

CORRECTED MINUTES OF THE
HIGHER EDUCATION APPROPRIATIONS SUBCOMMITTEE
FRIDAY, FEBRUARY 4, 2000, 2:00 P.M.
Room 223, State Capitol Building

Members Present: Sen. Robert Montgomery, Committee Co-Chair
Rep. Afton Bradshaw, Committee Co-Chair
Sen. Leonard Blackham
Sen. Millie Peterson
Rep. Patrice M. Arent
Rep. Melvin R. Brown
Rep. Mary Carlson
Rep. Carl. R. Saunders
Rep. Jack E. Seitz
Rep. Richard M. Siddoway
Rep. LaWanna "Lou" Shurtliff
Rep. Gordon E. Snow

Members Excused: Sen. Paula Julander
Rep. Margaret Dayton

Members Absent: Sen. Terry Spencer

Staff Present: Boyd A. Garriott, Senior Legislative Fiscal Analyst
Debra Headden, Legislative Fiscal Analyst
Rolayne Day, Secretary

Others Present: Commissioner Cecelia Foxley
President Frank Budd, SLCC
Regent Pamela Atkinson
President Jerry Day, Snow College
Regent Chair Charlie Johnson
President Steven Bennion, SUU
Chris Olsen, SUU Studentbody President
Chalmers Gail Norris, USHE

List of Others Present on File:

Committee Co-Chair Montgomery called the meeting to order at 2:05 p.m.

1. Salt Lake Community College—President Frank Budd demonstrated that an FTE can be one full-time student or five or more part-time students. FTE at SLCC is staying fairly flat, but the headcount is rising. Each of the students has to have facilities, counseling, parking, etc. and it takes tremendous staff support, time, and faculty for each student, not just for each FTE.

President Budd referred the Committee to the handout entitled "FYI, Salt Lake Community College: A College on the Move." He discussed the Regents' budget request including the highest priority of salary adjustments at \$759,000, \$531,800 for quality base support, and \$249,000 for the ATCSR funding to be restored to on-going. There are extreme needs at the College for equipment, additional staff, etc. SLCC is opening both the Jordan and the Detroit Diesel Campuses in the next year.

President Budd said SLCC is constantly evaluating performance. Specified Performance Indicators include (1) Graduating student assessment of programs and services and the overall college experience, and (2) The success of the developmental education program. President Budd said 85% of the students in developmental studies are over the age of 22. SLCC serves over 55,000 students in both credit and non-credit courses; non-credit students are not included in FTE count. Regent Pamela Atkinson praised President Budd, who is retiring, for his fine work as President; it is a tough job to replace him.

Analyst Boyd Garriott referred the Committee to Tab 11, Page 5 for their funding recommendations. He asked President Budd how the success of the performance indicators will be measured. President Budd said SLCC has benchmarked statistics, so it will be easy to see improvements and there are also national norms that could be compared.

Mr. Garriott said the criteria for improvement needs to be determined. He also asked how salary equity would be distributed in an equitable manner since each school handles contractual arrangements with employees differently. President Budd said the Faculty and Staff Associations will have to be consulted and there will have to be some administrative decisions made as well. They may have to disproportionately give more to some because of the nature of their disciplines to keep the programs going. It may not be equitable in the sense that everyone gets the same, but it will meet the needs of the institution.

Rep. Carlson asked Mr. Garriott how much the legislature should be involved in the dissemination of the equity money. Mr. Garriott said he doesn't think the Legislature should get into the nuts and bolts of how the money is distributed, but they do need to be assured that there will be a fair and equitable distribution of the money to the faculty and staff that are underpaid. Rep. Carlson doesn't want the Legislature to oversee the fiduciary responsibilities of the institutions. Sen. Montgomery said the only concern they have is that it be an equitable distribution.

2. Snow College—President Jerry Day said the message of Snow College is the quality of the work performed by faculty, staff, and students. He discussed graduation efficiency (students take only two or three courses beyond those required for their degree.)

Co-Chair Bradshaw assumed the committee chair.

Full-time faculty make up 75% of the teaching staff while the USHE average is 61.7%. Student credit hours produced per faculty on the Ephraim campus is 12%, more than the other two-year colleges.

Co-Chair Montgomery resumed the committee chair.

