

SENATE FINANCE COMMITTEE

Tuesday April 2, 2024

1:00 – 3:00 P.M. EST

NH 3407 / Zoom

TIMING	AGENDA ITEM	PAGE	ACTION
	OPEN SESSION		
1:00 p.m. (10 min)	1. Declarations of Conflict of Interest a. Excerpt from Bylaw 1, section 8	Oral 3	Information
	2. Remarks from the Chair	Oral	Information
	3. Minutes of February 7, 2024* and Business Arising To approve the minutes of the February 7, 2024 meeting as distributed/amended.	5	Decision
1:10 p.m. (30 min)	4. 2024/25 Operating Budget That Senate recommend that the Board of Governors approve the 2024-25 Operating Budget as presented.	7	Decision
1:40 p.m. (20 min)	5. Operating Budget Background a. Background on Salaries and Wages and Unit Level Operating Budget b. Supplementary Institutional Enrollment Data Report	17 21	Information Information
2:00 p.m.	6. Further Discussion and Other Business		
	7. Next Meeting: To be scheduled, Fall 2024		
	<u>Future agenda items</u>		
	a. Briefing/progress updates re: integrated planning and budgeting		

March 26, 2024

 Mike Grivicic
 Associate University Secretary

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Excerpt from Senate Bylaw 1

8. Declarations of conflict of interest

8.01	At the beginning of each meeting of Senate or any of Senate's committees or councils, the chair will call for members to declare any conflicts of interest with regard to any agenda item. For agenda items to be discussed in closed session, the chair will call for declarations of conflict of interest at the beginning of the closed portion of the meeting. Members may nonetheless declare conflicts at any time during a meeting.
8.02	A member shall be considered to have an actual, perceived or potential conflict of interest, when the opportunity exists for the member to use confidential information gained as a member of Senate, or any of Senate's committees or councils, for the personal profit or advantage of any person, or use the authority, knowledge or influence of the Senate, or a committee or council thereof, to further her/his personal, familial or corporate interests or the interests of an employee of the university with whom the member has a marital, familial or sexual relationship.
8.03	Members who declare conflicts of interest shall not enter into debate nor vote upon the specified item upon which they have declared a conflict of interest. The chair will determine whether it is appropriate for said member to remove themselves from the meeting for the duration of debate on the specified item(s).
8.04	Where Senate or a committee or council of Senate is of the opinion that a conflict of interest exists that has not been declared, the body may declare by a resolution carried by two-thirds of its members present at the meeting that a conflict of interest exists and a member thus found to be in conflict shall not enter into debate on the specified item upon which they have declared a conflict of interest. The chair will determine whether it is appropriate for said member to remove themselves from the meeting for the duration of debate on the specified item(s).

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University of Waterloo
SENATE FINANCE COMMITTEE
Minutes of the February 7, 2024 Meeting
[in agenda order]

Present: Sheila Ager, Marc Aucoin, Paul Fieguth, Bruce Frayne, Mark Giesbrecht, Vivek Goel (chair), Mike Grivicic (secretary), Vikas Gupta, David Ha, Diane Johnston (for Charmaine Dean), Marten Karsten, Scott Kline, Lili Liu, Ellen MacEachen, Erin O'Connell, Jacinda Reitsma, James Rush, Rida Sayed, Mary Wells, Stanley Woo

Resources: MaryAnne Chan, Sarah Hadley, Jennifer Kieffer, Beth Namachchivaya, Allan Starr

Absent: Jeff Casello*, Charmaine Dean*, Chris Houser, Sonia Ismail, Stephanie Maaz

Organization of meeting: James Rush served as chair with Vivek Goel joining via teleconference; Mike Grivicic (secretary) advised that due notice of the meeting had been given, a quorum was present, and the meeting was properly constituted.

1. DECLARATIONS OF CONFLICT OF INTEREST

No conflicts of interest were declared.

2. REMARKS FROM THE CHAIR

Rush noted the role of the committee as well as that Senate and the Board of Governors in the review/approval of the University budget.

3. MINUTES OF OCTOBER 5, 2023 AND BUSINESS ARISING

A motion was heard to approve the minutes as distributed. Gupta and Kline. Carried. There was no business arising.

4. SLIDE DECK, OVERVIEW OF UNIVERSITY FUNDS

Hadley provided a general overview of the multiple funds utilized in the overall budget accounting at Waterloo, including operating, research, capital, trust, ancillary, and endowment funds. The audited financial statements of the University include all the funds, and the utilization of these funds reflects fund segregation and management based on the funds' source and purpose, with transfers between funds only occurring in situations that are pre-defined. Members noted that ancillary operations are on a 'cost-recovery' basis and cover their own salaries/benefits, and that any excess funds shown on the financial statements are allocated to planned expenditure items such as IT investments, research carryforwards for planned future projects etc.

5. UPDATE ON OPERATING BUDGET 2023/24

Rush presented an update on the current year's budget, and members discussed: major items that have arisen since the October update include the salary settlements with employee groups as well as the recommendations to the provincial government of the Blue-Ribbon Panel; current projections show a year-end deficit of ~\$16 million; to deal with operating budget pressures, there will likely be mechanisms to apply central budget restraint in combination with those measures drawing from one-time sources e.g. deferring/forgoing planned capital spending; tuition revenue is holding steady but it should be noted that overall undergraduate domestic tuition has increased due to increased enrollments, and these increases are offset by decreases in international undergraduate tuition revenues (due to enrollment trends, and may also occur when a student qualifies for domestic tuition midway through their studies); the University has domestic enrollments above the funding corridor allocation; major drivers of expenses are salary and benefits, and some items that were formerly non-salary expenses have been migrated into the salary category; more specific data on expenses in certain categories will be included with the agenda materials for the next meeting.

6. 2024/25 BUDGET PLANNING CONSIDERATIONS AND CHALLENGES

Rush gave a presentation on the preparations for the 2024/25 budget: overview of budget planning processes including activity planning and financial forecasting; response to the report of the Blue-Ribbon Panel is expected later in February; major factors in forward planning include trends around international tuition, general expense growth, inflation, and caps on international study visas; current expecting a significant central operating budget deficit, though the magnitude is still to be determined. Members clarified/discussed: based on current location in funding corridor, per student costs might be reduced by reducing enrollment, however these considerations need to consider impacts on program quality and the value proposition to students; potential to utilize the University's relatively strong balance sheet to finance capital projects on favorable terms, and the province is examining the extension of low interest borrowing options for student residences; it will be important to convey consistent messaging on the budget pressures and ensuring transparency thereon; decisions such as for hiring of co-op students would be made locally in the operating units based on what is sensible for those areas, and a top-down mandate would not be congruent with collegial governance; the University continues to benefit from the high quality of its applicant pool and from operational efficiencies obtained over the past several years, but faces specific challenges such as the infrastructure deficit and the necessary investments that will be needed in the coming years; some of the prospective improvements to the University's operations will require investment to secure long-term gains; space utilization is being examined as a potential source of savings. Rush analyzed potential scenarios used to assist in budget planning. The presentation of the draft budget will occur at the next meeting, and will include a greater depth of analysis than was provided in this update.

7. UPDATE ON INTEGRATED PLANNING AND BUDGETING

Paul Fieguth provided a presentation: integrated planning overlays and provides practical support for units in their engagement with the annual budget cycle; integrated planning supports institution-wide initiatives and making connections to other units, enabling linkages to strategic priorities and planning on a time horizon for milestones beyond the current year; aim to develop a standard presentation of budgets and related forms to harmonize the process and allow comparisons and analysis of scenarios; establish processes to mitigate one-off decisions and to translate planning activity into budgeting. Members discussed: an integrated approach will help to better assess the relative merits of plans and budgets between units; the outcome of this approach is to see the financial details of the unit operations; the topic of 'service teaching' is on the table but the level of detail required to grasp the subject is substantial.

8. OTHER BUSINESS

There was no other business.

9. NEXT MEETING

The next scheduled committee meeting is Wednesday March 13, 2024 from 1:00-3:00p.m.

February 29, 2024

Mike Grivicic
Associate University Secretary

**University of Waterloo
Senate Finance Committee
April 2024**

FOR APPROVAL

Recommended Operating Budget 2024/2025

The 2024/2025 Operating Income and Expense budget for review and approval is included in Attachment 1. The accompanying Plan to Address 2024/2025 Operating Budget Deficit is included in Attachment 2.

Executive Summary

The University is dealing with continued funding environment restrictions and expense growth. The opening budget reflects a budget deficit of \$74.5m, which the University plans to address as described in the attached Plan to Address 2024/2025 Operating Budget Deficit. The projected deficit will be addressed through a multi-modal, proportional approach to budget measures and constraints in 2024/2025 and the following years. The significant factors leading to a 2024/2025 deficit include:

2023/2024 deficit (mainly related to Bill 124 re-opener salary & benefits increases)	(\$16.2m)*
2024/2025 estimated salary and benefits increases	(36.3m)
2024/2025 estimated tuition income decrease (before transfers to AFIW)	(29.9m)
2024/2025 estimated grant income increase (Postsecondary Education Sustainability Fund)	7.0m
2024/2025 estimated other income and expense increases	0.9m
Total deficit	(\$74.5m)

* The provincial government announced a special one-time allocation of \$100 million related to over-corridor enrollment in STEM programs. The University's share of this additional STEM program funding is \$12.3m to be applied to STEM program expenses in 2023/2024. This will reduce the 2023/2024 operating budget deficit of \$16.2m as shared in the February operating budget update to \$3.9m in 2023/2024. The 2024/2025 operating budget deficit is not impacted by these one-time, 2023/2024 funds.

Income

The income budget is decreasing by \$18.7m to \$870.5m. The decrease in the income budget relates mainly to the following factors:

- tuition decrease of \$29.9m relating mainly to domestic and international enrolment (tuition rate increase of \$17.1m offset by enrolment reductions of \$47.0m)
- offset by estimated allocation of the newly announced Postsecondary Education Sustainability Fund of \$7.0m
- other income increases of \$4.2m (including student services fees of \$2.1m)

The income budget for tuition reflects a 0% domestic undergraduate Ontario tuition rate increase and a 5% domestic undergraduate out-of-province tuition rate increase, as well as the international tuition rates previously approved by the Board of Governors (February 2024).

