

MINUTES

MONTANA HOUSE OF REPRESENTATIVES  
51st LEGISLATURE - REGULAR SESSION

SUBCOMMITTEE ON EDUCATION

Call to Order: By Chairman Peck, on February 7, 1989, at 8:00  
a.m.

ROLL CALL

Members Present: All

Members Excused: None

Members Absent: None

Staff Present: Keith Wolcott, Senior Fiscal Analyst  
Joe Williams, Budget Analyst, OBPP  
Claudia Johnson, Committee Secretary

Announcements/Discussion: Rep. Peck distributed handouts on the  
tour scheduled for Eastern Montana College and Northern  
Montana College. Rep. Peck informed the Subcommittee  
Members that they would be leaving the Capital at 6:45 a.m.  
Saturday morning to fly to EMC and NMC.

HEARING ON EASTERN MONTANA COLLEGE

Tape No. U1\1:000

Presentation and Opening Statement:

Ken Heikes, Administrative Vice President of EMC, presented the overview on EMC for President Carpenter who was out of the state. Mr. Heikes distributed a handout on budget comparisons on EMC (See Exhibit 1, page 3), he stated that the budget starts where they were in 1987 with House Bill 2. Mr. Heikes stated that a budget amendment for FY 1989 is included in the budget request, but it has not been acted on at this time, and stated that the reason they are asking for a budget amendment is that their actual FTE enrollment exceeded their budgeted enrollment. Last December 15, 1988, they had \$225,000 which was close to the enrollment that had been projected for winter quarter.

Mr. Heikes stated that they are shy about \$110,000 in their salary accounts because they are spending the money at this time for the instructors in the classroom. See Exhibit 1.

Mr. Heikes stated that the library is continually underfunded and there is a need for instructional related resource material and are asking for \$55,200 in additional money for the library. See Exhibit 1.

Mr. Heikes stated that they need \$35,000 more to process claims on-line with Helena. Mr. Heikes said that it is done manually at this time and if they had a computer on-line it could be sent directly to Helena. See Exhibit 1.

Mr. Heikes stated the need for computer terminals and printers on the campus, because they are always wearing out and are requesting \$25,000 for repair and replacement. See Exhibit 1.

(110)

Mr. Heikes spoke about the average faculty salary, and stated that the LFA's office used the weighted average faculty salary for EMC of \$26,375 for analyzing the budget instead of the budgeted average of \$27,722. Mr. Heikes stated that he recognized that the \$27,722 is a manufactured number, but did not want to leave the impression that they were trying to save money by not paying the faculty.

(125)

Mr. Heikes talked about the pay freeze and stated that the rank and file employees are nervous that the salary increase might end up in the net take home decrease because of the group insurance. Mr. Heikes stated that the group insurance costs keep rising and even with the cost containment measures that the University System has installed and the wellness program that is available for the employees, the spiraling costs of medical services continues to go up and the reserves cannot begin to keep up when the University System group insurance plan pays all of the claims. See Exhibit 1, Attachment A.

(152)

Mr. Heikes stated that the fall quarter statistics have been reviewed and the head count has dropped, but it is starting to come back up along with the FTE. Mr. Heikes stated that two years ago they had a discussion of what their enrollment might be, and that is why they are asking for the budget amendment, because the enrollment turned out to be greater than what was forecast. Mr. Heikes stated they are pleased with the formula funding study the Subcommittee has adopted on the use of actual enrollments for the proceeding two years. See Exhibit 1, Attachment B.

(158)

Discussion followed on placement data and the statistics were reviewed.

Mr. Heikes on the faculty salaries stated that the 6 percent has been negotiated in collective bargaining agreements, EMC's collective bargaining agreement expires June 30, 1989. EMC will be bargaining with a new contract starting within the next 60 days with the American Association of University Professors, AAUP, where the other three campuses are

represented by the Montana Federation of Teachers.

(212)

Ron Sexton, Academic Vice President of EMC, stated that in FY 1988 through the second quarter of the fiscal period, EMC conducted searches for 21 tenure line faculty members, about 15 percent of their faculty. He stated they averaged 107 applications per positions, and of the 21 lines they were able to fill 7 positions with qualified tenure line faculty, and one of those faculty members did not have a terminal degree. In FY 1989 EMC had to search for 29 tenure line faculty members. Mr. Sexton stated that EMC has a turnover rate of about 18.6 percent. This year they averaged only 3.8 applicants per position, a drop of almost two-thirds, but were able to hire 19 tenure line faculty. The most difficult area to hire for is; computer science, business and mathematics. Mr. Sexton stated that on the collective data reviewed across the nation for colleges and universities, (270) that 59 percent were still looking for computer science faculty, 44 percent were looking for business faculty and 32 percent were still looking for mathematics faculty. He stated that in looking at the salary data collected from the peer institutions in the peer analysis, the average of their peers is a salary average on an annual basis of \$29,400 where EMC averages \$26,700. Mr. Sexton stated they are looking at new faculty members coming in with salary bases that are considerably higher than the individuals that are already on the faculty. Mr. Sexton stated that they lose 60-70 percent of the applicants in the interview process, and the problem continues to become worse.

Mr. Sexton stated that the Northwest Accreditation report that was completed this past year was a result of a two year study. The presentation of data and on campus visit from team members from outside of Montana, gave a commendation to EMC on their faculty and staff, their commitment to the educational support programs and for a high level of productivity in spite of the extraordinarily tight resources and low salaries.

Mr. Sexton stated that in comparing what has happened to college faculty on a national level, it is anticipated that between the years 1995 and 2010, approximately 50 percent of all presently employed college and university faculty members across the country will retire and there will be a tremendous gap between available new faculty members and the positions demanded across the country.

