

MINUTES OF THE HOUSE APPROPRIATIONS SUBCOMMITTEE ON EDUCATION  
March 3, 1983

The House Appropriations Subcommittee on Education met at 7:00 a.m. on Thursday, March 3, 1983 in Room 104 of the State Capitol. With Chairman Rep. Esther G. Bengtson presiding, all members were present. Executive action was taken on several parts of the University System budget: Scholarships and Fellowships, Instruction and Support, and System-wide modified requests.

The first area to be addressed was Scholarships and Fellowships. Mr. Tom Crosser, OBPP, stated that scholrships and fees were driven off of the level of tuition. OBPP used the original Commissioner's Office estimates of tuition increases, and the numbers are no longer valid.

Mr. Curt Nichols, LFA, said on the sheet he had distributed (Exhibit "A") the current level had been recalculated to reflect the tuition increase the Subcommittee had granted. The current level distribution is based on the way the Regents distribute the monies. He pointed out that the figures for MSU in the Regents' column hadn't been what the Regents wanted. Any changes made to the MSU figures would be reflected also in the current level amounts. He explained that MSU applied what was in the appropriations bill to their current enrollment, rather than using what had been appropriated for enrollment in the appropriations bill. There would be no adjustment in their total revenue, Mr. Tom Nopper, MSU, explained. He said the new figures for MSU would be \$882,803 in 1984 and \$960,506 in 1985; if the adjustment is not made, their base will be reduced.

Mr. Nichols explained how the LFA arrived at their figures. 5.75% of the in-State fee revenue estimate, and 18.45% of the out-of-State fee revenue estimate, were considered waived. The mandatory fee waivers were kept constant. He said the OBPP may have increased the latter in their estimates.

Neil Bucklew, UM President, wanted to know why Mr. Nichols didn't think the mandatory fee waivers would go up, if enrollment had increased. Mr. Nopper said they didn't go up because they were tied to the level of scholarships and fellowships in the appropriations bill.

Rep. Donaldson moved that the LFA bottom line figures be adopted for both years of the biennium; motion carried unanimously.

Rep. Ernst then moved to adjust MSU's figures to reflect the suggestion made by Mr. Nopper. Motion carried with Sen. Hammond and Rep. Peck opposed; see roll call vote.

The Instruction budget was then addressed. See Exhibit "B," bulk testimony file. Mr. Nichols explained that the instruction

support rates differed because the Commissioner of Higher Education's Office inflated an aggregate rate forward while the LFA took a different approach. The result by unit varies, although the total is the same. He said that both approaches were valid. The only difference between the LFA and the Regents' figures is on summer school faculty; the Regents count the summer school faculty at full quarter pay, while the LFA counted them at 2/3 pay. Historically they have been at 2/3; the Interim Study Committee recommended that they go to a full quarter pay; the 1981 Legislature adopted to 2/3. The Chairman said this had been done historically because teaching loads were lighter in the summer.

The Chairman stated that she felt it was unfair that the faculty salaries at EMC were 90% of those at UM and MSU. If 94% were applied as an alternative it would cost the State about \$500,000 more for the biennium.

In response to Rep. Bengtson, Mr. Nichols said the student/faculty ratios resulted from the peer student/faculty ratios, both by level and by discipline. To the extent that a school had more undergraduate students, their student/faculty ratio would be lower, and the extent to which their instruction was concentrated in certain disciplines, would influence the ratios.

In response to Rep. Donaldson, Mr. Nichols said the critical area adjustment was included at the dollar rate that was put in for FY 1983. Dr. William Tietz, President of MSU, said the critical area adjustment had been distributed as part of the faculty salaries in 1982 and 1983, and was not part of their salary base. It was brought out that no additional critical area adjustment was being added; the only reason it was being kept separate was for accounting purposes.

The Chairman wanted to know why the Instruction support rate was less at EMC than the other units. Mr. Nichols said it mainly related to the fact that the disciplines the students were enrolled in at EMC were low cost disciplines in terms of instructional support. Discussion took place regarding the cost of graduate vs. undergraduate programs, and Dr. Irving Dayton, Commissioner of Higher Education, stressed that the differences in instruction support rates were more related to differences in disciplines in the institutions, and were related only to undergraduate instruction. He submitted that the graduate programs had a lesser influence than the amount of technical and laboratory instruction involved in some undergraduate disciplines.

The Chairman questioned whether students shouldn't help pay for the high cost of some disciplines. Dr. Dayton said this

question had been discussed in Montana and elsewhere, and several aspects were apparent: (1) A per credit price could be put on every course. It would be an accounting nightmare but in principle could be done. A counter-argument is that access is being priced in education, which creates a philosophic problem. Mr. Jeff Morrison, Chairman of the Board of Regents, said that this type of philosophy was being looked at by the Regents for graduate and law school. The Law School already has a differential and this possibility is being looked at in Pharmacy as well.

Neil Bucklew, UM President, said the differences were the result of a formula approach rather than value judgements. Formula budgeting helps address questions of equity, but a disadvantage is that the system has to "play to the formula." He submitted that in the coming years dealing with the formula would become more frustrating. Fluctuations in the formula are the result of the movement of students within the institution. He pointed out that if UM's enrollment had not changed in 1983, the formula would have generated for them about \$400,000-\$500,000 less per year because of the student shift.

The Chairman questioned whether the formula might not be perpetuating a system in a direction the State didn't want to go. She submitted that there seemed to be a growing emphasis on graduate, vs. undergraduate programs.

