ARCHIVES FOREVER

Attention all members of RMAIR.
Due to his good work to date and his high level of interest in the area, it has been recommended that Rich Jacobs, soon to be the first past president of RMAIR, be considered for the lifetime appointment of Archivist for RMAIR. This appointment would not preclude his holding any other office in the organization. The duties would be to maintain an archive of all documents important to the history of RMAIR. It would be the responsibility of each officer of RMAIR to see that he gets copies of all such documents. It would be the responsibility of each successive Immediate Past President, in turn, to monitor Rich's health and level of interest so that in the event of his demise (or move to California or whatever) arrangements could be made to manage our holdings or, if necessary, move them from Logan to another location where they could be looked after by the next Archivist.

The constitutional method for making this recommendation official is unclear. Perhaps it could be voted on at the SIG in Baltimore or at the RMAIR meeting in Las Vegas (or perhaps both, since things of this importance usually have to be passed twice before Rich accepts them as official).

FROM THE EDITOR

Along with May comes nice weather and the AIR FORUM. We hope to see most of you in Baltimore. Our advice to those of you not addicted to reruns is to skip the IR Can Be Tiring Panel if you were at Aspen. While we are confident it will be much improved, it is basically the same script as presented at RMAIR.

Two articles in this edition deal with the history and origins of RMAIR. One reports some interesting items regarding the earliest meetings. These were drawn from materials preserved by one of the founders, Lee Stenquist, and sent on by Rich Jacobs. The other recommends a method by which such documents might be preserved for posterity. Please give us your reactions.

ROOTS

It all began at the AIR Forum at New Orleans in 1970, where Lee B. Stenquist, Assistant Provost for Institutional Analysis and Planning at Utah State University, reported that he discussed the formation of a regional institutional research association with Dr. Norman E. Taylor, Vice President for Research at the University of Montana. The two corresponded on the matter throughout the year and agreed to attempt an initial meeting at Salt Lake City in 1971.

At the Denver AIR Forum in May 1971 a planning meeting was held and a committee was established to plan the one day meeting.

This first meeting, held on August 23, 1971, in Salt Lake City, was attended by 21 participants and a presenter from W.I.C.H.E., Leonard Romero. The agenda was dominated by W.I.C.H.E. Planning and Management Division (later to become NCHEMS) projects on FAA and RRPM.

No doubt some of you would recognize many of the participants names, but at least three would be familiar to all who were at Aspen this past year.
Can you believe that Alan Clark (Ricks College), Bruce Higley (BYU), and Jim Olomon, (University of Montana), were all present? What bright young stars they must have been back then! Dr. Taylor was not present at the first meeting. Bruce was also a member of that first planning committee established in Denver.

The second meeting was held September 8, 1972, at Missoula, Montana and the rest, as they say, is history. Both founders, Stenquist and Taylor, were present at this meeting, as well as the three young participants mentioned above, and another notable, Risdon J. Westen. Mrs. Elnora W. Wiley, Registrar at NMSU attended both meetings and was the only woman listed among the participants. Space does not permit listing all participants. Perhaps, if there is sufficient interest, more detail can be reported in subsequent issues.

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CONFERENCE NEWS!!!

AIR SUMMER INSTITUTE

The first AIR Summer Institute--on the topic 'Information: The Critical Resource for Strategic Management'--is scheduled for July 19-22, 1989, in Breckenridge, Colorado. Faculty include Ellen Chaffee, Associate Commissioner, Academic Affairs, North Dakota Board of Higher Education; Lawrence Sherr, Professor of Business, University of Kansas; and James Firnborg, former Chancellor, Louisiana State University, Alexandria, and Past President of AIR. Enrollment is limited.

Contact Deb Teeter, AIR President (913-864-4412) for information.

SCUP CONFERENCE

REMINDER---the SCUP International Conference is scheduled in Denver this July 23 to 26! The theme is "Challenges to Planning: People, Organization, Technology." The conference features four general sessions; a number of workshops; seventy individual paper and panel sessions; plus campus tours and special events.

