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INTERCOM -- A Message from the President

We had a wonderfully large representation of RMAIR members at
the Louisville Forum. It's great to be
able to meet with regional institutional
researchers and friends more than
once a year. I encourage anyone who
missed this year's Forum to set their
sights on the San Francisco Forum
occurring over Memorial Day weekend
in 1991.

We had nearly 60 participants in the
RMAIR Special Interest Group at the
Louisville Forum. I was very pleased
to meet several newcomers to our
region and profession. At the SIG,
Kari Coburn reviewed the highly
successful 1989 Las Vegas RMAIR
conference. Jim Olomon and Ron
Hagerman discussed programming and
activities for the 1990 Montana
meeting (see related article in this
newsletter), and I reported on the
status of the joint 1991
RMAIR/PNAIRP conference in Reno
(it's full-speed ahead and located at
The Nugget).

Also in the SIG, I led a discussion on
clarifying and modifying the
nomination and election process for
RMAIR executive officers. There was
general agreement that both
nominations and elections could occur
prior to the annual RMAIR
conference with the results announced
at the meeting. I will propose changes
to the RMAIR by-laws and include
them in the conference announcement
as stated in our present by-laws. Rich
Jacobs will chair the nominating
committee this year and work within
the confines of the current by-laws.
See his Call for Nominations in this
PANORAMA.

Best regards and have a nice summer.
-Sarah.

FROM THE EDITOR

The summer is
flying by. Hard to believe it is half
gone already. We
hope all of you are
getting those things
done that you had
been putting off all
year to do next
summer.

We are briefly going through themes
now for PANORAMA. This issue it
is,"Have a nice summer." Next issue
it will be,"See you in Missoula." This
is, of course, all part of a plan to
convince you that it is about time to
be thinking about who should be the
next editor. We have agreed with
Kari, in spite of popular demand, to
stay on as your editor for one more
year. We think that four years should
be sufficient to prove that anyone can
do this job. Apparently all you need is
a Word Processor with some desktop
publishing features, a few minutes per
quarter, and, oh yes, a secretary like
Ann, who is willing to do all the work,
helps a lot.
RMAIR/MSCUP Conference October 4-6 at the University of Montana in Missoula. The call for papers is included with this issue of Panorama; please consider giving a presentation. The response to the call of papers must be received by Ron Hagarman by August 1. A preliminary schedule of events will be mailed on August 15 along with other conference information.

For those of you who have already decided to attend, regardless of the program, a block of rooms has been set aside at the Village Red Lion Inn for October 3, 4, and 5. Ten rooms have also been reserved for the night of October 6 for those of you who wish to extend your stay. To make your reservations call 1-800-547-8010. Be sure to specify that you are with RMAIR. Also, discount air fares are available with Delta Airlines; the number is 1-800-221-1212, reference file number R24071. Be sure to specify that you are with RMAIR.

More information and further details will accompany the preliminary schedule of events mailing in August.

CALL FOR NOMINATIONS

Immediate Past President and Chairman of the Nominating Committee, Rich Jacobs, Utah State University, has asked Janice Brown, University of Nevada, Reno, and Larry Hunter, University of Idaho, to serve with him on the Nominating Committee this year. Under the current RMAIR Bylaws the Vice-President is the only elected officer of RMAIR. The current Vice-President, Kari Coburn, will assume the office of President when Sarah Lindquist becomes Immediate Past President at the end of this year’s conference in Missoula.

The election will take place at the annual RMAIR Conference. Nominations are due no later than the opening session of the conference. Please contact one of the above committee members to indicate your interest in this important office. Feel free to suggest others after you have gotten assurance of their willingness to accept if elected.

A panel discussion on faculty salary regression analyses is being prepared for the RMAIR conference in Missoula this fall. If you have conducted such studies and are interested in participating in the panel please contact Cel Allard, Kari Coburn, Tom Field, or Miriam Meyer as soon as conveniently possible.

