

MINUTES OF THE MEETING OF THE JOINT APPROPRIATION SUBCOMMITTEE  
ON EDUCATION

February 13, 1981

The meeting of the Joint Appropriation Subcommittee on Education was called to order at 7:35 a.m. on Friday, February 13, 1981 by Chairman Donaldson in Room 104, Capitol Bldg., Helena, Montana.

All members were present including Curt Nichols, Fiscal Analyst.

FACULTY SALARIES - UNIVERSITIES

COMMISSIONER RICHARDSON gave the Board of Regent's position on the faculty salaries. He stated that he would contend that the University faculty are underpaid. At the six campuses 75.2% of the budgets are in the category of personal services this fiscal year. He stated that he believes, as an educator and as the Commissioner of Higher Education, that the faculty are the component that makes their operation. Any organization is only as good as the people that work for it. The instruction, research and public service activity are only as good and can only contribute to Montana to the level of quality of the faculty who are employed. Commissioner Richardson stated that he would submit that they cannot meet the needs in those critical areas of instruction and research without appropriations sufficient to provide adequate increases for all faculty. He stated that in order to meet the salary increase the Legislature will be providing for all employees and meet the needs in the critical competitive areas confronting the University System they must have an appropriation for salaries greater than the average provided in other categories for state employees. "I respectfully suggest to you that being in higher education I am in a better position that you are to assess the potential impact of your salary policy decision on our education, research, and public service programs." He gave the following issues:

- (1) Do you provide catch up to bring salaries in Montana to a competitive level with the region in which we are located.
- (2) If you decide to provide a measure of catch up, do you take the recommendation of the Interim Finance Committee, LFA, or the Board of Regents.
- (3) The level of salary increase that will be provided for all state employees,

COMMISSIONER RICHARDSON stated that the Regents, Interim Finance Committee and the LFA are in agreement with the catch up at the University of Montana, Montana State University, and Montana Tech.

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COMMISSIONER RICHARDSON stated that they concur with the LFA on that position. I would note that is based on comparisons to a peer groups developed in cooperation with the LFA and endorsed by the Interim Finance Committee. The catch up estimated by the LFA is \$1,601,493 in FY 82. The Board of Regents do not concur with the recommendation from the LFA and the Interim Finance Committee in regard to Northern Montana College, Eastern Montana College and Western Montana College. We advocate that the comparison peer group for those colleges be based on the AAUP (American Association of University Professors. Comparisons of so called "2-A" institutions. Those three colleges and 404 colleges accross the nation are "2-A". Such a comparison would put the three colleges at 93% of the average salary of the two Universities of our state. The LFA estimates that the difference between their recommendation and the Interim Finance Committee and the Regent's position in regard to these three colleges will cost an additional \$352,333. The total for the Board of Regent's recommendation for catch up would bring us to what we believe a competitive level amount of \$1,953,826. The Board of Regents are requesting for all faculty employees a 12% salary increase the first year and 11% increase in the second year.

PRESIDENT VAN de WETERING gave his presentation for Eastern Montana College in regard to faculty salaries. He stated that there was concern of achieving that 93% level. There was a 7% increase across the country last year and we fell below that. The recommendation of the Interim Finance Committee would solve this problem. Without the catch up and without proper increments in order to meet the problems in maintaining and retaining faculty we cannot get faculty to come in critical areas of short supply.

Testimony was given in support of Eastern Montana College were:

Professor Craig Wilson, Professor Virginia Kibler, Professor Walt Bagley, Professor Maurice Evans, Professor Mark Rider.  
(EXHIBIT A)

CURT NICHOLS stated in the current biennium the 90% factor was used for Eastern, Western and Northern and came from the AAUP survey. That 90% relates to differences in PHD faculty, research and level of expertise. If you look at the school you will find on a percentage basis more PHD's in your larger schools. The 93% is really from the same source but at this point has reached 93. The formula study, rather than going off the percent of a nation wide survey were from the peers. Those peers were selected through negotiation with the Commissioner's Office and those peers used in the Interim Study developed a faculty salary based on what groups of schools of similar role and scope pay their faculty. What the peers do now is place Eastern around 90% and in the case

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of Western and Northern it was below that.

PRESIDENT JAMES ERICKSON gave his presentation for faculty salaries for Northern Montana College. (EXHIBIT B) The guidelines set the colleges at 93% and we regard this as being unfair. I don't for a minute believe that Eastern, Western, or Northern's faculty are any degree inferior. I suggest that equity and fairness calls for a recognition on the part of the State of Montana on the change nationally.

Testimony was given in support of Northern Montana College by:

Arthur Dolman, PH.D. (EXHIBIT C), Rep. Stan Stephens, Rep. Danny Oberg, Rep. Audrey Roth

PRESIDENT BOB THOMAS gave his presentation for Western Montana College. He stated that Senator Hazelbaker wanted to testify in support of Western but was called to a meeting.

Testimony was given in support of Western Montana College by:

Professor Keith Gausnell and Dr. Joe Kennedy.

COMMISSIONER RICHARDSON stated that when they started the interim study he and John Lafaver, Fiscal Analyst agreed to collect data and made a good faith effort to do that. He stated that they spent a lot of time and money. There were at least two groups developed in order to get to what was a productivity ratio and that is what drove the figures that resulted in the student faculty ratios. The LFA recommendation is based on four peer groups. One set of peer groups for the universities, one for Tech, one for Eastern and one for Northern and Western. I pointed out that there would be points during the study where the University System, the LFA and the committee would not probably reach the same conclusion. The LFA and the Interim Committee put forth peer groups based on different value systems and I don't agree with that. But I hope you would never expect me to agree with that because we want what is best for Montana.

PRESIDENT BILL TIETZ called on those giving testimony in support of Montana State University. They were:

Professor Archie Alexander (EXHIBIT D); Professor John Hooton; Bob Swinth (EXHIBIT E, F, & G); Dr. Michael Malone, (EXHIBIT H); Tom Messick, Placement Director, (EXHIBIT I); and Rep. Ann Mary Dussault.

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PRESIDENT FRED DEMONEY gave his presentation for Montana Tech. He stated that it is essential that average compensation that is recommended by the Regents be adopted and funded. We are in the national scene of competition for professors. (See EXHIBIT B of 2-11-81 minutes.) We also compete within the state.

Testimony was given in support of Montana Tech by:

Professor Alan Griffith and Vince Justinec, Student Body President

DR. RICHARD BOWERS gave his presentation for the University of Montana. He stated that there are two points he would like to emphasize:

- (1) the quality of instruction is tied to the faculty,
- (2) over the past years the salary increase for faculty has not kept with inflation and because of this there is pressure to try to provide for everybody.

PRESIDENT BOWERS stated that as a result they have not been able to adequately reward those highly meritorious faculty as much as possible. The adjustment that would be provided by the LFA would allow us to better address this problem.

Testimony was given in support of the University of Montana by:

Howard Reinhardt, (EXHIBIT J); John Dayries, Mike Dahlem, Jeff Morrison, Board of Regents.


JEFF MORRISON stated that the Board of Regent's position is that with all the problems that have been heard about the faculty salaries is the key issue we face. If we don't prop up faculty salaries and get this taken care of all the rest of it is to no avail. We had to rob all these other categories in order to attract new faculty and administrators in key positions. If we don't do anything else this is the one area the Board of Regents feels should be strongly addressed and we must take a positive position on.

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Meeting adjourned at 10:35 a.m.



REP. GENE DONALDSON, Chairman

pb

Part of EMC Faculty Testimony  
of Feb 13, 1981.

2-13-81

INSTITUTION	78 - 79 Faculty		Enrollment		FYFTE		78 - 79 SCH		Grad	TOTAL	78 - 79 S/F		Cost/Stud. Credit Hour		
	FIE		75 - 76	76 - 77	77 - 78	78 - 79	LD	UD			UD	Grad	LD	UD	Grad
NCMST	59.22		897.71	997.04	1057.86	1140.52	24638	8974	483	34095	19.25	30.11	66.20	188.94	41.86
WMC	40.46		735.01	597	582	652.41	19041	9417	721	29179	16.12	25.11	37.33	49.31	29.65
NMC	77.48		1160.82	1239.72	1263.60	1117.53	35321	13220	1397	49938	14.42	33.48	35.46	45.26	34.31
UM	468.26		8321.57	7932.52	7882.96	7743.68	186593	124110	30211	340914	16.53	23.52	39.77	73.37	33.85
MSU	534.90		8821	9175	9465	9414	265570	137086	16656	419312	17.59	20.02	43.66	116.56	31.58
EMC	149.82		3306.03	3001.09	3037.16	2810.73	76926	43139	5174	105199	18.76	23.25	36.63	35.02	28.34

NORTHERN MONTANA COLLEGE  
COMPARISON OF AVERAGE FACULTY COMPENSATION PROPOSALS

Faculty Compensation includes, in addition to salary, employer contributions for health insurance, social security, retirement, workers compensation, and unemployment insurance.

HB 483 of the 46th legislature adopted the following guidelines for average faculty compensation:

Universities (UM and MSU)	25,527*
Colleges (EMC, WMC, NMC)	22,979*

The colleges were funded at 90 percent of the university level.

