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INTERCOM — A Message from the President

Here we are in the last fleeting days of summer and it won't be long until the students descend on our various campuses for the start of the fall term. That brings us to another yearly ritual - the election of a new Vice-President for RMAIR. The person elected as the Vice-President is really making a three-year commitment to the association: one year as Vice-President, the next year as President, and a third year as immediate Past-President, with the duty of organizing and chairing the nominating committee. Larry Hunter, pitch-hitting for Ron Hagerman, has submitted the names of Diane Muntal and Hans L'Orange as candidates for Vice-President for the 1995-96 year. Both are excellent people with outstanding records of service to the profession and the association. When you receive your ballot in the mail, please vote and return it promptly. Because of the high quality of the candidates, I'm sure the election will be a close one, your vote will be important. The results will be announced at the fall conference in Breckenridge.

Which brings me (quite neatly, I might add) to reminding you about the RMAIR fall conference on September 27-29 in Breckenridge, Colorado. I was really impressed and excited when I got my packet of materials describing the conference. Denise has done a marvelous job with the local arrangements—especially the Thursday night 'special event' mine tour and dinner. And the preliminary program is strong with topics both intriguing and timely—thanks, Hans. They have worked very hard to bring us a great conference at a reasonable price in a festive setting. I can hardly wait to see those golden aspen! If you have a colleague who is new to IR or who has not been active in RMAIR for several years, please notify Denise. I'm sure she will have additional packets for those not included in the original mailing. I hope to see all of you there.

Although it may seem like a long time until May, I know the winter will pass all too swiftly for Fred Lillibridge, New Mexico State University at Alamogordo, the Local Arrangements Chair for the 1996 AIR Forum in Albuquerque. As the regional 'host' association, we have promised to assist Fred as requested, and I know the members will come through as we always do. Keep watching the RMAIR LISTSERV, the pages of PANORAMA, and at the fall meeting for updates on the Local Arrangements Committee. Also, please think of activities in which you might want to be involved and contact Fred (see the Announcements section for his phone, fax, and e-mail numbers/address).
This is my last column as President, and I would be seriously remiss if I didn't say thank you to all the people who have worked to make this year a good one for RMAIR. A special thanks to Ken Brown, who pulled double duty both as Vice-President and as Editor of the PANORAMA. Diane Muntal also worked a double shift as Secretary/Treasurer and as Publisher of the newsletter. Thanks, Diane. And to Denise and Hans—everything for the conference looks first-rate and I am really looking forward to it. Larry Hunter did a great job with the nominating committee, and all the past presidents were always there when I needed advice or ideas—I appreciated all the 'back-up' guys. And to Nelle Moore and all the contributing writers for PANORAMA—thank you for your efforts. We would all miss the newsletter if it ceased to exist, which is what would happen if you weren't willing to contribute your time and talents. RMAIR is the best regional association in AIR and I have been proud and privileged to serve as your president. See you in Breckenridge.

FROM THE EDITOR

Since this is my last column as editor of PANORAMA, I would like to take up some column inches by recognizing those who have contributed so very much to the success of the publication over the years of my tenure as editor. As you can see, some of the reporters have been on the job since before I started in fall 1991, namely Jacki Stirm, Jan Brown, and Mike Dover. I have indicated the current state reporters by printing their names in bold type following their state names; others who have made contributions to state reports are also listed under the state name. Individuals making contributions by writing special reports or in other ways have been identified by category of contribution. Note that some people have made contributions in more than one category. Three individuals deserve special recognition, Nelle Moore and Ginny Feagler each did an outstanding job as Coordinator; Diane Muntal, as Publisher, has been an absolute pleasure to work with and her work on the picture captions in various issues was just perfect. To all who contributed over the years, thank you very, very much; you made my job as editor much easier and very enjoyable.

Panorama Reporters and Contributors - 11/91 to 8/95


Colorado: Jacki Stirm-state reporter (U of Colorado System), Gregory Smith (Colorado CCs).


