Policy on Sick Leave for Faculty Members, and accident leave.
- B. **Alternative Position:** A position to which an Eligible Faculty Member may be reassigned temporarily during a period of intermittent or reduced schedule FML. The alternative position shall have equivalent benefits and pay to the position from which the Eligible Faculty Member was reassigned.
- C. **Care:** To take care of or to care for. The term care is intended to be read broadly to include both physical and psychological care. The language applies to the period of inpatient care and home care as well.
- D. **Care for a Covered Servicemember:** Care by an Eligible Faculty Member, for a Covered Servicemember who becomes ill or injured as a result of service in the military, who is a:
 - 1. Spouse; and/or
 - 2. Parent; and/or
 - 3. Child (of any age); or
 - 4. If none of the above is available, the Next of Kin.
- E. **Child (except for military FML requests under Section VI):** A person who is the son or daughter of an Eligible Faculty Member and who is under eighteen (18) years of age; or, eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability at the time FML commences. The son and/or daughter may be the biological, adopted, step or foster child of the Eligible Faculty Member. The term “child” shall also include someone who is the legal ward of the Eligible Faculty Member or someone for whom the Eligible Faculty Member has provided sufficient, notarized affidavit(s) and proof of financial dependence that he/she is standing *In Loco Parentis*.

F. **Covered Active Duty:** In the case of a member of a Regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; and in the case of a member of a Reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in Section 101(a)(13)(B) of Title 10, United States Code.

G. **Covered Servicemember:**

1. A current member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a Serious Injury or Illness; or
2. A covered veteran who is undergoing medical treatment, recuperation, or therapy, for a Serious Injury or Illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) and was discharged or released under conditions other than dishonorable at any time during the 5-year period prior to the first date the Eligible Faculty Member takes FML to Care for the covered veteran.

H. **Eligible Faculty Member:** An employee who is covered under the provisions of USM BOR policy II-1.00 – University System Policy on Appointment, Rank, and Tenure of Faculty; and

1. Has been employed for a total of at least twelve (12) months as a USM or State of Maryland employee; and
2. Whose employment during the twelve- (12-) month period immediately prior to the beginning date of the FML was at least 50 percent or greater of full-time under a nine- (9-) month or longer contract, or who has worked for at least 1,040 hours during the twelve- (12-) month period immediately prior to the beginning date of the FML as a USM or State of Maryland employee.

If a faculty member holds a concurrent administrative appointment under USM BOR policy II-1.03 – Policy on Concurrent Faculty and Administrative Appointments, FML shall be governed by USM BOR policy VII-7.50 – Policy on Family and Medical Leave for Nonexempt and Exempt Staff Employees. However, application of the Staff FMLA Policy shall not result in any loss of rights applicable to the concurrent faculty appointment, including the right to postpone mandatory tenure review under Section VIII.A of this Policy.

For convenience, within the text of this Policy the term “Faculty Member” instead of “Eligible Faculty Member” shall be used hereafter.

- I. **Equivalent Position:** A position at the Institution to which a Faculty Member may be Restored upon the completion of the FML. The equivalent position shall have the same benefits, pay, and other terms and conditions of employment as the position from which the Faculty Member took leave.
- J. **Exigency:**
1. Issues arising from a Military Member's short notice deployment (call to Covered Active Duty on seven (7) or fewer calendar days' notice prior to the date of deployment);
 2. Military events and related activities (official ceremonies, programs or events sponsored by the military), or family support or assistance programs and informational briefings sponsored or promoted by the military, military service organizations, or the American Red Cross that are related to the Covered Active Duty or call to Covered Active Duty of a Military Member;
 3. Childcare and related activities arising from the Covered Active Duty or call to Covered Active Duty status of a Military Member (including but not limited to arranging for alternative childcare, providing childcare on a non-routine, urgent, immediate need basis, enrolling or transferring a child in a new school or day care facility, and attendance at certain meetings at a school or a day care facility if they are necessary due to circumstances arising from the Covered Active Duty or call to Covered Active Duty of a Military Member). For purposes of this Paragraph, the child must meet the definition of "Child" in Section II.E of this Policy;
 4. Financial and legal arrangements (to make or update legal and/or financial arrangements for the Military Member's absence or act as his/her representative before a government agency);
 5. Attending counseling provided by someone other than a Health Care Provider for oneself, for the Military Member, or for a child of the Military Member (who must meet the definition of "Child" in Section II.E of this Policy), the need for which arose from the Covered Active Duty or call to Covered Active Duty of the Military Member;
 6. Spending up to fifteen (15) calendar days with a Military Member who is on short-term, temporary, rest and recuperation leave (for each instance of such leave during a deployment);
 7. Attending post-deployment activities (including arrival ceremonies, reintegration briefings and other official ceremonies or programs sponsored by the military for a period of ninety (90) days following the termination of the Military Member's Covered Active Duty status, and issues arising from the death of a Military Member);

8. Providing Parental Care necessitated by the Covered Active Duty status of a Military Member whose Parent is incapable of self-care; or
9. Additional activities (provided that the Institution and Faculty Member agree that such activities shall qualify as an exigency and agree to both the timing and duration of leave).

K. Health Care Providers:

1. Doctors of medicine or osteopathy, podiatrists, dentists, clinical psychologists, optometrists, chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by x-ray to exist), nurse practitioners, nurse midwives, clinical social workers, and physician assistants, who are authorized to practice under the law of the state or country in which they are practicing and are performing within the scope of their practice;
2. Licensed clinical professional counselors;
3. Christian Science practitioners listed with the First Church of Christ Scientist in Boston; and
4. Any other health care provider from whom the Institution's group health plan's benefits manager will accept certification of the existence of a Serious Health Condition to substantiate a claim for benefits.

L. Immediate Family Member: The Faculty Member's Parent, Spouse, or Child.

M. *In Loco Parentis*: "In the place of a parent; instead of a parent; charged, factitiously, with a parent's rights, duties and responsibilities." Any Faculty Member claiming an *in loco parentis* relationship with a child, or any Faculty Member claiming to be the child in an *in loco parentis* relationship, may be requested to provide documentation of such relationship.

N. Institution: The employing USM institution; the USM institution from which the Faculty Member is taking leave.

O. Military Member: A Faculty Member's Spouse, child (of any age), or Parent who is on Covered Active Duty.

P. Next of Kin: The nearest blood relative other than the Covered Servicemember's Spouse, Parent or child (of any age) in the following order of priority:

1. A blood relative whom the Covered Servicemember has specifically designated in writing as his or her nearest blood relative for purposes of military caregiver leave under the FMLA;

2. Blood relatives who have been granted legal custody of the Covered Servicemember by court decree or statutory provision;
 3. Brothers and sisters;
 4. Grandparents;
 5. Aunts and uncles;
 6. First cousins.
- Q. Parent:** The Faculty Member's biological, adoptive, step or foster mother or father, or someone who stood *In Loco Parentis* to the Faculty Member when the Faculty Member was a child. This term does not include parents "in law."
- R. Parental Care:** Care provided to the Military Member's Parent, who must be incapable of self-care and must be the Military Member's biological, adoptive, step or foster father or mother, or any other individual who stood *In Loco Parentis* to the Military Member when the member was under eighteen (18) years of age.
- S. Restore(d) or Restoration:** A return to the position held by the Faculty Member when FML commenced or to an Equivalent Position.
- T. Serious Health Condition:** An illness, injury, impairment, or physical or mental condition of the Faculty Member or an Immediate Family Member that involves:
1. Any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility;
 2. A period of incapacity requiring absence of more than three (3) consecutive calendar days from work or other regular daily activities that also involves continuing treatment by (or under the supervision of) a Health Care Provider;
 3. Any period of incapacity due to pregnancy, or for prenatal care;
 4. Any period of incapacity (or treatment therefore) due to a chronic serious health condition (i.e., conditions that require periodic visits for treatment, continue over an extended period of time, and may cause episodic incapacity, such as asthma, diabetes, epilepsy, etc.);
 5. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective and for which the faculty member or Immediate Family Member is under the continuing supervision of a Health Care Provider (e.g., Alzheimer's, stroke, terminal diseases, etc.); or,
 6. Any absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a Health Care Provider for a condition that likely

would result in incapacity of more than three consecutive calendar days if left untreated (e.g., chemotherapy, physical therapy, dialysis, etc.) or for a restorative surgery after an accident or other injury.

Incapacity means inability to work, attend school, or perform other regular daily activities due to the Serious Health Condition, treatment therefor, or recovery therefrom. A Serious Health Condition is a qualifying reason for a Faculty Member's leave where the Faculty Member is unable to perform any one of the essential functions of his/her position due to the Serious Health Condition.

U. Serious Injury or Illness:

1. In the case of a current member of the Armed Forces (including a member of the National Guard or Reserves), an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating; and
2. In the case of a covered veteran, an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.

V. Spouse: A husband or wife as defined or recognized under state law for purposes of marriage in the state where the Faculty Member resides, including common law marriage and same sex marriage.

W. Twelve- (12-) Month Period:

- ~~1. A rolling 12-month period measured backward from the date a Faculty Member uses any FML. Each time a Faculty Member takes FML, the remaining FML amount is the balance of the twelve (12) weeks that has not been used during the immediately preceding twelve (12) months. The 12-month FML entitlement period is measured on an Application Year basis, which begins on the Sunday of the week an employee's FML-designated leave begins, and counting forward, until the 12-week entitlement is exhausted. A new 12-week FML entitlement begins anew on the day following the expiration of the Application Year.~~
- ~~2. With regard to Care for a Covered Servicemember, for which a Faculty Member who is the Spouse, child (of any age), Parent, or Next of Kin of a Covered Servicemember may use up to twenty-six (26) weeks of FML in a single Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious~~

Injury or Illness, the Twelve- (12-) Month Period shall be measured forward, beginning on the first day the Faculty Member takes FML and ending twelve (12) months after that date.

- ~~2.~~ 3. Each Institution shall indicate in its implementation procedures that its Twelve- (12-) Month Period is based on a twelve- (12-) month period ~~measured backward from the date a Faculty Member uses any FML~~ measured forward from the Sunday of the week an employee first uses FML-designated leave, subject to Paragraph 2 of this Section. This Twelve- (12-) Month Period shall be consistently and uniformly applied to all eligible employees, including faculty and staff, at that Institution.

III. REASONS FOR LEAVE

A Faculty Member is entitled to take FML for the following reasons:

- A. The birth of the Faculty Member's Child;
- B. The placement of a Child with the Faculty Member for adoption or foster care;
- C. The need to take care of the Faculty Member's Child within a Twelve- (12-) Month Period from birth or placement;
- D. The need to take Care of the Faculty Member's Immediate Family Member who has a Serious Health Condition;
- E. The Serious Health Condition of the Faculty Member that makes the Faculty Member unable to perform any one of the essential functions of the Faculty Member's job;
- F. The need to take Care of a Covered Servicemember's Serious Injury or Illness; and
- G. Qualifying Exigencies arising out of the Covered Active Duty and call-up to Covered Active Duty of a Military Member (the Faculty Member's Spouse, child (of any age), or Parent).

IV. COMPENSATION DURING LEAVE

The FMLA provides Faculty Members with job-protected leave for the qualifying reasons listed under Section III of this Policy. The FMLA allows for the leave to be unpaid, paid through the concurrent use of leave accrued or acquired under the Institution's policies, or a combination of both. Each Institution shall require Faculty Members to use concurrently with FML with the Paid Family and Medical Leave (PFML) benefit that is provided to all employees in the Executive Branch of State government, to the extent possible. Any remaining FML shall be paid through the concurrent use of the faculty member's paid leave accrued or acquired under USM's and the Institution's policies and procedures in the following order: Accrued or Acquired Paid Leave as defined in Section II.A. Any remaining FML will be unpaid.

~~A. Accrued or Acquired Paid Leave as defined in Section II.A; and~~

~~B. Paid parental leave under USM BOR policy II-2.25—Policy on Parental Leave.~~

~~Any remaining FML will be unpaid.~~

V. FAMILY AND MEDICAL LEAVE ENTITLEMENT

A. A Faculty Member is entitled to a maximum of twelve (12) weeks of FML, based on the Faculty Member's normal workweek, within a Twelve- (12-) Month Period. FML can be taken continuously or, per Section VII of this Policy, intermittently or under a reduced work schedule, over the course of a Twelve- (12-) Month Period. FML entitlement shall not be carried over from a Twelve- (12-) Month Period to the subsequent Twelve- (12-) Month Period.

B. For example:

1. If a Faculty Member normally works forty (40) hours per week and takes three (3) weeks of FML continuously, then the Faculty Member's three (3) weeks of leave will constitute three (3) weeks of FML.
2. If a Faculty Member normally works thirty-two (32) hours per week and takes twenty-four (24) hours of FML, then the Faculty Member's twenty-four (24) hours of leave will constitute three-fourths (3/4) of a week of FML.
3. If a Faculty Member normally works forty (40) hours per week and works twenty (20) hours under a reduced schedule, then the Faculty Member's twenty (20) hours of leave will constitute one-half (1/2) of a week of FML for each week the Faculty Member works under the reduced schedule.
4. If a Faculty Member normally works thirty (30) hours per week and works twenty (20) hours per week under a reduced schedule, then the Faculty Member's ten (10) hours of leave will constitute one-third (1/3) of a week of FML for each week the Faculty Member works under the reduced schedule.

C. Whether a period of FML is paid or unpaid will be determined by Section IV of this Policy.

VI. MILITARY FML ENTITLEMENT

A. Military Caregiver Leave

A Faculty Member who is the Spouse, child (of any age), Parent, or Next of Kin of a Covered Servicemember may use up to twenty-six (26) workweeks of leave in a single Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness. The Twelve- (12-) Month Period described in this Paragraph

shall be measured forward, beginning on the first day the Faculty Member takes FML to Care for a Covered Servicemember and ending twelve (12) months after that date.

B. Exigency Leave

A Faculty Member with a Spouse, child (of any age), or Parent who is a Military Member on Covered Active Duty or notified of an impending call or order to Covered Active Duty status may use up to twelve (12) workweeks of leave to address a qualifying Exigency arising out of the fact that the Faculty Member's Spouse, child, or Parent is on Covered Active Duty or notified of an impending call or order to Covered Active Duty status.

VII. INTERMITTENT LEAVE OR REDUCED SCHEDULE LEAVE

- A. Intermittent leave is FML taken in separate blocks of time for a single qualifying reason. Reduced schedule leave is FML that reduces a Faculty Member's usual number of working hours per workweek or workday for a period of time.
- B. A Faculty Member may take intermittent or reduced schedule leave for purposes of the Faculty Member's or the Immediate Family Member's Serious Health Condition, the Serious Injury or Illness of a Covered Servicemember, or for a qualifying Exigency. There must be a medical need for leave and it must be that such medical need can be best accommodated through intermittent or reduced schedule leave.
- C. The Faculty Member shall make a reasonable effort to schedule intermittent or reduced schedule leave for planned medical treatment so as not to unduly disrupt the operations of the Institution's applicable unit. If the Faculty Member neglects to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the Institution may initiate discussions with the Faculty Member and require the Faculty Member to make a reasonable effort to make such arrangements, subject to the approval of the Health Care Provider.
- D. It is within the discretion of the President or designee to grant intermittent or reduced schedule leave for reasons of childbirth, placement with the Faculty Member of a Child for adoption or foster care, or care for a newborn Child.
- E. The President or designee may temporarily reassign a Faculty Member on intermittent or reduced schedule leave to an Alternative Position for which the Faculty Member is qualified, and which better accommodates intermittent or reduced schedule leave than does the Faculty Member's regular position. Such reassignment may occur only where the Faculty Member foreseeably needs intermittent or reduced schedule leave or where the President or designee agrees to permit such leave under Paragraph D of this Section VII. The Alternative Position must have equivalent pay and benefits but need not have equivalent duties and may not constitute a hardship on

the Faculty Member or discourage the Faculty Member from taking leave. When the Faculty Member no longer needs leave, they must be placed in the position they held when FML commenced or in an Equivalent Position.

VIII. JOB RIGHTS AND PROTECTIONS

- A. A tenure-track Faculty Member whose leave under this Policy is six (6) continuous months or totals at least one semester may request through his or her department chair or appropriate appointing authority that the mandatory tenure review be postponed for one (1) year. The request shall be forwarded through the Faculty Member's dean, for recommendation, to the chief academic officer of the Institution for decision.
- B. Except as provided in Sections VIII. C., D., E., and F., a Faculty Member returning to work at the conclusion of FML shall be Restored to the position they held when FML commenced or to an Equivalent Position with the pay, benefits, and other terms and conditions of employment that they enjoyed immediately prior to the FML.
- C. A Faculty Member is not entitled to Restoration if the President or designee determines that the Faculty Member had been hired for a specific term or only to perform work on a specific project defined in writing and the term or project is over and the Institution would not otherwise have continued to employ the Faculty Member.
- D. If at any point prior to or during the FML the President or designee determines that the Faculty Member's position held when FML commenced cannot be held available for the duration of the leave, the President or designee, at the conclusion of the leave, shall Restore the Faculty Member to an Equivalent Position.

If it is determined that the position cannot be held available, the President or designee shall immediately notify the Faculty Member in writing of details associated with the decision and the details of the Equivalent Position to which the Faculty Member will be Restored. The Faculty Member shall have the right to return to work within fifteen (15) working days from receipt of such notice to keep the position held by the Faculty Member when FML commenced.

- E. If there are reductions in the work force while the Faculty Member is on FML and the Faculty Member would have lost his/her position under the Institution's retrenchment policy(ies) had he/she not been on FML, then the Institution has no obligation to Restore the Faculty Member to the position held by the Faculty Member when FML commenced or to an Equivalent Position.
- F. Faculty Members on FML are subject to generally applicable changes in compensation, benefits, or other terms or conditions of employment.

- G. A disruption in a Faculty Member's service due to FML taken in accordance with this Policy shall not count against years of service for purposes of eligibility for sabbatical leave under USM BOR policy II-2.00 – Policy on Sabbatical Leave for Faculty.

IX. STATUS OF BENEFITS WHILE ON FML

- A. A Faculty Member on FML under this Policy shall continue to be eligible for all employment benefits that he/she enjoyed immediately prior to the FML, including group life insurance, health insurance, disability insurance, sick leave, annual leave, educational benefits, and pensions, unless otherwise elected by the Faculty Member and subject to any generally applicable changes in benefits eligibility or terms that may have taken place during the period of FML.
- B. A Faculty Member on FML may continue employer-subsidized health care benefits during the period of leave. The President or designee shall, in accordance with Section XI.B of this Policy, provide advance written notice to the Faculty Member of the terms and conditions under which premium payments are to be made by the Faculty Member, which shall include the following:
1. If Accrued or Acquired Paid Leave or paid parental leave is being used concurrently during the FML period, the Faculty Member's share of premiums shall be paid by the method normally used during any paid leave; and
 2. If the FML period is unpaid, the Institution shall require the Faculty Member to pay his or her share of premium payments in the manner required by the State of Maryland Department of Budget and Management.

If a Faculty Member gives notice that he/she will not return to work, the Faculty Member will not be eligible to continue participating in employer health benefit plans, except to the extent eligible as a retiree or under COBRA.

- C. The Institution shall recover its share of health premiums during a period of unpaid FML if the Faculty Member fails to return to work (does not work for at least thirty (30) calendar days) after the FML has been exhausted or the Faculty Member's eligibility expires, unless the reason for not returning is due to the continuation, recurrence, or onset of a Serious Health Condition of the Faculty Member or Immediate Family Member, or a Serious Injury or Illness of a Covered Servicemember, or other circumstances beyond the faculty member's control.

When a Faculty Member fails to return to work because of the continuation, recurrence, or onset of either a Serious Health Condition of the Faculty Member or Immediate Family Member, or a Serious Injury or Illness of a Covered Servicemember, thereby precluding the Institution from recovering its (share of) health benefit premium payments made on the Faculty Member's behalf during a period of unpaid FML, the Institution shall require medical certification of the

- Faculty Member's or the Immediate Family Member's Serious Health Condition or the Covered Servicemember's Serious Injury or Illness. If the Institution requires such certification, the Faculty Member must provide the certification within thirty (30) days of the Institution's request. If the Faculty Member does not provide requested certification within thirty (30) days, or the reason for not returning to work does not involve circumstances beyond the Faculty Member's control, the Institution may recover one hundred percent (100%) of the health benefit premiums it paid during the unpaid FML.
- D. Except as noted in Section VIII, Job Rights and Protections, upon return from FML a Faculty Member shall be Restored all the rights, benefits, and privileges enjoyed prior to the leave.
 - E. The status and maintenance of a Faculty Member's benefits other than employer-subsidized health care benefits during a period of paid or unpaid FML shall be determined by the Institution's established policies for providing those benefits when the Faculty Member is on other forms of leave (paid or unpaid, as appropriate). While on any unpaid portion of an FML, a Faculty Member shall not earn or accrue any additional leave or be entitled to salary or other compensation-based benefits.
 - F. A Faculty Member may elect to purchase service credit at the time of retirement for prior leave without pay that is qualified by the Maryland State Retirement and Pension Systems. Upon approval of a leave without pay, a Faculty Member shall follow the Institution procedure to assure that this option may be exercised. Service credits are not applicable to the Optional Retirement Program.

X. FACULTY NOTICE REQUIREMENTS

A. Timing

A Faculty Member shall give at least thirty (30) calendar days' notice (or if not practicable, as soon as practicable, generally within two (2) workdays) before FML is to begin for leave based on an expected birth, placement for adoption or foster care, planned medical treatment for a Serious Health Condition of the Faculty Member or of an Immediate Family Member, or planned medical treatment for a Serious Injury or Illness of a Covered Servicemember. For leave due to a qualifying Exigency, notice must be provided as soon as practicable. The Faculty Member shall advise the Institution as soon as practicable if dates of scheduled leave change or are extended, regardless of whether FML is to be continuous or is to be taken intermittently or on a reduced schedule basis.

B. Content

The notice provided by the Faculty Member shall be written and provided to the Faculty Member's immediate supervisor and Provost (or his or her designee),

sufficient to make the Institution aware that the Faculty Member needs FML and shall include the anticipated timing and duration of the leave, if foreseeable.

C. Notice by Spokesperson

Notice may be given by the Faculty Member's spokesperson (e.g., Spouse, adult family member, or other responsible party) if the Faculty Member is unable to do so personally.

XI. EMPLOYER NOTICE REQUIREMENTS

A. Eligibility Notice

When a faculty member requests FML, or when the Institution acquires knowledge that a faculty member's leave may be for an FML-qualifying reason, the Institution shall notify the faculty member of the faculty member's eligibility to take FML within five (5) business days, absent extenuating circumstances. The Institution shall provide this eligibility notice in writing using the prototype form issued by the Department of Labor, Wage and Hour Division.

B. Rights and Responsibilities Notice

Institutions shall provide written notice detailing the specific expectations and obligations of the Faculty Member and explaining any consequences of a failure to meet these obligations. This notice shall be provided to the Faculty Member each time the eligibility notice is provided and may be contained within the same form. An Institution shall use the prototype form issued by the Department of Labor, Wage and Hour Division, which shall include:

1. A statement that the leave may be designated and counted against the Faculty Member's annual FML entitlement if qualifying and the Twelve- (12-) Month Period defined in Section II.W of this Policy;
2. Any requirement for the Faculty Member to furnish certification of a Serious Health Condition, Serious Injury or Illness, or qualifying Exigency arising out of Covered Active Duty or call to Covered Active Duty status, and the consequences of failure to do so;
3. A statement that the Institution will require the substitution of paid leave per Section IV of this Policy, the conditions related to any substitution, and the Faculty Member's entitlement to take unpaid FML if the Faculty Member does not meet the conditions for paid leave;
4. Any requirement for the Faculty Member to make any premium payments to maintain health benefits and the arrangements for making such payments, and the

possible consequences of failure to make such payments on a timely basis per Section IX of this Policy;

5. A statement of the Faculty Member's status as a Key Employee under USM BOR policy VII-7.50 – Policy on Family and Medical Leave for Nonexempt and Exempt Staff Employees, if he or she holds a concurrent administrative appointment under USM BOR policy II-1.03 – Policy on Concurrent Faculty and Administrative Appointments, and the potential consequence that Restoration may be denied following FML, explaining the conditions required for such denial;
6. A statement of the Faculty Member's rights to maintenance of benefits during FML and Restoration to the position held when FML commenced or an Equivalent Position upon return from FML; and
7. A statement of the Faculty Member's potential liability for payment of health insurance premiums paid by the Institution during the Faculty Member's unpaid FML if the Faculty Member fails to return to work after taking FML.