Dr. Tietz pointed out the beneficial sides of the formula. When there is a large shift in enrollment towards high-cost disciplines, the money follows the shift.

It was brought out that in 1981 the critical area adjustment had been made to instructional salaries because the funding was unable to bring them to 100% of their peer institutions. Mr. Nichols said that based on 1982, he would expect that Montana gained in salaries relative to their peers in 1983.

Rep. Donaldson moved to continue funding at the current level, i.e., the LFA figures, at 100%, for both years of the biennium. He stated that he was aware that the Committee might have to come back and reexamine their action, as well as the action on other budgets, once there was a good handle on the total budget. Since the Committee had gone along using current level thus far, he felt they should continue the same approach. The question was called for; motion carried unanimously.

Sen. Jacobson suggested that on Support costs, current level be held at 97%, as it had been done in 1981. Mr. Nichols pointed out that the actual rate in 1983 was probably about 92%, because of the increase in enrollment.

Regarding the 193% increase in Sports Information at UM, Dr. Bucklew explained that (1) Title 9 required them to do a series of adjustments in the athletics program. A person had to be added in the Womens' Athletic area for sports information. This was most of the cause for the increase. In Continuing Education, there was no change in the overall budgets of that area. Deficits in the auxilliary accounts associated with this area had to be taken care of, per the advice from an auditor.

In response to Rep. Bengtson, Mr. Nichols stated that there were considerable FTE increases made in support in the University System in the 1983 biennium. Mr. Morrison pointed out that the formula caused the System to get back to the level of support that was called for.

Discussion took place regarding changes in student/faculty ratios. Dr. Tietz gave a short history of the issue. Complaints regarding the 19:1 ratio established in 1975 led to the establishment of the formula approach to budgeting. The final analysis pointed out that a ratio of 19:1 was not appropriate to drive all campuses and all disciplines in the University System.

Mr. Nichols explained that the generation of faculty dollars included the generation of dollars for teaching assistants. Discussion took place regarding Graduate Teaching Assistants.

Mr. Nichols stated that the appropriated increase in general fund to the University System was 35%, from the 1981 biennium to the 1983 biennium, including the pay plan. Mr. Morrison pointed out that when considering the 35% figure, other factors needed to be acknowledged, such as inflation, enrollment increases, and the attempt to make up previous underfunding. He submitted that in 1981 the Legislature had deemed the increase appropriate, and now was not the time to cut back on funding. They shouldn't be penalized for the catch-up they got in 1981. Sen. Haffey said that looking at percentages only could be misleading.

Further discussion took place concerning the student/faculty ratio subject.

Dr. Dayton said the University System wasn't currently running at 18:1, because of enrollment increases, which were causing difficulties. The departments try to equalize the instructors' workloads.

Jack Noble, Deputy Commissioner for Management and Fiscal Affairs, University System, brought the Committee's attention to the Commissioner of Higher Education budget recommendation book (Exhibit "A," February 3, 1983), which listed the productivity factors that the formula was based on. He pointed out that because of higher enrollments, the student/faculty ratio at the

units was much higher than 18:1: Montana Tech. in 1981-2 was operating at a ratio of more than 22:1; EMC was 20.8:1; MSU was almost 20:1. The only way to compensate was by higher productivity.

The question was called for on the motion to fund support at the LFA's 95% level; motion carried unanimously.

The Committee took a 30-minute recess.

System-wide modified requests were then addressed. Dr. Dayton referred the Committee members to the part of the Board of Regents' tab in the CHE budget book. (1) State Work Study Program. The Chairman said she had had about 50 telephone calls addressed to herself and the Committee members from students regarding this modification request.

Sen. Hammond said he was in favor of work study, but he was opposed to basing it on need.

Rep. Donaldson wanted to know if the expected reduction in federal funding had proved to be the case. Mr. Noble said the total level of federal funding was apt to increase, but it was not certain what the effect would be in Montana. He added that work study would be emphasized over other types of aid. In response to Rep. Peck, Mr. Noble said he believed it was true that federal funds would be more concentrated in high unemployment, high population areas.

Mr. Bill Sykes, LFA, reported that in 1982 \$2,344,360 had been the level for work study. This included the federal allocations and the 20% match from the six units and the community colleges. He said that the LFA's original estimate of the reduction in federal work study from 1982-3 had been revised downward to \$290,790. At the proposed matching rate of 70/30, this would mean \$415,414 in total student earnings. The Committee turned to P. 654 of the LFA Narrative.

The Chairman rose in support of providing funding at the \$290,790 level for the State work study program, as a means of indicating the Legislature's support.

Sen. Haffey wanted to know how many students would receive work study in the coming biennium if no additional State support was provided. Mr. Sykes replied that in FY 1982 there were about 2,334 students on work study. In 1983 that would be about 2,154, using an average award amount of \$1,000. He held this constant for 1984-5, and this would cause a drop of about 181 students

from work study, from 1982-3. This was assuming that federal funds would at least hold constant from 1983-5. The Regents had originally assumed there would be about a 25% reduction, but this didn't materialize. Congress subsequently restored the funds and maintained them under continuing resolution. However, for Montana, even if Congress maintained or increased funding, there was a probability that the State would receive less funding for work study.

Sen. Haffey submitted that if the State made a commitment of about \$300,000 per year, it would be recognizing the probability that the federal government would be doing something with a negative impact on Montana. Mr. Sykes agreed, but added that there was no way of knowing yet how strong the probability was.