(371)

Mr. Sexton stated that of the total expenditures of EMC that the library averaged 4.1 percent. When the Northwest Accreditation report came in on the library stated that "EMC's library has been an area of concern for the Association during previous visits and continues to be so

today. The campus has been and continues to be aware of the majority of the problems, most of which are directly attributable to the sparse funding for diverse higher education system in a state that has suffered economic setbacks in recent years. As has been noted by previous association reports and has been reported by consultants employed by EMC, the library has not been funded to meet even the demands of the teaching programs." To their analysis of EMC's collection in the area that has been the strength at EMC for many years, teacher education, the holdings there are noticeably weak. Review by members of the team show gaps in the collections, areas where good and necessary material is missing. Review of other areas will show a good basic collection with all of the standard titles complimented by a scattering of recent publications covering the most recent thoughts on the subjects. The pattern of collection development is indicative of book selections done largely by faculty and staff working with a minimal budget, such as the case at EMC. The single most striking impression that one takes away from the EMC library is that it is a busy library, and is heavily used by the students. It is also apparent that the use of the library is used largely as an information center, not as a social center. This is to be expected, given the generally motivated and mature student body that EMC attracts. This impression is supported by the circulation data, reference statistics, and other management data supplied by the team".

Mr. Sexton read from the Northwest Accreditation report; "It is recommended that high priority be given to the library. It is urged that its role and mission be clearly stated and that it's level of support be increased. It is the judgement of this evaluation team that the staffing levels, collection size, and acquisition rates are inadequate. The problem cannot be solved through internal reallocation. Resources across the campus are too limited. Mr. Sexton urged that the strategies to increase the external funding level be pursued. Concurrently, it is recommended that a carefully considered plan be developed to achieve optimum use of resources.

Tape U1\2:040

Sen. Boylan asked Mr. Sexton why the periodicals are so expensive? Mr. Sexton replied that about 5 years ago there was a tremendous increase in paper costs, and a significant increase in the general cost of publication itself. Mr. Sexton stated that a number of periodicals are printed outside of the United States and the drop in the value of the American dollar has greatly contributed to the high cost.

Rep. Peck asked Mr. Sexton if EMC could actually increase or decrease their expenditures in the library? Mr. Sexton stated that their library expenditures have maintained

themselves almost without any movement up or down over the last four years.

(080)

Rep. Peck commented to Mr. Sexton that EMC is spending about the same amount of money as they were four years ago. Mr. Sexton stated that with the increased cost in the periodical type publications, by 1991 the total library budget available on an annual basis for new materials would be consumed by the periodical budget alone. Mr. Sexton stated they will not have dollars to acquire books and other printed material and stated they are within \$20,000 of that figure.

(102)

Sen. Nathe asked Mr. Sexton what kind of publications are coming from overseas? Where are people out of the country exceeding America? Mr. Sexton replied that it is due to a large number of foreign investors that have acquired control of much of the publishing information system. Mr. Sexton stated that inflation rates have gone up in the foreign countries, labor costs have gone up, but the publications are still taking place there and by the time they are shipped to the United States, the costs have escalated. Mr. Sexton stated that EMC contracts through brokers that contact the major publishers for these firms in advance to lock in the best rates and the inflationary costs to EMC in the last year for journals is in the area of 20-25 percent inflation per year.

((348)

Mr. Heikes stated that EMC has two public service features: 1) KEMC public radio station, which serves the largest geographical region of all public radio stations in the U.S. Mr. Heikes stated it is currently ranked 31st among the nations 360 public radio stations in it's listenership. The vast majority of the support of this public service is through dollars raised by public contribution. (2) The Montana Center for Handicapped Children is a multi-agency funded public service agency that has existed on our campus for almost 37 years. Funding comes from public schools, the County Superintendent of Instruction, Office of Public Instruction, Social Rehabilitation Services, and Public Health. Mr. Heikes stated that the Center is funded for a 10 month operation and are not in operation during July and August when they are preparing families and collecting data for implementation in the fall. Mr. Sexton stated that EMC has requested in the program modification additional funding for those two months. The money would be expended primarily for increased staff to conduct the evaluation. Mr. Heikes stated that the Center serves in excess of 2200 individuals per year.

(490)

Rep. Peck asked Mr. Sexton why there isn't a fee paid for those diagnostic services and why are the schools liable for those

services? Mr. Sexton replied that in some cases they are, but a lot of small school districts do not have the resources or the personnel available. Mr. Sexton stated that EMC has many physicians, psychologists and other treatment specialists, and diagnostic specialists who serve the eastern part of Montana that come out of Billings. The Center has become a very cost efficient means of doing the collective work. Public Health pays for some of the costs, but a large amount is not covered by that support and do not have anyone to pay for it. Mr. Sexton stated that some schools are not able to identify the means through which to charge fees, so they look to someone else to do it. (520) Mr. Sexton stated it is probably more cost efficient for them to come to EMC, and some of the state agencies contract with them also. In areas where the specialty evaluation is in a low incidence population, they have teams that travel to Billings, where there is a conglomeration of medical services and it is logical for them to look at EMC for these services.

Tape VI\1:000

(130)

Mr. Heikes stated that the Eastern student faculty ratio has been traditionally the highest in the system. He stated they have 13.88 percent of the actual FTE students, 12.29 percent of the budgeted FTE students, and only 11.64 percent of the budget. Mr. Heikes stated that over the next two to three legislative sessions, they want to get the student faculty ratio at EMC down to  $18\frac{1}{2}/1$ , and the instructional costs need to be adjusted upward. Mr. Heikes stated that of all of the six units in the university system, EMC has generated for appropriation the third largest amount of indirect cost dollars, but in the budget breakdown they do not have a program expenditure authority for the area of research. Mr. Heikes stated that it would seem logical that they should have a research component identified within our budget to recognize and give EMC program expenditure authority in that area.

Mr. Heikes asked the Subcommittee to look at the funding for the Montana Center for Handicapped Children and that it should be separate from the college budget, as is done for the biological field station ag experiments. Mr. Heikes stated that this program is different, but is included in their budget, so the budget looks higher than what it is if the funding for the Center is not separated.

(215)

Mr. Heikes stated that EMC is requesting \$14,700 for the first year in utilities, maintenance and cleaning, and \$16,000 the second year for the small facility on the southeast corner of the campus. The major costs for the Northfield project

is for water, and are asking \$3,800 a year.

There being no further business the Subcommittee was adjourned.

ADJOURNMENT

Adjournment At: 9:50 a.m.

