

Approved \_\_\_\_\_

Date

2/23/87

MINUTES OF THE House COMMITTEE ON Appropriations

The meeting was called to order by Bill Buntten at \_\_\_\_\_  
Chairperson

1:30 ~~xxx~~/p.m. on Tuesday, February 17, 1987 in room 514-S of the Capitol.

All members were present except: Representatives Dyck and Wisdom (both excused)

Committee staff present: Gloria Timmer, Legislative Research  
Scott Rothe, Legislative Research  
Jim Wilson, Revisors Office  
Sharon Schwartz, Revisors Office  
Nadine Young, Committee Secretary

Conferees appearing before the committee:

Frank Becker, Chairman of Board of Regents  
Ray Hauke, Legislative Research  
Others present (Attachment 1)

Committee began consideration of subcommittee reports on Fee Agency budgets.

#### Kansas Dental Board

Representative Nancy Brown presented the subcommittee report (Attachment 2). Brief discussion followed, after which Representative King moved for adoption of the report. Representative Chronister seconded. Motion carried.

#### Board of Veterinary Examiners

Representative Roenbaugh presented the subcommittee report (Attachment 3). It was noted that this agency has a rather substantial ending balance. Representative Ott responded that it is attributable to the increase in yearly license fee. Representative Ott moved that the subcommittee report be adopted, Representative Fuller seconded and the motion carried.

#### Board of Cosmetology

Representative Neufeld presented the subcommittee report. Subcommittee agrees with Governor's recommendation with a slight adjustment (see Attachment 4). Representative Guldner moved that the subcommittee report be adopted. Representative Turnquist seconded. Motion carried.

Chair recognized Frank Becker, Chairman - Kansas Board of Regents who addressed the committee in support of the Board's systemwide budget request for FY 1988. The Board's highest priority this year is to urge the reinstatement of the 3.8% budget reduction, and that this amount be put into the FY 1988 budget. Another matter of great importance is compensation of the faculty. The Board feels they are losing their core of teachers such as art and science teachers because they are resigning to accept other offers. (Attachment 5)

Ray Hauke reviewed for the committee the systemwide issues for the Regents' Institutions. Two handouts were provided -- Attachment 6 is a Memo dated February 11, 1987 Re Comparison of Regents' Institutions to Peers. The other handout is merely a reproduction of the Regents' budget as listed in the Budget Book.

Committee will have the opportunity to study and discuss those issues in tomorrow's meeting and possible action will be taken.

A draft bill (Attachment 7) was presented at the request of Jim Hershberger which would provide for an individual income tax check-off for support of the United States olympic committee. Representative Solbach moved that the bill be introduced, Representative Teagarden seconded, and the motion carried.

Meeting adjourned at 3:15 p.m.

Date 2-17-87

Name	Address	Representing
Marvin Burris	Topeka	Bd of Regents
TED D. AYRES	Topeka	Bd of Regents
Chris Powers	Hays	A.S.K.
David Sobba	Emporia	S.A.C.
Troy Lubbers	Kansas State - Manhattan	ASK
Patty Hipsler	Manhattan	ASK
Mail & Fall	Topeka	ASK
Martie Aaron	Lawrence	K.U.
Carolyn Spear	Lawrence	K.O. ASK
James Foyler	Emporia	ESU
Ruth Spilkin	Topeka	AAUP
Tim Carpenter	Topeka	<del>1987</del>
Phil Moore	Lawrence	
Marlow Reno		Ken
Michael O'Keefe	Kansas City	University of Kansas Medical Center
Fred Sudermann	wichita KS	wichita State University
Mike Johnson	Manhattan	K.S.U.
D.B. Dalton	Topeka	Budget Division
Rep. Baumgardner	Topeka	Leg -
Stanley Kopke	Topeka	Regents
Frank J. Becker	El Dorado	✓

SUBCOMMITTEE REPORT

Agency: Kansas Dental Board

Bill No. 2224

Bill Sec. 10

Analyst: Schweer

Analysis Pg. No. 34

Budget Pg. No. 1-195

<u>Expenditure Summary</u>	<u>Agency Req. FY 88</u>	<u>Governor's Rec. FY 88</u>	<u>Subcommittee Adjustments</u>
State Operations:			
Special Revenue Fund	\$ 124,048	\$ 113,502	\$ (2,160)
FTE Positions	1.5	1.5	--

Agency Request/Governor's Recommendation

The Board is requesting expenditures of \$124,048 in FY 1988, an increase of \$13,907 over the FY 1987 estimate. Major changes from the current year budget include an additional \$7,825 for professional services and \$4,000 to print a directory of current dental personnel.