The Legislative Fiscal Analyst is proposing a salary schedule that increases the difference between two of the colleges and the universities:

	<u>FY 81</u>	<u>FY 82 Proposed</u>	<u>% of University Rate</u>	<u>% of Increase</u>
UM, MSU	25,527	29,037		13.75
EMC	22,979	26,159	90.09	13.84
NMC, WMC	22,979	24,333	83.81	5.91

The Board of Regents 1983 Biennium Budget Request suggests salary guidelines that set the colleges at 93 percent of the universities. This is based upon nationally-normed statistics establishing the relationship of universities to colleges; the salary plan thus is based on a larger group than the LEA's plan:

	<u>FY 81</u>	<u>FY 82 Proposed</u>	<u>% of University Rate</u>	<u>% of Increase</u>
UM, MSU	25,527	29,788		16.7
NMC, EMC, WMC	22,979	27,702	93.0	20.6

\*HB 483 guidelines are composed of salary plus \$600 insurance increase. This figure is changed to include the other employer contributions.

Chairman Gene Donaldson  
Joint Senate/House Education  
Sub Committee

February 12, 1981

Dear Sir and Committee Members:

The Northern Montana College Federation of Teachers is opposed to the proposed funding levels as presented by the Legislative Fiscal Analyst. The proposal that Northern Montana College salaries be funded at the 83.81% level is not only a reduction from the 90% funding level of the previous budget but also is an intolerable injustice to a Faculty that has made many positive contributions to the University System. Further, the proposed 5.91% salary increase ignores totally years of below inflation salary adjustments suffered by our members who in turn have worked hard, despite having inadequate resources, equipment, and supplies, to achieve excellence in education for Northern Montana College and the people of the State of Montana.

In fact, I am proud as the President of the Federation of Teachers to outline some of the contributions that have been made by our Faculty. First, in 1978 we had 1087 students on our campus and they were taught by sixty six (66) Fulltime Teaching Equivalent members (FTE). In the Fall of 1980 we had 1473 students taking courses and they were taught by Sixty Five (65) FTE: thus an increase of 36% taught by one (1) less FTE. Since about 60% of our faculty members teach in Science and Vocational Technical Laboratories, student increases placed an additional burden on the teaching effectiveness of the faculty members for not only were lecture classes larger but also, in the case of laboratories and lecture classes, additional sections had to be offered. In all cases additional paperwork for ordering supplies, maintaining inventories, capital expenditures, placed additional burdens on the faculty members.

It is needless to point out that the Faculty members not only work harder and longer than at any other institution in the University System but also the increasing lower salaries force many who have skills needed in business and in industry to seek outside part time employment in order to "make ends meet". This in turn reduces the time that a faculty member can spend on his preparations for classes and laboratories resulting eventually in a decrease of quality in their professional work. This will be the effect of the low funding advocated by the Legislative Fiscal Analyst.

Second, at the moment there is a spirit of pride in our Faculty because we believe in the future of our students and with pride we point to the fact that 98% of our graduates continue with their education or find employment, 90% of our students stay within Montana, and 92% stay within the fields for which they are trained. The facts are that our students stay in Montana which is a fact that not many other units in the University System can claim. In other words, the people of Montana benefit directly by our graduates.



Third, in order to be promoted or retained on tenure, a Faculty member must have the same qualifications as a Faculty member at an other unit in the University System. There is tremendous administrative pressure to obtain the doctorate in the discipline of the Faculty member and this pressure has been so effective that in some departments all members possess the doctorate, which indeed very few if any departments at the other units can lay claim to such an achievement. Further, it is expected that all tenured professors must make contributions by working on curriculum development, writing, research and make other professional contributions. Also we insist that our promising young teachers deliver excellence in teaching and that they must be contributing members in the community of scholars. We have created a faculty which is not afraid of change.

Fourth, we feel that we are a vital faculty and an essential part of the University System. We know where we are going. When the Board of Regents and the Legislature in 1972 insisted that we cut back nineteen (19) Faculty members because of a decline in enrollment, the Faculty was responsible for the decision in the cutback and we did this because we believed that we could become a better institution.

The goal of making Northern Montana College a better institution was accomplished in part by cutting some programs such as the Bachelor of Arts, the L.P.N. program, and several Associate of Arts programs; it was also encouraged by the creation of new programs such as the Bachelor of Technology, the degree in Change and Values, Farm Mechanics, Business Technology, changes in Teacher Education. This feat of creating new programs could only be accomplished by a highly qualified Faculty.


All our efforts have paid off. Our students and their parents apparently believe in the Faculty of Northern Montana College for the increase in enrollments were the highest in the University System. In fact, the Registrar informed me yesterday, February 11, 1981, that the applications for admittance are double those of a year ago.

It is quite apparent to us that our students and their parents do not think of us as a third rate institution or that we give them a third rate education. It is very unfortunate that the Legislative Fiscal Analyst believes that we are only worth 83.81% of the universities and colleges within the University System. We ask you to reconsider the idea that we as Northern Montana College Faculty are somehow worth less than our colleagues at the other units. We believe that we have demonstrated our worth within the University System.

It is for this reason that the Board of Regents of the University System has supported us because they believe that we are just as qualified as our colleagues in the other units and that our salary must be commensurate with them. We firmly believe that the salary proposals advanced by the Board of Regents must prevail over the shortsighted and totally inadequate proposals put forth by the Legislative Fiscal Analyst.

We thank you for your interest and cooperation.

Sincerely yours,

A handwritten signature in cursive script that reads "Arthur Dolman".

Arthur Dolman, Ph.D.  
President  
NMC/FT

NAME Archie Alexander BILL No. FACULTY SALARIES  
ADDRESS 8777 Syper Canyon Rd. DATE 2/13/81  
WHOM DO YOU REPRESENT Montana State Univ. - Faculty Council  
SUPPORT  OPPOSE  AMEND

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments: On behalf of MSU faculty council:

I will testify that, in general, faculty salaries at MSU are low and as measured by comparison to comparable institutions.

I will cite specific problems that this has posed for the University:


- (a) inability to retain qualified faculty
- (b) inability to hire qualified to fill vacancies
- (c) hiring new personnel at higher levels - and other morale problems.



MONTANA STATE UNIVERSITY, BOZEMAN 59717

February 12, 1981

TO: Legislative Appropriations Sub-Committee  
on Higher Education

FROM: Eric Strohmeyer, Chairman   
Faculty Council of Montana State University

RE: Faculty Salaries

The Faculty Council of Montana State University wishes to thank the Legislative Appropriations Sub-Committee on Higher Education for this opportunity to provide input toward your deliberations on faculty salaries. It is realized that you have received a great deal of testimony on this subject, and will undoubtedly receive a great deal more. We will, therefore, limit our remarks to specific problems created by the current salary levels and cite examples that illustrate the situation.

In a recent report prepared by Montana State University's Office of Institutional Research, information collected on Class I Institutions (similar to MSU) by the United States Department of Education was presented. When the two Universities in the State were compared to these national statistics, it was found that Montana State University and the University of Montana generally fell at or below the 10th percentile.

The salary picture is also gloomy when our salary levels are compared to regional peers. During FY 1979-80, Montana State University fell 8.7% below the median and 7.5% below the mean of the peer group, a peer group established by the Legislative Fiscal Analyst. Thus it would have required an additional salary increase of somewhere between 7.5 and 8.7% during FY 1979-80 to have brought the salary level of Montana State University to the peer group average. The salary plus fringe benefits level at Montana State University during FY 1979-80 fell 6.2% below the peer group mean and 10% below the peer group median.

The current level of salary support has created a number of problems for the faculty and the institution.

While many qualified, professionally competent and dedicated faculty have chosen to remain at Montana State University, it seems unfair, since they are expected to perform at the same high professional levels as their peers at other institutions, that they must make such a financial sacrifice. Other qualified faculty have decided that the sacrifice was too great and have thus left Montana State University. In a study of faculty mobility in

Higher Education, David Brown found that faculty dissatisfaction results from a lack of extrinsic rewards such as salary and satisfaction stems primarily from intrinsic, internal rewards. However, dissatisfaction must be eliminated before one can become satisfied.

As previously stated, Montana State University has lost qualified faculty due to poor salary levels during the recent years. The following examples are not an exhaustive list, nor are they presented to distort or exaggerate the problem. They are presented to provide a set of typical faculty resignations that have occurred at Montana State University during the past few years.

Faculty Resignations:

1. Nursing Faculty - Left Montana State University for an increased salary, plus a lighter teaching load.
2. Engineering Faculty - 13 resignations since 7/78 - left Montana State University for higher paying positions. Of the 12 who left for another University position, their average increase was \$6,500.00. Many also reported improved research opportunities.
3. College of Education - Two individuals who resigned last year (one to another University, one to a State Department of Education) increased their salary by \$4,000.00 and \$15,000.00 respectively.
4. Architecture Faculty - Left Montana State University for an increased salary level of \$13,000.00.
5. Art Faculty - Left Montana State University for an increased salary of \$12,000.00.
6. Music Faculty - Left Montana State University to join a national endowment for a \$14,000.00 increase.
7. English Faculty - Left Montana State University for a position in industry for a \$7,000.00 increase.
8. Psychology Faculty - Left Montana State University to join another University for an additional \$5,000.00.
9. Agriculture Faculty - Four individuals who resigned last year for employment at other universities increased their salary by an average amount of \$10,500.00.
10. Cooperative Extension - Since 7/78, 19 professional staff have resigned. Thirteen accepted similar positions at other institutions for an average increase of \$3,563.00 plus moving expenses. The remaining six who entered positions outside of higher education improved their salaries by an average amount of \$4,200.00.