C. Designation Notice

1. When the Institution has enough information to determine whether the leave is being taken for an FML-qualifying reason (e.g., after receiving a certification, if requested), the Institution shall notify the Faculty Member in writing whether the leave will be designated and will be counted as FML, within five (5) business days absent extenuating circumstances. If the Institution has sufficient information to designate the leave as FML immediately after receiving notice of the Faculty Member's need for leave, the Institution shall provide the Faculty Member with the designation notice at that time. This notice shall be provided using the prototype form issued by the Department of Labor, Wage and Hour Division, which shall meet the requirements below in Section XI.C.2–4.
2. The Institution shall inform the Faculty Member in this written notice that the Institution is requiring the Faculty Member to use paid leave concurrently in the order set forth in Section IV of this Policy.
3. If the Institution will require the Faculty Member to present a fitness-for-duty certification to be Restored to employment, the Institution shall provide notice of such requirement with the designation notice. If the Institution will require that the fitness-for-duty certification address the Faculty Member's ability to perform the essential functions of the Faculty Member's position, the Institution shall so indicate in the designation notice, and shall include a list of the essential functions of the Faculty Member's position.
4. If the information provided by the Institution to the Faculty Member in the designation notice changes, the Institution shall provide written notice of the

change within five (5) business days of receipt of the Faculty Member's first notice of need for leave subsequent to any change.

5. If an Institution does not designate leave as indicated in Section XI.C.1–4, the Institution may retroactively designate leave as FML with appropriate notice to the Faculty Member provided that the Institution's failure to timely designate leave does not cause harm or injury to the Faculty Member.

XII. CERTIFICATION

A. Medical Certification for Serious Health Condition of Faculty Member or Immediate Family Member.

1. For leave related to a Serious Health Condition, the Faculty Member shall provide medical certification(s) from the Faculty Member's or Immediate Family Member's Health Care Provider. The Institution shall use the Department of Labor's prototype forms for certification of the Serious Health Condition of an employee or the Serious Health Condition of a family member. The Faculty Member shall have fifteen (15) calendar days to obtain the medical certification unless not practicable to do so despite the Faculty Member's diligent good faith efforts. An Institution shall require only the following information in the certification:
 - a) The name, addresses, telephone number, and fax number of the Health Care Provider and type of medical practice/specialization;
 - b) A diagnosis of the nature and extent of the condition giving rise to the use of FML;
 - c) The approximate date the condition commenced and its probable duration;
 - d) A statement or description of appropriate medical facts regarding the patient's health condition for which FML is requested, including a regimen of continuing treatment to be prescribed;
 - e) In the case of a Faculty Member's Serious Health Condition, certification that the Faculty Member is unable to perform the essential functions of his/her position and prognosis of the Faculty Member's ability to return to his/her position;
 - f) In the case of an Immediate Family Member's Serious Health Condition, information sufficient to establish that the family member is in need of Care

and an estimate of the frequency and duration of the leave required to Care for the family member; and

- g) In cases of a request for intermittent or reduced schedule leave, information sufficient to establish the medical necessity for such intermittent or reduced schedule leave, and:
 - i. An estimate of the frequency and duration of treatments and periods of recovery if the leave is for foreseeable planned medical treatment; or
 - ii. An estimate of the frequency and duration of episodes of incapacity if the Serious Health Condition may result in unforeseeable episodes of incapacity.
2. If a Faculty Member submits a complete and sufficient certification signed by the Health Care Provider, the Institution may not request additional information from the Health Care Provider. However, the Institution may contact the Health Care Provider for purposes of clarification and authentication of the medical certification (whether initial certification or recertification) after the Institution has given the Faculty Member an opportunity to cure any deficiencies as set forth in Paragraph D of this Section XII. To make such contact, the Institution must use a Health Care Provider, a human resources professional, a leave administrator, or a management official. Under no circumstances, however, may the Faculty Member's direct supervisor contact the Health Care Provider.
3. The President or designee may require a second medical opinion at the Institution's expense if the Institution has reason to doubt the validity of a medical certification. The Institution may designate the Health Care Provider who is to furnish the second opinion. In the case of conflicting opinions, the opinion of a third Health Care Provider, agreed upon by both Faculty Member and the President or designee and obtained at the Institution's expense, shall be final and binding. The second and third opinions shall not be provided by individuals who are employed on a regular basis by the Institution.
4. The President or designee may require reasonable recertification as the FML continues. Recertification shall not be requested more often than every thirty (30) calendar days unless the Faculty Member requests an extension of FML, circumstances described by the previous certification have changed significantly, or the Institution receives information that casts doubt upon the continuing validity of the most recent certification. The Institution shall allow at least fifteen (15) calendar days for the Faculty Member to provide the requested recertification.

The Institution may ask for the same information on recertification as that set forth in Section XII.A.1 of this Policy. As part of the information allowed to be

obtained on recertification for leave taken because of a Serious Health Condition, the Institution may provide the Health Care Provider with a record of the Faculty Member's absence pattern and ask the Health Care Provider if the Serious Health Condition and need for leave is consistent with such a pattern.

B. Medical Certification for a Covered Servicemember

When leave is taken to Care for a Covered Servicemember with a Serious Injury or Illness, an Institution may require the Faculty Member to obtain a certification completed by an authorized health care provider of the Covered Servicemember. For this purpose, the Department of Defense (“DOD”) health care providers, a health care provider from the U.S. Department of Veterans Affairs (“VA”), DOD TRICARE Network and DOD non-network TRICARE authorized health care providers, and any Health Care Provider listed in Section II.K of this Policy are considered “authorized health care providers.” A Faculty Member may use the appropriate prototype form issued by the Department of Labor’s Wage and Hour Division or a comparable form requiring the same information (including invitational travel orders (“ITOs”) or invitational travel authorizations (“ITAs”) issued to any family member to join an injured or ill servicemember at his or her bedside). An Institution may require additional information per 29 C.F.R. § 825.310 or other applicable law.

Second or third opinions are not permitted if the health care provider is from DOD, the VA, or DOD-authorized private health care providers, but are permitted if the health care provider otherwise meets the definition of Section II.K of this Policy. Recertifications are never permitted for leave to Care for a Covered Servicemember. Should an extension of leave be required, additional certification may be requested.

C. Certification for Leave Taken Because of a Military Exigency

The first time a Faculty Member requests leave because of a qualifying Exigency arising out of the Covered Active Duty or call to Covered Active Duty status (or notification of an impending call or order to Covered Active Duty) of a Military Member, the Institution may require the Faculty Member to provide a copy of the Military Member's active duty orders or other documentation issued by the military which indicates that the Military Member is on Covered Active Duty or call to Covered Active Duty status, and the dates of the Military Member's Covered Active Duty service.

An Institution may additionally require that leave under this Paragraph be supported by a certification setting forth the information listed in 29 C.F.R. § 825.309 or other applicable law. An Institution shall use the appropriate prototype form issued by the Department of Labor’s Wage and Hour Division. An Institution may not require information additional to what is required by this Paragraph.

D. Sufficiency of Certification

The Faculty Member must provide a complete and sufficient certification to the Institution if required by the Institution under Paragraphs A, B, or C of this Section XII. The Institution shall advise the Faculty Member if the Institution finds a certification incomplete or insufficient and shall state in writing what additional information is necessary to make the certification complete and sufficient. A certification is considered incomplete if the Institution receives a certification but one or more of the applicable entries have not been completed. A certification is considered insufficient if the Institution receives a complete certification, but the information provided is vague, ambiguous, or nonresponsive. The Institution must provide the Faculty Member seven (7) calendar days (unless not practicable) to cure any such deficiency.

E. Confidentiality

Consistent with the FMLA and other applicable laws, all medical-related documentation will be kept confidential and maintained in a file separate from the Faculty Member's official institutional personnel file.

XIII. DOCUMENTATION OF CERTAIN RELATIONSHIPS

If a Faculty Member takes FML under this Policy, including, but not limited to, for the birth of the Faculty Member's Child, the placement of a Child with the Faculty Member for adoption or foster care, or the need to take care of the Faculty Member's Child within a Twelve- (12-) Month Period after birth or placement, the Institution may require the Faculty Member giving notice of the need for leave to provide reasonable documentation or a statement of family relationship for purposes of confirming the family relationship. This documentation may take the form of, but is not limited to, a simple statement from the Faculty Member, a Child's birth certificate, an adoption certification, or a court document. The Institution is entitled to examine documentation, but the Faculty Member is entitled to the return of an official document submitted for this purpose.

XIV. SCHEDULING OF TREATMENT

- A. When planning medical treatment, the Faculty Member must consult with the Institution and make a reasonable effort to schedule the treatment so as not to disrupt unduly the academic program or unit of which the Faculty Member is a part, subject to the approval of the Health Care Provider. Faculty Members are ordinarily expected to consult with their Institution prior to the scheduling of treatment in order to work out a treatment schedule which best suits the needs of both the Institution and the Faculty Member.
- B. If a Faculty Member fails to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the President or designee may initiate discussions with the Faculty Member, require the Faculty Member to make a reasonable effort to make such

arrangements, and request the Faculty Member to provide certification from the appropriate Health Care Provider of the unavailability of treatment during non-work time, or at times that are less disruptive to the academic program or unit of which the Faculty Member is a part.

XV. PROVIDING INFORMATION ABOUT FML

Regardless of the reason for the FML, a Faculty Member shall provide complete, accurate and timely information related to a request for, continuation of, modification(s) to, and return from FML. An Institution may require Faculty Members on FML to report periodically on their status and intent to return to work if the Institution's procedures regarding such reports are nondiscriminatory and take into account all of the relevant facts and circumstances related to each Faculty Member's leave situation.

XVI. ABUSE OF FML

The President or designee shall review, investigate and resolve suspected cases of bad faith, fraud or abuse of the FML program. Cases of bad faith, falsification of documents, or fraudulent information related to FML provided to the Institution, or other abuses of the FML program, may result in actions by the Institution, including, but not limited to, revocation of the leave, refusal to Restore, recovery of institutional costs for paid-time leave and insurance benefits premiums, and disciplinary action up to and including termination.

XVII. EARLY RETURN FROM LEAVE

A Faculty Member may discover after beginning FML that the circumstances have changed and the amount of leave originally anticipated is no longer necessary. A Faculty Member may not be required to take more FML than necessary to resolve the circumstance that precipitated the need for leave. An Institution may require the Faculty Member to provide the Institution reasonable notice (i.e., within two business days) of the changed circumstances where foreseeable.

XVIII. EXTENSION OF LEAVE

A Faculty Member may extend the date of return from FML to the extent they have remaining FML available. Notice need only be given one time regardless of whether the FML is to be continuous or is to be taken intermittently or on a reduced schedule basis, but the Faculty Member shall advise the Institution as soon as practicable if dates of scheduled FML are extended and provide recertification if requested.

XIX. FAILURE TO RETURN FROM LEAVE

A. A Faculty Member who will not be returning to the Institution at the conclusion of FML shall so notify the President or designee in writing as soon as practicable. In the

absence of written notification or other extenuating circumstances, failure to return from leave shall be generally interpreted as a resignation.

- B. If applicable, any benefit entitlement based upon length of service shall be calculated as of the Faculty Member's last paid day.

XX. SPOUSES EMPLOYED BY THE SAME USM INSTITUTION OR UNIT

- A. Regardless of whether Spouses work at the same Institution or in the same institutional unit, each Spouse shall be entitled to a separate, individual, maximum FML eligibility amount for the reasons listed in Section III of this Policy.
- B. The amount of leave for which one Spouse may be eligible, or the amount of leave used by one Spouse, shall not limit or enhance the leave amount or the leave usage of the other Spouse.
- C. Spouses shall be entitled to take leave simultaneously or in succession and in any portion of their respective individual maximum FML eligibility amount.

XXI. MISCELLANEOUS

- A. The President or designee is under no obligation to immediately Restore a Faculty Member whose return from FML does not coincide with the normal operating schedule of the Institution or the normal work schedule of the Faculty Member's academic program and/or unit or Restore a Faculty Member whose return date is inconsistent with the terms and conditions of the Faculty Member's appointment.
- B. Entitlement to begin FML for reasons of childbirth, placement with the Faculty Member of a Child for adoption or foster care, or care for a newborn Child expires by no later than the 364th day after the date of birth or placement. Any such FML must be concluded within this one-year period.
- C. Either the Faculty Member or the Institution may initiate a period of FML.

IMPLEMENTATION PROCEDURES:

Each President shall identify his/her designee(s) as appropriate for this Policy; develop procedures as necessary to implement this Policy; communicate this Policy and applicable procedures to faculty members at his/her Institution and the general campus community; and post this Policy on the institutional website. Each President shall forward a copy of such designations and implementation procedures to the Chancellor.

REFERENCE:

USM Bylaws, Policies and Procedures of the Board of Regents

The Family and Medical Leave Act of 1993 (FMLA), 29 U.S.C. § 2611 (2012); National Defense Authorization Act for Fiscal Year 2010 (2010 NDAA), Pub. L. No. 111-84 (2009); 29 C.F.R. pt. 825 (2016).

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VII-7.49 – POLICY ON FAMILY SUPPORTS FOR STAFF

(Approved by the Board of Regents on June 22, 2012; Amended on April 20, 2018, Amended on June 21, 2019.)

I. PURPOSE

This Policy is intended to support University System of Maryland (USM) Staff in balancing professional and family demands during and after the birth or adoption of a child through measures to promote a family-friendly environment on each USM campus. These measures include:

- A. Twelve-weeks of paid Parental Leave for full-time Staff employees, pro-rated for less than full-time FTE, not to exceed 60 days or 480 hours in any Application Year, pursuant to X-X.xx USM Policy on Paid Family and Medical Leave for USM Employees (effective July 1, 2026);
- B. Supports for nursing mothers, including lactation facilities, breastfeeding support, break time for nursing mothers, and protections from discrimination for utilizing parental leave and family supports provided by applicable USM policies.

II. SUPPORTS FOR NURSING MOTHERS

A. Lactation Facilities

Each Institution shall provide space at reasonable locations on campus where employees who are nursing mothers may express milk.

- 1. The area must be shielded from view and free of intrusions from others.
- 2. A bathroom or restroom may not be designated as a lactation area.
- 3. The space may be a private area in a larger room, or a private room that is reliably made available for nursing mothers whenever needed but may otherwise be used for different functions.
- 4. The area shall be equipped with seating, a table or other flat surface, an electrical outlet and nearby access to a sink.

B. Breastfeeding

The requirement for lactation facilities on each campus and their availability for the purpose of breastfeeding a child are subject to institution policies that govern the circumstances under which the children of employees may be present on campus.

C. Break Time for Nursing Mothers

The schedule of a staff employee who is a nursing mother shall allow for reasonable break time during work hours for the purpose of breastfeeding or expressing milk.

- 1. Employees shall be permitted to use current paid break and unpaid lunch times to breastfeed or express milk.

USM Bylaws, Policies and Procedures of the Board of Regents

2. Supervisors shall work with employees who need additional break time for this purpose to provide for the flexible scheduling of additional unpaid break time.

D. Protections for Staff Employees

No employee shall be discriminated against or otherwise experience reprisals in any appointment, evaluation, promotion, or other employment-related process as a result of utilizing the parental leave and other supports provided by this Policy.

III. IMPLEMENTATION PROCEDURES

Each President shall identify his/her designee(s) as appropriate for this Policy; develop procedures as necessary to implement this Policy; communicate this Policy and applicable procedures to employees at his/her institution and the general campus community; and post this Policy on the Institutional website. Each President shall forward a copy of such designations and implementation procedures to the USM Chancellor.

VII-7.49 – POLICY ON ~~PARENTAL LEAVE AND OTHER~~ FAMILY SUPPORTS FOR STAFF

(Approved by the Board of Regents on June 22, 2012; Amended on April 20, 2018, Amended on June 21, 2019.)

I. PURPOSE

This Policy is intended to support University System of Maryland (USM) Staff in balancing professional and family demands during and after the birth or adoption of a child through measures to promote a family-friendly environment on each USM campus. These measures include:

A. Twelve-weeks of paid Parental Leave for full-time Staff employees, pro-rated for less than full-time FTE, not to exceed 60 days or 480 hours in any Application Year, pursuant to X-X.xx USM Policy on Paid Family and Medical Leave for USM Employees (effective July 1, 2026);

B. Supports for nursing mothers, including lactation facilities, breastfeeding support, break time for nursing mothers, and protections from discrimination for utilizing parental leave and family supports provided by applicable USM policies.~~the establishment of a minimum assured period of paid parental leave of sixty (60) work days (480 hours), and the availability of lactation facilities on each campus.~~

~~H. ASSURED MINIMUM PARENTAL LEAVE~~

~~Each eligible staff employee shall be assured a period of up to sixty (60) work days (480 hours) of continuous paid parental leave to care for a new child, as follows:~~

~~A. Nature of Leave~~

~~For a fulltime staff employee, the 60-work day paid parental leave assurance shall consist of the following;~~

- ~~1. Accrued Annual Leave that is available to the employee when the parental leave period begins, and as it is accrued throughout the parental leave period, pursuant to USM BOR policy VII-7.00—Policy on Annual Leave for Regular Nonexempt and Exempt Staff Employees;~~
- ~~2. Personal leave that is available to the employee when the parental leave period begins, and as additional personal leave may be granted during the parental leave period, pursuant to USM BOR policy VII-7.10—Policy on Personal Leave for Regular Nonexempt and Exempt Staff Employees;~~
- ~~3. Earned Holiday Leave for observed holidays throughout the parental leave period, pursuant to USM BOR policy VII-7.30—Policy on Holiday Leave for Regular Nonexempt and Exempt Staff Employees, including institutional or “floating” holidays;~~

- ~~4. Discretionary paid Administrative leave granted to an institution's employees by the President for institutional closures that occur during an employee's parental leave period, such as in the case of extreme inclement weather or to provide employees with an additional day off before a holiday break.~~
- ~~5. If none of the above categories of leave is available to the employee, supplemental paid leave shall be provided to the employee by the Institution to attain the paid parental leave assurance of 60 work days (480 hours). As a matter of institutional policy, Institutions may permit employees to substitute use of accrued sick leave for annual leave in order to qualify for supplemental paid leave.~~

~~B. II.~~

~~All leaves taken during the parental leave period (annual, sick, advanced sick, extended leave, personal, holiday, administrative, or supplemental paid parental leave assurance) shall run concurrently with any available FMLA leave ("FML") per Section IV of USM BOR policy VII-7.50—Policy on Family and Medical Leave for Nonexempt and Exempt Staff Employees, if the employee is also eligible for FML under USM BOR policy VII-7.50. The Institution shall administer both policies concurrently.~~

~~C. Applicability~~

~~The 60 work day/480 hour paid parental leave assurance shall be available on a continuous basis during a six (6) month period surrounding:~~

- ~~1. The birth of a child;~~
- ~~2. The adoption of a child; and~~
- ~~3. At the discretion of the Institution's President or designee and subject to any limitations established by the Institution, the assumption of other parenting responsibilities, such as foster parenting or legal guardianship of a child under the age of six (6).~~

~~D. Eligibility~~

~~At a minimum, the paid leave assurance shall apply to Regular staff employees, upon written affirmation that the employee will be the child's primary caregiver during the parental leave period, subject to the following:~~

- ~~1. Institutions may offer assured minimum paid leave to other categories of staff as a matter of institution policy.~~
- ~~2. Leave shall be pro-rated for eligible staff, appointed at .50 or greater Full Time Equivalence (FTE).~~
- ~~3. If a child's parents are employed by the same Institution, both parents may be eligible for paid parental leave as follows:~~

- ~~a) Both parents concurrently may use accrued annual, sick, advanced sick, extended sick, holiday, Leave Reserve Fund, or personal leave with the birth of a child or adoption of a child; and~~
- ~~b) A parent may use supplemental guaranteed paid leave under II.A.5. of this Policy only during a period when that parent is the child's primary caregiver.~~
- ~~4. A staff employee shall be eligible for assured minimum paid parental leave after six (6) months of continuous employment with the Institution, except to the extent that institution policies permit a lesser eligibility period.~~
- ~~5. A staff employee who has not yet reached the six-month eligibility threshold may use other available leave for parental support purposes, pursuant to the applicable policies:~~
 - ~~a) Accrued Sick Leave;~~
 - ~~b) Any Advanced Sick Leave the employee is eligible to receive, prorated to the length of service and appointment FTE; and~~
 - ~~c) Leave Without Pay.~~
- ~~6. A staff employee may be eligible for paid parental leave under this Policy on one occasion in any twelve (12) month period, and on two separate occasions during the duration of the staff member's employment within the USM, except to the extent institution policies provide otherwise.~~
- ~~7. Parental Leave for Staff must be used on a continuous basis; it is not available on an intermittent basis.~~
- ~~8. The employee must have a satisfactory record of work performance and no record of sick or safe leave abuse.~~

III. **II. SUPPORTS FOR NURSING MOTHERS**

A. Lactation Facilities

Each Institution shall provide space at reasonable locations on campus where employees who are nursing mothers may express milk.

- 1. The area must be shielded from view and free of intrusions from others.
- 2. A bathroom or restroom may not be designated as a lactation area.
- 3. The space may be a private area in a larger room, or a private room that is reliably made available for nursing mothers whenever needed but may otherwise be used for different functions.
- 4. The area shall be equipped with seating, a table or other flat surface, an electrical outlet and nearby access to a sink.

B. Breastfeeding

The requirement for lactation facilities on each campus and their availability for the purpose of breastfeeding a child are subject to institution policies that govern the circumstances under which the children of employees may be present on campus.

C. Break Time for Nursing Mothers

The schedule of a staff employee who is a nursing mother shall allow for reasonable break time during work hours for the purpose of breastfeeding or expressing milk.

1. Employees shall be permitted to use current paid break and unpaid lunch times to breastfeed or express milk.
2. Supervisors shall work with employees who need additional break time for this purpose to provide for the flexible scheduling of additional unpaid break time.

D. Protections for Staff Employees

No employee shall be discriminated against or otherwise experience reprisals in any appointment, evaluation, promotion, or other employment-related process as a result of utilizing the parental leave and other supports provided by this Policy.

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III. IMPLEMENTATION PROCEDURES

Each President shall identify his/her designee(s) as appropriate for this Policy; develop procedures as necessary to implement this Policy; communicate this Policy and applicable procedures to employees at his/her institution and the general campus community; and post this Policy on the Institutional website. Each President shall forward a copy of such designations and implementation procedures to the USM Chancellor.

VII-7.50 – POLICY ON FAMILY AND MEDICAL LEAVE FOR NONEXEMPT AND EXEMPT STAFF EMPLOYEES

(Approved by the Board of Regents on August 27, 1993; Amended on April 16, 2004; Amended on October 22, 2004; Amended on June 18, 2010; Amended on October 9, 2015; Amended on April 20, 2018.)

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I. PURPOSE AND APPLICABILITY

The purpose of this Policy is to implement the Family and Medical Leave Act of 1993 (“FMLA”), 29 U.S.C. § 2611 (2012), and subsequent amendments to applicable federal and state laws. This Policy applies to all eligible University System of Maryland (“USM”) Nonexempt and Exempt Staff employees. Under certain circumstances, it is the policy of the USM to provide Eligible Employees up to a maximum of twelve (12) weeks of job-protected leave (“FML”) during a Twelve- (12-) Month Period for certain family and certain Serious Health Condition reasons. Additionally, under certain circumstances, this Policy provides Eligible Employees a maximum of twelve (12) weeks of FML during a Twelve- (12-) Month Period to address a qualifying Exigency arising from a Military Member’s Covered Active Duty status or notification of an impending call or order to

Covered Active Duty status, and a maximum of twenty-six (26) weeks of FML during a Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness. FML may be unpaid, paid through the concurrent use of leave accrued or acquired under an Institution's policies, or a combination of both as set forth in Section IV of this Policy. If applicable law is modified, abrogated, superseded, or added to, this Policy shall be interpreted in accordance with the new legal framework.

II. TERMS AND DEFINITIONS

The following terms and definitions shall apply for purposes of this Policy:

- A. **Accrued or Acquired Paid Leave:** Annual leave available for use under USM BOR policy VII-7.00 – Policy on Annual Leave for Regular Nonexempt and Exempt Staff Employees, holiday leave for holidays observed during FML and earned floating holidays, sick leave available for use under USM BOR policy VII-7.45 – Policy on Sick Leave for Exempt and Nonexempt Staff Employees, accident leave, compensatory leave, personal leave, and leave taken from the Leave Reserve Fund.
- B. **Alternative Position:** A position to which an Eligible Employee may be reassigned temporarily during a period of intermittent or reduced schedule FML. The alternative position shall have equivalent benefits and pay to the position from which the Eligible Employee was reassigned.
- C. **Care:** To take care of or to care for. The term care is intended to be read broadly to include both physical and psychological care. The language applies to the period of inpatient care and home care as well.
- D. **Care for a Covered Servicemember:** Care by an Eligible Employee, for a Covered Servicemember who becomes ill or injured as a result of service in the military, who is a:
 - 1. Spouse; and/or
 - 2. Parent; and/or
 - 3. Child (of any age); or
 - 4. If none of the above is available, the Next of Kin.
- E. **Child (except for military FML requests under Section VI):** A person who is the son or daughter of an Eligible Employee and who is under eighteen (18) years of age; or, eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability at the time FML commences. The son and/or daughter may be the biological, adopted, step or foster child of the Eligible Employee. The term “child” shall also include someone who is the legal ward of the Eligible Employee or someone for whom the Eligible Employee has provided sufficient, notarized

affidavit(s) and proof of financial dependence that he/she is standing *In Loco Parentis*.

