

MINUTES

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

SUBCOMMITTEE ON EDUCATION & CULTURAL RESOURCES

Call to Order: By **CHAIRMAN PECK**, on January 29, 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)
Mary Ann Wellbank, Budget Analyst (OBPP)
Melissa Boyles, Secretary

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

HEARING ON MONTANA STATE UNIVERSITY

Tape No. 1

011

Michael Malone, Interim President, Montana State University showed a video giving the history of MSU. **Dr. Malone** distributed a handout of charts on MSU that were shown in the video. **EXHIBIT 1**

Dr. Malone stated that MSU has the largest portion of the top ACT test performers in the state of Montana. Its Writing Across the Curriculum Program, computer labs, system of presidential scholarships and the honors program are all a part of the instructional program that are doing very well.

Dr. Malone reviewed the charts in **EXHIBIT 1**.

Dr. Malone said that he feels it is accurate to say that in the state of Montana today there is not a University Library. The campus library at MSU contains, generously stated 500,000 volumes. Utah State University, which is a mirror image of MSU has 1,200,000, volumes Washington State has 2,000,000. This is compensated with the interlibrary loan system but you can only bring so much material in through this process. Library fees have been looked at to help offset the problem but that just adds to all of the other fees that are put in one by one.

JE012991.HM1

Dr. Malone stated that their request to the subcommittee for formula increase is a \$2,000,000 need in biennium modifications. Right now MSU is almost fully accredited. Computer Science traditionally is not an accredited program but MSU is now seeking accreditation to bring it along a new discipline line.

Dr. Malone said that in the past two years MSU has had to hire new faculty in the realm of about \$45,000 to \$48,000 per year. The problem with doing this is that it strains the budget and the morale. It is not uncommon to be paying the new faculty member \$13,000 more than a senior faculty member.

Dr. Malone stated that engineering is the biggest undergraduate program MSU offers. There have been times when it has been 30% of the student body, right now Engineering is 2,000 students out of the total 10,000 student body. Engineering majors do very well, MSU is second only to University of Washington in the number of graduates that go to Boeing. MSU has been commended in the past about the quality of the product that is coming out of the program. The Engineering accrediting organization visited MSU two years ago and made some dangerous statements about the state of funding, ranging from faculty salaries to, especially, facilities. Dr. Malone said they will be visiting again next fall and if improvement is not shown at MSU, especially in the area of equipment, MSU will probably face a show cause order. This is such a dangerous situation that if they don't have a major source of equipment capital MSU will have to institute a fee on engineering students. The last capital budgets MSU had for equipment were in 1986, as part of the cuts at that time the \$250,000 that was allocated for equipment was lost in 1987.

Dr. Malone stated that some of the facilities at MSU are less developed than those at High Schools. A few months ago MSU had a ruptured gas line. Before it was identified it had laid down on the soil around a dormitory a natural gas cloud of about 60% density. If someone had thrown a match through it, it would have produced a fire ball that had the potential to set off an underground explosion. The line has been repaired but MSU is now carrying approximately a \$150,000 debt with the Regents permission.

Dr. Malone said that the two program MODs before this subcommittee are Nursing and the Museum of the Rockies. The problem in nursing, like many others, goes back to the cuts from the mid 80s. Nursing is a special program at MSU, it is the only accredited nursing program in the state. With the absence of large hospitals in the state of Montana the clinical slots for nurses are at three distant sites, Missoula, Billings and Great Falls. At the same time the cuts were made in the nursing program the nursing market was down in 1986. The Butte campus was closed and the Missoula campus was cut in half. In the past four years the demand for nurses has increased rapidly. MSU now faces the problem of being 100 slots short for junior nurses next fall. The problem is that they cannot absorb the expenses of

that with the limited budget. MSU cannot absorb a 5-1 ratio in a nursing program that is already being subsidized. MSU needs a \$1.4 million dollar increase in a biennium, this would put six new faculty positions in Billings and twelve new ones in Missoula. This would take care of most of the 100 junior nurses.

Dr. Malone said the second MOD is one that has been brought before the subcommittee before and has had a lot of discussion. The request in this program MOD is \$900,000 for the biennium. This is a two part proposal that keys off the funding of 1989 for personnel and space. **Dr. Malone** said MSU feels the Museum of the Rockies is the Natural History Museum for the state of Montana. It has two national class aspects to it, the planetarium is one of the best in the world, totally computerized and the paleontology program that has brought so much publicity to Montana and in fact is keeping Montana cultural resources in the state of Montana. The Museum of the Rockies has very real potential and in fact is already largely realized to become a major point of destination for tourists. The Museum of the Rockies is straining MSU to support, as is the Public Television Station.

Dr. Malone said they are trying to do what land grant institutes are suppose to do. Charged with giving a comprehensive program of instruction, including graduate instruction, at an affordable price. They do basic research and applied research and are doing both very well. **Dr. Malone** said that no matter what the subcommittee decides MSU is going to deliver a quality product, but the question is how much that can be done if they don't have any further funding some functions will need to be cut back. **Dr. Malone** stated that in the mid 80s students paid 19% of his or her education, and now are paying 26% and climbing.

716

CHAIRMAN PECK asked **Dr. Malone** to discuss the idea of super tuition. **Dr. Malone** said it is a very complex ethical and social issue. Traditionally, Montana has ridden behind other western states in tuition, over the last several years they have crossed the peer average. When the tuition gets up to peer average, the real question of access becomes a very heavy matter. **Dr. Malone** stated that if MSU did not have an accredited program in engineering, not many Montana families would be able to send their children out of state to an accredited program. **Dr. Malone** stated that he finds the supertuition issue very difficult. **CHAIRMAN PECK** said he feels that, if supertuition is assessed on some programs, then a cost analysis should be done on all programs and identify those that should be paying additional fees. **Dr. Malone** said that a fee wouldn't fall as heavily on an engineer as it would on a nurse. It costs twice as much to educate a nurse as it does an engineer; however, 80% of the engineers leave Montana and 80% of the nurses stay in Montana. **CHAIRMAN PECK** asked if nurses are charged any special fee in their junior year. **Dr. Malone** said no.

788

CHAIRMAN PECK asked what happens at MSU if the level of funding that the Executive recommends is funded. **Dr. Malone** said that they would have a skid with inflation, at best MSU would hold even. **Commissioner Hutchinson** said given the Governor's notion that there should not be any increase in taxes he has done well for Higher Education. If the University System gets just the Governor's budget request there will have to be some limitations on all campuses. It would not be possible to do business as usual. The Regents have not had a discussion yet as to what that would involve but there would be some down sizing of the University System. That could come in a variety of different ways, it could come through enrollment limitations, program elimination, increase in standards of admission, and there would have to be some kind of downsizing.

CHAIRMAN PECK said that is a very important question to the subcommittee as to what would happen if we only fund at the executive budget level. It would be helpful if the Regents took a position on downsizing so that the subcommittee would know what there were doing. **Commissioner Hutchinson** said to some degree it is hard to pin-point precisely what the Regents would do. It depends a little on what the budgets are.

CHAIRMAN PECK asked if the MSU Nursing Program was the only accredited Nursing Program in Montana. **Kathy Long, Dean of Nursing**, said that Carroll College also has an accredited Nursing Program.

866

REP. GRINDE asked how the peer groups are chosen and by whom. **Dr. Malone** said the peers were chosen by the interim study committee. **REP. GRINDE** asked when the peers were picked. **CHAIRMAN PECK** said that some had been in for quite a while but there were some changes made in the FY87 to FY89 study group.

REP. GRINDE asked **Dr. Malone** how he felt about the Wyoming Higher Education System. **Dr. Malone** said that although the two Universities are the same in size, Wyoming University is double the funding of MSU. The model of the University of Wyoming is to be commended.

974

REP. KADAS stated that the Commission for the 90's position was to fund peer averages. If that isn't done then quality should be more important than access. The Commissions way of dealing with that is limiting enrollment. **REP. KADAS** asked **Dr. Malone** how he felt about that. **Dr. Malone** said he feels it is a responsible recommendation. However, if enrollment is cut at MSU there would need to be some understanding on the formula and on bonding obligations. There are certain facilities a campus needs, like library. If MSU were on a formula driven budget for those facilities the school would be in a good deal of trouble. **REP. KADAS** said it was the commissions recommendation to decouple from

the formula. **Dr. Malone** said with the decoupling in place that recommendation could work. **Commissioner Hutchinson** said that on the 14th of January the Board of Regents had a discussion on the recommendations of the Commission for the 90's and beyond. With one exception they endorsed everything the Commission said. The Regents understand and endorse the position but feel that downsizing would mean a significant shift for Montana and moves us into a more elite Higher Education system. **CHAIRMAN PECK** asked if the natural result of downsizing would put pressure on the Vo-Tech Centers and Community Colleges. **Commissioner Hutchinson** said yes, and to some degree we are already seeing that. **REP. KADAS** said that he would like to see this dialogue get started in a serious manner. **Commissioner Hutchinson** said he agrees with **REP. KADAS** and feels a joint meeting between the subcommittee and the Regents is necessary. When determining how to downsize their needs to be a strong campus participation. **REP. KADAS** said he would like to know how the Regents anticipate decoupling from the formula.

130

SEN. JERGSON asked if decoupling of the formula would be adequate in the event that the budgets are such that downsizing is necessary. By downsizing you reduce public support. **Commissioner Hutchinson** said the limitation of access by putting in admission standards in the college prep program has prompted dozens of angry phone calls by people who have been denied access. This is small in comparison to what we should expect if we actually downsize with the magnitude that is being considered.

162

SEN. HAMMOND said that most of the decoupling conversation took place centered around **UM** and **MSU** providing money for them to maintain quality. There wasn't much conversation about any of the other units of the Universities. **Commissioner Hutchinson** said that was the one exception that the Regents have for the Commission for the 90s and Beyond. The one exception is that they are reticent at this time to look at enrollment limitations at the two Universities. If downsizing is considered, it would have to be a system wide perspective. **Commissioner Hutchinson** said if downsizing is done they would need a guarantee from the subcommittee that money would not be taken away and they would in fact be decoupled from the formula. There would be no incentive to downsize the University System if in turn that money is taken away.

212

SEN. JERGSON said that the Governor is suggesting tuition to make up some difference in the pay plan as it applies to the University System. Has there been any calculations made to see how that would affect students and their particular tuition. **Jack Noble** said the vacancy saving gap in the pay plan is so great that it's beyond the call of tuition to fill in that gap.

300

REP. GRINDE asked if he could get information on the peer groups. **Jack Noble** said they have an inventory of PostSecondary institutions by state.

338

REP. KADAS asked what a show cause order is. **Dr. Malone** said a show cause order puts an institution on alert that there are major programs that could lead to probation. **REP. KADAS** asked if the reason for the show cause order in the Engineering Department was primarily equipment. **Dr. Malone** said it centered on Equipment, faculty salaries, facilities, and levels of technician support for equipment. **REP. KADAS** asked when the accreditation team would be back again. **Dr. Malone** said there next visit is scheduled for October 1991.

SEN. HAMMOND asked how many programs at MSU are not accredited. **Dr. Malone** said the general education programs are not accredited. **REP. KADAS** asked if the Business program is accredited. **Dr. Malone** said yes. **REP. KADAS** asked how long business at MSU has been accredited. **Dr. Malone** said it has been accredited for more than a decade. **REP. KADAS** asked what the specific problems are in the program. **Dr. Malone** said the overwhelming issue in Business is the market place. **REP. KADAS** asked what the issues are in the Education accreditation. **Dr. Malone** said they have not had any great difficulties in Education.

Dr. Malone stated that the formal presentation for Montana State University is complete. **CHAIRMAN PECK** called for public testimony from anyone in the audience.