INCOMING SCUP MOUNTAIN REGION COUNCIL

The new SCUP Mountain Region Council, effective as of the SCUP-25 National Conference, includes:

Dan Paulien, Regional Representative Elect (replacing Mark Meredith), Ralph Hardy, continuing Membership Coordinator. Joanne Reece, new Program Coordinator (replacing Julie Carnahan), Denise Sokol, new Communication Coordinator (replacing Bill Deno), and also new

Editor of the Mountain SCUP quarterly Mountain Muse.

SCUP-25

SCUP-25 is almost here (July 29-August 1; Atlanta) and promises to be a first class event with a good turnout. There are nine pre-conference planning seminars; general/plenary session addresses by Edward Fiske, Donald Ratajczak, Robert Heterick, and Joyce B. Justus; special event tours, receptions, and a "gracious southern evening" banquet; special interest groups; 60 concurrent sessions (papers, panels...); regional box lunch meetings; and much more.

If you need further information, contact: Joanne MacRae, SCUP Executive Secretary (313-763-4776); Rod Rose, National Conference Chair (213-825-7751); or Mark Meredith, Mountain Region Representative (303-492-8632).
FOCUS ON:

COMMISSION ON
THE STATUS OF
WOMEN AT
WORK IN
ARIZONA
UNIVERSITIES
by Steve Chambers,
Associate Director for University
Planning and Analysis, Northern
Arizona University

In January 1990, institutional analysts
at Arizona public universities and the
Arizona Board of Regents staff were
called together to serve on a
consultative committee to a newly
formed commission to examine and
advise the Board on status of women
employed in the university system.
The commission membership itself
includes staff and faculty from the
three universities; representatives from
business and government, and is
co-chaired by two members of the Board
of Regents. The commission was
organized into three sub-committees
assigned to examine specific areas of
concern; these being: career
development, campus climate; and
hiring, retention, and promotion.

The consultative committee serves as
the technical support groups to each
of the sub-committees and has three
responsibilities:

- Advise members of the
  commission on the availability
  of data, on the definitions and
  form for retrieval and
  analytical methods which may
  be useful.

- Undertake data collection
  activities within each
  university as data needs are
determined by the
  commission and
  subcommittees. Prepare data
  in formats and in such
  computer ready condition as
  necessary to ensure
  compatibility across
  universities and so that
  aggregation of the data across
  campuses can be achieved and
  assist in the analysis.

- Insure timely and accurate
  submission of data on behalf
  of the university.

To date, the consultative committee
has reviewed no less than a dozen
various models for identifying gender-
related salary inequities for faculty.
Once consensus is reached on
methodology, demographic databases
containing 20 variables per faculty
member and encompassing six years
will be used to determine whether
salary inequities exist and to what
extent Regression Analysis may be the
primary statistical technique used for
this purpose. These databases have
already been used to produce crosstabulations by gender on such
variables as rank, discipline, tenure,
status, salary, years within rank, and
years since highest degree.

Each university has also assembled a
variety of statistical tables depicting
workforce demographics and trends
over the past decade. Further types of
potential analyses of gender-related
issues for administrators and staff
continue to be explored and discussed
among the consultative committee,
and in conjunction with the work of
the three sub-committees and the
commission.

The commission will present a final
report to the Board of Regents on its
findings, recommendations, and
activities no later than April, 1991.

TIDBITS

MAKING A DECISION. There are
three valid answers to a yes or no
question: yes, no, and no decision
right now. Eighty percent of all bad
decisions are snap decisions. Good
managers make the best decisions
after "sleeping on it."

GIVING A SPEECH. You should
expect the actual speech to take
one-third more time than it took you
during practice.

WRITING A FINAL SENTENCE.
When writing, if you're searching for a
final sentence, you've probably already
written it.

WAITING FOR A CHANCE TO
SAY SOMETHING. People will
lapse into silence after every twenty
minutes of conversation.

HUMAN HORSEPOWER. Working
hard, the average person can generate
about one-quarter horse power.