Nevada: Jan Brown-state reporter (U of Nevada-Reno), Emily Grable (Truckee Meadows CC), Diane Muntal (U of Nevada, Las Vegas-UNLV).


Wyoming: Mike Dover-state reporter (Northwest College), Sue Koller (U of Wyoming).

Saskatchewan: Jack Billinton (U of Saskatchewan).

Publisher: Diane Muntal (UNLV)

Official Photographer: Archie George (U of Idaho).


State H. Ed. Description: Jo-Anne Abernethy-NM (NM State U), Jacki Stirm-CO, Brian Shuppy-UT (U of Utah), Ron Hagerman-ID; Cel Johnson-MT (Montana State U); Jan Brown-NV (U of Nevada-Reno); Phyllis Edamatsu & Ken Brown-AZ (Then ASU now Tennessee State U and U of A).


Wendy Miley takes over as Editor of PANORAMA with the next issue. I am sure she will do a super job and that you will support her as fully as you have supported me.

I am reprinting, in the Announcements section, the directions on how to sign up for the RMAIR Listserv. Both Susan and I feel that the more people who are on the Listserv, the easier it will be to communicate among members, especially with the Forum being in Albuquerque this coming year. Please sign on to the Listserv.

I look forward to seeing you in Breckenridge; it looks like it is going to be a great conference with a great program and interesting
special events. Get your registration materials in now!!

ANNOUNCEMENTS

A Call for Papers, Panels, and Demonstrations

RMAIR 1995 at Breckenridge, Colorado

Be sure to make it to the RMAIR conference in Breckenridge, Colorado, September 27-29, 1995. If you have not received your conference materials as yet, contact Denise Sokol by phone at 303-556-2551, fax at 303-556-3377, or e-mail at dsokol@castle.cudenver.edu, and she will get a packet to you. It is always an interesting, informative, and very enjoyable conference. This year's program and events look especially inviting. Don't miss it!!

AIR Forum 1996

The AIR Forum will be held in Albuquerque, New Mexico this coming May 5-8, 1996. This should be an excellent Forum so be sure to reserve this time on your calendar so you can attend. Our own Fred Lillibridge of New Mexico State University, Alamogordo is the local arrangements chair for this Forum. If you are interested in working with Fred on the local arrangements for the Forum, please contact him by phone at 505-439-3624, fax at 505-439-3643, or e-mail at FLILLIBR@NMSUVM1.NMSU.EDU. Watch this section in future issues for further details on other Forum issues.

HEIR ALLIANCE RELEASES GUIDELINES FOR EVALUATING CAMPUS INFORMATION RESOURCES

The Higher Education Information Resources Alliance (HEIR Alliance) has developed a set of guidelines for evaluating information resources that colleges and universities can use when doing institutional self-studies, and that regional accrediting associations can consider as part of the accreditation process. The term "information resources" as used in the guidelines includes information technologies (computing and voice, video, and data communications), information services, and information itself (especially in electronic form).

As the model for accessing and delivering information increasingly becomes one of a networked information environment, electronic information resources need to be addressed as an integral part of an institution's self-assessment or accreditation. The HEIR Alliance Evaluation Guidelines for Institutional Information Resources describe general requirements for information resources, including a detailed set of questions, that an institution can use to assess its progress in providing information resources to support the mission and administration of the institution.

The HEIR Alliance is a cooperative project of the Association of Research Libraries (ARL, Educom, and CAUSE, the association for managers of information resources in higher education. In late July, the guidelines, along with HEIR Alliance Executive Strategies Report #6 (which provides an executive summary of the guidelines), were sent to presidents and chancellors of all U.S. colleges and universities, with a letter from James Applebee, president of the American Association of State Colleges and Universities. The guidelines and report were also sent to primary representatives of ARL, CAUSE, and Educom.

Copies of the guidelines are available electronically by sending e-mail to heira@cause.colorado.edu containing the message: GET HEIRA.GUIDE or by accessing the CAUSE servers: gopher://cause-gopher.colorado.edu http://cause-www.colorado.edu/collab/heira.html Print copies are also available from CAUSE (for $5.00 each). Call 303-939-0310 or send e-mail to orders@cause.colorado.edu.

