

**BOARD OF TRUSTEES
FINANCE, INVESTMENT, AND AUDIT COMMITTEE
October 9, 2025**

OPEN SESSION AGENDA

I. MOTION AND VOTE TO CLOSE THE MEETING

Vote to close the meeting in compliance with Title 10, Subtitle 3 of the General Provisions Article, the Open Meetings Act, for the purpose set forth in the closing statement: cash reconciliation update, to review FY25 & FY26 budget discussion, review the summary of bond proceeds, to provide updates on the Campus Store RFP, the AFSCME Memorandum of Understanding, personnel changes and to review Supplemental Retirement Plan changes.

II. CALL TO ORDER AFTER CLOSED SESSION

III. DISCUSSION ITEMS

- A. Status of the FY25 Operating Budget Closing
- B. Annual Financial Statement Audit Update

IV. ACTION ITEMS

- A. Revision of the FY26 Current Fund Operating Budget
- B. Reconciliation of the FY25 Plant fund Budget
- C. Supplemental Retirement Plan Changes
- D. Approval of the 2025 Performance Accountability Report

V. INFORMATION ITEMS

- A. Reportable Procurement Items
- B. Joint Investment Activities
- C. Dashboards
- D. Minutes (Meetings of May 6, 2025, May 8, 2025, and June 5, 2025)

A portion of this meeting will be held in closed session.

**ST. MARY'S COLLEGE OF MARYLAND
BOARD OF TRUSTEES
FINANCE, INVESTMENT, AND AUDIT COMMITTEE
OCTOBER 9, 2025
DISCUSSION ITEM III.A.
STATUS OF THE FY25 OPERATING BUDGET CLOSING**

Please note that these figures are un-audited.

FY25 preliminary and un-audited results are 99% accurate at this time. On a cash basis, actual current fund unrestricted revenues of \$94.596M were more than budgeted by \$1.012M. Expenditures and transfers totaled \$95.284M, which was \$1.837M more than \$93.447M that was budgeted.

Overall, expenses exceeded revenue by \$688K. The College's drawdown of \$3.114M from the 2020 revenue bond supported approved operating expenditures. The primary contributing factor to the FY25 budget deficit was the accrual of regular and contractual payroll, as well as Anthology invoices, to the appropriate fiscal year of expense.

ST. MARY'S COLLEGE OF MARYLAND			
SMCM FY25 Results to Date as of 09-22-2025			
	FY25 Approved Operating Budget	FY25 Approved Operating Budget	FY25 Approved Operating Budget
	0% T, 0%F, 3.9% Room, 3.9% board	Actual Revenue/Expenses Through 06/30/2025	Variance
Undergraduate*	1552 FT (403 F)	1549 FT (403 F) (68 Transfers)	
In-State Full-Time Student Head Count	1392	1396	4
DC Resident Full-Time Student Head Count	22	21	(1)
Out-of-State Full-Time Student Head Count	137	133	(4)
Part-Time Student Count (Per Credit Hour)	2099	2060	(39)
Graduate			
MAT Program Student Head Count	14	14	0
St. Mary's College Revenues			
Tuition Revenue			
Undergraduate			
In-State Full-Time Student Tuition	16,865,472	16,981,646	116,174
DC Resident Full-Time Student Tuition	486,552	444,008	(42,544)
Out-of-State Full-Time Student Tuition	3,862,304	3,846,259	(16,045)
Part-Time Student Tuition (Per Credit Hour)	652,200	580,796	(71,404)
Non-Degree Seeking Tuition Revenue	15,360	12,600	(2,760)
Graduate			-
MAT Program Tuition	231,420	242,303	10,883
<i>Subtotal Tuition Revenue</i>	<i>22,113,308</i>	<i>22,107,611</i>	<i>(5,697)</i>

	FY25 Approved Operating Budget	FY25 Approved Operating Budget	FY25 Approved Operating Budget
Tuition Waivers Received from Other Institutions	210,000	239,262	29,262
Total Tuition Revenue	22,323,308	22,346,873	23,565
Fees			
Mandatory Fees Undergraduate & Graduate	4,910,644	4,910,149	(495)
Mandatory Fees Part-Time Students	102,326	99,060	(3,266)
Other Fees (Course, Graduation, Parking, Athletics, etc.)	794,720	679,476	(115,244)
Reduction for Mandatory Fees Transferred to Student Government Association (SGA)	(425,250)	(423,537)	1,713
Reduction for Mandatory Fees Transferred to Plant Facility Fund	(1,568,700)	(1,562,382)	6,318
Sub-Total Fees Revenue	3,813,740	3,702,766	(110,974)
State Appropriations			
General Fund	36,465,675	36,483,675	18,000
FY2025 COLA Salary Adjustments (Final Confirmed BA Amt for COLA & Longevity)	1,800,000	1,525,888	(274,112)
HEIF	2,549,840	2,549,840	-
Sub-Total State Appropriation Revenue	40,815,515	40,559,403	(256,112)
Auxiliary Enterprises			
Residence Halls	11,947,312	12,322,169	374,857
Dining Services	7,108,351	7,578,339	469,989
Bookstore Operations	929,000	1,087,469	158,469
Other Auxiliary Revenue (One Card General Revenue, Study Aboard Study Tours)	-	14,997	14,997
Sub-Total Auxiliary Revenue	19,984,663	21,002,974	1,018,312
Other Revenue Sources			
Sales & Services - Educational	500,000	476,405	(23,595)
Quasi-Endowment (4% Spending Allocation of Cash Equities)	176,800	176,800	-
Interest Income from Cash at State	850,000	1,110,597	260,597

	FY25 Approved Operating Budget	FY25 Approved Operating Budget	FY25 Approved Operating Budget
Treasurer Note Interest Return from Bond	462,313	547,788	85,475
Foundation Unrestricted Support	75,000	75,000	-
Other (Career Center, Registration fees, Faculty Housing Revenue, Miscellaneous.)	300,000	656,313	356,313
<i>Sub-Total Other Revenue Sources</i>	<i>2,364,113</i>	<i>3,042,904</i>	<i>678,791</i>
<i>Total Operating Revenues</i>	<i>89,301,339</i>	<i>90,654,920</i>	<i>1,353,581</i>
St. Mary's College Expenses			
Operating Expenses			
Contractual Payroll (includes student payroll)	4,129,680	4,398,720	(269,040)
Travel	2,321,492	1,974,719	346,774
Utilities and Fuel	4,015,000	3,756,144	258,856
Contractual Services	7,977,923	9,431,415	(1,453,492)
Supplies	2,012,284	2,087,126	(74,842)
Equipment	1,375,499	1,802,490	(426,991)
All Other Operating Expenses	1,603,924	1,649,479	(45,555)
<i>Sub-Total Operating Expenses</i>	<i>23,435,803</i>	<i>25,100,092</i>	<i>(1,664,290)</i>

	FY25 Approved Operating Budget	FY25 Approved Operating Budget	FY25 Approved Operating Budget
Auxiliary Expenses			
Dining Services (Bon Appetit costs)	4,800,000	5,103,477	(303,477)
Bookstore Operations	925,000	1,313,741	(388,741)
Sub-Total Auxiliary Expenses	5,725,000	6,417,219	(692,219)
Other Expenses			
Institutional Expense	500,000	609,861	(109,861)
Debt Services	3,429,035	3,413,217	15,818
Sub-Total Other Expenses	3,929,035	4,023,078	(94,043)
Scholarship/Waiver Expenses			
Tuition Waivers	787,000	791,234	(4,234)
Total Scholarships	8,750,000	8,726,766	23,234
Sub-Total Scholarship/Waiver Expenses	9,537,000	9,517,999	19,001
Sub-Total SMCM Expenses (Non-FT Personnel)	42,626,838	45,058,388	(2,431,551)
St. Mary's College FT Personnel Expenses			
Personnel - Wages	33,918,647	32,815,606	1,103,041
Personnel - Benefits, Wage Changes, Savings, Miscellaneous Items, etc.)	13,186,792	13,766,824	(580,032)
Sub-Total FT Personnel Expenses	47,105,439	46,582,430	523,009
Total Expenses	89,732,276	91,640,818	(1,908,542)
Additional Expenses Beyond Normal Operating Budget			
FY25/26 Security Cameras Annual Lease	234,266	234,266	-
FY25/26 ERP Final Implementation Costs (FY26 - Add't Post Integration Requirements)	650,000	1,578,485	(928,485)

	FY25 Approved Operating Budget	FY25 Approved Operating Budget	FY25 Approved Operating Budget
FY25 Support for Middles States Reaffirmation of Accreditation (not needed FY26)	66,360	55,018	11,342
FY25 Montgomery Hall Temporary Relocation Expense (not needed for FY25 or FY26)	325,000	-	325,000
FY25/26 Modernization of Residence Halls	600,000	700,000	(100,000)
FY25 Wi-Fi Upgrade Project (Carryover from FY24) (not needed FY26)	417,475	417,475	-
FY25/26 Cybersecurity Initiatives	-	80,960	(80,960)
FY25/26 Strategic Plan <i>"The Rising Tide"</i> Initiatives to the Bond	1,242,500	403,736	838,764
FY25/26 Strategic Plan <i>"The Rising Tide"</i> Initiatives to Operating Expenses	179,000	173,137	5,863
<i>Sub-Total Additional Expenses Beyond Normal Operating Budget</i>	3,714,601	3,643,077	71,524
Additional Revenues Beyond Normal Operating Budget			
Strategic Initiatives to the Bond	3,455,480	3,113,529	(341,951)
Bond Funds for Strategic Plan Initiatives FY26			
Carry-forward of FY24 Surplus to Offset FY24 Unencumbered Expenses (TBD for FY26)	527,850	527,850	-
Carry-forward of FY24 Surplus to Increase FY25 Modernization of Residence Halls	300,000	300,000	-
<i>Sub-Total Additional Revenues Beyond Normal Operating Budget</i>	4,283,330	3,941,379	(341,951)
<i>Grand Total of Revenue (Total Operating Revenue + Additional Revenue)</i>	93,584,669	94,596,299	1,011,630
<i>Grand Total of Expenses (Total Operating Expenses + Additional Expenses)</i>	93,446,877	95,283,895	(1,837,018)
<i>Surplus/(Deficit)</i>	137,792	(687,596)	(825,388)

**ST. MARY'S COLLEGE OF MARYLAND
BOARD OF TRUSTEES
FINANCE, INVESTMENT, AND AUDIT COMMITTEE
OCTOBER 9, 2025
DISCUSSION ITEM III.B.
STATUS OF THE FY25 ANNUAL FINANCIAL STATEMENT AUDIT**

The fiscal year closed on June 30, 2025. The entrance interview with the College's new audit firm, SB & Company, LLC, was held in May 2025. Year-end reviews and adjustments are well underway. SB & Company conducted their on-site walkthrough from August 6–7, 2025, and have since continued their work remotely. The firm has been requesting sample files, and the College remains committed to providing all requested data promptly. The audit process is on schedule, and the audited financial statements are expected to be presented to the Finance, Investment, and Audit Committee, and subsequently to the Board of Trustees, for review and approval in January 2026.

**ST. MARY'S COLLEGE OF MARYLAND
BOARD OF TRUSTEES
FINANCE, INVESTMENT, AND AUDIT COMMITTEE
OCTOBER 9, 2025
ACTION ITEM IV.A.
REVISION OF FY26 CURRENT FUND (OPERATING) BUDGET**

RECOMMENDED ACTION

The Finance, Investment, and Audit Committee recommends approval by the Board of Trustees, St. Mary's College of Maryland, of revisions to the current fund operating budget for fiscal year 2026, as attached.

RATIONALE

Maryland law entrusts the development and approval of the operating budget for the College to the Board of Trustees. Authorization of the attached FY26 current fund operating budget will allow the College to continue its mission of providing high-quality, public, post-secondary education.

The revised operating budget reflects updates based on the most recent enrollment projections provided by Institutional Research, the State budget amendment for the FY26 Cost-of-Living Adjustment (COLA), and merit salary adjustments for the Collective Bargaining Unit, as well as an increase in income from cash held at the State Treasury.

Operating expense changes include increases across multiple categories, higher wages and benefits to account for the FY26 State salary adjustments, reinstatement of the staff reclassification process, and the rollover of FY25 academic requests into the FY26 operating budget.

Despite these adjustments, St. Mary's College of Maryland continues to project a \$109K operating surplus for FY26.

ST. MARY'S COLLEGE OF MARYLAND			
SMCM FY26 Revisions to Operating Budget			
	Board Approved FY26 Operating Budget	Proposed Revisions to FY26 Operating Budget	Proposed FY26 Operating Budget
	3.0% T, 3.0%F, 3.0% Room, 3.0% board	3.0% T, 3.0%F, 3.0% Room, 3.0% board	Variance from Approved FY26 Budget
Undergraduate*	1561 (405 F); (70 Transfers)	1549 (404 F); (75 Transfers)	(12)
In-State Full-Time Student Head Count	1401	1398	(3)
DC Resident Full-Time Student Head Count	21	17	(4)
Out-of-State Full-Time Student Head Count	139	134	(5)
Part-Time Student Count (Per Credit Hour)	2027	2027	0
Graduate			
MAT Program Student Head Count	17	24	7
St. Mary's College Revenues			
Tuition Revenue			
Undergraduate			
In-State Full-Time Student Tuition	17,484,480	17,447,040	(37,440)
DC Resident Full-Time Student Tuition	478,380	382,160	(96,220)
Out-of-State Full-Time Student Tuition	4,036,282	3,891,092	(145,190)
Part-Time Student Tuition (Per Credit Hour)	790,530	790,530	
Non-Degree Seeking Tuition Revenue	12,600	12,600	
Graduate			
MAT Program Tuition	289,442	408,624	119,182
Subtotal Tuition Revenue	23,091,714	22,932,046	(159,668)
Tuition Waivers Received from Other Institutions	225,000	225,000	-
Total Tuition Revenue	23,316,714	23,157,046	(159,668)

	Board Approved FY26 Operating Budget	Proposed Revisions to FY26 Operating Budget	Proposed FY26 Operating Budget
Fees			-
Mandatory Fees Undergraduate & Graduate	5,102,598	5,086,862	(15,736)
Mandatory Fees Part-Time Students	101,857	101,857	-
Other Fees (Course, Graduation, Parking, Athletics, etc.)	659,720	659,720	-
Reduction for Mandatory Fees Transferred to Student Government Association (SGA)	(421,470)	(418,230)	3,240
Reduction for Mandatory Fees Transferred to Plant Facility Fund	(1,600,025)	(1,587,725)	12,300
<i>Sub-Total Fees Revenue</i>	<i>3,842,680</i>	<i>3,842,484</i>	<i>(196)</i>
State Appropriations			-
General Fund	39,134,897	39,134,897	-
FY2026 COLA & Collective Bargaining Unit Merit Salary Adjustment	-	1,203,443	1,203,443
HEIF	2,549,840	2,549,840	-
<i>Sub-Total State Appropriation Revenue</i>	<i>41,684,737</i>	<i>42,888,180</i>	<i>1,203,443</i>
Auxiliary Enterprises			-
Residence Halls	12,782,774	12,737,304	(45,470)
Dining Services	7,874,903	7,840,296	(34,607)
Bookstore Operations	1,093,000	1,093,000	-
Other Auxiliary Revenue (One Card General Revenue, Study Aboard Study Tours)	45,000	45,000	-
<i>Sub-Total Auxiliary Revenue</i>	<i>21,795,677</i>	<i>21,715,600</i>	<i>(80,077)</i>
Other Revenue Sources			
Sales & Services - Educational	400,000	400,000	-
Quasi-Endowment (4% Spending Allocation of Cash Equities)	163,545	163,545	-
Interest Income from Cash at State	850,000	1,000,000	150,000
Treasurer Note Interest Return from Bond	223,999	223,999	-
Foundation Unrestricted Support	75,000	75,000	-