President Day said their advantage is the quality of the work they do. The Regents request salary equity adjustments for Snow College at \$350,400. Snow has a process in place to determine equity increases; it would not be done across the board, but it would be done for the most critical employees. He encouraged the Legislature to do what they can for equity this year and then do more next year and then again until the equity problem is solved. There has been an enrollment decline over the semester conversion and he thanked the committee for the intent language that holds them harmless. They request enrollment growth for adults and secondary students, base support, and quality enhancement.

President Day said they are supportive of performance indicators tied to funding. However, performance dollars are small compared to enrollment growth funding. There are about one million jobs in Utah, but the problem is that only 8.5% could sustain a family and almost every one requires at least a bachelor's

degree. If Utah is interested in helping people to get life-sustaining jobs, we need more higher education, not less.

Mr. Garriott referred the committee to Tab 4, Page 7 for the analysts' recommendations. He asked if Snow has considered internal reallocations to supplement what the Legislature might give for salary equity. President Day said they comb the budget each and every year to reallocate as necessary for critical needs.

MOTION: Rep. Saunders moved to place the Regents' request for SLCC on the wish list.

The motion passed unanimously.

MOTION: Sen. Blackham moved to place the Regents' request for Snow College on the wish list.

The motion passed unanimously.

Rep. Snow said when he made his motion on February 2 to adopt intent language and was asked if CEU could be added, he said if it was appropriate and applicable, he would agree. It turns out that it is not advantageous for CEU, and he would like CEU to be taken out of that intent language.

MOTION: Rep. Snow moved to approve minutes of the February 2, 2000, meeting providing CEU is taken out of the intent language.

The motion passed unanimously.

3. Southern Utah University—President Steven Bennion said SUU is a residential campus, a personalized learning environment, a regional institution and over 90% of the studentbody are Utah residents. They have grown tremendously over the last decade (46% increase) with a 50% increase in tuition. Credit hours have increased from 11.56 in 1990 to 12.88 in 1999. President Bennion referred the Committee to the budget request including base adjustments and institutional priorities. He said SUU is in the worst salary position in the state; they are behind at least 20%, morale is low and feelings of self worth are at stake. He discussed salary challenges that impact both the recruitment and retention of employees. One of the major issues is how to attract quality people into education if we don't provide an adequate salary so they can have dignity in their economic situation. Studentbody President Chris Olsen said he values his professors and they value students and they deserve to be compensated for what they do.

President Bennion said the most valuable capital is what we invest in human beings. SUU does reallocations each year to meet critical needs at the institution. He discussed state funding recommendations for SUU's two new master's programs—an MFA in Arts Administration and an MBA.

Commissioner Foxley said the compensation issue is vital. We are losing too many faculty and staff even to public education. Regent Chair Charlie Johnson discussed a pamphlet entitled "Utah System of Higher Education Facts at a Glance."

4. Financial Aid—One-Time FY 2000 to Ongoing Funding—Analyst Debbie Headden said if additional funding becomes available, they recommend \$459,000 for financial aid, part of which was one-time last year and needs to become on-going.

Chalmers Gail Norris, USHE, said there is a sense of real concern and compassion for the children of the state who are having a really hard time paying for their education. Part of the inefficiency in the

system is because students have to take partial loads and work part- or full-time to fund their education. He referred the committee to a handout detailing the request for financial aid increases which represents about 60% of the actual need. The Regents have a four-fold strategy on access including maintaining moderate tuition, expanding state-funded need-based aid, encouraging college savings, and maintaining local control of student loans.

Ms. Headden said the UCOPE program funding base is a little over \$1 million and it has been the Regents' policy to keep pace with tuition and fee increases. Because of the limited funding, the analysts recommend \$500,000 this year and feel it is an important effort to make for Utah's students. The New Century Scholarship funding is not recommended by the analysts because the statistics do not yet show the effectiveness of program.

MOTION: Rep. Siddoway moved to place the Regents' request for Southern Utah University at \$2.6 million on the wish list.

The motion passed unanimously.

Committee Co-Chair Montgomery adjourned the meeting at 4:00 p.m.

Minutes were reported by Rolayne Day, Secretary.

Sen. Robert Montgomery, Committee Co-Chair

Rep. Afton Bradshaw, Committee Co-Chair