We are also finding that the salaries paid to our Bachelor Degree graduates are approaching the salary levels of Assistant Professors within the same discipline. In fact, the average salary of Bachelor Degree Engineering graduates exceeded that of Engineering Assistant Professors by \$1,000.00 last year.

Difficulty has also been experienced in recruiting qualified faculty to fill vacant positions. Since we must compete at both a regional and national level for qualified faculty, many disciplines have encountered recruiting difficulties. Some departments have been forced to hire Assistant Professors at salaries above that paid to current faculty. Although the reasons for this practice are understood by the faculty, it certainly cannot be considered a positive force in promoting morale.

The following are presented as illustrative examples and reports of the problems faced by Montana State University in this area:

1. Business - the last two qualified faculty, with a terminal degree, came in at a higher salary than any member of the faculty at that time.
2. Business - We presently have two new Ph.D's who will be interviewed for a Finance position. Both have indicated a minimum salary of \$25,000.00, which is more than the current finance faculty are being paid.
3. Agriculture - Several potential faculty members and department heads have not accepted contracts at Montana State University because of a differential in salary between their present level and our offer.
4. Chemistry - We are having difficulty bringing up the senior faculty's salary because of the amounts which must be paid to incoming faculty.
5. Earth Science - A recent hire came in at the same salary level that faculty who have been here three years are receiving.
6. Physics - A recent hire received \$2,000.00 to \$3,000.00 more than some senior faculty.
7. Mathematics - A statistician was offered \$18,000.00 by Montana State University. He accepted a position at Washington State University for \$26,000.00.
8. Film and Television - Three semi-finalists for a position in F & TV dropped out due to the \$15,000.00 salary we were able to offer.

9. Nursing - Initially a prospective faculty member accepted for \$20,000.00, which was \$2,500.00 above current comparable faculty. She later reversed her decision because of the salary.

Montana State University's current situation was summarized quite accurately in the "Evaluation Report of Montana State University" prepared by an evaluation team of the Northwest Association of Schools and Colleges. Although they compliment Montana State University for many of its fine accomplishments and even state "In many ways the institution seems to glow like a bright light", they also presented many cautionary statements. Statements directed toward faculty salary included:

1. An overloaded and underpaid faculty reduces the instructional services to students.
2. Inadequate compensation for faculty erodes the quality of service in similar fashion.

With reference to the advantages of living in Montana, the Committee stated "But this advantage does not serve so well when the institution tries to compete for able faculty when seeking to fill vacancies. Often the institution must pay more for new faculty than it pays current faculty, and thus corroding morale problems are created.

Salary levels have reached the point where they are no longer sufficient to sustain the quality of Montana State University. We must improve salary levels in order to promote faculty excellence. The Faculty Council of Montana State University urges the Legislative Appropriations Sub-Committee on Higher Education to give favorable consideration to the Regents proposal for faculty compensation for the next biennium.

Bob Swinth  
Montana State Un  
February 13, 198

I want to share with you my experiences in attempting to hire new faculty.

We currently have 5 unfilled positions in a department of 12 people.

Last academic year, we were unsuccessful in filling any of our open positions.

This academic year we have been actively recruiting since August. We have had 7 people in for visits, extended offers to 5 and so far only 1 has accepted a position.

This is extremely frustrating for me and others. We have spent a great deal of time on this effort. We have good students, a good program, an excellent University and a state with many exciting professional and personal opportunities.

4 of 5 people not responded positively? Why? I think it is in part because of the low salaries we have to work with.

To illustrate:

I'd like to tell you a bit about these 4 people.

Professor A: Came on staff here last year, wanted to stay but had to leave because of his low salary. We want him back and have extended an offer to him for 81-82. It is \$6,500 higher than he was making here last year. He has not said no, but he has not accepted because he wants still more money.

Professor B: We extended an offer to this person at a level well above the average salary for faculty in the department at his rank. He turned us down to accept an offer at another university at a salary \$5,000 above what we could do.

Professor C: A person we really liked, he liked us, good fit in teaching and research orientations, a person with lots of potential for us. We offered a salary that was \$10,500 more than was currently available in the line. He decided to stay with his present university.

Professor D: This person was very interested in us, sought us out on his own initiative, visited, liked the school and wanted to come. Our offer, which was \$6,000 above the present average salaries for people in our department at his rank, was turned down. He said the only reason was the low salary offer.

In comparing average salaries for Schools of Business in our region with our own, the point I've been making becomes obvious. While our salaries have grown 12% over the biennium, salaries in the region have grown 18.5%. We started out not too bad, but we've fallen way behind.



Other related issues are beginning to emerge:

There is so much disparity between the salaries of people presently in the school and the salaries that we seem to need to offer to new people, that a serious morale problem is beginning to surface.

Of the 8 people in hand right now for next year, one will be on leave and another just 2 days ago said he has begun searching for a position at another university. If we lose these people, we will have 6 full-time staff members with a projected student credit hour load for 81-82 in our department of 15,500 and an anticipated 600 majors.

There are no women on the faculty in our department, yet approximately 50% of our students are female.

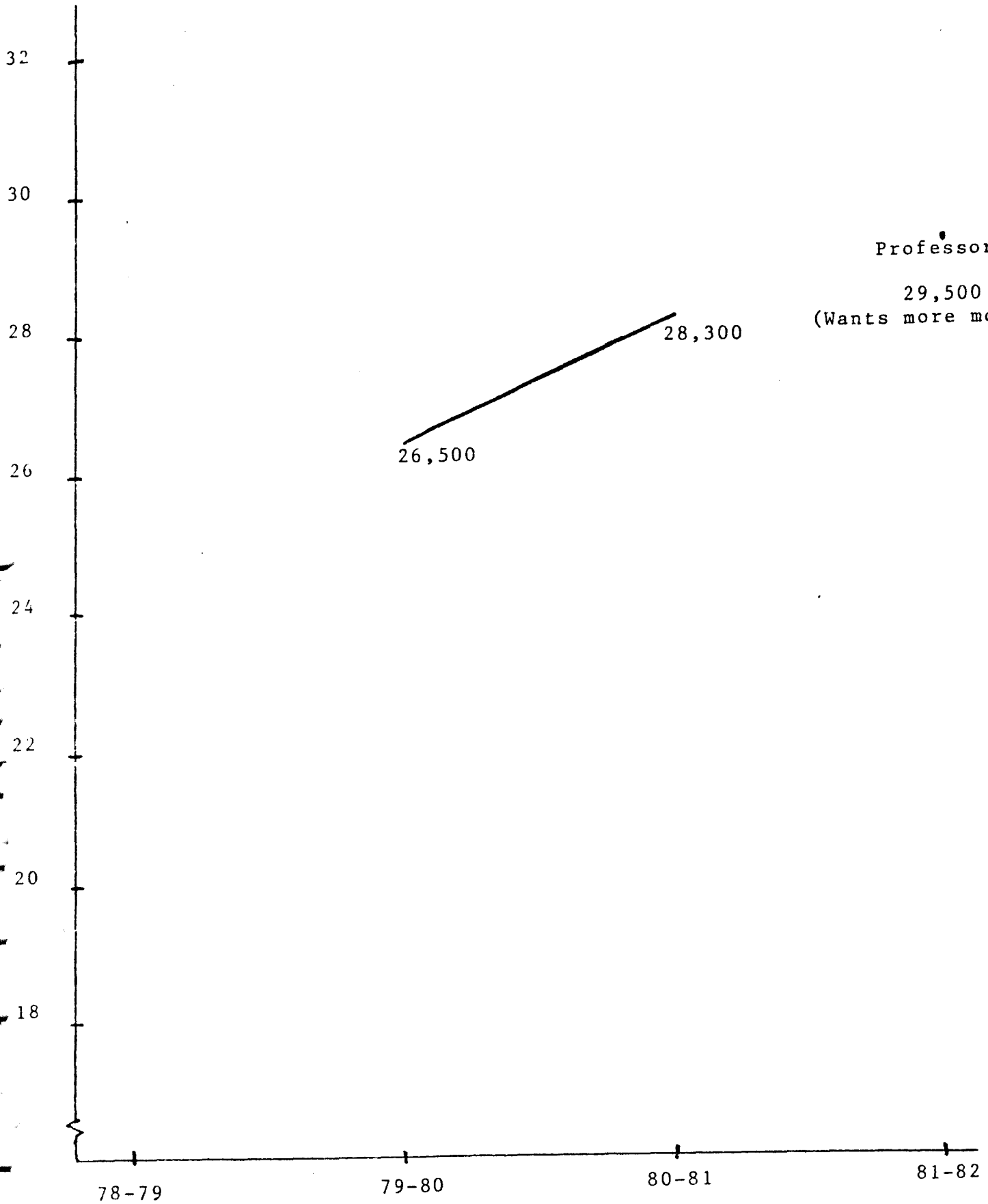
I am deeply concerned about our situation and I hope I have conveyed that to you.