Expenses

The expense budget is increasing by \$39.6m to \$945.0m. The \$39.6m increase in the expense budget relates mainly to salaries of \$27.5m and benefits of \$8.8m, and other non-salary expenses of \$3.3m.

The salary budget increase of \$27.5m reflects increased costs for salary increases. It is important to note that the current salary agreements are in place through to April 30, 2024, and that agreements are not yet in place for May 1, 2024. The impacts of these salary agreements on the 2024/2025 budget are uncertain at this time and updates will be provided when possible.

UNIVERSITY OF WATERLOO
2024/25 Operating Income Budget (in thousands)

Senate Finance Committee
April 2, 2024

	2023/24 Base Budget	2023/24 Base Budget as % of Income	Increase / (Decrease) \$	2024/25 Base Budget	2024/25 Base Budget as % of Income	% Increase (Decrease) 2024/25 over 2023/24	Notes
INCOME							
Operating Grant							
Enrolment	112,300	12.6%	(12,600)	99,700	11.5%	(11.2%)	Note 1
SMA3 Performance Outcomes	138,300	15.6%	12,600	150,900	17.3%	9.1%	Note 1
Sustainability Fund	-	0.0%	7,000	7,000	0.8%	-	Note 2
Special Purpose	5,650	0.6%	-	5,650	0.6%	0.0%	
International Student Recovery	(4,900)	(0.6%)	400	(4,500)	(0.5%)	(8.2%)	
Transfers to AFIW	(13,150)	(1.5%)	350	(12,800)	(1.5%)	(2.7%)	
	<u>238,200</u>	<u>26.8%</u>	<u>7,750</u>	<u>245,950</u>	<u>28.2%</u>	<u>3.3%</u>	
Tuition							
Domestic - Undergraduate	248,700	28.0%	(4,300)	244,400	28.1%	(1.7%)	Note 3
Domestic - Graduate	27,100	3.0%	(600)	26,500	3.0%	(2.2%)	
International - Undergraduate	247,000	27.8%	(25,000)	222,000	25.5%	(10.1%)	Note 4
International - Graduate	56,200	6.3%	-	56,200	6.5%	0.0%	
Transfers to AFIW	(20,550)	(2.3%)	350	(20,200)	(2.3%)	(1.7%)	
	<u>558,450</u>	<u>62.8%</u>	<u>(29,550)</u>	<u>528,900</u>	<u>60.8%</u>	<u>(5.3%)</u>	
Other Revenue							
Co-op Recovery	27,200	3.1%	500	27,700	3.2%	1.8%	Note 5
Student Services Fees	16,200	1.8%	2,100	18,300	2.1%	13.0%	Note 6
Interest	35,000	3.9%	-	35,000	4.0%	0.0%	Note 7
Services to AFIW	3,950	0.4%	(100)	3,850	0.5%	(2.5%)	
Miscellaneous Income	10,200	1.1%	600	10,800	1.2%	5.9%	
	<u>92,550</u>	<u>10.4%</u>	<u>3,100</u>	<u>95,650</u>	<u>11.0%</u>	<u>3.3%</u>	
Total Income	<u>889,200</u>	<u>100.0%</u>	<u>(18,700)</u>	<u>870,500</u>	<u>100.0%</u>	<u>(2.1%)</u>	

UNIVERSITY OF WATERLOO
2024/25 Operating Income Budget (in thousands)

Note 1 - The shift between the grant categories of Enrolment and SMA3 Performance Outcomes is due to the Ministry of Colleges and Universities (MCU) planned increase in performance proportion from 55% in 2023/24 to 60% in 2024/25.

Note 2 - The increase reflects the University's estimated, but not yet confirmed, 2024/25 allocation of the new Postsecondary Education Sustainability Fund recently announced by the province.

Note 3 - The projected decrease in Domestic Undergraduate tuition revenue represents a return toward target new enrolments in 2024/25 after exceeding 2023/24 new enrolment targets. The budget for domestic undergraduate tuition incorporates a 0% tuition rate increase for domestic Ontario students and a 5% tuition rate increase for domestic out-of-province students, consistent with the recent provincial announcement on continuing significant restrictions on domestic tuition increases.

Note 4 - The decrease in International Undergraduate tuition revenue is consistent with a projected decrease in international undergraduate enrolments, partially offset with tuition increases approved by the Board of Governors.

Note 5 - The increase in Co-op recovery is consistent with co-op fee rate increases approved by the Board of Governors, partially offset by a projected decrease in enrolments.

Note 6 - The student services fees revenue relates to decisions of the Student Services Advisory Committee to provide funding for designated student services.

Note 7 - The investment income earned on operational funds is based on current and forecasted cash management and investment plans.

* 2023/24 Budget Update balance differences from the schedules presented at 2023/24 Budget Update are due to rounding.

UNIVERSITY OF WATERLOO
2024/25 Operating Expense Budget (in thousands)

Senate Finance Committee
April 2, 2024

	2023/24 Base Budget	2023/24 Base Budget as % of Expense	Increase / (Decrease) \$	2024/25 Base Budget	2024/25 Base Budget as % of Expense	2024/25 Base Budget as % of Income	% Increase (Decrease) 2024/25 over 2023/24	Notes
EXPENSES								
Salary and Benefits								
Salaries and wages	549,200	60.7%	27,500	576,700	61.1%	66.2%	5.0%	Note 1
Benefits	135,100	14.9%	8,800	143,900	15.2%	16.5%	6.5%	Note 2
	<u>684,300</u>	<u>75.6%</u>	<u>36,300</u>	<u>720,600</u>	<u>76.3%</u>	<u>82.8%</u>	<u>5.3%</u>	
Non Salary Expenses - Strategic and Priority Spending								
Student Support	76,000	8.4%	-	76,000	8.0%	8.7%	0.0%	Note 3
University Fund	43,100	4.8%	-	43,100	4.6%	5.0%	0.0%	Note 4
Capital Project Fund	4,300	0.5%	-	4,300	0.5%	0.5%	0.0%	Note 5
Deferred Maintenance Fund	6,000	0.7%	-	6,000	0.6%	0.7%	0.0%	Note 6
	<u>129,400</u>	<u>14.3%</u>	<u>-</u>	<u>129,400</u>	<u>13.7%</u>	<u>14.9%</u>	<u>0.0%</u>	
Non-Salary Expenses - Other								
Insurance	3,250	0.4%	-	3,250	0.3%	0.4%	0.0%	
Municipal taxes	3,050	0.3%	-	3,050	0.3%	0.4%	0.0%	
Utilities	23,500	2.6%	1,000	24,500	2.6%	2.7%	4.3%	
Other non-salary expenses	74,800	8.3%	2,900	77,700	8.2%	8.9%	3.9%	Note 7
	<u>104,600</u>	<u>11.6%</u>	<u>3,900</u>	<u>108,500</u>	<u>11.4%</u>	<u>12.4%</u>	<u>3.7%</u>	
Gross expenses	<u>918,300</u>	<u>101.4%</u>	<u>40,200</u>	<u>958,500</u>	<u>101.4%</u>	<u>110.1%</u>	<u>4.4%</u>	
Cost recoveries	<u>(12,900)</u>	<u>(1.4%)</u>	<u>(600)</u>	<u>(13,500)</u>	<u>(1.4%)</u>	<u>(1.6%)</u>	<u>4.7%</u>	Note 8
Estimated net expenses	<u>905,400</u>	<u>100.0%</u>	<u>39,600</u>	<u>945,000</u>	<u>100.0%</u>	<u>108.6%</u>	<u>4.4%</u>	
Estimated income	<u>889,200</u>			<u>870,500</u>				
Surplus (Unfunded deficit)	<u>(16,200)</u>			<u>(74,500)</u>				

Refer to the accompanying plan to address the budget deficit for further details:

Unmitigated deficit (see above)	(74,500)
See plan to address budget deficit - start of year ongoing budget reductions	<u>42,500</u>
See plan to address budget deficit - remaining deficit to be addressed	<u>(32,000)</u>
See plan to address budget deficit - estimated draw down of one-time resources	<u>32,000</u>
Budget outcome after above measures	0

UNIVERSITY OF WATERLOO
2024/25 Operating Expense Budget (in thousands)

Note 1 - The budget increase estimate incorporates no net new positions. Discussions are underway with employee groups for new salary agreements applicable as at the start of the 2024/25 fiscal year. This estimate has been made for planning purposes without prejudice to the negotiation processes underway, the outcomes of which are not currently known, and when confirmed budget estimates will be updated through the budget update process.

Note 2 - The budget increase reflects increases related to salary increases (i.e. increased RPP contributions, Ontario Employer Health Tax increases due to estimated salary increases) and rate increases (i.e. CPP and EI increases, dental and extended health benefit cost increases).

Note 3 - Student Support includes Tuition Set Aside (TSA), as well as undergraduate and graduate support in the form of scholarships, bursaries and awards. The TSA amount (approximately \$27 million) is calculated based on a formula mandated by the Ministry of Colleges and Universities (MCU). It is to be used for needs based student support programs. Additional student support is provided through use of strategic funds available in the University Fund.

Note 4 - The University Fund is used for funding the University's strategic priorities and managing risk.

Note 5 - The Capital Project Financing budget supports central funding of internally financed capital projects. Additional funding for capital projects includes other central operating funds, faculty funding, donations and other sources.

Note 6 - The Deferred Maintenance Fund supports central funding of deferred maintenance projects. Additional funding for deferred maintenance includes other central operating funds, faculty funding, grants and donations.

Note 7 - Other non-salary expenses reflects the budget for a variety of non-salary operating expenses of the Faculties and Academic Support Units including investments in capital and enterprise software, and expenses in professional services, maintenance and supplies. Faculties and Administrative Support Units determine use of this budget based on operational requirements.