	Board Approved FY26 Operating Budget	Proposed Revisions to FY26 Operating Budget	Proposed FY26 Operating Budget
Other (Career Center, Registration fees, Faculty Housing Revenue, Miscellaneous.)	250,000	250,000	-
HSMC - MOU Revenue	1	1	-
<i>Sub-Total Other Revenue Sources</i>	<i>1,962,545</i>	<i>2,112,545</i>	<i>150,000</i>
<i>Total Operating Revenues</i>	<i>92,602,352</i>	<i>93,715,855</i>	<i>1,113,502</i>
St. Mary's College Expenses			
Operating Expenses			
Contractual Payroll (includes student payroll)	4,147,745	4,178,745	(31,000)
Travel	1,419,304	1,419,304	-
Utilities and Fuel	4,009,600	4,009,600	-
Contractual Services	7,854,102	8,504,102	(650,000)
Supplies	1,925,905	1,925,905	-
Equipment	1,346,601	1,346,601	-
All Other Operating Expenses	2,084,065	2,084,065	-
<i>Sub-Total Operating Expenses</i>	<i>22,787,322</i>	<i>23,468,322</i>	<i>(681,000)</i>

	Board Approved FY26 Operating Budget	Proposed Revisions to FY26 Operating Budget	Proposed FY26 Operating Budget
Auxiliary Expenses			-
Dining Services (Bon Appetit costs)	5,085,000	5,085,000	-
Bookstore Operations	1,322,534	1,322,534	-
Sub-Total Auxiliary Expenses	6,407,534	6,407,534	-
Other Expenses			-
Institutional Expense	600,000	600,000	-
Debt Services	3,153,579	3,153,579	-
Sub-Total Other Expenses	3,753,579	3,753,579	-
Scholarship/Waiver Expenses			-
Tuition Waivers	785,658	785,658	-
Total Scholarships	8,531,601	8,531,601	-
Sub-Total Scholarship/Waiver Expenses	9,317,259	9,317,259	-
Sub-Total SMCM Expenses (Non-FT Personnel)	42,265,694	42,946,694	(681,000)
St. Mary's College FT Personnel Expenses			-
Personnel - Wages	34,941,587	35,522,889	(581,302)
Personnel - Benefits, Wage Changes, Savings, Miscellaneous Items, etc.)	14,099,258	14,228,648	(129,390)
Sub-Total FT Personnel Expenses	49,040,844	49,751,536	(710,692)
Total Expenses	91,306,538	92,698,230	(1,391,692)
Additional Expenses Beyond Normal Operating Budget			
FY26 Security Cameras Annual Lease	234,266	234,266	-
FY26 ERP Post Integration Requirements	650,000	650,000	-

	Board Approved FY26 Operating Budget	Proposed Revisions to FY26 Operating Budget	Proposed FY26 Operating Budget
FY25/26 Modernization of Residence Halls	125,000	125,000	-
FY25/26 Cybersecurity Initiatives	250,000	250,000	-
FY26 OIT Server Replacement (Phase 1)	150,000	150,000	-
FY26 PG Hall Modernization Project (Bond)	1,250,000	1,250,000	-
FY26 OIT Infrastructure Enhancements for Library (Bond)	325,000	325,000	-
FY26 Marine Science Research Vessel (Bond)	513,000	513,000	-
FY26 Strategic Initiatives to the Bond - One Time Expenses	672,260	672,260	-
FY26 Strategic Plan <i>"The Rising Tide"</i> Initiatives to the Bond	1,027,500	1,027,500	-
FY26 Strategic Plan <i>"The Rising Tide"</i> Initiatives to Operating Expenses	248,000	248,000	-
FY25 Approved Rollover into FY26 Operating Budget	-	110,358	(110,358)
<i>Sub-Total Additional Expenses Beyond Normal Operating Budget</i>	5,445,026	5,555,384	(110,358)
Additional Revenues Beyond Normal Operating Budget			
Strategic Initiatives to the Bond	3,618,870	3,618,870	-
Bond Funds for Strategic Plan Initiatives FY26	1,027,500	1,027,500	-
Carry-forward of FY24 Surplus to Offset FY24 Unencumbered Expenses (TBD for FY26)	-	-	-
Carry-forward of FY24 Surplus to Increase FY25 Modernization of Residence Halls	-	-	-
<i>Sub-Total Additional Revenues Beyond Normal Operating Budget</i>	4,646,370	4,646,370	-
<i>Grand Total of Revenue (Total Operating Revenue + Additional Revenue)</i>	97,248,722	98,362,225	1,113,502
<i>Grand Total of Expenses (Total Operating Expenses + Additional Expenses)</i>	96,751,564	98,253,613	(1,502,050)
<i>Surplus/(Deficit)</i>	497,158	108,611	(388,547)

**ST. MARY'S COLLEGE OF MARYLAND
BOARD OF TRUSTEES
FINANCE, INVESTMENT, AND AUDIT COMMITTEE
OCTOBER 9, 2025
ACTION ITEM IV.B.
RECONCILIATION OF THE FY25 PLANT FUND BUDGET**

RECOMMENDED ACTION

The Finance, Investment, and Audit Committee recommends approval by the Board of Trustees, St. Mary's College of Maryland, of the following reconciliation to the plant fund budget for FY25, as provided.

RATIONALE

The attached schedules are provided for informational purposes and reflect the final approved FY25 plant budget, along with the addition of new projects for FY26 that were approved by the Board of Trustees in February 2025.

Eight major projects with a value exceeding \$200,000 remain active, with a FY26 balance of \$3.82 million. As required, all projects over \$200,000 have received explicit approval from the Board of Trustees. FY25 plant fund activity has been fully reconciled through fiscal year-end, and the newly approved projects from February 2025 have been incorporated.

Additionally, the plant fund received a \$2.2 million reimbursement from the State Treasurer's Office for expenses related to Calvert Hall remediation and repairs following the contractor-related fire. This reimbursement reduced the overall FY25 expenses reported in the plant fund budget.

St. Mary's College of Maryland
Action Item IV.B. Reconciliation of the FY25 Plant Fund
FY25 Plant Project Summary

For June 30, 2025

CARS Subfund	Description	FY25		Balance Remaining	FY26 Additions	FY26 Final Budget
		Final Budget	FY25 Expenditures			
3001 Plant Contingency		181,208	0	181,208	30,000	211,208
3003 Miscellaneous Maintenance and Repairs		608,405	74,580	533,825	485,588	1,019,413
3004 Miscellaneous Small Enhancement		309,472	51,352	127,472	197,000	309,472
3121 Miscellaneous Residence Hall Projects		977,509	284,705	692,804	138,000	830,804
3239 Residence Hall Furniture		409,923	187,908	222,015	200,000	422,015
3263 Traditional Residence Halls Refresh		233,997	83,521	150,475	100,000	250,475
3270 Campus Wide Signage Upgrade Project (Interior/Exterior)		50,000	0	50,000	243,040	293,040
6501 GSMRF		463,738	(18,567)	482,306	0	482,306
Projects > \$200K		3,234,251	663,498	2,440,104	1,393,628	3,818,732
Projects < \$200K		(735,543)	(1,105,739)	370,196	193,000	563,196
Total All Projects		2,498,708	(442,240)	2,810,300	1,586,628	4,381,928
3020 Site Improvements		32,470	0	32,470	38,000	70,470
3022 Campus Master Plan		114,419	0	114,419	0	114,419
3090 Parking Lot Improvements		44,000	4,925	39,075	20,000	59,075
3225 Athletics Renovation		267,662	204,904	62,759	0	62,759
3230 Traffic Calming Project		11,408	11,408	(0)		(0)
3233 Sun Trust - LOC		35,565	0	35,565		35,565
3238 Programming/Study Projects		100,000	22,770	77,230	120,000	197,230
3245 PG & Dorch ADA Ramps		701	30,000	(29,299)		(29,299)
3251 Campus Security Lighting		42,000	0	42,000		42,000
3252 Library Renovation		99	0	99		99
3254 Housing Security Upgrade		46,797	0	46,797		46,797
3258 Goodpaster Hall		(2,754)	(3,241)	486		486
3261 ADA Upgrades		42,000	0	42,000	15,000	57,000
3262 Calvert Hall Fire		(2,210,777)	(2,210,777)	0		0
3264 Traditional Resident Halls - Life Sprinklers		125,000	0	125,000	0	125,000
3265 Artist House Repairs		30,000	29,365	635	0	635
3267 Tennis Court Renovation Project		245,868	610,326	(364,458)	0	(364,458)
3268 PG Chiller Renovation Project		250,000	143,841	106,159	0	106,159
3269 MB Renovation Project		90,000	50,741	39,259	0	39,259
Total Projects		(735,543)	(1,105,739)	370,196	193,000	563,196

St. Mary's College of Maryland
Action Item IV.B.
Reconciliation of the FY25 Plant Fund Budget

FY25 Initial Plant Budget	2,498,708
Final FY25 Plant Budget	<u>2,498,708</u>
FY25 Expenditures	(442,240)
FY25 Available Balance	2,940,949
FY26 New Projects	1,586,628
FY26 Available Project Budgets	<u>4,527,577</u>
Cash Available in Unexpended Plant Fund July 1, 2024	1,517,253
FY24 Facility Fee Receipts	1,517,166
Plant Fund Cash	<u>3,034,419</u>
FY25 Plant Fund Expenses	(442,240)
July 1, 2024 Plant Fund Available Cash	<u>3,476,659</u>
Less: Approved New Projects FY25	(1,586,628)
Excess / (Deficit) Plant Funds	<u>1,890,031</u>
FY26 Projected Facility Fees	<u>1,586,628</u>
Projected Plant Fund Balance	<u>3,476,659</u>

EXECUTIVE SUMMARY OF SUPPLEMENTAL RETIREMENT PLAN CHANGES

This summary briefly outlines the key changes to the

- St. Mary's College of Maryland Supplemental 403(b) Retirement Plan ("403(b) Plan");
- St. Mary's College of Maryland Deferred Compensation Plan and Trust ("457(b) Plan");
- State of Maryland Higher Education Institutions Supplemental 401(a) Matching Plan and Trust ("401(a) Plan"); and
- St. Mary's College of Maryland Contingent Deferred Compensation Plan.

(each a "Plan" and collectively the "Plans"). The Plans are being amended and restated effective January 1, 2025, except as otherwise stated below, to make certain legally required and discretionary changes under the Setting Every Community Up for Retirement Enhancement ("SECURE") Act of 2019, the Coronavirus Aid, Relief, and Economic Security ("CARES") Act of 2020, and the SECURE 2.0 Act of 2022, and to make certain other discretionary changes.

403(b) PLAN AMENDMENTS

The key changes to the 403(b) Plan, generally effective January 1, 2025, include the following:

1. **Technical Changes.** The Plan was amended to make certain technical non-substantive changes that the IRS has requested in recent plan reviews.
2. **Roth Contributions.** The Plan was amended to add Roth Contributions and Roth rollovers effective January 1, 2026, or, if earlier, as of the date approved by the Board. While these changes are discretionary, if the College does not add Roth Contributions to the Plan, it will no longer be able to permit age 50 catch-up contributions due to a requirement under SECURE 2.0 that age 50 catch-up contributions be made as Roth for higher earners.
3. **Deferral Elections.** The Plan was amended to remove the requirement that elective deferrals be made in a flat dollar amount to give the College flexibility in the future to allow elections as a percentage of compensation.
4. **In-Plan Roth Rollovers.** The Plan was amended to allow in-Plan Roth rollovers effective January 1, 2026, or, if earlier, as of the date approved by the Board. This is an optional amendment that allows participants to convert their Plan accounts from pre-tax to Roth, at their discretion, regardless of whether they have had a distributable event under the Plan.
5. **Increased Catch-Up Contributions.** The Plan was amended effective January 1, 2025, to permit higher catch-up limits for the years in which a participant attains ages 60, 61, 62, and 63, as permitted under SECURE 2.0.

6. **Higher Earner Catch-Up Contributions.** The Plan was amended effective January 1, 2026, to provide that higher earner participants can make age-based catch-up contributions to the Plan on a Roth basis only. This change is mandatory under SECURE 2.0 in order to continue to provide age-based catch-up contributions under the Plan. The Plan was also amended to provide for correction methods in the event of an inadvertent violation of this new provision.
7. **Correction of Excess Contributions.** The Plan was amended to add an ordering rule for the return of excess contributions in order to facilitate the correction of errors.
8. **Small Account Cash-Outs.** The Plan was amended to increase the dollar limit for mandatory cash-outs to terminated participants from \$1,000 to \$7,000. This is an optional change under SECURE 2.0 that is intended to reduce situations in which participants cannot be located when distributions are required.
9. **Financial Hardships.** The Plan was amended to make several optional changes to the financial hardship provisions under the Plan:
 - The Plan was amended to provide that effective November 1, 2025, financial hardship distributions can be taken from both elective deferrals and the earnings on those elective deferrals. This is an optional change under SECURE 2.0 that will benefit participants and reduce administration.
 - Effective November 1, 2025, the Plan was amended to provide that financial hardship distributions cannot be taken from deselected vendors, which makes compliance easier since deselected vendors are much less likely to provide the information needed to coordinate financial hardship distributions in multi-vendor plans.
 - The Plan was amended to provide that a vendor can rely on self-certification of financial hardship rather than require substantiation, as permitted under SECURE 2.0. This is an optional change under SECURE 2.0 that reduces administrative complexity.
 - The Plan was amended to remove the six-month suspension of elective deferrals following a hardship effective January 1, 2020, and to update the reasons for which a hardship distribution can be taken. These amendments reflect a retroactive self-correction of changes that became effective under the Bipartisan Budget Act of 2019 on January 1, 2020.
10. **Required Minimum Distributions.** The Plan was amended to make several mandatory changes under SECURE Act, CARES Act, and SECURE 2.0 Act to the required minimum distribution provisions under the Plan:
 - The required beginning date for minimum required distributions was increased from age 70 ½ to age 72 effective January 1, 2020, then from age 72 to 73 effective January 1, 2023, and then from age 73 to 75 effective January 1, 2033.
 - Roth contribution accounts are excluded from the required minimum distribution rules during the participant's lifetime.

- Distributions can no longer be made over a beneficiary's life expectancy at the death of a participant, unless the beneficiary is a spouse, minor child, not more than 10 years younger than the participant, or disabled or chronically ill.
- The spousal election provisions to be treated as the employee for specified purposes are incorporated into the Plan.
- The temporary suspension of RMDs for 2020. The Plan also needed an amendment to self-correct for failing to include the temporary suspension of RMDs for 2009 under WRERA, which was accomplished by separate amendment.

11. **Plan-to-Plan Transfers.** The Plan was amended to provide for plan-to-plan transfers to and from the MSRP 403(b) Plan, to memorialize actual operation.

457(b) PLAN AMENDMENTS

The key changes to the 457(b) Plan, generally effective January 1, 2025, include the following:

1. **Technical Changes.** The Plan was amended to make certain technical non-substantive changes that the IRS has requested in recent plan reviews.
2. **Roth Contributions.** The Plan was amended to add Roth Contributions and Roth rollovers effective January 1, 2026, or, if earlier, as of the date approved by the Board. While these changes are discretionary, if the College does not add Roth Contributions to the Plan, it will no longer be able to permit age 50 catch-up contributions due to a requirement under SECURE 2.0 that age 50 catch-up contributions be made as Roth Contributions for higher earners.
3. **Beneficiary Default.** The Plan was amended to provide that if the participant does not name a beneficiary or the beneficiary predecease the participant, the surviving spouse will be the beneficiary or, if none, the estate will be the beneficiary. This change is intended to help participants avoid probate.
4. **Elimination of First Day of the Month Rule.** The Plan was amended so that effective January 1, 2023, deferrals (and changes to deferrals) will begin as soon as administratively practicable after the Salary Reduction Agreement is returned to the College. This change reflects SECURE 2.0's elimination of the requirement that deferrals become effective no earlier than the first day of the next month.
5. **In-Plan Roth Rollovers.** The Plan was amended to allow in-Plan Roth rollovers effective January 1, 2026, or, if earlier, as of the date that the Board approves Roth Contributions. This is an optional amendment that allows participants to convert their Plan accounts from pre-tax to Roth, at their discretion, regardless of whether they have had a distributable event.
6. **Increased Catch-Up Contributions.** The Plan was amended effective January 1, 2025, to permit higher catch-up limits for the years in which a participant attains ages 60, 61, 62, and 63, as permitted under SECURE 2.0.

