

MINUTES OF THE MEETING  
LEGISLATIVE SUB-COMMITTEE ON APPROPRIATIONS FOR EDUCATION

February 13, 1979  
8:40 a.m.  
Room 104  
State Capitol Building  
Subject: Northern Montana  
College

The meeting was called to order by Chairman Carroll South, with the following members being present:

Senator Larry Fasbender  
Senator Harold Nelson  
Representative Oscar Kvaalen  
Representative Jack Moore  
Representative Esther Bengtson

Also in attendance were Judy Rippingale, fiscal analyst, and Jim Erickson, Bill Byars and Warren Gardner from Northern Montana College in Havre.

President Erickson began the Northern Montana College presentation by stating that the 3 year enrollment average is 1214 FTE students for fiscal year 1980. They have 149.0 FTE positions for fiscal year 1980. This is 2 faculty more than the 1981 level or the average enrollment would justify. The reduction in the FTE positions is because of a program review that is now underway. The college is required by law to give a years' notice before termination of a position, and they would appreciate the support of the committee for funding these two positions for one year.

Chairman South asked if restricted students are some of the enrollment.

Mr. Erickson responded that this is part of the Malmstrom program and that these are vocational programs.

Representative Moore asked how we ever got into a program at Malmstrom.

Mr. Gardner responded that there was strong feeling around the state that the State should be serving the needs of the base.

Mr. Moore then asked how many of those people are full FTEs.

They responded that none of them are. It is a totally self-sustaining program. This is all paid for with federal money.

Senator Nelson asked if this included travel.

Mr. Gardner stated in the affirmative.

More discussion followed on the Malmstrom situation.

President Erickson stated that Northern is involved in a review process of programs that have served their purpose. These are the positions that would be cut if necessary.

Discussion followed on the termination of the two FTES at the end of FY 81.

Mr. Erickson stated that the college must guard against the tendency to fire the new people who have come to the campus for definite academic needs.

Mr. Gardner explained that they have about 45 tenured FTES at the present time. Approximately 25 of these tenured faculty could demand one years notice before termination. They then went on to give the breakdown of the tenured employees, stating that 100% of the full professors are tenured; 80% of the associate professors; 28% of the assistant professors and none of the instructors are tenured.

Chairman South asked if they anticipate making more reductions in the faculty in 1981.

Mr. Erickson stated that he did not anticipate doing this.

Chairman South stated that if they hesitate to lay off personnel because they feel a turn around is coming, they then find themselves overstaffed.

President Erickson stated that if one reduces staff, one must do it in programs that have served their purpose. He again stated that the two positions that they are asking for support, are on a contract basis.

President Erickson explained their theory in the lay off of personnel. He stated that if you were to reduce a position in English this would work against their responsibility to a freshman who needs help in English. They would rather look for programs that have served their purpose and take the position out of those programs rather than handicap the new students. He also stated that he hopes to have a list of the programs that would be eliminated finished by March 1.

Chairman South asked when the positions would be eliminated.

President Erickson stated they have two kinds of contracts for a one year program.

A lengthy discussion followed on the credit hours involved in the various departments of the school.

At this point Chairman South stated that we must give Northern a specific dollar amount and then they must make their own management decisions regarding the faculty.

President Erickson stated that he feels that the programatic review is the best way to reduce the staff.

Representative Bardanouve came in at this point.

Chairman South noted that between 1978 and 1979, the enrollment dropped 150. He wondered if any attempt was made to single out faculty that could be terminated at that time.

Mr. Gardner stated that this is what they are in the process of doing. They started reviewing in the fall of 1978 when the fall quarter records indicated that enrollment was down.

Chairman South inquired how many retirements they anticipate next year.

They responded that perhaps they may have one next year. They have 4 or 5 people that could retire.

Chairman South asked if that could be used as an off-set. Discussion followed on this possibility.

Representative Bardanouve asked if they predicted a turn-around for next year.

President Erickson stated that he thinks they will stabilize.

Chairman South stated that their current enrollment is 1163. He wondered what is going to happen in 1980 when they find out they drop some more.

Mr. Erickson stated that if we are forced into a position of reducing more faculty he will turn to the process of program review as opposed to last in-first out. Programatic review should be an on-going program all the time.

They then addressed the non-faculty other than operations of plant request. President Erickson showed that they have 22.5 professional positions. The nature of their business indicates the need for professional positions. He stated that no matter the size of the campus, certain functions have to be performed. They discussed the difference in various professional positions. Substantial attention was given to the Learning Center Director. Questions were also asked about the Director

of Cooperative Education Program.

Representative Moore asked if any other units of the University System have a cooperative education program.