Contact: Dan Paulien, Local Arrangements (303-333-1916) or SCUP Central (313-763-4776) for information.

RMAIR/SCUP '89

RMAIR/SCUP '89 is set for October 18-20, 1989, in Las Vegas, Nevada. You should have received the "call for papers" notice from Co-Chair Jim Olomon. Plan to attend! Plan to present a paper or panel! Just do it! You will enjoy this informal, western-style annual get-together. Kari Coburn (702-739-3771) and her Nevada volunteers are lining up local arrangements. Watch the next issue of PANORAMA for details.

POSITION WANTED

Any job leads? Due to cutbacks, the position of coordinator of Development, Marketing and Research at Western Wyoming College is going to be eliminated at the end of June. This means that Roger Hovey, who has held the position for the last 8 years, is now on the job hunting trail. He is interested in staying in higher education particularly in institutional research. If you know or hear of any such job openings, please contact him at (307)382-1603 or through BITNET (RHOVEY@UWYO). Thank you!

FOCUS ON.....

DATA INTEGRITY: WHY AREN'T THE DATA ACCURATE?...Frank J. Gose, Director of Student Data Administration, University of Colorado at Boulder (from a paper prepared for the 29th Annual AIR Forum)

The term data integrity--typically used by data base administrators to refer to technical aspects of institutional operating systems (i.e., physical structure, data access paths, journaling for audit and recovery)--is (also) defined to include the accuracy, quality, and reliability of data. This article focuses on the latter definition and how data integrity can be compromised. Sources of "data corrup-

Data may be error-free (non-corrupted) or error-containing (corrupted). Corrupted data are commonly found in most data bases and may not necessarily be addressed by any of the typical activities of the data base administrator. Attaining error-free data is important because, "With incorrect data, the most efficient and sophisticated system is useless" (Braithwaite, K.S., Data Administration, Wiley & Sons, 1983, p.8).

Data Corruption Sources, Identification, and Actions to Resolve.

Sources of data corruption include: changes in institutional policies; new meaning associated with a datum; user experimentation with the system; purging/consolidation of corrupted data; referential integrity; inadequate analysis and testing of software maintenance and enhancement; running obsolete versions of a program; restructuring set relationships on a database; and the tradeoff between editing and performance. Each of these are described and illustrated, including the ease or difficulty of identifying them, and suggested action(s) given to prevent or resolve them.

Changes in Institutional Policies. A subtle compromise of data integrity occurs when institutional policies change, but the computer code accommodating and reflecting those policies does not. For example, a fee or tuition policy changes, but the respective computer code does not. Or the registration process policy changes but the code, thereby throwing a number of data relationships out of synchronization. This phenomenon may easily occur with an externally acquired application system--from another institution or a commercial vendor--when application code presents underlying policies different from those in place at the institution. Identification: easy to spot by users when affected data are
accessed. Suggested Action: thorough systems analysis and design; equally thorough testing prior to implementation; open communication among affected users throughout the process.

New Meaning Associated with Datum. Well-meaning users, adroit at improvisation, may commit ad hoc, localized, urgently needed changes to a system to avoid long delays in getting "Service Request" results from the Data Processing department. Two types of improvisation may occur: (1) a lookup table comingling—for example, when a table of unique U.S. institution codes and a separate free-form entry field are used to record transfer credits...and when a given U.S. institution is not found in the table, an enterprising user, instead, opts to use the free-form foreign field to enter a U.S. institution. Identification: normally easy to spot when the data are accessed by an office (often Institutional Research) other than the one that corrupted the data. Suggested Action: open communication, combined with internal education and a commitment to data integrity; use of scanning software by data administration and other concerned offices to monitor and maintain key data elements. (2) Incorrect code use, which occurs when a particular code meaning one thing is appropriated to take on a new, added meaning. For instance, a deadline expiration code might be used to hold enrollment or some activity, when there is a different reason for the hold action which only the initiating user knows. Identification: hard to spot and usually not reported by the office responsible for entry. Suggested Action: open communication combined with education and commitment to data integrity.