Sen. Haffey moved that in both years of the biennium, \$290,790 be provided for State work study support; motion carried unanimously.

Continuing funding for the MONTS Research activities was considered next. Mr. Nichols explained that thus far the Subcommittee had removed MONTS expenditures from the base, since they were primarily made with indirect cost money. 15% in indirect costs have been allowed for the coming biennium, but not specifically for MONTS. If the 15% is not considered, there is no funding for MONTS. He said that it was his understanding that when the Committee had adopted the LFA current level, MONTS was not included, because it had been added during the interim.

In response to Sen. Hammond, Mr. Sykes said that at present, MONTS was not self-sustaining. Future grants may allow this to become a reality at some point. With the indirect costs that the Committee adopted, MONTS would be \$398,000 short of the \$900,000 the Commissioner of Higher Education requested.

The Chairman wanted to know if the research projects started under the MONTS Program could be continued by the Agricultural Experiment Station. Dr. Tietz, MSU, said the MONTS grant was a provision for research, encouragement, and start-up funds that are provided by the National Science Foundation and matched by contributions by the State. For the biennium, the match is \$900,000. The money funds particular projects, and as they mature and gain fundability they are "farmed out" to other funding agencies. Those dollars will eventually generate indirect cost revenues: 39% at MSU. Dr. Dayton said the Regents would like to see the amount of indirect costs available to help fund the MONTS Program increased, to 25 - 30%. In the long run, this could remain in place and be used as the continuing funds to generate

new research support. He pointed out that an institutional incentive was provided to get grant contract work, because there is a return for the institution.

No motion was made regarding the MONTS Program.

The Washington Library Network modified request was then addressed. The Chairman said that Dr. Maureen Aldrich said the work was going slowly, and if the modified was not approved, the work would still get done but it would take a lot longer. Dr. Dayton clarified that the six units of the University System, the Billings Library, and the State Library were on the Network, and as many organizations could join as were willing to pay to become members. He rose in support of getting the work done as soon as possible. The Chairman rose in support of getting more money out to the local libraries so they could have an opportunity to get on the Network, too. Dr. Dayton said there would be considerable gains if this could be done; however, the most important thing at present was that Montana collections needed to be gotten online.

No motion was made regarding the Washington Library Network modified request.

Faculty Development modified. No motion was made.

Computer Information Network modified. Sen. Jacobson said it appeared to her that if the request was approved, all the units of the University System which were having problems with their computers would be able to more effectively use the time on their computers. It was brought out that there were a series of unit modifications in this area. Dr. Dayton said the modified would help all units by installing a computer unit at the State level, and it was a job that simply had to be done. In two years the State will only be further behind in this area, otherwise.

Bruce Carpenter, EMC President, said the modified would help eliminate duplication of software on all the campuses.

Mr. Glenn Leavitt, WMC, said the network would enable them to have access to the MSU personnel system, in addition to other advantages.

Sen. Haffey pointed out that access by students and faculty would be provided by reducing the amount of administrative software that would be necessary on the unit level. Dr. Dayton pointed out that the system-wide and the unit modified requests regarding

computers had been worked out as a group, and they were complementary.

Discussion took place regarding whether addressing this modified would be addressing the student overload problem as well. The Chairman wanted to know which was more important to the unit Presidents: the system-wide computer modification or the individual modifications. Neil Bucklew, UM President, said that to link a highly inadequate system together wasn't a substitute for their campus problem. They are already so overloaded that to have someone else try to use part of their system would probably just increase frustration. He said he wouldn't want the Committee to believe that its acting on the system modified request would in any substantial way be affecting the problems on UM's campus.

Dr. Tietz stressed that the whole picture needed to be looked at. Some advantage is gained by being able to unload some storage capacity in Helena. The ability to utilize additional software packages does help, but each unit will still have to address the problem of student access. The impact on the classroom is only a secondary aspect of the modified.

Sen. Jacobson moved that \$247,608 be allowed for the Computer Information Network modification; motion carried with Rep. Bengtson opposed and Sens. Hammond and Tveit excused.

Writing Across the Curriculum modified. Rep. Ernst said the program was a good one, but the cost was a big factor. He wanted to know if the Program would be discontinued if funding was stopped. Dr. Bucklew said the modification would try to expand an already successful experience. Therefore, it wouldn't stop what was being done already. Mr. Jack Noble commented that if the modified were rejected and money was found elsewhere to fund them, and a budget amendment was approved, they would probably be in violation of the budget amendment requirements in the bill currently before the Legislature. He requested clarification about how the Subcommittee's action or lack of action should be interpreted. The Chairman said they would be reasonable.

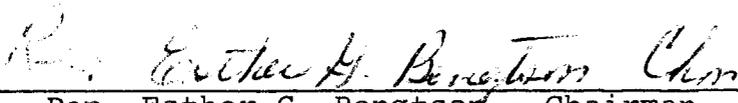
No motion was made regarding the Writing Across the Curriculum modified.

Rep. Doanldson spoke up regarding the unit modified requests in the area of computers. The total dollars involved in all the requests adds up to about \$2.4 million. He wanted to address the unit modified requests, but he wanted to see if there was a way

to reduce the amount of money that would be required. Mr. Morrison urged that the Committee consider as the first priority the need to get all the campuses on an equal basis as far as mainframe. The software and secondary parts could be dealt with with whatever funds remained.

Mr. Nichols suggested that, regarding computer equipment requests, some of the units' excess auxilliary and plant funds could be used. He wanted to know if the Committee would want them to consider that use in their proposal. The Cahirman said this could be considered as an option. Mr. Nichols said those funds had been used in the past, but this option wasn't considered in the past biennium.