Note 8 - Chargeouts and cost recoveries primarily include recoveries from Ancillary Enterprises (Housing, Food Services, Print & Retail Solutions, Watcard and Parking) for space charges and administrative support.

* 2023/24 Budget Update balance differences from the schedules presented at 2023/24 Budget Update are due to rounding.

Senate Finance Committee April 2, 2024

Plan to Address 2024/2025 Operating Budget Deficit

In millions

Summary

The University projects an operating budget deficit of approximately \$74.5m for 2024/2025 in the absence of constraint measures. The significant budget deficit has arisen due to constrained provincial government operating grants, ongoing government-imposed restrictions on domestic tuition fee changes, declining enrolment of international undergraduate students, inflation, and an increase in salary and benefits expenses. The unmitigated budget deficit of \$74.5m for 2024/2025 is a \$58.3m increase from the 2023/2024 budget deficit as at the February 2024 budget update of \$16.2m; see further information below on additional one-time funds for 2023/2024 announced by MCU in late February 2024. The increase in deficit relates to decreased tuition revenue of \$29.9m, estimated increased salary and benefits expenses of \$36.3m driven by estimated increases in new three-year salary agreements with employee groups, and other expense increases of \$3.3m, offset by the University's estimated allocation of the newly announced Postsecondary Education Sustainability Fund of \$7m and other income of \$4.2m. In addition to the Sustainability Fund, the provincial government announced a special one-time allocation of \$100 million related to over-corridor enrollment in STEM programs. The University's share of this additional STEM program funding is \$12.3m to be applied to STEM program expenses in 2023/2024. This will reduce the 2023/2024 operating budget deficit, of \$16.2m as shared in the February operating budget update to \$3.9m in 2023/2024. The 2024/2025 operating budget deficit is not impacted by these one-time, 2023/2024 funds.

Once the employee salary agreements are concluded, we will set a target date to overcome this structural deficit.

The University is currently experiencing heightened uncertainties that will affect both revenues and expenses:

- The provincial government responded to the Blue-Ribbon Panel's report with a \$1.3 billion funding package over three years, most of which will begin in 2024/2025. We understand from the Ministry for Colleges and Universities (MCU) that it will be a few weeks before we receive communication regarding exactly how much of the new funding package from the government will be allotted to Waterloo.
- The conclusion of salary agreements with the University's employee groups effective for the 2024/2025 year and the two following years, of which negotiations and discussions are currently underway.
- The following matters that are impacting international enrolment levels:
 - Increasing geopolitical and economic factors
 - A newly introduced Canadian federal two-year cap on international student study visa permits; provinces have been tasked with deciding how permits will be distributed among universities and colleges in their jurisdictions.

Estimates based on current information indicate that expenses will continue to increase for the 2025/2026 and 2026/2027 fiscal years, while revenue growth projections remain flat with significant areas of uncertainty, as noted above. Without intervention, the annual budget deficit would grow further in each of these years. In the absence of additional grant support by the provincial government, coupled with a tuition freeze that will continue for at least three more years, serious actions must be taken in the current and following years to significantly adjust the University's cost structure in line with its forecasted revenues. As a result, a multi-modal, proportional approach to budget measures and constraints will be required to support the University's academic and research mission, and other key priorities, while under ongoing budgetary pressures.

The University proposes to highly constrain budgets as at the start of the 2024/2025 year by \$42.5m, approximately 5% of estimated revenues and 57% of the projected deficit. Reducing costs to this extent in year will be a significant challenge but is necessary due to the further substantial work required to manage increasing costs within flat revenues. Multiple short-term and longer-term efforts, including further significant spending constraints and budget reductions, will be required.

The remaining \$32m of the 2024/2025 budget deficit will be addressed with one-time resources or one-time contributions from in-year activities, as further detailed below. The focus is on addressing the deficit as soon as is reasonable to conserve one-time resources on hand, which are required for risk mitigation as well as for strategic and operational projects.

The budget reductions and the drawdown of one-time resources affects not only ongoing operations, but also places additional challenges in achieving important work in areas such as investments in physical infrastructure (deferred maintenance and capital projects), IT infrastructure, and sustainability.

Plan to Address 2024/2025 Operating Budget Deficit			
	Amount	Percentage of Deficit	Notes
2024/2025 unmitigated deficit	(74.5)		
Budget balancing measures implemented as at start of year			
Budget reduction in Faculties	16.0	21.5%	Note 1
Budget reduction Academic Support Units	11.5	15.4%	Note 1
Budget reductions in centrally managed budgets	15.0	20.1%	Note 2
Total budget reduction measures implemented as at start of year	42.5	57%	
Portion of deficit requiring further ongoing measures	(32.0)		Note 3
Estimated drawdown of one-time resources in 2024/2025	32.0	43%	Note 2

Note 1	The total budget reduction across Faculties is approximately 4% of prior year (2023/2024) budgets and the total budget reduction across ASU's is approximately 5.5% of prior year (2023/2024) budgets.
Note 2	<p>The central budget reduction of \$15m and the drawdown of one-time resources previously designated for strategic and operational priorities and commitments will place additional challenges in proceeding with important investments in physical infrastructure (deferred maintenance and capital projects), IT infrastructure, and sustainability. While a one-time drawdown facilitates a transitional solution for this year, it is not a sustainable strategy.</p> <p>The one-time contribution to address the 2024/2025 deficit will involve contributions from Faculties and Academic Support Units equivalent to 2% of their budgets (approximately \$12m) with the remainder provided by a one-time central contribution.</p>
Note 3	Further serious measures will be required in-year or at the start of the following year (2025/2026) to address this portion of the deficit.

Additional Work to Address Deficit 2024/2025 and Beyond

While this plan details the budgetary measures and constraints that will be implemented this year, further work to balance the operating budget will be required. The in-year and multi-year work to assess, select, and implement additional budget balancing measures will include work in the following categories.

Workforce Planning

The limited hiring program has been established to support units in managing the 2024/2025 budget constraints. The limited hiring program will have few exceptions that will require enhanced approval processes through HR; the Vice-President, Academic and Provost; and the Vice-President, Administration and Finance. HR will provide workforce planning guidance, including an evaluation of opportunities to coordinate and share services in key support areas. Discussions regarding medium and longer-term approaches will begin immediately.

Efficiencies and Coordination of Priorities

We will continue to find ways to save costs and find efficiencies through coordination and rationalizing priorities. A shift in our approach to operational coordination is required, which relies on those with local budget decision oversight looking critically at how they allocate discretionary budgets (such as spending on travel and internal events), and all employees thinking about how to optimize individual practices. These changes will look different across the institution and will depend on the nature of the work. However, we all must begin to think critically about our daily practices and view them against the priorities of our institution. Updates will be provided in the short term.

Optimization of Resources: Systems, Processes, and Planning

As multi-year planning continues, it will be important to address areas that can provide further alignment in processes and strategies for expense reduction. An integral component in this planning will be up-front priority investments to facilitate longer-term benefits. We also remain committed to finding ways to achieve efficiencies through the modernization of processes to reduce procurement spending; the streamlining, digitization, and automation of processes; improvements in roles and structures; and in space optimization.

Committing to focus on these areas will promote strategic alignment and coordination across the institution, as identified in the Provost's [response](#) to the [Provost's Advisory Committee on Building a Resilient University of Waterloo](#) report, and is consistent with several initiatives already underway, including the development of an Integrated Planning and Budgeting Process, a Campus Master Plan, and others. Our infrastructure and Campus Master Plan will include approaches that enable the monetization of University resources to provide revenue streams that are capable of supporting project spending and external borrowing costs for priority capital projects, improvements, and deferred maintenance.

Sustainable Enrolment and Curriculum Management

Sustainable enrolment management and curriculum management approaches are critical to support our core academic mission. Addressing these important areas will require significant local consideration of strategies and decision-making, as well as central support to explore new models of revenue-generating, high-quality academic program development, and our related processes. In this way, the University will continue to look at strategic ways to optimize existing revenue activities and produce new funding streams.

UNIVERSITY OF WATERLOO
Background on Salaries and Wages and Unit Level Operating Budget
2024/25 Operating Expense Budget

Background on Salaries and Wages Operating Budget:

Salary and wages are a significant portion of the University's operating expense budget. Additional information about the composition of these budget estimates is provided below along with related supplementary information.

Salary budget is estimated and included in the operating budget for the following categories:

- 1) Budget based on salary cost for approved operating complement positions (including both filled and open positions):
- Faculty
 - Staff in Faculties
 - Staff in Academic Support Units
 - Plant Operations and Special Constable Services union employees

The attached schedule of operating complement positions in Faculties and Academic Support units provides information about the count of these positions as at November 1, 2023 and the four most recent comparative years.

Operating complement positions are permanent positions and are expressed in terms of full-time employees (FTEs). Additions to operating complement positions are approved by the Provost. These counts include both filled and open positions. Budget in open positions is available for use by the department that holds the position and is often used to fund other salary costs (i.e. short-term contract coverage for open positions).

Changes to complement count reflect approved:

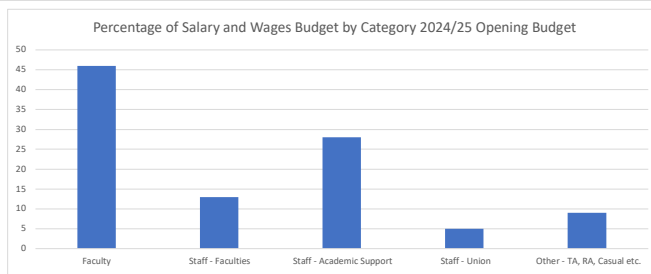
- new positions,
- conversions of contract positions to complement positions (i.e. using existing department budget to fund permanent positions rather than contract positions),
- repurposing of open positions to convert 1 position to 2 positions (i.e. using existing department budget to fund different mix of positions)

Faculty budgets are managed within each faculty to reflect operating and resourcing plans; positions in the faculties are funded through the faculty budget allocation.