User Experimentation with the System. This source comes in two forms—entry of undefined data and of fictitious data for testing. (1) In entry of undefined data, a user may try to get the system to take a datum that has not been defined to it. Poor editing capability will allow this to go unnoticed for a while. Identification: usually easy to spot, but must be spotted by offices other than the one responsible for it. Corrupted data will readily show up on reports or screens and may cause abnormal termination of computer runs. Suggested Action: internal education regarding data integrity concepts and open communication. Data scans may serve as an early warning signal. (2) In entry of fictitious data, a user may enter real-looking but fictitious data in order to do real testing on the system in the production environment (instead of in a legitimate test environment)—the consequence of which can be disastrous. Methods of "flagging" fictitious data are not foolproof, consume resources, presume excellent documentation and communication, and unnecessarily complicate code. Removal of fictitious data may not be total. Future processing of these data may further compound the matter. Identification: may be easy or hard to spot. The office responsible for it will usually not report it. Suggested Action: a broad-based institutional commitment to data integrity is a must, and true commitment to a test environment is also necessary.

Purging/Consolidation of Corrupted Data. Purging and/or consolidation of data—frequently used to recapture disk space, improve processing, simplify the data base—are processes which may complicate dealing with unwanted or corrupted data. In purging, a common procedure is to create, prior to the purge, an historical "back-up" copy of the data from which a future restoration can take place. When purged data are restored in the future, however, the data corruption problem is not solved and, with the passage of time, may be even more difficult to understand and explain. In consolidation, data are regrouped in different formats (records, tables) and possibly relocated elsewhere on the data base, for the purpose of recapturing valuable disk space and improving computer resource use. Problems of corrupted data, again, are not addressed. Furthermore, consolidation logic might introduce more data corruption. Relationships between data elements may be confused and data movement may not be totally accurate. Identification: easy to spot when the data are restored and accessed; however, passage of time and poor documentation may make understanding difficult. Suggested Action: full documentation of data creation and processing—even for corrupted data. Purging must not be used as a tool to alleviate data corruption problems.

Referential Integrity. Referential integrity—mismatches between changing table codes and existing coded data—is a concept which has received increased notoriety with the advent of the mainframe relational DBMS, DB2. A typical problem occurs, for instance, when a table of unique combinations of curriculum, department, and student major codes is established to control certain course enrollments. When some combinations change over time through new approvals and old discontinuances, revised codes are entered in the table but not in the affected students' records, so that the next time they register, their course requests are rejected because of an invalid curriculum-department-major combination. Identification: may be hard to spot until it makes itself known. Data integrity scans of critical elements may identify some problems before creating real havoc. (Some DBMS, like DB2, claim to be able to handle referential integrity within the database itself, according to Date and White (1988). Suggested Action: referential integrity constraints must be incorporated in the system, either in the application code or the DBMS.

Inadequate Analysis and Testing of Software Maintenance and Enhancement. This is the age-old problem (Brooks, F.P., The Mythical Man-Month, Addison-Wesley, 1982) of inadequate systems analysis before enhancements or modifications are made to the system, compounded by equal inadequate testing and debugging prior to implementation in production, and by limited or poor communication with affected users during analysis and testing. "A fundamental problem with software maintenance is that when a change is made it often introduces unforeseen side effects. Fixing a bug has a great chance of introducing a new bug" (Martin, J., and McClure, C., Software Maintenance, Prentice-Hall, 1983, p.vii). Maintenance to correct system-induced flaws, miscalculations of the amount of perfective maintenance versus emergency repair maintenance, and bogged down service re-
quests produce an apparent lack of responsiveness from the computer department and generate a high level of institutional user frustration. Identification: resulting corrupted data may appear in various forms and may be both easy and hard to detect. Suggested Action: thorough analysis, design, and testing prior to implementation in production; open communication; service request review and prioritization by an office free of vested interests; central administration concurrence; and user accountability for their requests.