7. **Higher Earner Catch-Up Contributions.** The Plan was amended effective January 1, 2026, to provide that higher earner participants can make age-based catch-up contributions to the Plan on a Roth basis only. This change is mandatory under SECURE 2.0 in order to continue to provide age-based catch-up contributions under the Plan. The Plan was also amended to provide for correction methods in the event of an inadvertent violation of this new provision.
8. **In-Service Distributions.** Effective November 1, 2025, the Plan was amended to permit in-service ages at age 59 ½ as permitted under SECURE 1.0. This is a change from the current age of 70 ½.
9. **Small Account Cash-Outs.** The Plan was amended to increase the dollar limit for mandatory cash-outs to terminated participants from \$5,000 to \$7,000. This is an optional change under SECURE 2.0 that is intended to reduce situations in which participants cannot be located when distributions are required.
10. **Unforeseeable Emergency Distributions.** The Plan was amended to provide that unforeseeable emergency distributions cannot be taken from deselected vendors, which makes compliance easier since deselected vendors are much less likely to provide the information needed to coordinate financial hardship distributions in multi-vendor plans.
11. **Required Minimum Distributions.** The Plan was amended to make several mandatory changes under SECURE Act, CARES Act, and SECURE 2.0 Act to the required minimum distribution provisions under the Plan:
 - The required beginning date for minimum required distributions was increased from age 70 ½ to age 72 effective January 1, 2020, then from age 72 to 73 effective January 1, 2023, and then from age 73 to 75 effective January 1, 2033.
 - Roth contribution accounts are excluded from the required minimum distribution rules during the participant's lifetime.
 - Distributions can no longer be made over a beneficiary's life expectancy at the death of a participant, unless the beneficiary is a spouse, minor child, not more than 10 years younger than the participant, or disabled or chronically ill.
 - The spousal election provisions to be treated as the employee for specified purposes are incorporated into the Plan.
 - The temporary suspension of RMDs for 2020.
12. **Plan-to-Plan Transfers.** The Plan was amended to provide for plan-to-plan transfers to and from the MSRP 457(b) Plan, to memorialize actual operation.

401(a) PLAN AMENDMENTS

The key changes to the 401(a) Plan, generally effective January 1, 2022, include the following:

1. **Required Minimum Distributions.** The Plan was amended to make several mandatory changes under SECURE Act, CARES Act, and SECURE 2.0 Act to the required minimum distribution provisions under the Plan:
 - The required beginning date for minimum required distributions was increased from age 70 ½ to age 72 effective January 1, 2020, then from age 72 to 73 effective January 1, 2023, and then from age 73 to 75 effective January 1, 2033.
 - Distributions can no longer be made over a beneficiary's life expectancy at the death of a participant, unless the beneficiary is a spouse, minor child, not more than 10 years younger than the participant, or disabled or chronically ill.
 - The spousal election provisions to be treated as the employee for specified purposes are incorporated into the Plan.
 - The temporary suspension of RMDs for 2020.
2. **Plan Termination.** The Plan was amended to specify that in connection with a termination or spin-off of a portion of the Plan for the College's participants, the College can transfer participant accounts to a 401(a) plan that it sponsors directly. This is an optional change that is intended to preserve flexibility should the College desire to sponsor its own 401(a) plan in the future.
3. **Participation in Plan.** The Plan was amended effective July 1, 2023, to provide that the College will participate in the Plan for purposes of matching contributions on behalf of eligible employees. Previously, the College had frozen its participation in the Plan.

CONTINGENT DEFERRED COMPENSATION PLAN AMENDMENTS

1. **Short-Term Deferral Exception.** The Plan was amended effective November 1, 2025, to reflect that as designed it satisfies the short-term deferral exception to Code Sections 457 and 409A, including renaming the Plan to the "St. Mary's College of Maryland Short-Term Deferral Plan."
2. **Conforming Changes.** The Plan was amended to update the delegation of administrative responsibilities and to make certain non-substantive clean-up changes.

ST. MARY'S COLLEGE OF MARYLAND BOARD OF TRUSTEES**PLAN DELEGATION RESOLUTIONS**

WHEREAS, the Board of Trustees of St. Mary's College of Maryland of the University System of Maryland ("Board") adopted the St. Mary's College of Maryland Section 403(b) Supplemental Plan ("403(b) Plan"), a defined contribution plan under Section 403(b) of the Internal Revenue Code ("Code"), pursuant to Section 30-401 of the State Personnel and Pensions Article of the Annotated Code of Maryland, which plan was most recently amended and restated effective January 1, 2025;

WHEREAS, the Board adopted the St. Mary's College of Maryland Deferred Compensation Plan and Trust ("457(b) Plan"), a defined contribution plan under Code Section 457(b), pursuant to Section 30-401 of the State Personnel and Pensions Article of the Annotated Code of Maryland, which plan was most recently amended and restated effective January 1, 2025;

WHEREAS, the Board adopted the State of Maryland Higher Education Institutions Supplemental 401(a) Matching Plan ("401(a) Plan"), a defined contribution plan under Code Section 401(a), pursuant to Sections 30-401 and 35.701 of the State Personnel and Pensions Article of the Annotated Code of Maryland, which plan was most recently amended and restated effective January 1, 2016, and amended once thereafter;

WHEREAS, the Board is the fiduciary for the 403(b) Plan, the 457(b) Plan, and the 401(a) Plan (collectively, the "Plans" and each a "Plan") to the extent mandated by law;

WHEREAS, the Board hereby establishes the Plan Administrative Committee ("Committee") and hereby delegates certain powers from the Board to the Committee, which shall operate in an advisory capacity only.

IT IS THEREFORE RESOLVED:

1. The Committee shall consist of the persons employed in the following three positions (or the persons who are serving in such capacities, regardless of title):

- (i) Assistant Vice President of Human Resources;
- (ii) Vice President for Business & Chief Financial Officer; and
- (iii) Assistant Vice President of Finance.

The Assistant Vice President of Human Resources shall serve as chair of this Committee. Committee decisions shall be made by majority vote, and, in the event the members of the Committee are unable to agree on a decision due to a tie in the voting, the chair shall act to break such tie by casting an additional vote.

2. The Board shall retain the sole and absolute authority to amend the Plan and to terminate the Plan.

3. The Committee shall be responsible for the following administrative and investment duties, in addition to and including any other administrative and investment duties that may be assigned to the Committee from time to time, but shall serve in an advisory role only to the Board, which shall retain final authority:

- (i) control and manage the operation and administration of the Plan and to accept service of legal process;
- (ii) make rules and regulations with respect to the Plan not inconsistent with the Plan or the Internal Revenue Code, and to amend or rescind such rules and regulations;
- (iii) determine, consistently therewith, all questions of law or fact that may arise as to the eligibility, benefits, status, and rights of any person claiming benefits or rights under the Plan, including without limitation, participants, former participants, surviving spouses of participants, beneficiaries, employees, and former employees;
- (iv) direct the service providers to make distributions and/or other payments to participants, their beneficiaries, and other persons as the Committee may determine pursuant to the terms of the Plan;
- (v) subject to and consistent with the Internal Revenue Code and State law, construe and interpret the Plan and to determine all questions of fact or law arising hereunder;
- (vi) correct any defects, supply any omissions, or reconcile any inconsistencies in the Plan to such extent as the Committee deems expedient;
- (vii) appoint, or remove and replace, service providers, agents, employees, and others acting on its behalf with respect to the Plan;
- (viii) negotiate and execute such contracts and agreements with service providers to permit operation and funding of the Plan in accordance with the terms of the Plan document, the Internal Revenue Code, and State law;
- (ix) maintain all records of the Plan and to file all reports and other information that might be required, and to comply with all disclosure requirements;
- (x) adopt, review and revise as needed an investment policy statement for the Plan;
- (xi) select, remove, and/or replace investment options under the Plan that are available for selection by participants and beneficiaries, including the power to select a default investment option; and
- (xii) assess reasonable charges against participant accounts to pay Plan expenses.

The Committee in its sole discretion may, in turn, delegate one or more of its powers under this

delegation of power pursuant to the terms of the Plan.

4. The delegation of powers and duties set forth herein shall continue until revoked or changed by resolution of the Board, even if a Plan is subsequently amended or restated from time to time.

5. The Committee members shall be entitled to indemnification with respect to their responsibilities under this delegation as provided under Sections 30-210.1 and 30-401(e) of the State Personnel and Pensions Article of the Annotated Code of Maryland.

6. The Board further delegates its reserved powers under the Plan to the Finance, Investment and Audit Committee of the Board, and the Committee shall make such reports required by this delegation to the Finance, Investment and Audit Committee of the Board as needed, but at least annually. Additionally, the Committee shall report to the Finance, Investment and Audit Committee of the Board any significant change in the operations of the Plan, including but not limited to: (i) a change in the service providers which are statutorily eligible to serve as providers to the Plan; (ii) selection of a third party to perform administrative duties for the Plan, except as specified in service provider contracts; or (iii) suspected or proven criminal activity or fraud relating to the operation of the Plan or a service provider.

ST. MARY'S COLLEGE OF MARYLAND BOARD OF TRUSTEES**PLAN DELEGATION RESOLUTIONS**

WHEREAS, the Board of Trustees of St. Mary's College of Maryland of the University System of Maryland ("Board") adopted the St. Mary's College of Maryland Section 403(b) Supplemental Plan ("403(b) Plan"), a defined contribution plan under Section 403(b) of the Internal Revenue Code ("Code"), pursuant to Section 30-401 of the State Personnel and Pensions Article of the Annotated Code of Maryland, which plan was most recently amended and restated effective January 1, 2025;

WHEREAS, the Board adopted the St. Mary's College of Maryland Deferred Compensation Plan and Trust ("457(b) Plan"), a defined contribution plan under Code Section 457(b), pursuant to Section 30-401 of the State Personnel and Pensions Article of the Annotated Code of Maryland, which plan was most recently amended and restated effective January 1, 2025;

WHEREAS, the Board adopted the State of Maryland Higher Education Institutions Supplemental 401(a) Matching Plan ("401(a) Plan"), a defined contribution plan under Code Section 401(a), pursuant to Sections 30-401 and 35.701 of the State Personnel and Pensions Article of the Annotated Code of Maryland, which plan was most recently amended and restated January 1, 2016, and amended once thereafter;

WHEREAS, the Board is the fiduciary for the 403(b) Plan, the 457(b) Plan, and the 401(a) Plan (collectively, the "Plans" and each a "Plan") to the extent mandated by law;

WHEREAS, the Board hereby establishes the Plan Administrative Committee ("Committee") and designates the Committee to serve as Administrator of the Plans; and

WHEREAS, the Board hereby delegates certain powers from the Board to the Administrator.

IT IS THEREFORE RESOLVED:

1. The Committee shall consist of the persons employed in the following three positions (or the persons who are serving in such capacities, regardless of title):

- (i) Assistant Vice President of Human Resources;
- (ii) Vice President for Business & Chief Financial Officer; and
- (iii) Assistant Vice President of Finance.

The Assistant Vice President of Human Resources shall serve as chair of this Committee. Committee decisions shall be made by majority vote, and, in the event the members of the Committee are unable to agree on a decision due to a tie in the voting, the chair shall act to break such tie by casting an additional vote.

2. The Board designates the Committee to serve as the Administrator of the Plan and delegates authority to the Committee to amend the Plan for any change that is required by applicable law; however, the Board shall retain the sole and absolute authority to amend the Plan for any discretionary changes and to terminate the Plan.

3. Except as provided herein, the Board delegates to the Administrator all of the powers and duties of Administrator as set forth under each Plan, in addition to and including any other powers and duties that may be assigned to the Administrator under such Plan from time to time, which shall include, but not be limited to, the power to:

- (i) control and manage the operation and administration of the Plan and to accept service of legal process;
- (ii) make rules and regulations with respect to the Plan not inconsistent with the Plan or the Internal Revenue Code, and to amend or rescind such rules and regulations;
- (iii) determine, consistently therewith, all questions of law or fact that may arise as to the eligibility, benefits, status, and rights of any person claiming benefits or rights under the Plan, including without limitation, participants, former participants, surviving spouses of participants, beneficiaries, employees, and former employees;
- (iv) direct the service providers to make distributions and/or other payments to participants, their beneficiaries, and other persons as the Administrator may determine pursuant to the terms of the Plan;
- (v) subject to and consistent with the Internal Revenue Code and State law, construe and interpret the Plan and to determine all questions of fact or law arising hereunder;
- (vi) correct any defects, supply any omissions, or reconcile any inconsistencies in the Plan to such extent as the Administrator deems expedient;
- (vii) appoint, or remove and replace, service providers, agents, employees, and others acting on its behalf with respect to the Plan;
- (viii) negotiate and execute such contracts and agreements with service providers to permit operation and funding of the Plan in accordance with the terms of the Plan document, the Internal Revenue Code, and State law;
- (ix) maintain all records of the Plan and to file all reports and other information that might be required, and to comply with all disclosure requirements;
- (x) adopt, review and revise as needed an investment policy statement for the Plan;
- (xi) select, remove, and/or replace investment options under the Plan that are available for selection by participants and beneficiaries, including the power to select a default investment option; and

(xii) assess reasonable charges against participant accounts to pay Plan expenses.

The Administrator in its sole discretion may, in turn, delegate one or more of its powers under this delegation of power pursuant to the terms of the Plan.

4. The delegation of powers and duties set forth herein shall continue until revoked or changed by resolution of the Board, even if a Plan is subsequently amended or restated from time to time.

5. The Committee members shall be entitled to indemnification with respect to their responsibilities under this delegation as provided under Sections 30-210.1 and 30-401(e) of the State Personnel and Pensions Article of the Annotated Code of Maryland.

6. The Board further delegates its reserved powers under the Plan to the Finance, Investment and Audit Committee of the Board, and the Administrator shall make such reports required by the Plan to the Finance, Investment and Audit Committee of the Board at least annually. Additionally, the Administrator shall report to the Finance, Investment and Audit Committee of the Board any significant change in the operations of the Plan, including but not limited to: (i) a change in the service providers which are statutorily eligible to serve as providers to the Plan; (ii) selection of a third party to perform administrative duties for the Plan, except as specified in service provider contracts; or (iii) suspected or proven criminal activity or fraud relating to the operation of the Plan or a service provider.

ST. MARY'S COLLEGE OF MARYLAND
BOARD OF TRUSTEES
FINANCE, INVESTMENT, AND AUDIT COMMITTEE
October 9, 2025
ACTION ITEM IV.D.
2025 PERFORMANCE ACCOUNTABILITY REPORT

1. MISSION

St. Mary's College of Maryland is Maryland's honors college, a selective, public liberal arts college—a vibrant community of scholars and learners. We foster a rigorous and innovative curriculum; experiential learning; scholarship and creativity; close mentoring relationships; and a community dedicated to honesty, civility, and integrity. We are committed to diversity, access, and affordability. Our students, faculty and staff serve local, national, and global communities and cultivate and promote social responsibility.