Positions in the ASU's are also funded through the ASU budget allocation. In recent years, for cases of new activities/activity growth, the ASU head makes a business case proposal to the VP, Academic & Provost to consider funding an additional position. Currently, the hiring restrictions as detailed in the March 5, 2024 memo to campus apply to all units.

2) Other – operating budget for other employment earnings including Teaching Assistants and other Part-time/Casual wages.

The chart below shows the relative estimated operating budget between these categories in the 2024/25 opening operating expense budget.



Ongoing Operating Budget by Unit:

Total ongoing operating budget by unit as at March 22, 2024 has also been provided on the attached schedule, to provide high level, point in time information regarding the distribution of 2023/24 ongoing operating budget. This information does not include funding through temporary, one time budget. Ongoing budget refers to budget that is renewable annually to cover recurring costs such as salary of permanent employees; the total ongoing budget is reconsidered each year and can be adjusted.

Further information regarding unit activities and budget allocations will be developed and become available through Integrated Planning & Budget and budget allocation model work underway.

University of Waterloo
 Count of Operating Complement Positions and Total Ongoing Budget by Unit
 (Including Open Positions)

Faculty Positions:	Notes	2019/20	2020/21	2021/22	2022/23	2023/24
Arts		301.0	301.0	302.5	307.5	317.5
Engineering		341.5	351.5	360.5	369.0	371.0
Environment		81.8	82.3	83.3	86.2	88.2
Health		77.7	78.7	79.2	80.2	80.2
Mathematics		239.8	250.4	259.4	273.4	282.4
Science		209.3	212.5	213.5	213.7	212.7
Total Faculty Positions	Note 1	1251.1	1276.4	1298.4	1330.0	1352.0

2023/24 Total ongoing budget by unit
 (at March 22, 2024, in millions)

Academic Support Staff Positions:		2019/20	2020/21	2021/22	2022/23	2023/24		
Arts		117.3	116.9	120.0	126.5	131.5	\$	81.4
Engineering		249.8	249.8	254.0	263.5	272.0	\$	105.4
Environment		49.3	49.3	48.9	48.9	51.9	\$	24.5
Health		50.8	50.8	51.8	51.8	51.8	\$	22.6
Mathematics		123.5	128.0	137.0	154.8	160.8	\$	96.0
Science		176.9	178.4	180.3	186.3	186.3	\$	68.3
Faculty Subtotal - Academic Support Staff		767.6	773.2	792.0	831.8	854.3	\$	398.2
University Research Centres		6.0	6.0	6.3	6.3	6.3	\$	0.8
Office of the President		5.0	8.0	9.0	9.0	6.0		1.2
Vice-President, Academic & Provost		5.0	5.0	5.0	6.0	7.0		2.8
Associate Provost, Integrated Planning & Budgeting		5.0	6.0	6.0	6.0	6.0		0.9
Associate Provost, Campus Support and Accessibility		N/A	N/A	N/A	N/A	N/A		2.9
Institutional Analysis & Planning		20.0	20.0	21.0	21.0	22.0		2.5
Legal & Immigration Services		6.0	7.0	8.0	8.0	9.0		1.1
Library		123.5	122.9	123.3	123.9	123.9		11.6
Registrar		113.3	118.0	120.0	129.0	130.0		14.0
WatSPEED		N/A	N/A	2.0	10.0	15.0		0.0
Associate Vice-President, Graduate Studies & Postdoctoral Affairs		29.8	30.0	31.0	31.0	32.0		3.1
Associate Vice-President, International		12.0	12.0	13.0	13.0	13.0		2.0
University Secretary	Note 6	48.0	48.0	49.0	49.0	12.0		1.4
Vice-President, Advancement		85.9	86.9	87.1	87.1	90.1		9.5
Vice-President, University Relations		36.5	36.5	40.5	42.5	52.0		8.0
Vice-President, University Research		83.0	82.0	82.0	86.0	88.0		11.0
Vice-President, Administration & Finance		3.0	3.0	2.0	2.0	4.0		1.5
Human Resources	Note 6	58.0	58.0	61.0	64.0	69.0		6.3
Information Systems and Technology	Note 6	169.0	167.8	165.0	165.0	165.0		18.4
Finance	Note 7	52.2	54.2	54.2	55.2	56.2		5.6
Plant Operations	Note 7	508.0	509.0	515.0	516.0	526.0		33.7
Safety Office	Note 6	N/A	N/A	N/A	N/A	12.0		1.4
Special Constable Services	Note 6	N/A	N/A	N/A	N/A	28.0		2.7
Sustainability	Note 6	N/A	N/A	N/A	N/A	3.0		0.4
Associate Provost, Co-operative & Experiential Education	Note 3,4,11	191.2	201.8	216.8	246.0	263.0		23.8
Associate Vice-President, Academic	Note 4,5	83.5	83.8	84.8	93.0	95.0		10.5
Associate Vice-President, Academic Operations	Note 8	N/A	N/A	N/A	N/A	1.5		0.3
Associate Vice-President, Equity Diversity, Inclusion & Anti-Racism	Note 10	N/A	N/A	N/A	11.5	14.0		1.5
Associate Vice-President, Faculty Planning & Policy	Note 9	N/A	N/A	N/A	N/A	3.5		0.5
Associate Vice-President, Human Rights, Equity & Inclusion	Note 10	10.0	15.0	17.0	N/A	N/A		0.0
Associate Vice-President, Indigenous Relations	Note 10	N/A	N/A	N/A	9.5	10.0		0.7
Associate Provost, Students	Note 2,4,10	172.0	172.9	179.9	189.7	203.0		19.9
Non-Faculty Subtotal - Academic Support Staff		1,819.9	1,847.8	1,892.6	1,973.4	2,059.2	\$	199.2
Total Academic Support Staff Positions	Note 1	2,593.5	2,626.9	2,690.9	2,811.5	2,919.8		

2023/2024 Ongoing Operating Expense Budget Summary as at March 22, 2024	
Faculty Budget	\$ 398.2
URC Budget	\$ 0.8
ASU Budget	\$ 199.2
Total Faculty and ASU Budget	\$ 598.2
Employee Benefits Budget	\$ 135.1
Strategic and Priority Spending Budget	\$ 109.9
Other Specific Expense Budget	\$ 32.4
Non-salary Expense Utilities, Insurance, Municipal Tax	\$ 29.8
Other Budget	\$ 307.2
Total Ongoing Operating Budget	\$ 905.4

2023/24 Ongoing Budget: General Notes:

The total 2023/24 ongoing operating budget (salary and non-salary) by unit as at March 22, 2024 has been included for informational purposes. Ongoing budget available is dependent on the responsibilities of each unit, and funding approach to those activities. In addition to, or instead of, ongoing budget, temporary budget and/or external revenue/cost recovery sources may be applicable for specific units.

Associate Provost, Campus Support and Accessibility was established in March, 2024 and mainly includes units previously reported within AP Students and Human Resources.

Count of Operating Complement Positions: General Notes:

Complement counts are as of November 1st of the fiscal year.

Note 1: Sessional instructor positions are not included in complement positions. Academic support staff positions excludes Ancillary Enterprise staff.

Note 2: Associate Provost Students includes: AccessAbility Services, Athletics & Recreational Services, Campus Wellness, Counselling Services, Health Services, Sexual Violence Prevention & Response Office, Student Success

Note 3: Positions supporting the co-op program are funded through the co-op fee. Approximately 80% of the positions under AP, Co-operative & Experiential Education are funded through the co-op fee.

Note 4: Positions in Athletics, Wellness, Student Success Office, Writing Centre, Centre for Career Development are partly (often significantly) funded by the student services fees applicable to those services.

Note 5: Associate Vice-President, Academic includes: Centre for Extended Learning, Writing & Communication Centre, and Centre for Teaching Excellence.

Count of Operating Complement Positions: Changes from prior year

2023/24

Note 6: Human Resources (previously reported to Associate Provost, Human Resources), Information Systems & Technology (previously reported to Vice-President, Academic & Provost), Safety Office and Special Constable Services (previously reported to University Secretary) and Sustainability (previously reported to Office of the President) complement transitioned to Vice-President, Administration & Finance

Note 7: Central Stores complement included with Plant Operations, and Procurement and Contract Services complement count included with Finance

Note 8: Associate Vice-President, Academic Operations complement was established

Note 9: Associate Vice-President, Faculty Planning & Policy complement was established

2022/23

Note 10: Associate Vice-President, Human Rights, Equity & Inclusion was separated into two distinct offices - Associate Vice-President Indigenous Relations & Associate Vice-President Equity, Diversity, Inclusion & Anti-Racism with Sexual Violence Prevention & Response Office operating complement transitioned to Associate Provost, Students.

Note 11: The increase in Co-operative & Experiential Education complement positions includes approved conversions of contract positions to permanent (within the existing department budget). Approximately 80% of the positions under AP, Co-operative & Experiential Education are funded through the co-op fee.

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University of Waterloo

Senate Finance Committee

2023-2024

Supplementary Institutional Enrolment Data

The “Supplementary Institutional Enrolment Data” report provides historical data trends on undergraduate and graduate student enrolment. It provides a general overview of the volume and proportion of students, over time as a major component underlying overall university revenues.

The report presents Faculty-level breakout of the data for descriptive and reference purposes only, and is not meant to reflect an attribution of revenues.