Running Obsolete Versions of Program. This phenomenon may include use of wrong versions of maps, tasks, job streams, and other modules and may result from an error by the data processing department or by users entering incorrect parameters or doing some of their own programming. The impact may be incidental or disastrous. Identification: may be both easy and hard to identify, depending on the data in error. Data integrity scans may provide early detection. Suggested Action: accurate, thorough documentation.

Restructuring Set Relationships on a Database. Often a result of purging or of database enhancements, the impact of this problem usually is immediate and long lasting. Established one-to-many and one-to-one relationships among, say, a network DBMS structure, may be partially modified when certain records are purged from one of the interrelated datasets, without purging corresponding occurrences in the related dataset. The database is restructured, producing a data integrity problem. Data are no longer correspondingly available. Programs and modules may abnormally terminate if not modified to deal with the break in set relationships. Identification: usually easy to spot. Suggested Action: open communication and thorough, prior documentation of the purge; thorough prior testing; authority for offices responsible for reporting from the data to approve the purge.

Trade-off Between Editing and Performance. Many of the aforementioned sources of data corruption are peripherally related to the absence of adequate validation code or editing routines. However, absence of such code stands on its own as a source of data corruption. Programmers frequently do not like to write this code and argue that it complicates programs, consumes resources, and slows response time. Some users argue that validation code unduly restricts their right to enter data they want. Both arguments are a form of gambling in which a heavy price may be paid in terms of data integrity—namely, validity and reliability. Identification: usually easy to detect, depending on the data. Suggested Action: to overcome the historic problem of inconsistent responsibility and authority, offices interested in data integrity must be given authority to contribute to decisions on editing and validation.

Summary
Concerned, involved, and responsible institutional professionals—In Data Administration, Institutional Research, Analytical Studies, Admissions and Records, and other offices—will benefit and be challenged by increased awareness of the accuracy and reliability aspects of data integrity. An underlying theme is consistency of responsibility and authority. It is recommended that the central administration make a serious commitment to the value of data as a corporate resource and to data integrity, throughout the organization, as essential for institutional well-being, by establishing a process of working relationships and committing resources to achieve that integrity.

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UPDATE ON NCES AND IPEDS....by Melodie E. Christal

In May 1988, the Association for Institutional Research (AIR) established the Data Advisory Committee. Its purpose is to address a broad range of issues involving collection and usage of postsecondary education data at national levels. This committee has been working closely with the National Center for Education Statistics on revisions to the Integrated Postsecondary Education Data System (IPEDS) surveys. Marsha Moss, chair of the committee, is the liaison between AIR and NCES. William H. Freund has recently been appointed Branch Chief in charge of IPEDS at NCES.

The U.S. Office of Management and Budget (OMB) notified NCES in March that it has approved the IPEDS clearance package for the next three IPEDS data collection years of 1989-90, 1990-91, and 1991-92. The OMB approval includes authorization for NCES to collect annually, rather than biennially, the racial/ethnic data for the enrollment and completion survey instruments. NCES is also adding an "unknown" category to the racial/ethnic categories. Additional modifications are also being made.

NCES does not believe that there is sufficient lead time to prepare institutions for the changes to the 1989-90 survey and is proposing to OMB that the implementation be postponed until 1990-91. At this time NCES has not received a decision from OMB regarding the delayed date.

Several sessions on IPEDS will be offered at the 29th Annual AIR Forum which is being held in Baltimore from April 30-May 3. Included are:

IPEDS UPDATE (table topic) - Sunday, 4:00 - 5:00 (Session 13BC(2))

NEW CLASSIFICATION SYSTEM BEING DEVELOPED FOR POSTSECONDARY INSTITUTIONS AT NCES - Tuesday, 11:20 - Noon (Session 33F)

EFFECTIVE TECHNIQUES IN USING THE IPEDS DATA BASE - Wednesday, 1:30 - 3:00 (Session 35-36G)

IPEDS UPDATE (panel) - Wednesday, 3:10 - 3:50 (Session 49F)

In addition, the Data Advisory Committee will hold an open hearing at the Forum (Session 24J) on Monday, from 1:30 - 2:10, to receive input from AIR members about their concerns regarding data collection and usage and the focus of the committee in future years. Plan to attend this open hearing and share your ideas with the committee.