RMAIR Listserv Established

by Fred Lillibridge, List Manager

A RMAIR Listserv has been established to enhance communication and facilitate the exchange of information and data among RMAIR members. Listserv users can submit questions about research problems or interests, present information, alert others to emerging developments, and notify others about issues relevant to RMAIR Listserv users. The list's utility will evolve. It's value will depend on how it is used by members.

The listserv has been established on an INTERNET node at New Mexico State University. We will continue to upgrade the effectiveness of the e-mail software so that more features can be added in the future.

Members and other interested individuals can SUBscribe to this public list by sending the e-mail message SUB RMAIR (your name) to this address:

LISTSERV@NMSU.EDU

You will be notified by e-mail after you are added to the RMAIR Listserv.

Once you have successfully subscribed, you can communicate with all RMAIR list subscribers by addressing an e-mail message to the following address:

RMAIR@NMSU.EDU

The command to SIGnoff (cancel your subscription to) the list is similar. You should use the same account you used to subscribe. Send the e-mail message SIG RMAIR to:

LISTSERV@NMSU.EDU.

If you want a list of other RMAIR Listserv users, you can send the e-mail message REV RMAIR to:

LISTSERV@NMSU.EDU This will allow you to REVieW the list.
An electronic copy of this article has been sent to all RMAIR members with known e-mail addresses. Please contact me if you want to receive a copy.

If you have any questions or have difficulty subscribing to the list serv, please contact Fred Lillicrudge at New Mexico State University-Alamogordo, INTERNET: fillibr@nmsu.edu, TELEPHONE: (505) 439-3624, OR FAX: (505) 439-3643.

FROM STATES AND PROVINCES

ARIZONA
by Carol Diem
Arizona Board of Regents Central Office

In June, the Board heard recommendations from the Joint Task Force on Admission Policies. Recommendations included eliminating the category of conditional admission (currently available for students who do not meet some of the requirements for admission) and strengthening requirements for transfer students so that they more closely resemble those for entering freshmen; currently, requirements for transfers are less restrictive than those for entering freshmen. More work will be done with Arizona high schools, community colleges, and others before the recommendations are acted upon.

The Board also received a report from a study group formed to analyze proposals to charge resident students nonresident tuition once they accumulate more than 160 credit hours and to charge a significant fee for dropping units in excess ten in a student's career. The study group recommended that advising should be enhanced to discourage the accumulation of excessive hours and, since most students accumulating excessive credit hours entered as transfer students, that work be done with the universities and community colleges to reduce credit hours accumulated by transfer students. The group reported that excessive dropping of classes is a significant problem, but they were asked by a Regent to further analyze the cost created by the excessive dropping of classes.

The Board revisited its nonresident enrollment policy, which states that nonresident headcount enrollment at each university is not to exceed 25% of the total headcount. The method for calculating nonresident enrollment was revised, and those universities exceeding the limit presented plans to comply with Board policy.

In July, at the Board Retreat, discussion began regarding tenure and the conditions of faculty service, duplication of academic programs, and administrative costs and staffing patterns.

Arizona State University by Melinda Gebel

Recent undertakings at ASU indicate our university is moving into the future with enthusiasm and a proactive fervor! ASU is well underway with the comprehensive Student Process Re-engineering Project or SPRP, which has the humbling task of improving a multitude of processes to better serve students. Individual implementation teams are addressing such university services as advising, class scheduling, registration, recruitment, finance, and information dissemination. An additional team is involved in redesigning and implementing processes that will facilitate the development and maintenance of coding structures, which serve as the backbone infrastructure for other implementation projects. Currently, policies and guidelines are being established for moving code tables to a client/server environment and managing the tables centrally by a designated data trustee. Each code table is developed in Texas Instrument's IEF Composer and consists of a code value, a short description, and a long description. Code values stored in the record can be used to encode/decode information, validate attribute values, provide current values when codes are subject to change, and provide a more efficient mode for data entry. The short descriptions, which typically provide more meaning to customers than code values, are displayed in windows and can be utilized by data query tools for user convenience.