F. Covered Active Duty: In the case of a member of a Regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; and in the case of a member of a Reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in Section 101(a)(13)(B) of Title 10, United States Code.

G. Covered Servicemember:

1. A current member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a Serious Injury or Illness; or
2. A covered veteran who is undergoing medical treatment, recuperation, or therapy, for a Serious Injury or Illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves), and was discharged or released under conditions other than dishonorable at any time during the 5-year period prior to the first date the Eligible Employee takes FML to Care for the covered veteran.

H. Eligible Employee: A USM employee who:

1. Has been employed for a total of at least twelve (12) months as a USM or State of Maryland employee; and
2. has worked for at least 1,040 hours during the twelve- (12-) month period immediately prior to the beginning date of the FML as a USM or State of Maryland employee.

For convenience, within the text of this Policy the term "Employee" instead of "Eligible Employee" shall be used hereafter.

I. Equivalent Position: A position at the institution to which an Employee may be restored upon the completion of the FML. The equivalent position shall have the same benefits, pay, and other terms and conditions of employment as the position from which the Employee took leave.

J. Exigency:

1. Issues arising from a Military Member's short notice deployment (call to Covered Active Duty on seven (7) or fewer calendar days' notice prior to the date of deployment);

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2. Military events and related activities (official ceremonies, programs or events sponsored by the military), or family support or assistance programs and informational briefings sponsored or promoted by the military, military service organizations, or the American Red Cross that are related to the Covered Active Duty or call to Covered Active Duty of a Military Member;
3. Childcare and related activities arising from the Covered Active Duty or call to Covered Active Duty status of a Military Member (including but not limited to arranging for alternative childcare, providing childcare on a non-routine, urgent, immediate need basis, enrolling or transferring a child in a new school or day care facility, and attendance at certain meetings at a school or a day care facility if they are necessary due to circumstances arising from the Covered Active Duty or call to Covered Active Duty of a Military Member). For purposes of this Paragraph, the child must meet the definition of “Child” in Section II.E of this Policy;
4. Financial and legal arrangements (to make or update legal and/or financial arrangements for the Military Member’s absence or act as his/her representative before a government agency);
5. Attending counseling provided by someone other than a Health Care Provider for oneself, for the Military Member, or for a child of the Military Member (who must meet the definition of “Child” in Section II.E of this Policy), the need for which arose from the Covered Active Duty or call to Covered Active Duty of the Military Member;
6. Spending up to fifteen (15) calendar days with a Military Member who is on short-term, temporary, rest and recuperation leave (for each instance of such leave during a deployment);
7. Attending post-deployment activities (including arrival ceremonies, reintegration briefings and other official ceremonies or programs sponsored by the military for a period of 90 days following the termination of the Military Member’s Covered Active Duty status, and issues arising from the death of a Military Member);
8. Providing Parental Care necessitated by the Covered Active Duty status of a Military Member whose parent is incapable of self-care; or
9. Additional activities (provided that the Institution and Employee agree that such activities shall qualify as an exigency and agree to both the timing and duration of leave).

K. Health Care Providers:

1. Doctors of medicine or osteopathy, podiatrists, dentists, clinical psychologists, optometrists, chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by x-ray to

exist), nurse practitioners, nurse midwives, clinical social workers, and physician assistants, who are authorized to practice under the law of the state or country in which they are practicing and are performing within the scope of their practice;

2. Licensed clinical professional counselors;
3. Christian Science practitioners listed with the First Church of Christ Scientist in Boston; and
4. Any other health care provider from whom the Institution's group health plan's benefits manager will accept certification of the existence of a Serious Health Condition to substantiate a claim for benefits.

L. **Immediate Family Member:** The Employee's Parent, Spouse, or Child.

M. ***In Loco Parentis:*** "In the place of a parent; instead of a parent; charged, factitiously, with a parent's rights, duties and responsibilities." Any Employee claiming an *in loco parentis* relationship with a child, or any Employee claiming to be the child in an *in loco parentis* relationship, may be requested to provide documentation of such relationship.

N. **Institution:** The employing USM institution; the USM institution from which the Employee is taking leave.

O. **Key Employee:** A salaried Employee who is among the highest paid ten (10) percent of all the employees employed by the Institution within 75 miles of the employee's workplace at the time the Employee gives notice of the need for leave.

P. **Military Member:** An Employee's Spouse, child (of any age), or Parent who is on Covered Active Duty.

Q. **Next of Kin:** The nearest blood relative other than the Covered Servicemember's Spouse, Parent or child (of any age) in the following order of priority:

1. A blood relative whom the Covered Servicemember has specifically designated in writing as his or her nearest blood relative for purposes of military caregiver leave under the FMLA;
2. Blood relatives who have been granted legal custody of the Covered Servicemember by court decree or statutory provision;
3. Brothers and sisters;
4. Grandparents;
5. Aunts and uncles;
6. First cousins.

- R. **Parent:** The Employee's biological, adoptive, step or foster mother or father, or someone who stood *In Loco Parentis* to the Employee when the Employee was a child. This term does not include parents “in law.”
- S. **Parental Care:** Care provided to the Military Member’s Parent, who must be incapable of self-care and must be the Military Member’s biological, adoptive, step or foster father or mother, or any other individual who stood *In Loco Parentis* to the Military Member when the member was under eighteen (18) years of age.
- T. **Restore(d) or Restoration:** For Employees other than Key Employees, a return to the position held by the Employee when FML commenced or to an Equivalent Position. For Key Employees, a return to the position held when FML commenced.
- U. **Serious Health Condition:** An illness, injury, impairment, or physical or mental condition of the Employee or an Immediate Family Member that involves:
1. Any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility;
 2. A period of incapacity requiring absence of more than three consecutive calendar days from work or other regular daily activities that also involves continuing treatment by (or under the supervision of) a Health Care Provider;
 3. Any period of incapacity due to pregnancy, or for prenatal care;
 4. Any period of incapacity (or treatment therefore) due to a chronic serious health condition (i.e., conditions that require periodic visits for treatment, continue over an extended period of time, and may cause episodic incapacity, such as asthma, diabetes, epilepsy, etc.);
 5. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective and for which the employee or Immediate Family Member is under the continuing supervision of a Health Care Provider (e.g., Alzheimer's, stroke, terminal diseases, etc.); or,
 6. Any absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a Health Care Provider for a condition that likely would result in incapacity of more than three consecutive calendar days if left untreated (e.g., chemotherapy, physical therapy, dialysis, etc.) or for a restorative surgery after an accident or other injury.

Incapacity means inability to work, attend school, or perform other regular daily activities due to the Serious Health Condition, treatment therefor, or recovery therefrom. A Serious Health Condition is a qualifying reason for an Employee’s leave where the Employee is unable to perform any one of the essential functions of his/her position due to the Serious Health Condition.

V. Serious Injury or Illness:

1. In the case of a current member of the Armed Forces (including a member of the National Guard or Reserves), an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating; and
2. In the case of a covered veteran, an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.

W. Spouse: A husband or wife as defined or recognized under state law for purposes of marriage in the state where the Employee resides, including common law marriage and same sex marriage.

X. Twelve- (12-) Month Period:

1. The 12-month FML entitlement period is measured on an Application Year basis, which begins on the Sunday of the week an employee's FML-designated leave begins, and counting forward, until the 12-week entitlement is exhausted. A new 12-week FML entitlement begins anew on the day following the expiration of the Application Year.
2. With regard to Care for a Covered Servicemember, for which an Employee who is the Spouse, child (of any age), Parent, or Next of Kin of a Covered Servicemember may use up to twenty-six (26) weeks of FML in a single Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness, the Twelve- (12-) Month Period shall be measured forward, beginning on the first day the Employee takes FML and ending twelve (12) months after that date.
3. Each Institution shall indicate in its implementation procedures that its Twelve- (12-) Month Period is based on a twelve- (12-) month period measured forward from the Sunday of the week an employee first uses FML-designated leave. subject to Paragraph 2 of this Section. This Twelve- (12-) Month Period shall be consistently and uniformly applied to all eligible employees, including faculty and staff, at that Institution.

III. REASONS FOR LEAVE

An Employee is entitled to take FML for the following reasons:

- A. The birth of the Employee's Child;
- B. The placement of a Child with the Employee for adoption or foster care;
- C. The need to take care of the Employee's Child within a twelve- (12-) month period from birth or placement;
- D. The need to take Care of the Employee's Immediate Family Member who has a Serious Health Condition;
- E. The Serious Health Condition of the Employee that makes the Employee unable to perform any one of the essential functions of the Employee's job;
- F. The need to take Care of a Covered Servicemember's Serious Injury or Illness; and
- G. Qualifying Exigencies arising out of the Covered Active Duty and call-up to Covered Active Duty of a Military Member (the Employee's Spouse, child (of any age), or Parent).

IV. COMPENSATION DURING LEAVE

The FMLA provides Employees with job-protected leave for the qualifying reasons listed under Section III of this Policy. The FMLA allows for the leave to be unpaid, paid through the concurrent use of leave accrued or acquired under the Institution's policies, or a combination of both. Each Institution shall require Employees to concurrently use FML with the paid Family and Medical Leave (PFML) benefit that is provided to all employees in the Executive Branch of State government, to the extent possible. Any remaining FML shall be paid through the concurrent use of an employee's accrued or acquired Accident Leave, Annual Leave, Compensatory Leave, Holiday Leave, Personal Leave, Sick Leave, or leave through the USM Leave Reserve Fund, if available. If no such leave is available, the remaining FML entitlement shall be unpaid.

V. FAMILY AND MEDICAL LEAVE ENTITLEMENT

- A. An Employee is entitled to a maximum of twelve (12) workweeks of FML, based on the Employee's normal workweek, within a Twelve- (12-) Month Period. FML can be taken continuously or, per Section VII of this Policy, intermittently or under a reduced work schedule, over the course of a Twelve- (12-) Month Period. FML entitlement shall not be carried over from a Twelve- (12-) Month Period to the subsequent Twelve- (12-) Month Period.

B. For example:

1. If an Employee normally works forty (40) hours per week and takes three (3) weeks of FML continuously, then the Employee's three (3) weeks of leave will constitute three (3) weeks of FML.
2. If an Employee normally works thirty-two (32) hours per week and takes twenty-four (24) hours of FML, then the Employee's twenty-four (24) hours of leave will constitute three-fourths (3/4) of a week of FML.
3. If an Employee normally works forty (40) hours per week and works twenty (20) hours under a reduced schedule, then the Employee's twenty (20) hours of leave will constitute one-half (1/2) of a week of FML for each week the Employee works under the reduced schedule.
4. If an Employee normally works thirty (30) hours per week and works twenty (20) hours per week under a reduced schedule, then the Employee's ten (10) hours of leave will constitute one-third (1/3) of a week of FML for each week the Employee works under the reduced schedule.

C. Whether a period of FML is paid or unpaid will be determined by Section IV of this Policy.

VI. MILITARY FML ENTITLEMENT

A. Military Caregiver Leave

An Employee who is the Spouse, child (of any age), Parent, or Next of Kin of a Covered Servicemember may use up to twenty-six (26) workweeks of leave in a single Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness. The Twelve- (12-) Month Period described in this Paragraph shall be measured forward, beginning on the first day the Employee takes FML to Care for a Covered Servicemember and ending twelve (12) months after that date.

B. Exigency Leave

An Employee with a Spouse, child (of any age), or Parent who is a Military Member on Covered Active Duty or notified of an impending call or order to Covered Active Duty status may use up to twelve (12) workweeks of leave to address a qualifying Exigency arising out of the fact that the Employee's Spouse, child, or Parent is on Covered Active Duty or notified of an impending call or order to Covered Active Duty status.

VII. INTERMITTENT LEAVE OR REDUCED SCHEDULE LEAVE

- A. Intermittent leave is FML taken in separate blocks of time for a single qualifying reason. Reduced schedule leave is FML that reduces an Employee's usual number of working hours per workweek or workday for a period of time.
- B. An Employee may take intermittent or reduced schedule leave for purposes of the Employee's or the Immediate Family Member's Serious Health Condition, the Serious Injury or Illness of a Covered Servicemember, or for a qualifying Exigency. There must be a medical need for leave and it must be that such medical need can be best accommodated through intermittent or reduced schedule leave.
- C. The Employee shall make a reasonable effort to schedule intermittent or reduced schedule leave for planned medical treatment so as not to unduly disrupt the operations of the Institution's applicable unit. If the Employee neglects to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the Institution may initiate discussions with the Employee and require the Employee to make a reasonable effort to make such arrangements, subject to the approval of the Health Care Provider.
- D. It is within the discretion of the President or designee to grant intermittent or reduced schedule leave for reasons of child birth, placement with the Employee of a Child for adoption or foster care, or care for a newborn Child.
- E. The President or designee may temporarily reassign an Employee on intermittent or reduced schedule leave to an Alternative Position for which the Employee is qualified, and which better accommodates intermittent or reduced schedule leave than does the Employee's regular position. Such reassignment may occur only where the Employee foreseeably needs intermittent or reduced schedule leave or where the President or designee agrees to permit such leave under Paragraph D of this Section VII. The Alternative Position must have equivalent pay and benefits but need not have equivalent duties and may not constitute a hardship on the Employee or discourage the Employee from taking leave. When the Employee no longer needs leave, they must be placed in the position they held when FML commenced or in an Equivalent Position.

VIII. JOB RIGHTS AND PROTECTIONS

- A. Except as provided in Sections VIII. B., C., D., E., and F., an Employee returning to work at the conclusion of FML shall be Restored to the position they held when FML commenced or to an Equivalent Position with the pay, benefits, and other terms and conditions of employment that they enjoyed immediately prior to the FML.
- B. An Employee is not entitled to Restoration if the President or designee determines that the Employee had been hired for a specific term or only to perform work on a

specific project defined in writing and the term or project is over and the Institution would not otherwise have continued to employ the Employee.

- C. If at any point prior to or during the FML the President or designee determines that the Employee's position held when FML commenced cannot be held available for the duration of the leave, the President or designee, at the conclusion of the leave, shall Restore the Employee to an Equivalent Position.

If it is determined that the position cannot be held available, the President or designee shall immediately notify the Employee in writing of details associated with the decision and the details of the Equivalent Position to which the Employee will be Restored. The Employee shall have the right to return to work within fifteen (15) working days from receipt of such notice to keep the position held by the Employee when FML commenced.

- D. If there are reductions in the work force while the Employee is on FML and the Employee would have lost his/her position under USM BOR policies VII-1.30 – Policy on Layoff for Nonexempt Staff Employees, VII-1.32 – Policy on Layoff and Recall of Regular Exempt Staff Employees, and VII-9.61 – Policy on Reemployment and Reinstatement for Regular Status Nonexempt and Exempt Staff Employees had the Employee not been on FML, then the Institution has no obligation to Restore the Employee to the position held by the Employee when FML commenced or to an Equivalent Position.

- E. Employees on FML are subject to generally applicable changes in compensation, benefits, or other terms or conditions of employment.

F. Restoration of Key Employees

1. If it is necessary to prevent substantial and grievous economic injury to the Institution's operations, the President or his or her designee may deny Restoration to a Key Employee, provided that the Employee received written notice of his/her status as a Key Employee at the time the FML was requested or commenced, whichever was earlier.
2. If the President or designee believes that Restoration may be denied to a Key Employee, then at the time the FML is requested (or commences, if earlier), or as soon as practicable thereafter if notice cannot be given immediately because of the need to determine whether the Employee is a Key Employee, the President or designee shall provide the Key Employee with written notification of the potential terms, conditions, and consequences of the leave. Notification shall include at least the following:
 - a) Notification of the fact that the Employee qualifies as a Key Employee; and

- b) Potential consequences with respect to Restoration and maintenance of health benefits.

Failure to provide such timely written notice shall result in the Institution's loss of the right to deny Restoration to a Key Employee even if substantial and grievous economic injury will result from such Restoration.

- 3. As soon as the President or designee makes a good faith determination, based on the facts available, that substantial and grievous economic injury to the Institution's operations will result if the Key Employee who has requested or who is using FML is Restored, the Institution shall give written notice to the Key Employee either in person or by certified mail of the following:
 - a) That FML cannot be denied;
 - b) That the President/designee intends to deny Restoration upon completion of the FML;
 - c) An explanation of the basis for the President's/designee's finding that Restoration will result in substantial and grievous economic injury; and
 - d) If FML has commenced, a reasonable time (at least fifteen (15) working days from receipt of the notice) in which the Employee may return to work taking into account circumstances such as the length of the FML and the urgency of the need for the Employee to return to work.
- 4. When practicable, the President shall provide the notice described in Section VIII.F.3 at least one calendar week prior to the Employee starting the FML. If such notice is provided after the leave commences, then the President/designee shall also provide the Employee a period of at least fifteen (15) working days from receipt of the notice to return to his/her position.
- 5. If a Key Employee does not return to work in response to the Institution's notification of intent to deny Restoration, then the Employee shall continue to be entitled to maintenance of health benefits through the scheduled leave, and the Institution may not recover its share of premiums unless and until the Employee gives notice that he/she does not wish to return to work or the Institution actually denies Restoration at the conclusion of the FML period.
- 6. After notice to a Key Employee has been given that substantial and grievous economic injury will result if the Employee is Restored to employment, an Employee is still entitled to request Restoration at the end of the leave period even if the Employee did not return to work in response to the President's/designee's notice. Based on the facts at that time, the President or designee must again determine whether there will be substantial and grievous economic injury from Restoration. If it is determined that substantial and grievous economic injury will

result, the President or designee shall notify the Employee in writing (in person or by certified mail) of the denial of Restoration.

IX. STATUS OF BENEFITS WHILE ON FML

- A. An Employee on FML under this Policy shall continue to be eligible for all employment benefits that he/she enjoyed immediately prior to the FML, including group life insurance, health insurance, disability insurance, sick leave, annual leave, educational benefits, and pensions, unless otherwise elected by the Employee and subject to any generally applicable changes in benefits eligibility or terms that may have taken place during the period of FML.
- B. An Employee on FML may continue employer-subsidized health care benefits during the period of leave. The President or designee shall, in accordance with Section XI.B of this Policy, provide advance written notice to the Employee of the terms and conditions under which premium payments are to be made by the Employee, which shall include the following:
 - 1. If Accrued or Acquired Paid Leave or paid parental leave is being used concurrently during the FML period, the Employee's share of premiums must be paid by the method normally used during any paid leave; and
 - 2. If the FML period is unpaid, the Institution shall require the Employee to pay his or her share of premium payments in the manner required by the State of Maryland Department of Budget and Management.

If an Employee gives notice that he/she will not return to work, the Employee will not be eligible to continue participating in employer health benefit plans, except to the extent eligible as a retiree or under COBRA.

- C. The Institution shall recover its share of health premiums during a period of unpaid FML if the Employee fails to return to work (does not work for at least thirty (30) calendar days) after the FML has been exhausted or the Employee's eligibility expires, unless the reason for not returning is due to the continuation, recurrence, or onset of a Serious Health Condition of the Employee or Immediate Family Member, or a Serious Injury or Illness of a Covered Servicemember, or other circumstances beyond the Employee's control.

When an Employee fails to return to work because of the continuation, recurrence, or onset of either a Serious Health Condition of the Employee or Immediate Family Member, or a Serious Injury or Illness of a Covered Servicemember, thereby precluding the Institution from recovering its (share of) health benefit premium payments made on the Employee's behalf during a period of unpaid FML, the Institution shall require medical certification of the Employee's or the Immediate Family Member's Serious Health Condition or the Covered Servicemember's Serious Injury or Illness. If the Institution requires such certification, the Employee must

- provide the certification within thirty (30) days of the Institution's request. If the Employee does not provide requested certification within thirty (30) days, or the reason for not returning to work does not involve circumstances beyond the Employee's control, the Institution may recover one hundred percent (100%) of the health benefit premiums it paid during the unpaid FML.
- D. Except as noted in Section VIII, Job Rights and Protections, upon return from FML an Employee shall be Restored all the rights, benefits, and privileges enjoyed prior to the leave.
 - E. The status and maintenance of an Employee's benefits other than employer-subsidized health care benefits during a period of paid or unpaid FML shall be determined by the Institution's established policies for providing those benefits when the Employee is on other forms of leave (paid or unpaid, as appropriate). While on any unpaid portion of an FML, an Employee shall not earn or accrue any additional leave or seniority credits.
 - F. An Employee may elect to purchase service credit at the time of retirement for prior leave without pay that is qualified by the Maryland State Retirement and Pension Systems. Upon approval of a leave without pay, an Employee shall follow the Institution procedure to assure that this option may be exercised. Service credits are not applicable to the Optional Retirement Program.

X. EMPLOYEE NOTICE REQUIREMENTS

A. Timing

An Employee shall give at least thirty (30) calendar days' notice (or if not practicable, as soon as practicable, generally within two (2) work days) before FML is to begin for leave based on an expected birth, placement for adoption or foster care, planned medical treatment for a Serious Health Condition of the Employee or of an Immediate Family Member, or planned medical treatment for a Serious Injury or Illness of a Covered Servicemember. For leave due to a qualifying Exigency, notice must be provided as soon as practicable. The Employee shall advise the Institution as soon as practicable if dates of scheduled leave change or are extended, regardless of whether FML is to be continuous or is to be taken intermittently or on a reduced schedule basis.

B. Content

The notice provided by the Employee shall be written and provided to the Employee's immediate supervisor or other individual as designated by the Institution's policies, sufficient to make the Institution aware that the Employee needs FML and shall include the anticipated timing and duration of the leave, if foreseeable.

C. Notice by Spokesperson

Notice may be given the Employee's spokesperson (e.g., Spouse, adult family member, or other responsible party) if the Employee is unable to do so personally.

XI. EMPLOYER NOTICE REQUIREMENTS

A. Eligibility Notice

When an employee requests FML, or when the Institution acquires knowledge that an employee's leave may be for an FML-qualifying reason, the Institution shall notify the employee of the employee's eligibility to take FML within five (5) business days, absent extenuating circumstances. The Institution shall provide this eligibility notice in writing using the prototype form issued by the Department of Labor, Wage and Hour Division.

B. Rights and Responsibilities Notice

Institutions shall provide written notice detailing the specific expectations and obligations of the Employee and explaining any consequences of a failure to meet these obligations. This notice shall be provided to the Employee each time the eligibility notice is provided and may be contained within the same form. An Institution shall use the prototype form issued by the Department of Labor, Wage and Hour Division, which shall include:

1. A statement that the leave may be designated and counted against the Employee's annual FML entitlement if qualifying and the Twelve- (12-) Month Period defined in Section II.X of this Policy;
2. Any requirement for the Employee to furnish certification of a Serious Health Condition, Serious Injury or Illness, or qualifying Exigency arising out of Covered Active Duty or call to Covered Active Duty status, and the consequences of failure to do so;
3. A statement that the Institution will require the substitution of paid leave per Section IV of this Policy, the conditions related to any substitution, and the Employee's entitlement to take unpaid FML if the Employee does not meet the conditions for paid leave;
4. Any requirement for the Employee to make any premium payments to maintain health benefits and the arrangements for making such payments, and the possible consequences of failure to make such payments on a timely basis per Section IX of this Policy;
5. A statement of the Employee's status as a Key Employee and the potential consequence that Restoration may be denied following FML, explaining the conditions required for such denial;

6. A statement of the Employee's rights to maintenance of benefits during FML and Restoration to the position held when FML commenced or an Equivalent Position upon return from FML; and
7. A statement of the Employee's potential liability for payment of health insurance premiums paid by the Institution during the Employee's unpaid FML if the Employee fails to return to work after taking FML.

C. Designation Notice

1. When the Institution has enough information to determine whether the leave is being taken for an FML-qualifying reason (e.g., after receiving a certification, if requested), the Institution shall notify the Employee in writing whether the leave will be designated and will be counted as FML, within five (5) business days absent extenuating circumstances. If the Institution has sufficient information to designate the leave as FML immediately after receiving notice of the Employee's need for leave, the Institution shall provide the Employee with the designation notice at that time. This notice shall be provided using the prototype form issued by the Department of Labor, Wage and Hour Division, which shall meet the requirements below in Section XI.C.2.–4.
2. The Institution shall inform the Employee in this written notice that the Institution is requiring the Employee to use paid leave concurrently in the order set forth in Section IV of this Policy.
3. If the Institution will require the Employee to present a fitness-for-duty certification to be Restored to employment, the Institution shall provide notice of such requirement with the designation notice. If the Institution will require that the fitness-for-duty certification address the Employee's ability to perform the essential functions of the Employee's position, the Institution shall so indicate in the designation notice, and shall include a list of the essential functions of the Employee's position.
4. If the information provided by the Institution to the Employee in the designation notice changes, the Institution shall provide written notice of the change within five (5) business days of receipt of the Employee's first notice of need for leave subsequent to any change.
5. If an Institution does not designate leave as indicated in XI.C.1.–4, the Institution may retroactively designate leave as FML with appropriate notice to the Employee provided that the Institution's failure to timely designate leave does not cause harm or injury to the Employee.