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RESULTS OF AIR ELECTION

Results of the recent AIR election, according to Deb Teeter, are as follows:

Vice President: Mantha Mehallis
Treasurer: Melodie Christal
Assoc. Forum Chair: Dennis Hengstler
Members at Large: Carol Hollins, Rich Howard
Nominating Committee: Trudy Bers, John Cousineau, Bill Fendley, Heather Habraccker, and John Porter.

Congratulations to all! (and especially to Rocky Mountaineers Melodie and John.)

NEWS FROM STATES AND PROVINCES

ALBERTA: Reported by Ted Fullerton

Funding--Provincial operating grants for Alberta's postsecondary institutions will increase by 5% in 1989-90, following a 1.5% increase in 1988-89 and a 3% reduction in 1987-88. Tuition fee increases were capped at 4.5% for 1989-90, following a 3% increase in 1988-89.

Capital formula grants for replacement and upgrading of furnishings and equipment, facility renovations and alterations, and site and utilities maintenance were significantly reduced by approximately 46% over the period 1986-87 to 1988-89. The capital formula grants for 1989-90 have not been announced. However, indications suggest that there will be no further reductions in this area for 1989-90.

Major capital projects underway at Alberta postsecondary institutions include:
- several new buildings at the University of Lethbridge
- approximately $100 million allocated for a new Grant MacEwan College Campus
- $29.7 million allocated for the expansion of Grande Prairie Regional College
- completion of a new campus at Lloydminster for Lakeland College
- $11 million allocated for a physical education and recreation centre at Lethbridge Community College.

Specific funding for program expansion is being discussed for Bachelor of Commerce programs at the University of Alberta and the University of Calgary, and several upper year courses at the University of Lethbridge.

System Coordination--Approval has been given for the implementation of Alberta Advanced Education's new set of "Guidelines for System Development" which stipulate that Ministerial approval is required for institutional mandate statements, as well as any significant changes to the "character" or delivery of programs offered (e.g., terminations, significant expansions or changes to credentials offered). In the case of program terminations, the guidelines provide for a 50% withdrawal of program funding from the institutional budget, with the remainder available for internal reallocation. Institutions may apply to retain the government withdrawn 50%.

All Alberta postsecondary institutions are required to submit to the Minister for approval by December 31, 1990, their mandate statements and comprehensive institutional development plans for the next ten-year period.

University Policies on Enrollment Control--Alberta's two major universities, the University of Alberta and the University of Calgary, have announced plans to continue their controlled growth policies for 1989-90. In effect, both institutions have tightened their entrance requirements which has resulted in a drop in first-year university enrollments. In anticipation of this drop, concurrent expansions in University Transfer programs were made in 1988-89 at Mount Royal College in Calgary and Red Deer College. Grant MacEwan College in Edmonton received approval to initiate a new University Transfer program. The impact of the enrollment control policies will be monitored closely by the universities, colleges, and government over the next two years.

Advanced Education Endowment and Incentive Program--Since 1981, the Alberta government has committed approximately $208 million to match private sector donations to Alberta public postsecondary institutions. There is every indication that government will extend this program, with some modification, to acknowledge the success the program has had in attracting private sector donations to public institutions.

ARIZONA: Reported by Art Ashton

Headcount enrollments for the University System are up 4.2% and FTE enrollment are up 4.5% for Spring, 1989.

Steve Jordan, formerly of Colorado, has decided to move to sunny Phoenix to join the Arizona Board of Regents as Associate Director for Finance and Planning.