2. INSTITUTIONAL ASSESSMENT

A. Analysis of Goals and Objectives (*Aligned with State Plan Goals*)

Goal 1: Ensure a high quality and rigorous academic program. (*Success, Innovation*)

Objective 1.1: SMCM places intentional emphasis on student completion of high-impact practices (HIPs), setting aggressive targets and providing opportunities to meet them. Students in the Class of 2025 completed an average of four HIP experiences each, and both targets were met or surpassed (100% completed at least two and 96% completed at least three HIPs). This high level of participation (first observed last year) likely reflects both the second full class to graduate under the LEAD curriculum, which emphasizes experiential learning, and continued recovery from the decline of pandemic-affected graduating classes. SMCM continues to actively increase and encourage HIP opportunities for all students, particularly internships, research experiences, and international experiences, three HIPs that are guaranteed as part of the [Honors College Promise](#).

Peer Benchmarks: The National Survey of Student Engagement (NSSE) used to release annual benchmarks regarding the completion of HIPs among graduating seniors at institutions participating in the survey. Data has not been updated since 2020, when NSSE reported that 87% of seniors at participating Carnegie Baccalaureate Arts & Sciences institutions completed two or more HIPs. SMCM's rate among graduates has exceeded this for the past nine years (2020 level, 99%; five-year average, 98%). (*Source: NSSE*)

Objectives 1.2 and 1.3: SMCM is committed to offering a rigorous curriculum taught by qualified faculty. Full-time faculty continue to teach the great majority (83%) of undergraduate credit hours. Since 2020 there has been an increase in part-time faculty, largely due to SMCM's engagement of expert practitioners in a variety of fields to teach courses in the professional pathways course sequence of the LEAD curriculum. Students benefit from learning with these professionals while taking the majority of their traditional coursework with full-time faculty. Finally, the undergraduate student-faculty ratio has been at 10:1 for the past three years, more pedagogically favorable than the target of 12:1 yet more financially sustainable than the 9:1 ratio reported in 2020 and 2021. The increase in part-time faculty teaching the professional pathways

courses has contributed to keeping the student-faculty ratio low; without those adjunct faculty, the ratio would be approximately 10.5:1.

Peer Benchmarks: According to the most recent available data (Fall 2023), at 10:1, SMCM has one of the lowest (most favorable for the student experience) student-faculty ratios among the traditional four-year public institutions in Maryland, which average 14:1. The SMCM student-faculty ratio is third lowest among the 27 Council of Public Liberal Arts Colleges (COPLAC) institutions, which also average 14:1; and is on par with Maryland private institutions and peer institution's average of 11:1, and aspirant institutions which average 9:1. *(Source: IPEDS Data Center)*

Goal 2: Recruit, support, and retain a diverse and qualified group of students, faculty and administrative staff. *(Access, Success)*

Objective 2.1: The percentage of incoming students who identify as students of color has remained at or above 30% for the past six years, a substantial and sustained improvement from about a decade ago when the percentage averaged only 20% (data not shown). Over the next two years, we expect to exceed the target of 33% which was reset two years ago. Entering class targets were exceeded for first generation college students for the eighth consecutive year, for the out-of-state population for the fourth consecutive year, and for Pell recipients for the fifth out of the past six years. Encouragingly, the percentage of out-of-state students has slowly been rising and is expected to hold steady above the target of 10% for the next few years. High school academic performance of the entering class remains strong; the average GPA of incoming students (3.51, unweighted) continues to surpass the target of 3.40, and is projected to hold steady near this level with the next entering class.

Objective 2.2: Both four-year graduation rates (Fall 2021 cohort graduating by Summer 2025) and six-year graduation rates (Fall 2019 cohort graduating by Summer 2025) were below targets for all groups. Note that graduation targets for students of color, African American students, first generation students, and Pell recipients were reset to aspirational levels three years ago to reflect SMCM's commitment to narrowing equity gaps in student success. Note that based on currently available data, the four-year graduation rate is on track to meet the 70% target in two years. To ensure this success, SMCM will focus on providing all students with resources and strategies to support timely graduation, with particular emphasis on students from historically underrepresented groups. SMCM's current strategic plan, *The Rising Tide*, contains initiatives aimed at improving student retention and persistence to graduation, including expanding access to global opportunities, promoting holistic student wellness and belongingness, increasing student leadership activities, and enhancing student advising and degree-planning experiences. As of Summer 2025, we have just launched the Integrated Retention Strategic Plan which explicitly engages faculty and staff across the institution to enhance community cohesiveness, create a broader system of student support and mentorship, and cultivate a service-oriented culture. For entering first generation students, we continue to support the growth of the *Sum primus* ("I am first") program which offers extended pre-orientation activities, focusing on academic, financial, social, and cohort-building.

Peer Benchmarks: Based on the most recent national comparison data available (FY21), SMCM's overall four-year graduation rate (58% for the 2017 entering cohort graduating by 2021) exceeded or equaled those of other COPLAC institutions and other Maryland public and private four-year institutions, and was close to rates at SMCM's peer institutions, many of which are private. The average four-year graduation rate at aspirant institutions (all

private) represents a benchmark well above our target. As shown below, SMCM's four-year graduation rates for African American and Hispanic students were consistently above the corresponding rates at other COPLAC and Maryland public institutions, but fell below the comparison rates at Maryland private and peer institutions. Benchmark four-year graduation rates for Pell recipients are not available from IPEDS.

Because of the lag in reporting four-year graduation rates to IPEDS, additional comparison data are shown below from 37 Baccalaureate Arts & Sciences institutions (36 private, 1 public) that participate in the Higher Education Data Sharing Consortium ([HEDS](#)). These data are three years more recent than IPEDS (2020 cohort graduating by 2024) and additionally include Pell student data. These comparisons reveal that SMCM's four-year graduation rates for all groups generally lag behind these mainly private institutions, similar to the findings in IPEDS when compared with peer and aspirant institutions.

(Sources: As shown in tables below)

Four-Year Graduation Rates, FY21 (Fall 2017 cohort)					
Institution(s)	N	Overall	Students of Color	African American	Hispanic
SMCM	1	58%	44%	38%	44%
COPLAC	27	40%	32%	26%	34%
MD Public	11	32%	29%	27%	30%
MD Private	9	56%	49%	45%	53%
Peer	12	62%	56%	51%	57%
Aspirant	6	81%	80%	77%	79%

Source: IPEDS Data Center

Four-Year Graduation Rates, FY24 (Fall 2020 cohort)					
Institution(s)	N	Overall	African		
			American	Hispanic	Pell
SMCM	1	60%	54%	50%	56%
Bacc A&S	37	64%	51%	57%	61%

Source: Higher Education Data Sharing Consortium

For six-year graduation rates, the most recent IPEDS comparison data available (FY23) reveal that SMCM's overall rate in that year (68%, for the 2017 entering cohort) equaled or exceeded that of other COPLAC, Maryland public and Maryland private institutions. As shown below, SMCM's six-year rates for students of color, Pell recipients, and need-based aid recipients also met or exceeded rates at COPLAC and Maryland public institutions, but were more variable in comparison to Maryland private and peer institutions. *(Source: IPEDS Data Center)*

Six-Year Graduation Rates, FY23 (Fall 2017 cohort)							
Institution(s)	N	Overall	Students of Color	African American	Hispanic	Pell	Need-Based Aid
SMCM	1	68%	54%	44%	52%	48%	63%
COPLAC	27	53%	46%	42%	48%	47%	49%
MD Public	11	51%	49%	49%	48%	47%	48%
MD Private	9	64%	58%	53%	62%	60%	61%
Peer	12	72%	66%	62%	66%	65%	69%
Aspirant	6	90%	89%	87%	89%	89%	89%

Source: IPEDS Data Center

Objective 2.3: The second-year retention rate rebounded to a seven-year high of 86% in FY25. While still not meeting the target, this year's retention rate still exceeds many benchmarks, and retention is a key focus of *The Rising Tide* strategic plan.

Peer Benchmarks: Based on the most recent data available (FY24), SMCM's first-to-second year retention rate last year (81%) continued to match or exceed those of COPLAC institutions (average = 73%), Maryland public four-year institutions (average = 74%), Maryland private institutions (average = 80%), and peer institutions (average = 82%), many of which are private. Retention rates at aspirant private institutions averaged 93%, supporting SMCM's aspirational target of 90%. (Source: IPEDS Data Center)

Objective 2.4: SMCM continues to work to maintain a diverse faculty and staff. Gender parity was down in FY25 for the second year in a row but is expected to return in FY26. Employee diversity targets were reset to 33% two years ago to match the student diversity goal, and this goal was met for the first time this year for full-time staff. SMCM has been making steady progress toward this goal in the tenure-track faculty, and the FY25 measure of 28% represents a notable improvement over last year's 21%. In addition to SMCM's portfolio of faculty mentoring and professional development resources, recent efforts to advance an inclusive learning environment (the Ross Fellows cluster hire initiative) and to diversify search processes have been successful in advancing toward this goal; over the past five years, 50% of newly hired faculty (ranging from 33% to 70% per year) have been faculty of color, and 90% of them have been retained to date.

Objective 2.5: Between FY14 and FY20, SMCM met or exceeded the target of an entering class that contains 20% transfer students each year. However, as the size of the first year entering class has rebounded, the percentage fell to 17% in FY21 and has remained under the target since then; a reconsideration of the target will be undertaken next year. We will continue to devote resources toward recruiting transfer students, and efforts by the Transfer Recruitment, Admission, and Services unit (established in 2023) to enhance the transfer student experience have successfully resulted in increased transfer student enrollment for the entering class in Fall 2025.

Objective 2.6: Among transfer students, the three year-graduation rate (71%, Fall 2022 entering

students graduating by Summer 2025) exceeded the target for the fifth time in six years, while the four-year graduation rate (69%, Fall 2021 entering students graduating by Summer 2025) fell just 1% below the target. Analysis of all transfer students' degree progress suggests that three- and four-year graduation rates will remain high over the next two years. Continued development and refinement of articulation agreements with Maryland two-year institutions will facilitate transfer students' timely progress toward the baccalaureate degree.

Peer Benchmarks: Benchmark information for transfer student four-year rates is available from IPEDS, but with quite a delay. The most recently available data is from transfer students who entered during 2015-16 and graduated by 2019. In that year, SMCM's four-year graduation rate for transfer students (69%) met or exceeded the average rates for Maryland public (53%) and private four-year institutions (61%), COPLAC institutions (56%), and peer institutions (69%). The average at aspirant institutions was 81%. (Source: IPEDS Data Center)

Goal 3: Ensure access for students with financial need through a strategic combination of federal, state, private, and institutional funds. (Access, Success)

Objective 3.1: This objective has consistently been met or exceeded as SMCM has focused on meeting the financial needs of entering first-time students.

Objective 3.2: Both four-year and six-year graduation rates among students receiving need-based aid (Pell grant or Direct Stafford loan) were low this year, similar to other cohort groups as discussed above for Objective 2.2. Given the particularly sensitive financial situation of students receiving need-based aid, this gap warrants increased attention. On the other hand, the leading indicator of retention to the second year, while not meeting the target of 90%, remained steady at 84% and was close to the all-student level of 86%.

Peer Benchmarks: Discussed under Objective 2.2 above.

Goal 4: Increase student contributions to the Maryland community and to the state and national workforce. (Success, Innovation)

Objectives 4.1, 4.2, 4.3, and 4.4: Community service participation in FY25 did not meet the target for the sixth year in a row after many years of consistently higher levels. It is unclear whether this is a lingering effect of the pandemic, changes in student priorities, or related to the availability of community service opportunities. The recently established (August 2024) Office of Community Outreach and Engagement is specifically focused on expanding community leadership and service opportunities for students, through such efforts as Volunteerism Day, Days of Service, and programming at the annual Career Week. The Office of Community Outreach and Engagement is also partnering with the Dean of Students and the Center for Career and Professional Development to incorporate community service opportunities into new student orientation and professional pathway courses, respectively. Internship participation increased to 53% participation, surpassing the 45% target. This is likely attributed to the continued expansion of the professional skills component of the LEAD curriculum and expanded support for internships. The six-month employment rate declined from 65% to 53% this year; however, as

observed in past years, there was an increase in the six-month continuing education rate (30% to 36%) for the Class of 2024, which continues to surpass the target. Together, these shifts suggest that SMCM graduates remain on target for success after graduation; a total of 90% of graduates are either employed or continuing their education, consistent with the past several years.

Peer Benchmarks: Benchmarks for the six-month employment and continuing education rate come from the nationally administered First Destination Survey and are for Carnegie Baccalaureate Arts & Sciences institutions. For the Class of 2023, the most recent graduating class for which benchmark data is available, SMCM's employment rate was 65% and the national rate was 67%, while SMCM's continuing education rate was 30% and the national rate was 21%. The total Career Outcome Rate (rate of graduates with a "positive career outcome", such as employment, continuing education, fellowship, or service experience) for the SMCM Class of 2023 was 94%, exceeding the national rate of 91%. These numbers illustrate that SMCM graduates enjoy a high rate of post-graduate success, and are more likely than similar college graduates nationwide to choose to continue their education (rather than enter the job market) just after graduation. (*Source: National Association of Colleges and Employers (NACE) First Destinations for the Class of 2023 Report*)

B. Response to Commission Questions

- 1. Given the complex needs of today's students, what innovative supports (academic, financial, mental health, basic needs) has your college found most effective in boosting student success? How might these be expanded or reimagined to support long-term degree completion goals?**

To improve each student's academic experience and promote timely graduation, SMCM has implemented several initiatives regarding academic, financial, mental health, and basic needs to boost student success. For example, within the past three years the College has introduced a "Winterim" session – in addition to the regular fall, spring, and summer sessions – that enables students to add flexibility in their scheduling or remain "on-track" for a four-year graduation. Moreover, these accelerated courses are taught remotely, which permits students to continue their education from the comfort of their own home. The College's Sum primus ("I am first") Initiative also provides dedicated support for first-generation students – including an on-campus support and mentoring network of other first-generation students, faculty, and staff. Since 2023, Sum primus has been expanded to a full-scale living-learning community, and offers extended pre-orientation activities on crucial topics such as time management, major exploration, campus technology, financial literacy, and more.

The College's most recent innovative support system – the Seahawk Success Network – was launched during the Fall of 2024 for first-year students, and assigns each student four individual on-campus advisors in key institutional touchpoints, including faculty advising, co-curricular advising, financial aid, and academic success. This network reorients the College's existing student engagement and support structure from "reactive" to "proactive," and builds upon prior successful efforts to centralize student support services (including

academic coaching, tutoring, parent/family outreach, and an “early alert” system for students encountering academic or personal challenges) under a single office: The Office of Student Success Services.

The College also remains keenly aware that students’ ability and willingness to persist to graduation are significantly impacted by their perception of, and belief in, the relevance of a liberal arts honors education and a strong financial return on their investment. To this effect, SMCM’s updated core curriculum, LEAD (Learning through Experiential and Applied Discovery), is designed to specifically and intentionally address those concerns. Key aspects of LEAD include the reorganization of general coursework requirements into thematic Inquiries, the expansion and revitalization of the Center for Career and Professional Development, and significant funding to support students achieving the Honors College Promise - a guaranteed opportunity to participate in research or a creative endeavor, complete an internship, or study abroad. Finally, increases in the College’s need-based and merit-based financial aid budgets provide additional support to students in completing their degrees.

All of the above initiatives are intended to both support short-term student success, and long-term degree completion goals. In the future, SMCM will continue to promote, improve, and expand these programs as appropriate. To that end, increased investment in the College’s private fundraising apparatus will assist in expanding and sustaining the funding base used to support these programs.

2. In what ways has your institution changed (e.g., structures, policies, practices, or culture) as a result of pursuing the 55% completion goal? What lessons have you learned about sustaining institutional change over time?