The Governor recommends \$113,502 in FY 1988, a reduction of \$10,546 from the Board's request. The Governor's recommendation reduces professional services by \$5,995, printing and advertising by \$2,984, and communication by \$1,638.

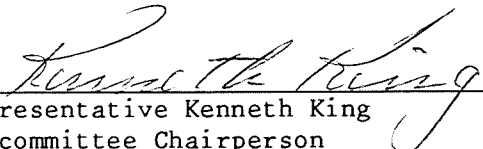
House Subcommittee Recommendation

FY 1987. The Subcommittee concurs with the Governor's recommendation for FY 1987.

FY 1988. The Subcommittee concurs with the Governor's recommendation for FY 1988 with the following adjustments:

1. The Subcommittee recommends deletion of \$200 for communications.
2. The Subcommittee recommends deletion of \$660 for printing.
3. The Subcommittee recommends deletion of \$300 for travel, a reduction of \$300 from the amount recommended for FY 1987.
4. The Subcommittee recommends deletion of \$1,000 for investigative services. The adjustment would provide \$41,000 for professional services in FY 1988, an increase of \$830 from the amount recommended for FY 1987 and a decrease of \$1,530 from actual expenditures in FY 1986. The Subcommittee notes that expenditures in this area have been somewhat cyclical and the amount for FY 1988 may not need to be as great as the amount actually spent in FY 1986.

<u>Resource Estimate</u>	<u>Actual FY 1986</u>	<u>Estimated FY 1987</u>	<u>Estimated FY 1988</u>
Beginning Balance	\$ 159,110	\$ 161,541	\$ 156,521
Net Receipts	<u>103,992</u>	<u>101,080</u>	<u>104,660</u>
Total Funds Available	\$ <u>263,102</u>	\$ <u>262,621</u>	\$ <u>261,181</u>
Less: Expenditures	<u>101,561</u>	<u>106,100</u>	<u>111,342</u>
Ending Balance	<u>\$ 161,541</u>	<u>\$ 156,521</u>	<u>\$ 149,839</u>

  
\_\_\_\_\_  
Representative Kenneth King  
Subcommittee Chairperson

  
\_\_\_\_\_  
Representative Nancy Brown

167.88

**SUBCOMMITTEE REPORT**

**Agency: Bd. of Veterinary Examiners**

**Bill No. 2224**

**Bill Sec. 21**

**Analyst: Schweer**

**Analysis Pg. No. 66**

**Budget Pg. No. 1-213**

<u>Expenditure Summary</u>	<u>Agency Req. FY 88</u>	<u>Governor's Rec. FY 88</u>	<u>Subcommittee Adjustments</u>
State Operations:			
Special Revenue Fund	\$ 56,591	\$ 56,143	\$ --
FTE Positions	0.8	0.8	--

Agency Request/Governor's Recommendations

The Board requests expenditures of \$56,591 in FY 1988, an increase of \$6,661 over the FY 1987 estimate. The FY 1988 request includes an increase of \$4,500 for professional and scientific supplies to purchase additional national examinations and \$1,250 for additional travel and subsistence.

The Governor recommends \$56,143 in FY 1988, a reduction of \$448 from the Board's request. The Governor's recommendation reduces travel and subsistence by \$750 and increases salary and wages by \$302, based on fringe benefit adjustments and step movement.

House Subcommittee Recommendation

FY 1987. The House Subcommittee concurs with the Governor's recommended expenditures for FY 1987.

FY 1988. The House Subcommittee concurs with the Governor's FY 1988 recommendations with consideration for the following:

1. The Subcommittee recommends an increase in the application fee for a license to practice veterinary medicine in Kansas. The Subcommittee notes that K.S.A. 47-822 sets forth the fee for application as not less than \$50 nor more than \$150. The Board determines the license fee on an annual basis and the maximum of \$150 is the present fee. The Board establishes the license application fee based on the actual cost of exams purchased. The cost of the examinations will exceed the maximum license application fee in FY 1988. The Subcommittee would support the introduction of legislation to increase the license examination fee from a maximum of \$150 to \$250.
2. The Subcommittee reviewed the projected balances in the Board's fee fund. The Subcommittee notes there are significant projected ending balances in the fund. The Board may decide to hire a full-

time executive director at some future date. The Subcommittee acknowledges the possible need for an executive director and that the Board's fee fund balance is large enough to absorb potential staffing changes in the next few years. The Subcommittee notes that K.S.A. 47-821 sets forth provisions whereby the Board may hire personnel to carry out the provisions of the Kansas veterinary practice act. The Subcommittee recommends that the Board consider a contract for services agreement, in lieu of hiring an executive director, to administer the operations of the Board. The Subcommittee would support legislation that would allow the Board to contract for services.

