



DEPARTMENT OF HEALTH & HUMAN SERVICES

Program Support Center  
Financial Management Portfolio  
Cost Allocation Services

1301 Young Street, Suite 1140  
Dallas, TX 75202  
PHONE: (214) 767-3261  
FAX: (214) 767-3264  
EMAIL: CAS-Dallas@psc.hhs.gov

December 19, 2025

Ms. Teresa Costantinidis  
Senior Vice President for Finance and Administration  
The University of New Mexico  
1 University of New Mexico  
Albuquerque, NM 87131

Dear Ms. Costantinidis:

A copy of a facilities and administrative (F&A) cost and fringe benefit (FB) Rate Agreement are being sent to you for your signature. This Agreement reflects an understanding reached between your organization and a member of my staff concerning F&A and FB rates that may be used to support your claim for these indirect costs on grants and contracts with the Federal Government.

Please have the agreement signed by an authorized representative of your organization and return within ten business days of receipt. The signed agreement can be sent to me by email, while retaining the copy for your files. Only when the signed agreement is returned, will we then reproduce and distribute the agreement to the appropriate awarding organizations of the Federal Government for their use.

The Office of Management and Budget (OMB) has requested that we reach an agreement with each institution on components for the published F&A cost rates. The attached form(s) are provided for that purpose. Please sign the form(s) and return them with an agreement.

In addition, your FB cost rate(s) for the fiscal year ended June 30, 2026, based on actual costs for the fiscal year ended June 30, 2024, and FB cost rates for the fiscal year ending June 30, 2025, based on actual costs for the fiscal year ended June 30, 2023. The under-recovered (-) or over-recovered (+) amounts are listed below:

<i>Over (-) / Under recoveries (+)</i>	<u>2023/2025</u>	<u>2024/2026</u>
All Employees	\$1,683,487	\$3,596,710

The fixed rates for fiscal year ended June 30, 2023 and June 30, 2024, are considered final.

A Fringe Benefit cost proposal, together with supporting information and the certified audit financial statement, is required each year. Thus, your next Fringe Benefit cost proposal based on actual costs for the fiscal year ending June 30, 2025 is due in our office by December 31, 2025.

Teresa Costantinidis  
December 19, 2025  
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An F&A cost proposal, together with supporting information, are required to substantiate your claim for F&A costs under grants and contracts awarded by the Federal Government. Your next F&A proposal based on actual costs for the fiscal year ending June 30, 2028, is due in our office by December 30, 2028.

Cost Allocation Services has a new system named Indirect Cost Allocation System (ICAS) that will replace our resource mailbox for accepting indirect cost proposals. Please use the following link to submit your next indirect cost rate proposals: <http://portal.icas.hhs.gov>. All future certifications and transmittal letters will be signed and transmitted within the new system using DocuSign.

Since this is an integral part of the Negotiation Agreement, please note your acceptance by signing in the space provided below.

Thank you for your cooperation.

Sincerely,


Olulola O.  
Oluborode -S  
e-S  
Olulola Oluborode  
Acting Director  
Cost Allocation Services

Digitally signed  
by Olulola O.  
Oluborode -S  
Date: 2025.12.23  
08:47:09 -05'00'

Enclosures

**ACCEPTANCE:**

University of New Mexico  
(Institution)

  
(Signature)

Teresa Costantinidis  
(Name)

Executive Vice President for Finance and Administration  
(Title)

(Date)

## COLLEGES AND UNIVERSITIES RATE AGREEMENT

EIN: 1856000642A1

ORGANIZATION:

University of New Mexico

1 University of New Mexico

Albuquerque, NM 87131-0001

Date: 12/19/2025

FILING REF.: The preceding  
agreement was dated  
05/09/2024

The rates approved in this agreement are for use on grants, contracts and other agreements with the Federal Government, subject to the conditions in Section III.

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### SECTION I: INDIRECT COST RATES

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RATE TYPES:      FIXED      FINAL      PROV. (PROVISIONAL)      .      PRED. (PREDETERMINED)

	<u>EFFECTIVE PERIOD</u>				
<u>TYPE</u>	<u>FROM</u>	<u>TO</u>	<u>RATE(%)</u>	<u>LOCATION</u>	<u>APPLICABLE TO</u>
PRED.	07/01/2025	06/30/2029	52.50	On Campus	Organized Research
PRED.	07/01/2025	06/30/2029	53.00	On Campus	Instruction
PRED.	07/01/2025	06/30/2029	45.00	On Campus	Other Sponsored Programs
PRED.	07/01/2025	06/30/2029	26.00	Off Campus	All Programs
PRED.	07/01/2025	06/30/2029	54.00	On Campus	Research DOD Contract
PRED.	07/01/2025	06/30/2029	29.00	Off Campus	Research DOD Contract
PROV.	07/01/2029	Until Amended			Use same rates and conditions as those cited for fiscal year ending June 30, 2029.

\*BASE



For awards beginning on or before 06/30/2025: Modified total direct costs, consisting of all direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel and up to the first \$25,000 of each subaward (regardless of the period of performance of the subawards under the award). Modified total direct costs shall exclude equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs and the portion of each subaward in excess of \$25,000. Other items may only be excluded when necessary to avoid a serious inequity in the distribution of indirect costs, and with the approval of the cognizant agency for indirect costs.

For awards beginning on or after 07/01/2025: Modified total direct costs, consisting of all direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel and up to the first \$50,000 of each subaward (regardless of the period of performance of the subawards under the award). Modified total direct costs shall exclude equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs and the portion of each subaward in excess of \$50,000. Other items may only be excluded when necessary to avoid a serious inequity in the distribution of indirect costs, and with the approval of the cognizant agency for indirect costs.