Overall, SMCM has become a much more flexible and supportive institution in guiding students through an honors-level curriculum and coursework load. In addition to the Winterim initiative discussed above, the College currently programs “off sequence” offerings of two-semester courses to fill important gaps for transfer students, and plans to pilot two-credit courses to further increase scheduling flexibility in the future. The College has also implemented a new scheduling matrix as of 2022, with dedicated “community meeting time” – when no classes are scheduled – built into the middle of the day to provide students more regular access to student support officers.

The College’s LEAD and discipline-specific curricula now integrate the proven, long-term benefits of a traditional liberal arts education with the practical and applied skills necessary to achieve their post-graduation plans. During their first semester at SMCM, all students, not just those from more privileged backgrounds, are immersed in personal and professional development exercises based on their post-graduation interests, and students are provided the opportunity and means to systematically explore these interests – as well as their alignment with various career paths. This curriculum design also places an emphasis on high-impact practices. For the past five graduating classes, nearly every student (98%) has completed at least two high-impact practices compared to the national average for baccalaureate arts and sciences institutions (87%). Among the graduating class of 2025, 100% of students completed at least two high-impact practices, and the average was four; moreover, 87% completed an experiential learning course, 70% engaged in faculty-mentored research project

or creative experience, and 53% completed an internship (the highest percentage to date) – with no significant participation gaps between students from historically underrepresented groups and all SMCM students.

One of the keys to sustaining institutional change over time is to remain proactive in identifying and addressing student needs, rather than reacting after the fact. Such an approach is not only more beneficial for students, but facilitates a positive faculty and staff culture to engage with students to boost their success instead of working backwards to solve problems. Another key is to develop and maintain a culture of assessment and continuous improvement. SMCM is regularly conducting comprehensive assessments of student learning, administrative effectiveness, student satisfaction, and employee satisfaction to monitor the effects of change, and to ensure that all constituents have a voice in shaping the institution's policies and practices.

St. Mary's College of Maryland

MISSION

St. Mary's College of Maryland (SMCM) is Maryland's honors college, a selective, public liberal arts college—a vibrant community of scholars and learners. We foster a rigorous and innovative curriculum; experiential learning; scholarship and creativity; close mentoring relationships; and a community dedicated to honesty, civility, and integrity. We are committed to diversity, access, and affordability. Our students, faculty and staff serve local, national, and global communities and cultivate and promote social responsibility.

VISION

St. Mary's College of Maryland will increasingly serve as the liberal arts college of choice for intellectually ambitious students, faculty, and staff from diverse backgrounds, attracted by a rigorous, innovative, and distinctive curriculum that integrates theory and practice; a talented, professionally engaged, and student-centered faculty and staff; and a strong infrastructure. Students will be part of a collaborative learning community that embraces intellectual curiosity and innovation, the power of diversity, and the College's unique environment. Our graduates will thrive as responsible and thoughtful global citizens and leaders.

KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

Goal 1. Ensure a high quality and rigorous academic program.

Obj. 1.1 All graduating students will participate in at least two high-impact practices, and at least 80 percent of the graduating class will participate in at least three high-impact practices. High-impact practices are defined by the Association of American Colleges & Universities (AAC&U).

Obj. 1.2 Maintain a full-time faculty of which 98 percent have terminal degrees. Maintain the proportion of undergraduate credit hours taught by full-time faculty at 88 percent annually.

Obj. 1.3 Maintain an environment that promotes individual contact between faculty and students by maintaining a student-faculty ratio of no more than 12 to 1.

Performance Measures	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Act.	2026 Est.	2027 Est.
Percent of the graduating class successfully completing at least two high-impact practices	95%	97%	99%	100%	100%	100%	100%
Percent of the graduating class successfully completing at least three high-impact practices	72%	76%	83%	96%	96%	96%	96%
Percent of all full-time faculty who have terminal degrees	98%	97%	96%	93%	95%	95%	95%
Percent of undergraduate credit hours taught by full-time faculty	82%	80%	84%	86%	83%	85%	85%
Undergraduate student to faculty ratio	9:1	10:1	10:1	10:1	10:1	10:1	10:1

Goal 2. Recruit, support, and retain a diverse and qualified group of students, faculty and administrative staff who will contribute to and benefit from the enriched academic and cultural environment provided by St. Mary's.

Obj. 2.1 Recruit a qualified and diverse entering class with the following attributes: Average high school grade point average (GPA) of at least 3.40 (4 point scale), enrollment of students from historically underrepresented racial/ethnic groups at least 33 percent, out of state student enrollment of at least 10 percent, students from first generation households enrollment of at least 20 percent, and Pell Grants disbursed during their first semester student enrollment of at least 20 percent.

St. Mary's College of Maryland

Obj. 2.2 Achieve and maintain 4-year graduation rates for all students (70 percent), students from all historically underrepresented racial/ethnic groups (65 percent), African-American students (65 percent), Hispanic students (70 percent), all first generation students (65 percent), and all students with a Pell Grant disbursed during their first semester (65 percent). Achieve and maintain 6-year graduation rates at 80 percent for all students and all student subgroups, including students from all historically underrepresented racial/ethnic groups, African-American students, Hispanic students, first-generation students, and students with a Pell Grant disbursed during their first semester.

Performance Measures	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Act.	2026 Est.	2027 Est.
Average high school GPA	3.44	3.45	3.5	3.49	3.51	3.49	3.50
Percent of entering first year class who identify as members of historically underrepresented racial/ethnic groups	32%	31%	31%	30%	32%	38%	38%
Percent of entering first year class who originate from outside of Maryland	9%	11%	13%	14%	13%	13%	16%
Percent of entering first year class from first generation households	25%	21%	25%	28%	23%	28%	28%
Percent of entering first year class receiving Pell Grants disbursed during their first semester	24%	18%	20%	22%	23%	29%	29%
Four-year graduation rate for all students	58%	60%	56%	60%	64%	58%	70%
Four-year graduation rate for students from historically underrepresented racial/ethnic groups	44%	41%	50%	49%	56%	53%	68%
Four-year graduation rate for African-American students	38%	37%	41%	54%	64%	41%	57%
Four-year graduation rate for Hispanic students	44%	42%	52%	50%	45%	63%	76%
Four-year graduation rate for all first generation students	44%	57%	44%	53%	57%	51%	63%
Four-year graduation rate for students with a Pell Grant disbursed during their first semester	43%	58%	46%	56%	60%	51%	60%
Six-year graduation rate for all students	73%	71%	68%	70%	65%	69%	70%
Six-year graduation rate for students from historically underrepresented racial/ethnic groups	64%	60%	54%	53%	57%	59%	61%
Six-year graduation rate for African-American students	69%	59%	44%	42%	51%	71%	67%
Six-year graduation rate for Hispanic students	58%	50%	52%	58%	60%	53%	52%
Six-year graduation rate for all first generation students	71%	63%	58%	67%	55%	59%	62%
Six-year graduation rate for students with a Pell Grant disbursed during their first semester	76%	65%	48%	67%	61%	64%	64%

St. Mary's College of Maryland

Obj. 2.3 The first to second-year retention rate will be 90 percent.

Obj. 2.4 The College will strive for diversity in the faculty and staff so that the composition reflects the aspired diversity of the student body. The aspirant goals for full-time faculty and staff will be: 33 percent from historically underrepresented racial/ethnic groups and 50 percent women.

Obj. 2.5 Ensure access for transfer students, particularly those from 2-year institutions. Achieve and maintain transfer students at 20 percent of the entering class each fall.

Obj. 2.6 Achieve and maintain degree completion rates for transfer students at 60 percent for three-year graduation rates, and at 70 percent for four-year graduation rates.

Performance Measures	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Act.	2026 Est.	2027 Est.
First to second-year retention rate	83%	85%	82%	81%	86%	82%	85%
Percent of all full-time tenured or tenure-track faculty who identify as members of historically underrepresented racial/ethnic groups	16%	18%	19%	21%	28%	31%	33%
Percent women of all full-time tenured or tenure-track faculty	51%	50%	50%	48%	46%	50%	50%
Percent of all full-time (non-faculty) staff who identify as members of historically underrepresented racial/ethnic groups	27%	30%	27%	31%	33%	33%	33%
Percent women of all full-time (non-faculty) staff	57%	58%	61%	60%	60%	60%	60%
Percentage of entering fall class who are transfer students	17%	18%	15%	14%	15%	16%	16%
3-year graduation rate for all transfer students	68%	64%	56%	62%	71%	74%	77%
4-year graduation rate for all transfer students	74%	74%	70%	62%	69%	77%	78%

Goal 3. Ensure access for students with financial need through a strategic combination of federal, state, private, and institutional funds.

Obj. 3.1 72 percent of entering first-year student need is met by awarding any need-based aid.

Obj. 3.2 Support persistence to graduation of students receiving need-based aid at entry. Achieve and maintain first-to-second year retention rates at 90 percent, four-year graduation rates at 70 percent, and six-year graduation rates at 80 percent for students receiving need-based aid in the first semester.

Performance Measures	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Act.	2026 Est.	2027 Est.
Average percent of first-time full-time degree-seeking student need met by awarding need-based aid	84%	78%	78%	82%	76%	79%	79%
First-to-second year retention rate for students receiving need-based aid in the first semester	78%	87%	84%	83%	84%	79%	80%
Four-year graduation rate for students receiving need-based aid in the first semester	54%	54%	46%	57%	63%	54%	65%
Six-year graduation rate for students receiving need-based aid in the first semester	69%	64%	63%	62%	55%	65%	66%

St. Mary's College of Maryland

Goal 4. Increase student contributions to the Maryland community and to the state and national workforce.

Obj. 4.1 65 percent of graduating seniors will have performed community service while at SMCM.

Obj. 4.2 45 percent of graduating seniors will have participated in a paid or unpaid internship.

Obj. 4.3 The rate of employment within six months of graduation will be at least 67 percent.

Obj. 4.4 The rate of continuing education (at any level) within six months of graduation will be 25 percent.

Performance Measures	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Act.	2026 Est.	2027 Est.
Percent of graduating seniors who will have performed community service while at SMCM	50%	39%	37%	40%	40%	42%	45%
Percent of graduating seniors who fulfilled a paid or unpaid internship	44%	47%	38%	49%	53%	53%	53%
Employment rate of graduates within six months of graduation	53%	61%	67%	65%	53%	65%	65%
Percent of graduates continuing their education (at any level) within six months of graduation	34%	35%	28%	30%	36%	35%	35%

**BOARD OF TRUSTEES
ST. MARY'S COLLEGE OF MARYLAND
FINANCE, INVESTMENT, AND AUDIT COMMITTEE
OCTOBER 9, 2025
INFORMATION ITEM V.A.
REPORTABLE PROCUREMENT ITEMS**

In accordance with the College's Internal Procurement Requirements and Practices Statement, as well as the Board-approved Authority and Responsibility Matrix, all purchase orders and contracts that exceed \$100,000 must be approved by the Vice President for Business /CFO or an approved designee. These procurements are required to be reported to both the president and the Finance, Investment, and Audit Committee of the Board of Trustees.

The following procurement items were approved during the period May 1, 2025, to August 31, 2025.

Payee	Description	Amount
Data Networks	Migration from VxRail to a New Hyper-V Cluster on Dell PowerStore 500T	\$212,681
3 Enrollment Marketing	Brand Awareness/Enrollment Mkting	\$214,229
Data Networks	20 Juniper Switches and support	\$143,925
Data Networks	Wired Assurance & Mist Onboarding of Switches	\$104,526

BOARD OF TRUSTEES
ST. MARY'S COLLEGE OF MARYLAND
FINANCE, INVESTMENT, AND AUDIT COMMITTEE
OCTOBER 9, 2025
INFORMATION ITEM V.B.
JOINT INVESTMENT ACTIVITIES

The Foundation's Joint Investment and Advisory Committee met on September 23, 2025, to review the Foundation's endowment portfolio with its investment manager J.P. Morgan. The Committee also received a report on the College's endowment/quasi endowment.

St. Mary's College of Maryland Foundation

As of August 31, 2025, the total market value of the Foundation's endowment was \$45M. The endowment consists of two parts: the endowed funds held at JP Morgan (\$ 44.7M), and the WesBanco shares (\$259K).

In FY26, the endowed funds managed by JP Morgan have increased in market value by \$1.26M, comprised of \$231K in donations, \$86K in income, \$970K increase in investment value, and distributions of \$29K.

St. Mary's College of Maryland Endowment and Quasi Endowment

Invested endowment funds, managed by 19/19 Investment Counsel, have a market value of \$5.09M as of August 31, 2025. Funds are currently invested in a mix of fixed income instruments and equities.

Over a 12-month period, the endowment funds have increased in market value by \$67K, with an annualized rate of return of 1.33%.

St Mary's College of Maryland Foundation, Inc
Consolidated Investment Statement
for the periods ending 9/30/2024 to 8/31/2025

	9/30/2024	10/31/2024	11/30/2024	12/31/2024	1/31/2025	2/28/2025	3/31/2025	4/30/2025	5/31/2025	6/30/2025	7/31/2025	8/31/2025
Portfolio												
*** Endowed Funds	41,954,874	41,387,016	40,651,216	40,224,468	41,159,052	41,264,829	40,713,552	40,869,519	42,329,628	43,452,831	43,842,831	44,719,070
Gift Annuities	296,325	290,904	298,175	291,650	298,485	299,703	292,994	294,062	303,375	312,932	314,571	321,172
Current Funds	7,174,723	7,167,565	7,661,477	7,720,616	7,779,499	7,820,218	7,843,578	7,877,048	7,970,243	8,092,780	7,720,187	7,766,519
Endowment Funds Spending	1,091,299	1,095,578	1,441,787	1,445,911	1,450,018	1,453,975	1,457,498	1,461,403	1,392,507	1,397,077	841,663	845,918
Total Invested Accounts Market Value	50,517,221	49,941,064	50,052,656	49,682,645	50,687,054	50,838,725	50,307,622	50,502,032	51,995,752	53,255,620	52,719,253	53,652,679
Endowed Funds Cash Account	1,225	1,225	1,226	1,201	1,201	1,201	1,202	1,202	1,202	1,177	1,183	1,133
Gift Annuity Cash Account	77,790	74,103	70,753	67,402	62,072	58,721	55,370	51,684	48,333	44,982	41,296	37,945
SGA Investment	723,686	718,297	778,805	778,518	801,896	773,561	725,810	720,914	754,930	789,721	813,012	819,535
Total Portfolio	51,319,922	50,734,690	50,903,440	50,529,766	51,552,223	51,672,208	51,090,003	51,275,831	52,800,217	54,091,500	53,574,743	54,511,292
Other Assets												
Perpetual Trust	1,692,271	1,651,762	1,702,568	1,657,432	1,691,118	1,691,914	1,646,595	1,646,676	1,633,331	1,691,785	1,697,733	1,736,155
*** WesBanco shares	235,322	248,518	279,257	257,131	276,886	277,123	244,646	235,322	243,224	249,940	238,087	259,186
Cash												
Checking Account	1,303,017	2,036,636	2,163,582	3,273,591	3,041,106	3,038,350	3,061,940	2,497,664	2,262,923	1,180,189	1,871,741	1,908,357
Total	54,550,532	54,671,605	55,048,847	55,717,920	56,561,332	56,679,596	56,043,184	55,655,494	56,939,695	57,213,415	57,382,305	58,414,990

Notes

*** The Foundation endowment is comprised of the 'Endowed Funds' and the WesBanco Shares .
The College holds a quasi-endowment in addition to the above funds