Fall Undergraduate Year One New Admit Headcounts and Targets	SD1
Summary of Undergraduate FTEs	SD2
Summary of Graduate FTEs	SD3
Summary of Undergraduate Credit-Weighted Course Enrolments	SD4
Glossary of Terms	

Prepared by Institutional Analysis and Planning
April 2, 2024

University of Waterloo

Fall Undergraduate Year One New Admit Headcounts and Targets

Registrations as of official Fall term count (including Affiliated and Federated Institutions of Waterloo)

	Fall 2019 Actual	Fall 2020 Actual	Fall 2021 Actual	Fall 2022 Actual	Fall 2023 Target	Fall 2023 Actual	Fall 2024 Target
FACULTY of ARTS							
DOMESTIC							
Accounting & Financial Mgmt	303	313	415	303	272	350	272
Arts	380	440	444	497	445	501	445
Arts & Business	317	310	294	340	295	331	295
Global Business & Digital Arts	144	147	150	186	140	144	140
Social Development Studies	64	35	41	33	50	46	50
	1,208	1,245	1,344	1,359	1,202	1,372	1,202
INTERNATIONAL							
Accounting & Financial Mgmt	67	62	81	30	48	35	48
Arts	48	46	47	43	55	25	55
Arts & Business	96	71	48	42	65	39	65
Global Business & Digital Arts	22	29	21	26	20	14	20
Social Development Studies	2	1	1	0	0	0	0
	235	209	198	141	188	113	188
TOTAL FACULTY of ARTS	1,443	1,454	1,542	1,500	1,390	1,485	1,390

Note: The above information is grouped by Faculty, Student Fee Paying Status, and Admission Program.

	Fall 2019 Actual	Fall 2020 Actual	Fall 2021 Actual	Fall 2022 Actual	Fall 2023 Target	Fall 2023 Actual	Fall 2024 Target
FACULTY of ENGINEERING							
DOMESTIC							
Architecture	76	86	70	71	70	77	70
Architectural Engineering	76	107	79	83	82	82	82
Biomedical Engineering	85	94	87	98	85	75	90
Chemical Engineering	133	119	106	131	123	123	125
Civil Engineering	102	129	98	101	100	102	100
Computer Engineering	243	201	218	233	190	224	190
Electrical Engineering	105	99	112	107	100	106	100
Environmental Engineering	49	53	52	51	65	44	65
Geological Engineering	9	10	10	9	20	17	20
Management Engineering	76	89	87	95	80	86	80
Mechanical Engineering	190	183	181	197	185	182	185
Mechatronics Engineering	228	199	190	229	185	171	185
Nanotechnology Engineering	103	116	101	125	105	111	105
Systems Design Engineering	87	101	105	102	85	84	90
	1,562	1,586	1,496	1,632	1,475	1,484	1,487
INTERNATIONAL							
Architecture	2	7	1	4	5	3	5
Architectural Engineering	2	6	5	5	8	4	8
Biomedical Engineering	6	12	8	3	5	4	5
Chemical Engineering	16	24	11	13	20	6	20
Civil Engineering	11	11	13	12	15	7	15
Computer Engineering	50	36	51	37	45	54	45
Electrical Engineering	18	17	24	16	20	22	20
Environmental Engineering	3	7	4	1	10	2	10
Geological Engineering	2	0	0	0	2	0	2
Management Engineering	9	6	8	6	5	3	5
Mechanical Engineering	18	18	16	20	25	11	25
Mechatronics Engineering	26	20	12	27	25	17	25
Nanotechnology Engineering	9	16	7	5	10	7	10
Systems Design Engineering	3	7	7	9	5	1	5
	175	187	167	158	200	141	200
TOTAL FACULTY of ENGINEERING	1,737	1,773	1,663	1,790	1,675	1,625	1,687

Note: The above information is grouped by Faculty, Student Fee Paying Status, and Admission Program.

	Fall 2019 Actual	Fall 2020 Actual	Fall 2021 Actual	Fall 2022 Actual	Fall 2023 Target	Fall 2023 Actual	Fall 2024 Target
FACULTY of ENVIRONMENT							
DOMESTIC							
Climate & Environmental Change					12	0	28
Environment & Business	72	66	72	56	57	66	65
Environment, Resources & Sustainability	66	70	55	60	52	57	52
Geography & Aviation	55	68	39	51	54	51	54
Geography & Environmental Mgmt	19	42	51	46	39	45	39
Geomatics	47	49	29	39	39	97	39
International Development	17	10	5	7	7	9	0
Knowledge Integration	21	19	21	11	15	9	14
Planning	137	106	128	149	155	168	173
	434	430	400	419	430	502	464
INTERNATIONAL							
Climate & Environmental Change					2	0	2
Environment & Business	22	20	11	17	15	12	13
Environment, Resources & Sustainability	4	12	5	7	6	3	3
Geography & Aviation	4	6	6	3	6	6	7
Geography & Environmental Mgmt	8	4	0	2	3	4	5
Geomatics	10	7	4	6	7	7	8
International Development	4	1	1	1	1	0	0
Knowledge Integration	0	0	0	0	0	0	0
Planning	5	12	6	6	6	4	7
	57	62	33	42	46	36	45
TOTAL FACULTY of ENVIRONMENT	491	492	433	461	476	538	509

Note: The above information is grouped by Faculty, Student Fee Paying Status, and Admission Program.

	Fall 2019 Actual	Fall 2020 Actual	Fall 2021 Actual	Fall 2022 Actual	Fall 2023 Target	Fall 2023 Actual	Fall 2024 Target
FACULTY of HEALTH							
DOMESTIC							
Health Sciences	176	141	246	153	196	263	207
Kinesiology	202	195	236	221	220	220	217
Public Health	53	58	54	51	55	54	50
Recreation & Leisure Studies	112	106	102	119	112	107	116
	543	500	638	544	583	644	590
INTERNATIONAL							
Health Sciences	9	4	10	2	7	4	6
Kinesiology	4	6	3	2	3	1	4
Public Health	5	4	4	2	3	1	2
Recreation & Leisure Studies	6	5	8	4	6	2	2
	24	19	25	10	19	8	14
TOTAL FACULTY of HEALTH	567	519	663	554	602	652	604

Note: The above information is grouped by Faculty, Student Fee Paying Status, and Admission Program.

	Fall 2019 Actual	Fall 2020 Actual	Fall 2021 Actual	Fall 2022 Actual	Fall 2023 Target	Fall 2023 Actual	Fall 2024 Target
FACULTY of MATHEMATICS							
DOMESTIC							
CS/Business Admin. (WLU)	40	69	46	37	45	41	45
Math/Business Admin. (WLU)	40	68	59	53	45	57	45
Computer Science	283	617	299	296	222	279	222
Financial Mgmt & Risk Analysis	36	91	68	66	60	86	60
Mathematics	247	528	400	325	273	353	273
Mathematics & Business	16	18	23	14	25	24	25
Mathematics/CPA	27	38	17	19	50	18	50
	689	1,429	912	810	720	858	720
INTERNATIONAL							
CS/Business Admin. (WLU)	7	6	0	4	5	4	5
Math/Business Admin. (WLU)	17	33	14	16	25	8	25
Computer Science	84	197	60	72	78	64	103
Financial Mgmt & Risk Analysis	63	144	102	85	75	71	75
Mathematics	248	410	213	291	337	237	312
Mathematics & Business	27	19	18	18	35	24	35
Mathematics/CPA	14	21	8	8	5	9	5
	460	830	415	494	560	417	560
TOTAL FACULTY of MATHEMATICS	1,149	2,259	1,327	1,304	1,280	1,275	1,280

Note: The above information is grouped by Faculty, Student Fee Paying Status, and Admission Program.

	Fall 2019 Actual	Fall 2020 Actual	Fall 2021 Actual	Fall 2022 Actual	Fall 2023 Target	Fall 2023 Actual	Fall 2024 Target
FACULTY of SCIENCE							
DOMESTIC							
Biotech/CPA	6	17	27	23	22	12	22
Environmental Sciences	37	34	36	44	29	38	29
Life Sciences	467	383	603	520	487	496	500
Physical Sciences	221	211	224	243	202	235	252
Science	132	151	141	116	125	122	125
Science & Aviation	44	47	25	37	50	48	50
Science & Business	75	59	61	84	85	57	85
	982	902	1,117	1,067	1,000	1,008	1,063
INTERNATIONAL							
Biotech/CPA	0	2	0	2	3	2	3
Environmental Sciences	1	8	2	0	5	3	7
Life Sciences	32	41	30	18	32	25	40
Physical Sciences	43	42	36	23	37	29	32
Science	9	8	4	3	5	1	5
Science & Aviation	6	4	6	8	10	11	10
Science & Business	5	12	8	2	8	6	13
	96	117	86	56	100	77	110
TOTAL FACULTY of SCIENCE	1,078	1,019	1,203	1,123	1,100	1,085	1,173

Note: The above information is grouped by Faculty, Student Fee Paying Status, and Admission Program.