Yet, I'm determined to find good people and I haven't given up. We are still trying. We hope to get one person whose area is small business and another who is a specialist in tourism. They will be good for our students and for the State. On the other hand, we have not gotten some people who would have made a vital contribution to our future. In particular, I'm thinking of a specialist in international trade who could have helped train students and assist the firms of the state in this area.

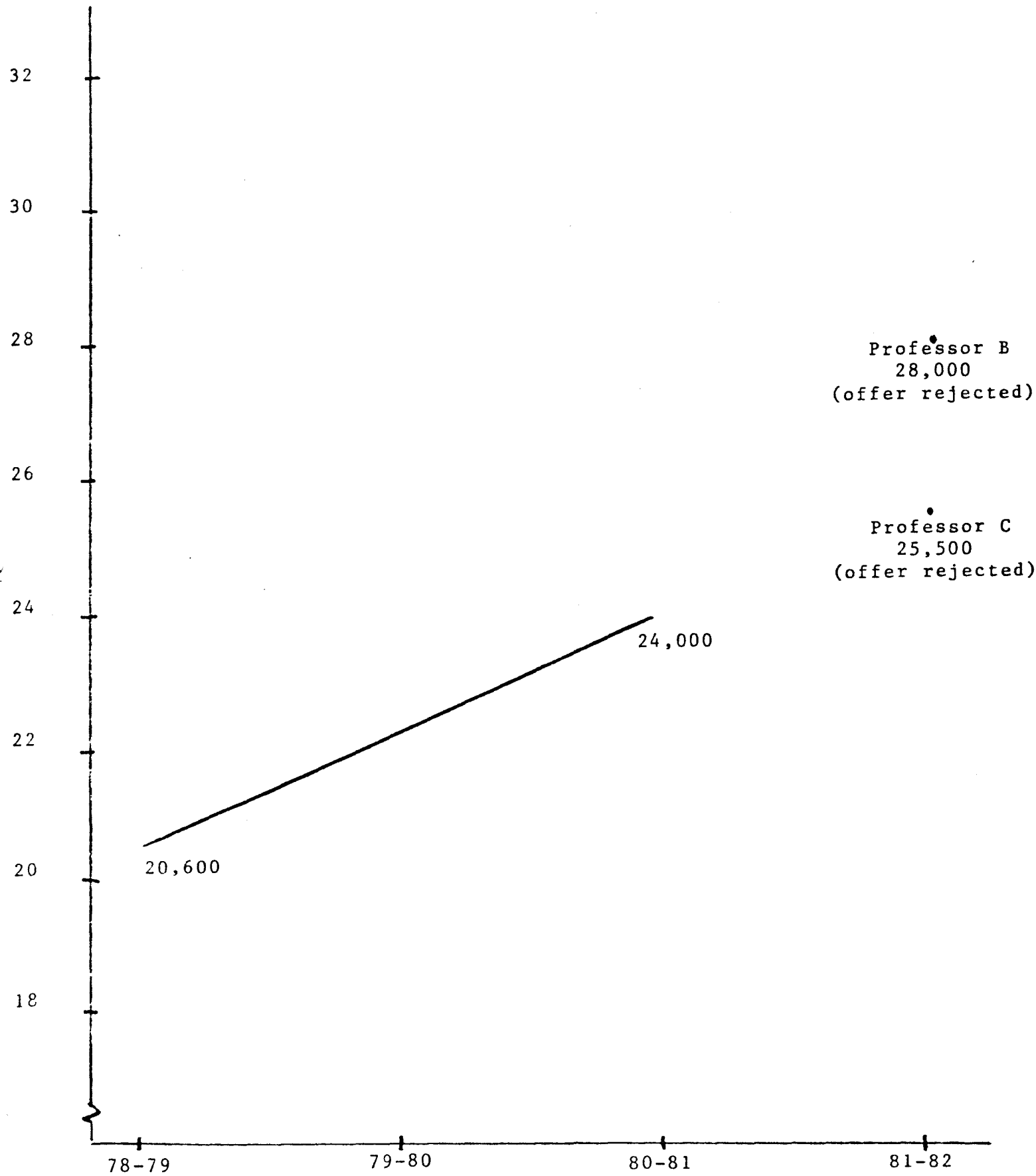
I'm also hopeful because we at Montana State University feel that you are aware of our problems and want to do something about them. We appreciate that.

Average Salary: Full Professor

Management and Marketing Department, MSU  
with Offers to New Faculty Indicated

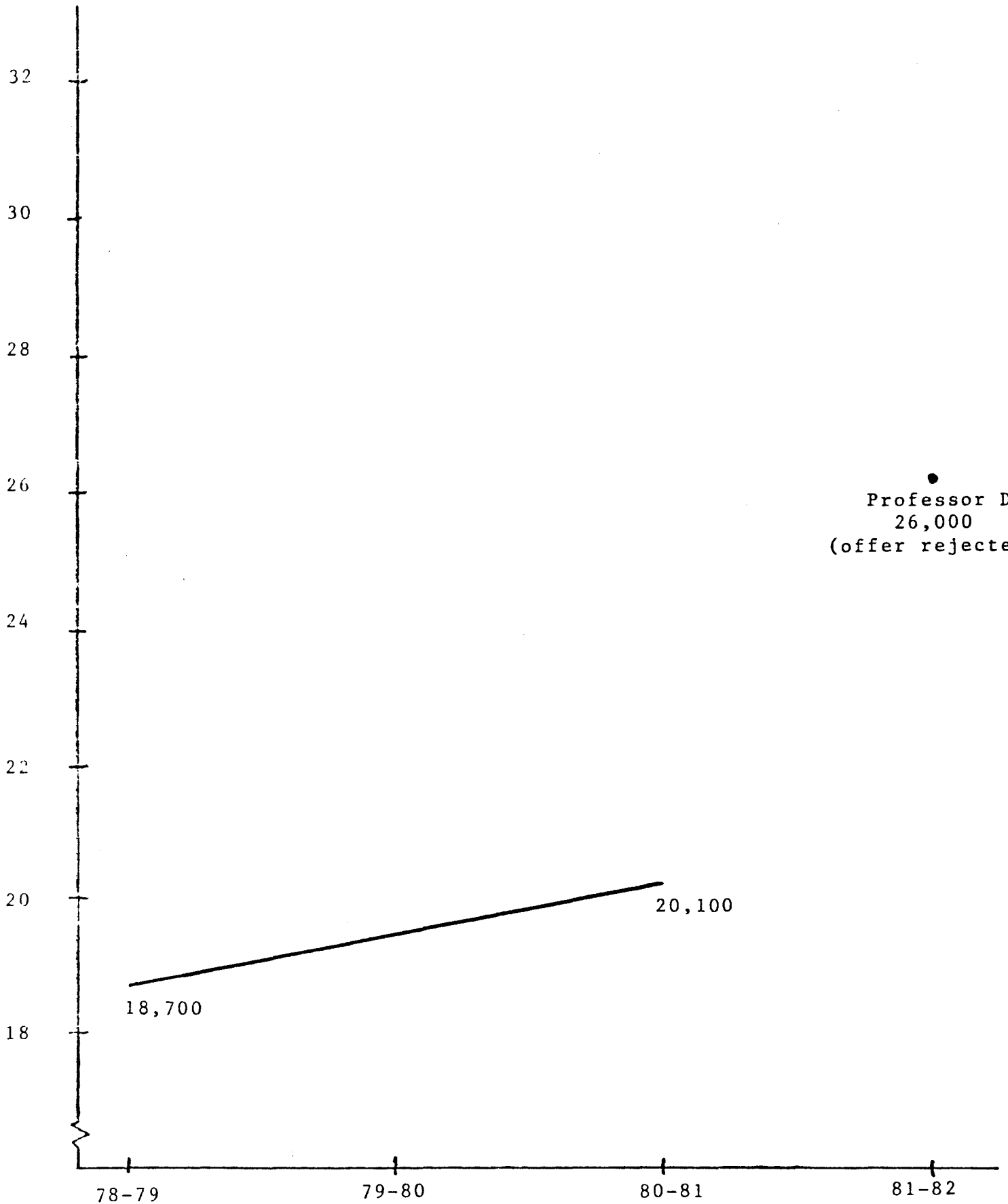


Average Salary: Associate Professor  
Management and Marketing Department, MSU  
with Offers to New Faculty Indicated