The meeting was adjourned at 10:10 a.m.

  
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Rep. Esther G. Bengtson - Chairman

VISITORS' REGISTER

HOUSE Approps. Education Sub COMMITTEE

BILL Work session

Date 3/3/83

SPONSOR INSTRUCTION + support  
UNIV. system

NAME	RESIDENCE	REPRESENTING	SUP- PORT	OP- POSE
<del>Jeff Morris</del>	HELENA	Board of Regents		
Ray Dayton	Helena	MT Univ System		
Jack Poble	Helena	MT UNIV. Sys.		
Bruce Carpenter	Billings	EMC	-	
Ken Heikes	✓	-	✓	
CA Ryan	Missoula	University of Mont	✓	
Bob Wile	MISSOULA	U of M	✓	
Roy H. Turley	Butte	Montana Tech	✓	
Vic Burt	Butte	MT. Tech	-	
Tom	Bozeman	MSU	✓	
Tief	Bozeman	MSU	✓	
Bill Byars	HAVERA	NMC	✓	
Glen Hewitt	Dillon	WMC	✓	
Sam Erickson	Havre	NMC	-	
Neil Suckler	Missoula	U of M	✓	
Ken Stolz	Missoula	U of M	✓	
Julie Fossender	Missoula	ASUM	✓	
Jeanne Sourignou	Missoula	ASUM		
Monte Koch	Helena	UM		
Joel Hardy	Helena	WMC		

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.



EDUC CON SUBCOM  
3/7/83

Instruction Worksheet

EXHIBIT "B"

	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
	MSU	UM	EMC	NMC	WMC	MCMST																				
Fiscal 1983	21692985	17447271	5673460	2951309	1364777	3715154																				
Fiscal 1984	24157887	2446577	6100954	3712619	1851272	4616666																				
LFA AT 100%	24248454	2777111	6615334	3834472	1872481	4577765																				
REGENTS AT 100%	24248454	2777111	6615334	3834472	1872481	4577765																				
LFA AT 97%	23433150	2692377	6128305	3601113	1795734	4478162																				
REGENTS AT 97%	23521000	2726099	6416874	3716527	1816307	4457833																				
LFA AT 95%	22949703	2607843	6077706	3526893	1758708	4385833																				
REGENTS AT 95%	23036031	2605074	6287567	3637898	1778857	4367877																				
Fiscal 1985																										
LFA AT 100%	24307897	17409369	6557070	3789152	1861401	5121432																				
REGENTS AT 100%	24365716	17709940	6765635	3908037	1871792	5103816																				
LFA AT 97%	23578622	16887088	6360358	3670433	1805557	4927287																				
REGENTS AT 97%	23637899	17176152	6562666	3790976	1815222	4756702																				
LFA AT 95%	23092584	16538801	6229216	3577754	1768331	4865360																				
REGENTS AT 95%	23150720	16804443	6400000	3712635	1777202	4825225																				

\* Governor Recommends instruction be funded at 95%  
Does not include supplemental Appropriations

# Instruction Worksheet

	1	2	3	4	5	6	7	8	9	10
Average Faculty Salary	26792	34200	18.28	517	537	535	557			
MSU	26792	34200	18.28	517	537	535	557			
UM	26792	34200	18.28	517	537	535	557			
EMC	26792	34200	18.28	517	537	535	557			
NMC	26792	34200	18.28	517	537	535	557			
WMC	26792	34200	18.28	517	537	535	557			
MCMST	26792	34200	18.28	517	537	535	557			
Faculty Benefit Rates FY84										
Health Insurance	3.583	3.583	3.995	3.995	3.778					
Teachers Retirement	6.463	6.463	6.463	6.463	6.463					
Social Security	6.700	6.700	6.700	6.700	6.700					
Unemployment	.600	.600	.600	.600	.600					
Workers Compensation	.180	.180	.180	.180	.180					
MSU	17.526	17.626	17.938	17.838	17.791					
UM	17.526	17.626	17.938	17.838	17.791					
EMC	17.526	17.626	17.938	17.838	17.791					
NMC	17.526	17.626	17.938	17.838	17.791					
WMC	17.526	17.626	17.938	17.838	17.791					
MCMST	17.526	17.626	17.938	17.838	17.791					
Faculty Benefit Rates FY85										
ADD FOR SOCIAL SECURITY	17.701	17.801	18.113	18.013	17.976					
MSU	17.701	17.801	18.113	18.013	17.976					
UM	17.701	17.801	18.113	18.013	17.976					
EMC	17.701	17.801	18.113	18.013	17.976					
NMC	17.701	17.801	18.113	18.013	17.976					
WMC	17.701	17.801	18.113	18.013	17.976					
MCMST	17.701	17.801	18.113	18.013	17.976					
Instructional Support Rates										
Fiscal 1984										
Request										
Fiscal 1985										
Request										
MSU										
UM										
EMC										
NMC										
WMC										
MCMST										

1 \$960 ÷ AVERAGE SALARY. Applicable Year Faculty Salary  
 2 MSU and UM GTA's are part of Faculty compensation. GTA salaries FY82; MSU 6.7% Total; UM 8.8% Total