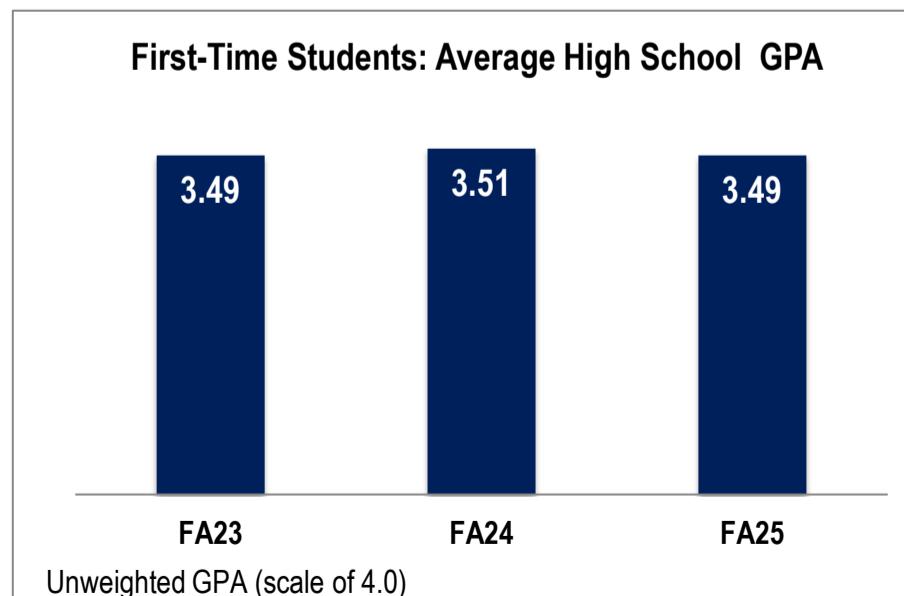
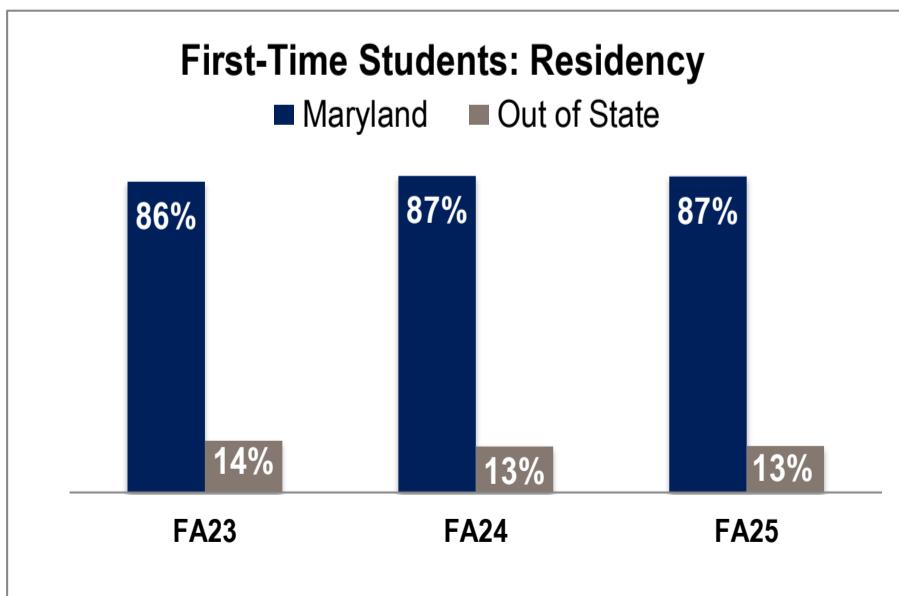
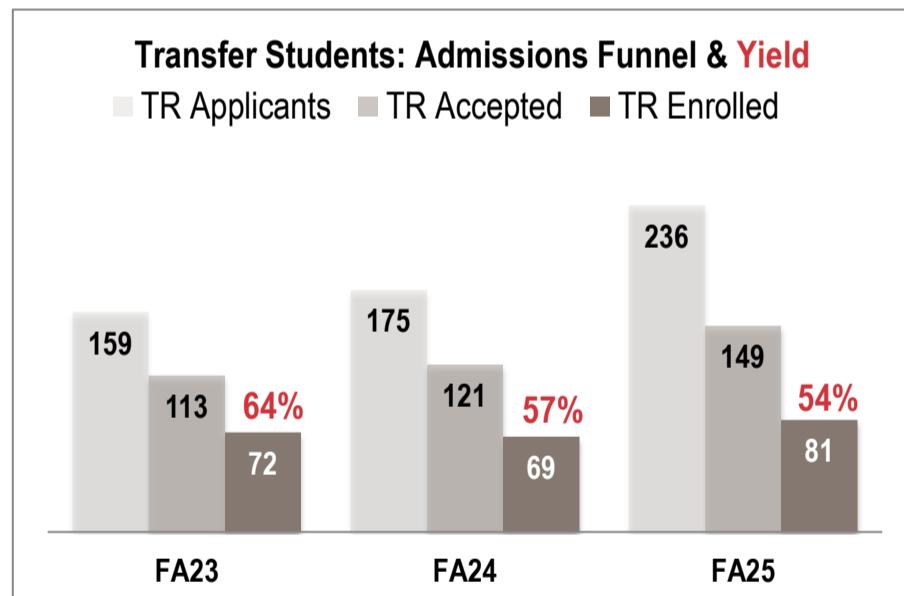
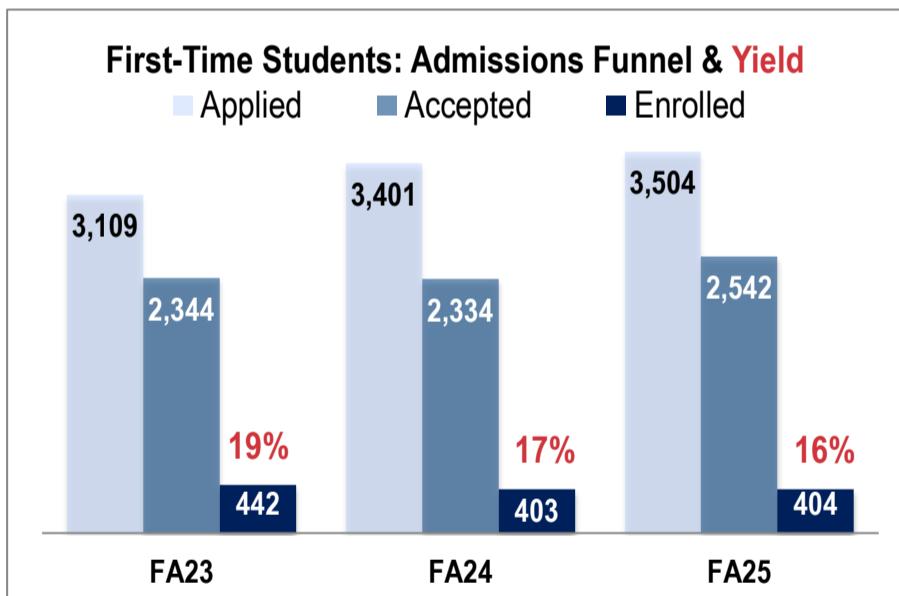
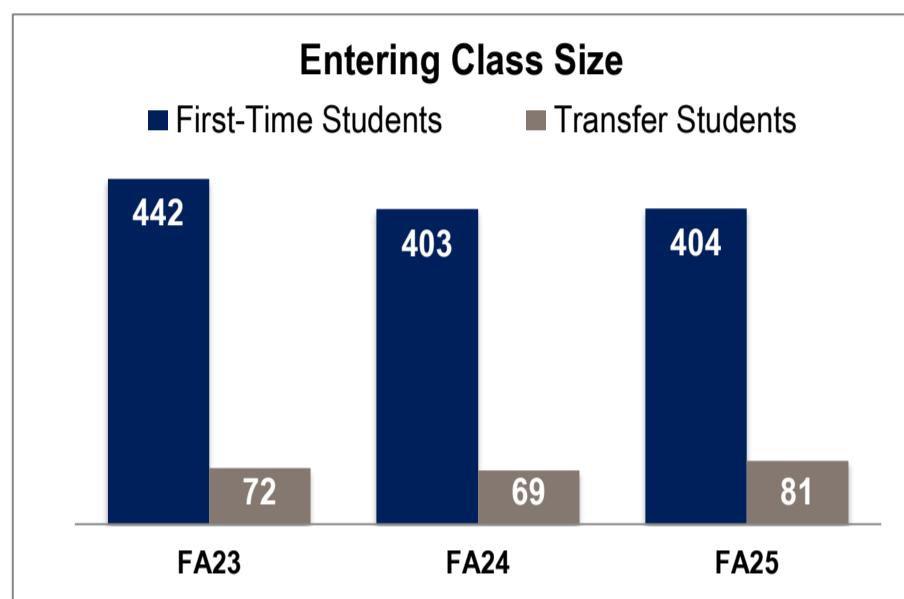
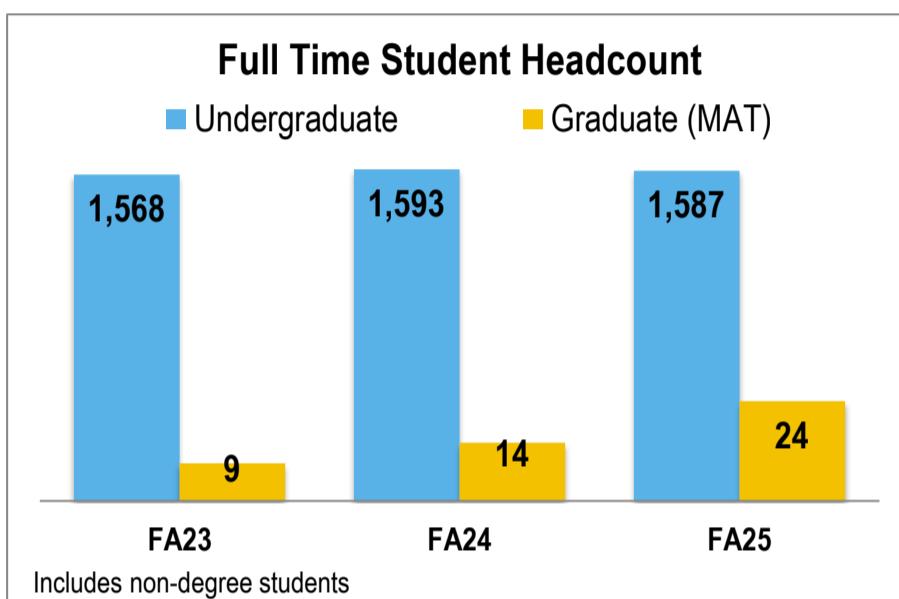
St. Mary's College of Maryland Endowment Fund
Investment Portfolio Performance Summary as of August 31, 2025

Period From Date	Period To Date	Beginning Monthly Market Value	Ending Monthly Market Value	Monthly Change Market Value
	8/31/2024		5,023,495	
8/31/2024	9/30/2024	5,023,495	5,083,255	59,760
9/30/2024	10/31/2024	5,083,255	4,990,981	(92,274)
10/31/2024	11/30/2024	4,990,981	5,150,984	160,003
11/30/2024	12/31/2024	5,150,984	5,058,172	(92,812)
12/31/2024	1/31/2025	5,058,172	5,145,321	87,149
1/31/2025	2/28/2025	5,145,321	5,105,872	(39,449)
2/28/2025	3/31/2025	5,105,872	4,974,999	(130,873)
3/31/2025	4/30/2025	4,974,999	4,979,059	4,060
4/30/2025	5/31/2025	4,979,059	5,114,017	134,958
5/31/2025	6/30/2025	5,114,017	5,256,533	142,516
6/30/2025	7/31/2025	5,256,533	5,026,167	(230,366)
7/31/2025	8/31/2025	5,026,167	5,090,348	64,181
Annualized Gain/(Loss) in Dollars				66,853
Annualized Rate of Return				1.33%

Board of Trustees Dashboard - October 2025

Student Characteristics in Enrollment

Fall 2025 figures based on preliminary data, 9/12/2025



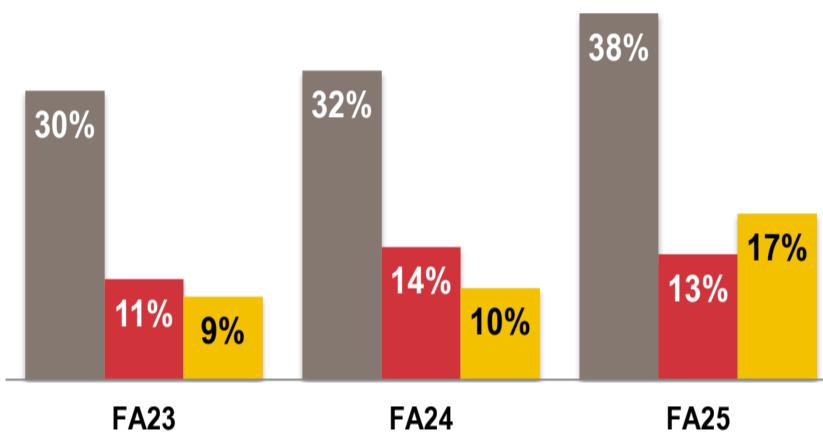
Board of Trustees Dashboard - October 2025

Student Characteristics in Enrollment

Fall 2025 figures based on preliminary data, 9/12/2025

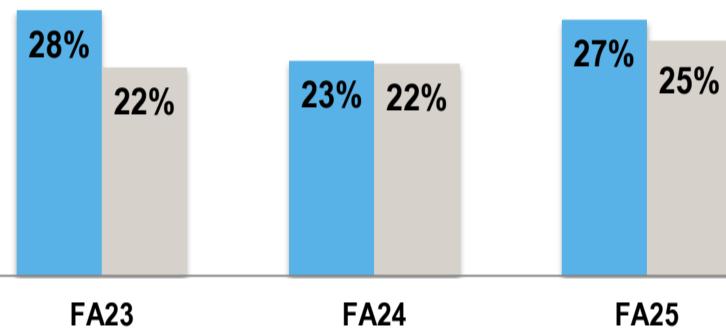
First-Time Students: Diversity

■ Students of Color ■ African American ■ Hispanic/Latino/a



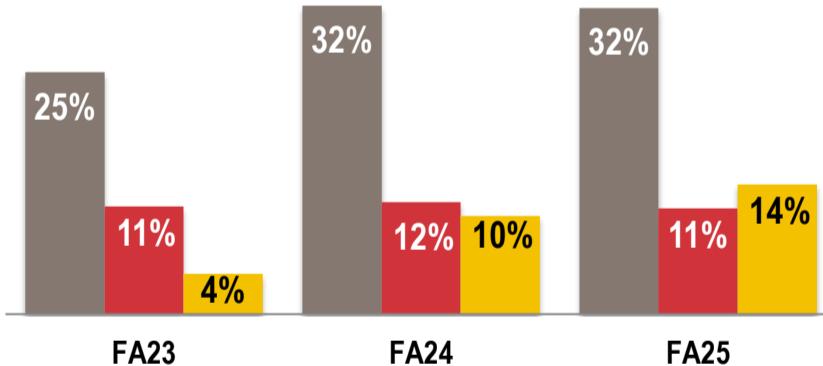
First-Time Students: Diversity

■ 1st Generation ■ Pell Recipient



Transfer Students: Diversity

■ Students of Color ■ African American ■ Hispanic/Latino/a



Transfer Students: Diversity

■ 1st Generation ■ Pell Recipient



Transfer Students: Average Previous GPA

3.21

3.29

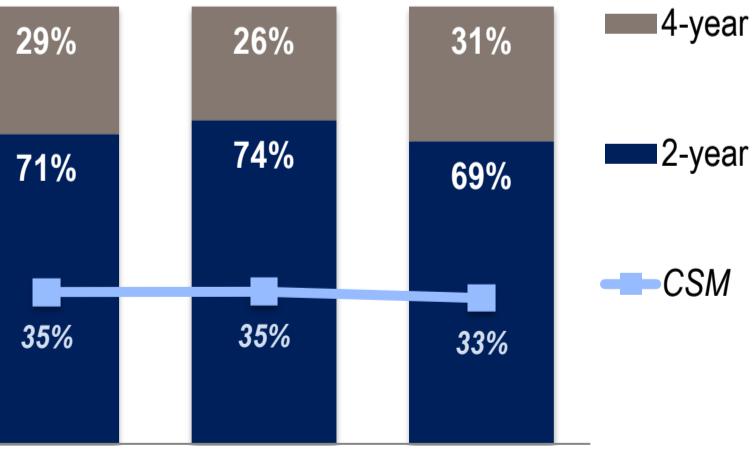
3.29

FA23

FA24

FA25

Transfer Students: Previous Institutions



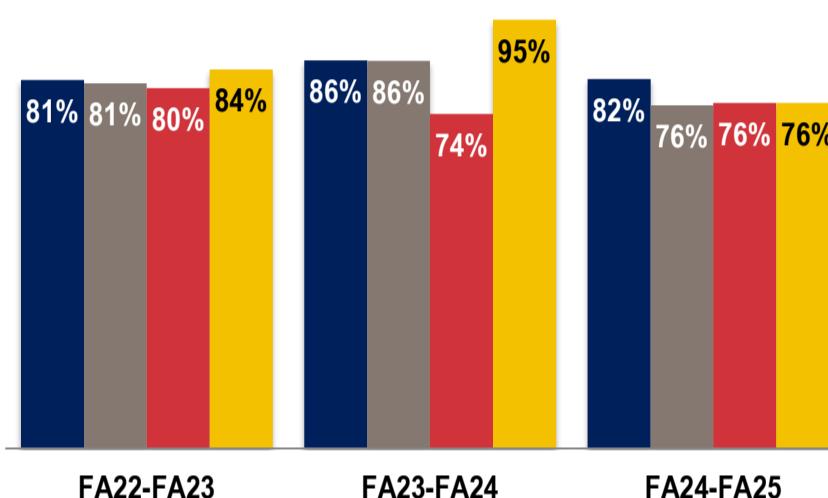
Board of Trustees Dashboard - October 2025