Average Salary: Assistant Professor

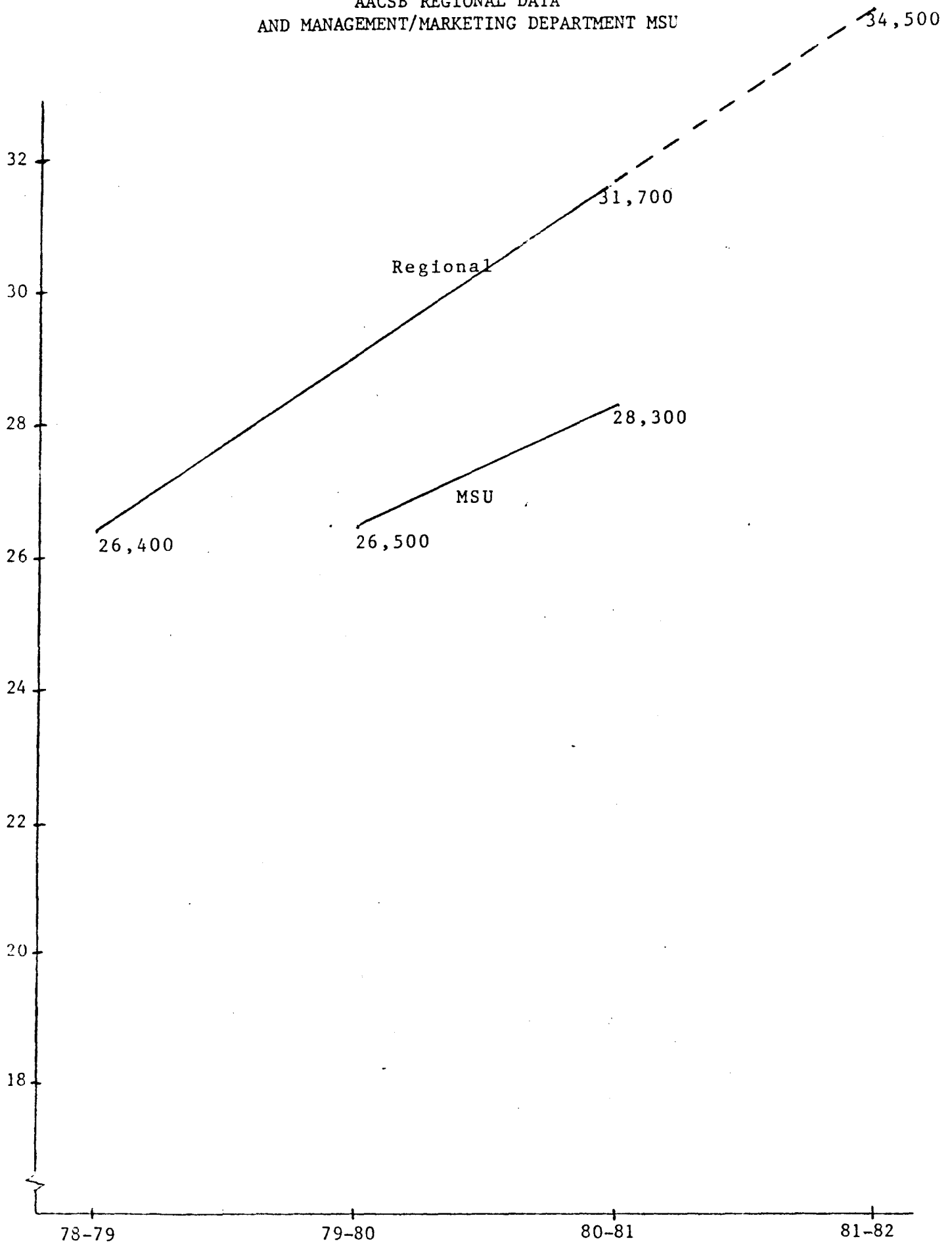
Management and Marketing Department, MSU  
with Offers to New Faculty Indicated



AVERAGE SALARY: FULL PROFESSORS

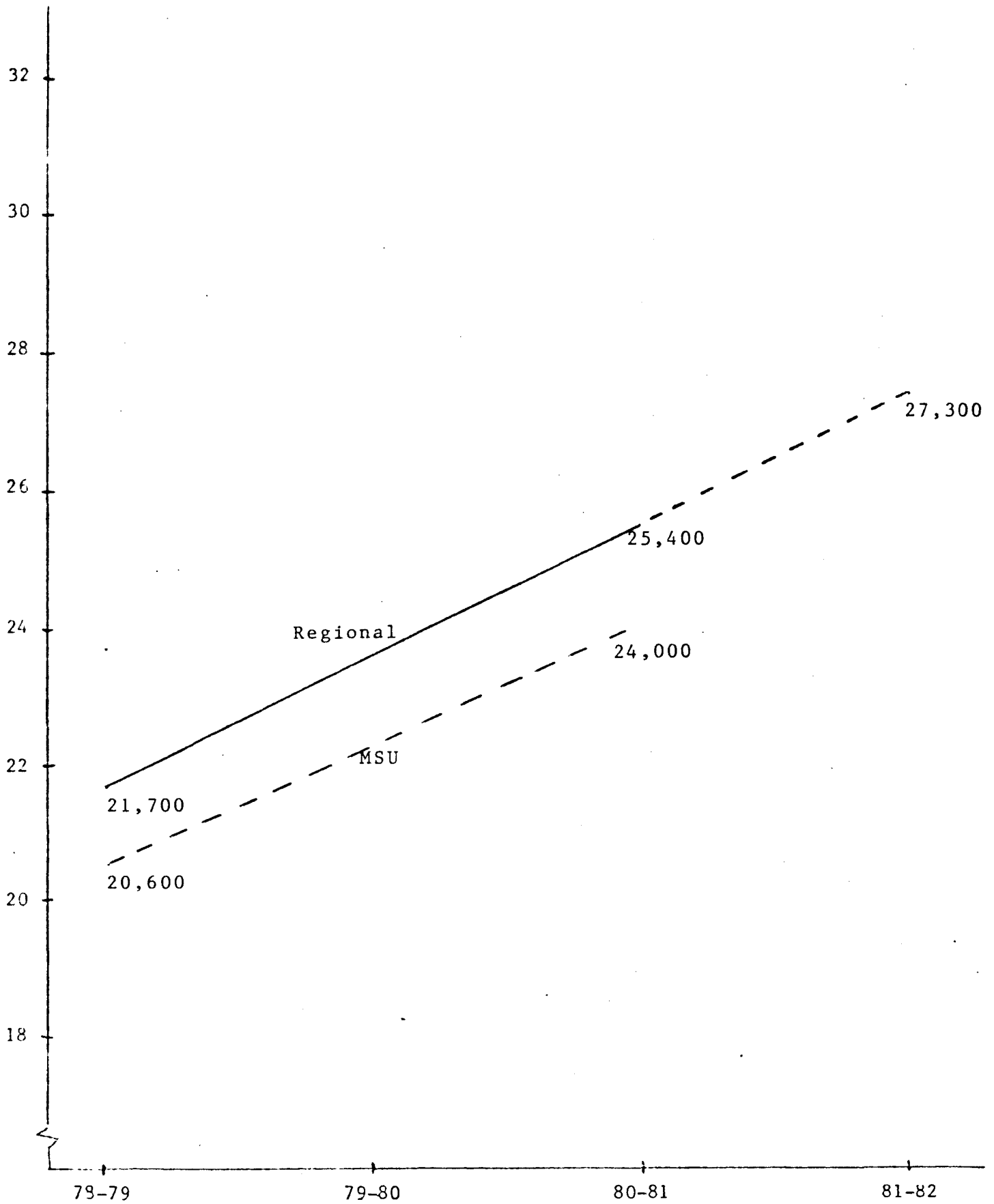
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AACSB REGIONAL DATA  
AND MANAGEMENT/MARKETING DEPARTMENT MSU