  
\_\_\_\_\_  
REP. Ray Peck, Chairman

RP/cj

3221.min

DAILY ROLL CALL

EDUCATION

SUBCOMMITTEE

DATE

Feb 7, 1989

NAME	PRESENT	ABSENT	EXCUSED
REP. RAY PECK, CHAIRMAN	✓		
SEN. SWEDE HAMMOND, VICE CHAIRMAN			
SEN. PAUL BOYLAN	✓		
SEN. JUDY JACOBSON	✓		
REP. MIKE KADAS	✓		
REP. BOB MARKS	✓		
SEN. DENNIS NATHE	✓		

EXHIBIT

DATE

Feb 7, 1989

HB

Eastern Mt. College

**EASTERN MONTANA COLLEGE**

**LEGISLATIVE INFORMATION PACKET**

**1990/91 BIENNIUM**

Bruce H. Carpenter, President 657-2300

Ronald P. Sexton, Academic Vice President 657-2367

Kenneth W. Heikes, Administrative Vice President 657-2155

## INTRODUCTION

The purpose of this packet is to provide summary information for the main areas of concern for Eastern Montana College in the legislative session. The college's main concerns continue to be faculty salaries, student faculty ratio, and library support.

## SUMMARY OF CONTENT

Budget Comparisons	Page 2
Budget Amendment Information	Page 3
Formula Budget-Study and Methodology	Page 4
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Program Modifications	Page 6
Pay Freeze	Page 7
Group Insurance	Page 7

## ATTACHMENTS:

- ATTACHMENT A: Campus Profile
- ATTACHMENT B: Student Demographics
- ATTACHMENT C: Placement Statistics

EASTERN MONTANA COLLEGE  
BUDGET COMPARISON  
1990-1991 BIENNIUM

Program:	1987 Legislature House Bill #2 (Current Funding)		EY '89 Including Budget Amendment A		Governor Schwinden's Executive Budget		Fiscal Analyst's Budget		Board of Regents		Governor Stephen's Budget	
	FY'88	FY'89	FY'89	Amendment A	FY'90	FY'91	FY'90	FY'91	FY'90	FY'91	FY'90	FY'91
Instruction	6,602,051	6,612,129	6,722,129		6,858,526	6,861,501	6,906,483	6,909,686	6,889,498	7,311,531		
Public Service	231,435	231,447	231,447		232,509	232,713	231,447	231,663	246,653	249,869		
Support	4,145,159	4,146,548	4,261,748		4,324,894	4,279,236	4,819,295	4,821,529	4,887,482	4,927,520		
O&M Plant	2,030,343	2,084,794	2,084,794		2,051,315	2,076,449	2,052,520	2,089,225	2,128,677	2,166,154		
Scholarships	353,209	353,099	353,099		337,810	337,810	355,650	355,650	337,810	337,810		
<b>TOTALS</b>	<b>13,362,197</b>	<b>13,428,017</b>	<b>13,653,217</b>		<b>13,805,054</b>	<b>13,787,709</b>	<b>14,365,395</b>	<b>14,407,753</b>	<b>14,490,120</b>	<b>14,992,884</b>	<b>0</b>	<b>0</b>

Pending Approval by the 1989 legislature

EASTERN MONTANA COLLEGE  
FY '89 BUDGET AMENDMENT REQUEST  
\$225,200

Page 3

Eastern Montana College has requested a budget amendment of \$225,200. This is necessitated by enrollment in excess of that budgeted for both FY'88 and FY'89. Therefore, tuition and fee collections have exceeded the amounts appropriated by the 1987 legislature as follows:

<u>Fiscal Year</u>	<u>Budgeted FTE</u>	<u>Actual FTE</u>	<u>Appropriated Revenue</u>	<u>Actual Revenue</u>
1988	3,199	3,303	\$13,362,197	\$13,445,602
1989	3,198	3,368*	13,428,017	13,569,812*

\*Projected as of December 15, 1988

The \$225,200 is required for the following items:

- 1.) \$110,000 is needed to fund the additional instructional salaries Eastern Montana College is incurring due increased enrollment.
- 2.) \$55,200 is needed to assist the library and instruction programs in acquiring instructional related resource materials. The library has been continually underfunded.
- 3.) \$35,000 is needed to set up Eastern Montana College's payment processing on-line with Helena. This would stream-line the college's claims processing procedures.
- 4.) \$25,000 is needed for laser printers and replacement VT320's. These items are needed to access the new mainframe at Eastern Montana College.

It is important to remember that the college is only asking for authority to spend the tuition and fees collected from the students. The college did not receive and is not requesting the state's support for each student. This would have been an additional \$798,436 for the biennium.

FORMULA FUNDING STUDY AND METHODOLOGY  
FISCAL YEAR 1988-89 FUNDING STUDY

The current formula for funding of the instructional and support programs of the Montana University System was established in the 1979 legislative session. The formula is, in reality, a set of guidelines based upon the average of peer institutions. The formula has never been funded at that average. The 1987 legislative session included an appropriation and created a legislative funding study committee. That study is now complete and demonstrates that the Montana University System is underfunded when compared to their peer institutions by at least \$80 million. The committee understandably could not recommend funding a shortfall of that magnitude and, instead, recommended concepts and suggested a phasing in of funding. Details would be left to the joint subcommittee on education.

Based on the study, it appears that the best way to approach equitable funding is to arrive at a set goals and work toward those goals over the next several years. However, the main goal must be to ensure quality education for the students in the Montana University System.

Areas that need to be addressed are the student faculty ratio and the average faculty salary. Eastern Montana College has the highest actual student faculty ratio and a low actual faculty salary. Financial support for libraries is also a major concern.

The concept of "true" peer comparisons was abandoned when it was found that detailed information for Higher Education was not totally comparable at the discipline level. However, aggregate institutional data seems reliable and will be used for comparison purposes.

AVERAGE FACULTY SALARY

The Legislative Fiscal Analyst's Office used the weighted average faculty salary for Eastern Montana College of \$26,375 for analyzing the budget instead of the budgeted average of \$27,722.