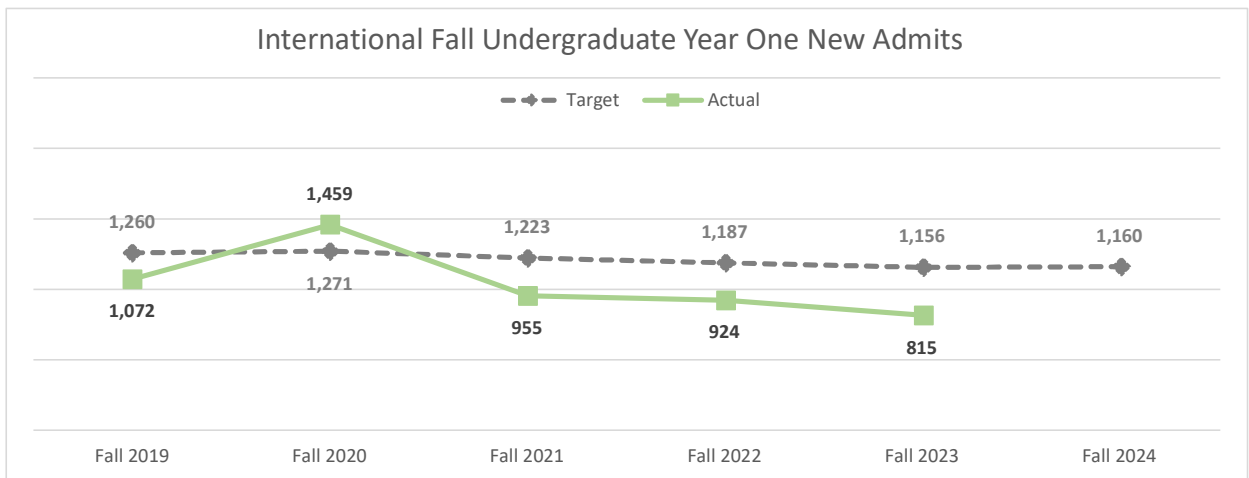
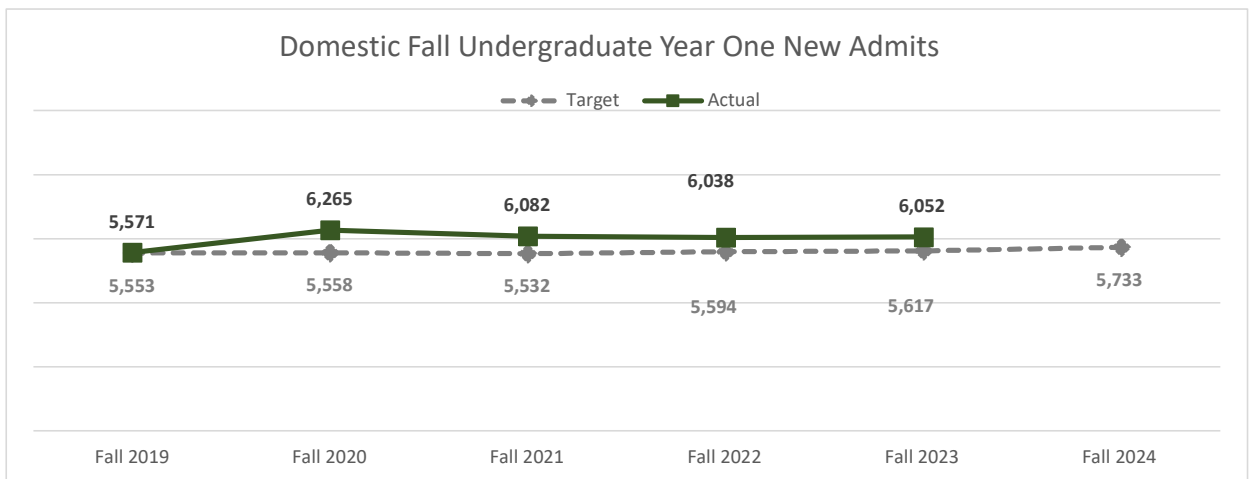
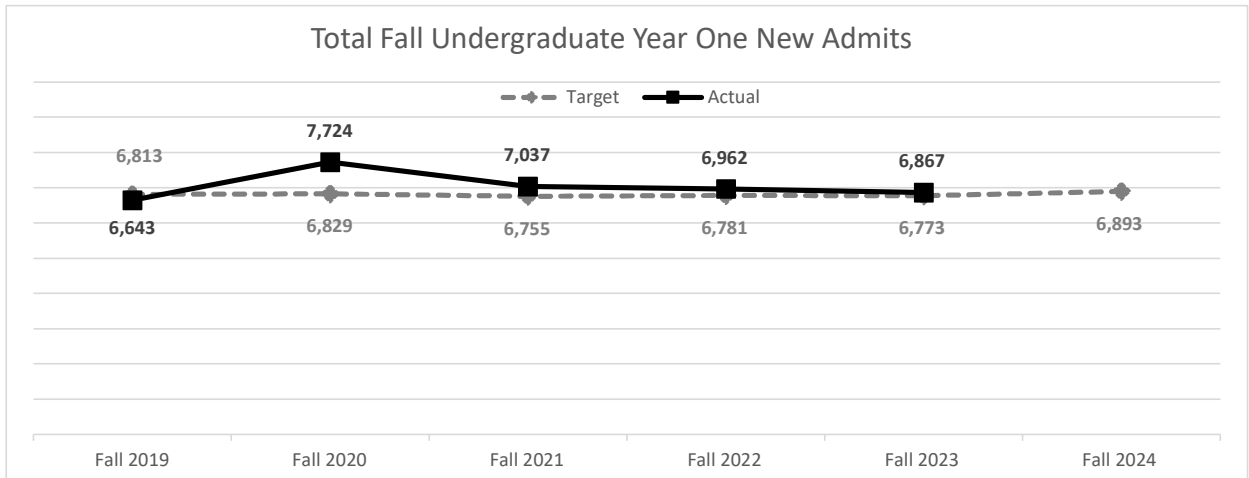
	Fall 2019 Actual	Fall 2020 Actual	Fall 2021 Actual	Fall 2022 Actual	Fall 2023 Target	Fall 2023 Actual	Fall 2024 Target
COMPUTING & FINANCIAL MGMT							
DOMESTIC							
Computing & Financial Mgmt	33	51	51	39	37	52	37
	33	51	51	39	37	52	37
INTERNATIONAL							
Computing & Financial Mgmt	14	18	11	4	8	5	8
	14	18	11	4	8	5	8
TOTAL COMPUTING & FINANCIAL MGMT	47	69	62	43	45	57	45

SOFTWARE ENGINEERING							
DOMESTIC							
Software Engineering	120	122	124	130	110	103	110
	120	122	124	130	110	103	110
INTERNATIONAL							
Software Engineering	11	17	20	13	15	15	15
	11	17	20	13	15	15	15
TOTAL SOFTWARE ENGINEERING	131	139	144	143	125	118	125

SUSTAINABILITY & FINANCIAL MGMT							
DOMESTIC							
Sustainability & Financial Mgmt				38	60	29	60
	0	0	0	38	60	29	60
INTERNATIONAL							
Sustainability & Financial Mgmt				6	20	3	20
	0	0	0	6	20	3	20
TOTAL SUSTAINABILITY & FINANCIAL MGMT	0	0	0	44	80	32	80

Note: The above information is grouped by Faculty, Student Fee Paying Status, and Admission Program.

TOTAL UNDERGRADUATE							
DOMESTIC	5,571	6,265	6,082	6,038	5,617	6,052	5,733
INTERNATIONAL	1,072	1,459	955	924	1,156	815	1,160
	6,643	7,724	7,037	6,962	6,773	6,867	6,893



This report includes undergraduate new admit students registered in the Fall term only. Students admitted to second-entry or non-degree programs, registered for the BASE program, granted advanced standing, or registered part-time are excluded.

University of Waterloo
Summary of Undergraduate FTEs

Registrations as of official count (including Affiliated and Federated Institutions of Waterloo)

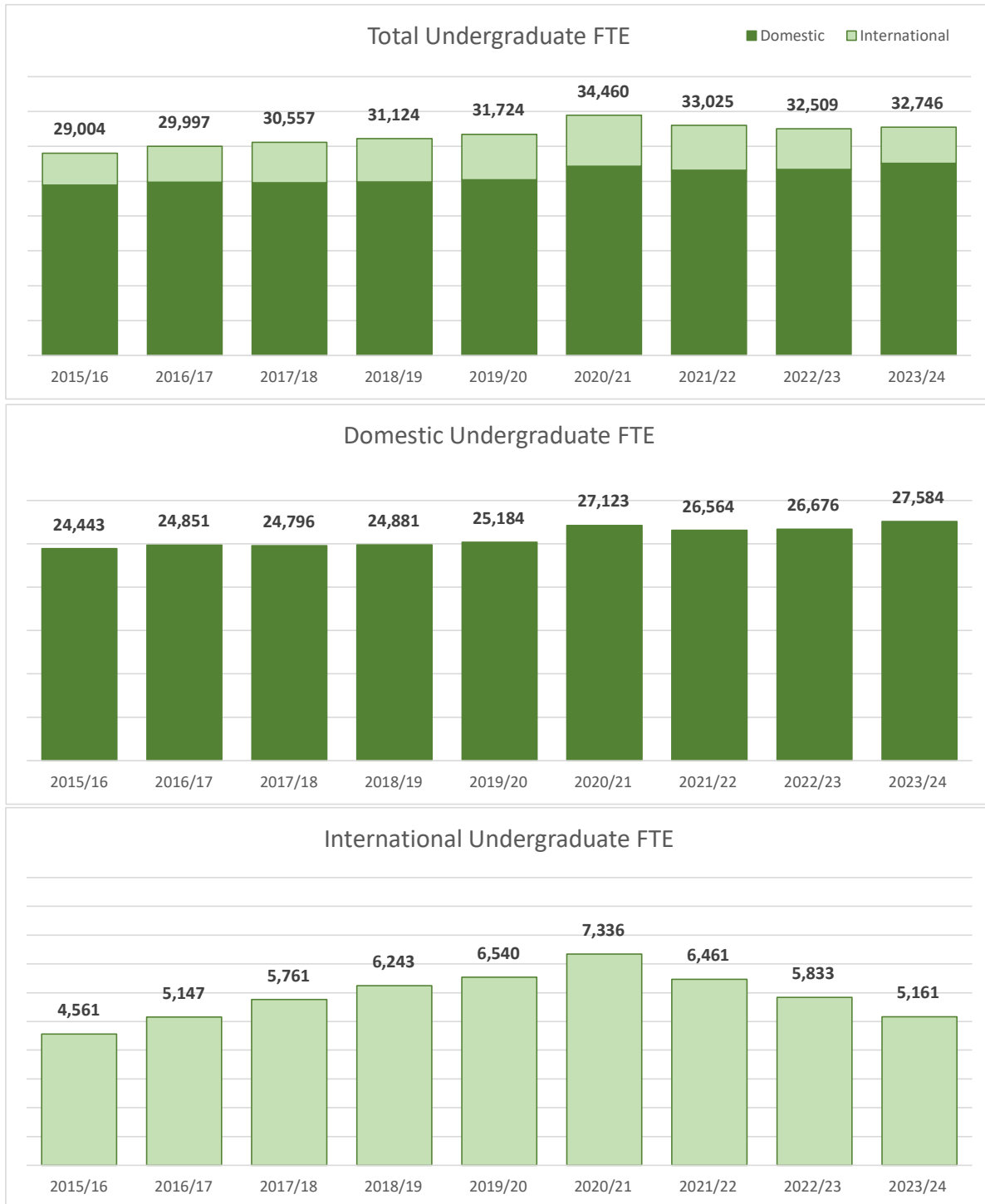
Note: The report below is FTE across all Faculties and inter-disciplinary programs, including all study year levels.