Also in full swing is President Coo's study committee, "The University for the Next Century," which has formed five task forces "to review and refine the list of forces that have been identified as likely to impact the university of 2010 and to provide a set of responses to the wide range of societal forces shaping the likely future of ASU in the year 2010." The task forces are comprised of deans and faculty; students from Main, West, and East campuses; and include community leaders from the metropolitan area. In addition to a Community Advisory Task Force, there are task forces on: a) Community Partnerships, addressing issues of accountability, resource sharing, etc.; b) University Life, focusing on quality of life within the university community; c) Teaching and Learning, studying alternative teaching techniques and delivery modes; and d) Research and Scholarship, focusing on technology and research activities. Final draft reports are expected by December.

Several shifts in personnel assignments have taken place in recent months. Christine Wilkinson, Vice President for Student Affairs, recently has been named interim athletic director after Charles Harris, who served as director for the past ten years, asked not to have his contract renewed. Charles Bantz, Professor of Communication, replaces Kathleen Church as vice provost. Finally, ASU East campus continues to expand organizationally as ASU West's
Director of Institutional Planning and Research, Sheila Ainalay, moves into the position of Director of Planning and Budget at ASU East. Paul Zuzich, former senior planning analyst, will take over Ainalay's position at ASU West.

Northern Arizona University by Lisa Hopper

Nothing much new at NAU, just busy, busy, busy crunching numbers....

Administratively, NAU's first ever Provost, Charles Connell, started on August 1. The newly created position will combine the functions of the offices of the Vice President for Academic Affairs and Vice President for Student Affairs. Many in Arizona may recognize the name. Dr. Connell served in several administrative positions at ASU West from 1986 to 1991, including Director of the 21st Century Project, Interim Vice Provost and Dean of Faculty, and Director of the Faculty of Arts and Sciences.

Dr. Connell's mission is to integrate the academic and student life so graduates are prepared for the new world they face; multiple career changes, multi-cultural environment, etc. Much of the change in approach and integration will be facilitated through the residence hall experience, including residence hall advisors who will be more involved in programs of career planning and study skill enhancement than in non-academic programs and activities. Team work and close contact with students are central to the process, says Connell.

University of Arizona by Wendy Miley

Department closings—TENURE????

The conditions of faculty tenure and service have become a hot topic in Tucson, as well as in the rest of Arizona. At the Arizona Board of Regents' June meeting, the Board approved the U of A Administration's request to close both the statistics and physical education departments by 1998. Some tenured faculty will be moved to other departments, while others may have to look for employment elsewhere. Because of this, faculty became concerned about the current status and future of tenure at the University.

Then this July, the Board requested the state university presidents begin studying the future of tenure at each of their respective institutions. This prompting by the Board, came one year after the Community Advisory Committee submitted its plan to the Board for the new four year liberal arts college in Pima County. This Committee, appointed by the University of Arizona President Manuel Pacheco, suggested in its plan that the new institution should avoid having a "tenure system and distinction in faculty rank."

Some preliminary demographic data provided to ABOR at their July meeting showed that the University of Arizona had not become more "tenured in" over time. The same percent of faculty were tenured in both 1989 and 1994. While the percent of tenured faculty had remained constant, the number of tenured faculty 65 and older had more than doubled in the same time period. Of that group of tenured faculty 65 and older, seven were distinguished faculty members.

The tenure study will surely bring about lengthy and lively discussions this coming fiscal year at the faculty senate meetings. The saga will be continued....

