

MINUTES

**MONTANA HOUSE OF REPRESENTATIVES
52nd LEGISLATURE - REGULAR SESSION**

SUBCOMMITTEE ON EDUCATION & CULTURAL RESOURCES

Call to Order: By **CHAIRMAN PECK**, on January 28, 1991, at 8:00 am

ROLL CALL

Members Present:

Rep. Ray Peck, Chairman (D)
Sen. Greg Jergeson, Vice Chairman (D)
Sen. Don Bianchi (D)
Rep. Larry Grinde (R)
Sen. H.W. Hammond (R)
Rep. Mike Kadas (D)

Staff Present: Pam Joehler, Senior Fiscal Analyst (LFA)
Skip Culver, Associate Fiscal Analyst (LFA)
Doug Schmitz, Budget Analyst (OBPP)
Mary Ann Wellbank, Budget Analyst (OBPP)
Melissa Boyles, Secretary

Please Note: These are summary minutes. Testimony and discussion are paraphrased and condensed.

HEARING ON UNIVERSITY OF MONTANA

Tape No. 1

022

George Dennison, President, University of Montana (UM), stated that an increasing number of young children registered each year up for additional education. They recognize that failure to do so will have a detrimental impact on their futures. Those who learn how to learn will be those who succeed. According to estimates seen by Mr. Dennison young people moving into the job market today can expect to change careers at least three times.

The predictions at the beginning of the last decade were that there would be a decline in enrollments in higher education over the decade of the 80s. It didn't happen, in fact there was a movement into higher education. These people consisted of adult women seeking to find new careers for themselves, minorities, and non-traditional students contributed to the rise in higher education. **Mr. Dennison** stated that during the late 1980s there was a percentage increase in participation in higher education on the part of the traditional age group. This indicated that they knew they needed to participate in higher education. Because of these two changes there was an increase in higher education over the 80s and is likely to continue into the 90s if provisions are

made. **Mr. Dennison** said that access should be promoted for those capable of benefiting from it. An investment in higher education is one way to assure the future of our society. A recent study indicated that every dollar invested in higher education today will save \$4.50 later in other kinds of programs.

119

Mr. Dennison distributed and reviewed a handout on the University of Montana. **EXHIBIT 1**

CHAIRMAN PECK asked if the research and training awards included both private and federal funds. **Mr. Dennison** said yes.

382

Frank Clark, Chair, Faculty Senate, stated that despite the economic problems of UM he is glad to be a professor at the university. The opportunity of educating people who are preparing to apply what they learn as citizens is very satisfying. As a faculty member he is sure that higher education plays a key role in the future of our state.

Mr. Clark stated that overcrowded classrooms limit student access to faculty during and after class. The students are forced into examinations which test areas such as recall and recognition. These are important goals, but less important learning goals than analysis, synthesis and knowledge application goals. The majority of the lab and science equipment is outdated and in some cases is not even available. In the department of Mathematical Sciences at UM you will find course after course is being taught without the advantages of technology which results in the lack of experience for those who would use the technology, if it were available. Travel monies are extremely limited.

Mr. Clark stated that the acquisition of new materials and journals is meager and acquiring the newest journals and books is next to impossible. The quality in education can be reversed, one step at a time.

Mr. Clark stated that the Faculty Senate, representing all UM faculty, unanimously and strongly endorsed the following resolution, the established pattern in higher education due to funding has now reached critical dimensions and must be reversed. The Faculty Senate strongly supports as a minimum the views of the Montana Education Commission for the 90s and beyond and urges the Legislature, Board of Regents, Commissioner of Higher Education and the Governor to support these.

571

REP. KADAS asked if FY90 was the first year that the incoming class was low. **Mr. Dennison** said it was the first time in about three years.

736

Chris Warden, President, ASUM, stated that he has been a student for three years at UM and has experienced a number of achievements and is proud to call UM his university. **Mr. Warden** stated that UM has provided the students with the tools to achieve a good education. However, there has been a change in the faculty, staff and students around him. There has been an overall change in the morale of the institution and a change that sickens him. He asks himself if the mounting problems that the students, faculty and staff face at UM are hurting the quality of education students receive.

Mr. Warden stated that over the past year he has visited with many campus leaders and would like to share their opinions. **Alice Henshaw,** 40 year old non-traditional student, returned to school and noticed that different problems have been affecting her increasingly since her freshman year. She has not taken a class with less than 60 students in it in two years. **Steve Young,** Junior, Business Administration, says that classes have grown out of size and facilities have not grown to accommodate the growth. The campuses do not provide access to the disabled student population. **Amy Joe Fisher,** Junior, Political Science, says the libraries are out of date and students have to go to the Missoula public library for adequate material. **Mr. Warden** stated that since 1979 the Mansfield Library has eliminated 1300 titles which is 25% of the periodicals. **Bill** says he had to have another student be his academic advisor since the faculty in his school is over extended. **Scott Nelson, Senior, ROTC,** says, that one of the school's main problems is its inability to keep up with new technologies. Many schools are using state of the art equipment and UM is using equipment that was purchased in the seventies. Inadequate funding is affecting the quality of education. Some students feel they will have to leave Montana if the quality of education does not change.

Mr. Dennison continued to review **EXHIBIT 1**

129

Ron Erickson, President, University Teachers, stated that twenty years ago he taught a humanities class and had twenty-five students. The same class today has 60 students. He was able to have two half hour interviews per quarter with each of the twenty-five students in his class. The students no longer get the kind of help with the writing they need and used to get. Courses are so large that students no longer have to do papers; they do multiple choice tests. **Mr. Erickson** stated that the student faculty ratio cannot continue if we want our young people to get the skills they need for the future.

Mr. Erickson distributed and reviewed a handout. **EXHIBIT 2** The first page of **EXHIBIT 2** was made when he had to estimate peer data in FY90 and FY91. The new data that came today shows that the peers did a lot better than was estimated. He estimated the peers between 4 and 5% and they actually were 7 to 9%.

254

REP. KADAS asked if the inversion information was for **UM** specific. **Mr. Erickson** said yes. **REP. KADAS** asked if there were similar information for the rest of the system. **Mr. Erickson** said there is some data from Western that he has heard about.

263

Mr. Dennison continued to review **EXHIBIT 1**

283

Nancy DeVerse, President, Staff Senate, distributed and reviewed written testimony. **EXHIBIT 3**

400

Mr. Dennison stated that unless **UM** has adequate staff they cannot respond to needs of students. There is not a day that goes by that a parent doesn't call concerned about the need to have more information in a timely way concerning financial aid. The aid is available; there just isn't enough staff to deal with them in an effective way.