ESTIMATING THE
TEMPERATURE. To estimate the
temperature outside in degrees
Fahrenheit, count the number of times
a lone cricket chirps in fifteen seconds
and add thirty-seven.
COLORADO - Reported by Denise Sokol

E. Gordon Gee, President of the University of Colorado since July 1, 1985, announced his resignation on Tuesday, July 6. He has resigned to take a post as president of Ohio State University, effective September 1. Newly elected Board of Regents Chairman Roy Shore said an interim president will be appointed while a national search is conducted for Gee’s successor. Shore was full of praise for the job Gee has done in his five years at CU, and said the regents are distressed that Gee is leaving but not surprised. Shore called Gee “the finest administrator” he had ever known. Regent Ellings said Gee is the kind of person who is attracted by challenges and that OSU has an image problem not unlike the one CU had when Gee arrived in 1985. He said Gee has given CU new respectability in the state and the nation, and called Gee “a great external affairs president, almost without peer in taking a situation and turning it around.”

IDAHO - Reported by John Grahl

The legislature passed and the governor signed into law a new retirement scheme for state higher education personnel. Starting July 1, 1990 all new non-classified higher education personnel must choose between TIAA/CREF and VALIC as their retirement plan. They will not have the option of choosing the existing state retirement plan, the state will make its contribution to the chosen plan at a slightly lower rate than it contributes to the current state-run system. Current non-classified personnel will have 90 days in which to choose one of the new plans or to remain with the existing system. Classified personnel will continue with the existing state system.

The state board has approved slight fee increases for Idaho’s three universities and state college.

The board is completing a new statewide plan for higher education which will be published in October. A legislative interim committee is studying the possibility of a state community college system. This could involve new community colleges as well as specific community college missions for existing institutions. The universities are somewhat apprehensive about the conclusions that such a study might reach.

The board recently granted all four of Idaho’s higher education institutional presidents substantial salary increases. One board member complained that the rates of increase were considerably above what had been allocated to faculty raises.

MONTANA - Reported by Jim Olomon

The Governor’s Education Commission for the Nineties and Beyond has issued a preliminary report recommending, among other things, the addition of $47 million to the higher education budget or, if that is not feasible, cutting about 2700 students out of the University System.

* The Commissioner of Higher Education, Dr. Carroll Krause, will leave his post on July 1, 1990. He will be replaced by Dr. John Hutchinson who will serve as the acting Commissioner. Dr. David Toppen, Vice-President for Research and Academic Affairs at Montana College of Mineral Science and Technology will replace Hutchinson as acting Deputy Commissioner for Academic Affairs.

(Thanks to Dr. Henry McClernan, Director of Alumni and Institutional Affairs at MCMST for the above news items.)

Eastern Montana College

* 1989-90 enrollments at Eastern Montana College showed an increase over the preceding year’s in each of the quarters as well as during the Summer Session.
EMC awarded a total of 588 degrees at the 1990 commencement: 498 undergraduate degrees and 90 master's degrees.

Dr. Ruth Carrington, an EMC English faculty member has been awarded a Fulbright Grant to lecture at San'a University in Yemen. She is the sixth EMC faculty member to receive a Fulbright in the past five years.

Dr. Thomas H. Powell was named Dean of the School of Education in January of 1990.

Semester conversion is closing in on the Montana University System. Eastern is in the finalization stages for implementation in Fall 1991. A smooth transition is predicted due to campus-wide support and cooperation.

EMC will be establishing a Grants Development Office beginning July 1990. The Coordinator will initiate, coordinate, and support grant proposals for all areas of the campus community.

University of Montana

UM has hired George Dennison, Provost and Vice-President for Academic Affairs at Western Michigan University, to be president of UM effective August 15, 1990.

UM, like other units in the Montana University System, is preparing for conversion to a semester calendar with the fall term of 1991.

This past academic year UM saw new record enrollments and there are some indications that this trend may continue into the upcoming academic year. Entering freshmen must now meet college prep curriculum requirements as well as meeting a minimum GPA or minimum ACT/SAT score. Thus far the freshmen applications are running about the same as one year ago.