A mid-year budget reduction of 1.5% was made for the University System amounting to almost $6 million. Appropriations for next year are under consideration. It is not expected to be a notable year.

We need a reporter to cover the Arizona Community College News. Call Art Ashton at 255-4082.

COLORADO: Reported by Mark Meredith

After two years with no increases for classified staff salaries, a bill has been introduced in the legislature which would provide wage hikes in two phases: (1) July 1 increases ranging from 2.5% to 10.0% for most state workers, as recommended by last year's state personnel department prevailing wage survey; and (2) after January 1, 1990, an additional 2.5%, representing a new six-month projection survey method.

Although the Colorado Commission on Higher Education approved a policy allowing institutions to increase 89-90 tuition up to 8.0%, the legislature appears to be favoring a 4.0%
tution hike limitation. This could "erode the gains (in state funding) we've been able to make over the last two years," said CU's Finance and Budget Vice President William Fischer.

Without Governor Roy Romer's signature, a bill authorizing "privatization" of the University of Colorado's University Hospital has become law. Effective now, rather than July 1, this law allows transfer of the Hospital from public to private control under a nine member board of directors of a non-profit corporation. This reorganization "will make University Hospital more economically viable, on more competitive footing with other Denver area health care institutions." The new corporation is capable of incurring bonded indebtedness, determining salaries, benefits, and policies for its employees, arranging purchasing, and other matters.

IDAHO....Reported by John Grahlf

The 1989 session of Idaho's legislature has ended with an appropriation for the three universities and Lewis and Clark State College of $140,216,900, up 8.7% from FY89. In Idaho the appropriation is made in a lump sum to the state board, which has broad authority in the allocation of the funds to the separate institutions. As of this writing the board has not met to allocate the lump sum, and so news of institutional funding will be reported in a later issue of Panorama. The total state appropriation for community colleges was $17,288,800, up 3.5% from FY89.

A $500,000 appropriation was made from the permanent building fund to service the debt on Boise State's new College of Technology building.

Idaho is expected to end FY89 with a surplus variously estimated from $20 million to $50 million. About $13.5 million worth of building and renovation projects at the various higher education institutions has been approved to be paid for with surplus money, contingent upon the money being there when everything is tallied at the end of the fiscal year (June 30).

The higher education appropriation, for the first time ever, included money for work-study. This money, which amounts to $1 million, will be allocated to all postsecondary institutions in Idaho, public or private, based on full time enrollment of Idaho residents.

A new research center at the University of Idaho, called the Forest, Range and Wildlife Policy Group, was funded with $125,000.

Eastern Idaho Vocational-Technical School in Idaho Falls had its name changed to Eastern Idaho Technical College.

There has been a change in Idaho residency requirements: a minor student can now claim Idaho residency if either parent is a legal resident of the state. Previously it was required that both parents be residents.

Ricks College reached its enrollment ceiling of 7,500 a year ago, but faculty hiring has lagged somewhat. To catch up, Ricks has added 28 new faculty positions, an increase of about 10% over last year.

Ricks College will be getting a new president in the next few months. Current president Joe J. Christiansen has been called to a high post in the LDS church, necessitating a search for his replacement.

The Chronicle of Higher Education (March 22, 1989, p.A2) reports that the University of Idaho has 9,500 students and 2,100 full-time faculty, which would seem to yield a student/faculty ratio of 4.5:1. We always suspected it was so. In that same article the Chronicle reported the hiring of Elisabeth Zinser to be the University of Idaho's new president. Fans may remember Zinser from her very brief (36 hour) stint as president of Gallaudet University last year.

MONTANA....Reported by Jim Olomom

Eastern Montana College -- In February EMC students enrolled in Political Science 493-Public Opinion and Polling, and Sociology 316-Sociological Research Methods, along with their professors, conducted the first annual poll of national, state and local issues. The students interviewed 402 randomly selected adult Montanans using the Computer Assisted Telephone Interviewing Lab (CATI) located on EMC's campus. The results of the survey showed that Montanans are against military aid to the Contras, trust Gorbachev more than previous Soviet leaders, approve of hunting buffalo, want to toughen gun-control laws, and would support a sales tax if it were linked to property tax relief. The students presented the results of the survey at a press conference March 8 and distributed the report to the members of the Montana Legislature.