The decrease in average salaries at Eastern Montana College was, in part, due to the tight budget years the State of Montana has recently experienced. The college could not fill the required positions at the salaries they had to offer. Therefore, the positions had to be filled with part-time and fixed term individuals. Additional costs were incurred in support of these individuals for copying, printing, and clerical assistance. Eastern Montana College needs to be funded at the higher level in order to fill vacant positions with qualified individuals. (The increased enrollment without an increase in appropriation authority in FY'88 required Eastern to hire additional part-time faculty and fixed term employees at lower wages to make due during the year. This also caused the average salary to decline.)

EASTERN MONTANA COLLEGE  
LIBRARY UNDERFUNDING

For a number of years, Eastern Montana College has grappled with the issue of inadequate funding for library services. The nature of this problem is outlined extensively in the Evaluation Committee Report prepared by the Northwest Association of Schools and Colleges Commission on Colleges. Their report states that

"Eastern Montana College's Library has been an area of concern for the Association during previous visits and continues to be so today. It must be noted, however, that the campus has been and continues to be aware of the majority of the problems, most of which are directly attributable to the 'sparse' funding for a disbursed higher education System in a state that has suffered economic setbacks in recent years.

...the Library has not been funded to meet even the demands of the teaching programs. Review by members of the team shows gaps in the collection, and areas where current material is missing.

...While funding shortages are most evident in the area of acquisitions, it is also shown in personnel services where there is an unhealthy reliance on student employment. This is not to say that the student employees are not committed to their jobs and the Library and that many jobs are not most appropriately done by students. However, there are many tasks that are just beyond the student's capabilities.

...the Library has endured staff cuts and reallocations and is now operating at a level well below where it should be to meet even a teaching mission...development can only be undertaken if additional professional and paraprofessional resources are made available

...The Library has done a commendable job of positioning itself to move forward in the area of automation, but any further progress in this area can only be done with outside support, in direct appropriations from the Legislature...The Library does not have, and has not had for some time, if ever, sufficient funding to meet even a teaching support mission."

The current funding of the library is inadequate to maintain journal subscriptions due to inflation. Also, it has caused reductions in collections and book acquisitions.

U1 P. 38

**EASTERN MONTANA COLLEGE  
PROGRAM MODIFICATION REQUESTS  
FOR THE 90/91 BIENNIUM**

<u>PROJECT</u>	<u>FY'90</u>	<u>FY'91</u>
1.) Handicapped Center	\$ 36,511	\$ 36,790
<p>The Montana Center for Handicapped Children is currently in operation for 10 months out of the year. Eastern Montana College is requesting funds to increase the operation of the center back to a twelve month operating schedule.</p>		
2.) New Space (Building)	15,700	16,000
<p>Funds to convert building to faculty and administration offices.</p>		
3.) New Space (Grounds)	3,800	3,800
<p>Funds for the development of Northfield.</p>		
4.) Library Support	159,000	164,000
<p>Funds for personnel and acquisitions for the library.</p>		
5.) Indirect Costs at 100%	38,876	38,876
<p>Authorization to spend the funds earned for indirect costs on EMC grants and contracts.</p>		
TOTAL	<u>\$ 253,887</u>	<u>\$ 259,466</u>

**EASTERN MONTANA COLLEGE  
PAY FREEZE**

State employees have been under a pay freeze for the last two years. There has been no cost of living raises or step increases since Fiscal Year 1987. Adjustments need to be made to insure equity of state employee salaries with those doing comparable assignments in the private sector.

**EASTERN MONTANA COLLEGE  
EMPLOYEE HEALTH INSURANCE**

The group insurance programs for the University System and the other state agencies is underfunded. It may take at least \$40 a month increase to adequately fund the health plan.

The University system has exhausted cost containment measures. It has instituted a health care program that is the envy of other plans. The program has been effective in health improvement. However, even with this program, the medical costs continue to rise at a much greater rate than inflation.

Governor Schwinden suggested that state employees share in the cost of the plan. This goes against the intent of the founders of the insurance program. The insurance program was established with the understanding that employee costs would be paid by the employer. To have employees go for two years with a pay freeze then ask them to pick up the additional cost of the medical insurance premium is very demoralizing.

(Pages 60-65 of Volume I of the LFA Budget Analyses has detailed explanations of this dilemma.)

23-Jan-89

**EASTERN MONTANA COLLEGE**  
Billings, Montana

**EXECUTIVE OFFICERS:**

**President:** Dr. Bruce H. Carpenter  
**Academic Vice President:** Dr. Ronald P. Sexton  
**Administrative Vice President:** Mr. Kenneth W. Heikes  
**Dean of Students:** Dr. Lowell Dunlop ..

**CAMPUS PROFILE: 1987-88****1987 and 1988 Fall Headcount**

<b>ENROLLMENT:</b>	<b>Fall 1987</b>	<b>Fall 1988</b>	<b>ENROLLMENT BY SCHOOL:</b>	<b>Fall 1987</b>	<b>Fall 1988</b>
Undergraduate	3439	3541	Arts & Sciences	691	714
Graduate	487	453	Business & Economics	1026	1096
Total	3926	3994	Education	1361	1317
FYFTE	3328		Human Services	156	156
FYFTE-Unrestricted	3303		General Studies	692	711

**STUDENT PROFILE:**

62% Female  
 88% Undergraduate  
 96% Montana Residence  
 11 Foreign Students  
 27 Average Age

**DEGREES AWARDED:**

28 Associate  
 401 Baccalaureate  
 77 Masters

**FTE EMPLOYEES (Unrestricted):**

166.73 Contract Faculty & GTA's  
 35.33 Contract Professionals  
 164.64 Classified  
 32.39 Part-Time & Other  
 399.09 Total

**PEER INSTITUTIONS:**

University of Southern Colorado  
 Eastern New Mexico University  
 Minot State University  
 Southern Oregon State College  
 Northern State College  
 Eastern Washington University

**ACCREDITATION:**

**Agency:**  
 Northwest Association of Schools  
 and Colleges

**Program:**  
 Eastern Montana College

National Council for the Accreditation  
 of Teacher Education

Education Programs

National Association of Schools of Music

Music Program

National Association of Schools of Art  
 and Design

Art Program

Council on Rehabilitation Education

Habilitative Services

**STUDENT ACHIEVEMENTS:**

In May 1988, 65,000 individuals took the national CPA exam. Only 126 candidates were recognized for achieving high honors on the exam - scoring 99.5% or above. Four of those recognized are 1988 graduates of Eastern Montana College's Accounting degree program.