ORGANIZATION: University of New Mexico  
AGREEMENT DATE: 12/19/2025

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**SECTION I: FRINGE BENEFIT RATES\*\***

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<u>TYPE</u>	<u>FROM</u>	<u>TO</u>	<u>RATE(%)</u>	<u>LOCATION</u>	<u>APPLICABLE TO</u>
FIXED	7/1/2024	6/30/2025	2.88	All	All Employees
FIXED	7/1/2025	6/30/2026	2.36	All	All Employees
PROV.	7/1/2026	Until Amended			Use same rates and conditions as those cited for fiscal year ending June 30, 2026.

**\*\* DESCRIPTION OF FRINGE BENEFITS RATE BASE:**

Salaries and wages.

## **SECTION II: SPECIAL REMARKS**

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### **TREATMENT OF FRINGE BENEFITS:**

Certain fringe benefits are charged using the rate(s) listed in the Fringe Benefits Section of this Agreement. FICA, Worker's Compensation, Retirement, University Discounts, Health and Life Insurance, Unemployment Compensation, and Payroll Taxes are specifically identified to each employee and are charged individually as direct costs. The fringe benefits charged using the rate(s) listed in the Fringe Benefit Section are listed below:

Tuition Remission  
Leave Payouts  
Retiree Health Benefits  
Employee Training and Services

### **TREATMENT OF PAID ABSENCES:**

Vacation, holiday, sick leave pay and other paid absences are included in salaries and wages and are claimed on grants, contracts and other agreements as part of the normal cost for salaries and wages. Separate claims are not made for the cost of these paid absences.

OFF-CAMPUS DEFINITION: An off-campus program is one that is conducted (1) in leased facilities where space related costs (e.g. rent, utilities and maintenance) are charged directly to the program, or (2) in facilities made available (at no cost) to the program by a non-University organization. Grants or contracts will not be subject to more than one F&A cost rate. If more than 50% of a project is performed off-campus, the off-campus rate will apply to the entire project.

The rates in this rate agreement were reviewed in compliance with the HHS and NIH Grants Policy Statement applying a Salary Rate Limit (SRL) to indirect cost salaries & wages not exceeding the Executive Level II rate contained in the HHS Appropriations Act.

\* Per 2 CFR 200.414(g) – A rate extension has been granted. \*

The next fringe benefit rate proposal, based on actual costs for the fiscal year ending 06/30/2025, is due in our office by 12/31/2025.

The next indirect cost rate proposal, based on actual cost for the fiscal year ending 06/30/2028, is due in our office by 12/31/2028.

Equipment means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost which equals or exceeds \$5,000.



### SECTION III: GENERAL

**A. LIMITATIONS:**

The rates in this Agreement are subject to any statutory or administrative limitations and apply to a given grant, contract or other agreement only to the extent that funds are available. Acceptance of the rates is subject to the following conditions: (1) Only costs incurred by the organization were included in its indirect cost pool as finally accepted; such costs are legal obligations of the organization and are allowable under the governing cost principles; (2) The same costs that have been treated as indirect costs are not claimed as direct costs; (3) Similar types of costs have been accorded consistent accounting treatment; and (4) The information provided by the organization which was used to establish the rates is not later found to be materially incomplete or inaccurate by the Federal Government. In such situations the rate(s) would be subject to renegotiation at the discretion of the Federal Government.

**B. ACCOUNTING CHANGES:**

This Agreement is based on the accounting system purported by the organization to be in effect during the Agreement period. Changes to the method of accounting for costs which affect the amount of reimbursement resulting from the use of this Agreement require prior approval of the authorized representative of the cognizant agency. Such changes include, but are not limited to, changes in the charging of a particular type of cost from indirect to direct. Failure to obtain approval may result in cost disallowances.

**C. FIXED RATES:**

If a fixed rate is in this Agreement, it is based on an estimate of the costs for the period covered by the rate. When the actual costs for this period are determined, an adjustment will be made to a rate of a future year(s) to compensate for the difference between the costs used to establish the fixed rate and actual costs.

**D. USE BY OTHER FEDERAL AGENCIES:**

The rates in this Agreement were approved in accordance with the authority in Title 2 of the Code of Federal Regulations, Part 200 (2 CFR 200), and should be applied to grants, contracts and other agreements covered by 2 CFR 200, subject to any limitations in A above. The organization may provide copies of the Agreement to other Federal Agencies to give them early notification of the Agreement.

**E. OTHER:**

If any Federal contract, grant or other agreement is reimbursing indirect costs by a means other than the approved rate(s) in this Agreement, the organization should (1) credit such costs to the affected programs, and (2) apply the approved rate(s) to the appropriate base to identify the proper amount of indirect costs allocable to these programs.

**BY THE INSTITUTION:**

University of New Mexico

(INSTITUTION)



(SIGNATURE)

Teresa Costantinidis

(NAME)

Executive Vice President for Finance and Administration

(TITLE)

(DATE)

**ON BEHALF OF THE GOVERNMENT:**

DEPARTMENT OF HEALTH AND HUMAN SERVICES  
(AGENCY)

Olulola O. Oluborode -S  
(SIGNATURE) Digitally signed by  
Olulola O. Oluborode -S  
Date: 2025.12.23  
08:46:40 -05'00'

Olulola Oluborode  
(NAME)

Director, Cost Allocation Services  
(TITLE)

12/19/2025  
(DATE)

HHS REPRESENTATIVE: Theodore Foster  
TELEPHONE: (214) 767-3261