Approximately 66% of the employed 1988 graduating class of EMC is working in Montana. This figure includes Baccalaureate and Master degree graduates. The School of Arts and Sciences reports 85% of their graduates are employed in Montana, while the School of Business reports 68% and the School of Education reports 55% of their graduates are employed in Montana.

EMC is patiently waiting for the Montana Legislature to resolve issues relating to the Montana University System.

Montana State University -- MSU's budget is up 8% over the biennium; unfortunately, this is made possible in part by a 14% increase in tuition and fees. The top priority for funding was the increase in faculty salaries, and the legislature approved a 6% increase which keeps the MSU faculty in the same relative position to the salaries paid at the peer institutions. Raises for professional and classified employees were not specifically included in the budget, so anticipated funds for upgrading the library holdings may be used for salaries instead. Beginning in 1991, units in the Montana University System will be able to keep all of the indirect cost money associated with grants and contracts; this should mean over $850,000 annually for MSU.
The Montana Federation of Teachers is attempting to establish a faculty union on the MSU campus. Four of the six units in the Montana University System are already unionized. The issue has already been debated for several months and is expected to come to a vote either this spring or next fall.

University of Montana -- UM's tuition and fees increased by 14%. The budget is up slightly over 4% for the first year of the biennium--that's the good news. The bad news is that to fully fund the salary obligations an increase of 8% is required which means that UM is looking at a $1 million problem in the first year of the biennium and something greater than that in the second year. The legislature agreed that UM should pay the 6% salary increase negotiated at the collective bargaining table, as well as a 2-1/2% salary increase to all university employees. The legislature agreed to fund the 6% increase. But while deciding that all state employees would be given a 2-1/2% raise, the legislators decided that the Montana University System employees were not covered by the state pay plan and thus did not receive any funds under the pay-plan bill--a surprising move, since the Montana University System employees were very emphatically covered by the pay-plan in the current biennium when the raises were 0% and 0%.

UM is in the process of invoking the retrenchment provisions of the collective bargaining contract. The president will then be considered by a twelve-member committee for 45 days. During this period the president and the committee will attempt to reach an agreement. If no agreement is reached, both plans will be presented to the Board of Regents and they will render a decision.

In General -- The adjournment date for the Montana legislature is set for April 21 but there is already talk of a special session in mid-June. The governor is threatening to veto numerous funding bills if a sales tax is not put on the ballot. Among the bills threatened are some relating to the Montana University System.

Gerald Gordon who has served as a research analyst in the UM IR office for the past several years has accepted a new position at Washington State University. His new job as Data Administrator for Human Resources begins May 8.

Please respond to the call for papers which all SCUP and RMAIR members recently received. The Las Vegas conference promises to be an enjoyable time--whether it is also informative is up to you, the members. Please respond before June 30.

NEVADA....Reported by Janice Brown

University of Nevada System -- On May 2 a special election will be held concerning a constitutional amendment to raise Nevada's debt ceiling from 1% to 2% of the state's assessed value. Governor Miller has conditionally approved three University of Nevada System capital improvement projects financed by the bonding capacity that would be created.

The UNS has adopted a policy requiring the campuses to develop an appropriate plan of student assessment. Each campus is responsible for developing the processes and procedures to be used. Results of assessment efforts will be presented in biennial reports beginning in 1990.

The University of Nevada-Reno has received a very positive 10-year accreditation report card from the Northwest Association of Schools & Colleges. The NASC has granted re-accreditation, noting the significant improvements that have occurred, especially in the areas of research and grant & contract funding.

As of July 1, UNR will have a new College of Human and Community Sciences. This college will incorporate portions of the previous School of Home Economics, and will house nutrition, recreation & physical education, human development and family studies, social work, health resources, center for applied research, geriatric and gerontology centers, child & family center, and health career advisement.