Mr. Dennison stated that the pharmacy program is under probation and must provide appropriate staffing and support for the program. The Pharmacy Program at **UM** is the only one in the state, and that 75% of the graduates practice in Montana. There has been full placement of all graduates in the last few years and they make the highest salary of any group that comes out of **UM**. If this school is closed there will be heightened cost for the health care industry in this state. If the Regents' request is approved the pharmacy program can be protected. If it is not funded, assistance will have to be requested one way or another from the Regents.

Mr. Dennison stated that the average equipment age is over 16 years old. Across the campus there is approximately \$84,000 in the units including physical plants to work on equipment for equipment purchases and an instructional equipment budget of \$100,000. **UM** would need in the neighborhood of \$1 million per year for equipment.

559

REP. KADAS asked **Dave Forbes** when the Pharmacy Accreditation Association will be back to review the pharmacy program and what they will be looking for. **Dean Forbes** said the school is going through a self-study process at the time, and will have to turn that document in to the American Council of Pharmaceutical Education (**ACPE**) by April 1st. They will be at the school on April 1 to assess the program. The results of the pharmaceutical assessment will be given at their annual meeting June 1, 1991. The school is now on published probation. There have been further resources put into the program and additional faculty have been hired. The **ACPE** will assess what the school promises to put into the program and make a decision. **REP. KADAS** asked what published probation means. **Dean Forbes** said that they

basically have to inform the students and other schools through literature and letters of acceptance to students that the school is on probation. This is to inform potential students that the program may have serious problems.

609

REP. KADAS asked if other students in other pharmacy programs do as well as **UM** pharmacy students. **Dean Forbes** said that the **UM** pharmacy students score above the national average. **REP. KADAS** asked if that kind of performance carried any weight with the accrediting agency. **Dean Forbes** said it carries some but not as much as anyone would like it to.

REP. GRINDE asked how many students are in the Pharmacy Program. **Dean Forbes** said they accept fifty students in each year of the professional program. There are about 135 in the final three years of the program at this time.

632

CHAIRMAN PECK asked if he meant it when he said they would have to stop taking new students. **Dean Forbes** said that his point was that they don't close programs; they just don't allow you to take any more students. Anyone that was in the program at that time would be able to graduate from an accredited program. **CHAIRMAN PECK** asked how they would do that. **Dean Forbes** said they would send a letter telling them that they can no longer take any new students. **SEN. BIANCHI** asked if they got to full staffing could they increase enrollment. **Dean Forbes** said they would be able to increase the enrollment, but is not sure by how much. **REP. GRINDE** asked how many of the pharmacy students are out-of-state students. **Dean Forbes** said that of the fifty students taken in the past two years fifteen.

Mr. Dennison introduced Jack Stanford, Executive Director, Flathead Lake Biological Station. **Mr. Stanford** distributed and reviewed a handout on the Biological Station. **EXHIBIT 4**

Mr. Stanford stated that in the January 1991 issue of BioScience there is a feature article on the Flathead Lake Biological Center. This reports the work that has been done the past 10 years and looks at how Flathead Lake has changed as a consequence of new things having been put into the lake. **Mr. Dennison** said that most of the students at the Biological Station are from out of state; only about three students enrol each year from Montana.

Mr. Stanford said that the Program modification requests additional faculty to help teach courses, enhance the research programs and bring in more dollars.

Rep. Thomas Lee, stated that the Biological Station has earned the respect and support of the University and the public by virtue of the importance of their research. The Biological Station is at a crossroads. The Legislature can provide

additional support that will allow the station to capitalize on its world class prominence and develop research and educational programs, or it can retrench the programs away from its mission and leave the modern labs, research equipment and housing unused. \$95,000 is not nearly the support needed for this program. If the Legislature supports the station with an adequate infrastructure, it can expect a return on its investment of over \$1 million dollars per year. The Flathead Lake Biological Station, under Jack Stanford, has gone from a net polluter to a world class participant in water related research and eco technology.

Rep. John Mercer stated that, having grown up on the shores of Flathead Lake, he feels a unique responsibility to inform the state of its conditions. Over the years the condition of the lake has degraded. The Biological Station has an additional importance to UM and to the University System and that is the debate between excellence and access. The Biological Station is a perfect example of excellence, it is something that Montanans can do that others can't. He attended a meeting last summer where some representatives from the European Economic Community were visiting the Biological Station and they were extremely impressed. They hoped that a lot of research would take place there because they can't do it in Europe. They don't have fresh water lakes of that size that have maintained the quality that Flathead has. This gives Montana an opportunity that can't be done elsewhere. The lake itself is a treasure, to keep it that way we need to keep Jack Stanford working. In addition to that the University System itself needs to look towards things that make it stand out. **Mr. Mercer** encouraged the subcommittee to act favorably on statements made previously.

903

REP. KADAS asked Mr. Mercer if this modification is in the Governor's Budget. He said it is not.

917

SEN. HAMMOND asked what kind of money the Biological Station receives for services given to European nations. **Mr. Stanford** said that it comes in form of cooperative research funds. They work with each other in-kind. There is no transfer of money.

952

Mr. Dennison introduced Jim Kriley, Dean, School of Fine Arts. **Mr. Kriley** stated that in the School of Fine Arts creativity is the central core of what happens. The effort of the Repertory Theatre combines faculty, students, creative professionals and presents activities that tour the state. For the past twenty years the Repertory Theatre has traveled to a minimum of twenty communities in Montana annually and often thirty. The Repertory centers its works to be indigenous to Montana.

Mr. Kriley said that 85% of the students in the Repertory come from Montana. Over the last seven years, seventy of the one

hundred students working with the Repertory have gone on to professional programs. The basic problem is that there has been little increase in the last fourteen years. Fourteen years ago they received \$20,000 through the Montana Arts Council and last year through state support the Repertory received \$12,500. The Repertory Theatre is an important program and directly affects the values system and quality of life for Montanans.

075

REP. KADAS asked Mr. Dennison why both of the MODs only have an impact on FY93. He said the money is loaded into the second year. **REP. GRINDE** asked why these two MODs weren't included in the budget. **Mr. Dennison** said there is only so much that can be put into the regular budget and these represent new initiatives being tried.

REP. GRINDE asked if either of these two MODs were considered to be included in the \$8 million discretionary money. **Commissioner Hutchinson** said the two MODs were not included in the \$8 million. The Regents decided to use the bulk of that \$8 million to try and address the critical foundation programs within any college or university.