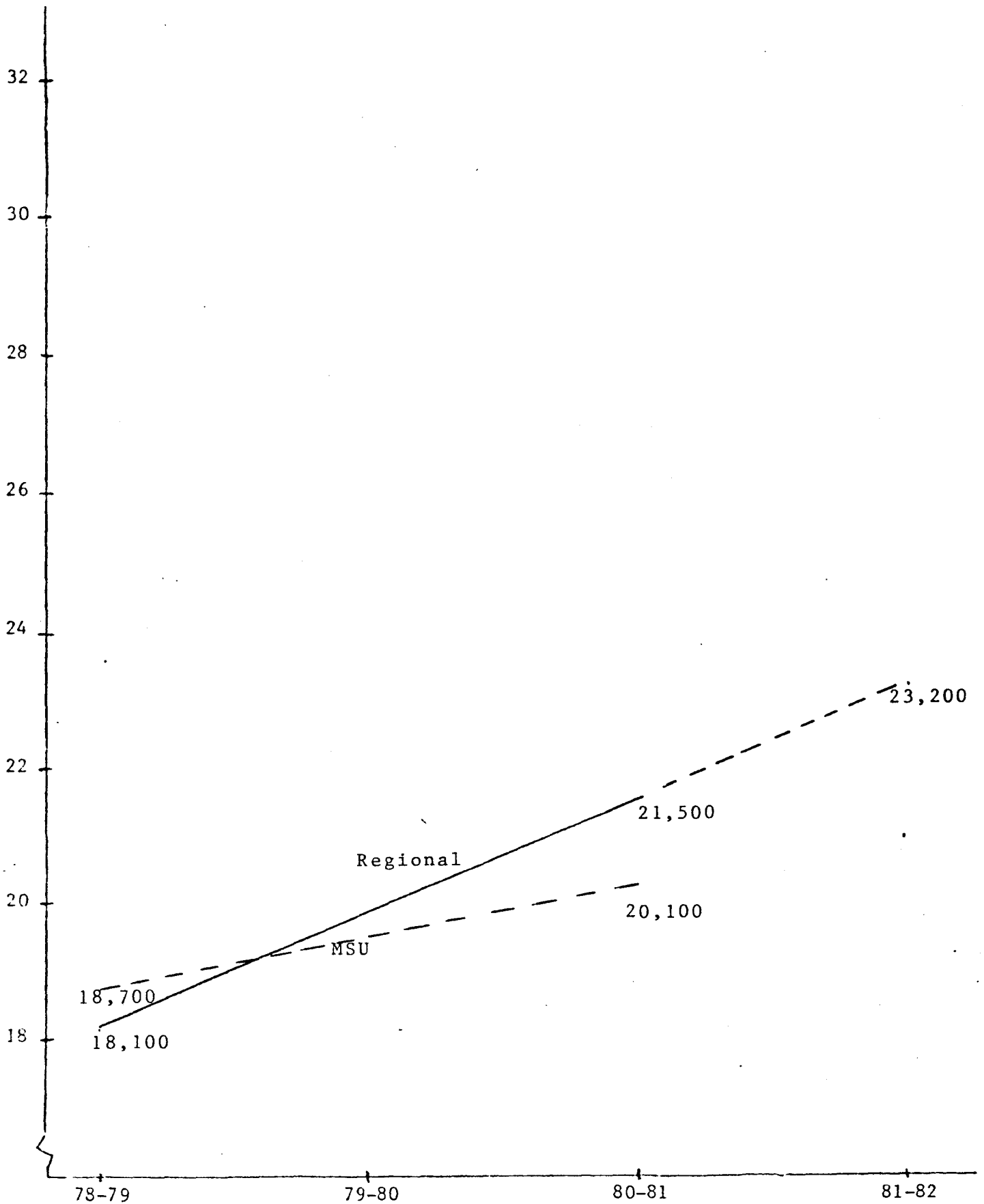
AVERAGE SALARY: ASSOCIATE PROFESSOR

AACSB REGIONAL DATA  
AND MANAGEMENT/MARKETING DEPARTMENT MSU



AVERAGE SALARY: ASSISTANT PROFESSOR

AACSB REGIONAL DATA  
AND MANAGEMENT/MARKETING DEPARTMENT MSU



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1980-81

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2/11/81

## GRADUATE TEACHING ASSISTANTS

The funding level of graduate teaching assistant stipends is a highly important matter for any university attempting to offer quality programs. The stipends must be competitive, of course, if the university is to attract quality students in a highly competitive situation. Currently, Montana State University is being funded for its 42.5 GTA-FTE's at the rate of \$12,700 per 1.0 position. This means that, on the usually applied .33 basis, we are currently funding GTA's at an average stipend of \$4,200.

Listed below, also on a .33 FTE basis, are the GTA stipends currently being offered by some of the regional universities with which we must compete.

Colorado State University -- \$4,500  
University of Idaho -- \$4,500  
University of Nevada, Las Vegas -- \$4,500  
Oregon State University -- \$3,000-\$5,600  
Utah State University -- \$4,000-\$7,500  
Washington State University -- \$6,500 Doctoral (flexing downward for Master's)  
University of Wyoming -- \$4,500

Clearly, Montana State is falling behind the regional mainstream in its GTA stipends, and this shortfall is becoming ever more critical in its effect upon our recruiting. If the situation is not corrected, we may soon see the day when nearly all the comparable universities in the western states totally outclass us in their ability to attract good graduate students.

In reality, the situation is even more serious than these regional figures indicate. For we must recruit in a national market, in which many of our departments are even less competitive. This is especially true in fields like Engineering, Physics, Chemistry, Geology and Mathematics, where high industrial salaries are forcing universities to offer highly lucrative graduate stipends. For instance, Georgia Tech is offering 12-month Chemistry stipends of \$8,400; Stanford is offering 10-month Physics stipends of up to \$9,000; and Texas A&M is awarding up to an incredible \$18,000 per year in Petroleum Engineering. Montana State is severely disadvantaged in such competition, for one reason because we have large concentrations of graduate programs in such highly competitive areas as Engineering and the Sciences. Since MSU has few graduate programs in areas of lesser price competition, like the Arts and Humanities, we lack the flexibility to shift dollars in large amounts toward the more high-cost areas. The results are becoming apparent. This year, the Chemistry Department began losing applicants to Nevada and Idaho due to higher salaries there. The Physics Department this year lost several of its current students to other institutions, in part due to salary differentials, and was able to recruit only one new graduate student. At this rate, some of our best programs will face grave problems in the immediate future.

Beyond dispute, we face severe problems in Montana in raising faculty salaries to a competitive level. We face an identical challenge with GTA stipends.

Notes on Comparisons of B.S. starting Salaries and Assistant Professor Salaries

Making comparisons between these two sets of data is admittedly dealing with "apples and oranges". Assistant professors usually hold Ph.D.'s in contrast to the B.S. and B.A. degrees of students reported here and faculty salaries are reported for an academic rather than a calendar year. But the important point is that the oranges are growing faster than the apples: starting salaries of graduating seniors have been growing directly in response to market demand while faculty salary increases have been lagging with the result that in some areas graduating seniors now start at higher salaries than many of their professors.

The data in the attached graphs and the following table appears to be reliable. Salaries offered to graduating seniors were taken from MSU placement office reports filed with the Commissioner's Office. Average assistant professor salaries were taken from MSU budget documents. The problem may even be understated in fields with high demand for MSU graduates. The B.S. starting salaries are averages of offers to MSU seniors; if students are presented with several offers they would usually accept one of the higher salaries offered with the result that the actual average starting salaries are probably higher than the average of the offers.

The changes are not uniform across the fields. Engineering, for example, has severe problems and is an area in which the MSU administration has pledged to devote new resources.

	<u>ENGINEERING</u>		
	<u>B.S. Ave. Sal.</u>	<u>Ass't. Prof.</u>	<u>B.S. as % of Ass't Prof.</u>
1980	\$ 19,872	\$ 18,920	105.03
1979	17,748	17,396	102.02
1978	16,440	16,011	102.68
1977	14,628	14,713	99.42
1976	13,320	14,812	89.93

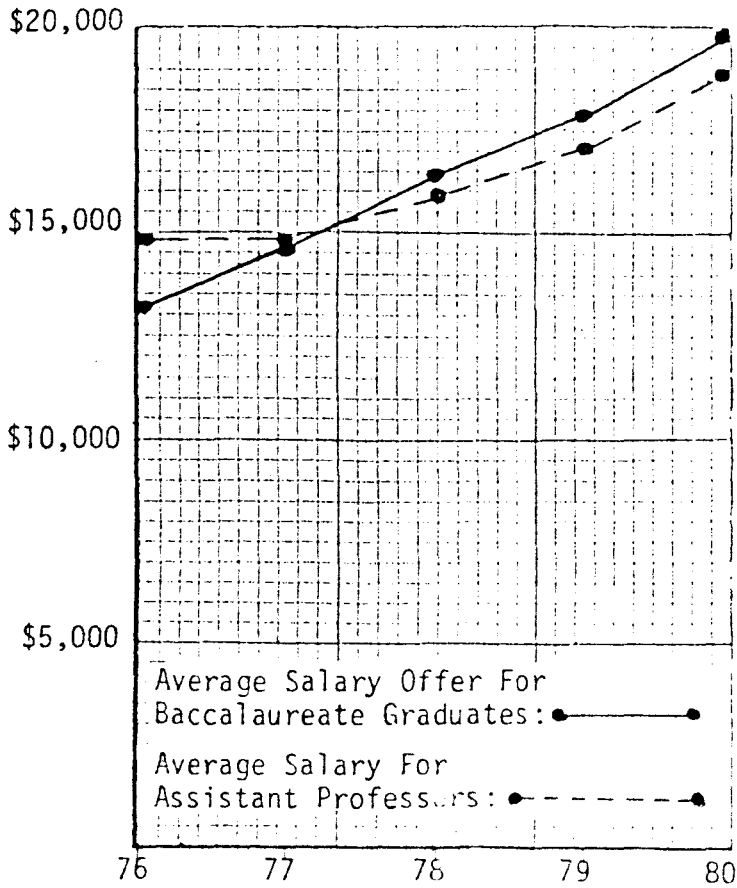
	<u>BUSINESS</u>		
1980	13,608	19,777	68.81
1979	12,828	18,655	68.76
1978	11,256	17,252	65.24
1977	11,088	16,122	68.78
1976	10,140	15,227	66.59

	<u>AGRICULTURE</u>		
1980	13,944	17,394	80.17
1979	12,024	16,464	73.03
1978	10,584	15,590	67.89
1977	10,440	14,761	70.73
1976	9,696	15,060	64.38