483

Judy Weaver, Assistant Director, Museum of the Rockies, distributed and reviewed a handout on the Museum of the Rockies.
EXHIBIT 2

556

Miria Eastman, Student Body President of MSU, stated that the issues being discussed are factors that impact the daily lives of the students. In 1987 supertuition was instituted to save an architecture program at MSU. Architecture was slated for termination because of lack of adequate funding. The burden of budget balancing fell upon the college of Architecture and a select group of students. **Ms. Eastman** stated that any form of supertuition is an inequity as well as a burden. **Ms. Eastman** asked on behalf of the Architecture students and the Interior Design that adequate funding be allocated and supertuition be rescinded. **CHAIRMAN PECK** said the supertuition was not imposed by the Education Subcommittee. The subcommittee was informed that it was voluntary by the students in the Architecture program.

CHAIRMAN PECK said that there were some complaints that the Architecture students felt that the supertuition was not arriving in Architecture but were being distributed in a general manner. **Dr. Malone** said that the student fee money that came back in plugged the hole that had been cut out of that budget.

Ms. Eastman distributed a handout on Architecture and Interior Design. EXHIBIT 3

669

Rick Archuleta, Vice President, Associated Students, stated that the National trend is that the students pay 25% of their education and peer average is right around 20%. As tuition increases so does the demand for financial aid. Lately this factor is not accounted for, tuition is increasing but aide isn't. Last biennium the tuition increase was 14%, over the past 10 years the cost of education has increased over 100%. **Mr. Archuleta** stated that during the last biennium there was an allotment to the library of \$500,000. The result of that was the cancellation of 400 periodicals and 500 from the previous biennium. As a graduate student of Chemical Engineering it reflects poorly on a thesis. A thesis cannot be turned in with no resources sited. **Mr. Archuleta** requested that the subcommittee start to work toward eliminating these problems. Capping enrollment is not supported by the students.

740

REP. KADAS stated that no one likes capping enrollment, access is an important part of any educational system but if you have the choice of remaining at 80% of your peers or reducing some of the students and getting closer to 100% of the peer which would you choose. **Mr. Archuleta** said that at a student perspective he sees the state providing a service to us. It is a service that the state desires, not only for the future of Montana but for the well being of the students. **Mr. Archuleta** said that he feels that issue should be addressed by the Legislature not the students. **REP. KADAS** asked **Mr. Archuleta** to appreciate that as a legislator he doesn't have that luxury and a decision has to be made one way or the other.

SEN. HAMMOND stated that the last figures he saw showed that Montana spends a greater portion of their tax dollar than our peers. However, we don't have as many tax dollars. This indicates that the public is not as willing as **Mr. Archuleta** says they are because of the 6 mill levy. **SEN. HAMMOND** stated that the legislature has done pretty well with the tax dollar for the University System. But there is only so much there and we rank pretty well. **Mr. Archuleta** said that there has been nothing but problems facing the University System and the students see it as affecting the quality of our program and it has to be corrected.

805

Jodi Farmer, Student Senator, stated that the most important key to getting a good education is having quality instruction. In

the past MSU has been fortunate to have a dedicated and talented staff. In the Nevada, Reno study in which one university from each of the fifty states was compiled, MSU ranked 50th in terms of salaries and benefits combined. This data shows clearly that MSU will have trouble competing for faculty throughout the country. There has been one position open for four years, they have offered a salary \$8,000 higher than the highest professor is being paid. Candidates have taken jobs elsewhere for \$10,000 to \$15,000 higher than our highest offer. The faculty have extremely large workloads, which limit their time for research and creative activity. This puts them at a disadvantage when they are considered for promotions and salary increases. The biggest complaint by the faculty is the balance between research, teaching and supervisory positions. Already thirteen of thirty-four departments have reported one or more resignations by faculty that have gone to other institutions that are receiving salaries of up to 50% more than they received at MSU. Ms. Farmer asked the subcommittee to please look at increasing faculty salaries.

914

SEN. BIANCHI asked what the turnover rate at MSU is. Ms. Farmer said the percentage of faculty that have left for other jobs and faculty that retired in the last four years was 10%.

955

REP. KADAS asked what percentage of the faculty will retire in the next ten years. Dr. Malone said approximately 30 to 40%.

CHAIRMAN PECK asked if there was a difference from unit to unit. Commissioner Hutchinson said that in the system were around 10%. General impression is that it doesn't differ between unit to unit.

998

SEN. ECK stated that she hopes the subcommittee will listen to all of the units and the Commission for the 90's. The future of Montana and how we're going to compete as a state hinges entirely on how we educate our kids. What happens to the University System will be reflected in the economy of the whole state. SEN. ECK said she hopes the subcommittee will look at the recommendations of the Regents as the bottom line and don't do any further cutting.

Ms. Eastman stated that in faculty turnover, the University System is at 10% and nationwide it is 4%.

Darrell Stevenson stated that the steam and condensation lines are in dire need of renovation. A survey conducted in the FY90 and FY91 biennium it was determined that the system is on the verge of total collapse. Piping failures are estimated at \$50,000 in heat loss every year. The campus cannot tolerate haphazard reliabilities and the state of Montana cannot tolerate

wasting these resources. **Mr. Stevenson** said that the central heating plant was built in 1922. The three current boiler systems that run the plant are 22 to 33 years old. The makeup of the water preheater that runs the pressure heaters is leaking, the feed water temperature control is not reliable, and repairs need to be done to breaching insulation. The University cannot function without steam service from the plant and the reliable operation of this facility. **Mr. Stevenson** that the outdoor lighting system is deemed inadequate and does not provide illumination levels that are sufficient for safe travel at night. **Mr. Stevenson** stated that the state is doing a good job of offering students an opportunity and giving the students a chance to be in a higher education program. Yet, in return, it is denying the access of receiving the best quality education possible.

SEN. JERGSON asked **Mr. Stevenson** how often he feels the classrooms are inadequately heated. **Mr. Stevenson** said that it was so cold in his first class yesterday he had to wear his winter coat. During his second class it was so hot there were students with their shirts off.

161

SEN. HAMMOND asked why this wasn't put in as a MOD if it is as bad as this. **Commissioner Hutchinson** said they made a system wide request for handling deferred maintenance. We have identified approximately \$10,000,000 in absolutely must do deferred maintenance on the campuses.

185

Kerrie Padgett distributed and reviewed a handout on the School of Architecture. **EXHIBIT 4**

222

REP. KADAS asked how many students were enrolled in 1986 prior to the cuts. **Tom Wood, Director, Architecture Program**, at that time we were close to 350 students in all five years. There was a major dip in enrollment with the announcement of the closure. We are now coming back up and within a year or two will reach capacity of 196 students in the last four years. **Mr. Wood** said that the first year is open enrollment and then screen out of that for the final four years where the enrollment is capped at 196 students.

273

Chan Libbey said that in order to hire faculty, accreditation is mandatory. Accreditation is in some ways a certificate of approval. It says that the whole program has passed inspection. The majority of recruiters that recruit college business students only come to accredited schools. **Mr. Libbey** stated that it is important to him because of the quality of the faculty and the opportunities presented that are presented by recruiters that come to the campuses. **CHAIRMAN PECK** asked if you have to be a

graduate of an accredited school to take the CPA exam. Mr. Libbey said no.

312

Nichole Larson, ASMSU, distributed and reviewed a handout on Health and Human Development. EXHIBIT 5

CHAIRMAN PECK asked if the Dean has been formally appointed. Ms. Larson said there is a new Dean.

REP. KADAS asked Ms. Larson if she said that 55% of the graduates from the School of Education stay in Montana. Ms. Larson said yes.

Becky Keen said that all of the programs under the ABET accreditation at MSU are currently fully accredited. The accreditation board has been complimentary in regards to the curriculum, students, faculty and staff but keep stressing the fact that financial support is not adequate. Ms. Keen stated that students are very concerned about accreditation. The issue of supertuition fee starts moving towards privatization were different students are paying different costs for different programs. Ms. Keen said that an additional student fee to pay for the extra 15% of an engineering building that has been proposed. If both of these fees are instituted there would be more student opposition. The students at MSU would appreciate increased funding from the state. **CHAIRMAN PECK** asked what the total enrollment was in the College of Engineering. Ms. Keen said 2,000 and 30% are female. **REP. KADAS** asked what percentage of the schools graduates are hired in the state of Montana. Ms. Keen said that approximately 20% are hired in state. **REP. KADAS** asked were the bulk of the other 80% go. **Dr. Malone** said they go heavily to the North West.

542

SEN. HAMMOND asked if the school places all of the students. **Dr. Malone** said their overall employment rate is 99%.

569

Reue Verbus said that currently College of Nursing is engaged in a rural nursing health program. This has a direct impact on the state of Montana. **Mr. Verbus** said that 75% to 80% of the nursing graduates stay in Montana. The main problem in the Nursing program is the limited space in upper division. Upper division is the clinical part of the program. Currently 100 students did not get placed. They are qualified but they can't get placed. One reason there is only 100 positions open for upper division is because there is not enough faculty. Along with not having enough faculty they are in danger of losing the faculty we do have. The pay is not comparable to other states.

700

SEN. HAMMOND asked how many students are in the nursing program. **Dr. Kathy Long, Dean, College of Nursing** said 120 students

graduate per year. Prior to the cuts in FY86 we were graduating approximately 190 students per year. The cut in our College was a result in the budget cuts the University System had to take. At that time the enrollment in Nursing had been declining. The nursing shortage, both Nationally and in Montana, is not going to be short lived. The figures in Montana show that it is one of the top three area in terms of shortage. The increase in demand has been a function of changes in the health care system. In hospitals only the most acutely ill patients are kept. It use to be that if you had an appendectomy you stayed in the hospital for four or five days. Now you are in and out in 24 hours. There is increased demand for home care that requires highly skilled nurses. **SEN. HAMMOND** asked if there were any statistics on how long nurses stay in the profession. **Dr. Long** said that nurses are making it a long term, life long career.

Tape No. 3

809

SEN. JERGESON asked what the students do while they are waiting to get into the upper division. **Dr. Long** said many of them try to find a way to supplement their income. Some of them take additional course work to lighten their load for when they become Juniors and Seniors. **SEN. JERGESON** asked if they have given any consideration to the multiple entry/exit concept. So that those people would be able to get licensed midway in their college career so while they are waiting to get into the upper division classes they could be working in this field. **Dr. Long** said they have not considered doing that because the students that come to MSU are not seeking an associate degree. They are there precisely for the high quality baccalaureate program. **SEN. JERGESON** asked Ms. Long why MSU is not supportive of Northern's application for federal money for there program. **Dr. Long** said that the opposition to that program was specifically to the expansion into Great Falls where MSU has had a campus for fifty years. **SEN. JERGESON** said that he feels the two programs are different enough that being in the same location wouldn't mean there would have to be a conflict. **Dr. Long** agreed with **SEN. JERGESON**.

886

REP. GRINDE asked if associate degrees can be acquired at other units. **Dr. Long** said yes. An Associate degree in nursing can be acquired at Miles Community College, Northern Montana College and at the Flathead Tribal Community College.

899

CHAIRMAN PECK asked **Dr. Long** how many FTE the MOD for \$1.34 million would hire. **Dr. Long** said the proposal is to add twelve faculty members on the Missoula campus and six on Billings campus. **CHAIRMAN PECK** asked if this MOD was totally related to students waiting placement for clinical experience. **Dr. Long** said yes. **CHAIRMAN PECK** asked how long **Dr. Long** has been the Dean at the MSU Nursing Program. **Dr. Long** said she became the Dean on the first of July. **CHAIRMAN PECK** asked **Dr. Long** if she

could tell the subcommittee what the problem is with nursing. Dr. Long said that MSU has entered a period where they need closer communication. Dr. Long says she feels very confident in the work that has been done in the past year in the consortium, but particularly in the last several months. The consortium includes the directors of all programs preparing registered nurses. The directors of the Licensed Practicing Nursing programs have also been included. They are prepared to speak to the legislature with a common voice in favor of nursing education and a statewide approach to the needs, rather than one that has been somewhat divisive.