Fiscal Year	2019-20 Actual	2020-21 Actual	2021-22 Actual	2022-23 Actual	2023-24 Actual
TOTAL UNDERGRADUATE					
Faculty of Arts	6,826	7,251	7,169	7,077	7,347
Faculty of Engineering	6,276	6,596	6,587	6,793	6,730
Faculty of Environment	2,207	2,394	2,108	2,030	2,103
Faculty of Health	2,506	2,710	2,700	2,550	2,632
Faculty of Mathematics	7,039	8,413	7,629	7,390	7,216
Faculty of Science	6,097	6,294	6,012	5,806	5,862
Computing & Financial Mgmt	169	192	181	164	183
Software Engineering	477	497	512	507	490
Sustainability & Financial Mgmt	0	0	0	50	64
Social Work (BSW)	126	114	127	134	111
Other ¹	1	1	1	9	8
	31,724	34,460	33,025	32,509	32,746
DOMESTIC					
Faculty of Arts	5,852	6,141	6,122	6,156	6,504
Faculty of Engineering	5,493	5,814	5,867	6,090	6,108
Faculty of Environment	1,770	1,917	1,732	1,728	1,842
Faculty of Health	2,377	2,567	2,561	2,443	2,560
Faculty of Mathematics	3,804	4,677	4,404	4,458	4,666
Faculty of Science	5,227	5,328	5,174	5,046	5,149
Computing & Financial Mgmt	106	131	127	125	145
Software Engineering	429	436	450	456	443
Sustainability & Financial Mgmt	0	0	0	42	56
Social Work (BSW)	125	112	126	132	110
Other ¹	1	1	1	1	1
	25,184	27,123	26,564	26,676	27,584
INTERNATIONAL					
Faculty of Arts	974	1,109	1,046	921	843
Faculty of Engineering	783	782	720	704	622
Faculty of Environment	437	477	376	302	261
Faculty of Health	130	143	139	107	72
Faculty of Mathematics	3,235	3,736	3,225	2,932	2,550
Faculty of Science	870	966	838	761	712
Computing & Financial Mgmt	63	61	54	39	37
Software Engineering	48	61	62	51	47
Sustainability & Financial Mgmt	0	0	0	8	8
Social Work (BSW)	1	2	1	2	1
Other ¹	0	0	0	8	8
	6,540	7,336	6,461	5,833	5,161

Domestic FTE also includes exchange students who do not pay fees to UW.

Cross-registered enrolments from Wilfrid Laurier University are not reported.

1 - Other includes academic initiatives not directly attributable to a Faculty.



Domestic FTE also includes exchange students who do not pay fees to UW.
 Cross-registered enrolments from Wilfrid Laurier University are not reported.
 1 - Other includes academic initiatives not directly attributable to a Faculty.

University of Waterloo
Summary of Graduate FTEs

Registrations as of official count (including Affiliated and Federated Institutions of Waterloo)

Note: The report below is FTE across all Faculties and inter-disciplinary programs.

Fiscal Year	2019-20 Actual	2020-21 Actual	2021-22 Actual	2022-23 Actual	2023-24 Actual
TOTAL GRADUATE					
Faculty of Arts	738	770	765	740	631
Faculty of Engineering	1,723	1,645	1,764	1,708	1,669
Faculty of Environment	483	502	509	499	447
Faculty of Health	488	553	569	522	524
Faculty of Mathematics	830	852	898	887	871
Faculty of Science	625	626	615	595	584
Theology	22	24	21	17	16
	4,908	4,970	5,140	4,967	4,741
GRADUATE					
Masters					
Faculty of Arts	475	506	508	486	383
Faculty of Engineering	1,045	981	1,091	1,051	1,039
Faculty of Environment	292	300	300	298	263
Faculty of Health	330	378	382	346	352
Faculty of Mathematics	466	472	498	480	456
Faculty of Science	287	273	265	244	239
Theology	22	24	21	17	16
	2,918	2,934	3,065	2,923	2,748
Doctoral					
Faculty of Arts	263	264	257	254	248
Faculty of Engineering	678	664	673	656	630
Faculty of Environment	191	202	209	200	184
Faculty of Health	157	175	187	177	172
Faculty of Mathematics	364	380	399	406	415
Faculty of Science	338	352	350	351	345
	1,991	2,036	2,075	2,044	1,993

Masters enrolment includes thesis, masters research paper, coursework and professional. Masters also includes graduate level non-degree, diploma and certificate programs and Year 1 of 3-Year PhD. Visiting student enrolment has been excluded.

Graduate Programs offered at the Affiliated and Federated Institutions of Waterloo are included with their home Faculty: Master of Social Work is included in the Faculty of Health and Master of Peace and Conflict Studies is included in the Faculty of Arts. Theology is a graduate program which does not have a home UW Faculty, thus is presented above as a separate program.

	2019-20	2020-21	2021-22	2022-23	2023-24
	Actual	Actual	Actual	Actual	Actual
TOTAL DOMESTIC					
Faculty of Arts	674	697	692	673	574
Faculty of Engineering	762	759	722	691	710
Faculty of Environment	364	405	410	385	328
Faculty of Health	445	504	518	487	490
Faculty of Mathematics	400	418	419	392	389
Faculty of Science	347	356	349	327	332
Theology	21	23	20	16	15
	3,014	3,163	3,129	2,971	2,838
DOMESTIC					
Masters					
Faculty of Arts	435	456	457	437	340
Faculty of Engineering	499	503	478	438	450
Faculty of Environment	217	240	243	234	195
Faculty of Health	318	363	366	333	338
Faculty of Mathematics	237	254	258	233	223
Faculty of Science	185	186	179	157	156
Theology	21	23	20	16	15
	1,913	2,026	2,001	1,847	1,717
Doctoral					
Faculty of Arts	239	241	235	236	234
Faculty of Engineering	263	257	243	254	260
Faculty of Environment	147	165	166	151	133
Faculty of Health	126	141	153	154	152
Faculty of Mathematics	162	164	160	160	166
Faculty of Science	162	170	170	170	176
	1,101	1,137	1,127	1,124	1,122

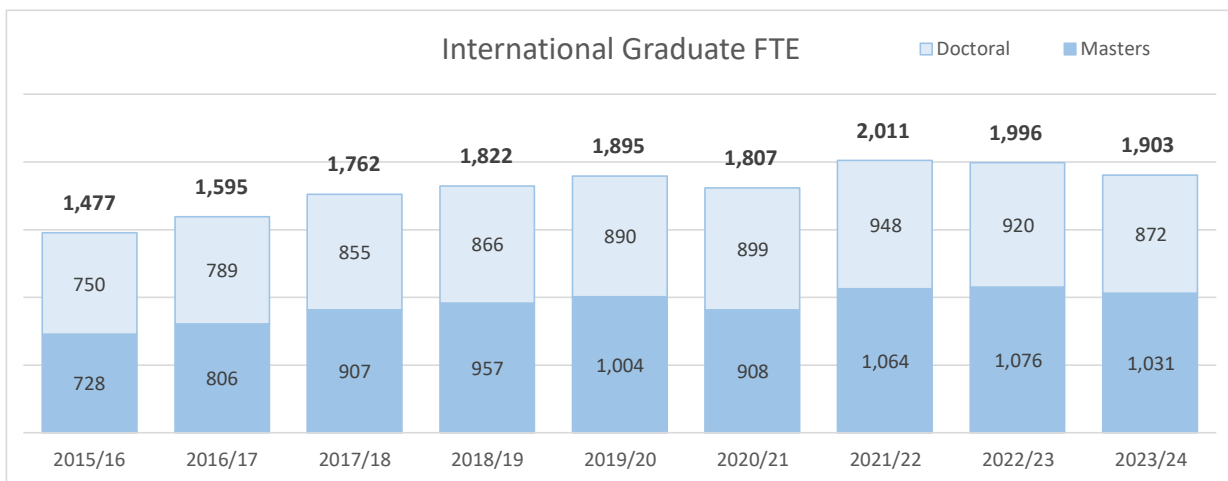
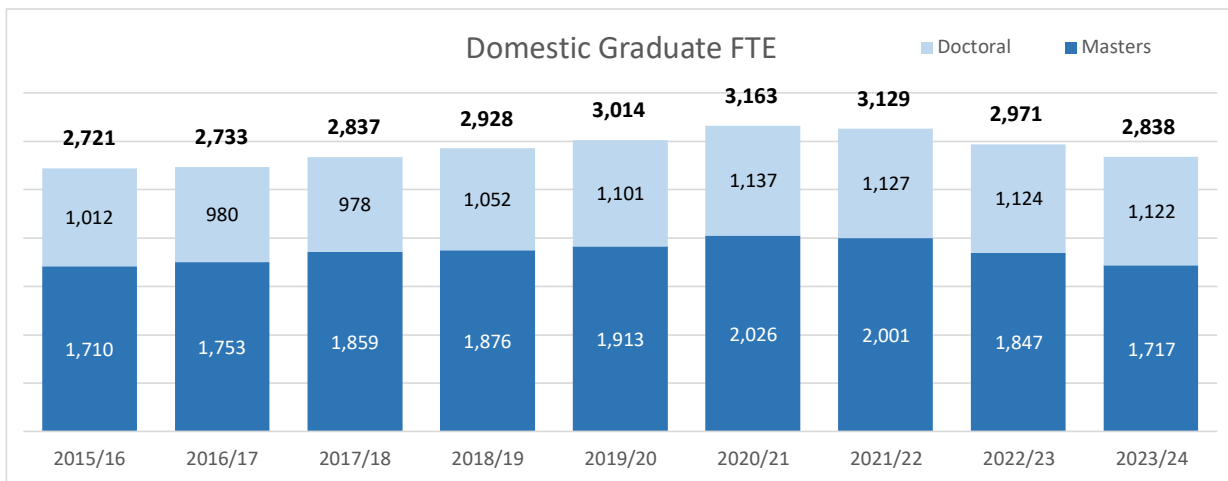
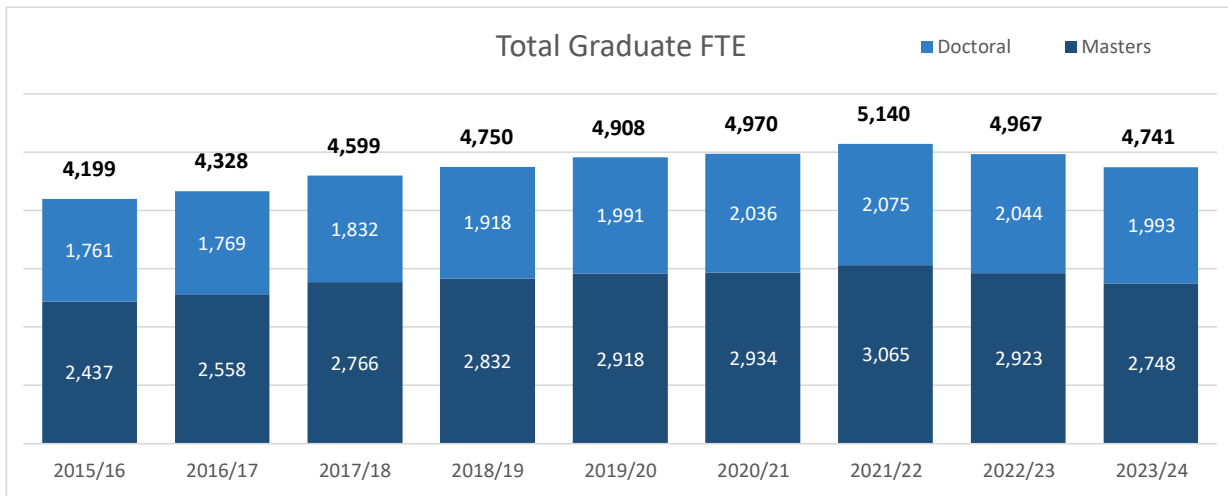
Masters enrolment includes thesis, masters research paper, coursework and professional. Masters also includes graduate level non-degree, diploma and certificate programs and Year 1 of 3-Year PhD. Visiting student enrolment has been excluded.