130

REP. KADAS asked Mr. Kriley what the condition of the Repertory is without the MOD. **Mr. Kriley** stated that it cost \$200,000 just to run the Repertory. Over the last ten years they have been scaling back. Previous to the scaling back they took two productions, which meant they could stay in one community for two days. This allowed more extensive workshops in the schools and had more of a cultural impact. The Repertory is now scaled back to three actors who travel with a minimum of one set. These combinations eat away at the quality of the shows. If the Repertory doesn't get any additional support, eventually the program will have to be eliminated. **REP. KADAS** asked if the Repertory was one of the line items with a deficit balance. **Mr. Kriley** said yes.

REP. GRINDE asked if the Repertory Theatre was exclusive to UM. **Mr. Kriley** said yes. **REP. GRINDE** asked if the other units of the University System have similar programs. **Mr. Kriley** said MSU has a summer program, Shakespeare in the Parks, which tours a less extensive pattern than the Repertory. **REP. GRINDE** asked if the Repertory charges fees when they tour. **Mr. Kriley** said yes. The instate fee is \$1500 to \$1800, out-of-state is \$4000. **REP. GRINDE** asked what the total budget is. **Mr. Kriley** said it is \$200,000 per year. **REP. GRINDE** asked if they have ever tried to combine Shakespeare in the Park and the Repertory Theatre into one unit. **Mr. Kriley** said they communicate well but there is no way to combine the two. But, they are not unwilling to combine.

Jane Benson, member of the Board of Directors of the UM Alumni Association, stated she speaks for the Board in support of complete funding for the Repertory Theatre. It is important for

the subcommittee to know that Bill Beaman, President of the Alumni Association, recently reported to the Gulf as part of Operation Desert Shield and that is why he isn't here today. The education and leadership skills graduates receive from UM make a significant difference in the state of Montana.

Ms. Benson stated that one need is physical and can no longer be put on the back burner. UM needs fire alarms, to repair and replace roofs, and provide safer handicap access. These are provisions for human life not merely conveniences. The UM Alumni Association seeks fair and adequate funding for the entire system.

283

Mr. Dennison stated that in 1988 Western Montana College and the University of Montana merged. Programmatically and in many different ways it has been good. He introduced Michael Easton and Keith Parker, Dean of Faculty.

CHAIRMAN PECK said that before the Western Montana College presentation he would have Bonnie Tippy would speak on behalf of the Pharmacy School.

302

Bonnie Tippy, Executive Director, Montana State Pharmaceutical Association, stated this Association represents 75% of all practicing pharmacists in Montana as well as many practicing outside Montana. About one year ago the Pharmaceutical Association polled its members on their top legislative priority. They were given a number of issues and the overwhelming number one priority was keeping the accreditation for the School of Pharmacy. The School of Pharmacy has been in trouble on and off for ten years. Previously there was a program modification for the School of Pharmacy. As recently as 30 to 60 days ago it was still in existence, it no longer is today.

Ms. Tippy stated that they have proposed legislation to increase the licensure fees for pharmacists and pharmacies, a licensure fee on manufacturers, wholesalers, and fee for over-the-counter drugs. This would raise approximately \$198,000 per year which would in essence keep the School of Pharmacy open. This is something that should be done by the taxpayers. Pharmacies do indeed cut across the lines in helping Montana citizens. This money would go into an earmarked restricted subfund of the higher education fund and the effects of the placement of these funds should increase both the revenue and the expenditure base.

387

CHAIRMAN PECK asked if the bill has been drafted. **Ms. Tippy** said yes.

REP. KADAS asked what would happen to the pharmacy licenses. **Ms. Tippy** said a pharmacist license would go up \$25 and the total fee would be \$75. Pharmacies would go from \$100 to \$150. This would

be a reinstatement of the over-the-counter fee. **REP. KADAS** asked which of the various fees the bulk of revenue will come from. **Ms. Tippy** said the overall revenue would come from the over-the-counter fee.

Ms. Tippy stated that this is a terrible precedent but what else can be done. There are not many other professions that would make this move. **CHAIRMAN PECK** stated that the consumer user will ultimately end up paying for it. **Ms. Tippy** agreed.

REP. GRINDE said he heard often last session that the students were paying a super tuition, is that correct. **Ms. Tippy** said yes.

REP. GRINDE asked Mr. Dennison if there was a MOD in some of the preliminary budgets to address the school of Pharmacy. Why was it taken out? He said there was a MOD for pharmacy as well as for disabled students. In the context of the Regents request, which is to make the move toward peer parity. If the 17% increase that is requested in the first year of the biennium is funded, it will attend to this problem.

498

REP. GRINDE asked Commissioner Hutchinson if the School of Pharmacy was considered in discretionary money. **Commissioner Hutchinson** said that much of the money that would go to UM and could be directed to the School of Pharmacy. They have an absolute commitment to keep the School of Pharmacy accredited. **REP. GRINDE** asked Commissioner Hutchinson if UM is not funded at the level requested then can a portion of discretionary money be used for the School of Pharmacy. **Commissioner Hutchinson** said he would make that recommendation to the Regents.

516

REP. KADAS asked why the Regents changed course in their budgeting request. **Commissioner Hutchinson** said they changed their course after the Education Commission for the 90s gave its recommendations.

556

Michael Easton distributed and reviewed a handout on Western Montana College (WMC). **EXHIBIT 5**

775

Keith Parker, Dean of Faculty, stated that WMC has produced teachers who are sought after in Montana communities. At this time there is a student from WMC who is a fellow at the Argonne National Laboratory outside of Chicago. This is just an example of what WMC students are capable of.

Mr. Parker said the faculty at WMC is devoted to excellence in teaching, yet there are other things the faculty does. A professor with WMC is on leave this year on a Fulbright scholarship. This is an extremely important national endeavor. A

WMC faculty member for about five years, now is the lead professor in a long-term research project of ten years or longer. He will chart their education graduates and study how they do in the field and study what can be done to assist them once they have graduated. This will WMC to look at a longer range as opposed to what we do when a student is on campus and how to help produce better teachers.

Tape No. 4

Mr. Parker stated that this brings up the point raised throughout the country, whether teaching and research are conflicting things. **Dr. Koslin** stated in BioScience Magazine, that to fully do the job, one needs to be active in all these areas.

Mr. Parker stated that WMC has seen some marvelous increases in the last decade in equipment obtained. Most of this equipment has been obtained in extramural funding. Instruments in the Science Lab were bought in the 70s and could die any day or it could last another five years. If it does, the replacement cost would be a minimum of \$25,000 and there is no equipment budget to obtain it. Although we have made progress in the Library, there are great concerns from the accreditation standpoint about the amount of money the institution has to spend on books and journals.