XII. CERTIFICATION

A. Medical Certification for Serious Health Conditions of Employee or Immediate Family Member

1. For leave related to a Serious Health Condition, the Employee shall provide medical certification(s) from the Employee's or Immediate Family Member's Health Care Provider. The Institution shall use the Department of Labor's prototype forms for certification of the Serious Health Condition of an employee or the Serious Health Condition of a family member. The Employee shall have fifteen (15) calendar days to obtain the medical certification unless not practicable to do so despite the Employee's diligent good faith efforts. An Institution shall require only the following information in the certification:
 - a) The name, addresses, telephone number, and fax number of the Health Care Provider and type of medical practice/specialization;
 - b) A diagnosis of the nature and extent of the condition giving rise to the use of FML;
 - c) The approximate date the condition commenced and its probable duration;
 - d) A statement or description of appropriate medical facts regarding the patient's health condition for which FML is requested, including a regimen of continuing treatment to be prescribed;
 - e) In the case of an Employee's Serious Health Condition, certification that the Employee is unable to perform the essential functions of his/her position and prognosis of the Employee's ability to return to his/her position;
 - f) In the case of an Immediate Family Member's Serious Health Condition, information sufficient to establish that the family member is in need of Care and an estimate of the frequency and duration of the leave required to Care for the family member; and
 - g) In cases of a request for intermittent or reduced schedule leave, information sufficient to establish the medical necessity for such intermittent or reduced schedule leave, and
 - i. An estimate of the frequency and duration of treatments and periods of recovery if the leave is for foreseeable planned medical treatment; or
 - ii. An estimate of the frequency and duration of episodes of incapacity if the Serious Health Condition may result in unforeseeable episodes of incapacity.

2. If an Employee submits a complete and sufficient certification signed by the Health Care Provider, the Institution may not request additional information from the Health Care Provider. However, the Institution may contact the Health Care Provider for purposes of clarification and authentication of the medical certification (whether initial certification or recertification) after the Institution has given the Employee an opportunity to cure any deficiencies as set forth in Paragraph D of this Section XII. To make such contact, the Institution must use a Health Care Provider, a human resources professional, a leave administrator, or a management official. Under no circumstances, however, may the Employee's direct supervisor contact the Health Care Provider.
3. The President or designee may require a second medical opinion at the Institution's expense if the Institution has reason to doubt the validity of a medical certification. The Institution may designate the Health Care Provider who is to furnish the second opinion. In the case of conflicting opinions, the opinion of a third Health Care Provider, agreed upon by both Employee and the President or designee and obtained at the Institution's expense, shall be final and binding. The second and third opinions shall not be provided by individuals who are employed on a regular basis by the Institution.
4. The President or designee may require reasonable recertification as the FML continues. Recertification shall not be requested more often than every thirty (30) calendar days unless the Employee requests an extension of FML, circumstances described by the previous certification have changed significantly, or the Institution receives information that casts doubt upon the continuing validity of the most recent certification. The Institution shall allow at least fifteen (15) calendar days for the Employee to provide the requested recertification.

The Institution may ask for the same information on recertification as that set forth in Section XII.A.1 of this Policy. As part of the information allowed to be obtained on recertification for leave taken because of a Serious Health Condition, the Institution may provide the Health Care Provider with a record of the Employee's absence pattern and ask the Health Care Provider if the Serious Health Condition and need for leave is consistent with such a pattern.

B. Medical Certification for a Covered Servicemember

When leave is taken to Care for a Covered Servicemember with a Serious Injury or Illness, an Institution may require the Employee to obtain a certification completed by an authorized health care provider of the Covered Servicemember. For this purpose, the Department of Defense (“DOD”) healthcare providers, a health care provider from the U.S. Department of Veterans Affairs (“VA”), DOD Tricare Network and DOD non-network TRICARE authorized health care providers, and any Health Care Provider listed in Section II.K of this Policy are considered “authorized health care providers.” An Employee may use the appropriate prototype form issued by the

Department of Labor's Wage and Hour Division or a comparable form requiring the same information (including invitational travel order ("ITOs") or invitational travel authorizations ("ITAs") issued to any family member to join an injured or ill servicemember at his or her bedside). An Institution may require additional information per 29 C.F.R. § 825.310 or other applicable law.

Second or third opinions are not permitted if the health care provider is from DOD, the VA, or DOD-authorized private health care providers, but are permitted if the health care provider otherwise meets the definition of Section II.K of this Policy. Recertifications are never permitted for leave to Care for a Covered Servicemember. Should an extension of leave be required, additional certification may be requested.

C. Certification for Leave Taken Because of a Military Exigency

The first time an Employee requests leave because of a qualifying Exigency arising out of the Covered Active Duty or call to Covered Active Duty status (or notification of an impending call or order to Covered Active Duty) of a Military Member, the Institution may require the Employee to provide a copy of the Military Member's active duty orders or other documentation issued by the military which indicates that the Military Member is on Covered Active Duty or call to Covered Active Duty status, and the dates of the Military Member's Covered Active Duty service.

An Institution may additionally require that leave under this Paragraph be supported by a certification setting forth the information listed in 29 C.F.R. § 825.309 or other applicable law. An Institution shall use the appropriate prototype form issued by the Department of Labor's Wage and Hour Division. An Institution may not require information additional to what is required by this Paragraph.

D. Sufficiency of Certification

The Employee must provide a complete and sufficient certification to the Institution if required by the Institution under Paragraphs A, B, or C of this Section XII. The Institution shall advise the Employee if the Institution finds a certification incomplete or insufficient and shall state in writing what additional information is necessary to make the certification complete and sufficient. A certification is considered incomplete if the Institution receives a certification but one or more of the applicable entries have not been completed. A certification is considered insufficient if the Institution receives a complete certification, but the information provided is vague, ambiguous, or nonresponsive. The Institution must provide the Employee seven (7) calendar days (unless not practicable) to cure any such deficiency.

E. Confidentiality

Consistent with the FMLA and other applicable laws, all medical-related documentation will be kept confidential and maintained in a file separate from the Employee's official institutional personnel file.

XIII. DOCUMENTATION OF CERTAIN RELATIONSHIPS

If an Employee takes FML under this Policy, including, but not limited to, for the birth of the Employee's Child, the placement of a Child with the Employee for adoption or foster care, or the need to take care of the Employee's Child within a twelve- (12-) month period after birth or placement, the Institution may require the Employee giving notice of the need for leave to provide reasonable documentation or a statement of family relationship for purposes of confirming the family relationship. This documentation may take the form of, but is not limited to, a simple statement from the Employee, a Child's birth certificate, an adoption certification, or a court document. The Institution is entitled to examine documentation, but the Employee is entitled to the return of an official document submitted for this purpose.

XIV. SCHEDULING OF TREATMENT

- A. When planning medical treatment, the Employee must consult with the Institution and make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the applicable institutional unit, subject to the approval of the Health Care Provider. Employees are ordinarily expected to consult with their Institution prior to the scheduling of treatment in order to work out a treatment schedule which best suits the needs of both the Institution and the Employee.
- B. If an Employee fails to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the President or designee may initiate discussions with the Employee, require the Employee to make a reasonable effort to make such arrangements, and request the Employee to provide certification from the appropriate Health Care Provider of the unavailability of treatment during non-work time, or at times that are less disruptive to the operations of the Employee's unit.

XV. PROVIDING INFORMATION ABOUT FML

Regardless of the reason for the FML, an Employee shall provide complete, accurate and timely information related to a request for, continuation of, modification(s) to, and return from FML. An Institution may require Employees on FML to report periodically on their status and intent to return to work if the Institution's procedures regarding such reports are nondiscriminatory and take into account all of the relevant facts and circumstances related to each Employee's leave situation.

XVI. ABUSE OF FML

The President or designee shall review, investigate and resolve suspected cases of bad faith, fraud or abuse of the FML program. Cases of bad faith, falsification of documents, or fraudulent information related to FML provided to the institution, or other abuses of the FML program, may result in actions by the Institution, including, but not limited to, revocation of the leave, refusal to Restore, recovery of institutional costs for paid-time

leave and insurance benefits premiums, and disciplinary action up to and including termination.

XVII. EARLY RETURN FROM LEAVE

An Employee may discover after beginning FML that the circumstances have changed and the amount of leave originally anticipated is no longer necessary. An Employee may not be required to take more FML than necessary to resolve the circumstance that precipitated the need for leave. An Institution may require the Employee to provide the Institution reasonable notice (i.e., within two business days) of the changed circumstances where foreseeable.

XVIII. EXTENSION OF LEAVE

An Employee may extend the date of return from FML to the extent they have remaining FML available. Notice need only be given one time regardless of whether the FML is to be continuous or is to be taken intermittently or on a reduced schedule basis, but the Employee shall advise the Institution as soon as practicable if dates of scheduled FML are extended and provide recertification if requested.

XIX. FAILURE TO RETURN FROM LEAVE

- A. An Employee who will not be returning to the Institution at the conclusion of FML shall notify the President or designee in writing as soon as practicable. In the absence of written notification or other extenuating circumstances, failure to return from leave shall be generally interpreted as a resignation.
- B. If applicable, any benefit entitlement based upon length of service shall be calculated as of the Employee's last paid day.

XX. SPOUSES EMPLOYED BY THE SAME INSTITUTION OR UNIT

- A. Regardless of whether Spouses work at the same Institution or in the same institutional unit, each Spouse shall be entitled to a separate, individual, maximum FML eligibility amount for the reasons listed in Section III of this Policy.
- B. The amount of leave for which one Spouse may be eligible, or the amount of leave used by one Spouse, shall not limit or enhance the leave amount or the leave usage of the other Spouse.
- C. Spouses shall be entitled to take leave simultaneously or in succession and in any portion of their respective individual maximum FML eligibility amount.

XXI. MISCELLANEOUS

- A. The President or designee is under no obligation to immediately Restore an Employee whose return from FML does not coincide with the normal operating schedule of the Institution or the normal work schedule of the Employee's unit or Restore an Employee whose return date is inconsistent with the terms and conditions of the Employee's appointment.
- B. Entitlement to begin FML for reasons of childbirth, placement with the Employee of a Child for adoption or foster care, or care for a newborn Child expires by no later than the 364th day after the date of birth or placement. Any such FML must be concluded within this one-year period.
- C. When FML is taken by an Employee on probation status, the probationary period shall be adjusted upon the return of the Employee by the length of time used for FML.
- D. Either the Employee or the Institution may initiate a period of FML.

IMPLEMENTATION PROCEDURES:

Each President shall identify his/her designee(s) as appropriate for this Policy; develop procedures as necessary to implement this Policy; communicate this policy and applicable procedures to employees at his/her Institution and the general campus community; and post this Policy on the institutional website. Each President shall forward a copy of such designations and implementation procedures to the Chancellor.

REFERENCE:

The Family and Medical Leave Act of 1993 (FMLA), 29 U.S.C. § 2611 (2012); National Defense Authorization Act for Fiscal Year 2010 (2010 NDAA), Pub. L. No. 111-84 (2009); 29 C.F.R. pt. 825 (2016).

VII-7.50 – POLICY ON FAMILY AND MEDICAL LEAVE FOR NONEXEMPT AND EXEMPT STAFF EMPLOYEES

(Approved by the Board of Regents on August 27, 1993; Amended on April 16, 2004; Amended on October 22, 2004; Amended on June 18, 2010; Amended on October 9, 2015; Amended on April 20, 2018.)

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I. PURPOSE AND APPLICABILITY

The purpose of this Policy is to implement the Family and Medical Leave Act of 1993 (“FMLA”), 29 U.S.C. § 2611 (2012), and subsequent amendments to applicable federal and state laws. This Policy applies to all eligible University System of Maryland (“USM”) Nonexempt and Exempt Staff employees. Under certain circumstances, it is the policy of the USM to provide Eligible Employees up to a maximum of twelve (12) weeks of job-protected leave (“FML”) during a Twelve- (12-) Month Period for certain family and certain Serious Health Condition reasons. Additionally, under certain circumstances, this Policy provides Eligible Employees a maximum of twelve (12) weeks of FML during a Twelve- (12-) Month Period to address a qualifying Exigency arising from a Military Member’s Covered Active Duty status or notification of an impending call or order to

Covered Active Duty status, and a maximum of twenty-six (26) weeks of FML during a Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness. FML may be unpaid, paid through the concurrent use of leave accrued or acquired under an Institution's policies, or a combination of both as set forth in Section IV of this Policy. If applicable law is modified, abrogated, superseded, or added to, this Policy shall be interpreted in accordance with the new legal framework.

II. TERMS AND DEFINITIONS

The following terms and definitions shall apply for purposes of this Policy:

- A. **Accrued or Acquired Paid Leave:** Annual leave available for use under USM BOR policy VII-7.00 – Policy on Annual Leave for Regular Nonexempt and Exempt Staff Employees, holiday leave for holidays observed during FML and earned floating holidays, sick leave available for use under USM BOR policy VII-7.45 – Policy on Sick Leave for Exempt and Nonexempt Staff Employees, accident leave, compensatory leave, personal leave, and leave taken from the Leave Reserve Fund.
- B. **Alternative Position:** A position to which an Eligible Employee may be reassigned temporarily during a period of intermittent or reduced schedule FML. The alternative position shall have equivalent benefits and pay to the position from which the Eligible Employee was reassigned.
- C. **Care:** To take care of or to care for. The term care is intended to be read broadly to include both physical and psychological care. The language applies to the period of inpatient care and home care as well.
- D. **Care for a Covered Servicemember:** Care by an Eligible Employee, for a Covered Servicemember who becomes ill or injured as a result of service in the military, who is a:
 - 1. Spouse; and/or
 - 2. Parent; and/or
 - 3. Child (of any age); or
 - 4. If none of the above is available, the Next of Kin.
- E. **Child (except for military FML requests under Section VI):** A person who is the son or daughter of an Eligible Employee and who is under eighteen (18) years of age; or, eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability at the time FML commences. The son and/or daughter may be the biological, adopted, step or foster child of the Eligible Employee. The term “child” shall also include someone who is the legal ward of the Eligible Employee or someone for whom the Eligible Employee has provided sufficient, notarized

affidavit(s) and proof of financial dependence that he/she is standing *In Loco Parentis*.

F. Covered Active Duty: In the case of a member of a Regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; and in the case of a member of a Reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in Section 101(a)(13)(B) of Title 10, United States Code.

G. Covered Servicemember:

1. A current member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a Serious Injury or Illness; or
2. A covered veteran who is undergoing medical treatment, recuperation, or therapy, for a Serious Injury or Illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves), and was discharged or released under conditions other than dishonorable at any time during the 5-year period prior to the first date the Eligible Employee takes FML to Care for the covered veteran.

H. Eligible Employee: A USM employee who:

1. Has been employed for a total of at least twelve (12) months as a USM or State of Maryland employee; and
2. has worked for at least 1,040 hours during the twelve- (12-) month period immediately prior to the beginning date of the FML as a USM or State of Maryland employee.

For convenience, within the text of this Policy the term "Employee" instead of "Eligible Employee" shall be used hereafter.

I. Equivalent Position: A position at the institution to which an Employee may be restored upon the completion of the FML. The equivalent position shall have the same benefits, pay, and other terms and conditions of employment as the position from which the Employee took leave.

J. Exigency:

1. Issues arising from a Military Member's short notice deployment (call to Covered Active Duty on seven (7) or fewer calendar days' notice prior to the date of deployment);

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2. Military events and related activities (official ceremonies, programs or events sponsored by the military), or family support or assistance programs and informational briefings sponsored or promoted by the military, military service organizations, or the American Red Cross that are related to the Covered Active Duty or call to Covered Active Duty of a Military Member;
3. Childcare and related activities arising from the Covered Active Duty or call to Covered Active Duty status of a Military Member (including but not limited to arranging for alternative childcare, providing childcare on a non-routine, urgent, immediate need basis, enrolling or transferring a child in a new school or day care facility, and attendance at certain meetings at a school or a day care facility if they are necessary due to circumstances arising from the Covered Active Duty or call to Covered Active Duty of a Military Member). For purposes of this Paragraph, the child must meet the definition of “Child” in Section II.E of this Policy;
4. Financial and legal arrangements (to make or update legal and/or financial arrangements for the Military Member’s absence or act as his/her representative before a government agency);
5. Attending counseling provided by someone other than a Health Care Provider for oneself, for the Military Member, or for a child of the Military Member (who must meet the definition of “Child” in Section II.E of this Policy), the need for which arose from the Covered Active Duty or call to Covered Active Duty of the Military Member;
6. Spending up to fifteen (15) calendar days with a Military Member who is on short-term, temporary, rest and recuperation leave (for each instance of such leave during a deployment);
7. Attending post-deployment activities (including arrival ceremonies, reintegration briefings and other official ceremonies or programs sponsored by the military for a period of 90 days following the termination of the Military Member’s Covered Active Duty status, and issues arising from the death of a Military Member);
8. Providing Parental Care necessitated by the Covered Active Duty status of a Military Member whose parent is incapable of self-care; or
9. Additional activities (provided that the Institution and Employee agree that such activities shall qualify as an exigency and agree to both the timing and duration of leave).

K. Health Care Providers:

1. Doctors of medicine or osteopathy, podiatrists, dentists, clinical psychologists, optometrists, chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by x-ray to

exist), nurse practitioners, nurse midwives, clinical social workers, and physician assistants, who are authorized to practice under the law of the state or country in which they are practicing and are performing within the scope of their practice;

2. Licensed clinical professional counselors;
3. Christian Science practitioners listed with the First Church of Christ Scientist in Boston; and
4. Any other health care provider from whom the Institution's group health plan's benefits manager will accept certification of the existence of a Serious Health Condition to substantiate a claim for benefits.

L. **Immediate Family Member:** The Employee's Parent, Spouse, or Child.

M. ***In Loco Parentis:*** "In the place of a parent; instead of a parent; charged, factitiously, with a parent's rights, duties and responsibilities." Any Employee claiming an *in loco parentis* relationship with a child, or any Employee claiming to be the child in an *in loco parentis* relationship, may be requested to provide documentation of such relationship.

N. **Institution:** The employing USM institution; the USM institution from which the Employee is taking leave.

O. **Key Employee:** A salaried Employee who is among the highest paid ten (10) percent of all the employees employed by the Institution within 75 miles of the employee's workplace at the time the Employee gives notice of the need for leave.

P. **Military Member:** An Employee's Spouse, child (of any age), or Parent who is on Covered Active Duty.

Q. **Next of Kin:** The nearest blood relative other than the Covered Servicemember's Spouse, Parent or child (of any age) in the following order of priority:

1. A blood relative whom the Covered Servicemember has specifically designated in writing as his or her nearest blood relative for purposes of military caregiver leave under the FMLA;
2. Blood relatives who have been granted legal custody of the Covered Servicemember by court decree or statutory provision;
3. Brothers and sisters;
4. Grandparents;
5. Aunts and uncles;
6. First cousins.

- R. **Parent:** The Employee's biological, adoptive, step or foster mother or father, or someone who stood *In Loco Parentis* to the Employee when the Employee was a child. This term does not include parents “in law.”
- S. **Parental Care:** Care provided to the Military Member’s Parent, who must be incapable of self-care and must be the Military Member’s biological, adoptive, step or foster father or mother, or any other individual who stood *In Loco Parentis* to the Military Member when the member was under eighteen (18) years of age.
- T. **Restore(d) or Restoration:** For Employees other than Key Employees, a return to the position held by the Employee when FML commenced or to an Equivalent Position. For Key Employees, a return to the position held when FML commenced.
- U. **Serious Health Condition:** An illness, injury, impairment, or physical or mental condition of the Employee or an Immediate Family Member that involves:
1. Any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility;
 2. A period of incapacity requiring absence of more than three consecutive calendar days from work or other regular daily activities that also involves continuing treatment by (or under the supervision of) a Health Care Provider;
 3. Any period of incapacity due to pregnancy, or for prenatal care;
 4. Any period of incapacity (or treatment therefore) due to a chronic serious health condition (i.e., conditions that require periodic visits for treatment, continue over an extended period of time, and may cause episodic incapacity, such as asthma, diabetes, epilepsy, etc.);
 5. A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective and for which the employee or Immediate Family Member is under the continuing supervision of a Health Care Provider (e.g., Alzheimer's, stroke, terminal diseases, etc.); or,
 6. Any absences to receive multiple treatments (including any period of recovery therefrom) by, or on referral by, a Health Care Provider for a condition that likely would result in incapacity of more than three consecutive calendar days if left untreated (e.g., chemotherapy, physical therapy, dialysis, etc.) or for a restorative surgery after an accident or other injury.

Incapacity means inability to work, attend school, or perform other regular daily activities due to the Serious Health Condition, treatment therefor, or recovery therefrom. A Serious Health Condition is a qualifying reason for an Employee’s leave where the Employee is unable to perform any one of the essential functions of his/her position due to the Serious Health Condition.

V. Serious Injury or Illness:

1. In the case of a current member of the Armed Forces (including a member of the National Guard or Reserves), an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating; and
2. In the case of a covered veteran, an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.

W. Spouse: A husband or wife as defined or recognized under state law for purposes of marriage in the state where the Employee resides, including common law marriage and same sex marriage.

X. Twelve- (12-) Month Period:

1. The 12-month FML entitlement period is measured on an Application Year basis, which begins on the Sunday of the week an employee's FML-designated leave begins, and counting forward, until the 12-week entitlement is exhausted. A new 12-week FML entitlement begins anew on the day following the expiration of the Application Year. A rolling twelve (12-) month period measured backward from the date an Employee uses any FML. Each time an Employee takes FML, the remaining FML amount is the balance of the twelve (12) weeks that has not been used during the immediately preceding twelve (12) months.
2. With regard to Care for a Covered Servicemember, for which an Employee who is the Spouse, child (of any age), Parent, or Next of Kin of a Covered Servicemember may use up to twenty-six (26) weeks of FML in a single Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness, the Twelve- (12-) Month Period shall be measured forward, beginning on the first day the Employee takes FML and ending twelve (12) months after that date.
3. Each Institution shall indicate in its implementation procedures that its Twelve- (12-) Month Period is based on a twelve- (12-) month period measured forward from the Sunday of the week an employee first uses FML-designated leave. ~~backward from the date an Employee uses any FML,~~ subject to Paragraph 2 of this Section. This Twelve- (12-) Month Period shall be consistently and uniformly applied to all eligible employees, including faculty and staff, at that Institution.

III. REASONS FOR LEAVE

An Employee is entitled to take FML for the following reasons:

- A. The birth of the Employee's Child;
- B. The placement of a Child with the Employee for adoption or foster care;
- C. The need to take care of the Employee's Child within a twelve- (12-) month period from birth or placement;
- D. The need to take Care of the Employee's Immediate Family Member who has a Serious Health Condition;
- E. The Serious Health Condition of the Employee that makes the Employee unable to perform any one of the essential functions of the Employee's job;
- F. The need to take Care of a Covered Servicemember's Serious Injury or Illness; and
- G. Qualifying Exigencies arising out of the Covered Active Duty and call-up to Covered Active Duty of a Military Member (the Employee's Spouse, child (of any age), or Parent).

IV. COMPENSATION DURING LEAVE

The FMLA provides Employees with job-protected leave for the qualifying reasons listed under Section III of this Policy. The FMLA allows for the leave to be unpaid, paid through the concurrent use of leave accrued or acquired under the Institution's policies, or a combination of both. Each Institution shall require Employees to concurrently use FML with the paid Family and Medical Leave (PFML) benefit that is provided to all employees in the Executive Branch of State government, to the extent possible. ~~to concurrently use FML with paid Family and Medical Leave ("PFML") that is provided to all employees in the Executive Branch of State Government with FML paid leave accrued or acquired under USM's and the Institution's policies and procedures in the following order: (1) Accrued or Acquired Paid Leave as defined in Section II.A; and (2) paid parental leave under USM BOR policy VII 7.49 — Policy on Parental Leave and Other Family Supports for Staff.the PFML, to the extent possible.~~ Any remaining FML shall be paid through the concurrent use of an employee's accrued or acquired Accident Leave, Annual Leave, Compensatory Leave, Holiday Leave, Personal Leave, Sick Leave, or leave through the USM Leave Reserve Fund, if available. ~~be paid through the concurrent use of an employee's accrued or acquired Sick Leave, Annual Leave, Personal Leave, or Compensatory Leave, if such leave is available.If no such leave is available, the remaining FML entitlement shall be unpaid.~~

V. FAMILY AND MEDICAL LEAVE ENTITLEMENT

- A. An Employee is entitled to a maximum of twelve (12) workweeks of FML, based on the Employee's normal workweek, within a Twelve- (12-) Month Period. FML can be

taken continuously or, per Section VII of this Policy, intermittently or under a reduced work schedule, over the course of a Twelve- (12-) Month Period. FML entitlement shall not be carried over from a Twelve- (12-) Month Period to the subsequent Twelve- (12-) Month Period.