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	2019-20	2020-21	2021-22	2022-23	2023-24
	Actual	Actual	Actual	Actual	Actual
TOTAL INTERNATIONAL					
Faculty of Arts	64	72	73	66	56
Faculty of Engineering	961	886	1,042	1,016	959
Faculty of Environment	119	97	99	114	119
Faculty of Health	43	49	50	36	34
Faculty of Mathematics	430	433	479	494	482
Faculty of Science	277	270	266	268	252
Theology	1	1	1	1	1
	1,895	1,807	2,011	1,996	1,903
INTERNATIONAL					
Masters					
Faculty of Arts	40	50	51	49	43
Faculty of Engineering	546	479	612	614	589
Faculty of Environment	75	60	57	65	68
Faculty of Health	12	15	16	13	14
Faculty of Mathematics	228	218	240	247	233
Faculty of Science	102	87	86	87	83
Theology	1	1	1	1	1
	1,004	908	1,064	1,076	1,031
Doctoral					
Faculty of Arts	24	23	22	17	13
Faculty of Engineering	415	407	430	402	369
Faculty of Environment	44	37	42	50	51
Faculty of Health	31	34	34	23	20
Faculty of Mathematics	201	215	239	247	249
Faculty of Science	175	183	181	181	170
	890	899	948	920	872

Masters enrolment includes thesis, masters research paper, coursework and professional. Masters also includes graduate level non-degree, diploma and certificate programs and Year 1 of 3-Year PhD. Visiting student enrolment has been excluded.

Graduate Programs offered at the Affiliated and Federated Institutions of Waterloo are included with their home Faculty: Master of Social Work is included in the Faculty of Health and Master of Peace and Conflict Studies is included in the Faculty of Arts. Theology is a graduate program which does not have a home UW Faculty, thus is presented above as a separate program.



University of Waterloo
Summary of Undergraduate Credit-Weighted Course Enrolments
 Registrations as of official count (including Affiliated and Federated Institutions of Waterloo)

Calendar Year	2019	2020	2021	2022	2023
FACULTY of ARTS					
Course Enrolments by Students Registered in Arts	61,460	66,485	64,656	63,761	66,114
Course Enrolments Taught by Arts	74,166	79,578	78,818	77,795	78,193
<i>Ratio</i>	120.7%	119.7%	121.9%	122.0%	118.3%
FACULTY of ENGINEERING					
Course Enrolments by Students Registered in Engineering	68,622	71,752	73,483	73,190	73,896
Course Enrolments Taught by Engineering	56,709	60,020	62,716	63,622	63,264
<i>Ratio</i>	82.6%	83.6%	85.3%	86.9%	85.6%
FACULTY of ENVIRONMENT					
Course Enrolments by Students Registered in Environment	20,406	21,437	19,761	18,419	18,573
Course Enrolments Taught by Environment	16,994	18,088	17,726	17,825	18,231
<i>Ratio</i>	83.3%	84.4%	89.7%	96.8%	98.2%
FACULTY of HEALTH					
Course Enrolments by Students Registered in Health	24,269	25,902	25,406	24,735	24,765
Course Enrolments Taught by Health	17,241	18,283	18,353	17,718	17,785
<i>Ratio</i>	71.0%	70.6%	72.2%	71.6%	71.8%
FACULTY of MATHEMATICS					
Course Enrolments by Students Registered in Mathematics	63,352	71,263	70,215	64,683	64,951
Course Enrolments Taught by Mathematics	64,771	71,953	67,211	60,990	63,868
<i>Ratio</i>	102.2%	101.0%	95.7%	94.3%	98.3%
FACULTY of SCIENCE					
Course Enrolments by Students Registered in Science	64,897	66,525	63,398	61,009	61,234
Course Enrolments Taught by Science	57,469	58,972	56,522	53,294	54,488
<i>Ratio</i>	88.6%	88.6%	89.2%	87.4%	89.0%
COMPUTING & FINANCIAL MANAGEMENT					
Course Enrolments by Students Registered in CFM	1,608	1,753	1,769	1,581	1,684
Course Enrolments Taught by CFM	0	0	0	0	0
<i>Ratio</i>	0.0%	0.0%	0.0%	0.0%	0.0%
SOFTWARE ENGINEERING					
Course Enrolments by Students Registered in SE	5,145	5,590	5,461	5,394	5,408
Course Enrolments Taught by SE	0	0	0	0	0
<i>Ratio</i>	0.0%	0.0%	0.0%	0.0%	0.0%
SUSTAINABILITY AND FINANCIAL MANAGEMENT					
Course Enrolments by Students Registered in SFM	0	0	0	292	634
Course Enrolments Taught by SFM	0	0	0	0	0
<i>Ratio</i>	0.0%	0.0%	0.0%	0.0%	0.0%
AFIW					
Course Enrolments by Students Registered in AFIW ¹	1,101	1,066	1,086	1,229	1,050
Course Enrolments Taught by AFIW ²	23,041	24,408	23,712	22,680	22,285
<i>Ratio</i>	2092.7%	2289.7%	2183.4%	1845.4%	2122.4%

Course enrolments taught by a Faculty include all teaching credited to that Faculty. This includes teaching students registered in programs offered by the Faculty, as well as students registered in the programs offered by other Faculties.

Course enrolments taught for the inter-disciplinary programs of CFM, SE, SFM are '0' values as course teaching credit is assigned to the Faculty paying for the course to be taught.

1 - Course Enrolments by Students Registered in AFIW are for the Bachelor of Social Work (BSW) through Renison.

2 - Includes teaching done by all AFIW (Renison, St. Jerome's, Conrad Grebel, and United College).

Glossary of Terms

Undergraduate Year One New Admit

A student who has accepted an offer of admission into year one of a direct-entry, undergraduate, degree program for Fall. This excludes newly admitted students registered in a second-entry or non-degree program, full-time new admits confirmed to the BASE program, students granted advanced standing, and students registered part-time.

Undergraduate Year One New Admit Target

The year one enrolment target is the total number of newly admitted year one students expected to be registered on November 1st. The year one target, applications and applicant confirmation/registration history are used to determine the number of offers of admission to be issued. These targets are reviewed annually by the Faculty deans and associate deans, with an additional consideration for continuing students.

Domestic

Students who are assessed domestic tuition fees based on their fee-paying status. This includes Domestic Ontario and Domestic out of Province students. It also includes International Visa students who are exempt from paying international fees and meet the criteria to be assessed domestic fees.

For the purposes of this report, Domestic also includes students who are not assessed tuition fees. This includes, for example, exchange students and visiting graduate students.

International

Students who are assessed international tuition fees based on their fee-paying status. This excludes International Visa students who are exempt from paying international fees and meet the criteria to be assessed domestic fees.

Full-time Equivalent (FTE) Undergraduate Enrolment

Full-time undergraduates normally register for two terms per year. Full-time students generate 1.0 FTE with two terms of registration.

Full-time Equivalent (FTE) Graduate Enrolment

Graduate students normally register for three terms per year. With three terms of registration a full-time student generates 1.0 FTE and a part-time student 0.3 FTE.

Credit-Weighted Course Enrolments

Teaching Activity is measured in Credit-Weighted Course Enrolments, which includes all credit courses, but excludes co-op, professional development courses, work reports, courses offered by the Student Success Office, and cross-registered enrolments from Wilfrid Laurier University. Course enrolments are weighted by the course credit. For example, a one-term lecture course with a credit weight of 0.5 units counts as 1.0 credit-weighted course enrolments, and a 1.0 unit course counts with twice the weight, i.e., 2.0 credit-weighted course enrolments.

Course Enrolments by Students Registered in a Faculty

The number of credit-weighted course enrolments by students registered in a program offered by a Faculty.

Course Enrolments Taught by Faculty

The number of credit-weighted course enrolments taught, where "taught" means the Faculty paying for the teaching of the course.