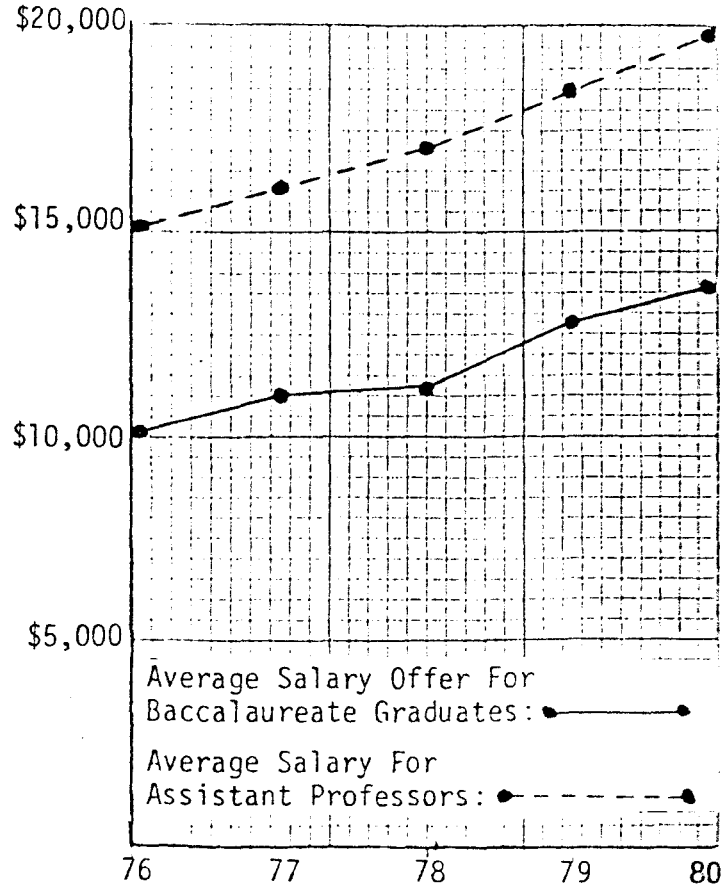
	<u>EDUCATION</u>		
1980	11,256	16,626	67.70
1979	10,400	15,627	66.55
1978	9,692	14,839	65.31
1977	9,424	14,046	67.09
1976	9,197	13,484	68.21

MONTANA STATE UNIVERSITY  
 COMPARISON OF AVERAGE SALARY OFFERS TO BACCALAUREATE GRADUATES (BY COLLEGE)  
 TO AVERAGE SALARIES OF ASSISTANT PROFESSORS (BY COLLEGE), 1976 THROUGH 1980

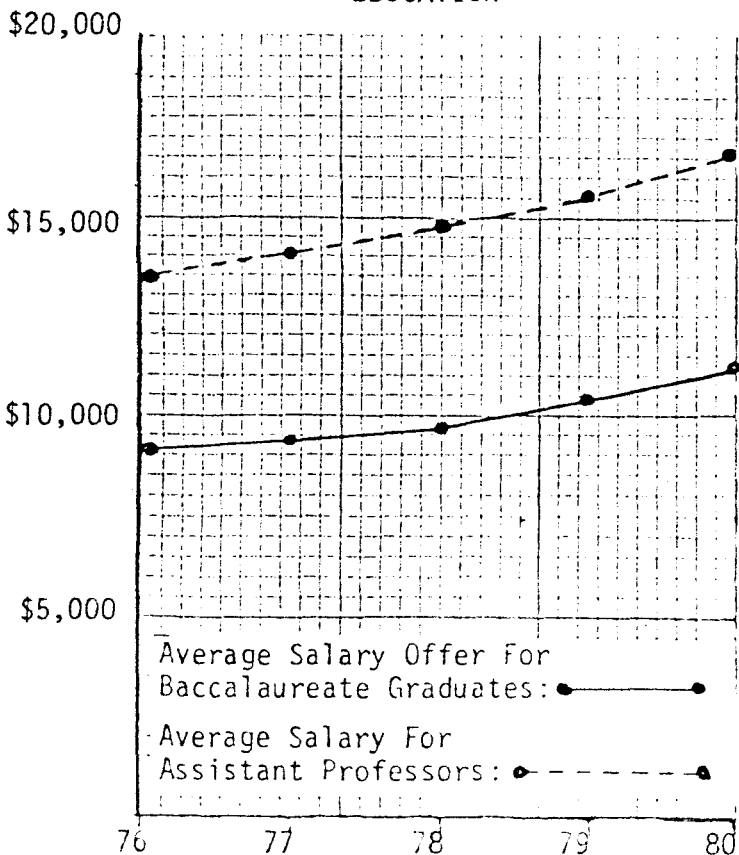
ENGINEERING



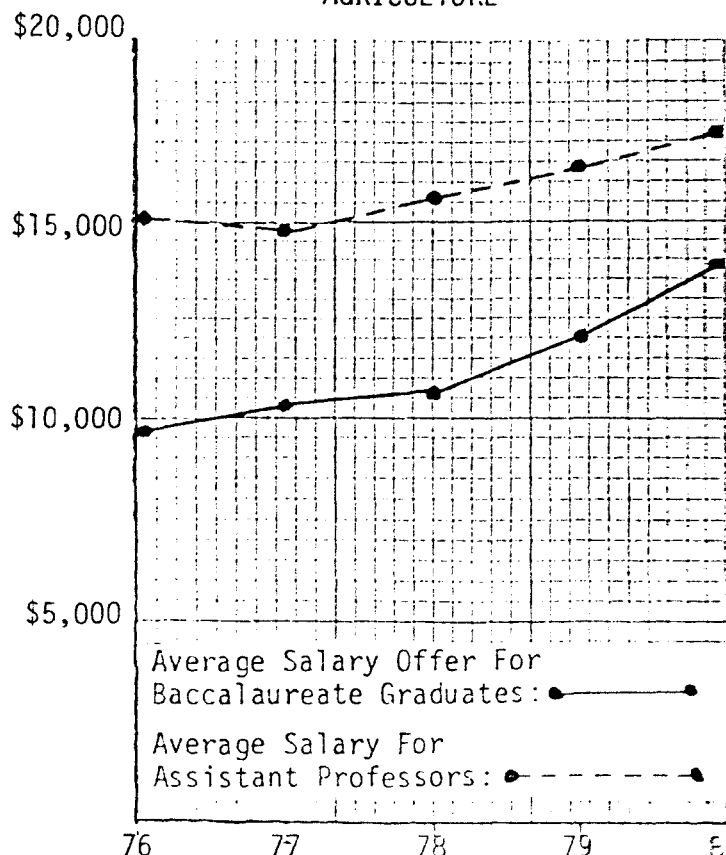
BUSINESS



EDUCATION



AGRICULTURE



Statement by Howard Reinhardt, Professor of Mathematics, and President of the University Teachers Union, University of Montana, Missoula

The interim legislative finance committee has recommended that faculty salaries be based on salaries of peer institutions with different disciplines and levels recognized in determining appropriations. It is hoped by all of us that this formula is flexible enough to meet the diverse needs of our students and to provide adequately for faculty salaries, the kind of salaries that Representative Faaf has called for (The University, January p. 81) when he said, "We must budget for the salaries that are necessary to attract high quality instructors to our university system to offer the truly best education in Montana."

Failure to offer competitive salaries is already having adverse effects on the quality of education. You have been hearing a number of tales of woe, but let me tell you some more.

\*A bright young forester/economist has taken a position at one of the peer institutions at a large increase in salary.

\*A geology professor is considering an offer at another of the peer institutions at a salary one-third again as large as his UM salary.

\*Our business school has recently succeeded in hiring two Ph.D.s as associate professor. One in the management department will be paid several thousand dollars more than the highest paid full professor of management, and 33% more than a current member with similar training and experience.

\*The other comes in as associate professor to replace a retiring full professor of accounting--one of those devoted faculty members who are responsible for UM's great success in training CPAs. The new associate professor has accepted

an offer that is within a few hundred dollars of that retiring professor. To cap that story, the UM offer was the lowest by \$2,000 of offers received by this new man.

\*The stories don't involve just these high-demand disciplines. One professor of English has left at a greatly increased salary to a prestigious Southern university, another humanities professor with a growing national reputation has been approached by another of our peer institutions with an attractive offer.

\*When I came to the University many years ago it had 3,000 students and an excellent string quartet. All four members of that quartet were faculty and have now retired. The cellist has been replaced by a person on half-time appointment; the second violinist is a graduate student. It may be the only quartet in the nation with two and one-half members.

I can recite more such stories, but I think the point is clear.

Both the legislative fiscal analyst and the board of regents have recommended an adjustment in base salary followed by a standard percentage increase in compensation.

In acting on these recommendations there are three places where you will make decisions which have impact on faculty salaries.

1. First, there is the adjustment in the base. The best hard data available were on total compensation for the 1979-80 academic year. These were adjusted by applying the standard raise voted by the 1979 legislature. The resulting adjustment in the base is modest and there is no guarantee that the adjusted base will bring us to the level of the peers.

2. Second, there is the distinction between salary and compensation. Because of mandatory increases in social security and other local factors, compensation is going up faster than salary. We ask that the standard percentage increase decided upon be made on salaries as is normally done, not on compensation.