Mr. Parker stated that progress has been made in the salary situation but is still a problem. The salaries at WMC simply are not competitive with the Dillon Public Schools. One of the senior and best faculty members at WMC is leaving the college and Montana to take another position where he will double his salary. **Mr. Parker** said that although there are problems, WMC has a history of great accomplishments and plan to continue in that direction.

030

Michael Easton continued to review EXHIBIT 5.

Mr. Easton said if they do not receive the budget request WMC will be in a retrenchment mode once again. Being small WMC is very limited in its flexibility. Even slight increases are critical. If WMC doesn't obtain a significant increase to cover inflation, salary cost and increases, we'll then be in a situation once again where we would have to cut. WMC has accomplished a great deal on its own but do need help and support.

108

CHAIRMAN PECK asked if the physical plant expenditure per square foot is constant dollars or gross dollars. **Mr. Easton** said they were gross dollars. **CHAIRMAN PECK** asked **Mr. Easton** to give a specific example of how WMC has gained from the merger. He said the greatest benefits have come on the academic side. **CHAIRMAN PECK** asked if there had been any exchange of faculty for actual

teaching. **Mr. Easton** said yes.

SEN. HAMMOND asked why they haven't kept track of the students after graduation before now. **Mr. Easton** said he didn't know. The study they are doing now is to see if the teachers are making a difference. **SEN. HAMMOND** said he is surprised it hasn't been done before and is pleased it is being done now.

194

REP. GRINDE asked if all units are linked to Big Sky Telegraph. **Mr. Easton** said not all are, it is primarily WMC. **REP. GRINDE** asked if there were other University System Units that have the same curriculum as WMC. **Mr. Easton** said no. The program at WMC is unique it has a strong philosophical base as well as a development of specific curriculum. **REP. GRINDE** asked if the other units have the curriculum but are philosophically different. **Mr. Easton** said that all institutions except Montana Tech have teacher education. They each have a method of preparing teachers and their own philosophy.

225

SEN. HAMMOND asked if there were plans for all the units to come join to make use of each others' abilities using remote delivery technology. **Mr. Easton** said he knows there is an effort in the system office to coordinate remote delivery. **SEN. HAMMOND** stated it worries him that the units can't get together more.

252

REP. BARDANOUVE said that last week he had an angry Montana citizen in his office who had a family who attended WMC and transferred to UM. He said the credits that this family member received at WMC would not transfer to UM. If this is true, there is something wrong with communication between the two universities. **Mr. Easton** said that they have very good relationships between the two education programs and had thought that all of those details had been worked out. There are problems occasionally and they resolved them individually on credit transfers. Both institutions are committed to making that an easy process.

SEN. JERGESON asked if all people knew that if they change their major, there will be many credits that will not transfer. **Mr. Easton** said that is usually the case. All credits received at WMC are transferable within the Montana University System.

Mr. Dennison distributed a Biennial Report on the Montana Forest and Conservation Experiment Station. **EXHIBIT 6** This report outlines the efforts extended forward in the Forest and Conservation Experiment Station this biennium. This organization was developed in 1937 and has served the state's interests. **Mr. Dennison** introduced Sidney Frissel, Dean of the School of Forestry, and Bob Fister, Associate Director.

438

Mr. Frissel said that legislation gave the station a broad charge that covers natural resource issues important today. This represents the primary focus of research and outreach programs that include all of the natural forest related resources in Montana. **Mr. Frissel** reviewed some of the programs available page 1 - 8 of **EXHIBIT 6**

484

Dr. Fister stated that in 1981 the Legislature funded a major budget modification which started a mission oriented program. The program focused on gathering inventory information, dealing with productivity questions and dealing with stand management treatments and to deal with multi resources of timber, water, wildlife, range, and recreation. **Mr. Fister** said he was hired at a time when the federal program was decreasing support for natural resources and a time when the states were becoming more active. It has been exciting to work for the University System. The excitement however began to wear off in the mid-eighties with budget cuts and the difficulty of revenue in the state. The foundation that was established was with the state commitment for an organized research program in forestry which brought the interest of a group of industry, state and federal people who wanted more information on growth and yield of forest stands. There was some work started and they put up additional money for a cooperative program for the entire inland northwest. In 1989 the cooperative decided to concentrate their funds at one location to make a more significant impact. The five regional universities involved were asked to bid. Because of this research program, it allowed UM to win the bid.

Dr. Fister stated that if these programs are going to be built, the foundation that the Legislature provides is critical. His concern is that some of the federal programs require at least a 25% match. The center does not have flexible money to capitalize on many of these opportunities.

Mr. Frissel distributed and reviewed a handout on the Montana Forest and Conservation Experiment Station. **EXHIBIT 7** He said the Experiment Station is no longer able to support people for summer research. The Governor's Budget essentially provides minimal increases over the next two years. The Regent's budget does much better but will still not allow the hiring of faculty for summer research or expand any existing programs.

Mr. Frissel reviewed the program modification request page 6 and 7 of **EXHIBIT 7**. He stated there is a new program to supply funds to improve the quality of private forest lands. This money would assist private landowners in the development of management plans. He urged the subcommittee to support this budget modification.

REP. GRINDE asked if Missoula was considered the School of Forestry. **Dr. Dennison** said the School of Forestry is at the University of Montana. **REP. GRINDE** asked if the curriculum were

taught in any other units of the University System. Dr. Dennison said no.

ADJOURNMENT

Adjournment: 11:50 a.m.


REPRESENTATIVE RAY PECK, Chair


MELISSA J BOYLES, Secretary

RP/mjb

HOUSE OF REPRESENTATIVES

EDUCATION SUBCOMMITTEE

ROLL CALL

DATE

1-28-91

NAME PRESENT ABSENT EXCUSED

NAME	PRESENT	ABSENT	EXCUSED
REP. RAY PECK, CHAIRMAN	✓		
SEN. GREG JERGESON	✓		
REP. LARRY GRINDE	✓		
SEN. DON BIANCHI	✓		
REP. MIKE KADAS	✓		
SEN. H.W. "SWEDE" HAMMOND	✓		

Exhibit 1 is a 32 pg. booklet. The original is available at the Montana Historical Society, 225 N. Roberts, Helena, MT. 59601 (Phone 406-444-4775)

EXHIBIT 1
DATE 1-28-91
HB _____

The University of Montana Report to the Education Subcommittee of the Appropriations Committee

EXHIBIT 2
DATE 1-28-91
HB Ed. + Univ. Res. Act

SALARY COMPARISONS

U. M. VS. PEERS

Rank	1986-87	1990-91
Prof.	-6,700	-8,200
Assoc.	-4,200	-5,300
Asst.	-2,500	-1,600
Inst.	-1,400	+100

INVERSIONS

4 of every 10 faculty earn less than at least one junior colleague in their department.