B. For example:

1. If an Employee normally works forty (40) hours per week and takes three (3) weeks of FML continuously, then the Employee's three (3) weeks of leave will constitute three (3) weeks of FML.
2. If an Employee normally works thirty-two (32) hours per week and takes twenty-four (24) hours of FML, then the Employee's twenty-four (24) hours of leave will constitute three-fourths (3/4) of a week of FML.
3. If an Employee normally works forty (40) hours per week and works twenty (20) hours under a reduced schedule, then the Employee's twenty (20) hours of leave will constitute one-half (1/2) of a week of FML for each week the Employee works under the reduced schedule.
4. If an Employee normally works thirty (30) hours per week and works twenty (20) hours per week under a reduced schedule, then the Employee's ten (10) hours of leave will constitute one-third (1/3) of a week of FML for each week the Employee works under the reduced schedule.

C. Whether a period of FML is paid or unpaid will be determined by Section IV of this Policy.

VI.VI. M MILITARY FML ENTITLEMENT

A. Military Caregiver Leave

An Employee who is the Spouse, child (of any age), Parent, or Next of Kin of a Covered Servicemember may use up to twenty-six (26) workweeks of leave in a single Twelve- (12-) Month Period to Care for a Covered Servicemember with a Serious Injury or Illness. The Twelve- (12-) Month Period described in this Paragraph shall be measured forward, beginning on the first day the Employee takes FML to Care for a Covered Servicemember and ending twelve (12) months after that date.

B. Exigency Leave

An Employee with a Spouse, child (of any age), or Parent who is a Military Member on Covered Active Duty or notified of an impending call or order to Covered Active Duty status may use up to twelve (12) workweeks of leave to address a qualifying Exigency arising out of the fact that the Employee's Spouse, child, or Parent is on Covered Active Duty or notified of an impending call or order to Covered Active Duty status.

~~VII.~~ **INTERMITTENT LEAVE OR REDUCED SCHEDULE LEAVE**

- A. Intermittent leave is FML taken in separate blocks of time for a single qualifying reason. Reduced schedule leave is FML that reduces an Employee's usual number of working hours per workweek or workday for a period of time.
- B. An Employee may take intermittent or reduced schedule leave for purposes of the Employee's or the Immediate Family Member's Serious Health Condition, the Serious Injury or Illness of a Covered Servicemember, or for a qualifying Exigency. There must be a medical need for leave and it must be that such medical need can be best accommodated through intermittent or reduced schedule leave.
- C. The Employee shall make a reasonable effort to schedule intermittent or reduced schedule leave for planned medical treatment so as not to unduly disrupt the operations of the Institution's applicable unit. If the Employee neglects to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the Institution may initiate discussions with the Employee and require the Employee to make a reasonable effort to make such arrangements, subject to the approval of the Health Care Provider.
- D. It is within the discretion of the President or designee to grant intermittent or reduced schedule leave for reasons of child birth, placement with the Employee of a Child for adoption or foster care, or care for a newborn Child.
- E. The President or designee may temporarily reassign an Employee on intermittent or reduced schedule leave to an Alternative Position for which the Employee is qualified, and which better accommodates intermittent or reduced schedule leave than does the Employee's regular position. Such reassignment may occur only where the Employee foreseeably needs intermittent or reduced schedule leave or where the President or designee agrees to permit such leave under Paragraph D of this Section VII. The Alternative Position must have equivalent pay and benefits but need not have equivalent duties and may not constitute a hardship on the Employee or discourage the Employee from taking leave. When the Employee no longer needs leave, they must be placed in the position they held when FML commenced or in an Equivalent Position.

~~VIII.~~~~VIII.~~ **JOB RIGHTS AND PROTECTIONS**

- A. Except as provided in Sections VIII. B., C., D., E., and F., an Employee returning to work at the conclusion of FML shall be Restored to the position they held when FML commenced or to an Equivalent Position with the pay, benefits, and other terms and conditions of employment that they enjoyed immediately prior to the FML.
- B. An Employee is not entitled to Restoration if the President or designee determines that the Employee had been hired for a specific term or only to perform work on a

specific project defined in writing and the term or project is over and the Institution would not otherwise have continued to employ the Employee.

- C. If at any point prior to or during the FML the President or designee determines that the Employee's position held when FML commenced cannot be held available for the duration of the leave, the President or designee, at the conclusion of the leave, shall Restore the Employee to an Equivalent Position.

If it is determined that the position cannot be held available, the President or designee shall immediately notify the Employee in writing of details associated with the decision and the details of the Equivalent Position to which the Employee will be Restored. The Employee shall have the right to return to work within fifteen (15) working days from receipt of such notice to keep the position held by the Employee when FML commenced.

- D. If there are reductions in the work force while the Employee is on FML and the Employee would have lost his/her position under USM BOR policies VII-1.30 – Policy on Layoff for Nonexempt Staff Employees, VII-1.32 – Policy on Layoff and Recall of Regular Exempt Staff Employees, and VII-9.61 – Policy on Reemployment and Reinstatement for Regular Status Nonexempt and Exempt Staff Employees had the Employee not been on FML, then the Institution has no obligation to Restore the Employee to the position held by the Employee when FML commenced or to an Equivalent Position.

- E. Employees on FML are subject to generally applicable changes in compensation, benefits, or other terms or conditions of employment.

- F. Restoration of Key Employees

1. If it is necessary to prevent substantial and grievous economic injury to the Institution's operations, the President or his or her designee may deny Restoration to a Key Employee, provided that the Employee received written notice of his/her status as a Key Employee at the time the FML was requested or commenced, whichever was earlier.
2. If the President or designee believes that Restoration may be denied to a Key Employee, then at the time the FML is requested (or commences, if earlier), or as soon as practicable thereafter if notice cannot be given immediately because of the need to determine whether the Employee is a Key Employee, the President or designee shall provide the Key Employee with written notification of the potential terms, conditions, and consequences of the leave. Notification shall include at least the following:
 - a) Notification of the fact that the Employee qualifies as a Key Employee; and

- b) Potential consequences with respect to Restoration and maintenance of health benefits.

Failure to provide such timely written notice shall result in the Institution's loss of the right to deny Restoration to a Key Employee even if substantial and grievous economic injury will result from such Restoration.

- 3. As soon as the President or designee makes a good faith determination, based on the facts available, that substantial and grievous economic injury to the Institution's operations will result if the Key Employee who has requested or who is using FML is Restored, the Institution shall give written notice to the Key Employee either in person or by certified mail of the following:
 - a) That FML cannot be denied;
 - b) That the President/designee intends to deny Restoration upon completion of the FML;
 - c) An explanation of the basis for the President's/designee's finding that Restoration will result in substantial and grievous economic injury; and
 - d) If FML has commenced, a reasonable time (at least fifteen (15) working days from receipt of the notice) in which the Employee may return to work taking into account circumstances such as the length of the FML and the urgency of the need for the Employee to return to work.
- 4. When practicable, the President shall provide the notice described in Section VIII.F.3 at least one calendar week prior to the Employee starting the FML. If such notice is provided after the leave commences, then the President/designee shall also provide the Employee a period of at least fifteen (15) working days from receipt of the notice to return to his/her position.
- 5. If a Key Employee does not return to work in response to the Institution's notification of intent to deny Restoration, then the Employee shall continue to be entitled to maintenance of health benefits through the scheduled leave, and the Institution may not recover its share of premiums unless and until the Employee gives notice that he/she does not wish to return to work or the Institution actually denies Restoration at the conclusion of the FML period.
- 6. After notice to a Key Employee has been given that substantial and grievous economic injury will result if the Employee is Restored to employment, an Employee is still entitled to request Restoration at the end of the leave period even if the Employee did not return to work in response to the President's/designee's notice. Based on the facts at that time, the President or designee must again determine whether there will be substantial and grievous economic injury from Restoration. If it is determined that substantial and grievous economic injury will

result, the President or designee shall notify the Employee in writing (in person or by certified mail) of the denial of Restoration.

IX.IX. STATUS OF BENEFITS WHILE ON FML

- A. An Employee on FML under this Policy shall continue to be eligible for all employment benefits that he/she enjoyed immediately prior to the FML, including group life insurance, health insurance, disability insurance, sick leave, annual leave, educational benefits, and pensions, unless otherwise elected by the Employee and subject to any generally applicable changes in benefits eligibility or terms that may have taken place during the period of FML.
- B. An Employee on FML may continue employer-subsidized health care benefits during the period of leave. The President or designee shall, in accordance with Section XI.B of this Policy, provide advance written notice to the Employee of the terms and conditions under which premium payments are to be made by the Employee, which shall include the following:
 - 1. If Accrued or Acquired Paid Leave or paid parental leave is being used concurrently during the FML period, the Employee's share of premiums must be paid by the method normally used during any paid leave; and
 - 2. If the FML period is unpaid, the Institution shall require the Employee to pay his or her share of premium payments in the manner required by the State of Maryland Department of Budget and Management.

If an Employee gives notice that he/she will not return to work, the Employee will not be eligible to continue participating in employer health benefit plans, except to the extent eligible as a retiree or under COBRA.

- C. The Institution shall recover its share of health premiums during a period of unpaid FML if the Employee fails to return to work (does not work for at least thirty (30) calendar days) after the FML has been exhausted or the Employee's eligibility expires, unless the reason for not returning is due to the continuation, recurrence, or onset of a Serious Health Condition of the Employee or Immediate Family Member, or a Serious Injury or Illness of a Covered Servicemember, or other circumstances beyond the Employee's control.

When an Employee fails to return to work because of the continuation, recurrence, or onset of either a Serious Health Condition of the Employee or Immediate Family Member, or a Serious Injury or Illness of a Covered Servicemember, thereby precluding the Institution from recovering its (share of) health benefit premium payments made on the Employee's behalf during a period of unpaid FML, the Institution shall require medical certification of the Employee's or the Immediate Family Member's Serious Health Condition or the Covered Servicemember's Serious Injury or Illness. If the Institution requires such certification, the Employee must

- provide the certification within thirty (30) days of the Institution's request. If the Employee does not provide requested certification within thirty (30) days, or the reason for not returning to work does not involve circumstances beyond the Employee's control, the Institution may recover one hundred percent (100%) of the health benefit premiums it paid during the unpaid FML.
- D. Except as noted in Section VIII, Job Rights and Protections, upon return from FML an Employee shall be Restored all the rights, benefits, and privileges enjoyed prior to the leave.
 - E. The status and maintenance of an Employee's benefits other than employer-subsidized health care benefits during a period of paid or unpaid FML shall be determined by the Institution's established policies for providing those benefits when the Employee is on other forms of leave (paid or unpaid, as appropriate). While on any unpaid portion of an FML, an Employee shall not earn or accrue any additional leave or seniority credits.
 - F. An Employee may elect to purchase service credit at the time of retirement for prior leave without pay that is qualified by the Maryland State Retirement and Pension Systems. Upon approval of a leave without pay, an Employee shall follow the Institution procedure to assure that this option may be exercised. Service credits are not applicable to the Optional Retirement Program.

~~X.X.~~ EMPLOYEE NOTICE REQUIREMENTS

- A. Timing

An Employee shall give at least thirty (30) calendar days' notice (or if not practicable, as soon as practicable, generally within two (2) work days) before FML is to begin for leave based on an expected birth, placement for adoption or foster care, planned medical treatment for a Serious Health Condition of the Employee or of an Immediate Family Member, or planned medical treatment for a Serious Injury or Illness of a Covered Servicemember. For leave due to a qualifying Exigency, notice must be provided as soon as practicable. The Employee shall advise the Institution as soon as practicable if dates of scheduled leave change or are extended, regardless of whether FML is to be continuous or is to be taken intermittently or on a reduced schedule basis.
- B. Content

The notice provided by the Employee shall be written and provided to the Employee's immediate supervisor or other individual as designated by the Institution's policies, sufficient to make the Institution aware that the Employee needs FML and shall include the anticipated timing and duration of the leave, if foreseeable.
- C. Notice by Spokesperson

Notice may be given the Employee's spokesperson (e.g., Spouse, adult family member, or other responsible party) if the Employee is unable to do so personally.

XI.XI. EMPLOYER NOTICE REQUIREMENTS

A. Eligibility Notice

When an employee requests FML, or when the Institution acquires knowledge that an employee's leave may be for an FML-qualifying reason, the Institution shall notify the employee of the employee's eligibility to take FML within five (5) business days, absent extenuating circumstances. The Institution shall provide this eligibility notice in writing using the prototype form issued by the Department of Labor, Wage and Hour Division.

B. Rights and Responsibilities Notice

Institutions shall provide written notice detailing the specific expectations and obligations of the Employee and explaining any consequences of a failure to meet these obligations. This notice shall be provided to the Employee each time the eligibility notice is provided and may be contained within the same form. An Institution shall use the prototype form issued by the Department of Labor, Wage and Hour Division, which shall include:

1. A statement that the leave may be designated and counted against the Employee's annual FML entitlement if qualifying and the Twelve- (12-) Month Period defined in Section II.X of this Policy;
2. Any requirement for the Employee to furnish certification of a Serious Health Condition, Serious Injury or Illness, or qualifying Exigency arising out of Covered Active Duty or call to Covered Active Duty status, and the consequences of failure to do so;
3. A statement that the Institution will require the substitution of paid leave per Section IV of this Policy, the conditions related to any substitution, and the Employee's entitlement to take unpaid FML if the Employee does not meet the conditions for paid leave;
4. Any requirement for the Employee to make any premium payments to maintain health benefits and the arrangements for making such payments, and the possible consequences of failure to make such payments on a timely basis per Section IX of this Policy;
5. A statement of the Employee's status as a Key Employee and the potential consequence that Restoration may be denied following FML, explaining the conditions required for such denial;

6. A statement of the Employee's rights to maintenance of benefits during FML and Restoration to the position held when FML commenced or an Equivalent Position upon return from FML; and
7. A statement of the Employee's potential liability for payment of health insurance premiums paid by the Institution during the Employee's unpaid FML if the Employee fails to return to work after taking FML.

C. Designation Notice

1. When the Institution has enough information to determine whether the leave is being taken for an FML-qualifying reason (e.g., after receiving a certification, if requested), the Institution shall notify the Employee in writing whether the leave will be designated and will be counted as FML, within five (5) business days absent extenuating circumstances. If the Institution has sufficient information to designate the leave as FML immediately after receiving notice of the Employee's need for leave, the Institution shall provide the Employee with the designation notice at that time. This notice shall be provided using the prototype form issued by the Department of Labor, Wage and Hour Division, which shall meet the requirements below in Section XI.C.2.–4.
2. The Institution shall inform the Employee in this written notice that the Institution is requiring the Employee to use paid leave concurrently in the order set forth in Section IV of this Policy.
3. If the Institution will require the Employee to present a fitness-for-duty certification to be Restored to employment, the Institution shall provide notice of such requirement with the designation notice. If the Institution will require that the fitness-for-duty certification address the Employee's ability to perform the essential functions of the Employee's position, the Institution shall so indicate in the designation notice, and shall include a list of the essential functions of the Employee's position.
4. If the information provided by the Institution to the Employee in the designation notice changes, the Institution shall provide written notice of the change within five (5) business days of receipt of the Employee's first notice of need for leave subsequent to any change.
5. If an Institution does not designate leave as indicated in XI.C.1.–4, the Institution may retroactively designate leave as FML with appropriate notice to the Employee provided that the Institution's failure to timely designate leave does not cause harm or injury to the Employee.

XII.XII. CERTIFICATION

- A. Medical Certification for Serious Health Conditions of Employee or Immediate Family Member
1. For leave related to a Serious Health Condition, the Employee shall provide medical certification(s) from the Employee's or Immediate Family Member's Health Care Provider. The Institution shall use the Department of Labor's prototype forms for certification of the Serious Health Condition of an employee or the Serious Health Condition of a family member. The Employee shall have fifteen (15) calendar days to obtain the medical certification unless not practicable to do so despite the Employee's diligent good faith efforts. An Institution shall require only the following information in the certification:
 - a) The name, addresses, telephone number, and fax number of the Health Care Provider and type of medical practice/specialization;
 - b) A diagnosis of the nature and extent of the condition giving rise to the use of FML;
 - c) The approximate date the condition commenced and its probable duration;
 - d) A statement or description of appropriate medical facts regarding the patient's health condition for which FML is requested, including a regimen of continuing treatment to be prescribed;
 - e) In the case of an Employee's Serious Health Condition, certification that the Employee is unable to perform the essential functions of his/her position and prognosis of the Employee's ability to return to his/her position;
 - f) In the case of an Immediate Family Member's Serious Health Condition, information sufficient to establish that the family member is in need of Care and an estimate of the frequency and duration of the leave required to Care for the family member; and
 - g) In cases of a request for intermittent or reduced schedule leave, information sufficient to establish the medical necessity for such intermittent or reduced schedule leave, and
 - i. An estimate of the frequency and duration of treatments and periods of recovery if the leave is for foreseeable planned medical treatment; or
 - ii. An estimate of the frequency and duration of episodes of incapacity if the Serious Health Condition may result in unforeseeable episodes of incapacity.
 2. If an Employee submits a complete and sufficient certification signed by the Health Care Provider, the Institution may not request additional information from the Health Care Provider. However, the Institution may contact the Health Care

Provider for purposes of clarification and authentication of the medical certification (whether initial certification or recertification) after the Institution has given the Employee an opportunity to cure any deficiencies as set forth in Paragraph D of this Section XII. To make such contact, the Institution must use a Health Care Provider, a human resources professional, a leave administrator, or a management official. Under no circumstances, however, may the Employee's direct supervisor contact the Health Care Provider.

3. The President or designee may require a second medical opinion at the Institution's expense if the Institution has reason to doubt the validity of a medical certification. The Institution may designate the Health Care Provider who is to furnish the second opinion. In the case of conflicting opinions, the opinion of a third Health Care Provider, agreed upon by both Employee and the President or designee and obtained at the Institution's expense, shall be final and binding. The second and third opinions shall not be provided by individuals who are employed on a regular basis by the Institution.
4. The President or designee may require reasonable recertification as the FML continues. Recertification shall not be requested more often than every thirty (30) calendar days unless the Employee requests an extension of FML, circumstances described by the previous certification have changed significantly, or the Institution receives information that casts doubt upon the continuing validity of the most recent certification. The Institution shall allow at least fifteen (15) calendar days for the Employee to provide the requested recertification.

The Institution may ask for the same information on recertification as that set forth in Section XII.A.1 of this Policy. As part of the information allowed to be obtained on recertification for leave taken because of a Serious Health Condition, the Institution may provide the Health Care Provider with a record of the Employee's absence pattern and ask the Health Care Provider if the Serious Health Condition and need for leave is consistent with such a pattern.

B. Medical Certification for a Covered Servicemember

When leave is taken to Care for a Covered Servicemember with a Serious Injury or Illness, an Institution may require the Employee to obtain a certification completed by an authorized health care provider of the Covered Servicemember. For this purpose, the Department of Defense ("DOD") healthcare providers, a health care provider from the U.S. Department of Veterans Affairs ("VA"), DOD Tricare Network and DOD non-network TRICARE authorized health care providers, and any Health Care Provider listed in Section II.K of this Policy are considered "authorized health care providers." An Employee may use the appropriate prototype form issued by the Department of Labor's Wage and Hour Division or a comparable form requiring the same information (including invitational travel order ("ITOs") or invitational travel authorizations ("ITAs") issued to any family member to join an injured or ill

servicemember at his or her bedside). An Institution may require additional information per 29 C.F.R. § 825.310 or other applicable law.

Second or third opinions are not permitted if the health care provider is from DOD, the VA, or DOD-authorized private health care providers, but are permitted if the health care provider otherwise meets the definition of Section II.K of this Policy. Recertifications are never permitted for leave to Care for a Covered Servicemember. Should an extension of leave be required, additional certification may be requested.

C. Certification for Leave Taken Because of a Military Exigency

The first time an Employee requests leave because of a qualifying Exigency arising out of the Covered Active Duty or call to Covered Active Duty status (or notification of an impending call or order to Covered Active Duty) of a Military Member, the Institution may require the Employee to provide a copy of the Military Member's active duty orders or other documentation issued by the military which indicates that the Military Member is on Covered Active Duty or call to Covered Active Duty status, and the dates of the Military Member's Covered Active Duty service.

An Institution may additionally require that leave under this Paragraph be supported by a certification setting forth the information listed in 29 C.F.R. § 825.309 or other applicable law. An Institution shall use the appropriate prototype form issued by the Department of Labor's Wage and Hour Division. An Institution may not require information additional to what is required by this Paragraph.

D. Sufficiency of Certification

The Employee must provide a complete and sufficient certification to the Institution if required by the Institution under Paragraphs A, B, or C of this Section XII. The Institution shall advise the Employee if the Institution finds a certification incomplete or insufficient and shall state in writing what additional information is necessary to make the certification complete and sufficient. A certification is considered incomplete if the Institution receives a certification but one or more of the applicable entries have not been completed. A certification is considered insufficient if the Institution receives a complete certification, but the information provided is vague, ambiguous, or nonresponsive. The Institution must provide the Employee seven (7) calendar days (unless not practicable) to cure any such deficiency.

E. Confidentiality

Consistent with the FMLA and other applicable laws, all medical-related documentation will be kept confidential and maintained in a file separate from the Employee's official institutional personnel file.

~~XII~~.XIII. DOCUMENTATION OF CERTAIN RELATIONSHIPS

If an Employee takes FML under this Policy, including, but not limited to, for the birth of the Employee's Child, the placement of a Child with the Employee for adoption or foster care, or the need to take care of the Employee's Child within a twelve- (12-) month period after birth or placement, the Institution may require the Employee giving notice of the need for leave to provide reasonable documentation or a statement of family relationship for purposes of confirming the family relationship. This documentation may take the form of, but is not limited to, a simple statement from the Employee, a Child's birth certificate, an adoption certification, or a court document. The Institution is entitled to examine documentation, but the Employee is entitled to the return of an official document submitted for this purpose.

XIV.XIV. SCHEDULING OF TREATMENT

- A. When planning medical treatment, the Employee must consult with the Institution and make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the applicable institutional unit, subject to the approval of the Health Care Provider. Employees are ordinarily expected to consult with their Institution prior to the scheduling of treatment in order to work out a treatment schedule which best suits the needs of both the Institution and the Employee.
- B. If an Employee fails to consult with the Institution to make a reasonable effort to arrange the schedule of treatments so as not to unduly disrupt the Institution's operations, the President or designee may initiate discussions with the Employee, require the Employee to make a reasonable effort to make such arrangements, and request the Employee to provide certification from the appropriate Health Care Provider of the unavailability of treatment during non-work time, or at times that are less disruptive to the operations of the Employee's unit.

XV.XV. PROVIDING INFORMATION ABOUT FML

Regardless of the reason for the FML, an Employee shall provide complete, accurate and timely information related to a request for, continuation of, modification(s) to, and return from FML. An Institution may require Employees on FML to report periodically on their status and intent to return to work if the Institution's procedures regarding such reports are nondiscriminatory and take into account all of the relevant facts and circumstances related to each Employee's leave situation.

XVI.XVI. ABUSE OF FML

The President or designee shall review, investigate and resolve suspected cases of bad faith, fraud or abuse of the FML program. Cases of bad faith, falsification of documents, or fraudulent information related to FML provided to the institution, or other abuses of

the FML program, may result in actions by the Institution, including, but not limited to, revocation of the leave, refusal to Restore, recovery of institutional costs for paid-time leave and insurance benefits premiums, and disciplinary action up to and including termination.

~~XVII.~~ **XVII. EARLY RETURN FROM LEAVE**

An Employee may discover after beginning FML that the circumstances have changed and the amount of leave originally anticipated is no longer necessary. An Employee may not be required to take more FML than necessary to resolve the circumstance that precipitated the need for leave. An Institution may require the Employee to provide the Institution reasonable notice (i.e., within two business days) of the changed circumstances where foreseeable.

~~XVIII.~~ **XVIII. EXTENSION OF LEAVE**

An Employee may extend the date of return from FML to the extent they have remaining FML available. Notice need only be given one time regardless of whether the FML is to be continuous or is to be taken intermittently or on a reduced schedule basis, but the Employee shall advise the Institution as soon as practicable if dates of scheduled FML are extended and provide recertification if requested.

~~XIX.~~ **XIX. FAILURE TO RETURN FROM LEAVE**

- A. An Employee who will not be returning to the Institution at the conclusion of FML shall notify the President or designee in writing as soon as practicable. In the absence of written notification or other extenuating circumstances, failure to return from leave shall be generally interpreted as a resignation.
- B. If applicable, any benefit entitlement based upon length of service shall be calculated as of the Employee's last paid day.

~~XX.~~ **XX. SPOUSES EMPLOYED BY THE SAME INSTITUTION OR UNIT**

- A. Regardless of whether Spouses work at the same Institution or in the same institutional unit, each Spouse shall be entitled to a separate, individual, maximum FML eligibility amount for the reasons listed in Section III of this Policy.
- B. The amount of leave for which one Spouse may be eligible, or the amount of leave used by one Spouse, shall not limit or enhance the leave amount or the leave usage of the other Spouse.
- C. Spouses shall be entitled to take leave simultaneously or in succession and in any portion of their respective individual maximum FML eligibility amount.