Student Retention and Persistence (First-Time Students)

Fall 2025 figures based on preliminary data, 9/12/2025

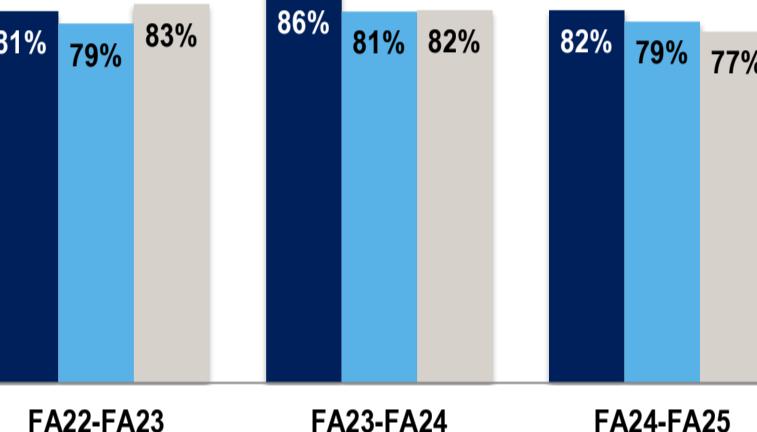
1st-to-2nd year retention: Student Diversity

■ All Students ■ Students of Color ■ African Amer ■ Hispanic/Latino/a



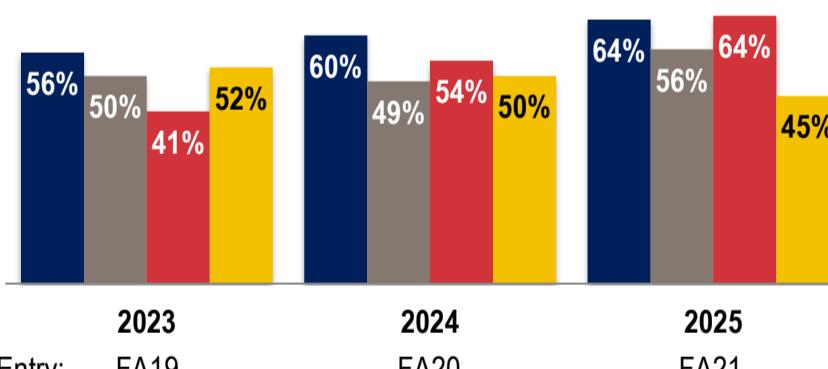
1st-to-2nd year retention: Student Diversity

■ All Students ■ 1st Generation ■ Pell Recipient



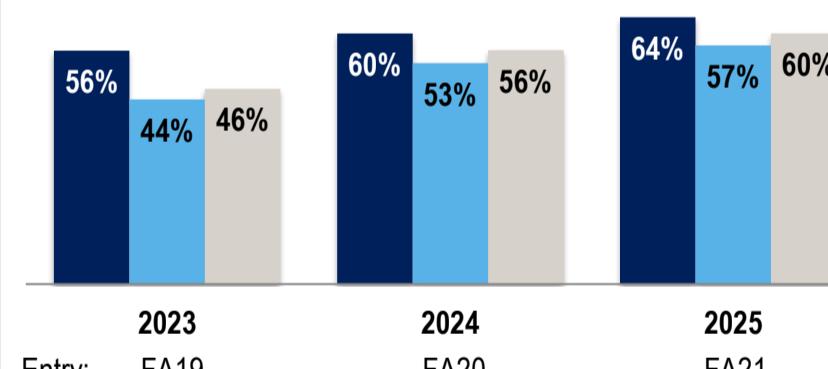
Four-Year Graduation: Student Diversity

■ All Students ■ Students of Color ■ African Amer ■ Hispanic/Latino/a



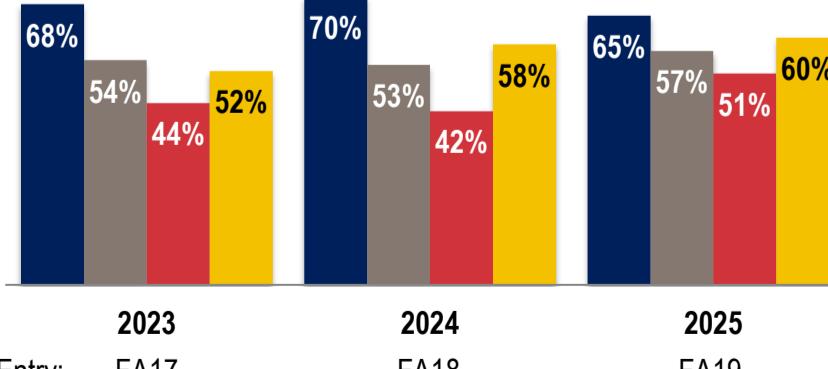
Four-Year Graduation: Student Diversity

■ All Students ■ 1st Generation ■ Pell Recipient



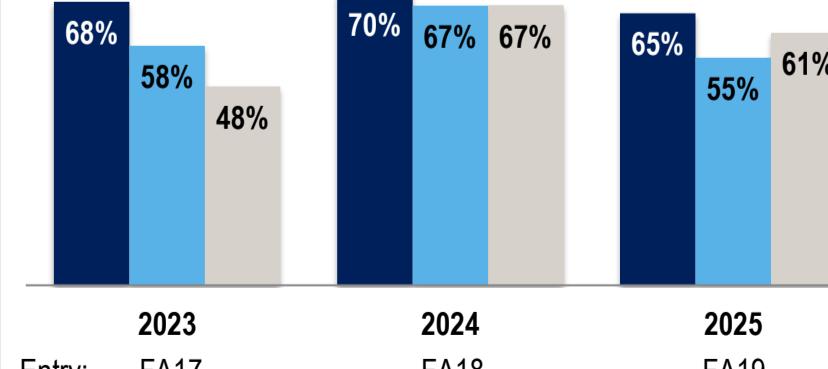
Six-Year Graduation: Student Diversity

■ All Students ■ Students of Color ■ African Amer ■ Hispanic/Latino/a



Six-Year Graduation: Student Diversity

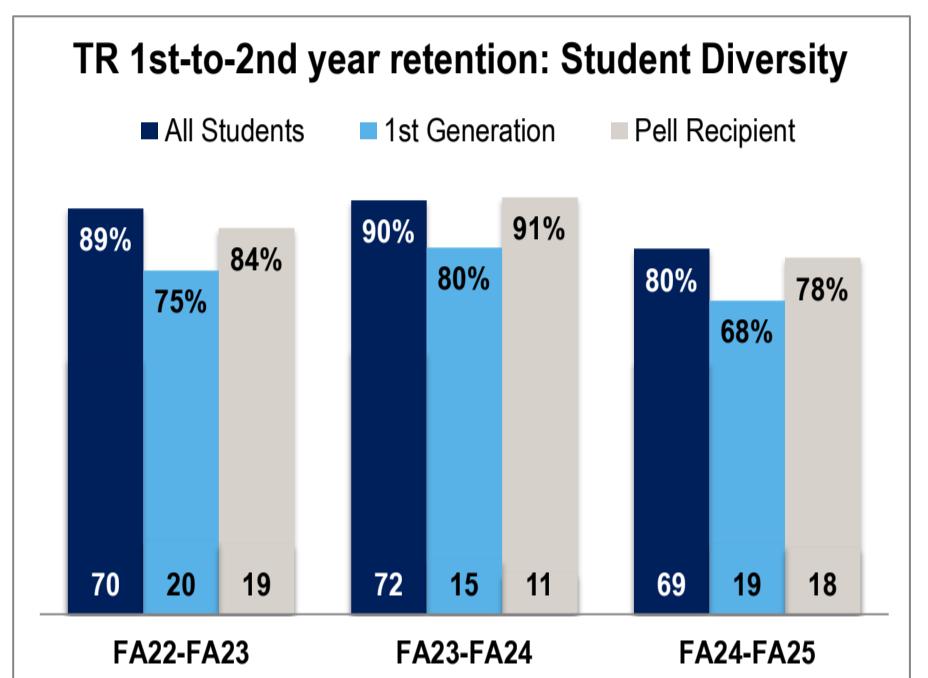
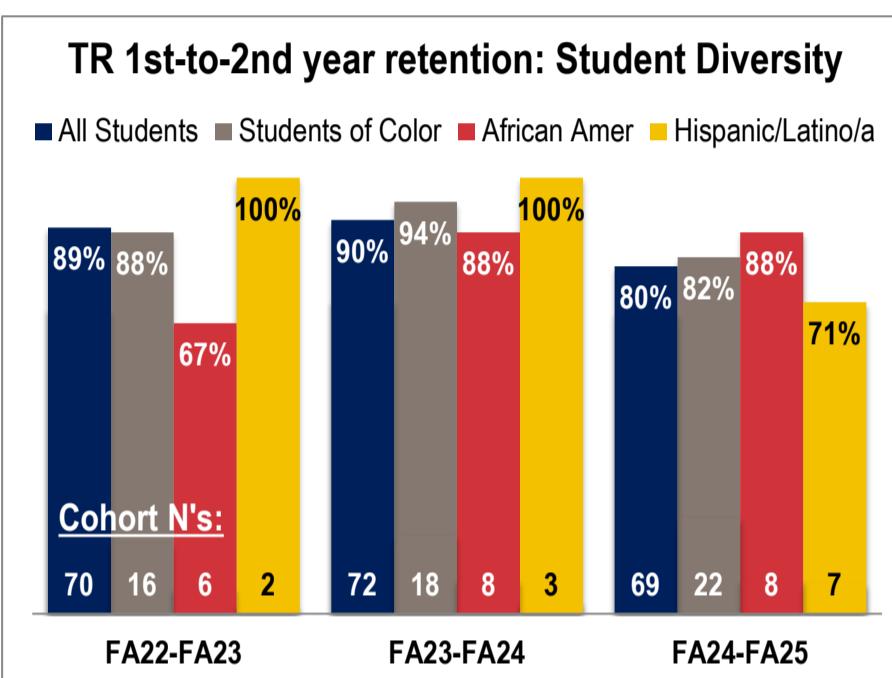
■ All Students ■ 1st Generation ■ Pell Recipient



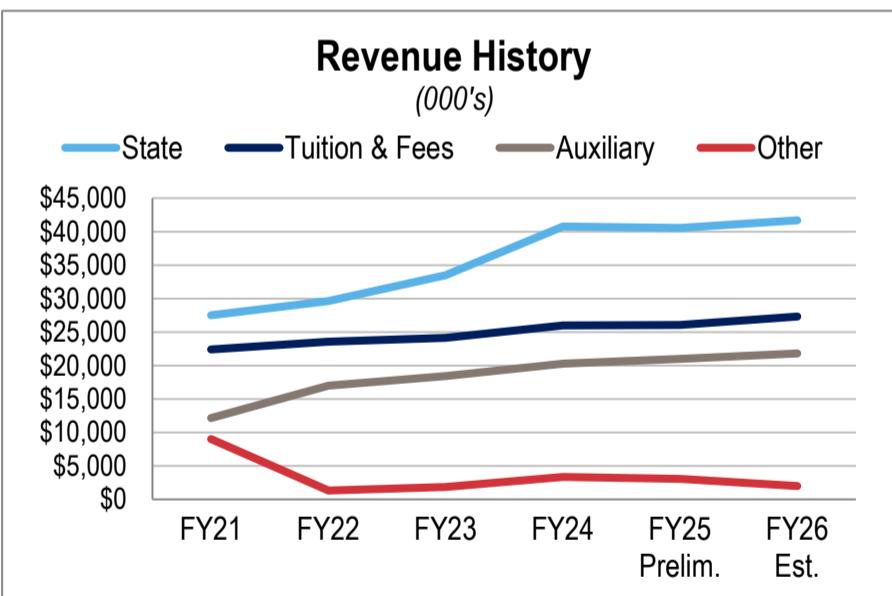
Board of Trustees Dashboard - October 2025

Student Retention and Persistence (Transfer Students)