The Teacher Education program at EMC continues to draw students at the undergraduate and graduate levels. Enrollments remain steady with 1317 majors in Fall quarter 1988. The EMC Education graduates continue to remain in demand by the school districts in Montana and other states. Of the 1987 Education graduates, 76% were placed in their desired field.

Ninety-six percent of the students from EMC who took the National Teachers Examination in 1988 passed upon first trial.

For the 1988-89 school term, 44 EMC students were awarded recognition in the Who's Who Among Students in American Universities and Colleges. The 1987-88 school term awarded recognition to 37 students.

Eastern Montana College's Masters of Education degree program, including the Rehabilitation Counseling program, has continued to increase the number of graduates from 77 in 1985 to 88 in 1988.

Students entering EMC for the Academic year 1987-88 compare favorably with the ACT National mean with a composite score of 19.1.

EMC students entering a Graduate program have scored a mean of 54 on the Millers Analogy Test (MAT). The national mean for the MAT is 48.

**TEST SCORES OF 1987 ENTERING FRESHMEN:**

	-----ACT-----			-----SAT-----	
	EMC	USA		EMC	USA
English	19.1	18.9	Verbal	452	430
Math	17.7	17.7	Math	490	476
Composite	19.1	19.2			

**EMPLOYMENT STATUS OF GRADUATES:**

Class of 1987

	Average Annual Salary	-----Percent Employed-----				
		Desired Field	Other Field	Graduate School	Seeking Work	Not Seeking Employment
Associate:	\$12,422	61%	6%	26%	6%	0%
Baccalaureate: (Total)	16,667	63	19	6	10	2
Arts and Sciences	18,046	38	39	17	3	3
Education	16,095	76	15	1	9	0
Business and Economics	17,202	73	8	3	13	3
Human Services	15,811	52	19	3	23	3

## **FACULTY ACTIVITY and ACCOMPLISHMENTS:**

For the 1986-87, 1987-88, and 1988-89 academic years, six faculty members from Eastern Montana College have received Fulbright Faculty Grants for Lecturing and Research Abroad through the Council for International Exchange of Scholars. Fulbright Research Grants were awarded for Foreign Languages to Belize; Art to Spain; Philosophy, Humanities and Religious Studies to India; Accounting and Information Systems to Japan and Korea; Sociology and Political Science to Thailand; and a Lecturing grant for English language and American Literature to Czechoslovakia.

An Associate Professor of Biology, is internationally known for his scientific studies and research in animal population control.

Two fine arts faculty in the past two years have been selected from national competition to participate in 3 week seminars at the Atlantic Center for the Arts. Three faculty from the Humanities, during the same period, have been selected to participate under Summer research and training grants sponsored by the National Endowment for the Humanities. One faculty, in 1987, received an international travel grant to study in India for the Smithsonian Institution. Science and Science Education faculty have received four grants for research and training for the National Science Foundation over the past two year period. Out of this faculty, approximately 10 scholarly monographs and books have been accepted for publication in the past two years.

Percent of Faculty with Terminal Degrees: 71%

## **GRANT AND CONTRACTS ACITIVITY:**

Number of proposals submitted: 49  
Success Rate: 30.6%

Revenue Sources:  
Federal 79.4%  
State 8.2  
Local 3.0  
Private 9.4

EMC Expenditures: \$2,934,925

**FINANCIAL PROFILE: 1986-87**

**EXPENDITURES BY PROGRAM:**

	Expenditures		Percent of Total	
	EMC	PEERS	EMC	PEERS
Instruction	\$6,531,571	\$9,434,948	48.1%	51.2%
Academic Support	1,731,562	1,908,746	12.8	10.0
Student Services	1,531,373	1,382,096	11.3	7.8
Scholarships & Fellowships	340,568	33,181	2.5	0.2
Subtotal	10,135,074	12,758,971	74.7	69.2
Research	0	123,662	0.0	0.8
Public Service	214,407	253,056	1.6	1.6
Institutional Support	1,480,818	2,702,568	10.9	14.7
Physical Plant	1,736,152	2,764,583	12.8	13.7
<b>TOTAL</b>	<b>\$13,566,451</b>	<b>\$18,602,840</b>	<b>100.0%</b>	<b>100.0%</b>

**PROFILE PER FTE STUDENT:**

	EMC	PEERS	DIFF	Percent of Peers
<b>Expenditures:</b>				
Total	\$4,117	\$4,903	\$786	84.0%
Instruction Program	1,978	2,466	488	80.2
All Support Programs	1,443	1,648	205	87.6
Library	204	251	47	81.3
<b>Revenue</b>				
State Support	3,112	3,352	240	92.8
Tuition	984	1,488	504	66.1
Other	--	--	--	--
<b>Revenue % of Total Budget</b>				
State Support	75.6	68.4	-7.2	110.5
Tuition	23.9	30.3	6.4	78.9
Other	--	--	--	--

FORMULA ELEMENTS: 1986-87

	EMC	PEERS	DIFF	Percent of Peers
<b>Instruction</b>				
Student/Faculty Ratio	19.21	19.2	-0.01	100.1%
Average Faculty Salary	\$26,700	\$29,400	\$2,700	90.8
Faculty Salary Benefits	22.0%	23.3%	1.3%	94.4
Instructional Support/FTE	\$307	\$405	\$98	75.8
<b>Support</b>				
Support/FTE (exl Library)	\$1,443	\$1,648	\$205	87.6
Library Expenditures	\$604,498	\$1,045,750	\$441,252	57.8
<b>Physical Plant</b>				
Grounds	\$1,736,152	\$2,764,583	\$1,028,431	62.8
Maintenance & Operations				
Utilities				
Hazardous Waste & Insurance				
Scholarships/Fellowships	\$340,568	\$66,361	(\$274,207)	513.2%

FORMULA ELEMENTS: 1990-91

	Average of Peers		Regents'	
	----- 1990	----- 1991	---- EMC Request	---- 1991
<b>Instruction</b>				
Student/Faculty Ratio	19.2	19.2	19.12	19.12
Average Faculty Salary	\$32,126	\$33,090	\$27,722	\$27,722
Faculty Salary Benefits	25.46	26.22	20.1	20.1
Instructional Support/FTE	443	456	182.22	182.22
<b>Support</b>				
Support/FTE (exl Library)	1800	1855	1443	1443
Library Expenditures	\$1,142,719	\$1,177,000	\$604,498	\$604,498
<b>Physical Plant</b>				
Grounds	\$3,020,934	\$3,111,563	\$2,167,977	\$2,166,154
Maintenance & Operations				
Utilities				
Hazardous Waste & Insurance				
Scholarships/Fellowships	\$72,514	\$74,690	\$337,810	\$337,810

\*Peer estimate = FY 1987 figures \* 3.0 % ANNUAL inflation.