953

Commissioner Hutchinson stated that in the case of the conflict over the Great Falls clinical sites that came up when the grant was put in by NMC there was a treaty negotiated whereby there were several sites that would be earmarked for the Northern students. The budget modification is not only for those students who are waiting to enter the upper level division. We know now that there will be a need in this state for 2,000 nurses by the year 2,000. This modification was put in to try and increase the person power in the nursing community around the state. There is a new air in Nursing Education in the state of Montana.

CHAIRMAN PECK asked Dr. Malone if the engineering building proposal includes the major equipment needs that have been talked about. Dr. Malone said it takes care of some of them.

REP. KADAS asked Dr. Long why the modification is so much less in FY92 than FY93. Dr. Long said it is a phasing in and many of the cost occur in the first year. REP. KADAS asked if FY93 is closer to what the real cost would be. Dr. Long said yes.

020

REP. KADAS asked what campus the students would be put on and why only half are put in the first year. Dr. Malone said that the major constraint would be to bring on that many new faculty to recruit them. The campus with the greatest demand is the Missoula campus and part of that is the fact that up until four years ago they had twice as many students there. REP. KADAS asked how many slots were going to be increased. Dr. Long said they would add 90 slots. Eventually it would result in 90 additional graduates.

111

SEN. HAMMOND asked how many people are in the Masters Program. Dr. Long said there are approximately 25-30 students.

SEN. BIANCHI asked if the School of Nursing gets the MOD are there going to be more students in the pipeline who will face placement in two years. Dr. Long said that this will get the school back up to where it was in late 60s early 70s. There is a much greater demand for nurses and it is becoming a much more

reasonable career choice for men and women. SEN. BIANCHI if the ninety slots are increased will it bring the Missoula and Billings campuses up to capacity. Dr. Long said that the two major constraints in terms of the numbers of students that can be educated is finding qualified faculty and the availability of clinical spaces. The Billings area is a larger campus and by adding the additional 30 slots if they would be close to maximizing the potential there and the Billings facilities are larger and more diverse and seem to be growing.

Norma Tatarka distributed and reviewed written testimony.
EXHIBIT 6

Van Shelhamer, Associate Professor, Agricultural and Technology Education, distributed written testimony. EXHIBIT 7

ADJOURNMENT

Adjournment: 11:42 a.m.


REPRESENTATIVE RAY PECK, Chair


MELISSA J. BOYLES, Secretary

RP/mjb

HOUSE OF REPRESENTATIVES

EDUCATION SUBCOMMITTEE

ROLL CALL

DATE 1-29-91

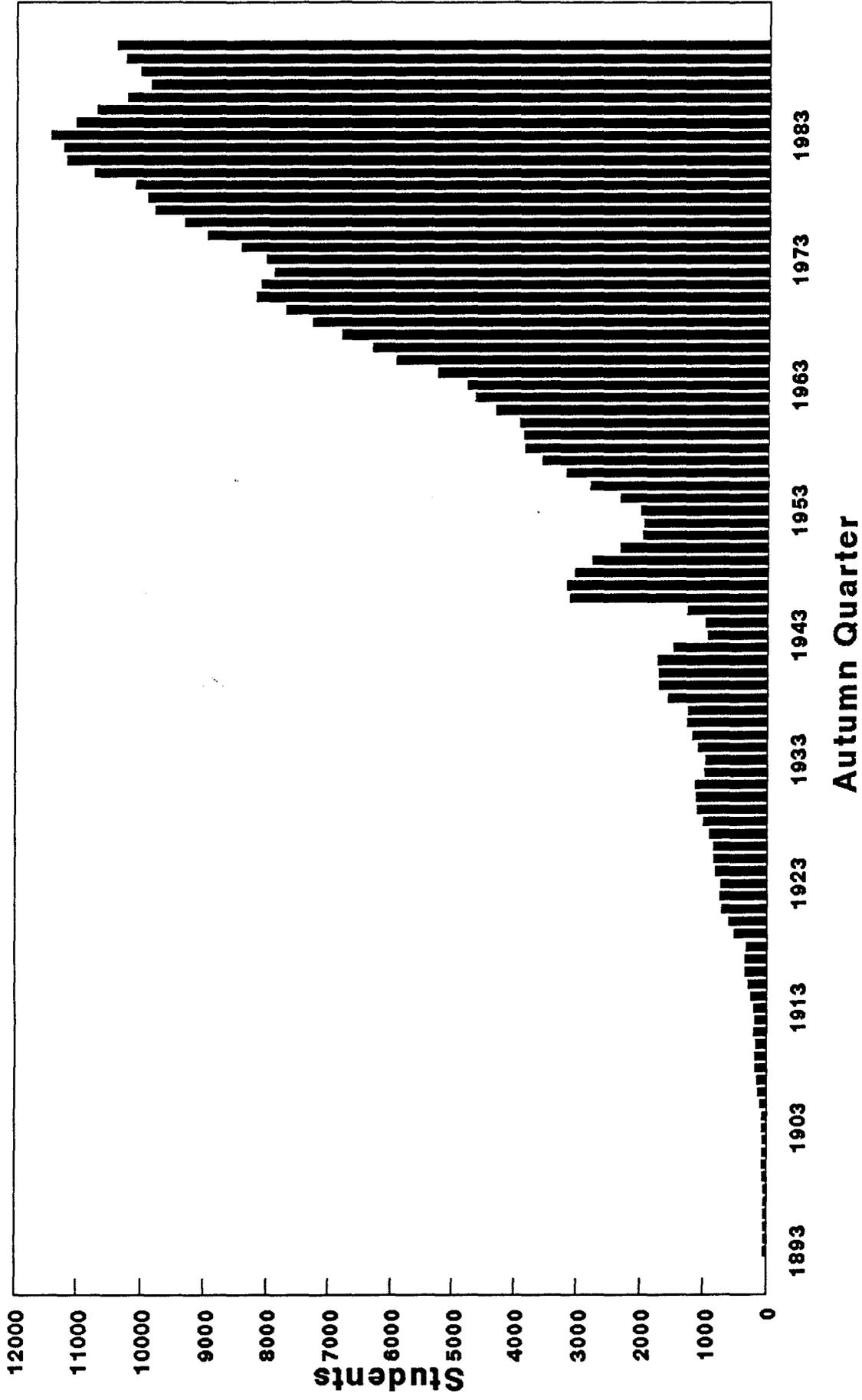
NAME	PRESENT	ABSENT	EXCUSED
REP. RAY PECK, CHAIRMAN	✓		
SEN. GREG JERGSON	✓		
REP. LARRY GRINDE	✓		
SEN. DON BIANCHI	✓		
REP. MIKE KADAS	✓		
SEN. H.W. "SWEDE" HAMMOND	✓		

MONTANA STATE UNIVERSITY'S
PRESENTATION
TO
THE EDUCATION SUBCOMMITTEE
OF THE APPROPRIATIONS COMMITTEE

Tuesday, January 29, 1991

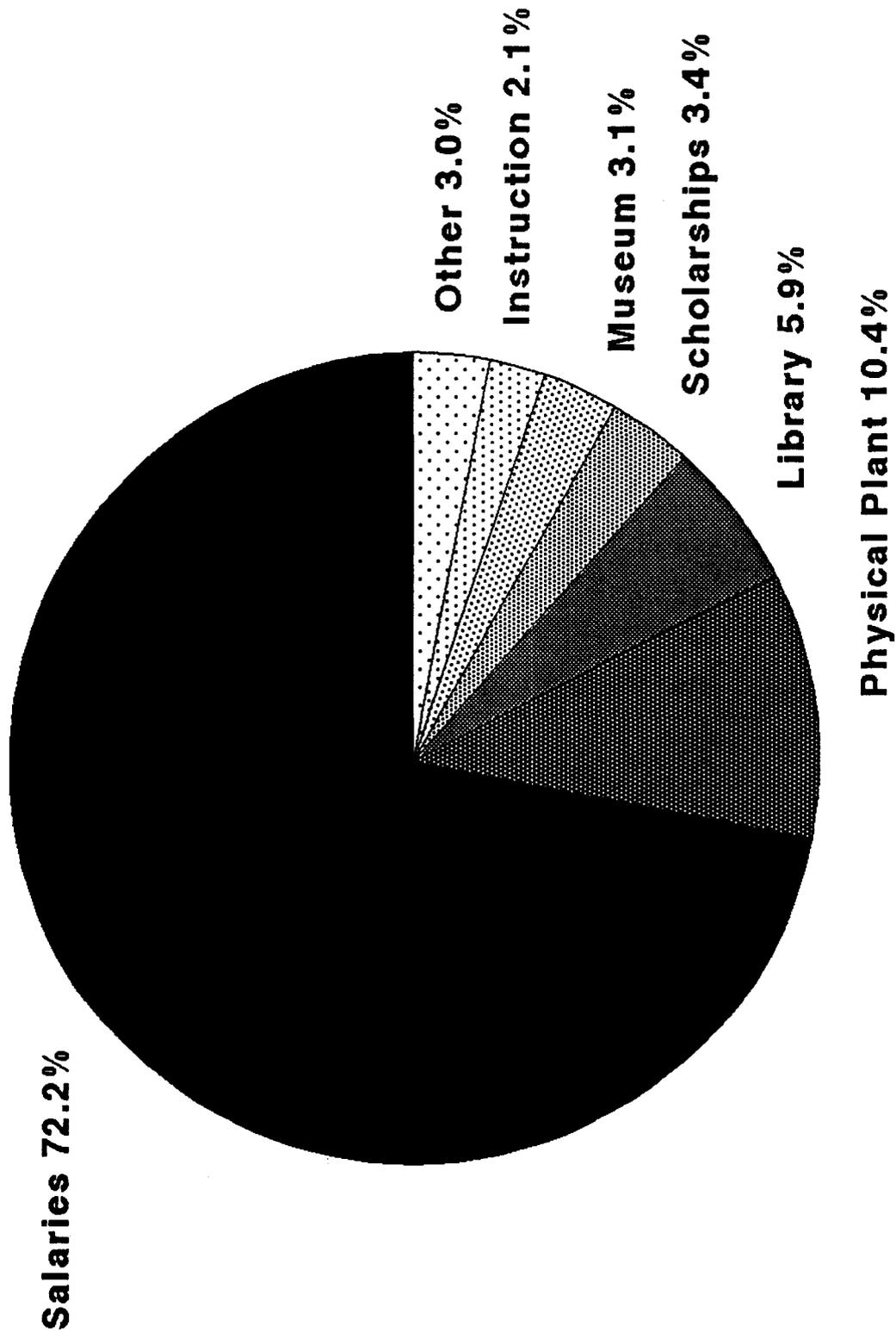
Graphics accompanying video presentation.