If you are one of these 4, on average, two colleagues earn more than you do.

You don't earn just a little less, but, on average, 13% less.

70% of the time that colleague has been at U.M. less than five years.

EXHIBIT 2
DATE 1-28-91
HB Ed. → 1000-1000-1000

WORKER EARNINGS

MONTANA VS. PEERS

<u>Industry</u>	<u>Mont. Earnings As % of Peers</u>
Construction	108%
Mining	100%
Agriculture & Forestry	95%
Transport. & Pub. Utilities	94%
Manufacturing	90%
Retail Trade	88%
U.M. Asst. Professors	87%
Finance, Ins., & Real Estate	85%
Wholesale Trade	84%
U.M. Assoc. Professors	80%
Services	79%
U.M. Professors	79%

Testimony of Nancy DeVerse

EXHIBIT 3
DATE 1-28-91
HB Enclosure

Mr. Chairman and members of the committee:

I am here today to represent the University of Montana staff members. The staff is an integral part of the UM community, necessary for its smooth and efficient operation. We believe in, and are committed to, the mission of the University to provide a quality education for all qualified Montanans, out-of-state and foreign students. Realistically, the University could not function without the secretaries, the janitors, the bill payers and the bill collectors. The administration, the faculty and the students all recognize our role on campus and further recognize that the lack of a significant pay raise over the past few years has seriously eroded our standard of living.

While, we did receive a 2.5% increase in each year of the current biennium, this was not enough to battle the ever-increasing cost of living and inflation. The slide that is before you is a graphic example of the inversion state employees have experienced in their wages. Even Social Security recipients received cost of living increases that were greater than our pay increases. In 1990, Social Security recipients were granted a 5.4% cost of living increase. We received a 2.5% increase without any consideration for the cost of living. I am not talking about luxury items but about the basic necessities everyone needs. Groceries have soared in price in the past years. Montprig conducted a survey of the cost of groceries in local markets in 1987. By comparison, in December of 1990, we found that the cost

of a dozen eggs was \$.78 in 1987 it is now \$1.10, an increase of \$.32, a loaf of white bread was \$.73 in 1987 it is now \$1.27, an increase of \$.54. While the individual increases listed here may not seem like a great deal, we found our overall grocery list which included basic items prevalent in most households, in 1987 cost \$52.92 and in 1990 \$64.44. This results in a 22% increase in the cost of food in just four years. Please note that paper goods and cleaning supplies were not even included in our list. Their prices also have increased drastically. Utilities are another area that has increased significantly. We called the Montana Power Company for the comparison of prices between 1985 and 1990. According to Mr. Kenneth F. Clawson of the Montana Power Company, the cost of 750 KWH in 1985 was \$405.20 for 12 months, in 1990, the cost has risen to \$552.72. This is an increase of 26% over the last five years. So, while our cost of living has risen at a double-digit rate in the last five years, our income has increased by a single digit rate. Not only have we experienced a truly significant inability to maintain our standard of living, discretionary income has gone bye the bye.

State employees are valuable commodities and need to be preserved. We, too, are experiencing the "brain-drain" currently taking place in the State. HB 259 has recently been introduced in the House and has been sent to the State Administration Committee. The hearing on this bill will take place on Friday. We believe that this bill and its suggested increase of 6% and the replacement of steps is a reasonable request. When that bill gets to the House floor, we would like you to support its passage. It is time for

EXHIBIT 57
DATE 1-28-91
HB Ed. & Curr. Panel

the Legislators to tell the State employee how valuable they are. We would also request that any increases in salaries for the University system staff members be funded from the general fund and not from the allocation that the University system receives. The University funding is a separate issue from state employee compensation. Finally, I would like to point out that HB 259 will not compensate for the loss of real income over the last five years. That is not the bill's intention. Rather HB 259 will help the University staff to achieve an income that is almost commensurate with today's cost of living.

I appreciate this opportunity to express the concerns and views of my constituency. I would be happy to answer any questions you might have. Thank you!



18 Families, 1750000
 3 Families in U.S.
 F. H. J. J. J.
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 F. H. J. J. J.

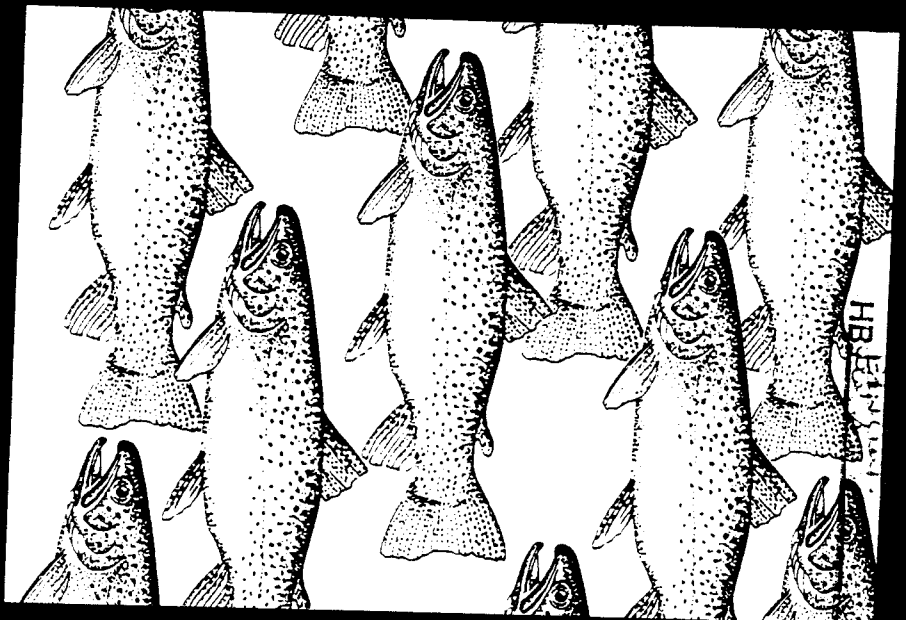
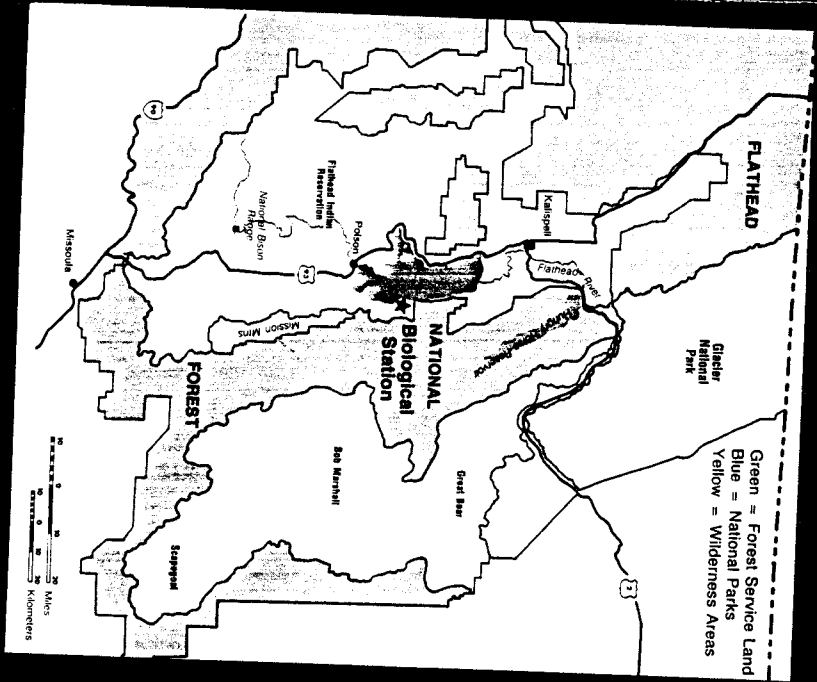