MSU's President William Tietz is retiring on December 31 after thirteen years of service. The Board of Regents has requested nominations for search committee members, and the search for a new president is expected to begin in the fall. Meanwhile, two vice presidential positions have been filled by individuals on two-year contracts: Michael Malone is now Vice President for Academic Affairs, and Robert Swenson is Vice President for Research. Rolf Groseth will serve as Acting Vice President for Student Affairs. The new president will initiate searches to fill these positions on a permanent basis when the term contracts expire. (MSU's Vice President for Administration, James Isch, is NOT retiring or resigned at this moment...)

Vacant deans' positions are also being filled at MSU. Randy Hitz from Oregon's Department of Education is MSU's new Dean of Education. Dean of Nursing is Kathleen Long, formerly Associate Dean in the college. An announcement of the new Dean of Agriculture is expected shortly.

The interim report of the Education Commission for the Nineties and Beyond was released on June 26. The Commission, appointed by the governor, was charged to examine higher education in the state and make recommendations for future directions. The final report will be presented to the governor in October, following a series of town meetings to solicit input across the state. The Commission's chief recommendation is that funding for higher education in Montana must be increased in order to prevent a long-term erosion of quality.

NEVADA - Reported by Jan Brown

University of Nevada, Reno

- The UNR Foundation has launched the largest fund-raising drive in Nevada history - a six-year capital campaign to attract more than $105 million in private gifts. The campaign will reach throughout the state and the nation, and the resulting funds will provide scholarship endowments, library and faculty enhancements, new buildings, state-of-the-art teaching and research equipment, and land acquisition for the 104-year-old campus.

- Student fees will be increased effective fall semester. The undergraduate fee will increase by $6 to $46 per credit, and the graduate fee will increase by $10 to $60 per credit. The out-of-state tuition will also rise by $300 to an annual amount of $3,300.

- UNR has adopted an Academic Renewal Policy aimed at those students who return to college after a break in enrollment of 5 years or more. Qualifying students may petition the registrar to forgive up to four consecutive semesters of academic work previously undertaken at UNR. The student's original grades stay on record, but are not used to calculate the cumulative grade point average.

- In the interest of strengthening the university's service to its students, faculty, staff, and the general public, UNR has established an Enhanced Quality Service Program intended to sharpen 'customer relations' skills. Support staff, supervisors, managers, and faculty will be participating in the program; plans are being made for periodic repeats for new hires, and for refresher workshops.

Truckee Meadows Community College

- Truckee Meadows is one of two institutions in the seven-institution University of Nevada System which is installing a new student records system. The system includes touch-tone registration which will be in place for the Spring 1991 semester. Funding is partially from a U.S. Dept. of Education Title III grant which is also funding programs in retention, part-time faculty/staff development, and a management information system.

- State of Nevada employees received a 5% salary increase on July 1, 1990. This was approved by the 1989 Legislature. Budgets are being developed to present to the Governor and the 1991 Legislature. Priorities
include employer-paid retirement for professional staff, improving instruction capabilities, improving management and computing systems, and new initiatives.

- Nevada is awaiting the results of the 1990 census and its impact on the makeup of the Legislature. Due to especially strong growth, the Las Vegas area will increase its representation in the Assembly and on the UNS Board of Regents.

- TMCC recently raised over $850,000 in an eighteen-month drive; this amount will be matched two-for-one by a Title III Challenge grant. Most donations were earmarked for scholarships.

University Of Nevada - Las Vegas

- In the fall of 1989, the U.S. Congress allocated $10 million to UNLV to provide a supercomputing resource to the State of Nevada for its independent studies associated with the Nuclear Waste Policy Act of 1982 and for use by UNLV. On May 12, 1990, UNLV dedicated the National Supercomputing Center for Energy and Environment in the Great Hall of Engineering, Thomas T. Beam Engineering Complex. Attending the dedication was U.S. Senator Harry Reid, who was instrumental in securing funding for the $7.28 million supercomputer and associated equipment.

- UNLV has established two new academic colleges. Dr. Charles Fensh, the former chairman of the departments of arts and theater arts at the University of Texas, El Paso has been appointed Dean of the College of Performing Arts which includes the departments of Art, Dance, Music and Theater. Dr. James Malek, the former chairman of the DePaul University English Department, has been named Dean of the College of Liberal Arts, comprised of disciplines in the humanities and social sciences.