Mr. Bandy, the Acting Commissioner of Higher Education, stated that this is so. This goes back some years, and there seems to be a revision of this type of work.

Chairman South asked how many students they have under this program.

Mr. Gardner replied that they have about 75 at the present time.

Again turning to the professional positions, Chairman South asked if all the positions were filled.

President Erickson stated that all but the following are filled at this time: Dean of Professional Studies; Dean of Arts and Sciences; and Controller. He stated that they have an Acting Registrar, an Acting Learning Center Director and the Director of Teacher Education is not filled.

Mr. Moore noted that they are primarily a technical school rather than engineering. He noted that they have both a Director of Intercollegiate Athletics, and a Men's Athletic Coach and a Women's Athletic Coach. He wondered why those duplicate positions couldn't be eliminated.

Mr. Gardner responded that it would be impossible for the coaches to teach all sports at the same time.

Representative Bardanouve inquired about the Indian enrollment.

President Erickson stated that they are at about 15%. Mr. Gardner added that they are about stable. The percentage is about the same for the last two years. He also noted that completion of the study program has gone up the last three years for these students and they feel it is important to address the needs of this particular program.

Representative Moore again addressed the athletics program. Discussion followed regarding athletic scholarships.

Representative Bardanouve inquired how essential are inter-collegiate athletics to the school.

President Erickson responded that they have found that their present display of sports is a lot more economical. It does unite the student body, the faculty, staff and the community. It is quite important. He went on to discuss the program.

Chairman South asked how they establish pay increases for professional people.

Mr. Erickson stated that they have a Board-maintained range of pay for these increases.

Chairman South then asked if they are attempting to fill the vacancies.

President Erickson responded that they are presently engaged in searches to fill these vacancies.

There are 34.6 non-professional vacancies. President Erickson explained the various positions under this category. He emphasized the need for the custodial positions to survive this process.

Chairman South then asked how many FTES they took out to man the designated Service Center that was recently set up.

Mr. Byars stated that there were 5 FTES and 2 part time employees. He also stated that this was effective July 1st of this year.

They then discussed personal services expenditures. Mr. Erickson pointed out again their request for additional funding for two positions because of contract problems that have previously been presented to the committee. He stated that their total personal services amount to \$2,646,285.

Senator Fasbender asked if these are all 1979 salary figures.

President Erickson stated that they are.

Chairman South asked if they have taken any vacancy savings out of this.

Mr. Gardner stated that this figure includes the reduced faculty. However, it does include the two faculty positions not justified under the student-faculty ratio.

Mr. Gardner went on to state that 12 positions get an additional \$500 per year for administrative duties. This is bargained for in the contract. These positions, in most cases, carry full loads in addition to the administrative duties that they perform.

President Erickson explained that the salaries for the summer session are greater than the average. This is explained in their handout. The average faculty salary for summer session is \$18,408. The reason for this is that the people they tend to hire in the summer generally turn out to be the highest paid people on the campus.

Under Operations, Increase Fiscal Year 79, Board of Regents Approved Budget by Inflation Guidelines Plus Adjustment for Increased

Utilities, Fiscal Year 1980 shows \$564,626 and for Fiscal Year 1981 \$585,319. This portion of the budget is self-explanatory.

Mr. Byars then stated that they have a separate handout dealing with the modified capital requests for the Increase Fiscal Year 1979 Board of Regents Approved Budget by Inflation Guidelines Plus Additional Capital for Program Development. They stated that the Capital Approved Budget includes the modified requests. They then went into more detail on the needs in the capital items. They explained that in order to keep up with the offerings of the other units of the university system, they must be able to purchase the modern up to date equipment. One of the contemplated purchases is a computer lathe that will cost in the neighborhood of \$180,000. This is going to require more capital. They stated that they are even looking into private funding for some of this equipment.

Discussion followed on the basis they used to determine the scholarship level and on fee waivers.

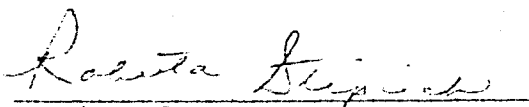
They then turned their discussion to the funding portion of their presentation. Chairman South inquired what enrollment are their tuition and fees based upon.

Mr. Byars stated they based them on the average of the Fiscal Year 1979 and the enrolling average in Fiscal 1980 and the 3 year enrolling average in fiscal 1981.

In conclusion, President Erickson recapitulated the amounts shown in the budget presentation, noting the differences between the recommendations of the LFA and Northern. See Exhibit 1. Note on Exhibit 1 the figures referred to as LFA were made by Northern, not the legislative fiscal analyst.

There being no further business, the meeting was adjourned at 11:05.

  
Chairman 3/23/79

  
Acting Secretary