Degrees Awarded

All degree levels at the U of A experienced growth in the last five years with an overall increase of 15% in the number of degrees awarded:

<table>
<thead>
<tr>
<th>Degree Level</th>
<th>FY 1994-95</th>
<th>FY 1989-90</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelors</td>
<td>4,807</td>
<td>4,118</td>
<td>17%</td>
</tr>
<tr>
<td>Masters</td>
<td>1,364</td>
<td>1,242</td>
<td>10%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>396</td>
<td>311</td>
<td>27%</td>
</tr>
<tr>
<td>Professional</td>
<td>285</td>
<td>265</td>
<td>8%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>6,852</td>
<td>5,936</td>
<td>15%</td>
</tr>
</tbody>
</table>

CO

by Jacki Stim

Metropolitan State College of Denver

Dr. Sharon A. Siverts has been appointed Provost and Vice President of Academic Affairs at Metropolitan State College of Denver beginning August 1. Previously, she was Vice President for Academic Affairs at North Dakota State University.

CAPIR

The Colorado Association of Planners and Institutional Researchers has scheduled the fall meeting for the afternoon of October 18 in the conference room at the Board of the State Colleges. Please contact Melodie Christal at (303) 860-3685 or mchristal@ecs.org for more information.

University of Colorado System

President Judith Albino has submitted her resignation, effective at the end of her current contract, September 1996.

Colorado Commission Staff Changes

Sharon Hart was recently appointed Deputy Executive Director of the Commission. She had previously been the Senior Finance Officer.

IDAHO by Jerry Engstrom

Summer is nearly over and we still hope to experience a summer lull. It does not look likely, however. We just finished one Board meeting the first week of August and will have another at the end of the month. These meetings are being held to discuss a perennial issue in higher education in Idaho—Governance.
At the end of the legislative session a few months ago, the legislature decided to appropriate $100,000 to study changes in educational Governance. The legislature has looked at this issue a number of times in the last fifteen years but it is an issue that keeps reappearing. The primary reason is that this state has an unusual educational structure. There is a single policy Board that oversees all public education, from pre-school to graduate school.

Calls for change come from many who feel that a single lay board is incapable of effectively dealing with such a large span of institutions, ages, and issues. Others feel that having a single board is ideal since there is one body charged with planning and policy for all educational levels. The Interim legislative committee on Governance has met several times this summer and has discussed an array of governance options. But, at this point it appears that they will not forward proposals for major changes to the next legislature.

However, the potential of legislative action has prompted the Board to reexamine its structure and its practices. The two meetings in August are the forum for this discussion. The first meeting gathered testimony from previous Board members, institutional presidents, a representative from NCHEMS, and others. During the next meeting they will decide what changes to institute. While it is too early to know the outcome of these meetings, at this stage there appears to be a growing inclination to lessen the workload of the Board by transferring more duties to the central office support staff. There is talk of making the executive director's position more like that of a chancellor.

Another issue of importance to higher education in Idaho is changes in institutional leadership. A new president was hired. James W. Hoftois, previously Academic Vice President at Eastern Oregon College, was appointed President of Lewis Clark State College. And a president left. Elizabeth Zinzer, President of the University of Idaho, resigned her position to assume the position of Chancellor of the University of Kentucky System at Lexington. Her former Provost, Thomas Bell came out of retirement to assume the position of Interim President for a year while the search for a new President proceeds.

**MONTANA**

by Cel Johnson

Montana is often described as having two seasons: nine months of winter, and three months of road construction. This year, our "other" season has included not only road construction, but campus construction as well. Both universities are putting their building funds, public and private, to good use.

The University of Montana-Missoula is building the Davidson Honors College and a new home for the School of Business. They're also undertaking a major renovation of the University Center and finishing a new dormitory. In addition, they're building a new parking structure and adding a parking lot to help ease their parking crunch. And of course, there are enough minor and not-so-minor repair and renovation projects in process, such as the installation of a new elevator in the Liberal Arts Building, to throw the campus into temporary disarray.

Montana State University-Bozeman demolished its outdated Ryon Lab to construct a new Engineering/Physical Sciences building over the rubble. The existing engineering halls will be joined to the new structure and undergo renovation as well. Last summer, the entire center of campus was torn up to lay a new utility tunnel. This summer, the center of campus is beginning its conversion to the Centennial Mall, a multi-year project funded by private donations. Construction is almost complete on 48 new family housing units, which will be ready for fall occupancy.