University of Nevada-Las Vegas -- Participants in the next RMAIR meeting (to be held in Las Vegas October 18-20) will be staying at the St. Tropez, a non-gaming resort hotel. The St. Tropez is within walking distance of the UNLV campus and the Las Vegas Strip. A less expensive alternative near the conference hotel is being considered for those interested.

NEW MEXICO....Reported by Richard H. Cady

New Mexico's higher education operating appropriations increased by 8.8% to $296.6 million.

Legislature provided a 3.5% increase for compensation in 1989-90. Tuition increases are to be retained by institutions. Formula funding is at approximately 99%. Capital funding was severely restricted at $12.5 million. No new taxes were enacted. SSIG student aid is up 14.3% to $4.3 million. State work study is up 28.6% to $2.4 million and minority graduate fellowships are up to $400K. A new student-aid program, $600K for top ability, low-income freshmen, passed. Statewide instructional TV network at $2.5 million was vetoed. Accountability and assessment bill, which would have funded pilot studies, did not pass. Commission's "development fund" for $1.5 million in quality incentives failed. Articulation arrangements were mandated by law.

Action by UNM regents to increase tuition by $100 (7.9%) on 4/11/89 touched off non-violent but heated student demonstrations, protests, rallies, and a sit-in/sleep-in at the President's office and the central administration building. Regents have agreed to meet to reconsider. Faculty Senate and staff organization both support students even through $1.9 million in tuition revenue is to go to salaries! Class and anti-minority bias are charged by protesters. As of 4/19/89, an impasse exists, despite negotiations, and we continue to step over the bodies daily.
NMCHE has begun to implement its new statewide plan. Detailed instructions have been issued to institutions on how they are to produce annual, five-year, institutional plans for the Commission. This directive is incompatible with campus planning efforts, redundant on data requirements, and unpopular, to say the least.

SASKATCHEWAN.....Reported by Jack Billinton (Report not received by press time.)

UTAH.....Reported by Gail Norris

Utah's grassroots tax rollback fails in November. Initiatives still grow in the dark. Utah will continue to fight spending limitation amendments.

Electrochemist, Stan Pons, at the University of Utah may have produced sustained nuclear fusion at room temperature in a simple laboratory experiment. A paper has been submitted to "Nature" for publication in May. Results need verification. For every 1 watt of energy put in, 4 watts were produced. The theoretical model is not understood. More experimentation is underway. This has potential of being the most significant find since relativity.

University of Utah focuses attention on the undergraduate experience. The President has formed committees to examine various areas of concern. The objective is to improve the undergraduate experience and the base of local support for the university.

The Utah legislature appropriated a 3% increase for faculty and staff salaries.

WYOMING.....Reported by Roger Hovey

The Wyoming Community College Commission has recently approved a formula process for requesting funds from the legislature for use by the state's seven community colleges. This formula system will first go into effect in 1990-91. The second part of the formula process -- the methodology for allocating the funds among the colleges -- may not be determined until next August at the earliest. The college administrators are weary of this uncertainty and are anxious for direction from the commission on how these funds will be allocated so that more definite long-range planning can ensue.

System-wide increases for next fiscal year will be as follows: 5% for salaries and benefits, 1.3% for enrollment impact, and approximately 1% for capital improvements. The salary increases are welcome news due to the fact that most of the colleges have seen few, if any, increases in the last four or five years. The University of Wyoming has $4.4 million appropriated for salary improvements for both across-the-board and merit increases.

TIDBITS.......

Ryan's Law: Make three correct guesses consecutively and you will establish yourself as an expert.

Schultze's Law: If you can't measure output, then you measure input.

Unnamed Law: If it happens, then it must be possible.

Work Rules: 1. The boss is always right. 2. When the boss is wrong, refer to Rule 1.

(Source: The Official Rules, by Paul Dickson, Delta.)