**BUDGET REQUEST BY PROGRAM: (Without Modifications)**

	Average		Regents'	
	----- of Peers -----	-----	---- EMC Request ----	----
	1990	1991	1990	1991
Instruction	\$10,309,822	\$10,619,117	\$6,824,991	\$6,824,991
Research	135,129	139,183	---	---
Public Service	276,521	284,817	246,653	249,869
Support - Library	6,549,161	6,745,636	4,317,757	4,272,099
Physical Plant	3,020,934	3,111,563	2,128,677	2,166,154
Scholarships/Fellowships	36,258	37,346	337,810	337,810
<b>Total Budget</b>	<b>\$20,327,825</b>	<b>\$20,937,662</b>	<b>\$13,855,888</b>	<b>\$13,850,923</b>

\*Peer estimates = FY 1987 figures \* 3.0 % ANNUAL inflation.

Instruction and Support are calculated from formula elements above using the LFA's student FTE figure of 3300 for EMC:

$$\text{Instruction} = (3,300 / 19.12 * 27,722 * 1.201 + 3,300/19.12 * .10 * 18,482 * 1.153 + 3,300 * 182.22 + 3,300 * 227.93) * .99$$

$$\text{Support} = (3,300 * 1,387 + 66,485) * .92$$

Note: First year includes audit approp. of \$45,658

**FUNDING SUMMARY (EXCLUDING MODS):**

	1986-87	1987-88	1988-89
	Actual	Actual	Estimated
General Fund	\$7,904,753	\$8,403,004	\$8,464,391
Millage	2,328,820	1,672,347	1,677,780
Tuition and Fees	3,236,946	3,285,782	3,199,081
Other	97,687	61,779	86,765
<b>Total</b>	<b>\$13,568,206</b>	<b>\$13,422,912</b>	<b>\$13,428,017</b>

**FUNDING REQUEST (EXCLUDING MODS):**

	1989-90 Request	% Inc from 1988-89	1990-91 Request	% Inc
				from 1989-90
General Fund	\$8,801,846	4.0	\$8,800,581	0.0
Millage	1,700,354	1.3	1,696,654	-0.2
Tuition and Fees	3,268,688	2.2	3,268,688	0.0
Other	85,000	-2.0	85,000	0.0
<b>Total</b>	<b>\$13,855,888</b>	<b>3.2</b>	<b>\$13,850,923</b>	<b>0.0</b>

**MODIFIED REQUESTS:**

<b>Priority</b>	<b>Project</b>	<b>1990</b>	<b>1991</b>	<b>Total</b>
<b>1</b>	<b>Handicapped Center</b>	<b>\$36,511</b>	<b>\$36,790</b>	<b>\$73,301</b>
<b>2</b>	<b>New Space (Building)</b>	<b>15,700</b>	<b>16,000</b>	<b>31,700</b>
<b>3</b>	<b>New Space (Grounds)</b>	<b>3,800</b>	<b>3,800</b>	<b>7,600</b>
<b>4</b>	<b>Library Support</b>	<b>159,000</b>	<b>164,000</b>	<b>323,000</b>
<b>5</b>	<b>Indirect Costs at 100%</b>	<b>38,876</b>	<b>38,876</b>	<b>77,752</b>
	<b>TOTAL</b>	<b>\$253,887</b>	<b>\$259,466</b>	<b>513,353</b>