MSU-Billings is adding a new room to their computer annex, which will contain state-of-the-art computer equipment to be used for instruction. Come September, a task force will be appointed to undertake a strategic planning process to be completed by December 1.

Jim Olomon and Bill Smolinski at UM-Missoula have managed to avoid serious involvement with the information superhighway, but Cel Johnson at MSU-Bozeman and Jean Horst and Carl Schulz at MSU-Billings are (over)involved in providing data for their respective Web sites. More on this in a future issue!

New faces on the UM-Missoula campus include John F. Schwaller, Associate Provost, and E. Edwin Eck, Dean of the Law School. New appointments at MSU-Bozeman include Chuck Lindemann, Director of Athletics; Lea Acord, Dean of Nursing; and Gerald Ratliff, Dean of Arts and Architecture. At MSU-Billings, Emie Rose is the new Dean of Education.

**NEVADA**

by Jan Brown

University and Community College System of Nevada

The Nevada Legislature approved a biennial budget of $604.2 million for USCCN, representing a 17.8% increase over the current operating budget. This sum includes nearly full funding of the instructional formulas, taking into account 1993-95 enrollment increases, and projected growth for 1995-97. Approximately 232 new full-time faculty, 57 part-time faculty and 57 new classified support positions were approved.

The legislature also granted the first COLA increase in four years.
UCSN faculty will receive 4% COLA in FY 1996, while classified workers will receive 5%. Both groups will receive 3% in FY 1997. UCSN's faculty merit pool was increased from 2% to 2.5%.

A one-time appropriation of $7 million will give a significant boost to financial aid for need- and merit-based scholarships. The legislature also provided a one-time appropriation of $20 million for technology and equipment. In addition, $5 million will fund a Distance education/networking initiative in partnership with K-12.

Proposed legislation mandating a System performance audit and a study of the existing formula funding were not passed by the Legislature.

Outside of a relatively small amount for hazardous waste (in proportion to the total required), there is a continuing reluctance on the part of the Legislature to help cover the cost of both state and federal unfunded mandates.

**University of Nevada, Las Vegas**

UNLV's seventh president, Dr. Carol Harter, officially took office on July 1. Harter came to UNLV from the State University of New York's Geneseo campus, where she served as president since 1989. Previously, she served as vice president of administration at Ohio University in Athens. Dr. Harter received her Ph.D. from SUNY Binghamton in English and American Literature.

Demonstrating her commitment to comprehensive and participatory strategic planning, Dr. Harter has scheduled a strategic planning workshop this month. The resulting discussion is intended to lay the foundation for a new mission statement and a set of goals for UNLV. Consultants from the Pew Charitable Trust's Higher Education Roundtable will facilitate the workshop. A representative sample of approximately 100 faculty, administrators, support staff, and students will attend.

UNLV's new athletic director is Charles Cavagnaro, formerly AD at the University of Memphis. Cavagnaro accepted a three-year contract worth $117,500. During Cavagnaro's tenure at Memphis, the graduation rate among student-athletes rose from 22% to 92%, and the athletic department's reserve fund increased from $750,000 to $5 million. With UNLV's student-athlete graduation rate at 23% and athletic department in financial difficulty, he is a welcome addition to UNLV.

**University of Nevada, Reno**

The Legislative budget for the biennium 1995-97 will have a beneficial impact on the campus including the following:

- An additional $3.5 million for instruction which represents nearly 100% funding of the formula, and translates into 49 new faculty and 9 new classified positions.

- Substantial increases for the library ($0.5 million), graduate assistant positions ($0.6 million), and physical plant ($0.3 million).

- $18.2 million for a new Education Building, and one-shot appropriations of $6 million for equipment acquisition, and $1.2 million for scholarships.

- A significant appropriation for repair and maintenance of facilities in the amount of $5.5 million.

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**NEW MEXICO**

by Chester Haugawaut

Mark Your Calendar! By now the national membership of AIR has been notified that the 36th Annual AIR Forum is scheduled for May 5-8, 1996 in Albuquerque, New Mexico. The "Call for Proposals" is out, and will close on September 15, 1995. So, make plans to attend an interesting conference while also visiting historic locations such as Santa Fe and Los Alamos.