<u>Resource Estimate</u>	<u>Actual FY 1986</u>	<u>Estimated FY 1987</u>	<u>Estimated FY 1988</u>
Beginning Balance	\$ 79,057	\$ 93,204	\$ 102,561
Net Receipts	57,144	57,800	59,400
Total Funds Available	\$ 136,201	\$ 151,004	\$ 161,961
Less: Expenditures	42,348	48,443	56,143
Ending Balance	<u>\$ 93,853</u>	<u>\$ 102,561</u>	<u>\$ 105,818</u>



Representative Bob Ott  
Subcommittee Chairman



Representative Susan Roenbaugh

**SUBCOMMITTEE REPORT**

**Agency:** Board of Cosmetology

**Bill No.** 2224

**Bill Sec.** 5

**Analyst:** Rothe

**Analysis Pg. No.** 29

**Budget Pg. No.** 1-193

<u>Expenditure Summary</u>	<u>Agency Req. FY 88</u>	<u>Governor's Rec. FY 88</u>	<u>Subcommittee Adjustments</u>
State Operations:			
Special Revenue Fund	\$ 263,436	\$ 258,724	\$ (450)
FTE Positions	8.0	8.0	--

Agency Request/Governor's Recommendation

The agency's FY 1988 request for \$263,436 would maintain the same staffing levels approved for the current fiscal year and includes operating expenditures at a level of \$4,870 below the \$268,306 estimated for FY 1987. The current year estimate includes costs to move to new offices.

The Governor's recommendation for FY 1988 of \$258,724 reduces the agency's request by \$4,712. Reductions include \$1,726 for communications, \$800 for printing, \$2,547 for office rents, and \$375 for all other costs.

House Subcommittee Recommendation

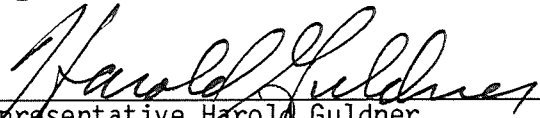
FY 1987. The Subcommittee concurs with the Governor's recommendation.

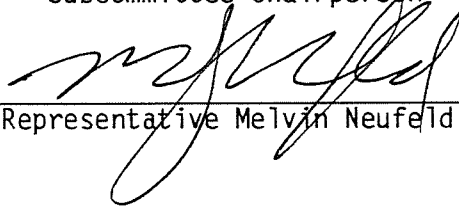
FY 1988. The Subcommittee concurs with the Governor's recommendations with the following exception:

1. Delete \$450 for furniture replacement. As a result of the Subcommittee's recommendation, the agency's expenditure limitation would include a total of \$800 to replace and recover office furniture.

The fee fund analysis, based on the House Subcommittee's adjustment, is as follows:

<u>Resource Estimate</u>	<u>Actual FY 1986</u>	<u>Estimated FY 1987</u>	<u>Estimated FY 1988</u>
Beginning Balance	\$ 67,510	\$ 89,385	\$ 94,272
Net Receipts	264,213	268,575	269,811
Total Funds Available	\$ 331,723	\$ 357,960	\$ 364,083
Less: Expenditures	242,338	263,688	258,274
Ending Balance	<u>\$ 89,385</u>	<u>\$ 94,272</u>	<u>\$ 105,809</u>

  
\_\_\_\_\_  
Representative Harold Guildner,  
Subcommittee Chairperson

  
\_\_\_\_\_  
Representative Melvin Neufeld

149.88



STATEMENT BY FRANK J. BECKER  
CHAIRMAN, KANSAS BOARD OF REGENTS  
IN SUPPORT OF THE BOARD'S SYSTEMWIDE  
BUDGET REQUEST FOR FISCAL YEAR 1988

Restoration of the Base Budget

The Regents institutions have been forced to reduce their Fiscal Year 1987 operating budgets by \$11.9 million because of the state's depressed economy. The Board understands the necessity of such cuts, but that understanding doesn't make the reductions any easier to accommodate. The effects of the current recision are aggravated by the 1983 recision of \$11.1 million and the FY 1984 permanent base budget reduction of \$14.2 million which has not yet been restored to the institutions' operating budgets. The cumulative effect of the 1983 recision, the 1984 permanent reduction, and the 1987 recision is the loss of more than \$80 million in purchasing power during the 1983-87 period.