- Brad Rothermel, Director of Intercollegiate Athletics, has resigned from his post and will return to teaching in the School of Health, Physical Education and Recreation. The new AD has not yet been selected. Brad Booke, Assistant General Counsel, has been appointed NCAA Compliance Officer.

- An ad hoc committee on student retention has been formed to identify retention issues at the universities and community colleges. The committee will work with the Board of Regents to examine student retention and graduation rates.

- The state revenue surplus was large enough to grant State employees and university professionals a 5% cost of living increase as of July 1, 1990.

- Graduate and undergraduate tuition and fees were increased at both the universities and community colleges effective Fall 1990. The goal of the Board of Regents will be to establish tuition and fee rates for UNS students at the WICHE average of the previous year.

- Kari and Diane’s new bitnet address is KARI@NEVADA.EDU.BITNET or KARI@UNSVAX.BITNET.

NEW MEXICO - Reported by Richard H. Cady

All public institutions in New Mexico prepared planning documents required by a sixteen-page directive of the New Mexico Commission on Higher Education. Some of these submissions to the Commission were in parallel with but not always consistent with local planning efforts. There is also a great deal of dissimilarity across the documents. The Commission staff promises a detailed review and a new directive.

The two-year Eastern New Mexico University Branch at Clovis is attempting to secede from the main campus at Portales, which is resisting the move. Within the city of Clovis there appears to be some local support for the divorce. Eventually the NMCHE and the legislature will become involved.

The fifth consecutive, annual legislative interim committee on higher education has convened. The committee will probably focus on articulation, the future of the two-year sector, and minority student participation and success in higher education. Hearings will be held around the state. Significant legislative output from this committee is not assured.

House Bill 4, the “Governor’s Report Card Bill,” was ramrodded through a special session of the legislature. It was a condition set by Governor Carruthers for his acquiescence to a tax increase. The law mandates an annual, nine-index, box-score in “easily readable form,” for the six four-year institutions. Similar requirements are placed upon the two-year institutions and the most stringent on the public schools. There was no preparation for this bill and no hearings were held. The NMCHE is to coordinate the response. Some of the cells in the report card will surely be blank because the bill requires measurements on activities that do not exist! Failure to report by November 15, 1990 will mandate that the NMCHE NOT submit that institution’s budget to the legislature.

Average faculty salary increases for FY ’91 are in the range of 6% -7% across the state.

Work by the NMCHE will continue on revisions to the four-year and two-year funding formulae. Also included is additional effort to find peer institutions and to adjust funding to those peers.

Wyoming - Reported by Reta P. Gates

Connie Brizuela, Director of the Office of Institutional Analysis, was recently honored with the 1990 E.G. Meyer Family Outstanding Staff Service Award. The Meyer award recognizes outstanding employees for service to the University of Wyoming based on: attitude, dependability, loyalty, initiative, job performance and
involvement in University/Civic activities.

UW President, Terry P. Roark was given, and accepted, a one-year contract extension and 7 percent salary increase by unanimous action of the UW Trustees. At his request, President Roark has been on annual contract since coming to UW in July, 1987.

Arthur R. Gaudio has been appointed the new Dean for the College of Law effective July 1. He is currently Associate Dean at Wake Forest University School of Law.

B. Oliver Walter, Acting Dean of the College of Arts & Sciences, has been appointed permanent Dean, effective June 1. Dr. Walter was previously Head of the Political Science Department.

Vice President for Research Ralph DeVries has resigned effective July 1, 1990. DeVries assumed the Research Vice Presidency in December 1985.

The recently organized Division of Information Technology is headed by Dr. William E. Walden, Special Assistant to the President for Information Technology, who was previously Director of the Division of Computer Services. The Division of Computer Services, the Office of Telecommunications Services and the Office of Administrative Systems were combined to form the single unit.

The University of Wyoming is still in the process of a major internal reallocation of resources. The committees are currently reviewing the department/program self-studies and the Office of Institutional Analysis is continuing to provide information for this undertaking.

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