MSU Headcount Enrollment 1893-1990



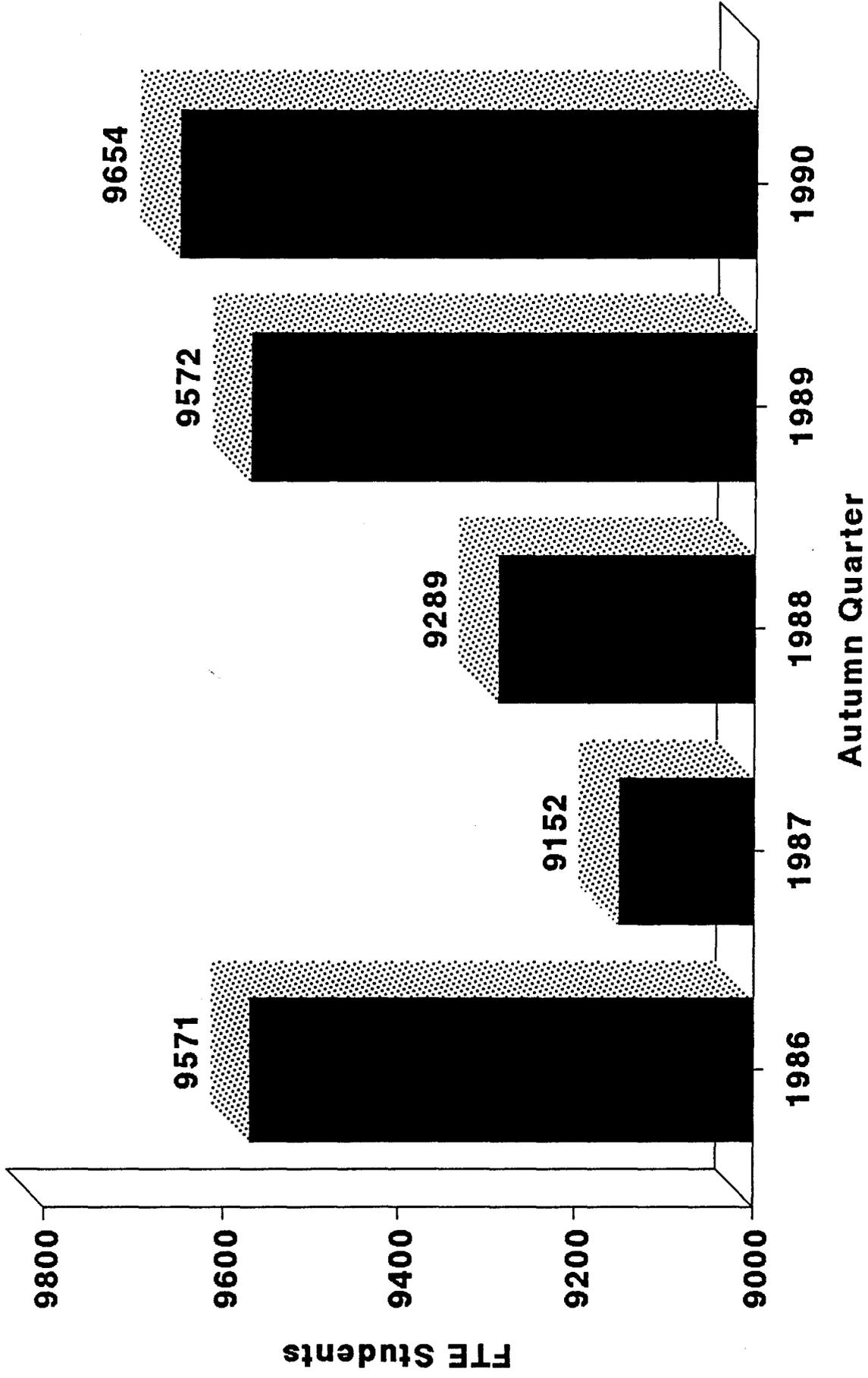
Source: MSU Registrar

Distribution of Additional Funds 1990-1991 Biennium



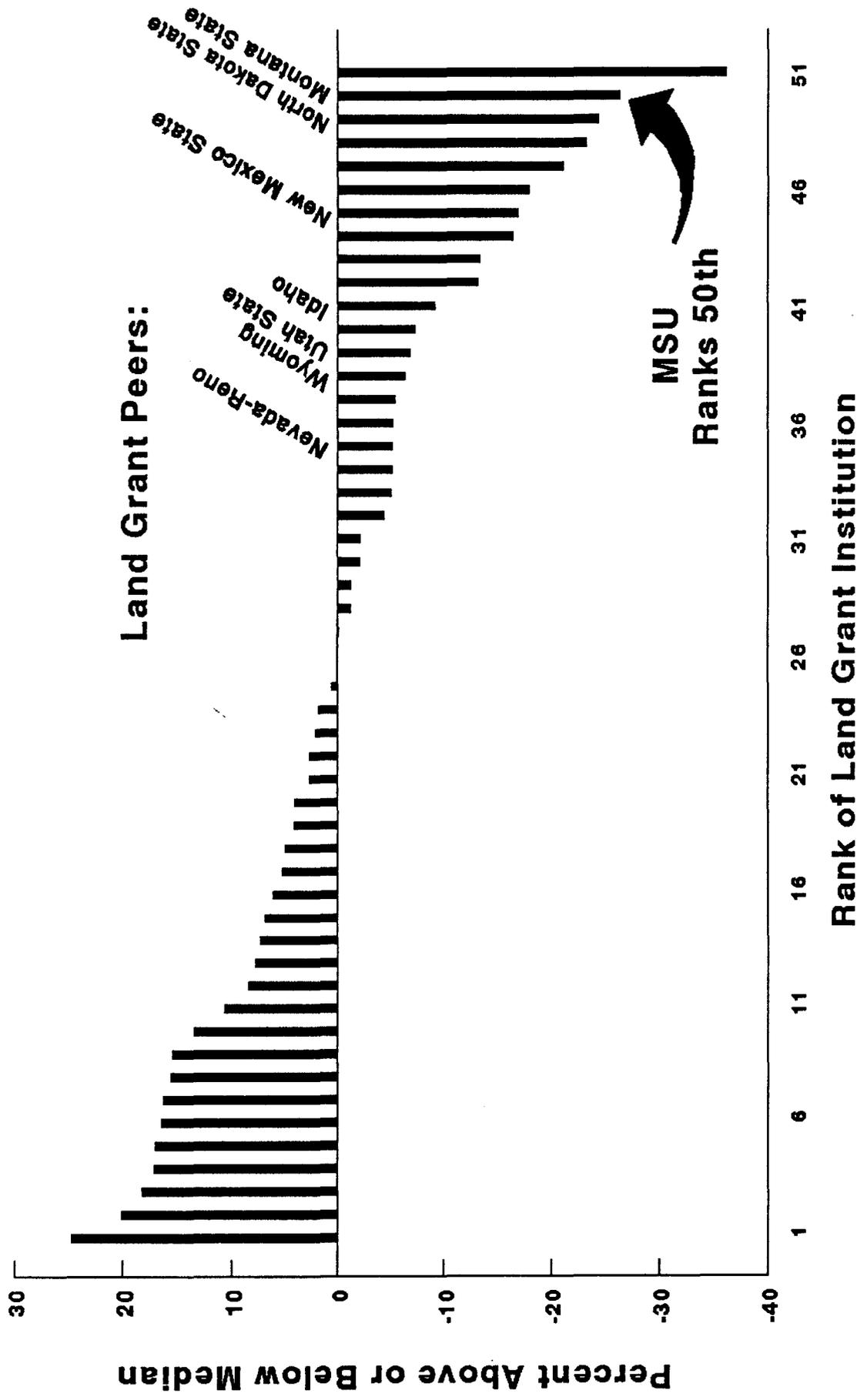
Source: MSU Budget Office

MSU FTE Enrollment 1986-1990



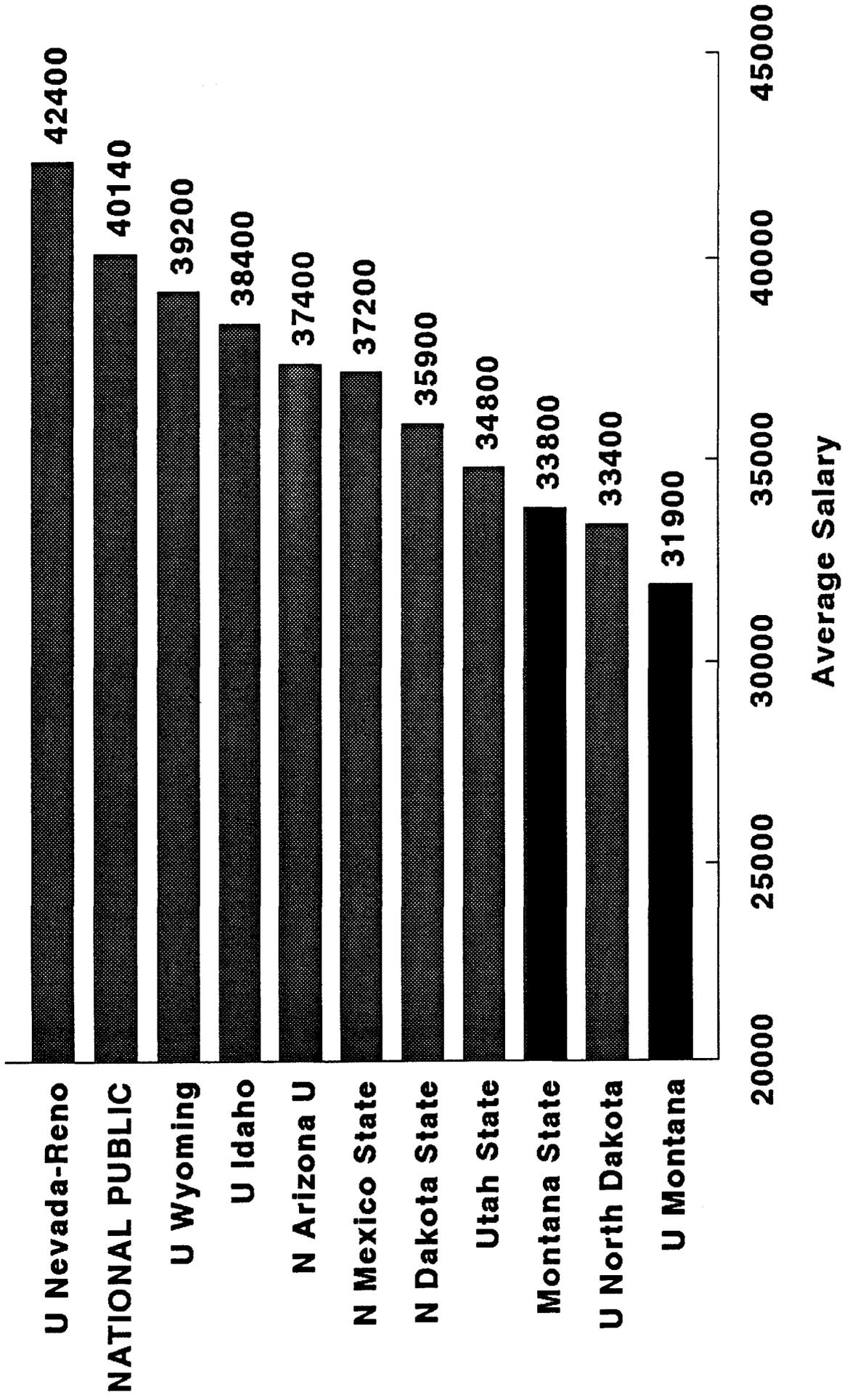
Source: MSU Registrar

COLA Adjusted Faculty Compensation at 51 Principal Land Grant Universities



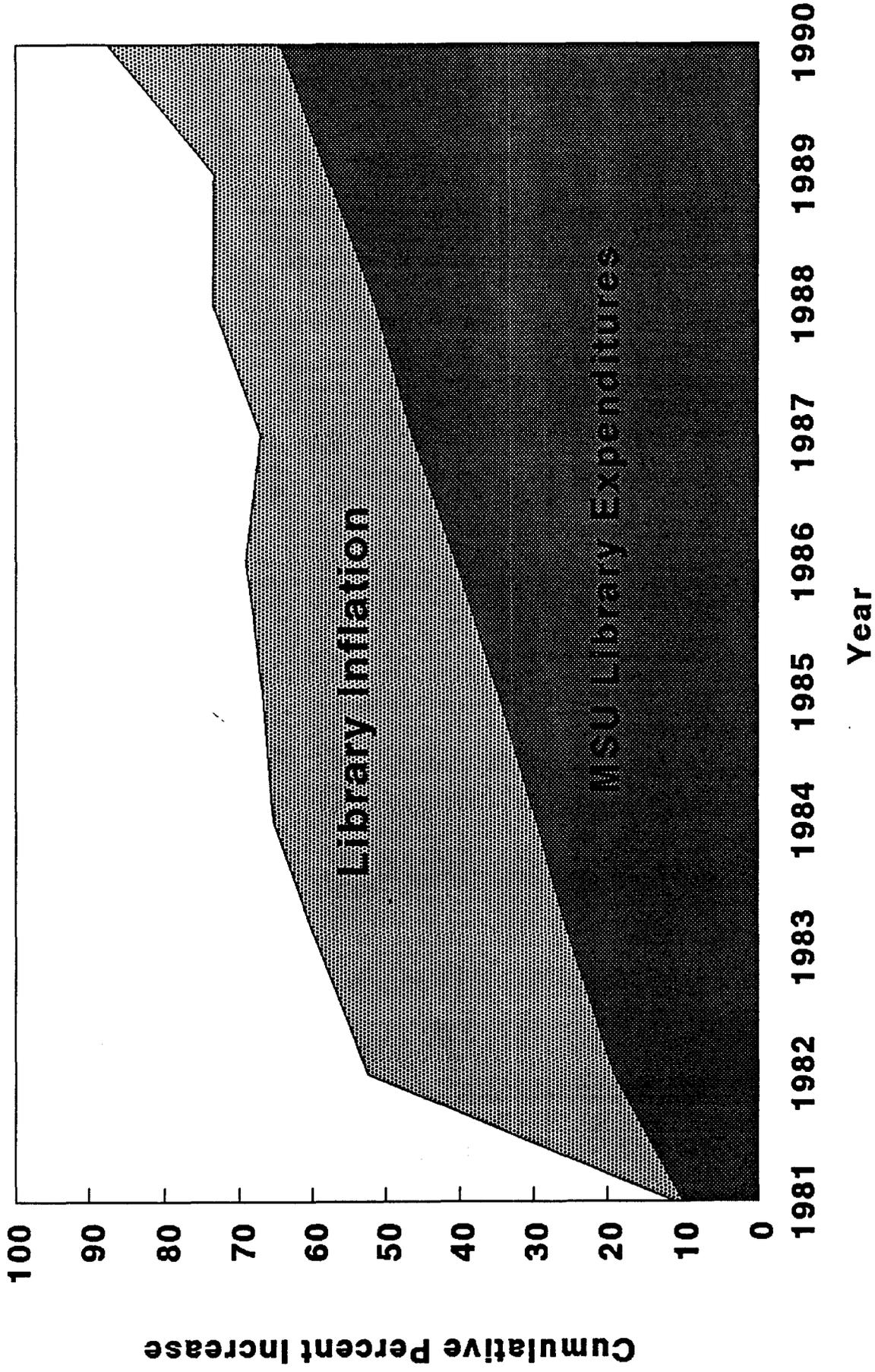
Source: Faculty Compensation Study, University of Nevada-Reno

Average Faculty Salaries in FY90: MSU, UM and Peer Campuses