Support Cost Worksheet

	1	2	3	4	5	6	7	8	9	10
Fiscal 1983 Operational Plan										
Fiscal 1984										
LFA at 100%	23583016	10533364	9286054	4532331	2037626	1071431	3234247	35006715	30506715	
" " 97% (Current Level)	23175556	10209037	90209037	4398355	1978437	1067744	3137986	33967865	33967865	
" " 95%	22033865	9987186	9987186	4307107	1937645	1039953	3073812	33263845	33263845	
" " 93%	21632065	9788734	9788734	4219853	1876852	1018162	3009637	31566243	31566243	
" " 90%	21327714	9475607	9475607	4085777	1835663	985475	2913376	31530812	31530812	
Results at 100%	41528514	10501194	10501194	4536385	2083307	1160861	3224250	36033515	36033515	
" " 97%	4082657	10187602	10187602	4402471	2019840	1146346	3128299	34957223	34957223	
" " 95%	3802088	9978339	9978339	4313005	1978194	1103336	3064331	3437683	3437683	
" " 93%	3511516	9769476	9769476	4223733	1936547	1080325	3002361	33522163	33522163	
" " 90%	3075463	9455881	9455881	4090034	1879078	1045870	2904413	31445867	31445867	
Fiscal 1985										
LFA at 100%	23876853	10655721	10655721	4705990	2117371	1118263	3665906	36137627	36137627	
" " 97% (Current Level)	23462487	10377602	10377602	4564931	2021250	1084861	3556772	35097703	35097703	
" " 95%	23187710	10124389	10124389	4474225	2008966	1062583	3489016	34940087	34940087	
" " 93%	22707333	9913176	9913176	4381519	1966662	1040325	3441261	32620274	32620274	
" " 90%	22470967	9594857	9594857	4242457	1923222	1026923	3302127	31540555	31540555	
Regents at 100%	44660103	10271111	10271111	4670878	2110326	1134416	3642539	36917810	36917810	
" " 97%	4220300	10379987	10379987	4532969	2077016	1100694	3534117	35815083	35815083	
" " 95%	3927078	10166747	10166747	4411730	2007810	1078213	3461835	35079933	35079933	
" " 93%	3631876	9953906	9953906	4347090	1962603	1055732	3389553	34347780	34347780	
" " 90%	3317073	9634346	9634346	4211181	1899283	1022010	3281131	33242054	33242054	
Governor Recommendations 90%										

CONFIDENTIAL

February 18, 1983

TO: Education Subcommittee  
FROM: Curtis M. Nichols, Principal Analyst  
SUBJECT: Average Faculty Compensation

Faculty Compensation

Faculty compensation (salary plus benefits) at each of the units increased relative to their peers in fiscal 1982. With the large increase granted in fiscal 1983 it is likely to increase relative to the peers again in fiscal 1983. The table below compares the appropriated average faculty compensation with the level of the peer group for fiscal 1982.

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Table 1  
Faculty Compensation

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<u>Unit</u>	<u>Fiscal 1982 Appropriated</u> <sup>1</sup>	<u>Average Compensation Peers</u> <sup>2</sup>	<u>% Over (Under) Peers</u>
MSU - UM	\$28,761	\$29,900	(4.0)
NMC - WMC	25,578	25,400	.7
EMC	25,806	26,100	(1.1)
MCMST	28,641	28,700	(.2)

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<sup>1</sup>Includes critical area adjustments.

<sup>2</sup>Colorado schools have been eliminated from peer comparisons.

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The 47th Legislature did not adopt the concept of basing salaries on the level of the peers. Instead base year compensation at each of the units was increased by the state pay plan and critical area adjustments were made. The base year compensation placed EMC, WMC, and NMC at 90% of MSU and UM while MCMST was at 94.5 % of MSU and UM.

The appropriated fiscal 1982 average compensation of MSU and UM is 4.0 percent below that of MSU and UM peers.

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MSU & UM Peer Compensation

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	<u>FY 1980</u>	<u>FY 1981</u>	<u>FY 1982</u>
Northern Arizona University	\$26,510	\$29,600	\$32,700
University of Idaho	25,930	28,300	30,900
Idaho State University	22,750	23,500	25,500
University of Nevada-Las Vegas	26,530	27,400	31,400
University of Nevada-Reno	27,720	29,200	32,600
New Mexico State University	25,370	28,200	31,700
University of New Mexico	26,030	28,200	30,900
North Dakota State University	23,040	24,800	27,000
University of North Dakota	23,360	24,900	29,900
South Dakota State University	21,370	23,100	24,600
University of South Dakota	21,880	24,300	25,900
Utah State University	27,160	29,600	31,400
University of Wyoming	27,620	30,200	33,800
<b>Average</b>	<b>\$25,020</b>	<b>\$27,000</b>	<b>\$29,900</b>
Appropriated MSU and UM*		\$25,440	\$28,761
Reported MSU and UM	\$23,590	\$25,200	\$28,950

\*Includes critical area adjustment.

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The average Faculty compensation of NMC and WMC appropriated for fiscal 1982 is .7 percent over the peer average.

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NMC & WMC Peer Compensation

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	<u>FY 1980</u>	<u>FY 1981</u>	<u>FY 1982</u>
Lewis and Clark State College	\$21,900	\$23,500	\$25,700
Peru State	18,480	21,900	24,500
Wayne State	19,120	22,100	23,800
Chadron State	20,870	23,100	25,500
Western New Mexico	23,850	N/A	27,300
Dickinson State College	21,080	22,700	26,800
Mayville State College	21,940	23,900	28,300
Valley City State	22,580	23,200	N/A
Black Hills State College	19,610	21,600	22,800
Dakota State College	17,760	20,300	21,400
Southern Utah State College	23,520	25,900	28,200
Average	\$20,970	\$22,810	\$25,400
NMC and WMC Average Appropriated Fiscal 1982*		\$22,900	\$25,578
Reported NMC and WMC	\$21,470	\$23,100	N/A

\*Includes critical area adjustments.