Besides the high-profile criminal trials found in the national media there is also the issue of affirmative action in higher education. Most of us have read about measures in the state of California to change the "student mix," and also to address the hiring process of faculty and staff. While the issue has been relatively quiet in New Mexico, most institutional researchers know of the many details associated with reporting these data (federal and state) and monitoring the available workforce. One of the important questions for institutional researchers is whether or not our institutions will still expect the same level of reporting if affirmative action processes are dismantled. Specifically, will colleges and universities still want to know the availability of faculty, by discipline, on a national scale? Will it be necessary to continue salary equity, tenure, and rank studies?

Should affirmative action disappear, states with relatively small populations, such as New Mexico, will still need to analyze the same internal and external data variables in order to staff their educational institutions. Notwithstanding the ethnic or diversity issues, affirmative action-like data processes will continue to challenge institutional researchers, analysts, and computer specialists for many years to come.

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**UTAH**

by Joseph Curtin

News from the Regents office

In a change from previous ways of doing business, the USHE will create annual budgets after the official fall reporting date. In past years budget allocations were based on projections of fall enrollment. Beginning this year, budgets for the schools will not be created until after actual headcounts and FTEs are reported from each school. Enrollment projections will only be
used for long range planning purposes.

The regents office is also in the process of conducting a faculty salary survey. This is in an attempt to create equity in faculty salaries across the system. One of the areas that seems to be a major focus of the study is the relatively large number new faculty members that are teaching in the USHE. This is probably due to the amount of growth in the system which creates a need for new hires. The new faculty will tend to have fewer years of experience and thus receive a lower salary. This circumstance lowers the system average salary when compared to other systems or schools. This factor may suggest that there are inequities in salaries and wages when, in fact, it may simply be due to the difference in average years of experience. This and other factors are being considered as part of the faculty salary survey. More information on the methodology and progress of this study may be obtained by contacting Ray Sudweeks at the USHE office in Salt Lake City (801-321-7100).

IR Directors/Contacts

IR Directors or Contacts in the State of Utah

University of Utah
  Gary Oyler  581-6948
UT State U
  Jeanne Vinsonhaler  797-0004
Weber State U
  Carrol Gaskill  626-6465
Southern UT U
  Maxine Stolk  586-7713
Snow College
  Max Aycock  283-4021 x1342
Dixie College
  Kathy Bailey  673-4811 x337
Col of Eastern UT
  Rich McCormick  637-2120 x637
UT Valley St Col
  Nancy Hill  222-8150
Salt Lake CC
  Debbie Summers  967-4240
Brigham Young U
  Bruce Higley  378-4242

Note:
  Area code is 801 for all of Utah.

SIS Users Conference

By the time this is published the Utah State SIS Users Group will have held their annual summer meeting (August 17-18) on the campus of Utah State University in Logan, Utah. Topic areas covered were all aspects of SCT's SIS system. The conference had break-out sessions in areas such as financial aid, registration and records, billing and receivables, and technical aspects. Anyone who is interested in the SIS/SIS+ system or finding out what happened at the conference should contact Mark Barton at Southern Utah University (801) 586-7710.

Wyoming

by Mike Dover

The institutional research function in Wyoming's community colleges is expanding. Institutional researchers have been hired for Laramie County Community College and Casper College and a search is presently underway for Central Wyoming College. Much of the growth has been driven by increasing demands for assessment and accountability. The IR positions advertised to date have contained a strong assessment component. We are looking forward to swelling the RMAIR ranks at Breckenridge.

Last year's salary increases were not included in the standard budget for the coming year. Needless to say, considerable work is now going on between the community colleges and the governor's office to insure funding. As a result more emphasis is being placed on faculty load studies which have kept IR busy through the summer.