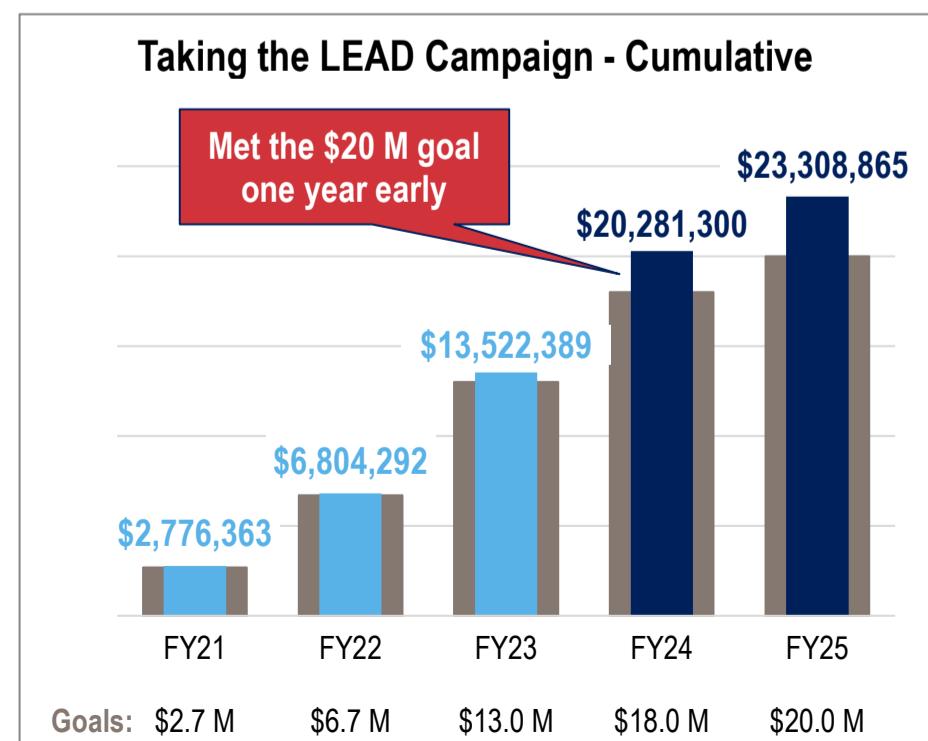
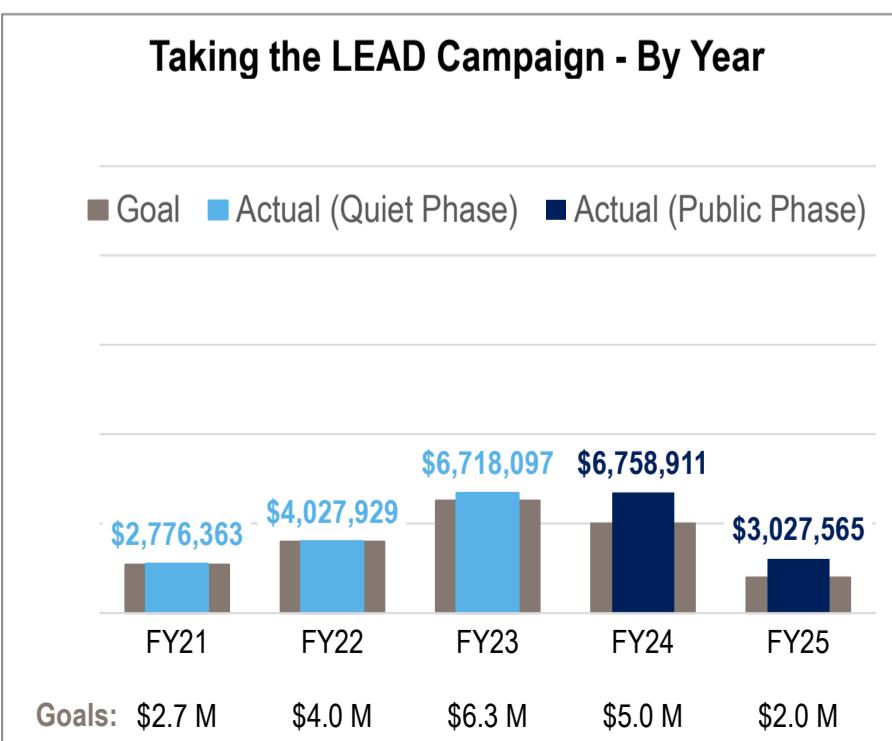
Fall 2025 figures based on preliminary data, 9/12/2025



Revenue and Fundraising



Note regarding FY21 Revenue: The COVID-19 pandemic had major impacts on Auxiliary revenues. A significant portion of the student population chose to study remotely, leading to substantial decreases in on-campus living and dining participation rates. Offsetting revenue increases were recorded in the Other category in the form of CARES act institutional support (\$1.1 million), Paycheck Protection Plan loan forgiveness (\$6.7 million) and federally funded COVID expense reimbursements through the state (\$1.5 million).



PLACE HOLDER

V. INFORMATION ITEMS

E. Minutes (Meeting of May 6, 2025)



**BOARD OF TRUSTEES
FINANCE, INVESTMENT, AND AUDIT COMMITTEE**

**OPEN SESSION
MINUTES**

Date of Meeting: May 8, 2025

Status of Minutes: TBD

Committee Members' Present:

Committee Chair John Wobensmith '93, Nicolas Abrams '99, Board Chair John Bell '95, Susan Lawrence Dyer, Faculty Finance Delegate Silvio Borrero, President Tuajuanda Jordan

Committee Members Absent:

Lex Birney, Ray Wernecke, Anirban Basu,

Staff Member: Interim Vice President for Business Mohammadi

Others Present: Sven Holmes, Betsy Barreto, Anne Marie Brady, Mary Broadwater, Peter Bruns, Paula Collins, Carolyn Curry, Jonathan Dobry, Katie Gantz, Darry Green, Mary Grube, David Hautanen, Jerri Howland, Brad Newkirk, Jenell Sargent, Jackie Wright, Chuck Steenburgh, David Taylor, Lisa Smith, Wanda Fenwick

Executive Summary: Finance, Investment, and Audit Committee Chair John Wobensmith called the open session meeting to order at 12:10 p.m.

Discussion Items

Action Items

II.A. Dual Employment

Audit results revealed there was a need for two new policies, one being the secondary employment policy. Although not directed to add this policy, we are putting safeguards into place using this Secondary Employment policy to ensure compliance with Maryland Public Ethics Law § 5-502, which requires disclosure of secondary employment and prohibits state employees from engaging in employment that conflicts with their official duties. Implementing such a policy would help maintain transparency, avoid conflicts of interest, and uphold public trust.

If approved, the policy would apply to all full-time employees for the State of Maryland. The new policy would not apply to contractual employees. The policy would mandate employees notify supervisors of secondary employment positions and be approved for such.

During the audit phase, a review of personnel roles and responsibilities indicated there are approximately 33 faculty members, at this time, in instruction positions who are participating in dual employment. With this policy in place, those employees based on policy guidelines would

be required to take leave from their main employment role should they perform secondary duties during their normal duty day. To ensure compliance with the new policy, HR would monitor dual employment employees closely and ensure both job descriptions are included in the employee records.

II.B. Conflict of Interest

The proposed Conflict of Interest policy was identified but not mandated to enforce the Maryland Ethics Law and will ensure College employees act in public interest without undue influence from personal or financial considerations. Policy implementation will require financial disclosures for designated positions. Implementation of the policy promotes both transparency and ethical conduct.

If approved, the policy would apply to all full-time employees for the State of Maryland. This policy would not apply to contractual employees. However, vendors who are considered contractual employees would have to comply with their contract terms and conditions as included in the current purchase order policies. It is the responsibility of the vendor to ensure that their employees adhere to the rules as outlined in the policy.

Procurement Officer Darry Green read and reviewed excerpts from the Maryland Ethics Law which were coordinated with the new proposed policy.

Motion to adopt both the Dual Employment & Conflict of Interest Policy made by: Committee Chair John Wobensmith

Committee Member Susan Lawrence Dyer

Seconded by: Sven Holmes

Members voting aye: Committee Chair John Wobensmith, Nicolas Abrams, Susan Lawrence Dyer, Faculty Finance Delegate Silvio Borrero, President Tuajuanda Jordan, Interim Vice President Mohammadi, Board Chair John Bell

Opposed: None

Abstaining: None

Absent: Lex Birney, Ray Wernecke, Anirban Basu

President Jordan confirmed with Staff Member David Taylor a quorum was present and introduced new employee Wanda Fenwick, Executive Assistant to the Interim Vice President for Business and Finance/CFO, Amir Mohammadi

II.C. Update to Procurement Policy

The revised policy updates portions of the existing policy to be consistent with State and Federal regulations. These include several standard contract clauses to be incorporated within certain College solicitations and/or contracts including:

Raising the dollar threshold for “Full and Open” competition under the College policy from \$50,000 to \$100,000, which is conservatively less than other public higher education institutions. The College will change the current non-advertise public procurement competition threshold from between \$5,000 and \$50,000 to between \$25,000 and \$100,000, and vendors under a multiple award contract be given a fair opportunity to be considered for each order will increase from orders exceeding \$5,000 to \$10,000.

Motion to adopt the updated Procurement Policy made by Committee Chair John Wobensmith

Seconded by: Susan Lawrence Dyer

Members voting aye: Committee Chair John Wobensmith Nicolas Abrams, Susan Lawrence Dyer, Faculty Finance Delegate Silvio Borrero, President Tuajuanda Jordan, Interim Vice President Mohammadi, Board Chair John Bell

Opposed: None

Abstaining: None

Absent: Lex Birney, Ray Wernecke, Anirban Basu

II.D. Discussion – FY 26 Current Fund Operating Budget

Interim Vice President Mohammadi reviewed the FY25 operating budget revenue, as compared to the revised Board approved budget, and the expenses as of December 31, 2024. We also agreed to continue “budget-to-actual” comparison to be based on timing of the fiscal year.

Committee Chair Wobensmith- suggested changing budget reports to show deficits in parenthesis and surplus without parenthesis. The opposite of how amounts are shown in current reports.

II.E. Discussion – FY 26 Tuition, Fees, Room & Board Rates

The fees for part-time students have been \$300 for some time. Chair Wobensmith inquired about what fees included. It was determined the fees for students include a combination of all fees except mandatory fees. If we increase tuition and fees for FY26, the amount of revenue generated would be approximately \$517,000.

In FY26 projected budgets suggest we will see a decrease in revenue from fees due to students taking fewer credit hours to obtain a lower amount of fees. The Committee agreed that scholarships dollars should be decreased when students take fewer credit hours. The Committee also agreed with reviewing and implementing increases on an annual basis rather than a fiscal basis.

According to Vice President for Enrollment Management David Hautanen, we have experienced a decline in international students and should look towards suitable strategies to address the matter. Our number one peer school, the University of Maryland, is ahead in their new student enrollment. We must pay attention to our number one peer in the industry.

The State of Maryland is implementing the Family Medical Leave Act (FMLA) policy which may require employees/employers to budget for this. The Act states a benefit of up to \$1,000 per individual using the leave. Currently, it is unclear if this is state funded benefit, therefore have added this line item to the budget. Estimates for this line item using .045% equal approximately \$180,000 for employees and \$80,000 for students.

Committee Chair Wobensmith stated approval is of essence based on limited time to approve of the FY26 budget. The presentation thus far is good, but we may need to adjust it a bit.

President Jordan shared although our team of Vice Presidents have produced reduced budgets to continue with Strategic Plan items without negatively impacting the quality of the educational experience we offer, we will need to increase tuition and fees.

Committee Member Dyer wanted to understand how our bond performance could help with the budget constraints, and it was explained by President Jordan that bonds must mature over a five-year period to be resourceful. A bond performance update is planned for the Board of Trustee meeting tomorrow, May 9, 2025.

Committee Chair Wobensmith stated we will have a full discussion on increasing tuition, and we need to research what competitors are doing. Modernization of buildings and IT updates will warrant an increase in room costs. Staff and faculty members have been tasked with looking for grants, which could help offset costs. With current expenses, we will be in a deficit in the millions if we do not raise tuition. At some point we will need to address this issue.

President Jordan reminded us tuition has remained the same for 6 years and we have done better than anyone else in the state. We are now at a critical point. Student enrollment is going down. We need to review our list of essentials for students.

Committee Chair Wobensmith inquired about when we approved last year's budget and President Jordan confirmed it was in June of last year, which was satisfactory. She also explained that while financial aid can help cover an increase, we should compare our rates to the rates of our peer schools. Interim Vice President Mohammadi said we have already started to research this.

Other schools are giving massive amounts of scholarships/discounts concurred Vice President for Enrollment David Hautanen. He explained that we educate our parents that when peer schools offer larger amounts of scholarship funds - this may also require larger out of pocket expenses and may not actually reduce the education costs. We need to understand how other schools are strategizing to increase or stabilize enrollment.

Motion to close meeting made by: Chair John Wobensmith

Seconded by: Board Chair John Bell

Members voting aye: Committee Chair John Wobensmith, Nicolas Abrams, Susan Lawrence Dyer, Faculty Finance Delegate Silvio Borrero, President Tuajuanda Jordan, Board Chair John Bell

Opposed: None Abstaining:

None Absent: None

Meeting Adjournment: 3:00 p.m.



BOARD OF TRUSTEES FINANCE, INVESTMENT, AND AUDIT COMMITTEE

OPEN SESSION MINUTES

Date of Meeting: June 5, 2025

Status of Minutes: TBD

Committee Members' Present: Committee Chair John Wobensmith '93; Board Chair John Bell '95; Nicolas Abrams '99; Susan Lawrence Dyer; Silvio Borrero, Faculty Finance Delegate; Anirban Basu; President Tuajuanda Jordan; Ray Wernecke.

Staff Member: Interim Vice President for Business Amir Mohammadi

Others Present: Betsy Barreto; Anne Marie Brady; Mary Broadwater; Carolyn Curry; Katie Gantz; Mary Grube; David Hautanen; Jerri Howland; Jenell Sargent; Shannon Jarboe; Gretchen Phillips; David Taylor; Wanda Fenwick.

Executive Summary: Finance, Investment, and Audit Committee Chair John Wobensmith called the open session meeting to order at 9:32 a.m. The meeting took place in person and via videoconference.

Motion to Close - Chair Wobensmith made a motion to close the meeting in compliance with Title 10, Subtitle 3 of the General Provisions Article, the Open Meetings Act, for the purposes set forth in the closing statement: To review and discuss items permitted to be discussed in closed session by Maryland General Provisions Article §3-305(b)(1), specifically the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or any other personnel matter that affects one or more specific individuals. Following a motion by Trustee Wernecke; a second by Trustee Dyer; and unanimous vote, the meeting went into closed session at approximately 9:35 a.m. and would later reconvene in open session.

OPEN SESSION RECONVENES

Following the closed session, the FIA meeting reconvened in open session at 10:55 a.m.

Discussion Item: Trustee Wernecke shared that following discussion, FIA will recommend to the full Board an increase in Tuition, Fees, Room, and Board Rates.

ACTION ITEM

Approval of FY 26 Current Fund Operating Budget: Interim Vice President Mohammadi

reviewed the FY26 proposed operating budget with notable considerations for the development of the budget including:

- The FY26 SRI process included three rounds: initial submissions by department heads and VPs, a 5% reduction, and final cuts by President Jordan.
- Utilities were analyzed for FY26 cost savings.
- Auxiliary services are working toward financial self-sufficiency.
- A Campus Bookstore services RFP is being prepared for bidding.

Additionally, the estimated number of students enrolled for this period is projected at 1,561. A general discussion was led by Amir Mohammadi regarding the budget development process for FY26. Committee Chair Wobensmith motioned to approve the FY26 operating budget as presented. Trustee Wernecke seconded the motion. On a unanimous vote, the Committee endorsed submitting the FY26 Current Fund Operating Budget to the full Board for review and approval.

There being no further business, following a motion by Committee Chair Wobensmith, a second by Trustee Wernecke and a unanimous vote – the Finance, Investment, and Audit Committee adjourned.

**BOARD OF TRUSTEES
FINANCE, INVESTMENT, AND AUDIT COMMITTEE**

**CLOSED SESSION
MINUTES**

Date of Meeting: June 5, 2025

Status of Minutes: TBD

Committee Members' Present: Committee Chair John Wobensmith '93; Nicolas Abrams '99; Susan Lawrence Dyer; Silvio Borrero, Faculty Finance Delegate; Anirban Basu; President Tuajuanda Jordan; Ray Wernecke.

Staff Member: Interim Vice President for Business Mohammadi

Others Present: Betsy Barreto; Mary Broadwater; David Taylor; Wanda Fenwick.

CLOSED SESSION

Discussion – The closed session convened at approximately 9:35 a.m. with a discussion led by Interim Vice President Mohammadi, on personnel issues and recommendations within his division based on efficiencies and performance. The discussion then focused on issues relevant to the proposed FY26 budget and the financial impact of potentially modifying the current tuition, fees, room, and board rates with different scenarios. Several considerations are involved, including the projected enrollment; student retention rates; the State budget; the national issues affecting higher education and its impact on the region; and current College budget cutbacks.

Action Item: Approval of FY 26 Tuition, Fees, Room and Board Rates: Following the discussion, on a motion by Trustee Wernecke, a second by Trustee Abrams, and a unanimous vote, the action item to adjust the rates was approved to forward to the full Board for consideration. This would include for FY26:

- In-state tuition, fees, room, and board = \$31,388
- Out-of-state tuition, fees, room, and board = \$47,946
- DC resident tuition, fees, room, and board = \$41,688
- Graduate MAT program costs = \$22,050

Following the action vote, upon a motion by Chair Wobensmith and a second by Trustee Wernecke, the closed session concluded, and the meeting returned to open session at 10:55 a.m.