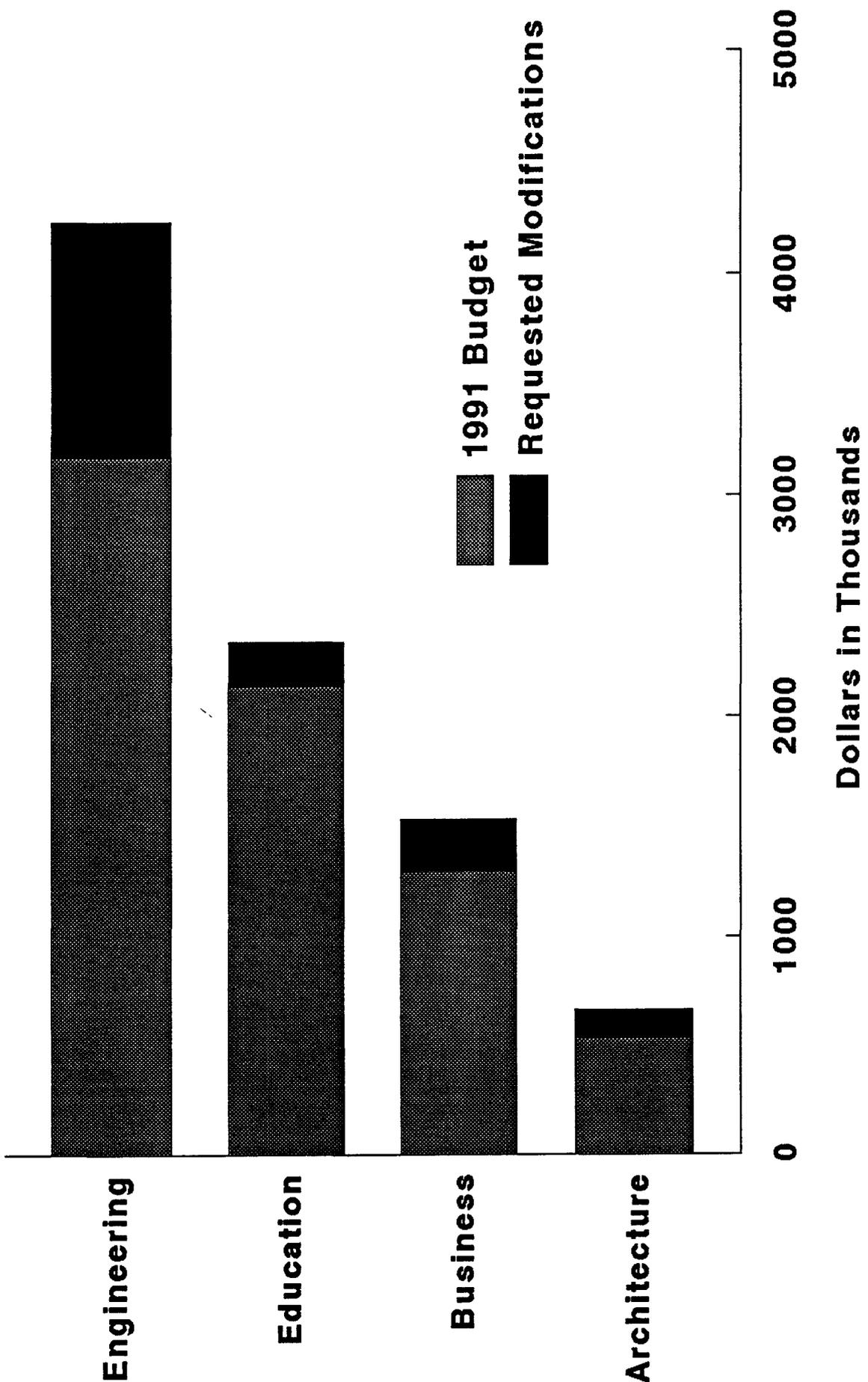
Source: American Association of University Professors (AAUP)

MSU Library Expenditures vs Inflation: Cumulative Percent Increase Since 1980



Source: SBAS Fiscal Year End Expenditures; Library Price Index

MSU Professional Programs: Accreditation Needs

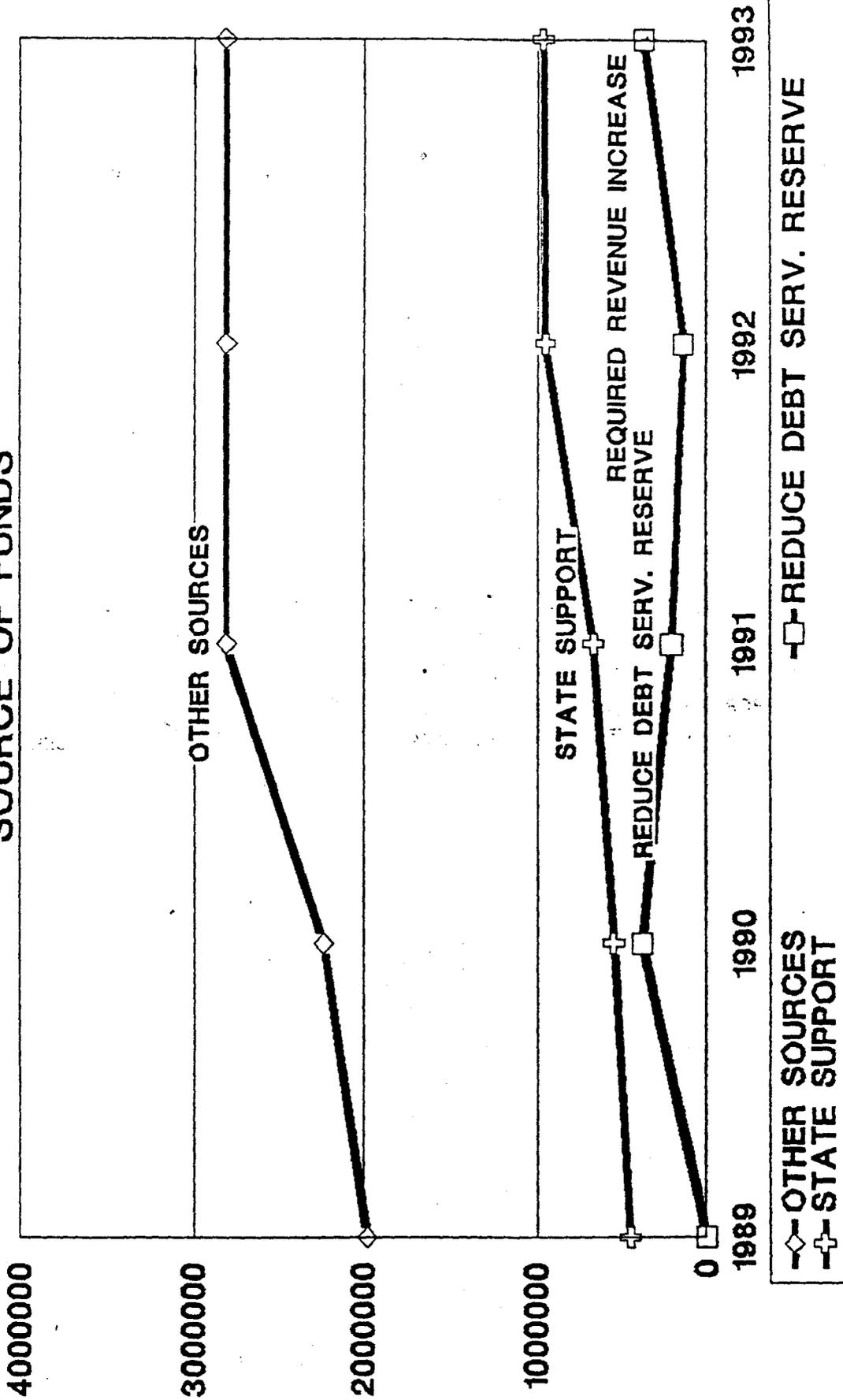


Source: MSU 1991 Budget and Program Modification Requests

Exhibit 2 consists of a 32 page study. The entire exhibit is available at the Montana Historical Society, 225 North Roberts, Helena, MT 59601. (Phone 406-444-4775)