1500 North 30th Street, Billings, MT 59101-0298

Office of Institutional Planning

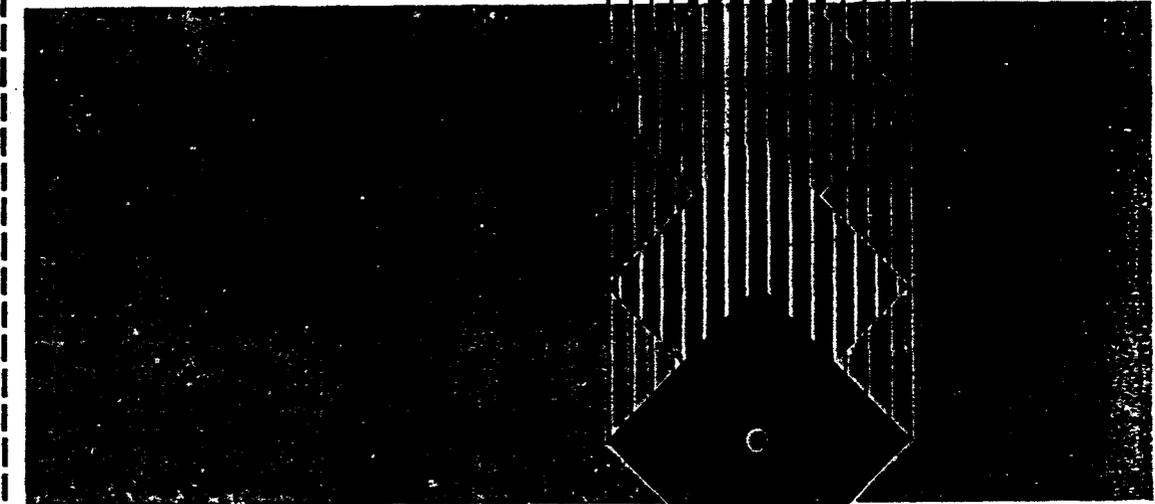
406/657-2038

**STUDENT BODY DEMOGRAPHICS  
FALL QUARTER 1988**

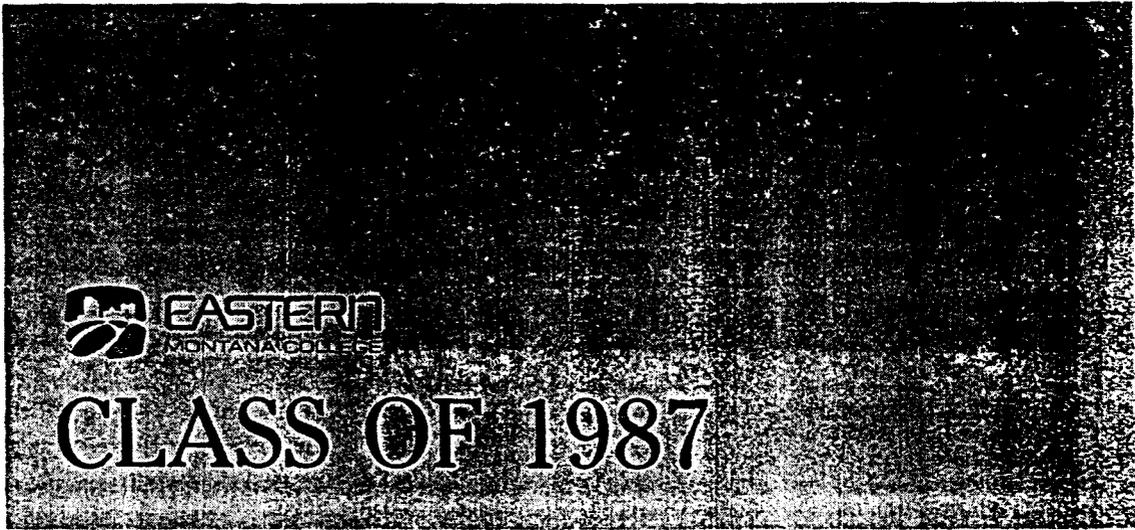
	Number	Percent Of Total (3994)
<b>ENROLLMENT</b>		
Total Headcount	3994	100.0%
Number of PT Students (11 or fewer credits)	1310	32.8%
Number of FT Students (12 or more credits)	2684	67.2%
Total Full-Time Equivalent Students (based on 15 credits for undergraduate and 12 credits for graduate)	3124	
<b>GENDER AND ETHNIC STATUS</b>		
Women	2548	63.8%
Men	1446	36.2%
Native American	194	4.9%
Hispanic	48	1.2%
Black	12	0.3%
Asian American	15	0.4%
<b>GEOGRAPHIC ORIGINS</b>		
Students from Yellowstone County	2428	60.8%
Students from other Montana Counties	1385	34.7%
Out-of-State Students	174	4.4%
Foreign Students	7	0.2%
<b>ON-CAMPUS VS. COMMUTERS</b>		
On-Campus Residents	414	10.4%
Commuter Students	3580	89.6%
<b>AGE Average Age of Student Body = 27.3 years</b>		
17 years or Less	9	0.2%
18-21	1375	34.4%
22-25	817	20.5%
26-35	1050	26.3%
36-45	575	14.4%
46-65	160	4.0%
66+	8	0.2%
<b>CLASS DISTRIBUTION</b>		
First-Time Freshmen and Early High School	647	16.2%
Returning Freshmen	834	20.9%
Sophomores	677	17.0%
Juniors	577	14.4%
Seniors	806	20.2%
Total Undergraduates	3541	88.7%
Master's	54	1.4%
Post Baccalaureate	399	10.0%

EASTERN MONTANA COLLEGE STUDENT BODY DEMOGRAPHICS  
FALL QUARTERS 1983-1988

	Fall 1984	FALL 1985	FALL 1986	FALL 1987	FALL 1988
<b>ENROLLMENT</b>					
Total Headcount	4207	4173	3920	3926	3994
Undergraduate Headcount	3663	3600	3373	3439	3541
Graduate Headcount	544	573	547	487	453
Part-Time Students	1359	1358	1241	1217	1310
Full-Time Students	2848	2815	2679	2709	2684
Total Student FTE	3324	3266	3097	3124	3124
Undergraduate SFTE	3263	3168	3013	3037	3050
Graduate SFTE	61	98	84	87	74
<b>GENDER AND ETHNIC STATUS*</b>					
Women	2585	2544	2362	2420	2548
Men	1622	1629	1558	1506	1446
American Indian	186	176	174	183	194
Hispanic	41	36	34	44	48
Black	14	17	13	16	12
Asian American	23	17	20	10	15
<b>GEOGRAPHIC ORIGINS</b>					
From Yellowstone County	2605	2555	2360	2367	2428
From other Montana Counti	1405	1454	1389	1396	1385
Out-of-State (all U.S.)	183	156	165	152	174
Foreign Students	14	8	6	11	7
<b>AGE</b>					
Average Age - Women	26.4	26.7	26.8	27.5	27.8
Average Age - Men	25.3	25.4	26.1	26.2	26.5
Average Age - All Student	26.0	26.2	26.5	27.0	27.3
<b>ON CAMPUS VS. COMMUTERS</b>					
On-Campus Residents	719	631	532	484	414
Commuters	3488	3542	3388	3442	3580



# PLACEMENT DATA



**EASTERN**  
MONTANA COLLEGE

**CLASS OF 1987**

## SCHOOL OF ARTS & SCIENCES

Baccalaureate Degrees	ART	BIOL	CHEM	COMM ARTS	ENGL	GERMAN	HIST	MATH	PSYCH	SOC	SPAN	TOTAL SCHOOL
Total Graduates	10	4	2	21	10	2	9	8	32	5	2	105
Employed: Major Field Outside Field												
Continuing Education: Fulltime **Parttime/ Employed FT	1	1		3	4			2	5		1	17
Other Unemployed/Not Seeking Employment Military/Service									1			1
Total Placed % Placed	10 100%	4 100%	1 50%	19 90%	9 90%	1 50%	8 89%	7 88%	30 94%	4 80%	2 100%	95 90%
Average Salary in Major Field				\$19,233					\$16,353			\$18,046
Salary Low High				\$14,000 \$25,000					\$6,720 \$21,000			\$10,360 \$23,000
Unemployed/Seeking Employment				1	1				1			3
Total Graduate Response	10 100%	4 100%	1 50%	20 95%	10 100%	1 50%	8 89%	7 88%	31 97%	4 80%	2 100%	98 93%

\*\*Figure already included in the EMPLOYED data.