Exhibit 5 is a 17 pg. study. The original is available
at the Montana State Historical Society, 225 N. Roberts,
Helena, MT. 59601. (Phone 406-444-4775)

EXHIBIT 5
DATE 1-28-91
HB Ed. & Hist. Soc. Sec.

EDUCATION WITH A FUTURE

EDUCATION FOR THE FUTURE

University of Montana
Western
Montana College



MONTANA FOREST AND CONSERVATION
EXPERIMENT STATION

RESEARCH PROGRAM COMPONENTS

- Management of Forest Stands
 - Forest biology, ecology
 - Inventory of resources
 - Growth and yield prediction
 - Stand management
 - Silvicultural treatment for varied objectives
 - Landscape management, scenic values
- Management of Water Resources
 - Impacts of forest practices on water resources
 - Cumulative effects of forest practices
 - Watershed recovery rates
 - Use and management of riparian lands
- Management of Recreational and Scenic Resources
 - Tourism impacts, development, management
 - Recreation resource management
 - Identification and management of scenic values
 - Wilderness management
- Management of Wildlife
 - Habitat management
 - Ecology of threatened and endangered species
 - Implications of land use practices on wildlife
 - Maintenance of biological diversity
- Maintenance of Forest Health
 - Fire protection and management
 - Impacts of atmospheric deposition on forests
- Forest Stewardship on Private Lands
 - Integration of timber, livestock, wildlife, and water and recreation resources
 - Good management practices for private lands
 - Capitalizing on multi-resource values

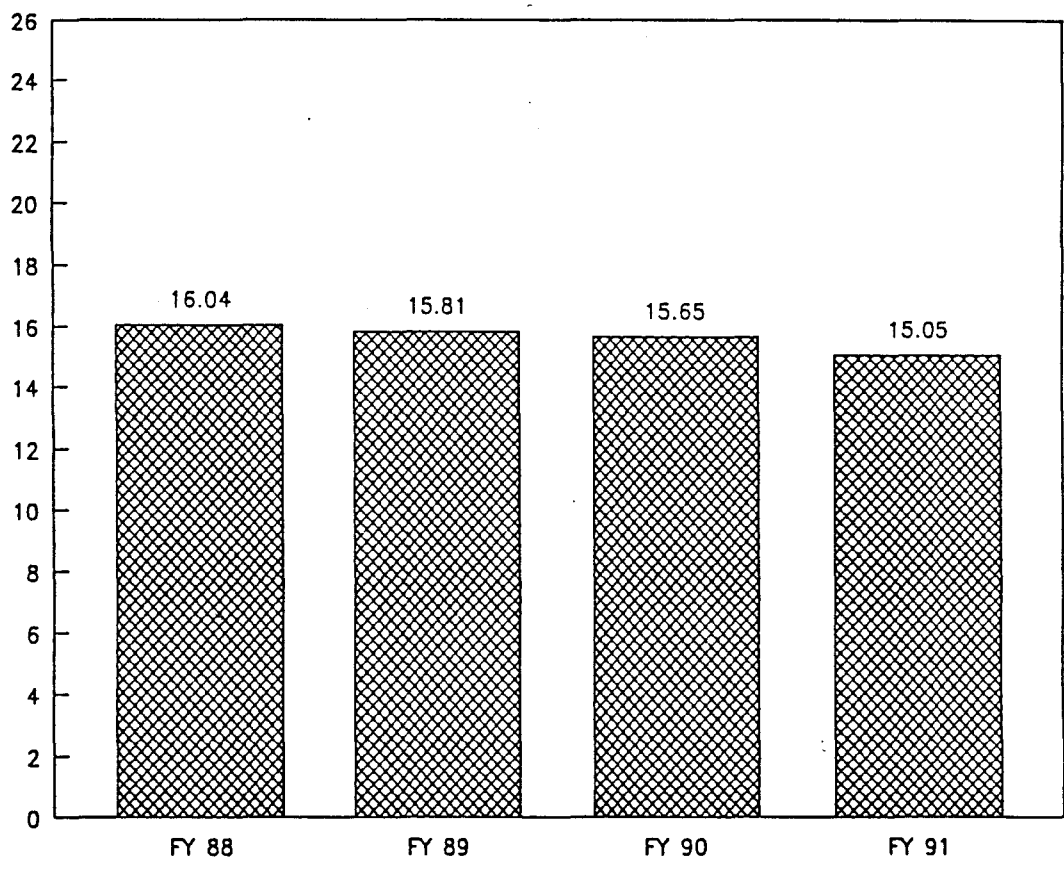
MONTANA FOREST AND CONSERVATION EXPERIMENT STATION

PRODUCTIVITY

- Number of Research Projects Underway
 - Ecology - 17
 - Forest Management - 17
 - Wildlife - 16
 - Recreation/Tourism - 14
 - Silviculture - 10
 - Fire Management - 7
 - Range Management - 6
 - Water Resources - 5
 - Wood Science - 3