MUSEUM OF THE ROCKIES MONTANA STATE UNIVERSITY

SOURCE OF FUNDS



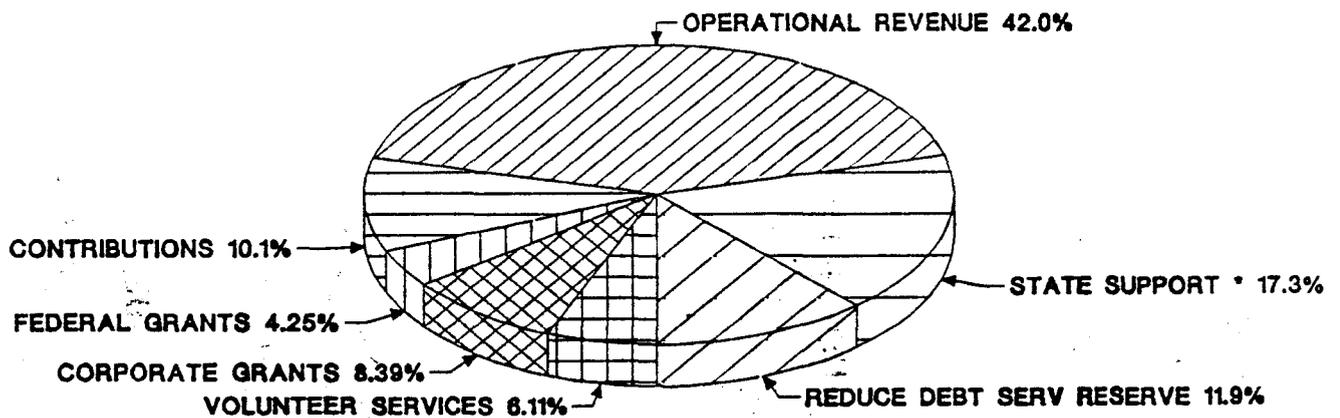
FISCAL YEARS ENDING JUNE 30TH

MUSEUM OF THE ROCKIES
MONTANA STATE UNIVERSITY

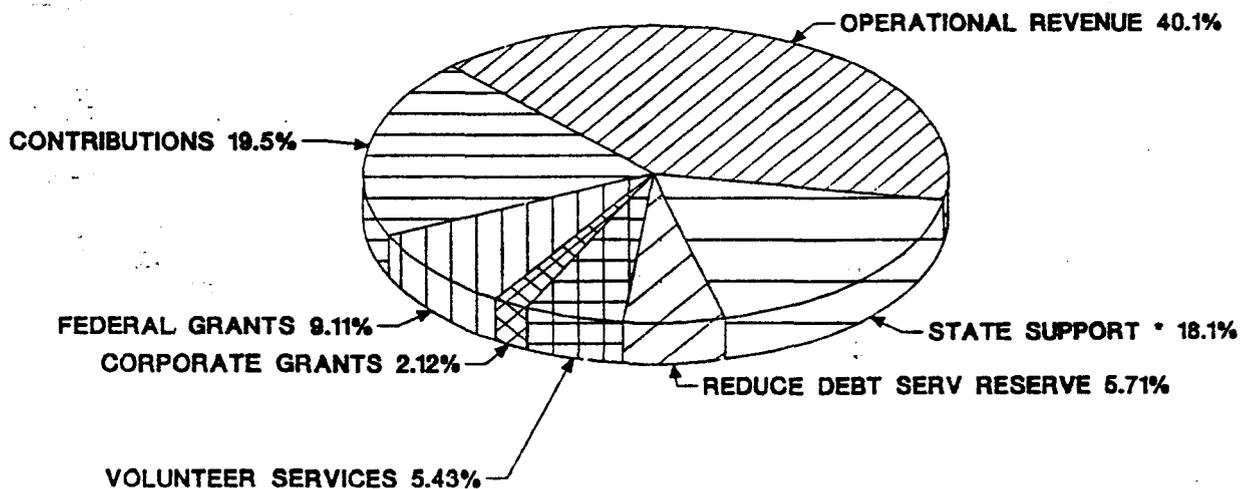
EXHIBIT 2
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OPERATIONAL FUND SOURCES

FISCAL YEAR ENDING JUNE 30, 1990
ACTUAL



FISCAL YEAR ENDING JUNE 30, 1991
BUDGET



SOURCES: 1990 MUSEUM ANNUAL REPORT
1991 MUSEUM BUDGET

MUSEUM OF THE ROCKIES

1. What is the relationship of the Museum of the Rockies, Inc., a 501(c)(3) organization with MSU and the Museum?

In 33 years the Museum has grown from a small collection of artifacts housed in temporary quarters on campus to a visible museum with a national reputation. For 25 years the college and community had worked to establish a museum. Their efforts became a reality in 1956 when Dr. Caroline McGill retired from medical practice in Butte and brought a large collection of historical artifacts and a substantial bequest to the College. The Montana State College Historical Museum, later called the McGill Museum, was created through the enormous volunteer efforts of Dr. McGill, Dr. Merrill Burlingame, Professor of History, and numerous faculty members, students and community volunteers who cataloged the collection, renovated the building and constructed the exhibits.

In 1965 when a permanent facility was needed, representatives from the University, City and County, Chamber of Commerce and local historical groups met to discuss the Museum's future. Dr. Leon Johnson, President of the University, spoke of his "dream" of developing "one of the finest museum collections in the West"--one which would include natural history, history, and anthropology. "In our rapidly changing culture, to do the job of education right, we must bring something of the past to our youth." He urged city, county and college cooperation in working to build a facility which would be not only a museum but a research and cultural center on campus.

The plan of action was that the University would provide land, maintenance and utilities for the facility--private dollars would finance construction. The University would provide a staff and benefits for the Museum--private dollars would fund the exhibits and programs. A private non-profit corporation was created to raise funds for construction and a Board of Trustees established as officers of the Corporation. The Articles of Incorporation filed in 1965, assigned the corporation the role of collecting and preserving artifacts, providing a facility in which to house them, receiving contributions of money or property and establishing a membership.

In 1966 the Board of Regents (formerly the Board of Education) authorized MSU to enter into a working agreement with the Corporation to "erect a building and maintain a museum." The 1989 revised agreement defines the Museum as a department of MSU and assigns the Board responsibility for generating and managing earned revenues and private support, establishing collections management policies, controlling the use of the facility, and raising funds to support operations. The University is responsible for providing utilities, custodial services, building and grounds maintenance (physical plant), allocated state funds; management of governmental grants and contracts; personnel services and all services normally provided for faculty, staff and programs of MSU.

The plan of action has not changed. The partnership has worked and the responsibility is still shared. What has changed is MSU's ability to provide adequate funds for staff, maintenance and utilities without a specific new appropriation.

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Museum of the Rockies

The Museum of the Rockies is a:

- *Part of the Montana University system -- 33 years
- *Department of Montana State University with a statewide program
- *State institution -- not a private museum
- *Regents approved program

Why support the Museum of the Rockies?

- *It is an established cultural and educational resource with a successful program.
- *It fulfills the role of a land grant institution through research, education and public service.

The Museum and its role in education at MSU:

- *Staff teaches on campus
- *Faculty/students use collections, programs and exhibits
- *Participates in MSU program such as B.E.S.T and Science Olympiad
- *Affiliated with MSU departments including Biology, Earth Science, Education, Physics, Native American Studies, Art, Music, Business, Home Economics, Animal & Range Science, History, Philosophy of Religious Studies

The Museum and its research role:

- *Paleontology research under the direction of Dr. Jack Horner
 - Discovery of Tyrannosaurus rex
 - Best equipped histology lab in the world
 - Basis for exhibits in Phyllis B. Berger Dinosaur Hall
- *Archaeology research under the direction of Dr. Leslie B. Davis
 - Future exhibit on First Peoples based on his research
 - Articles in popular and scholarly magazines
- *History research
 - Development of living history farm to study rural life in Montana
 - Search for Lewis and Clark campsite near Great Falls
 - Excavations at the early Montana town of Red Bluff

The Museum and its public service role:

- *Cited by accreditation team as campus' best example of public outreach
- *42,000 school children toured Museum during last three years
- *Public programs include lectures, workshops, field trips, star observation and classes for children and adults
- *Successful summer field school in paleontology at Egg Mountain
- *Course material and training sessions for teachers
- *Popular Starlab program has reached 80,000 people in three years
- *"Science by Mail" offers science programs to Native American students
- *Computer Bulletin Board in conjunction with Office of Public Instruction

The Museum as a tourist attraction:

- *162,000 visitors in fiscal year 1989/90
- *Tourists who stop at Museum spend money with Montana businesses

Impact of the Museum of the Rockies:

- *Directly reached 1,000,000 people through its facility, traveling exhibit in Japan, staff lectures and outreach effort
- *Served all 56 Montana counties, 178 communities and 645 schools during the last three years
- *40% of total visitation are Montanans living outside the Gallatin Valley
- *Reached millions of people throughout the world with national and international publicity during the last year including Time Magazine, CNN, "The Today Show," Weekly Reader, USA Today, Family Circle, National Public Radio, Sunset Magazine

Museum of the Rockies and its funding needs:

- *Current success made possible through partnership between public and private sectors
- *Private sector represented by volunteers, members, patrons, donors and regional and national advisors who contribute time, money and talent
- *Needs a stable base of funding for an existing program

MUSEUM OF THE ROCKIES

6. How does the Museum of the Rockies fulfill its educational outreach mission to the people of Montana?

The Museum of the Rockies has reached more than one million people directly during the last three years through its educational outreach programs and has served 56 Montana counties, 178 Montana communities and 645 Montana schools. Educational programs serve people of all ages on several different levels.

One is through the public schools. The Museum provides individually designed school tours for teachers who request them; 42,218 students were served in this manner from 1988 through 1990. The Museum circulates its Starlab portable planetarium to schools throughout the state. During this same time period more than 80,000 Montanans saw Starlab presentations in their home communities. Other services to public schools include curriculum materials, consultations, and teacher training in methods and content based on the Museum's area of study either at the Museum or at the schools. The Museum has developed and secured funding for programs benefitting historically underserved Montana students such as "Science by Mail" for Native American students. The Museum also cooperates with the state's Office of Public Instruction on numerous education projects, one of which is a Computer Bulletin Board. The Museum is now linked via computer to schools statewide and can communicate with students and teachers by electronic mail.

The Museum of the Rockies serves the general public through a variety of services. Docents conduct public tours for visitors during the summer and the Museum holds classes and lectures for children and adults on museum-related topics. Public education programs include the annual Speakers Series, summer bus tours of historical Bozeman, field trips and field schools in geology, archaeology and paleontology, and seminars related to exhibits, such as the Wolf Symposium. Although exhibits must be entertaining and aesthetically pleasing, they are primarily educational. In addition to exhibits found at the Museum, traveling exhibits produced by the Museum staff reach thousands of people with an educational message. "The Great Dinosaur Exhibit," which opened in Tokyo last March, was seen by 670,000 people during its 69-day venue and will travel throughout Japan for the next two years. "Lives of Dinosaurs," returned to the Museum after a three-year tour of the United States.

The Museum serves Montana State University. Some staff members teach courses on campus; others serve as resource people for classes. Undergraduate students use Museum exhibits, collections, programs and facilities including the Taylor Planetarium for course credit. Graduate students find opportunities at the Museum for study

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projects; for example, a history graduate student organized the recent Centennial Farm Festival. Departments which have an academic relationship with the Museum include biology, geology, art, music, history, Native American studies, physics, business, home economics, English and education. The Museum holds special programs for MSU institutes such as the non-credit seminars for county extension agents, and participates with MSU departments in sponsoring speakers such as the presentation last fall by a speaker from NASA which was co-sponsored by the Physics Department. The Museum co-authors grants with MSU departments, frequently is written into University grants, and also writes letters of support on behalf of grants applied for by University departments. The National Science Foundation grant to the Physics Department is an example. The Museum also supports academic programs such as the Science Olympiad by providing tours and open houses for participants, or BEST--Better Elementary Science Teaching--where teachers use the Taylor Planetarium to learn methods for teaching astronomy.

The Museum of the Rockies also serves other museums in the state by acting as a resource. Staff members frequently consult on collections and conservation problems and facility planning, and the Museum allows research access to other museum professionals. In 1990 the Museum of the Rockies hosted the annual meetings of the Montana Association of Museums and the Mountain Plains Museums Association. In 1988 the Museum hosted the International Symposium on Vertebrate Paleontology, in 1989 the Montana Archaeological Association, and in 1991 it will host the Rocky Mountain and Pacific Planetarium Associations.

Museum of the Rockies EDUCATIONAL OUTREACH TO MONTANA 1988-1990

These statistics reflect educational outreach to the people of Montana in all 56 counties of the state by Museum of the Rockies staff, volunteers, and trustees. Specific outreach programs, Starlab visits, and pre-organized group tours to the Museum are tallied, but the large numbers of individual and casual group visits are not included nor are electronic and print media.

Definitions:

Outreach refers to educational or informational services provided by the Museum of the Rockies staff and volunteers.
Organized educational tours are scheduled visits of schools to the Museum of the Rockies.