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The appropriated fiscal 1982 average faculty compensation of MCMST is .2 percent below its peers.

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MCMST Peer Compensation

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	<u>FY 1980</u>	<u>FY 1981</u>	<u>FY 1982</u>
New Mexico Institute of Mining and Technology	\$25,760	\$28,000	\$30,600
South Dakota School of Mines and Technology	<u>23,360</u>	<u>25,200</u>	<u>26,800</u>
Average	\$24,560	\$26,600	\$28,700
Appropriated MCMST*		\$24,043	\$28,641
Reported MCMST	\$24,150	\$26,300	\$30,800

\*Includes critical area adjustment.

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The average faculty compensation appropriated for EMC is 1.1 percent less than that of its peers.

EMC Peer Compensation			
	<u>FY 1980</u>	<u>FY 1981</u>	<u>FY 1982</u>
Boise State University	\$23,500	\$25,600	\$27,500
Kearney State	20,550	22,700	25,000
Eastern New Mexico University	24,890	27,100	28,400
Minot State College	21,770	23,500	N/A
Northern State College	19,670	20,700	23,400
Average	\$22,076	\$24,000	\$26,100
EMC Appropriated*		\$22,900	\$25,806
Reported EMC	N/A	\$22,400	N/A

\*Includes critical area adjustment.

Blue  
Green  
White

# Morehead State University

	1	2	3	4
	Fiscal 1981	Fiscal 1982	Increase (Decrease)	Percent Increase (Decrease)
Program				
Instruction	16354312	19913545	3559233	21.8
Research	432023	634217	202194	46.8
Public Service	4340	14257	9917	228.5
Academic Support	3607777	4770997	1163220	32.2
Student Support	2680665	3301852	621187	23.2
Institutional Support	2335276	2748121	412845	17.7
Physical Plant	2889186	3900662	1011476	35.0
Scholarships and Fellowships	546106	672713	126607	23.2
Total	28849685	35956364	7106679	24.6

2000 - Blue  
1990 - Green  
1980 - White

MONTANA STATE UNIVERSITY - SUPPORT PROGRAMS

		1	2	3	4
		Fiscal 1981	Fiscal 1982	Increase (Decrease)	Percent Increase
1	Academic Support				
2	Academic Administration <sup>1</sup>	1042521	1296256	253735	24.3
3	Library	1254301	1798116	543815	43.4
4	Museum of the Rockies	79838	123312	43474	54.5
5	Continuing Education	—	48500	48500	NMF
6	Cooperative Education	—	15243	15243	NMF
7	Unrestricted Grants and Contracts	502866	496814	(6052)	(1.2)
8	Faculty Development	82234	96672	14438	17.6
9	Sabbatical Leave	79875	105649	25774	32.3
10	General Studies	62691	85401	22710	36.2
11	Vice Pres. for Research	123102	182766	59664	48.5
12	Benefit Pool	380349	485077	104728	27.5
13	Visitors Program	—	37191	37191	NMF
14					
15	Student Support				
16	ATHLETICS	906216	1129319	223103	24.6
17	Registration and Admissions	563332	663956	100624	17.9
18	Financial Aid	271911	312826	40915	15.0
19	Testing and Counseling	197041	259129	62088	31.5
20	Placement	113295	116076	2781	2.5
21	Cultural Activities	72350	101059	28709	39.7
22	Intramurals	56548	58725	2177	3.8
23	Student Affairs Special Services <sup>2</sup>	196819	273977	76958	39.1
24	Benefit Pool	303153	386985	83832	27.7
25					
26	Institutional Support				
27	President	170092	212241	42149	24.8
28	Director of Administration	439823	551300	111477	25.3
29	Grant and Contract Administration	105457	139359	33902	32.1
30	Controller, Business Office	403438	472211	73773	18.3
31	Personnel, Affirmative Action	268419	325576	57157	21.3
32	Purchasing	61784	82077	25293	40.9
33	Central Mail, Telephone	505837	625007	119170	23.6
34	Security	196945	186881	(10064)	(5.1)
35	Publications and News Service	178396	208662	30266	17.0
36	Alumni and Development	159884	172890	13006	8.1
37	Benefit Pool	302259	363830	61571	20.4
38	Recharges	(606003)	(806696)	(200693)	(33.1)
39	Other	148943	204781	55838	37.5
40	<del>Other</del>				
41					
42	<sup>1</sup> Denies Academic V.P.				
43	<sup>2</sup> includes recharges				
44					
45					
46					
47					

UNIVERSITY OF MONTANA

The following table illustrates the change in expenditures between fiscal 1981 and fiscal 1982, the first year under the formula. As you can see, the smallest increase in percentage terms went for instruction.

<u>Expenditure by Program</u>	<u>Fiscal 1981</u>	<u>Fiscal 1982</u>	<u>Percent Change</u>
Instruction	\$13,428,076	\$15,580,067	16.0
Research	354,117	438,419	23.8
Public Service	184,522	284,860	54.4
Academic Support	2,563,910	3,049,032	18.9
Student Support	1,951,053	2,395,532	22.8
Institutional Support	2,342,881	2,856,514	21.9
Physical Plant	2,856,616	4,077,284	42.7
Scholarships and Fellowships	<u>551,407</u>	<u>636,931</u>	<u>15.5</u>
Total	<u>\$24,232,582</u> =====	<u>\$29,318,639</u> =====	<u>21.0</u> =====

The table on the following page gives a description of further expenditure detail in support programs.