- Publications Produced - 125
 - Graduate Theses - 17

MONTANA FOREST AND CONSERVATION
 EXPERIMENT STATION
 FTE COMPARISON FY 88 - FY 91



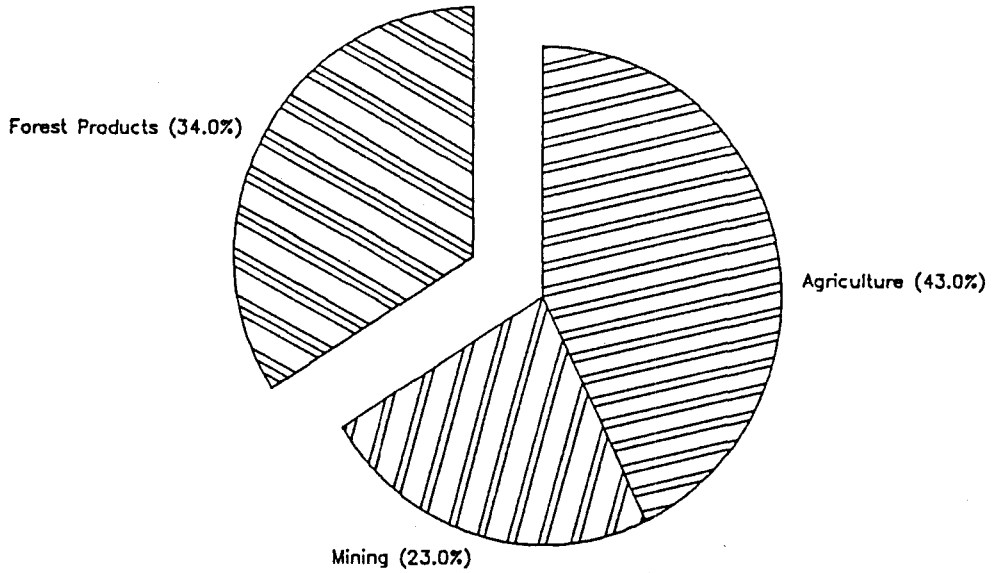
	<u>FY 88</u>	<u>FY 89</u>	<u>FY 90</u>	<u>FY 91</u>
Total FTE	<u>16.04</u>	<u>15.81</u>	<u>15.65</u>	<u>15.05</u>