~~XXI~~. XXI. MISCELLANEOUS

- A. The President or designee is under no obligation to immediately Restore an Employee whose return from FML does not coincide with the normal operating schedule of the Institution or the normal work schedule of the Employee's unit or Restore an Employee whose return date is inconsistent with the terms and conditions of the Employee's appointment.
- B. Entitlement to begin FML for reasons of childbirth, placement with the Employee of a Child for adoption or foster care, or care for a newborn Child expires by no later than the 364th day after the date of birth or placement. Any such FML must be concluded within this one-year period.
- C. When FML is taken by an Employee on probation status, the probationary period shall be adjusted upon the return of the Employee by the length of time used for FML.
- D. Either the Employee or the Institution may initiate a period of FML.

IMPLEMENTATION PROCEDURES:

Each President shall identify his/her designee(s) as appropriate for this Policy; develop procedures as necessary to implement this Policy; communicate this policy and applicable procedures to employees at his/her Institution and the general campus community; and post this Policy on the institutional website. Each President shall forward a copy of such designations and implementation procedures to the Chancellor.

REFERENCE:

The Family and Medical Leave Act of 1993 (FMLA), 29 U.S.C. § 2611 (2012); National Defense Authorization Act for Fiscal Year 2010 (2010 NDAA), Pub. L. No. 111-84 (2009); 29 C.F.R. pt. 825 (2016).

TOPIC: Salisbury University Facilities Master Plan (action)

COMMITTEE: Finance

DATE OF MEETING: April 9, 2026
January 28, 2026 (information)

SUMMARY: A Facilities Master Plan establishes a long-range, flexible framework for the orderly growth and development of campus facilities, aligning physical planning with an institution's mission, academic priorities, and projected needs over time. This item presents Salisbury University's 2025–2034 Facilities Master Plan for the Board's review and consideration in accordance with the Board's two-step approval process.

For 100 years, Salisbury University (SU) has served the region and the State of Maryland by educating students who are well prepared for gainful employment and able to influence the lives of others across the nation and around the world. In 1925, the campus was founded as a normal school for training teachers. Less than a decade later, the college expanded from offering two years of study to four. Since then, it has evolved and transformed significantly into a premier comprehensive public university with a national reputation for excellence across a variety of academic disciplines and practices. Currently, SU offers 62 distinct degree programs, including 45 undergraduate majors, 15 master's programs and two applied doctoral degrees: the Doctor of Nursing Practice (D.N.P.) and a Doctor of Education (Ed.D.).

SU's primary mission is to cultivate and sustain a superior learning community where students, faculty and staff are viewed as learners, teachers/scholars, and facilitators. In its student-centered environment, students study with expert educators in small classroom settings and have the opportunity to undertake research, creative activities, or experiential learning with a dedicated mentor. Exceptional faculty and professional staff provide integrated support and mentorship both inside and outside the classroom. Through SU's four privately endowed schools (Fulton School of Liberal Arts, Henson School of Science and Technology, Perdue School of Business, and Seidel School of Education), the College of Health and Human Services, and the Honors College, SU fosters an environment where individuals prepare for their careers and lives, with a focus on their social, physical, occupational, emotional and intellectual well-being.

The University articulates a set of shared values that guide its strategic, academic, facilities, and enrollment plans, as well as its fiscal commitments. Salisbury University's core values are excellence, student centeredness, learning, community, civic engagement, and diversity and inclusion. SU believes these values must be lived and experienced as integral to everyday campus life to ensure that its students make the connection between what they learn and how they live. As a regional comprehensive university, SU's mission emphasizes and supports how it can contribute to the sustainability of the local Eastern Shore community.

The University's commitment to economic, social and environmental sustainability is demonstrated throughout the 2020–2025 Strategic Plan. From offering signature undergraduate and graduate programs, including interdisciplinary programs and courses (Goal 1); to engaging with the local community to address pressing issues and needs (Goal 4); to leading environmental sustainability efforts (Goal 5), SU offers students the opportunity to understand and participate in the creation of a responsive and supportive society. SU is fortunate to be located in Maryland's fastest growing city, providing the entire campus community with opportunities to become civically engaged. Situated between the Atlantic Ocean and the Chesapeake Bay, SU is close to popular beach communities as well as scenic tributaries and waterways, creating unique opportunities for faculty, staff and students to become involved in recreational activities, environmental

efforts, and unique research opportunities. Proximity to major metropolitan areas, including the national capital region, affords many opportunities across programs.

As Salisbury University celebrates its centennial anniversary in 2025, the University is focused on meeting the emerging needs of students, as well as the community, State, and nation. SU has the capacity to distinguish itself through the significant accomplishments of its students, the strength of student outcomes, the achievements its graduates attain after completing their degrees at SU, and the professional contributions of its faculty and staff. In addition, the 2025–2034 Campus Master Plan positions SU to meet the growing needs of the State to increase access to affordable and high-quality postsecondary education by evolving its facilities and expanding the modalities of program delivery. SU plans to meet these goals by bolstering its physical plant to provide modern facilities, optimizing the use of limited space, and providing a safe and accessible campus.

The University’s recent history gives it reason to be optimistic, with many achievements, from the expansion of academic programs and largest student enrollments in the institution’s history, to the creation of new state-of-the-art facilities, to the founding of two new colleges and the launch of the largest comprehensive fundraising campaign in campus history. This 2025–2034 Campus Master Plan outlines the facilities goals and objectives that will guide SU in flourishing as a top-tier, mid-sized, public, comprehensive university on the East Coast of the United States. Following more than a year of collaboration through information gathering, trend analysis and focus group discussions with faculty, staff, students and community constituents, SU has developed five facilities goals to lead its efforts:

- Create a Framework Plan reflecting the Salisbury Seven;
- Enable Key Capital Projects;
- Strategically Use Space to Support the University’s Mission;
- Improve Athletics and Recreation; and
- Improve Access and Safety.

This new plan will guide the University as it addresses challenges and seizes opportunities to enable SU to carry out the mission of a public higher education institution for generations to come and is well aligned with both the Moore-Miller Administration 2024 State Plan and the University System of Maryland (USM) Strategic Plan. Salisbury University views this plan as aspirational and recognizes that it may not be able to achieve all of these goals over the next ten years. However, the Plan puts SU in position to leverage limited State capital resources and engage with donors and other sources of capital.

ALTERNATIVES: The 2025–2034 Campus Master Plan outlines a comprehensive approach to the physical development of the campus. The Plan is designed to align with the University’s mission, strategic goals, and the unique needs of its students and programs. Given these considerations, moving forward with the Campus Master Plan, as presented, is the preferred course of action.

FISCAL IMPACT: The Plan outlines capital projects that will require funding for implementation. Approval of the Plan does not equate to approval of specific projects or their funding. All proposed capital projects will be subject to the standard capital and operating budget review processes. Importantly, these projects will not increase the campus’ GSF. If implemented, they will eliminate underperforming facilities with high levels of deferred maintenance and replace them with high-efficiency, code compliant buildings, thereby enhancing financial efficiency and operational effectiveness.

CHANCELLOR’S RECOMMENDATION: That the Finance Committee recommend the Salisbury University 2025–2034 Campus Master Plan, as presented at the Committee’s previous meeting, for approval to the full Board of Regents, in accordance with the Board’s two-step approval process. Approval of the Plan does not imply approval of capital projects or funding. These items will be reviewed through the normal procedures of the capital and operating budget processes.

COMMITTEE RECOMMENDATION:	DATE:
BOARD ACTION:	DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

TOPIC: University of Maryland Eastern Shore: Authorization for Renovations in support of School of Veterinary Medicine – Foundational Facilities (action)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: The University of Maryland Eastern Shore (UMES) requests project budget approval of \$14,900,000 for renovations and new construction to support the launch and projected growth of the School of Veterinary Medicine (SVM). The inaugural cohort of 100 Doctor of Veterinary Medicine (DVM) students is anticipated to begin in summer/fall 2027. This is in addition to, and in support of, a new \$165.2M Veterinary School facility slated to open in 2032.

UMES will launch the program using a combination of shared instructional facilities across campus and targeted interim renovations that provide sufficient capacity for the inaugural cohorts while supporting progress toward full accreditation. The proposed Foundational Facilities represent permanent program infrastructure that will be completed during the program's early years and support the school's long-term laboratory, clinical training, and academic needs.

These Foundational Facilities include both renovation of existing campus space and construction of new specialized environments. Together, they create a set of permanent, purpose-built and adaptively reused spaces that support veterinary education, meet accreditation standards, and provide capacity for future program growth as additional facilities are developed.

The work included in this request consists of:

- Renovation of approximately 6,000 gross square feet within the Food Science and Technology Center to convert the existing Animal Exhibition Hall into a Veterinary Anatomy Laboratory with associated preparation, storage, and instructional support space.
- Construction of a new farm-based clinical skills training facility of approximately 10,000 gross square feet to serve as a Large Animal Clinical Skills and Education Center within the UMES farm complex. The facility will support hands-on clinical skills training, research, supervised teaching demonstrations, and outreach related to bovine, equine, and small-ruminant species.

In addition, UMES is advancing supporting renovations across campus to provide complementary instructional and program support space, including improvements within the Art and Technology Center and Trigg Hall, along with limited upgrades to existing modular office facilities.

Shared facilities requiring no renovation will also supplement the program during its early years. These include classrooms, lecture halls, study rooms, research laboratories, and other general use spaces located within the School of Pharmacy and Health Professions, the Food Science and Technology Center, and other buildings across campus.

Together, these coordinated investments provide a cost-effective, accreditation-ready framework that enables UMES to launch Maryland’s first public School of Veterinary Medicine at an HBCU while preserving long-term flexibility and stewardship of institutional resources.

Any contracts resulting from this project will require the approval of the Board of Public Works.

ALTERNATIVE(S): The School of Veterinary Medicine has received formal approval from the USM and MHEC and is advancing through the accreditation process with American Veterinary Medical Association (AVMA) Council on Education.

A consultative site visit was conducted in July 2024, followed by receipt of the Council’s report in January 2025. UMES responded to the report and, in October 2025, received authorization to proceed with a comprehensive site visit scheduled for June 21-26, 2026.

Advancing the Foundational Facilities is necessary to demonstrate continued progress toward meeting AVMA physical facilities standards during the comprehensive site visit and to secure a Letter of Reasonable Assurance from the Council on Education. Receipt of the Letter of Reasonable Assurance authorizes UMES to begin student recruitment and admissions.

Deferring this work would slow accreditation progress and risk delaying program launch. The School of Veterinary Medicine is intended to address the shortage of veterinarians in Maryland and across the region, particularly in rural and agricultural communities where access to large animal veterinary services is increasingly limited. Advancing the Foundational Facilities strengthens Maryland’s capacity to educate veterinarians who will serve the state’s agricultural economy, rural communities, and public health needs while advancing UMES’s land grant mission.

FISCAL IMPACT: UMES proposes funding the Foundational Facilities using a combination of donations and grants totaling \$14,900,000. A cohort of 100 students per year, with nominal attrition rates, is expected to yield up to \$18 million annually in tuition and fee revenue to UMES once the program reaches steady-state enrollment.

Funding Source	Amount Secured
Eligible USDA Allocation	\$2,500,000
MacKenzie Scott Funds	\$12,400,000
Total	\$14,900,000

CHANCELLOR’S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the University of Maryland Eastern Shore’s request for a project budget of \$14,900,000 for renovations and new construction supporting the School of Veterinary Medicine Foundational Facilities, as described above.

COMMITTEE RECOMMENDATION: _____ DATE: _____

BOARD ACTION: _____ DATE: _____

SUBMITTED BY: Ellen Herbst (301) 445-1923 _____

Project Cost Summary

**University of Maryland Eastern Shore: School of Veterinary
Medicine Foundational Facilities**

Date	Mar-26
Stage of Estimate	Programming
Design/Fees	\$1,567,546
Construction Cost	\$11,257,396
Gen Contingency (10%)	\$1,282,494
UMCP Service Center PM & Inspection (6%)	\$792,564
Project Total	\$14,900,000
Notes:	Estimate prepared by USM College Park Service Center



UMES School of Veterinary Medicine - Foundational Facilities Project Locations

Note: Supporting Renovations shown on this map are separate campus projects and are not included in the funding request described in this item

TOPIC: Towson University: Central Utility Plant Fire Restoration Update (information)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: On July 31, 2025, Towson University's Central Utility Plant sustained significant fire damage following a severe storm. In October 2025, the Finance Committee recommended approval of an initial \$9.7 million authorization to begin restoration planning and directed the University to return with a refined cost estimate.

Since October, the University has advanced the project design and completed a near-final cost estimate based on 95% design documents. This work refined the scope of restoration and associated project costs. The updated total project cost is estimated at \$16.95 million.

The Governor's FY 2027 Capital Improvement Program includes \$10.6 million in General Obligation bonds for this project. The remaining costs are expected to be supported through non-budgeted funds, including insurance reimbursement, with Towson University responsible for the insurance deductible.

The project is now funded through the State capital budget process and is provided to the Finance Committee as an information item. Additional background regarding development of the updated cost estimate is provided in Attachment A.

ALTERNATIVE(S): This item is presented for information purposes.

FISCAL IMPACT: This item is presented for information purposes.

CHANCELLOR'S RECOMMENDATION: This item is presented for information purposes.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

Attachment A Project Development and Cost Estimate Background

Following the July 31, 2025 storm event and resulting fire at Towson University's Central Utility Plant, the University initiated restoration planning under emergency conditions to stabilize operations and maintain power to the campus core. An initial project estimate of \$9.7 million was developed to support early planning and authorization for restoration activities.

As the project progressed, the University advanced design development and conducted more comprehensive engineering assessments of the damaged infrastructure and facility systems. These efforts included detailed design narratives, schematic diagrams, and engineering analyses prepared in collaboration with the University of Maryland, Baltimore Service Center; Mueller Engineering; Quandel Construction; and the University's internal project management team.

Based on this work and near-final construction documents, the project team developed an updated cost estimate reflecting the full scope of restoration activities and current market conditions. The revised total project cost is estimated at \$16.95 million.

The updated scope reflects the work necessary to replace the three damaged electrical substations, restore fire- and water-affected portions of the facility, and implement system upgrades intended to strengthen reliability, resiliency, and long-term operational performance.

Key elements include:

- Installation of four new electrical substations
- Renovation of associated electrical and building systems
- Enhancement of system redundancy and operational reliability

Several factors contributed to refinement of the project scope and cost estimate as design development progressed.

Design Development and Damage Assessment

Additional engineering evaluation and detailed design work clarified the extent of repairs required to restore the Central Utility Plant and integrate new electrical infrastructure within the existing facility. These analyses identified structural, mechanical, architectural, and electrical system work necessary to fully restore operations and improve long-term reliability.

Construction Market Conditions

The construction industry continues to experience volatility in labor and material costs. Inflationary pressures and supply chain challenges continue to affect pricing across the construction sector. The Construction Manager at Risk incorporated these conditions into updated cost modeling during preparation of the near-final construction documents to reflect current market conditions.

Equipment Procurement and Lead Times

Critical electrical equipment such as switchgear and transformers currently face extended manufacturing and delivery timelines across the construction industry. Early procurement planning is required to secure these components and maintain the project schedule.

Facility Integration and Construction Complexity

The restoration effort requires integration of modern electrical systems within an existing utility plant environment. This work involves selective demolition, coordination of new and existing infrastructure, and phased installation to maintain essential campus operations during construction.

Project Progress

The project team is nearing completion of final construction documents and has initiated an early procurement package to secure long-lead electrical equipment necessary for the restoration effort. These actions are intended to support project scheduling and position the project for construction once funding becomes available.

Project Cost Summary

Towson University - Central Utility Plant Fire Restoration

	Cost Presented in October	Updated
Date	9/10/2025	2/24/2026
Stage of Estimate	Concept	95% Construction Documents
Design/Fees	\$500,000	\$850,000
Construction Cost	\$8,000,000	\$14,111,282
Equipment	\$200,000	\$200,000
Contingency	\$1,000,000	\$1,788,718
Project Total	\$9,700,000	\$16,950,000
*Notes:		
Submitted by:	Cost estimate provided by TU Design & Construction	Cost estimate provided by Construction Manager Quandel (JVS). The estimate is based on 95% construction documents.

TOPIC: University System of Maryland: Review of Capital Improvement Projects (information)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: January 28, 2026 April 9, 2026 (deferred from prior meeting)

SUMMARY: This report provides information on the status of capital improvement projects system-wide. Included are contract awards, completions, and detailed project schedules. The attached report reflects activity for the twelve-month period starting December 1, 2024, and ending November 30, 2025. The attached also includes a summary sheet highlighting key facilities milestones for the same time period.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: This is an information item.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



SUMMARY: USM PROJECT STATUS REPORT ON MAJOR CONSTRUCTION PROJECTS AS OF NOVEMBER 30, 2025

This report provides information on major (\$1M or larger) capital projects System-wide, excluding maintenance and energy performance contracts. Projects are funded through a variety of sources: State capital and operating funds, including facilities renewal; internal funding through the System Funded Construction Program (SFCP); private funds; and federal grants. This report is a summary of contract awards, project completions, and project schedules for the twelve-month period beginning December 1, 2024 and ending November 30, 2025.

CAMPUS FACILITIES HIGHLIGHTS:

As of November 30, 2025, there are approximately \$2.8 billion in projects in design or construction System-wide. National estimating standards demonstrate that capital investment by the State directly supports over 3,900 full-time jobs in the Maryland economy. From concept and budget through ribbon cutting, the goal of the USM Capital Program is to provide the most advanced, effective facilities and deliver them in the most efficient, cost-effective way.

In addition, over the last 15 years, more than 85 USM projects have been certified by the US Green Building Council as LEED "Silver" or "Gold" or higher. During the same timeframe, institutions have made significant progress toward reductions in energy use and have logged a 50% reduction in greenhouse gas emissions.

Major projects completed during the last calendar year include:

- **A beautiful replacement facility for the former Martin Luther King Building at Bowie State University was opened.** According to BSU, the new "Martin Luther King, Jr. Center is an integral part of the Bowie State experience — connecting students across various fields of study in a facility designed to inspire collaboration and interaction. The building opened in August 2025 and houses the departments of Communications; History and Government; Language, Literature and Cultural Studies; and Military Science (ROTC)." At 192,000 GSF, the project includes a 1,500-seat auditorium, two TV studios and two radio station studios, two-tiered classrooms (150 seats), and 18 active learning and collaborative instructional spaces.
- **At Towson, a project to refurbish the exterior and renovate the interiors of the four Glen Residential Towers was completed.** The towers now have a significantly different exterior appearance. A [Towerlight](#) article cites comments from the architectural firm who did the work, including: "The way the old towers were designed... made water leaks more common and heat transferred easily into the building, making it colder in the winter. The new terracotta panels, the red facade, are part of the new drainage system and further waterproof the building. The new windows are also thermally broken, meaning they keep the heat in better. While most changes were made to the outside of the buildings, the biggest changes to the inside of the towers were new mechanical systems. Each room's new AC unit controls itself.... The Glen patio also got a new look, with more sitting spaces and greenery around the towers."
- **The University of Maryland College Park opened the new Barry P. Gossett Basketball Performance Center in September 2025,** a state-of-the-art, 44,000-square-foot facility next to the Xfinity Center, serving both men's and women's basketball with a dedicated practice court, strength & conditioning, locker rooms, hydrotherapy, and offices, significantly upgrading their recruiting and training capabilities. The facility includes a full-size practice court for both teams.

an advanced gym with specialized equipment, sports medicine rooms with hydrotherapy tubs and athletic training areas, individual locker rooms, lounges, film rooms, and offices for both men's and women's programs, and an underground tunnel for seamless access to the main arena in the Xfinity Center on game days.

ONGOING PROJECTS:

As of November 30, 2025, there are a total of 109 major projects System-wide either pending design, or in design or construction, that are managed by the service centers or delegated to the institutions. The attached information includes schedules and project data for ongoing activities, including the following new projects. A list of completed or canceled projects compared with last year's report is also added below.

NEW PROJECTS ADDED TO LIST (PRE-PLANNING AND DESIGN):

Inst.	Project Name	Architect/Engineer or TBD	Project Cost
		Name (State Abbrev)	Est Total Proj
BSU	Greenhouse Building	Ayers Saint Gross (MD)	\$6,156,000
SU	Guerrieri Student Union Renovation	TBD	\$70,000,000
SU	Performing Arts Center	TBD	\$148,482,000
SU	St. Martin Residence Hall Renovations	TBD	\$15,000,000
TU	Central Utility Plant Repair/Refurbishment	Mueller Assoc	\$9,700,000
TU	Acad Achievement Ctr expanded for Towson Ctr	Hord Coplan Macht (MD)	\$25,000,000
UBalt	Learning Commons Basement Fit-Out and HVAC	Marshall Craft (MD)	\$2,500,339
UMB	25-339 BRB Basement Anatomy	Colimore	\$1,510,000
UMB	25-327 Lexington 2nd Fl PA Reno.	TBD	\$2,100,000
UMB	23-357 Pearl St Heat Exch System Replacement	Whitman Requardt	\$2,110,000
UMB	23-386 SOM HH Freight Elev - High-Rise - Cab 3	VDA Inc (NJ)	\$3,500,000
UMB	25-309 Design to remove Fayette Housing	RMF Engineering (MD)	\$1,500,000
UMB	25-315 Pearl Street Garage Structural Repairs	RK&K (MD)	\$1,263,000
UMB	26-301 SOD Dental Reheat System Replacement	Boland Trane (MD)	\$2,500,000
UMB	26-303 SOD Dental School Modified Roof Renew	RUFF	\$3,410,000
UMB	26-305 Saratoga Heating Plant Replacement	Boland Trane (MD)	\$1,700,000
UMB	26-309 Pearl St, Pratt St, Saratoga Garages LED	Wesco	\$1,470,000
UMBC	Student Services Building	TBD	\$179,201,303
UMBC	Biology AHU 1&5 Replacement	CFR Engineering	\$1,467,444
UMBC	Engineering, Meyer Elevator Replacement	BKM	\$3,135,924
UMBC	Central Plant Primary HTHW Pumps	RMF Engineering (MD)	\$2,327,000
UMCP	Edward St. John Insulate & Vapor Barriers	UMCP (in-house)	\$1,200,000
UMCP	IBBR Labs Relocation Building 976 & 977	Ayers Saint Gross (MD)	\$10,000,000
UMCP	Stamp Student Union - Grand Ballroom Reno	Kalmia Construction (MD)	\$2,380,444
UMCP	Stamp Student Union BAS HVAC System Update	Capron Company (MD)	\$1,702,800
UMCP	Replace Three Failing Pedestrian Bridges	TBD	\$5,000,000
UMCP	Van Munching Hall - Replace Fire Alarm System	TBD	\$2,300,000
UMCP	Wind Tunnel Switchgear Repl, Modernization	TBD	\$1,784,835
USG	Building II - Chiller Replacement Project	Mueller (MD)	\$1,271,609
Total New Projects			\$509,672,698

PROJECTS COMPLETED OR REMOVED FROM LIST:

Inst.	Project Name	Constr Mgr/Contractor Name (State Abbrev)	Project Cost
BSU	New Communication Arts & Humanities (MLK)	Whiting-Turner (MD)	\$165,685,985
BSU	Robinson Hall Renovation	Jeffrey Brown LLC (MD)	\$7,150,000
FSU	Challenger Center (Canceled)	GWWO, Inc. (MD)	\$6,000,000
TU	Glen Towers Facade, HVAC, Plaza Renovation	Barton Malow (MD)	\$60,169,852
UMB	17-336 Howard Hall/Bressler Bldg. Substation	Cianbro (MD)	\$13,000,000
UMB	19-312 Bressler Bldg. Substations 4 - 7 Renewal	Cynergy (MD)	\$4,950,000
UMB	18-312 North Campus Chilled Water Loop	Emjay (MD)	\$6,195,000
UMB	23-340 AH05/2B HW plant	Boland Trane (MD)	\$1,230,000
UMB	19-338 IHV-AHB Connect CHW	Emjay (MD)	\$4,370,000
UMB	22-319 HH GPILS	Brawner Builders (MD)	\$2,300,000
UMB	23-355 Campus water heater Replacement	Boland Trane (MD)	\$1,760,000
UMB	22-359 IHV Heating Plant	Boland Trane (MD)	\$2,190,000
UMB	23-367 Lexington Heat Exch & Perimeter Heat	Boland Trane (MD)	\$1,490,000
UMB	23-304 BRB Anatomy Lab	Emjay (MD)	\$3,149,000
UMB	25-304 Lexington Roof	Bollinger Bros (MD)	\$1,270,000
UMB	25-306 Saratoga Roof	Bollinger Bros (MD)	\$2,600,000
UMB	25-300 IHV Chiller Replacement	Boland Trane (MD)	\$4,160,000
UMB	25-301 HSHSL Chiller Replacement	Boland Trane (MD)	\$1,740,000
UMB	25-305 Saratoga AHUs Replacement	Boland Trane (MD)	\$3,810,000
UMB	24-305 HFSI VAV & reheat coils Replacement	Boland Trane (MD)	\$4,760,000
UMB	20-389 Donaldson Brown Center Renovation	Emjay (MD)	\$4,390,000
UMB	23-317 SON New Roof Replacement	Patuxent Roofing (MD)	\$3,550,000
UMB	23-336 HSF I D3040 Heat Exchangers Renewal	Emjay (MD)	\$2,420,000
UMB	23-374 O&M Campus LED upgrade	Anixter Inc (MD)	\$3,950,000
UMB	23-379 IHV Perimeter Heat Fin Tube Renewal	Boland Trane (MD)	\$1,820,000
UMB	23-396 W Lexington 613-615 Stabilization	Hayes (MD)	\$1,500,000
UMB	25-303 620 Lexington RTU Replacement	Boland Trane (MD)	\$4,400,000
UMB	25-307 Campus Air Compressor Replacement	Emjay (MD)	\$1,815,000
UMBC	Utility Upgrades	Whiting-Turner (MD)	\$20,840,000
UMBC	Campus Lighting Upgrades Phase I	Hatzel & Buehler	\$11,339,882
UMCP	Baseball Practice Facility	J Vinton Shafer (MD)	\$8,002,866
UMCP	Biology Psych Animal Lab 4126 Renovation	North Point Builders (MD)	\$1,521,000
UMCP	Campus Farm Upgrades Ph I, II, III (Postponed)	TBD	\$23,000,000
UMCP	Chem Wing 2 0206 & 0208 Reno (Canceled)	TBD	\$1,240,000
UMCP	Cole Cultural Center Fit-Out	J Vinton Shafer (MD)	\$5,400,000
UMCP	Cole Head House Renovation	J Vinton Shafer (MD)	\$16,938,465
UMCP	Cole Acad for Innov and Entrepr Fit-Out	J Vinton Shafer (MD)	\$600,000
UMCP	ICA Basketball Practice Facility	Clark Constr Group (MD)	\$52,263,400
UMCP	RPB1: Renovation for SeqCure (Canceled)	TBD	\$2,160,000
UMCP	SECU Stadium Upper Deck Repairs	Jeffrey Brown LLC (MD)	\$4,500,000
UMCP	Shoemaker 2nd Floor Renovation	Kalmia Constr (MD)	\$1,900,000
UMCP	Softball Practice Facility	J Vinton Shafer (MD)	\$4,980,000
UMCP	Van Munching Hall - New Classrooms	Jeffrey Brown LLC (MD)	\$3,805,000
UMCP	SPP Do Good Institute Projects	J Vinton Shafer (MD)	\$1,727,080
UMES	Natural Gas Pipeline Retrofit/Related work	Paige Industrial (MD)	\$10,045,999
Total Completed			\$492,088,529

STATUS REPORT ON MAJOR CONSTRUCTION PROJECTS

Revised 1/6/26

Data as of 11/30/2025

KEY:

STATE-FUNDED CIP AND FR PROJECTS

SYSTEM-FUNDED NON-STATE/AUXILIARY OR FACILITIES RENEWAL PROJECTS

Inst'n	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriation	Funding Source	Architect (Location)	Contractor (Location)
BSU	Greenhouse Building	1	\$6,156,000	09/25	CM	01/27	10/27	\$6,156,000	Cash	Ayers Saint Gross (MD)	TBD
BSU	BSU New Thurgood Marshall Library Commons	1	\$249,325,000	01/26	D/B	06/28	01/31	\$6,830,000	GO Bonds	TBD	TBD
BSU	Refurbish Tubman Hall (includes separately approved HVAC work)	2	\$19,000,000	11/24	D/B	11/25	08/26	\$19,000,000	USM Bonds, Cash	Dustin Construction (MD)	Dustin Construction (MD)
CSU	New Residence Hall	1	\$63,058,400	11/24	CM	01/25	09/26	\$18,000,000	GO Bonds, USM Bonds	Quinn Evans & Goody Clancy	Consigli (MASS)
FSU	Five Dorm Renovation - Phased; on hold pending Brownsville Repairs	3	\$14,400,000	01/17	Multiple	07/20	12/26	\$12,100,000	USM Bonds, Cash	In-House (FSU)	Multiple
FSU	Cordts PE Renov/Regional Recreation Complex	1/3	\$104,389,000	09/28	TBD	11/30	11/32	\$1,000,000	GO Bonds	TBD	TBD
SU	Blackwell Hall Renovation	3	\$67,164,000	02/23	D/B	06/24	11/26	\$66,803,000	PAYGO, GO Bonds, Special Funds	Whiting Turner (MD)	Whiting Turner (MD)
SU	Commons Dining Hall Kitchen Exhaust	3	\$14,200,000	10/24	D/B	05/26	08/26	\$12,000,000	Cash	Whiting Turner (MD)	Whiting Turner (MD)
SU	Guerrieri Student Union Renovation (On-Hold)	3	\$70,000,000	01/26	TBD	03/27	03/29	\$5,000,000	USM Bonds	TBD	TBD
SU	Performing Arts Center (On-Hold)	1	\$148,482,000	12/27	D/B	12/29	12/31	\$5,071,000	Cash, GO Bonds	TBD	TBD
SU	St. Martin Residence Hall Renovations	3	\$15,000,000	06/26	TBD	01/27	06/28	\$7,000,000	Cash	TBD	TBD
SU	Student Recreation Center	1	\$15,000,000	06/26	TBD	01/27	06/28	\$5,000,000	Cash	TBD	TBD
TU	Central Utility Plant Repair and Refurbishment	3	\$9,700,000	09/25	CM	09/26	09/27	\$9,700,000	Cash (State Request Pending)	Mueller Assoc	JVS/Quandel
TU	Smith Hall Renovation	1/3	\$166,720,000	09/22	CM	12/23	03/27	130,747,000	GO Bonds, PAYGO, SF, NBF	Shepley Bulfinch (MASS), JMT (MD)	Consigli (MASS)
TU	Athletic Achievement Center & Towson Center Renovation (Combined Request)	4	\$35,000,000	5/25	CM	6/26	4/28	\$25,000,000	GO Bonds, Cash	Hord Coplan Macht (MD)	Grunley
UBALT	Learning Commons Basement Fit-Out and HVAC	3	\$2,500,339	04/25	CM	01/25	05/25	\$2,500,339	ARB FR, Cash, PAYGO	Marshall Craft (MD)	James G. Davis (MD)
UMB	17-317 Central Elec Substation and Elec Infrastructure Upgrades, Phased	5	\$87,020,000	BPW 2/22/2017	GC/CM	PH1A BPW 11/4/2020	PH 2&3 3/25 PH4 9/25 PH5 9/2027	\$73,567,000	GO Bonds, Cash, FR Funds	RMF Engin'g (MD)	Highlander, JBC, Cianbro, Pipeway, etc. Grunley
UMB	20-399 New School of Social Work Building	1	\$125,262,000	BPW 4/19/2023	CM	BPW 12/4/2024	06/27	\$78,515,000	GO Bonds	Ballinger (PA)	Whiting Turner (MD)

Inst'n	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriation	Funding Source	Architect (Location)	Contractor (Location)
UMB	23-377 Howard Hall Mechanical Infrastructure	5	\$52,576,000	04/24	CM	01/26	12/29	\$52,576,000	ARB, Cash	BKM (MD)	Plano-Coudon (MD)
UMB	16-391 MSTF Vet HVAC	5	\$6,200,000	10/17	GC	08/22	03/26	\$5,648,668	ARB, Cash	Min Engineering	Emjay (MD)
UMB	23-390 737 W Lombard Mechanical & windows	5	\$10,240,000	BPW 8/23/2023	GC	BPW 3/1/2025	03/27	\$9,784,765	FR Funds PAYGO, Cash	Marshall Craft (MD)	Oak Contracting
UMB	19-366 Davidge Hall Roof	5	\$6,464,000	08/19	GC	BPW 11/8/2023	01/26	\$5,386,606	FR Funds PAYGO, Cash	Johnson Mirmiran & Thompson (MD)	The Christman Company
UMB	23-326 HSFIII 5th & 6th FI	3	\$34,121,000	BPW 6/7/2023	CM	BPW 10/30/2024	02/26	\$29,730,733	Cash	Design Collective (MD)	Barton Malow (MD)
UMB	19-376 SOP South Mechanical	5	\$2,320,000	10/22	GC	02/24	04/26	\$1,593,728	Cash	CFR Engineering (MD)	Emjay (MD)
UMB	20-330 BRB Replace Energy Recovery Units and Exhaust Fans	5	\$14,769,000	09/21	GC	BPW 11/8/2023	04/26	\$14,346,800	GO Bond, Cash	RMF Engin'g (MD)	Emjay (MD)
UMB	23-312 SOD Ambulatory Surgery and Clinic	3/4	\$44,250,000	09/23	CM	04/25	11/26	\$36,494,617	GO Bond, Cash	Marshall Craft, Ewing Cole	Davis/J Vinton Schafer (MD)
UMB	25-302 SON Chiller Replacement	5	\$3,020,000	~	GC	02/24	02/26	\$2,408,701	Cash	~	Boland Trane (MD)
UMB	22-338 AHB Emergency Generator Replacement	5	\$1,160,000	11/22	GC	TBD	TBD	\$903,719	Cash	Whitman Requardt & Assoc (MD)	TBD
UMB	22-339 SON Emergency Generator Replacement	5	\$2,360,000	11/23	GC	09/24	06/26	\$1,988,070	ARB, Cash	Henry Adams (MD)	Cynergy (MD)
UMB	16-350 BRB Exterior Upgrade	5	\$10,200,000	02/17	GC	03/22	PH1 02/2024 PH2 TBD	\$10,241,932	Cash	Ziger Snead (MD)	Jeffrey Brown (MD), TBD
UMB	17-335 MSTF Replace Emergency Generator & Distribution	5	\$7,000,000	08/19	GC	05/21	03/25	\$6,925,847	ARB, Cash	RMF Engin'g (MD)	Cianbro (MD)
UMB	22-361 A&F Pearl Street Electric Service	5	\$3,610,000	09/23	GC	09/24	10/27	\$3,006,871	ARB, Cash	Henry Adams (MD)	Dvorak (MD)
UMB	17-382 South Chill Water Loop Analysis	5	\$4,750,000	10/17	GC	04/24	TBD	\$4,717,828	Cash	Affiliated Engineers Inc (MD)	Boland Trane (MD)
UMB	18-331 Saratoga Garage Structural Assessment	5	\$4,360,000	03/18	GC	12/24	06/26	\$4,356,689	Cash	Whitney Bailey Cox & Magnani (MD)	A. R. Marani (MD)
UMB	22-317 SON Renovate 3rd FI North Wing	3	\$3,300,000	01/22	GC	08/24	08/25	\$2,724,822	Cash	Murphy & Dittenhafer (MD)	Brawner Builders (MD)
UMB	22-358 SOM AHRB Air Handler Replacement	5	\$5,967,000	08/23	GC	01/25	12/27	\$5,340,640	ARB, Cash	CFR Engineering (MD)	Boland Trane (MD)
UMB	22-370 500 W Lexington Streetscape	3	\$2,060,000	05/23	CM	TBD	TBD	\$1,551,267	ARB, Cash	RMF Engin'g (MD)	J Vinton Schafer (MD)
UMB	23-338 Howard Hall Heat Exchanger - Preheat Converter E1 & E2 Renewal	5	\$3,970,000	04/23	GC	07/24	07/26	\$2,635,975	Cash	RMF Engin'g (MD)	Emjay (MD)

Inst'n	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriation	Funding Source	Architect (Location)	Contractor (Location)
UMB	23-378 SOL Fin Tube Renewal	5	\$3,300,000	~	GC	07/24	05/26	\$2,810,325	Cash	~	Boland Trane (MD)
UMB	24-336 Pratt St Garage Elevators Modernization	5	\$3,650,000	05/24	GC	TBD	TBD	\$3,553,120	Cash	VDA Inc (NJ)	TBD
UMB	25-308 MD Bar Heating Plant Replacement	5	\$1,830,000	~	GC	08/24	12/25	\$1,535,625	Cash	~	Boland Trane (MD)
UMB	25-339 BRB Basement Anatomy	3	\$1,510,000	11/25	GC	08/26	06/27	\$1,160,770	Cash	Colimore	TBD
UMB	25-327 Lexington 2nd FI PA Reno.	3	\$2,100,000	TBD	GC	TBD	TBD	\$1,607,937	Cash	TBD	TBD
UMB	23-357 Pearl St Heat Exchanger System Replacement	3	\$2,110,000	09/23	GC	05/26	09/26	\$1,551,504	Cash	Whitman Requardt	Emjay (MD)
UMB	23-386 SOM HH Traction Geared Freight Elev - High-Rise - Cab 3	3	\$3,500,000	09/23	GC	TBD	TBD	\$46,978	Cash	VDA Inc (NJ)	TBD
UMB	25-309 Design to remove Fayette Housing from Campus Grid	3	\$1,500,000	02/25	GC	TBD	TBD	\$300,000	Cash	RMF Engin'g (MD)	TBD
UMB	25-315 Pearl Street Garage Structural Repairs and Maintenance	3	\$1,263,000	12/25	GC	TBD	TBD	\$500,000	Cash	RK&K (MD)	TBD
UMB	26-301 SOD Dental Reheat System Replacement	3	\$2,500,000	N/A	GC	01/26	06/26	\$0	Cash	N/A	Boland Trane (MD)
UMB	26-303 SOD Dental School Modified Bitumen Renewal	3	\$3,410,000	N/A	GC	12/25	04/26	\$2,736,090	Cash	N/A	RUFF
UMB	26-305 Saratoga Heating Plant Replacement	3	\$1,700,000	N/A	GC	01/26	06/26	\$1,166,550	Cash	N/A	Boland Trane (MD)
UMB	26-309 Pearl St, Pratt St, and Saratoga Garages LED Lighting Retrofit	3	\$1,470,000	N/A	GC	01/26	05/26	\$1,171,031	Cash	N/A	Wesco
UMBC	Sherman Hall Renewal	3	\$94,288,000	3/22	CM	08/23	12/26	\$85,157,000	GO Bonds	Page Southerland Page, Inc (DC)	Whiting Turner (MD)
UMBC	Spring Grove Utility Upgrades and Site Improvements	5	\$27,000,000	03/23	CM	10/24	11/27	\$27,000,000	GO Bonds	RK&K (MD)	Whiting Turner (MD)
UMBC	Student Services Building	1	\$179,201,303	02/26	CM	07/29	07/31	\$5M	GO Bonds	In Process	TBD
UMBC	Central Plant Roof/Stairway	3	\$3,954,118	02/20	GC	04/23	06/24	\$3,954,118	ARB, GO Bonds, Cash	Hord Coplan Macht (MD)	A.R. Marani (MD)
UMBC	TRC Roof Replacement	3	\$1,112,735	11/21	GC (Roofing)	09/24	06/25	\$1,112,735	ARB, Cash	GWWO (MD)	Tecta America East (MD)
UMBC	AOK Library Roof	3	\$2,909,526	05/22	GC	07/23	07/24	\$2,909,526	ARB, PAYGO, Cash	Hord Coplan Macht (MD)	Plano-Coudon (MD)
UMBC	Lecture Hall 1 Renovation	3	\$3,183,742	10/22	GC	02/24	10/24	\$3,183,742	ARB, Cash	Murphy & Dittenhafer, Inc	A.R. Marani (MD)
UMBC	University Center & Biology South Elevators	5	\$3,428,127	07/22	GC	03/24	01/26	\$3,428,127	PAYGO, ARB, Cash	Burette, Koehler, Murphy (MD)	Brawner Builders (MD)
UMBC	University Center & Biology Roof Replacement	5	\$3,280,373	02/20	GC (Roofing)	12/21	06/25	\$3,280,373	Deficiency Appropriation, Cash	Ayers Saint Gross (MD)	Tecta America East (MD)

Inst'n	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriation	Funding Source	Architect (Location)	Contractor (Location)
UMBC	Campus Fire Alarm - Design_Truesite_CUP	5	\$2,591,804	07/23	GC (Elec)	06/25	07/26	\$2,591,804	PAYGO, Cash	MS Engineers (MD)	Dvorak (MD)
UMBC	Biology AHU 1&5 Replacement	3	\$1,467,444	05/24	GC (Mech)	07/25	04/26	\$1,467,444	ARB, Cash	CFR Engineering	Maryland Mechanical
UMBC	Engineering_Meyer Elevator Replacement	3	\$3,135,924	10/24	GC	03/25	11/26	\$3,135,924	ARB, Cash	BKM	Brawner Builders (MD)
UMBC	Central Plant Primary HTHW Pumps	3	\$2,327,000	02/24	GC (Mech)	03/25	11/26	\$3,327,000	Cash	RMF Engin'g (MD)	Emjay Engineering Construction
UMBC	The Commons Renovations	4	\$6,000,000	TBD	GC	TBD	TBD	\$0	Cash	TBD	TBD
UMBC	The Commons Courtyard Addition	4	\$25,000,000	TBD	GC	TBD	TBD	\$0	USM Bonds, Cash	TBD	TBD
UMCES	Chesapeake Collaborative Building	1	\$21,870,000	10/21	GC	06/24	12/25	\$21,870,000	GO Bonds, PAYGO	Design Collective (MD)	Costello Construction Co. (MD)
UMCES	Bernie Fowler Lab Roof & HVAC Replacement	3	4,480,786	N/A	GC	09/25	06/26	\$4,480,786	FR Funds	Rich Moe (MD)	Rich Moe (MD)
UMCES	Coastal Dynamics Laboratory	1	\$57,000,000	11/27	TBD	09/29	09/31	\$0	GO Bond	TBD	TBD
UMCP	AV Williams Cooling Tower Replacement	3	\$4,230,000	05/23	GC	07/25	08/26	\$2,400,000	ARB, Cash	RMF Engin'g (MD)	W.L. Gary Co. (DC)
UMCP	Biomolecular Sciences Renew Mechanical & Electrical Systems	3	\$3,250,000	TBD	TBD	TBD	TBD	\$3,250,000	GO Bonds, ARB	TBD	TBD
UMCP	Campus Creek Restor Ph 2 & Animal Sci Pond Renewal (Multiple Projects)	3	\$4,196,000	05/21	GC	07/24	12/25	\$4,196,000	Cash, DNR Grant, General Funds	Bayland Consultants & Designers (MD)	Clark Construction Group(MD)
UMCP	Cambridge Quad Water Line Replacement (On-hold)	5	\$2,200,000	11/22	GC	TBD	TBD	\$400,000	FR Funds	Hord, Coplan, Macht, Inc (MD).	TBD
UMCP	Campus Drive Bikeway	4	\$2,500,000	08/24	GC	08/26	02/27	\$2,500,000	DGS Grant	Wallace Montgomery Assoc (MD)	TBD
UMCP	Campus Bikeway Segment 1A, 1B, & 1C	4	\$2,196,690	11/24	TBD	05/26	08/27	\$936,690	Cash, Federal Grant	Mead & Hunt (WI)	TBD
UMCP	Chemistry Building Ph 3, Wing 1 Replacement	3	\$141,300,000	05/19	D/B	01/21	03/24	\$141,300,000	GO Bonds, NBF	Whiting-Turner (MD)	Whiting Turner (MD)
UMCP	Chestertown Hall Central HVAC Renovation	3	\$5,000,000	07/24	D/B	02/25	07/25	\$5,000,000	Cash	WFT Engineering Inc.(MD)	Kalmia Construction (MD)
UMCP	CSPAC Upgrade Lighting 6 Theaters	3	\$1,772,310	N/A	GC	07/25	04/27	\$1,772,310	FR, MEA Loan	N/A	Electrico Inc(MD); Barbizon Capitol(VA)
UMCP	Edward St. John Insulate & Replace Vapor Barriers	3	\$1,200,000	09/25	TBD	03/26	08/26	\$1,200,000	GO Bonds, ARB	In-House (UMCP)	TBD
UMCP	Ellicott Community Renovation (Multiple Projects)	3	\$48,350,000	10/25	CM	06/26	07/27	\$28,350,000	USM Bonds	GWWO Inc.(MD)	TBD
UMCP	EV Shuttle Bus Electrical Infrastructure		\$9,300,000	04/26	D/B	01/26	01/27	\$1,500,000	Cash, FTA Grant	TBD	TBD
UMCP	Graduate Student Housing (Multiple Projects)	3	\$20,050,000	07/25	CM	10/26	04/27	\$20,050,000	GO Bonds, Cash.	Whitman Requardt & Assoc (MD)	James Davis Construction(VA)

Inst'n	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriation	Funding Source	Architect (Location)	Contractor (Location)
UMCP	Health and Human Sciences Complex	1	\$144,246,000	10/24	D/B	05/25	03/28	\$31,525,000	Go Bonds, Cash	Clark Construction Group(MD)	Clark Construction Group(MD)
UMCP	Hornbake Library Conversion Ph 1 and Renew Ground Floor HVAC	3/4	\$12,703,432	06/26	D/B	05/27	04/28	\$12,703,432	GO Bond, PAYGO, ARB, FR	TBD	TBD
UMCP	IBBR Labs Relocation Building 976 & 977	3	\$10,000,000	10/24	CM	08/26	04/27	\$1,000,000	Cash, NIST Grant	Ayers Saint Gross (MD)	TBD
UMCP	Interdisciplinary Engineering Building	1	\$246,655,000	12/21	D/B	12/22	06/26	\$230,530,000	Go Bond, NBF, Special Funds	Whiting Turner (MD)	Whiting Turner (MD)
UMCP	MS4 Permit Implementation	5	\$5,500,000		TBD			\$1,179,960	Cash	MD Environmental Services (MD)	
UMCP	MUTR Cooling System Upgrade	3	\$1,600,000	12/24	D/B	06/26	10/26	\$1,407,684	Cash	M&M Welding & Fabricators (MD)	M&M Welding & Fabricators (MD)
UMCP	New Office Bldg. for Central MD Res/Educ. Ctr., Clarksville	1	\$9,000,000	08/20	GC	05/22	04/28	\$9,000,000	Cash	Johnson Mirman Thompson (MD)	North Point Builders (MD)
UMCP	Quantum and Advanced Computing Infrastructure (Multiple Buildings)	1	\$20,000,000	07/23	CM/GC	01/26	08/26	\$20,000,000	Go Bonds	Whitman, Requardt, JMT (MD)	James G. Davis Construction (MD) Kalmia Construction
UMCP	School of Public Health Building Roof and AHU-23 Replacement (On-Hold)	5/3	\$5,700,000	11/22	D/B	TBD	TBD	\$600,000	ARB	Jeffrey Brown Contracting (MD)	Jeffrey Brown Contracting (MD)
UMCP	SCUB 3 Heating Water Pipe Relocation	5	\$13,916,658	03/19	CM	06/23	11/25	\$13,916,658	ARB, FR Funds, Deficiency Appropriation	Rummel Klepper & Kahl (MD)	Whiting Turner (MD)
UMCP	Stamp Student Union - Grand Ballroom Renovations	3	\$2,380,444	04/25	GC	11/25	01/26	\$1,999,800	Cash	In-House (UMCP)	Kalmia Construction (MD)
UMCP	Stamp Student Union BAS HVAC System Update	3	\$1,702,800	N/A	GC	10/25	10/26	\$1,702,800	Cash	N/A	Capron Company (MD)
UMCP	Severn - Vehicle Wash Station (on-Hold)	1	\$3,939,884	06/22	TBD	TBD	TBD	\$3,939,884	Cash	Whitman Requardt&Assoc. (MD)	TBD
UMCP	Soccer and Track Stadium Improvements	2	\$25,000,000	12/25	D/B	12/26	06/28	\$5,170,000	Cash	Design Collective (MD)	TBD
UMCP	South Campus Housing Utility & Infrastr Upgrade (Multiple Projects)	5	\$20,700,000	08/25	TBD	01/27	05/27	\$20,700,000	Cash, ARB	Bowman Consulting(VA)	TBD
UMCP	Replace Three Failing Pedestrian Bridges	3	\$5,000,000	01/26	D/B	07/26	12/26	\$5,000,000	GO Bonds	TBD	TBD
UMCP	Union Lane Water and Sanitary Line (On-Hold)	5	\$2,051,965	10/22	GC	TBD	TBD	\$2,051,965	PAYGO, FR Funds, GO Bonds	Hord, Coplan, Macht, Inc.(MD)	TBD
UMCP	Van Munching Hall - Replace Obsolete Fire Alarm System	3	\$2,300,000		GC	12/25	12/26	\$2,300,000	GO Bonds	TBD	TBD
UMCP	Wind Tunnel Switchgear Replacement and Modernization	3	\$1,784,835	12/25	D/B	08/26	01/27	\$1,750,378	Cash, NASA Grant; FR MCCBL	TBD	TBD
UMES	Agricultural Research and Education Center	1	\$31,349,000	07/20	D/B	06/24	01/26	\$31,349,000	Grants, Insurance Proceeds, GO Bonds	Bancroft Construction Co (DE)	Bancroft Construction Co (DE)
UMES	Athletic Fields Renovation Phase 1	3	\$7,403,398	02/24	D/B	02/25	12/25	\$7,403,398	USM Bonds and Cash	Field Turf USA (GA)	Field Turf USA (GA)
UMES	Carver Hall Renovation	3	\$6,873,031	12/21	GC	05/24	11/25	\$6,873,031	Fed Grants/Bridge funds, FR funds(PAYGO & ARB)	Murphy & Dittenhafer Inc (MD)	Bancroft Construction Co (DE)

Inst'n	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriation	Funding Source	Architect (Location)	Contractor (Location)
UMES	Flood Mitigation (Incl two spin-off projects)	5	\$16,442,700	07/19	GC	07/22	08/26	\$16,442,700	ARB, Cash, Go Bond	Whitney Bailey Cox & Magnani (MD)	Chesapeake Turf, LLC (MD)
UMES	Nuttle Residence Hall Renovation (Hold pending Res Hall Decision)	3	\$10,800,000	06/24	GC	TBD	TBD		TBD	TBD	TBD
UMGC	Adelphi Building Renovation	3	\$47,967,000	10/26	TBD	04/30	04/33	\$1,073,662	GO Bond	TBD	TBD
USG	Building II - Chiller Replacement Project	3	\$1,271,609	08/26	GC	06/26	04/26	\$1,271,609	Cash, FR	Mueller	WL Gary
USM (UMBC)	Rita Colwell Center Deferred Maintenance (HVAC & Tent Roof)	3	\$33,394,000	03/24	D/B for Ph1 and GC for Ph 2	05/24	01/28	\$23,668,000	Special Funds (State PAYGO), GO Bonds, USM Bonds	J Vinton Shafer (MD) Henry Adams(MD)	J Vinton Schafer (MD)

Total Program (State and non-State/ Auxiliary)

\$2,842,374,377

Estimated Economic Impact

3,910

Direct jobs supported by the capital program per the 2019 Economic Policy Institute formula of 5.5 FTE direct (construction-related) jobs per \$1M investment based on Bureau of Labor Statistics. Construction investment also generates nearly twice this number of indirect jobs. The total program is divided by a rough average duration of construction from design award through construction completion of 4 years. www.epi.org

Codes:
 1 New facility
 2 Addition/Expansion/Extension
 3 Renovation or Replacement
 4 Alterations and Addition
 5 Infrastructure, Utilities, Site

*** Definitions:**
 Total Project Cost: Total estimated project cost including planning, construction & equipment.
 Design Start: Date of BPW approval of architect/engineer.
 Construction Start: Date of BPW approval of contractor.
 Completion: Date of substantial completion/beneficial occupancy.