Most IR offices are gearing up for the usual fall activities, IPEDS, etc. We're looking forward to seeing everyone again in September at Breckenridge.
Dear RMAIR Members:

As you probably know the current constitution and by-laws of RMAIR provide for only one elected officer per year. The annual election involves only a Vice President/President Elect. All other offices are appointed for one year terms by the President. Any of these can be reappointed by succeeding presidents if mutually agreeable to both. Winning the election results in a three year commitment. It is hoped that the president can attend both the RMAIR regional meeting in the fall and the AIR Forum in May during the presidential year, if not all three years.

This year, as in years past, the committee had a number of highly qualified nominees from which two were selected for the ballot, Diane Muntal and Hans L’Orange. We feel strongly that either one, if elected, will serve with enthusiasm and distinction. They are experienced IR Professionals and have proven experience in state, regional, and national association activities.

There are no losers in the RMAIR elections. Non-winners of the annual election perennially continue to serve the regional association in one or more of the other important leadership positions. Exercise your responsibility as a member and vote for your choice before the election deadline of September 22, 1995.

I hope to see all of you in Breckenridge where the results will be announced.

Sincerely,

Larry Hunter, Chair of the Nominations Committee
(More correctly, Acting Chair on behalf of the Dearly Departed Immediate Past President, Ron Hagerman who has gone on to his rewards in the private higher education sector of Georgia.)

If you have any questions please phone, fax, or E-mail your questions to Larry Hunter. He can be reached at:
Phone: (208) 885-7994, Fax: (208) 885-5752, E-mail: MIS@IDUI1.csrv.uidaho.edu
Election of RMAIR Vice President for 1994-95
Meet the Candidates

Diane N. Muntal

Professional Experience
University of Nevada, Las Vegas
Office of Institutional Analysis and Planning
1990-present, Senior Analyst
1980-89, Management Analyst

Extended Education, UNLV
1978-1983, French Language Instructor

Education
Master of Public Administration, 1992, University of Nevada, Las Vegas
M.A., French Language and Literature, 1981, University of Nevada, Las Vegas
B.A., French Language and Literature, 1973, New York University

IR Professional Associations
AIR:
Member since 1985
Newcomers Committee Member, 1994
Program Track Committee Member, 1990 and 1996
Registration Committee Member, 1988
RMAIR:
Member since 1987
Secretary/Finance Officer, 1990-present
Newsletter Publisher, 1990-present
Presenter, 1987 and 1990
Local Arrangements Committee Member, 1989

Reasons for Seeking Office
Over the years, I have always been able to depend on the expertise, friendship, and sense of humor of RMAIR members. RMAIR members make up in spirit what they may lack in numbers. They are always willing to lend a hand by offering advice and guidance at a moment's notice, help host a local or national meeting, or serve AIR as a conference participant or officer. If elected Vice President, I would strive to continue the spirit of helpfulness and collegiality that defines our association.

Hans P. L'Orange

Professional Experience
University of Colorado at Boulder
Office of Planning and Institutional Research
Currently - Assistant Director
1988-1993 - Senior Systems Analyst

Education
M.S., Business Information Systems, 1995, University of Colorado at Boulder
B.A., English Literature, 1982, Colorado State University

IR Professional Associations
AIR:
Member since 1990
Membership Committee - current
Track 7 Committee - 1994
Track 5 Committee - 1996
Presenter - 1992
RMAIR:
Member since 1988
Program Chair - 1995
Presenter - 1991
CAPIR:
Member since 1988
Presenter - 1992
SCUP:
Member since 1993

Reasons for Seeking Office:
One of the primary benefits that membership in AIR and RMAIR offers is the opportunity to informally meet with, learn from, and share valuable ideas and concerns with our peers. RMAIR's informality makes it especially easy for new members to take advantage of that opportunity and to learn and grow within the profession. If elected Vice-President, I hope to continue to present that environment and opportunity to as many members and perspective new members as possible within our region. We know we are slightly 'different' from some of the other regional groups; I hope to encourage that spirit and sense of camaraderie that has offered us those growth opportunities.
VOTE
FOR
VICE PRESIDENT
BY
SEPTEMBER 22, 1995