STATE OF MONTANA

Comparison of Montana's Labor Income vs. Research Support

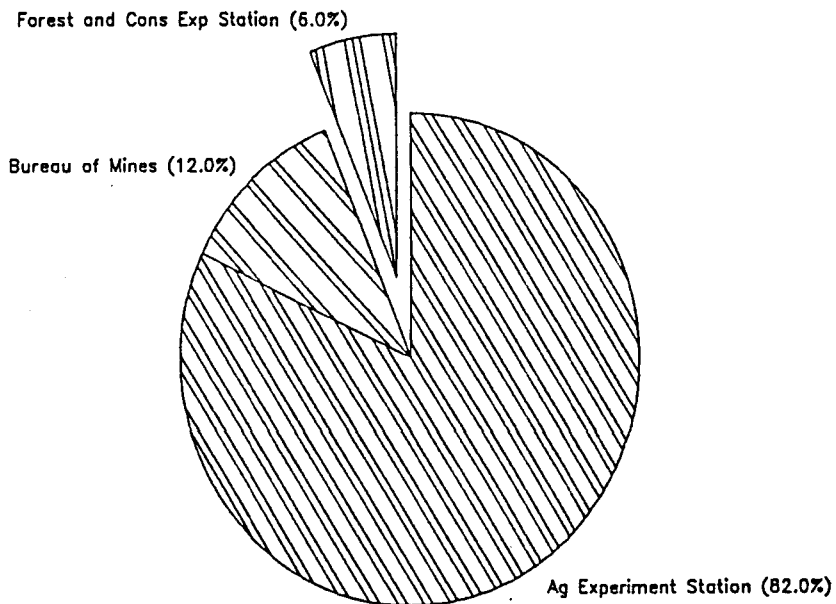
Montana's Basic Industries Labor Income

1988



Allocation of State Research Funds *

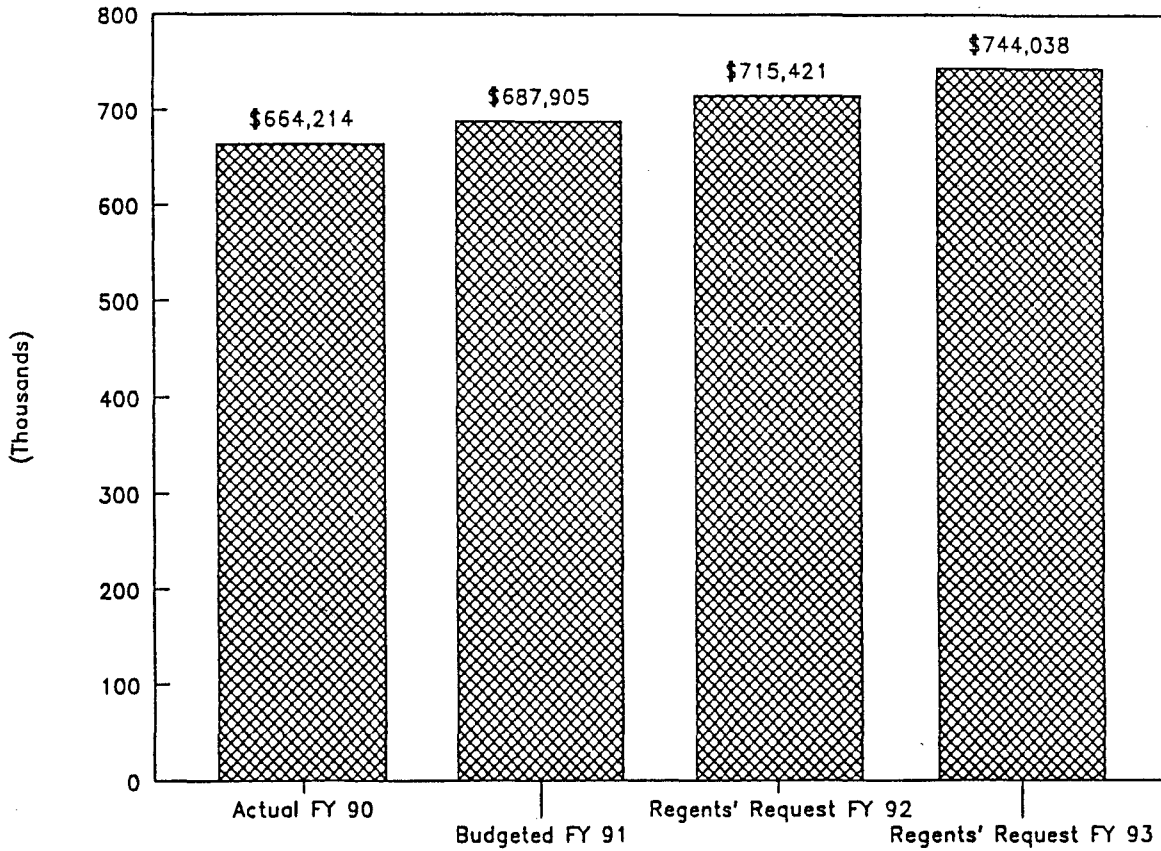
Budgeted FY 91



NOTE: 24% of Montana's land base is forestland.

* State research funds exclude Extension Service budget.

**MONTANA FOREST AND CONSERVATION
 EXPERIMENT STATION
 FUNDING COMPARISON FY 90 - 93**



	<u>Actual FY 90</u>	<u>Budgeted FY 91</u>	<u>Regents' Request FY 92</u>	<u>Regents' Request FY 93</u>
General Fund	<u>\$664,214</u>	<u>\$687,905</u>	<u>\$715,421</u>	<u>\$744,038</u>

**MONTANA FOREST AND CONSERVATION
EXPERIMENT STATION**

**PROGRAM MODIFICATION REQUEST
1993 BIENNIUM**

REQUEST: Stewardship Practices for Private Forestland

TYPE: New Services
(Workload, New Services, Funding Modification)

BRIEF SUMMARY OF REQUEST:

Much of Montana's forestland is held by non-industrial private landowners. This category includes ranchers who have forestland on their properties and may or may not be utilizing it, and tree farmers who are actively managing their forestland. Other landowners have forested properties which they value for its wildlife, recreational, or scenic resources.

This request proposes funding of a research program to help private forest landowners in Montana attain their landownership objectives. The program will emphasize the evaluation and integration of stewardship opportunities on private lands. It will focus on the management of private lands for the simultaneous production of livestock forage and timber (agroforestry). However, it will also provide management information for landowners who wish to protect and enhance wildlife habitat, recreation attractions, water quality and quantity, and scenic values. Research studies and demonstration projects will be established to focus on the development of planning systems and resource management guides which will serve as practical working tools for the private landowner.

The program is linked closely to the Mission-Oriented Research Program, the Geographic Information System/Integrated Management Program of the Montana Forest and Conservation Experiment Station, and the Montana Riparian Association. The program will also provide direct technical support to the Montana Forest Stewardship Cooperative Program funded by U.S. House of Representatives H.R. 3454 - The Forest Stewardship Assistance Act of 1989. Primary demonstration areas will include, but not be limited to, the Lubrecht Experimental Forest and the newly acquired 3400-acre Bandy Ranch.

MONTANA FOREST AND CONSERVATION
 EXPERIMENT STATION

PROGRAM MODIFICATION REQUEST
 1993 BIENNIUM

REQUEST: Stewardship Practices for Private Forestland

TYPE: New Services
(Workload, New Services, Funding Modification)

		<u>FY 92</u>	<u>FY 93</u>	<u>TOTAL</u>
PERSONAL SERVICES				
Faculty	<u>2.00 FTE</u>	\$ <u>74,882</u>	\$ <u>74,882</u>	\$ <u>149,764</u>
Staff	<u>1.00 FTE</u>	<u>22,470</u>	<u>22,470</u>	<u>44,940</u>
Hourly	<u>0.75 FTE</u>	<u>8,000</u>	<u>8,400</u>	<u>16,400</u>
Graduate Research Assistants		<u>15,000</u>	<u>15,000</u>	<u>30,000</u>
Benefits @ 20.5%		<u>24,672</u>	<u>24,754</u>	<u>49,426</u>
Total Personal Services		\$ <u>145,024</u>	\$ <u>145,506</u>	\$ <u>290,530</u>
OPERATIONS				
Supplies		\$ <u>6,000</u>	\$ <u>6,000</u>	\$ <u>12,000</u>
Contracted Services		<u>2,500</u>	<u>2,500</u>	<u>5,000</u>
Telephone, Postage		<u>1,500</u>	<u>1,500</u>	<u>3,000</u>
Utilities		<u>3,000</u>	<u>3,500</u>	<u>6,500</u>
Repairs & Maintenance		<u>7,500</u>	<u>8,000</u>	<u>15,500</u>
Travel		<u>8,000</u>	<u>9,000</u>	<u>17,000</u>
Total Operations		\$ <u>28,500</u>	\$ <u>30,500</u>	\$ <u>59,000</u>
CAPITAL EQUIPMENT				
Office Equipment		\$ <u>1,000</u>	\$ <u>750</u>	\$ <u>1,750</u>
Computer		<u>7,500</u>	<u>0</u>	<u>7,500</u>
Field Measurement Equipment		<u>3,500</u>	<u>3,000</u>	<u>6,500</u>
Total Capital Equipment		\$ <u>12,000</u>	\$ <u>3,750</u>	\$ <u>15,750</u>
TOTAL REQUEST		\$ <u>185,524</u>	\$ <u>179,756</u>	\$ <u>365,280</u>

SOURCE OF FUNDS: General Fund

VISITOR'S REGISTER

Education

SUBCOMMITTEE

AGENCY (S) Univ. of Montana

DATE 1-28-91

DEPARTMENT _____

NAME	REPRESENTING	SUP-PORT	OP-POSE
Sheila Stearns	University of Montana	✓	
Don Haber	"	✓	
Lynn Neeseburger	"	✓	
Tom Erickson	"	✓	
De Murray	"	✓	
Barbara Holmann	"	✓	
Don Eddy	"	✓	
P. J. Henderson	MSU	✓	
James Tataruk	MSU	✓	
Jane R. Benson	U of M Alumni Assn.	✓	
Chris Warden	U of M	✓	
Patrick McCleary	ASUM	✓	
John Dolan	MSU		
OWEN COX	U of M Grad. Student	✓	
David Punranje	Univ. of Montana	✓	
Frank Clark	U of M	✓	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT.
 IF YOU HAVE WRITTEN COMMENTS, PLEASE GIVE A COPY TO THE SECRETARY.