## University of Montana - Support Programs

		1	2	3	4
		FISCAL 1981	FISCAL 1982	INCREASE	% INCREASE
1	Academic Support				
2	Academic Administration <sup>1</sup>	892802	1036441	143639	16.1
3	Libraries	1444900	1713938	269038	18.6
4	Instructional Materials	198280	210354	12074	6.1
5	Accreditation	11150	7870	(3280)	(29.4)
6	Continuing Education	8880	56198	47318	532.9
7	Faculty Senate	7899	9900	2001	25.3
8	Faculty Development	—	11254	11254	—
9					
10	Student Support				
11	Athletics	711658	892565	180907	25.4
12	Registrar and Admissions <sup>2</sup>	638393	752296	113906	17.8
13	Financial Aids	180341	241863	61522	34.1
14	Sports Information	15070	44175	29105	193.1
15	Student Affairs Administration <sup>3</sup>	100368	110481	10113	10.1
16	Center for Student Development	229423	273469	44046	19.2
17	Reading Lab	21822	26096	4274	19.6
18	Other	53977	54586	609	1.1
19					
20	Institutional Support				
21	President, Fiscal Vice Pres.	336913	410460	73547	21.8
22	Controller, Internal Audit	944009	1158968	214959	22.8
23	University Relations	130472	165278	34806	26.7
24	Institutional Research, Budget	136974	143951	6977	5.1
25	Security	181240	204708	23468	12.9
26	Purchasing	99137	110380	11243	11.3
27	Personnel	179459	191429	11970	6.7
28	Alumni <sup>4</sup>	100405	168023	67618	67.3
29	UM Advocates	9457	10053	596	6.3
30	Central Mail, Centrex	81824	103702	21878	26.7
31	Sponsored Program Administration	42292	153572	11280	7.9
32	Other	132369	192333	59964	45.3
33	Administrative Assessments	(131672)	(156344)	(24672)	(18.7)
34					
35	<sup>1</sup> Deans, Academic V.P., Graduate School, Summer Session				
36	<sup>2</sup> includes orientation <sup>3</sup> includes career services				
37	<sup>4</sup> includes UM Alumni Days				
38					
39					
40					
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47					

# EASTERN MONTANA COLLEGE

	1	2	3	4
	Fiscal 1981	Fiscal 1982	Increase (Decrease)	Percent Increase (Decrease)
<u>Program</u>				
Instruction	\$ 4,426,506	\$ 5,087,885	\$ 661,379	14.9
Public Service	30,950	38,596	7,646	24.7
Academic Support	866,995	1,456,725	589,730	68.0
Student Support	976,827	1,162,503	185,676	19.0
Institutional Support	1,088,388	1,169,019	80,631	7.4
Physical Plant	1,235,908	1,458,787	222,879	18.0
Scholarships and Fellowships	180,259	198,808	18,549	10.3
TOTAL	\$ 8,805,833	\$ 10,572,323	\$ 1,766,490	20.1

FORM - Green  
4204 - White

### EASTERN MONTANA College - Support Programs

	1	2	3	4
	Fiscal 1981	Fiscal 1982	Increase (Decrease)	Percent Increase (Decrease)
1				
2	<b>Academic Support</b>			
3	Academic Administration <sup>1</sup>	304742	331951	27209 8.9
4	Library <sup>2</sup>	486133	461023	(25110) (5.2)
5	Benefit Pool <sup>2</sup>	—	98610	98610 NMF
6	Data Processing <sup>3</sup>	47144	535141	487997 NMF
7	Other	28974	30000	1026 3.5
8				
9	<b>Student Support</b>			
10	Athletics	283202	363138	79836 28.2
11	Registration and Admission <sup>5</sup>	260455	222701	(37754) (14.5)
12	Financial Aid	96621	88994	(7627) (7.9)
13	Placement & Career Planning	66312	68564	2252 3.4
14	Testing and Counseling	31270	29925	(1345) (4.3)
15	Data Processing	56044	155540	99496 177.5
16	Benefit Pool <sup>2</sup>	—	93887	93887 NMF
17	Other	182822	139751	(43071) (23.6)
18				
19	<b>Institutional Support</b>			
20	President	114687	94365	(20322) (17.7)
21	Business Office	489368	395764	(93604) (19.1)
22	Personnel, Collective Barg.	36502	34707	(1795) (4.9)
23	News Media, Publications	75666	93648	17982 23.8
24	Central Mail, Centrex	100663	83969	(16694) (16.6)
25	Security	137539	119527	(18012) (13.1)
26	Data Processing	58762	141125	82363 140.2
27	Benefit Pool <sup>2</sup>	—	150138	150138 NMF
28	Other	75202	55775	(19427) (25.8)
29				
30				
31				
32				
33				
34				
35				
36				
37				
38				
39				
40				

<sup>1</sup> Dean, Academic V.P., Graduate Studies, Director of Summer Session  
<sup>2</sup> includes Audio Visual  
<sup>3</sup> Pool concept not used in fiscal 1981, amounts included in other figures  
<sup>4</sup> includes purchase of new computer in fiscal 1982  
<sup>5</sup> includes orientation