COUNTY	STARLAB	OUTREACH PROGRAMS	PREPLANNED	TOTAL MOR	LEGISLATIVE DISTRICTS		
	PORTABLE PLANETARIUM	TO SCHOOLS & TOWNS FROM MOR STAFF	SCHOOL VISITS TO MOR	OUTREACH TO EACH COUNTY	SENATE	HOUSE	
	persons/Starlab visits	persons/programs	students/schools				
Beaverhead	430	11	200	572	17	37	73
Big Horn	3409	18	---	810	25	50	99,100
Blaine	930	4	---	172	5	8	16
Broadwater	311	3	---	437	8	8,16	75,32
Carbon	742	19	---	668	21	42	84
Carter	198	2	---	200	9	12	24
Cascade	6543	54	171	841	16	16-21	32-42
Chouteau	972	6	---	121	6	7	13
Custer	1102	15	150	126	5	13	25,26
Daniels	530	17	---	---	---	10	19
Dawson	1045	7	400	60	3	2,14	23,28
Deer Lodge	257	5	125	95	8	3,34	66,67
Fallon	966	13	---	38	1	12	24
Fergus	1297	16	504	640	19	15	29,30
Flathead	7376	39	300	421	11	2,3,4,25	3-8,49
Gallatin	5907	94	3525	23,537	581	37-40	74,76-80
Garfield	420	5	250	---	---	14	28
Glacier	310	4	---	75	2	5	9,10
Golden Valley	125	1	---	21	1	16	31
Granite	---	---	---	109	4	33	66
Hill	181	2	400	46	1	7,8	13-16
Jefferson	1180	14	---	733	19	38	75

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	Citizens served by Startlab visits	Citizens served by MOR Outreach Prog.	Students served by structured Ed. Tours	Subtotal			
Judith Basin	237	---	297	534	15	29	
Lake	3806	1000	296	5102	25,27	49,50,53	
Lewis and Clark	4378	2394	2909	9681	21-24	42-48	
Liberty	616	---	32	648	6,7	12,13	
Lincaln	5658	---	97	5755	1,26	1,2,51	
Madison	480	95	762	1337	37	74	
McCone	---	200	---	200	14	28	
Meagher	392	---	212	604	16	32	
Mineral	1456	---	54	1510	26	52	
Missoula	2981	446	420	3847	26-31	52,54-62,65	
Musselshell	1837	135	295	4167	16	31	
Park	1833	657	1738	4228	41	81,82	
Petroleum	69	---	15	84	15	29	
Phillips	444	---	---	444	9	17	
Pondera	228	---	47	275	5,6,	10,11	
Powder River	480	---	---	480	12,50	24,100	
Powell	1334	---	124	1463	24	48	
Prairie	344	---	10	354	13	25	
Ravalli	3615	219	266	4100	31,32	62-64	
Richland	1573	---	16	1589	11	21,22	
Roosevelt	1078	---	63	1141	10,11	20,21	
Rosebud	1763	---	136	1899	14,50	27,100	
Sanders	620	---	120	740	26	51,52	
Sheridan	---	---	30	30	10	19	
Silver Bow	1623	1300	1271	4194	34-36	68-72	
Stillwater	567	---	926	1493	42	83	
Sweet Grass	428	---	398	826	41	81	
Teton	1225	9,950*	30	11,205*	6	11	
Toole	322	400	---	722	6	12	
Treasure	565	---	23	588	14	27	
Valley	207	230	44	481	9	17,18	
Wheatland	58	---	92	92	16	31	
Wibaux	193	---	---	193	12	24	
Yellowstone	7630	640	1952	10,222	42-49	83,85-98	
	<u>81,816</u>	<u>23,691</u>	<u>42,218</u>	<u>149,625</u>			

MISCELLANEOUS ORGANIZED GROUPS FROM STATEWIDE ORGANIZATIONS:

Montanans from at-large groups plus guests provided guided MOR tours	5080
Montana State University Students in class groups	5700
International Visitors in pre-arranged visits	1300

**TOTAL MONTANA CITIZENS DIRECTLY SERVED BY THE MUSEUM OF THE ROCKIES
1988 through 1990: 160,000 through MOR Outreach**

Summary Montana Data 1988 - 90

Counties served by MOR	56
Communities served	178
Schools served by MOR	645
Total of all programs in Montana	2456
Average number served per prog.	64

Summary United States Data 1988 - 90	
Traveling MOR exhibits in U.S.	250,000
Traveling exhibits in foreign countries	670,000

**Grand Total: 1,080,000 persons served by Museum of the Rockies
Outreach Programs***

*Does not include electronic and print media outreach.

TO: MEMBERS OF THE EDUCATION SUBCOMMITTEE

FROM: MONTANA STATE UNIVERSITY STUDENTS OF ARCHITECTURE AND INTERIOR DESIGN

As the current biennium comes to an end, Montana State University Architecture and Interior Design students would like the Board of Regents to bring to a close what we perceive as an inequity in the university system's funding. The issue is **supertuition**. Listed below are the reasons for our position and why **supertuition** should be eliminated.

1. Supertuition was adopted as a short term solution to the university system's funding problem. The students who supported the supertuition concept did so because they wished to stay in Montana and complete their education in a program that is ranked as one of the **top 5** in the nation. No students expected supertuition to be a long term solution for the programs' survival.
2. Supertuition creates a disparity in tuition rates that cannot be justified for any undergraduate program especially a program such as Architecture which ranks as an **average cost program**. When the Commission 2000 committee came to campus, they stated that the constitution called for quality and access to education. Supertuition creates inequality and programs that are inaccessible.
3. Continuing increases in regular tuition rates are making supertuition programs unaffordable and farther and farther out of reach for many prospective students. When regular tuition was increased 14% last year, that increase along with supertuition has created an increase of **over 68%** for architecture and interior design students over the last 3 years. With fewer students in the programs, less revenue is generated and supertuition becomes less and less viable.
4. Architecture and Interior Design students have stated from the beginning that supertuition was creating a dangerous precedent. We have seen this come true with talk about instituting "lab fees" for programs such as engineering and nursing. The time to stop discriminately balancing the budget of the backs of selective students is **now**.

We all recognize that supertuition was a necessary evil when it was instituted. Difficult decisions had to be made in a very short period of time. We also know that supertuition is unfair, inequitable, and inappropriate. We are therefore asking that the supertuition currently being paid by all Architecture and Interior Design students at Montana State University be rescinded at this time.

If there are any questions or comments, please feel free to contact any of us.

Kerrie Padgett
305 East Story
Bozeman, Mt 59715
587-5658

Jim Petersen
715 West Lewis
Livingston, Mt
222-2480

Todd Schaper
1816 Remington Way #111
Bozeman, Mt 59715
587-8556

EXHIBIT 4

DATE 1-29-91

HB _____

TO: Members of the Education Subcommittee

FROM: Montana State University School of Architecture

The Montana State University School of Architecture is an accredited 5 year program. To retain accreditation and to remain as one of the top schools of Architecture in the country, the Architecture program must meet certain requirements as set forth by the National Architectural Accrediting Board. The NAAB makes an accrediting visit every 5 years with the next visit occurring in the spring of 1992. The accrediting team made two specific observations on their last visit that could have a direct impact on the accreditation for the School of Architecture.

1. The current faculty FTE for the School of Architecture is 13. In order to meet minimum requirements and to adequately cover the curriculum, 15 faculty FTE are needed. The National Architectural Accrediting Board felt that the staffing ratios of the School were excessive with faculty carrying a quite heavy teaching load and training a distinctly higher number of students in design studio sections when compared with other schools of similar quality. When the phasing out of the School of Architecture was announced, enrollment in the fall of 1987 dropped to 288 students. The program has since made tremendous recovery with the enrollment for fall quarter of 1990 reaching 375 students. This number is approaching maximum capacity and additional faculty are needed to retain a quality program.

2. The operating budget is critical in order to maintain excellence in the program for the faculty as well as the students. Guest speakers, faculty development, and educational support are essential to the program. Adequate services cannot be provided when the operational budget for 1990-91 is only \$21,333. The National Architectural Accrediting Board had some concern with their visit in 1987 due to the decrease in the operational budget which at that time was \$7,520 more than the current budget.

Educational excellence cannot be maintained without financial support. The School of Architecture is an exceptional program at Montana State University and deserves this support.

EXHIBIT 5
DATE 1-29-91
HB Ed. + Hum. Dev. Bills

FACT SHEET

COLLEGE OF EDUCATION, HEALTH AND HUMAN DEVELOPMENT

Montana State University
January 29, 1991

Prepared by:
Dr. Randy Hitz, Dean
for
Senate Education Committee

Presentation by:
NICHOLE LARSON, ASMSU

COLLEGE OF EDUCATION, HEALTH AND HUMAN DEVELOPMENT
Montana State University

STUDENTS

Majors in 1989-90 (18% increase from 1985)	1,301
Education	737
Health and Human Development	564
Degrees awarded in 1990 (Up 4% from 1985)	284
Graduate Degrees Awarded in 1990	
Masters (33% of total Univ)	73
Doctorate (26% of total Univ)	11
32% of all graduate degrees awarded in 1990 were from Education, Health and Human Dev.	

FACULTY

FTE in 1990 (down from 67 in 1985 (12%))	59
Student/Faculty ratio	20.86
Cost/Student FTE in EHHD (up only 1.2% from 1985)	\$1,856

FACTS ABOUT TEACHER EDUCATION STUDENTS AND FACULTY

	<u>1985</u>	<u>1990</u>	
Teacher Education Majors (8% of all)	574	737	
Secondary		106	
Elementary		452	
other		179	
Teaching option majors (5% of all)		465	
Degrees Awarded (11% of all)	151	191	
Doctoral Students (39% of all)	60	55	
Masters Students	87	50	
(27% of all graduate degrees awarded are from Education)			
Faculty FTE	35.29	29	
Student/faculty ratio	15.7	16.5	
Cost/FTE (3% increase since '85)	\$2,155	\$2,229	
GPA for Students Entering Teacher Education			
Elementary	2.90		
Secondary	2.92		
K-12	2.93		
GPA at graduation			
Elementary	3.19		
Secondary	3.09		
K-12	2.98		
NTE pass rate			
	Communication	Gen Knowledge	Prof Knowledge
Elementary	96%	100%	100%
Secondary	98%	100%	96%
K-12	93%	93%	89%

5
DATE 1-29-91
HB Ed. & Cur. Div. Sel

MAJOR NEEDS

COLLEGE OF EDUCATION, HEALTH AND HUMAN DEVELOPMENT

Montana State University

NEW FACULTY

A number of faculty positions need to be filled or added to the College. They are listed below.

Education	
Administration	2
*Multi-cultural education	1
Educational Foundations	1
Health and Human Development	
Movement Science	1
*Community Health	1
*Nutrition	2

New positions are identified with an asterisk. The others are currently unfilled due to lack of funds. As long as these positions remain unfilled, the programs will be in jeopardy of losing accreditation and credibility. The problem is especially great in graduate programs. For example, the graduate program in Nutrition is currently in moratorium due to lack of faculty. The Educational Administration program should have 5 full-time faculty according to the University Council for Educational Administration. We currently have only 2.5 FTE in that program. This is an especially serious matter given the growing shortage of qualified school administrators in Montana and throughout the nation.

CAPITAL NEEDS

The Education Department is in need of computers, computer software and telecommunications equipment. The public schools often use equipment and software that is more sophisticated than we have available on campus. Consequently, our students begin their student teaching and their teaching careers at a disadvantage.

Health and Human Development has two major laboratories, Movement Science and Nutrition, which are totally outdated. The equipment in the Nutrition lab dates back to the 1950s. The Movement Science lab is so limited that our nationally renowned faculty cannot any longer conduct relevant research.

PROFESSIONAL DEVELOPMENT

Faculty in the College are expected to stay current in their fields, conduct research and publish. Funds for faculty development activities and travel to professional meetings where they can meet and exchange ideas with peers are very scarce. We often cannot provide support to faculty who are granted the honor of having a paper accepted for presentation at conferences. Faculty who wish to attend conferences "just to learn" almost never receive funding from the College.

SALARY ENHANCEMENT

Salaries in the College are very low compared to those at peer institutions and compared to those of public school administrators. A typical beginning salary for Assistant Professors in the College is \$28,000. Very few elementary or secondary principals earn less than \$40,000. Consequently, it is extremely difficult to find well qualified faculty to fill Education Administration positions at the University. The problem is not much better in other areas. For the last two years the College has unsuccessfully searched for someone to fill the Elementary Physical Education position. People are unwilling to come to Montana for \$28,000 per year when the average pay for similar positions in other states is closer to \$32,000.