3. Finally, there is the matter of that standard increase. The legislative fiscal analyst has <sup>used</sup> suggested 9% each year of the biennium; the regents have asked for 12% <sup>per year</sup> each year <sup>and 11% the second</sup>. With little hope of inflation falling below double digits, it is clear that 9% is inadequate to keep us even, in terms of real dollars, with the adjusted base.

On Tuesday, I mentioned the decline in university salaries in the past decade. The issue of "The University" which contains the comment of Representative Fay <sup>J</sup> which I quoted earlier shows also what has happened to average salaries at various ranks during the decade. Neither the regents' budget nor the legislative fiscal analyst's budget has any chance of bringing us back to the level of a decade ago.

I do think that a budget containing a base adjustment and 12% increase in salary in each year of the biennium has some hope of meeting the interim finance committee's goal of bringing us to the salary level at the average of peer institutions and consequently of allowing us to recruit and keep faculty who will provide a quality education for our students. Anything less than that cannot be expected to prevent a continued erosion of educational quality.

\* \* \* \*

1980-81 Negotiated Salaries at UM

Standard increment 4% + \$250  
Merit Increments ~~35~~<sup>40</sup> @ \$850  
Market Increments 30-35 @ variable amount  
Promotion Increment \$1150

} 15% of money  
for increases

Note 1. No steps, no lock step.

Note 2. Average increase about 6.5%, change in CPI 12.4%.

Statement to the Joint Appropriations Committee  
February 13, 1981

Good morning. My name is Ken Brusick; I teach at the University of Montana School of Journalism. And I've got to admit that I'd be a lot more comfortable reporting on this committee meeting rather than standing here testifying before it.

This is my second year at the journalism school, and it will be my last. I can't afford to work here anymore.

When I came here from the city desk of a metropolitan newspaper, I took a substantial cut in pay--about \$10,000 as a matter of fact. But I accepted the job and its \$15,000-a-year salary with both eyes open. Two years earlier, I had been awarded a National Endowment for the Humanities Fellowship for Journalists at the University of Michigan. The nine-month stipend was \$15,000. My wife and I lived reasonably well on that money, and we thought we could do the same here.

But the economy didn't cooperate. Interest rates and inflation started climbing. And they haven't stopped yet. The Reagan administration was forced to admit this week that 11 percent inflation will be with us through 1981. A gallon of gas costs \$1.19 and the price increases almost daily.

But it would be dishonest of me to say I couldn't exist on my salary. I can, but I'm falling behind. I'm not saving anything. On the contrary, I've been subsidizing my teaching career with money that I earned while working at newspapers. That can't go on.

I thought my pay here would at least stay even with the cost of living. Yet last year, the administration offered, and the faculty accepted, a 5 percent raise. I voted against the contract because I thought it was an insult.

I'm worried about my future. And I don't see a good future for me in Montana higher education.

Some of my students have asked me why I moved from 10 years of newspaper work to teaching. Recently I've asked myself the same question. I moved here for a number of reasons. Teaching young reporters is part of every city editor's job. I enjoyed it, and I thought my professional experience would be useful in the classroom. I thought I could improve journalism in a small way by training students to be good reporters.

I chose the University of Montana because I wanted to teach in a small but a good school. And I wanted to live in Montana.

I don't want to mislead you. My low salary is not the only reason I'm leaving the university. The problems with university funding have cut the heart out of the school and left a dispirited faculty. There is little incentive to begin any new programs that cost money because there is no money.



Many of our faculty meetings are devoted to searching for ways just to keep on going. The Montana Journalism Review is the oldest journalism review in the United States. But it hasn't been published since I've been here because there's no money. I wanted to go to a conference on investigative reporting last spring, but couldn't because there was no travel ~~money~~, and I couldn't afford to pay for the trip on my salary.

There's no money to bring professionals in either. That cuts us off from a rich flow of ideas so vital to a good journalism program.

Last spring we all voted on a list of out-of-state newspapers that had to be cut from the journalism library because there wasn't enough money. Perhaps it's just as well because our library closes at 5 every night and isn't open on the weekends because there's no money to staff it.

So I guess maybe I am leaving because of money.

But I'm lucky. There are some good jobs out there that I'm qualified for, I think. Others on campus aren't as fortunate. Some can't leave because there's no place for them to go. Others don't want to go because this is their home.

So it's not for me that I got up at 4:30 this morning to stand uncomfortably before you. I'll do all right. Some of the others won't. Make no mistake, there's a lot of frustration, anger and hurt on the campus. But maybe it's not so much for the faculty that I'm here either. Consider the students. Quality education depends on good teachers. A university can sacrifice in many areas, but the heart of any good program is its teachers.

That's why I'm standing here. I believe what the Legislature has done in the past has hurt the university and the journalism program.

I believe in the importance of a free and responsible press. And I believe that means we have to have a strong journalism education program. Quality education means good teachers. And good teachers are expensive. But I think they're a damn good investment. Thank you.

###

k

FACULTY

NAME ROBERT L. SWINTH BILL No. SALARIES  
 ADDRESS 819 S. 6th Ave BOZEMAN DATE 2-13-81  
 WHOM DO YOU REPRESENT MONTANA STATE UNIV.  
 SUPPORT  OPPOSE  AMEND

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

VISITORS' REGISTER

HOUSE JOINT APPROPRIATION SUBCOMMITTEE  
ON EDUCATION

BILL University Faculty Salaries

Date February 13, 1981

ONSOR \_\_\_\_\_

NAME	RESIDENCE	REPRESENTING	SUPPORT	OPPO
Jerry Dunsell	Billings	Labor Union Local 98	Support Pat	Oppo Pat
John Hooton	Bozeman	Montana State University	✓	
Jim [unclear]	Billings	Western	✓	
R. Sweet & L. A. Smith	Bozeman	Montana State Univ	✓	
Parchie Alexander	Bozeman	MSU - Faculty Council	✓	
Stuart Knapp ✓	Bozeman	Vice Pres Acad. Affairs	✓	
Michael Malac	Bozeman	MSU - Graduate School	✓	
Kenn Heikes	Billings	EMC	✓	
John [unclear]	Billings	EMC	✓	
John A. Richardson	Helena	Mt. University Sys	✓	
Paul Blomgren	Missoula	U of Mont	✓	
Mr. [unclear]	Bozeman	MSU	✓	
Tom [unclear]	Bozeman	M.S.U.	✓	
Walt [unclear] ✓	Billings	EMC Faculty	✓	
Maurice [unclear] ✓	Billings	EMC Faculty	✓	
Theresa [unclear]	Billings	EMC Faculty	✓	
Mark S. Kider ✓	Billings	EMC Faculty	✓	
Conrad [unclear] ✓	Billings	EMC Faculty	✓	
Archie Roth	Big Sandy	State Per. Dir #10	✓	
JENNIS TIERSON		Dist 9	✓	
Joe Burt	Butte	Mt. Tech	✓	
Sid [unclear]	"	"	✓	
Alvin [unclear] ✓	"	Mt. Tech	✓	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR LONGER FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

## VISITORS' REGISTER

HOUSE \_\_\_\_\_

COMMITTEE \_\_\_\_\_

BILL \_\_\_\_\_

Date February 13, 1981

SPONSOR \_\_\_\_\_

NAME	RESIDENCE	REPRESENTING	SUPPORT	OPPOS
Clydes Carroll	Bozeman	MSU	+	
Paul Naiman	Helena	ASNMC	✓	
AGNES K. WATERS	HELENA	AS, ENMC, UMC, TECH, WMC	✓	
Joe Scatte	"	MT. UNIV. SYSTEM	✓	
Thomas Murch	Bozeman	MSU	✓	
James M. New	✓	✓		
Dick Bowers	Missoula	Univ of Mont	✓	
Sen. Allen Knister	Chester	NMC	-	
Rep. Nancy Oburg	Helena	HD-8 NMC	X	
Ray H. Durling	Butte	Montana Tech	✓	
Joe Kennedy	Dillon	WMC	✓	
MARVIA QUINLAN	HELENA	ASMSU	✓	
DAVID SEXTON	HELENA	MSA	✓	
Mike Dublin	Helena	ASUM	✓	
Peter Kocher	Missoula	UTV - Univ. of Mt.	✓	
Timothy Hauser	Great Falls	UM advocates	✓	
Dill L. Fleming	Livingston	U of M	✓	
Sally Goldberg	Billings	UM Advocate	✓	
Maureen J. King	Missoula	U of M	✓	
Michael A. Rogers	Missoula	U of M Advocates	✓	
Nora Norris	Missoula	Univ of Montana	✓	
Tom Beaman	Missoula	U of M	-	
Charles Bryan	Missoula	U of M	✓	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR LONGER FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

HOUSE \_\_\_\_\_ COMMITTEE \_\_\_\_\_

TITLE \_\_\_\_\_ Date \_\_\_\_\_

SPONSOR \_\_\_\_\_

NAME	RESIDENCE	REPRESENTING	SUPPORT	OPPOSE
<i>Fred W DeMoney</i>	<i>1315 W. Park Montana Tech</i>	<i>Montana Tech</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Nancy W Fritz</i>	<i>675 E. CENTRAL, MSU</i>	<i>UM - HISTORY</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR LONGER FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.