Blue  
Green  
White

# Northern Montana College

	1	2	3	4
	Fiscal	Fiscal	Increase	Percent
	1981	1982	(Decrease)	Increase
				(Decrease)
<u>Program</u>				
Instruction	1945301	2625428	680127	35.0
Public Service	6773	9716	2943	43.5
Academic Support	456441	553216	96775	21.2
Student Support	488280	503710	15430	3.2
Institutional Support	433481	461273	27792	6.4
Physical Plant	586485	712626	126141	21.5
Scholarships and Fellowships	109985	136899	26914	24.5
	4026746	5002868	976122	24.2

### Northern Montana College - Support Programs

	1	2	3	4	
	Fiscal 1981	Fiscal 1982	Increase (Decrease)	Percent Increase (Decrease)	
1	<b>Academic Support</b>				
2	Academic Administration	231636	235548	3912	1.7
3	Library	182614	283689	101075	55.3
4	Cooperative Education	5609	5966	357	6.4
5	Other	36583	28015	(8568)	(23.4)
6					
7	<b>Student Support</b>				
8	Athletics	175002	183427	8425	4.8
9	Registrar, Admissions, Orientation	133772	130249	(3523)	(2.6)
10	Financial Aid	56580	41952	(14628)	(25.8)
11	Dean of Students	71956	62386	(9570)	(13.3)
12	Placement	33707	33786	79	.2
13	Indian Counselor	—	20780	20780	NMF
14	Other	17263	31307	14044	81.4
15					
16	<b>Institutional Support</b>				
17	President	86499	86351	(148)	(.2)
18	Business Office	139060	139480	420	.3
19	Affirmative Action	6080	7242	1162	19.1
20	Central Mail, PBX	57849	70960	13111	22.7
21	Audits	—	25409	25409	NMF
22	Other	143995	131831	(12164)	8.4
23					
24					
25					
26					
27					
28					
29					
30					
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32					
33					
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36					
37					
38					
39					
40					
41	↳ Deans, Academic Vice President, Director, Teacher Education				
42					
43					
44					
45					
46					
47					

Red  
Green  
White

# WESTERN MONTANA College

	1	2	3	4
	Fiscal	Fiscal	Increase	Percent
	1981	1982	Decrease	Increase
				(Decrease)
<u>Program</u>				
Instruction	1036837	1256988	220151	21.2
Academic Support	220516	256674	36158	16.4
Student Support	383583	456089	72506	18.9
Institutional Support	331868	380752	48884	14.7
Physical Plant	412027	513322	101295	24.6
Scholarships and Fellowships	38605	45419	6814	17.7
 TOTAL	 2423436	 2909244	 485808	 20.0

Not  
Green  
White

# Western Montana College - Support Programs

	1	2	3	4
	Fiscal 1981	Fiscal 1982	Increase (Decrease)	Percent Increase (Decrease)
<b>Academic Support</b>				
Academic Administration	100114	108586	8472	8.5
Continuing Education	53666	45577	(8089)	(15.1)
Library	66756	100936	34180	51.2
Art Gallery	(20)	1575	1595	NMF
<b>Student Support</b>				
Athletics	138957	182880	43923	31.6
Registrar, Admissions	116516	140405	23889	20.5
Financial Aid	44841	46314	1473	3.3
Information Office	25957	31022	5065	19.5
Denn of Students	57311	55468	1843	(3.2)
<b>Institutional Support</b>				
President	76337	84174	7837	10.3
Business Office	166354	186989	20635	12.4
Computer Center	43820	57788	13968	31.9
Development Office	45357	50390	5033	11.1
Aud.t	—	1412	1412	NMF

# MONTANA College of MINOR Science and Technology - Support Programs

	1	2	3	4
	Fiscal 1981	Fiscal 1982	Increase Decrease	Percent Increase (Decrease)
<b>Academic Support</b>				
Academic Administration	93632	127326	33694	36.0
Library	181471	267345	85874	47.3
Benefit Pool	29912	43641	13729	45.9
Other	7524	8579	1055	14.0
<b>Student Support</b>				
Athletics	164617	191565	26948	16.4
Registrar, Admissions	118069	164451	46382	39.3
Financial Aid	28122	51700	23578	83.8
Testing and Counseling	22495	18888	(3607)	(16.0)
Placement	25228	38088	12860	51.0
Benefit Pool	44031	64217	20186	45.8
Alumni	6022	5477	(545)	(9.1)
Other	32579	93805	61226	187.9
Co-op & Intern Work Experience	-	19556	19556	NMF
<b>Institutional Support</b>				
President	79713	80534	821	1.0
Development Office	38896	41663	2767	7.1
Business Office	147304	160323	13019	8.8
Director of Research	83785	80788	(2997)	(3.6)
Communications	71934	77444	5510	7.7
Information Office	26212	38141	11929	45.5
Benefit Pool	56511	71029	14518	25.7
Personnel	-	36043	36043	NMF
Other	90282	86828	(3454)	(3.2)

# MONTANA College of Mineral Science and Technology

	1	2	3	4
	Fiscal 1981	Fiscal 1982	Increase (Decrease)	Percent Increase (Decrease)
<u>Program</u>				
Instruction	2282242	3126479	844237	37.0
Research	-0-	40418	40418	NMF
Academic Support	312540	446891	134351	43.0
Student Support	441164	647746	206582	46.8
Institutional Support	594636	672793	78157	13.1
Physical Plant	751887	974992	223105	29.7
Scholarships and Fellowships	137030	195418	58388	42.6
TOTAL	4382469	6104737	1722268	39.3