EXHIBIT 6

DATE 1-29-91

HB Ed. & Aus. Des. Bill.

Chairman Peck
Distinguished members of the committee
Guests.

For the record, my name is Norma Tatarka

I have come before this committee to urge you to abandon the guidelines given to you by Governor Stephens for the classified employees pay plan and ask you to support the pay plan proposed by the MPEA, HB 259. I realize your committee will not hear this bill, but I would like you to be aware of what it is like to be a classified employee in the University system.

I work in the Business Office at Montana State University. The function of this office is to handle centralized billing, accounts receivable, accounts payable, student fee assessment, student loan maintenance and collection, and many other services necessary to keep the largest University in the state functioning smoothly. This office employs twelve full time classified employees ranging in grade from grade 7 to 11. My job is the maintenance and collection of student loans. I keep the records on loan collections and do all the "dirty work" relative to the job, such as receiving threatening and abusive phone calls, and getting called some "special" names. This is not to imply that all of my phone calls are threatening or abusive. Most of my students and former students are courteous and I enjoy talking with them and I have learned in my job how to handle the others. I also counsel students on budgeting so they are able to make their payments. Believe me, I have become an expert in the art of "robbing Peter to pay Paul" by virtue of my own income and outgo.

I would like to give you a few statistics that I have gathered from the employees in my office. I think this represents a fair cross section of most offices in the state.

example #1

grade 7 -- 24 year employee
monthly take home pay \$1040.74--including 3 longevity increments!

example #2

grade 8 -- employee supporting two teenage children and husband who is a full time student. Monthly take home pay \$862.16.
Monthly basic bills \$1177.00.

example #3

grade 9 -- employee supporting self and husband who is full time student. Take home pay \$928.18. Monthly basic bills \$1200.00. He works as a seasonal employee--summers. They are trying to complete his education without financial aid. So far it has been a real struggle.

example #4

grade 9 -- employee supporting self and two children. Husband is employed, but negative economic conditions in Montana have forced him to take several concessions that have resulted in reduced pay. Take home pay \$913.00. Basic monthly bills amount to bare minimum of \$1300.00.

Compare this with a median sample of basic monthly bills gathered from my colleagues:

House payment or rent-----	\$400.00	to	\$600.00
Food-----	400.00	to	500.00
Gas and electric-----	85.00	to	150.00
Water-----	38.00	to	45.00
Car payment-----	225.00	to	350.00
Car insurance-----	125.00	to	140.00
Phone-----	45.00	to	60.00
Newspaper and TV-----	35.00	to	40.00
Gas for car-----	<u>20.00</u>	to	<u>40.00</u>
	total \$1,473.00		\$1,925.00

As you can see, I am not dealing with thousands of dollars to distribute among thousands of employees, as you do. I am trying to present you with the reality of our plight. It is clear by these statistics that the income does not nearly meet the outgo. It makes no difference if we have a spouse that contributes to our monthly income. When we were hired, our pay was not contingent on what our "other half" makes. It is also noteworthy that very often these are single parent situations and each one of us could find ourselves in that predicament at some point in time. There is always the possibility of divorce, or disability or death of our spouse. The downturn of the economy in Montana has resulted in reduced income in many households because of layoff--temporary or permanent. We must also consider inflation. Have you been to the grocery store lately? Everything we need to live has taken a jump in price. For example, the cost of a postage stamp when I was hired in 1977 was 13 cents!

Please notice that the aforementioned list of basic monthly bills does not include "extras", such as; doctor bills, prescription drugs, clothing, or child care. The monthly bills I have seen for child care are \$250.00 to \$275.00. The list of expenses also does

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not allow for the costs of educating our children, or unforeseen expenses, such as car repair, new tires, or replacing worn out appliances. None of the above mentioned employees is able to put money in a savings account. Heaven forbid that we should ever be faced with a family emergency. At Thanksgiving, our daughter was informed by her Commanding Officer that her planned Christmas leave had been canceled and she was being sent to Saudi Arabia on short notice. We were hard pressed to come up with enough money to buy two airline tickets to fly to Oklahoma City to see her before she left. We not only borrowed money, which adds another bill to our monthly list; but we also used the money we had set aside to buy Christmas gifts for our other seven children and grandchildren. Needless to say, our Christmas was very slim this year as far as gifts were concerned.

One of the benefits of our employment is health insurance. However, unless we are single and have no dependents, we are charged \$78.00 per month as our part of the insurance premium. We then must meet a \$500.00 deductible each year before we can expect any benefits. Because of this out of pocket expense, most of us hesitate to go to the doctor. We simply cannot afford the deductible.

Governor Stephens has not only ignored the reality of this, but his initial plan further insulted us by offering us less than 100% of what is paid in the "private sector". Would that mean we would pay less than 100% of our bills or state and federal taxes? NO. The pay plan that is being offered also does not include a fair longevity clause. This, coupled with the fact that salaries have been frozen at times and our steps were permanently frozen four or five years ago, just adds to the inadequacies. Please refer to example #1, this employee has been at MSU 24 years, her steps are frozen and she takes home a mere \$1040.71 per month. We have two employees who are in accounting. One has been at MSU nine and one half years, the other is one grade higher and has been at MSU eleven months. The difference in their gross pay is \$27.67. I do not consider this "fair" pay.

My question to you is--could YOU live and support a family on these wages?

It seems to be the consensus of the general public in Montana that anyone who works for the state has a "plush" job and that there is a surplus of employees. When I was hired in 1977, I considered it a privilege to be a state employee. However, we have been knocked down repeatedly by the failure of our legislators to recognize that number one--our jobs are vital to the continued smooth running of the state and, secondly-- our years of experience would be hard to replace. We have also been hampered because positions were not filled when vacated, due to retirement, hiring freezes, etc. This means we have taken on more and more duties. It is doubly frustrating to be underpaid and then to go home every day knowing that you will probably never be "caught up" enough to get to jobs that you have set aside for a less stressful and less busy time.

We have heard a few members of the budget committee expound on the fact that the State does not have the funds to meet HB 259. We do our jobs and do them well for less than a living wage--It is the job of this legislature to find the money to fund this plan. The money has been there before, but it was always used to balance the budget. Please don't let that happen again. Don't let the right of an employee to have a living wage be the tool that is used to balance the budget. It is time to again make us proud to be state employees. Lets insist that the legislators DO their job this time. We deserve better treatment than we have had in the past.
WE ARE WORTH IT!

EXHIBIT

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DATE

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HB

January 29, 1991

Montana State University Legislative Hearing before the Joint House Senate Appropriations Subcommittee on Education

Dear Representative Peck and Committee Members:

I am Van Shelhamer, Associate Professor in the Agricultural and Technology Education Department and Chairman of MSU Faculty Council. Faculty Council has 31 faculty and professional staff, elected by their peers to serve three year terms. From this group, officers are elected. Therefore, I am present to represent the faculty and professional staff of Faculty Council.

The ability to attract and keep quality faculty is dependent on salary, benefits, and academic support. A major issue being discussed on the campus concerns the ORP (TIAA/Cref). The program is very attractive to new hires, because it provides individuals the opportunity to take all retirement benefits with them should they leave the State. However, once individuals recognize that only 2.956 percent of the employer's contribution is deposited in their retirement account, it loses its attractiveness. Our peer institutions contribution is over 9%, and the national average is over 10%. In fact even the next lowest contribution rate (5.86%) is nearly double that of Montana's. As a matter of fairness to all employees we ask that you correct this inequity.

Also, at issue is the representation of the approximate 20% of the MUS faculty who are members of TRS. I am told that higher education has never had a representative on the TRS Board. We ask that you work with the Governor in making the next appointment someone from MUS.

Please give serious consideration to increasing the states portion of the health insurance package offered by the University System. Faculty are not willing to assume the responsibility of covering the increase cost of health insurance.

As faculty members we are asked to recruit new students to MSU. One difficulty about this task is responding to students when they ask about the equipment that is used in the instructional process. Many of the laboratories are equipped with equipment purchased in the 1940 & 50's. In the twelve years that I have been on staff I have had less than \$1000 of state money to purchase equipment. Students entering my department had newer and better equipment in high school. Yet I am expected to prepare teachers to go out and teach current technology. If MSU graduates are to remain competitive in the job market, funds must be made available for equipment purchases.

Faculty Council is concerned, as I know you are, about the salary of classified, profession and academic faculty. Many professional staff are front line employees. They are the

individuals that students go to for many services. These people work hard to maintain a positive image and retain quality students. Retainment of students is greatly influenced by professional staff. These people should be given the same salary increase as academic faculty.

With regards to academic faculty salaries we would ask that you consider the following in your deliberations.

1. Peer average salary should become the minimum rather than the maximum.

2. The national inflation rate was over 6%.

3. A plan to bring faculty salaries above the average of peer institutions over a six year be developed and communicated to faculty. This would serve to assist in recruiting and be a moral booster.

4. Remember that Agriculture Experiment Station faculty and Extension Service faculty are faculty of Montana State University. Their budgets must reflect the same salary increases as given the Montana University System. These organizations must not have to release faculty to provide similar salary increases.

5. While salaries are compared to peer institutions, faculty are recruited on a national bases.

6. Faculty need to be a part of the economic solution, not a major cause of the economic problem faced by the state.

And finally, I as a parent would like to encourage you to give special consideration to the request for increasing the number of nursing training stations. My daughter is one of the 100 who were not allowed to go to upper division because of the limited number of training stations. This has affected her financial aid, created a five year student and caused much distress in a young professional who desires to benefit society by being a nurse. Montana needs more health employees and Montana needs to provide those opportunities to its deserving students.

Thank you



Van Shelhamer
Chairman MSU Faculty Council
Room 3, Hamilton Hall
Bozeman, MT 59717

VISITOR'S REGISTER

Education

SUBCOMMITTEE

AGENCY (S) YU State University

DATE 1-29-91

DEPARTMENT _____

NAME	REPRESENTING	SUP-PORT	OP-POSE
VAN Shelhamer	MSU Faculty Council		
Kevin Padgett	ARCHITECTURE STUDENTS		
Rena Bolanta	Architecture ^{STUDENT} MSU		
TODD SCHAFER	ARCHITECTURE STUDENT		
Kyle J. Ullate	ARCH. STUDENT		
Jonas Emcoft	MSU Architecture Faculty		
Clifford M. Shipp	Dean Arts & Architecture MSU		
MARK Piquette	ENTER MOUNTAIN SYSTEMS		
Keith L. Colbo	Museum of the Rockies		
Judy Weaver	Museum of the Rockies		
Ray Chapen	MSU Administration		
Chadwick	ASMSU Exponent		
RICK ARCHULETA	ASMSU		
Rebekah Keene	ASMSU (Engineering)		
Rene Veale	College of Nursing		
Rob Green	ASMSU	X	
Chad M.	College of Business		
Todd Casey	ASMSU (College of Business)		
Jane Jarman	ASMSU (Faculty Senate)		
Nichole Jarman	ASMSU (College of Education)		

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

VISITOR'S REGISTER

SUBCOMMITTEE

AGENCY (S) MSU State University

DATE 1-29-91

DEPARTMENT _____

NAME	REPRESENTING	SUP-PORT	OP-POSE
Toni DEBREE	ASMSU		
John Dalin	ASMSU		
Leticia & Kamey Walberg	ASMSU lobbyist		
Kathleen Ann Long	MSU College of Nursing		
THOMAS WOOD	MSU-ARCHITECTURE		
NORMA TATARKA	MSU - Business Off		
Patricia Gundersen	MSU Classified	✓	
Michael K. Stevenson	ASMSU		
Laurie Shanon	Breeman Chamber	✓	

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 IF YOU HAVE WRITTEN COMMENTS, PLEASE GIVE A COPY TO THE SECRETARY.