Abbrev. CM = Construction Management
 D/B = Design/Build
 GC = General Contractor
 JOC= Job Order Contractor

Funding: NBF = Non-budgeted funds (e.g., donor funds); GO Bonds = State General Obligation Bonds or Bond Premium funds;
 ARB = Academic Revenue Bonds (approved by State); FR = Capital Facilities Renewal
 USM Bonds = USM Auxiliary Revenue Bonds; CASH = Institutional funding, including cash, donor funding and plant funds

TOPIC: University System of Maryland: Educational Overview of Capital Cost Management and Facilities Renewal (information)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: As part of the ongoing educational programming, the Finance Committee will receive a presentation on capital cost management and facilities renewal across the University System of Maryland. The presentation will provide an overview of project implementation practices, cost estimating and cost management approaches, current construction market conditions, and the role of the System's two capital project service centers located at the University of Maryland, Baltimore and the University of Maryland, College Park.

Under State law and Board policy, the Chancellor oversees the implementation of major capital projects and has delegated day-to-day project management to these service centers. The service centers support institutions in developing project budgets, reviewing cost estimates, and managing construction projects in accordance with State procurement requirements, including approval of construction contracts by the Board of Public Works. The service centers are also frequently consulted by State agencies on matters related to construction cost trends and capital project budgeting.

The presentation will also reference the policy framework governing capital project implementation and facilities renewal across the System, including:

- [Policy VIII-10.10 – Facilities Renewal](#)
- [Policy VIII-10.30 – Authority Concerning Certain Public Improvement Projects](#)

Additional background information supporting the presentation is provided in Attachment A.

ALTERNATIVE(S): This item is presented for information purposes.

FISCAL IMPACT: This item is presented for information purposes.

CHANCELLOR'S RECOMMENDATION: This item is presented for information purposes.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

Attachment A

Background Information Supporting the Capital Cost Management and Facilities Renewal Presentation

Capital Project Governance and Service Centers

Under State law (Education Article §§12-104 and 12-105) and Board policy, the Chancellor oversees the implementation of major capital projects across the University System of Maryland. Day-to-day project management is delegated to two USM capital project service centers located at the University of Maryland, Baltimore and the University of Maryland, College Park.

The service centers also provide expertise to State agencies on issues related to construction cost trends, escalation factors, and capital project budgeting. The centers collaborate regularly to share best practices and maintain systemwide data on project costs and performance.

Cost Estimating Practices

Project cost estimates evolve throughout the life of a project, beginning with preliminary planning estimates and becoming more refined as design progresses. Early-stage estimates are typically based on benchmark cost data, systemwide cost-per-square-foot information, escalation rates provided by the State, and industry estimating tools such as RSMeans. Contingencies are applied during early planning phases to account for uncertainty and limited project definition.

As projects advance through design, cost estimates are updated at each design milestone by the architect and engineer. For major projects, additional validation is often provided through construction managers, design-build teams, or independent cost estimators. Design contingencies are reduced as project scope becomes more defined, while construction contingencies remain in place to address unforeseen conditions during construction.

Factors Affecting Construction Costs

Several factors influence the cost of higher education capital projects.

University facilities often differ from typical private sector development projects. Academic buildings frequently include specialized spaces such as research laboratories, teaching laboratories, and highly technical building systems that require greater levels of reliability, redundancy, and operational flexibility. Projects are also constructed within active campus environments, requiring phased construction schedules, coordination with academic calendars, and accommodation of ongoing campus operations.

Additional project costs may arise from demolition and environmental abatement, upgrades to central plants and utility systems, new utility connections, extensive site work outside the primary project footprint, and public safety considerations associated with campuses that operate continuously.

Market conditions also influence project pricing. Construction markets nationally continue to experience labor shortages in skilled trades, competition for subcontractors and equipment, supply chain disruptions, and volatility in material costs. Regulatory requirements associated with public construction, including green building certification, building energy performance standards, and historic preservation, also affect project costs.

Project Delivery Methods and Cost Management

The USM uses several project delivery methods to manage project cost and risk, including Construction Manager at Risk (CMAR) and Design-Build.

These delivery approaches allow contractor input during design and provide additional cost estimating expertise throughout project development. Construction Manager at Risk projects typically establish a Guaranteed Maximum Price (GMP), which allocates certain pricing risks to the contractor and provides additional cost control mechanisms.

Design-Build delivery combines design and construction responsibilities within a single entity, reducing potential conflicts between designers and contractors and helping manage risks associated with design ambiguities. These delivery approaches are intended to improve cost predictability, support efficient project delivery, and reduce the likelihood of change orders during construction.

Facilities Renewal

Board Policy VIII-10.10 underscores the importance of maintaining, repairing, and renewing campus facilities. Facilities Renewal (FR) refers to the ongoing reinvestment required to maintain building systems, infrastructure, and campus assets in safe and functional condition.

The policy establishes a goal that institutions invest approximately two percent of the replacement value of facilities aged ten years or older each year in maintenance and renewal activities. This investment includes both operating expenditures for maintenance and capital funding directed toward building renovation or replacement.

Facilities Renewal projects address deferred maintenance needs and help ensure the continued functionality, safety, and reliability of campus buildings and infrastructure. Institutions monitor facilities condition through data collected in the Space Guidelines Application Program (SGAP) and related capital planning processes.

Facilities Renewal progress and related data are reported regularly to the Board of Regents and to State officials as part of capital budget submissions, legislative reporting, and system performance dashboards.

USM Board of Regents Finance Committee

Educational Overview of
Capital Cost Management and
Facilities Renewal

April 9, 2026

287/307



Governance Framework for Capital Projects

- Project delivery governed by Board Policy
 - Board exercises authority over capital improvement projects
 - Subject to State laws
 - Delegated to Chancellor
 - Implemented through established Service Centers at UMB and UMCP
- Projects over \$10M use Construction Manager (or Design Build)
- Policy directs use of best available management strategies
- Construction contracts are subject to Board of Public Works approval

How Project Budgets Are Developed and Coordinated

- Initial estimates use benchmark cost data and approved escalation rates
- Estimates are refined at each design milestone and independently validated for major projects
- Contingencies are included and reduced as uncertainty declines
- Early Service Center participation strengthens scope and cost alignment
 - Service Centers uphold schedule and budget discipline
 - Communication between Centers promotes continued improvement
 - Monthly System-wide meetings promote consistency, shared best practices and cost insight

Capital Projects and a Volatile Market

- Construction market volatility has affected all project pricing
- Result: Some projects have experienced need for additional funding
- Higher education facilities are often not directly comparable to private-sector projects (e.g., research facilities)
- Per-square-foot comparisons may not capture full project scope and standards
- Projects are constructed within active campus environments, increasing phasing and coordination complexity

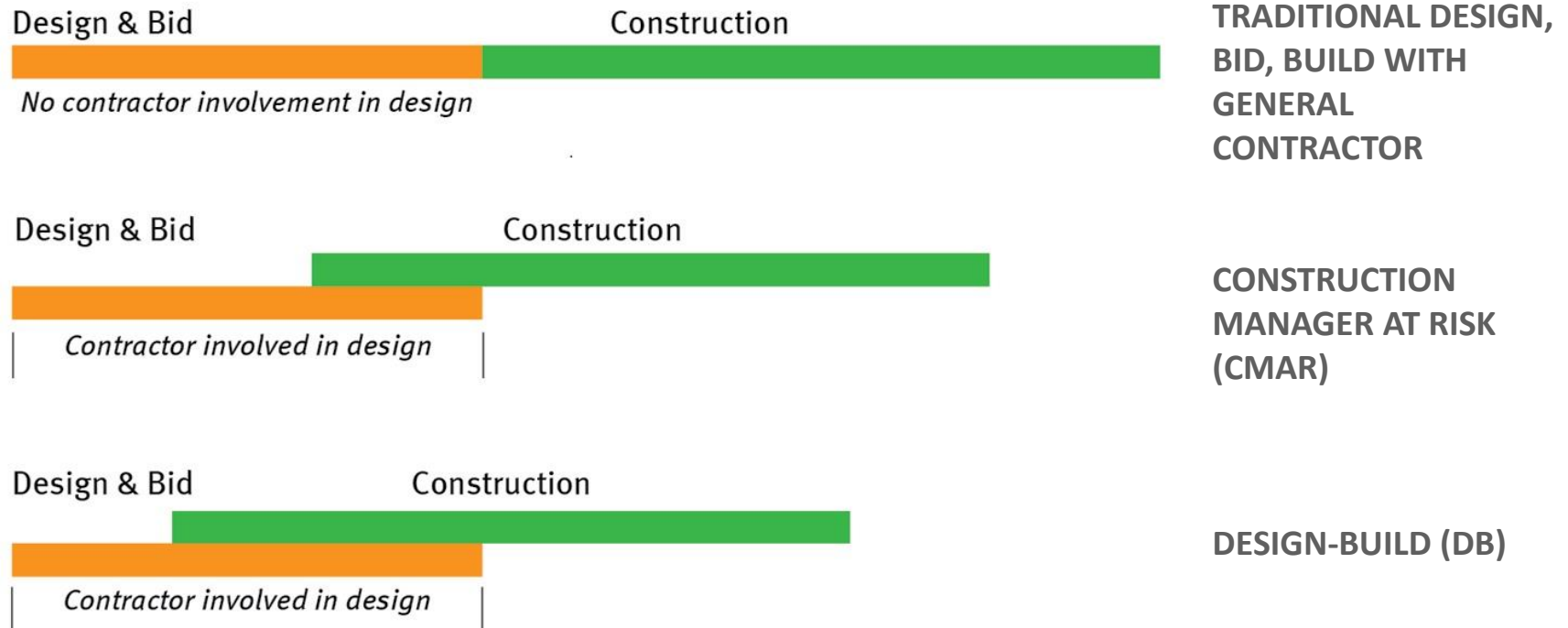
Drivers of Cost Escalation

- Regional Construction Markets
 - Labor shortages and workforce constraints
 - Competition from infrastructure and private sector development
- Material price volatility and tariff uncertainty
- Specialized Systems required in higher education facilities
- Supply chain disruption and long-lead material risk
- Statutory and regulatory requirements affecting public construction
 - Green Building Certification
 - Building Energy Performance Standards
 - Historic Preservation

How Projects Are Managed to Stay Within Budget

- Early contractor and subcontractor engagement improves pricing accuracy
- Guaranteed maximum price structure moderates risk
- Independent cost validation occurs throughout design
- Value engineering, right-sizing, scope refinement, and phasing help match available funding to scope
- Early ordering of long-lead equipment and materials mitigates escalation risk
- Ongoing coordination, cost data sharing, and benchmarking across Service Centers

Project Delivery Methods and Risk Allocation



Facilities Renewal as Ongoing Stewardship

- Governed by Board Policy VIII-10.10—Facilities Renewal for Capital Assets
 - Policy establishes a 2% annual maintenance reinvestment target
- Capital Facilities Renewal Program supplements operating budget funds and reflects renewal as a continuing funding priority
- Supports long-term preservation of existing facilities and infrastructure
- Reduces risk of deferred maintenance and unplanned cost escalation
- Informed by condition assessments and institutional capital planning
 - Space Guidelines Application Report (SGAP)
 - Facilities Condition Index (FCI)
- Annual reporting to Board, State and via the Dashboard Indicators

QUESTIONS



TOPIC: Financial Condition and Financial Results of Intercollegiate Athletics Programs (information)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: Board of Regents Policy V-2.10—Policy on Intercollegiate Athletics details the core values and expectations of the Board for institutions that operate intercollegiate athletics programs. Among these foundational principles is:

Intercollegiate athletics programs shall be operated in a fiscally responsible manner and should be managed on a self-supporting basis, as set forth in guidelines provided by the Chancellor.

A considerable volume of detailed information on the financial condition, and results of operations of the intercollegiate athletics programs is collected annually to enable staff to assess the financial condition as well as the results of operations, to ensure that athletic programs are being managed in a fiscally responsible manner and confirm that any institutional programmatic support is approved. Institutions with athletics programs are expected to provide a robust range of information and details on matters that bear on the degree of borrowing, capital plans, and potential contingent liabilities.

Board Policy allows institutions to use other resources to support Intercollegiate Athletics. Amounts less than \$1 million require the President's approval; amounts of \$1 million or more require the Chancellor's approval; and amounts of \$5 million or more require notification to the full Board of Regents by the Chancellor. Certifications regarding the use of other resources to support Intercollegiate Athletics have been received and approved, as appropriate, from all institutions.

The staff has summarized the information in the attached report to facilitate ease of use by the Regents.

ALTERNATIVE(S): This item is presented for information purposes.

FISCAL IMPACT: This item is presented for information purposes.

CHANCELLOR'S RECOMMENDATION: This item is presented for information purposes.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923 and Celeste Denson (301) 445-1965



UNIVERSITY SYSTEM
of MARYLAND

Board of Regents Committee on Intercollegiate Athletics
and Student-Athlete Health and Welfare
Summary of Athletic Program Results of Operations and Fund Balances
Fiscal Year 2025

Institution	Fund balance June 30, 2024	FY 2025 Net change in fund balances	Approved Adjustments	Adjusted Fund balance June 30, 2025
Division I:				
UMCP		(\$4,664,198)	\$4,664,198	
TU	\$381,191	(1,658,292)	1,658,292	381,191
UMES	(2,849,649)	(3,202,651)	3,052,300	(3,000,000)
CSU		(2,022,122)		(2,022,122)
UMBC	5,358	(943,880)	943,880	5,358
Division II:				
FSU	112,006	(3,919,346)	3,919,346	112,006
BSU		(682,783)	682,783	
Division III:				
SU	9,965,041	(1,345,670)		8,619,371



**UNIVERSITY SYSTEM
of MARYLAND**

**Board of Regents Committee on Intercollegiate Athletics
and Student-Athlete Health and Welfare
Summary of Athletic Program Key Balance Sheet Items
As of June 30, 2025**

Institution	Cash and endowments of/for athletic program		Owed for facilities		External debt
	University	Foundation	to University	to Foundation	
Division I:					
UMCP	\$5,099,841	\$59,653,334	(\$105,359,213)	(\$23,000,000) ¹	(\$6,846,573)
TU		5,073,063			
UMES					(1,655,476)
CSU					
UMBC		1,804,761			(17,024,558)
Division II:					
FSU		2,430,058	(312,438)		
BSU		930,864	(511,300)		
Division III:					
SU	8,619,371	6,593,780			

¹ The \$23 million loan will be repaid with \$17.5 million in bequest intentions and \$5 million in pledge commitments, ICA will service interest until principal is repaid.



**UNIVERSITY SYSTEM
of MARYLAND**

Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare
Summary of Athletic Program Operating Net Margins and Fund Balances
For the Year Ended June 30, 2025

**Division 1
UMCP**

	Institution ICA	Affiliated Foundation	Total
Operating Revenue	\$ 123,997,918	\$ 7,815,551	\$ 131,813,469
Direct Expenses	108,161,989	1,846,716	110,008,705
Direct Margin	15,835,929	5,968,835	21,804,764
Indirect Expenses	20,500,127	-	20,500,127
Operating Results	(4,664,198)	5,968,835	1,304,637
Beginning fund balance	-	34,327,419	34,327,419
Operating Results	(4,664,198)	5,968,835	1,304,637
Ending fund balance	(4,664,198)	40,296,254	35,632,056
Institutional support:			
President approved			
Chancellor approved	4,664,198		4,664,198
Board informed			
Ending Fund Balance, Adjusted	\$ -	\$ 40,296,254	\$ 40,296,254



**UNIVERSITY SYSTEM
of MARYLAND**

Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare
Summary of Athletic Program Operating Net Margins and Fund Balances
For the Year Ended June 30, 2025

**Division 1
TU**

	Institution ICA	Affiliated Foundation	Total
Operating Revenue	\$ 29,890,151	\$ 132,249	\$ 30,022,400
Direct Expenses	19,860,820		19,860,820
Direct Margin	10,029,331	132,249	10,161,580
Indirect Expenses	11,687,623	-	11,687,623
Operating Results	(1,658,292)	132,249	(1,526,043)
Beginning fund balance	381,191	5,692,075	6,073,266
Operating Results	(1,658,292)	132,249	(1,526,043)
Ending fund balance	(1,277,101)	5,824,324	4,547,223
Institutional support:			
President approved			
Chancellor approved	1,658,282		1,658,282
Board informed			
Ending Fund Balance, Adjusted	\$ 381,181	\$ 5,824,324	\$ 6,205,505



**UNIVERSITY SYSTEM
of MARYLAND**

Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare
Summary of Athletic Program Operating Net Margins and Fund Balances
For the Year Ended June 30, 2025

	Division 1	
	UMES	CSU
	<u>Institution ICA</u>	<u>Institution ICA</u>
Operating Revenue	\$ 8,744,071	\$ 3,168,012
Direct Expenses	7,657,999	3,093,615
Direct Margin	<u>1,086,072</u>	<u>74,397</u>
Indirect Expenses	4,288,723	2,107,509
Operating Results	<u>(3,202,651)</u>	<u>(2,033,112)</u>
Beginning fund balance	(2,849,649)	-
Operating Results	<u>(3,202,651)</u>	<u>(2,033,112)</u>
Ending fund balance	<u>(6,052,300)</u>	<u>(2,033,112)</u>
Institutional support:		
President approved		
Chancellor approved	3,052,300	
Board informed		
Ending Fund Balance, Adjusted	<u>\$ (3,000,000)</u>	<u>\$ (2,033,112)</u>



**UNIVERSITY SYSTEM
of MARYLAND**

Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare
Summary of Athletic Program Operating Net Margins and Fund Balances
For the Year Ended June 30, 2025

**Division 1
UMBC**

	Affiliated		
	Institution ICA	Foundation	Total
Operating Revenue	\$ 19,884,563	\$ -	\$ 19,884,563
Direct Expenses	14,057,253		14,057,253
Direct Margin	5,827,310	-	5,827,310
Indirect Expenses	6,771,190	-	6,771,190
Operating Results	(943,880)	-	(943,880)
Beginning fund balance	5,358	816,291	821,649
Operating Results	(943,880)	-	(943,880)
Ending fund balance	(938,522)	816,291	(122,231)
Institutional support:			
President approved	943,880		
Chancellor approved			
Board informed			
Ending Fund Balance, Adjusted	\$ 5,358	\$ 816,291	\$ (122,231)



**UNIVERSITY SYSTEM
of MARYLAND**

Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare
Summary of Athletic Program Operating Net Margins and Fund Balances
For the Year Ended June 30, 2025

	Division 2			BSU
	FSU		Total	
	Institution ICA	Affiliated Foundation		
Operating Revenue	\$ 7,665,129	\$ 494,460	\$ 8,159,589	\$ 4,788,789
Direct Expenses	5,641,736	211,807	5,853,543	4,289,427
Direct Margin	2,023,393	282,653	2,306,046	499,362
Indirect Expenses	5,942,739	88,184	6,030,923	1,182,145
Operating Results	(3,919,346)	194,469	(3,724,877)	(682,783)
Beginning fund balance	112,006		112,006	-
Operating Results	(3,919,346)	194,469	(3,724,877)	(682,783)
Ending fund balance	(3,807,340)	194,469	(3,612,871)	(682,783)
Institutional support:				
President approved				682,783
Chancellor approved	3,919,346	-	3,919,346	
Board informed				
Ending Fund Balance, Adjusted	\$ 112,006	\$ 194,469	\$ 306,475	\$ -



**UNIVERSITY SYSTEM
of MARYLAND**

Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare
Summary of Athletic Program Operating Net Margins and Fund Balances
For the Year Ended June 30, 2025

**Division 3
SU**

	Affiliated		
	Institution ICA	Foundation	Total
Operating Revenue	\$ 5,341,076	\$ 1,275,624	\$ 6,616,700
Direct Expenses	5,570,043	773,965	6,344,008
Direct Margin	(228,967)	501,659	272,692
Indirect Expenses	1,116,703	85,658	1,202,361
Operating Results	(1,345,670)	416,001	(929,669)
Beginning fund balance	9,965,041	1,813,186	11,778,227
Operating Results	(1,345,670)	416,001	(929,669)
Ending fund balance	8,619,371	2,229,187	10,848,558
Institutional support:			
President approved			
Chancellor approved			
Board informed			
Ending Fund Balance, Adjusted	\$ 8,619,371	\$ 2,229,187	\$ 10,848,558

TOPIC: Convening Closed Session (action)

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: April 9, 2026

SUMMARY: The Open Meetings Act permits public bodies to close their meetings to the public in special circumstances outlined in §3-305 of the Act and to carry out administrative functions exempted by §3-103 of the Act. The Board of Regents Finance Committee will now vote to reconvene in closed session. As required by law, the vote on the closing of the session will be recorded. A written statement of the reason(s) for closing the meeting, including a citation of the authority under §3-305 and a listing of the topics to be discussed, is available for public review.

It is possible that an issue could arise during a closed session that the Committee determines should be discussed in open session or added to the closed session agenda for discussion. In that event, the Committee would reconvene in open session to discuss the open session topic or to vote to reconvene in closed session to discuss the additional closed session topic.

ALTERNATIVE(S): No alternative is suggested.

FISCAL IMPACT: There is no fiscal impact.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Board of Regents Committee on Finance vote to reconvene in closed session.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



UNIVERSITY SYSTEM
of MARYLAND

STATEMENT REGARDING CLOSING A MEETING
OF THE COMMITTEE ON FINANCE
OF THE USM BOARD OF REGENTS

Date: April 9, 2026
Time: 10:00 a.m.
Location: Video Conference

STATUTORY AUTHORITY TO CLOSE A SESSION

Md. Code, General Provisions Article §3-305(b):

- (1) To discuss:
- (i) The appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or
 - (ii) Any other personnel matter that affects one or more specific individuals.
- (2) To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- (3) To consider the acquisition of real property for a public purpose and matters directly related thereto.
- (4) To consider a preliminary matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- (5) To consider the investment of public funds.
- (6) To consider the marketing of public securities.
- (7) To consult with counsel to obtain legal advice on a legal matter.
- (8) To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations.

- (10) [] To discuss public security, if the public body determines that public discussions would constitute a risk to the public or public security, including:
- (i) the deployment of fire and police services and staff; and
 - (ii) the development and implementation of emergency plans.
- (11) [] To prepare, administer or grade a scholastic, licensing, or qualifying examination.
- (12) [] To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13) [] To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- (14) [x] Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiation strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.
- (15) [] To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to:
- (i) security assessments or deployments relating to information resources technology;
 - (ii) network security information, including information that is:
 1. related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity;
 2. collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or
 3. related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or
 - (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

Md. Code, General Provisions Article §3-103(a)(1)(i):

- [] Administrative Matters

TOPIC(S) TO BE DISCUSSED:

Award of a contract for advancement CRM implementation services.

REASON FOR CLOSING:

To maintain confidentiality of bid proposals prior to BOR approval and the awarding of a new contract (§3-305(b)(14)).