## SCHOOL OF BUSINESS AND ECONOMICS

Baccalaureate Degrees	ACCTNG	ECON/ FINANCE	MGMT/ MKTG	GENERAL BUS	INFO SYSTEMS	TOTAL SCHOOL
Total Graduates	39	8	40	26	19	132
Employed: Major Field Outside Field	23 2	3 3	23 2	21 2	13 3	62 13
Continuing Education: Fulltime **Parttime/ Employed FT	1		1		1	3 0
Other Unemployed/Not Seeking Employment Military/Service					1	1
Total Placed % Placed	33 85%	5 63%	27 68%	24 92%	16 84%	105 80%
Average Salary in Major Field	\$16,980	\$16,033	\$16,779	\$19,151	\$17,065	\$17,202
Salary Low Range High	\$10,200 \$20,900	\$12,000 \$21,000	\$10,000 \$25,000	\$9,000 \$46,280	\$10,800 \$30,000	\$10,400 \$28,636
Unemployed/Seeking Employment	4	2	5	2	1	15
Total Graduate Response	37 95%	7 88%	33 83%	26 100%	17 89%	120 91%

\*\*Figure already included in the EMPLOYED data.

School of Arts and Sciences Majors location employed:

	Billings	Other Montana	Other States
Number	48	13	37
Percent	49%	13%	38%

School of Business and Economics Majors locations employed:

	Billings	Other Montana	Other States
Number	66	14	40
Percent	55%	12%	33%

School of Education Majors location employed:

	Billings	Other Montana	Other States
Number	33	57	37
Percent	26%	45%	29%

School of Human Services Majors location employed:

	Billings	Other Montana	Other States
Number	21	4	6
Percent	68%	13%	19%

Total Graduates location employed:

	Billings	Other Montana	Other States
Number	168	88	120
Percent	45%	23%	32%



## SCHOOL OF EDUCATION

Baccalaureate Degrees	ART	BUS ED	ELEM	ENGL	HIST	HPER	MATH	MUSIC	SCIENCE (BIO+GEN)	SOCIAL SCIENCE	SPAN	SPECIAL EDUC	TOTAL SCHOOL
Total Graduates	3	5	71	4	8	13	7	5	2	2	4	11	135
Employed: Major Field Outside Field													
Continuing Education: Fulltime **Parttime/ Employed FT	1		1			2							3
Other: Unemployed/ Not Seeking Employment Military Service													0
Total Placed % Placed	2 67%	5 100%	56 79%	4 100%	8 100%	13 100%	7 100%	4 80%	1 50%	1 50%	4 100%	11 100%	116 86%
Average Salary in Major Field	—	\$16,238	\$15,123	\$15,785	\$16,178	\$14,235	\$17,924	\$17,203				\$16,063	\$16,095
Salary Range Low High	—	\$13,200 \$18,300	\$6,000 \$21,522	\$15,000 \$16,570	\$14,250 \$17,749	\$13,000 \$15,000	\$14,800 \$19,217	\$16,611 \$18,000				\$7,000 \$20,000	\$12,483 \$18,295
Unemployed/ Seeking Employment	1												1
Total Graduate Response	3 100%	5 100%	64 90%	4 100%	8 100%	13 100%	7 100%	4 80%	2 100%	2 100%	4 100%	11 100%	127 94%

\*\*Figure already included in the EMPLOYED data.

Data based upon survey response from 1986-1987 Graduates.  
(376 of the 407 responded = 92%)

## SCHOOL OF HUMAN SERVICES

Baccalaureate Degrees	HUMAN SERVICES	REHAB	TOTAL SCHOOL	EMC BS DEGREE TOTAL
Total Graduates	28	7	35	407
Employed: Major Field Outside Field	15 5	1 1	16 6	237 65
Continuing Education: Fulltime **Parttime/ Employed FT	1		1 0	22 4
Other: Unemployed/ Not Seeking Employment Military Service	1		1 0	8 8
Total Placed % Placed	22 79%	2 29%	24 69%	340 84%
Average Salary in Major Field	\$15,811	—	\$15,811	\$16,667
Salary Range Low High	\$10,320 \$21,000	— —	\$10,320 \$21,000	\$11,431 \$22,284
Unemployed/ Seeking Employment	4	3	7	36
Total Graduate Response	26 93%	5 71%	31 89%	376 92%

\*\*Figure already included in the EMPLOYED data.



# Associate Degree Graduate Data

SCHOOL OF ARTS & SCIENCES

SCHOOL OF BUSINESS

SCHOOL OF ED.

Associate

Degree  
Graduate Data

	General	Applied Psych	Sociology	Total School	Data Process	Word Process	Clerical	Total School	Special Ed/Rehab	Total School	AA Degree Total
<b>Total Graduates</b>	11	1	1	13	3	12	2	17	1	1	31
<b>Continuing Education:</b>											
<b>Fulltime</b>	3			3				0	1	1	4
<b>**Parttime/ Employed FT</b>	3			3	2	1		3		0	6
<b>Unemployed/ Seeking Employment Military Service</b>											
<b>Total Placed</b>	8	1	1	10	2	10	2	14	1	1	25
<b>% Placed</b>	73%	100%	100%	77%	67%	83%	100%	82%	100%	100%	81%
<b>Unemployed/ Seeking Employment</b>											
<b>Total Graduate Response</b>	8	1	1	10	3	11	2	16	1	1	27 87%

Average salary of Grads employed  
in Major field = \$12,422

Average salary of Grads employed  
Outside Major field = \$9,200

Data based upon survey response  
from 1986-1987 Graduates.  
(27 of the 31 responded = 87%)

\*\*Figure already included in the EMPLOYED data.

Prepared by:  
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