In complying with the budget recision, institutional administrators made every attempt to spare the Instruction, Research and Public Service programs because those programs represent major thrusts. Preliminary data indicate that the Regents universities reduced General Fund operating budgets in those three areas by 3.3% while reducing the budgets in other areas by 4.4%. Despite those efforts, however, the reductions to the Instruction, Research and Public Service budgets total more than \$6.3 million.

Higher education is labor-intensive (approximately three-fourths of a university's operating budget is earmarked for salaries and wages), but it was difficult for the Regents institutions to realize dramatic personnel savings at that point during the fiscal year because of contractual commitments to unclassified employees and state civil service regulations affecting classified employees. As a result, the institutions have disproportionately reduced OOE budgets to accommodate the latest recision. Preliminary data from the institutions indicate that the OOE budgets for the current year have been reduced by slightly more than \$7 million.

The Board of Regents urges the restoration of Fiscal Year 1987 operating budgets to the original levels and seeks a commitment on the part of the state to restore the \$14.2 million which was permanently lost during the 1984 budget reduction. Higher education will play an important role in stabilizing the state's economy so that similar economic problems don't recur in the future. Without a strong system of higher education, the state's economic potential will not be fully realized.

## Faculty Compensation

The quality of a university is directly related to the quality of its faculty. Current faculty members of the Regents institutions are extremely well-equipped for their jobs because many were recruited to graduate school when higher education was booming, salaries and status were attractive, and an academic career seemed to present a promising future. During the past fifteen years, however, the rewards of the academic profession have deteriorated. In fact, the purchasing power of the Regents faculty has declined by more than \$2,000 since 1971.

Money is not a faculty member's only reward; equally important is the satisfaction that flows from academic work and from the unique academic environment. However the quality of the work environment has also deteriorated during the past fifteen years; facilities have become rundown, equipment has become obsolete, library budgets have been cut, and secretarial support has been reduced. The gradual erosion of purchasing power and the deteriorating work environment seriously impair the Board's efforts to retain current faculty members (particularly young, mobile faculty members in high demand disciplines) and to adequately replace the ever growing number of faculty members who are attaining retirement age.

The Board recently completed a detailed analysis of faculty retention and recruitment which revealed that during the past three fiscal years, 274 full-time faculty resigned their positions to accept job offers which provide greater financial security or which reflect better professional opportunities. Those individuals represent more than 40% of all faculty turnover during the 1984-86 period. It is particularly distressing to note that 50 of the 274 were in the fields of Business or Engineering, high-demand disciplines in which the Regents institutions are experiencing difficulty in retaining faculty.

Projections indicate that about two-thirds of the Regents' current faculty could retire at age 65 during the next twenty-two years. The future replacement of approximately 70 faculty members per year is considerably greater than the average annual retirement rate of about 50 during the 1984-86 period. The replacement task will be especially arduous because higher education throughout the nation will be replacing faculty members at the same time. Our institutions face a huge recruitment problem since they may be heading into unprecedented competition for the best talent.

Each year the National Center for Education Statistics (NCES) analyzes faculty compensation for full-time faculty members at universities throughout the country. However, national comparisons won't accurately assess the relative level of faculty compensation in the Regents system because of the large diversity of institutions. It is more appropriate to use peer institution data for such comparisons because the peers are similar to the Regents universities in size, tradition, enrollment patterns, academic programs, and other relevant characteristics.

The most recent NCES study included almost three thousand full-time faculty members employed by the Regents universities at the four senior professorial ranks during the Fall, 1985, semester and approximately fifteen thousand faculty members with similar academic rank employed by the peer institutions. The study revealed that professors and associate professors in the Regents system were paid \$2,400 less than their colleagues at the peer institutions, assistant professors averaged \$2,000 less per year while instructors earned \$1,200 less than their counterparts at the peer institutions.

The average salary for the four academic ranks was \$31,900 for the Regents universities and \$34,100 for the peer institutions. Thus, the typical faculty member in the Regents system averaged approximately \$2,200 less in annual salary than his/her colleague at the peer institutions. (On a national basis the comparisons are equally discouraging; the average salary for public doctoral universities was \$36,200 while the corresponding figure for other public universities was \$32,100.)

Faculty salaries in the Regents system have historically lagged those paid by the peer institutions. During the past ten years, the average salary paid to Regents faculty was approximately 94.4% of the salary paid by the peers. Annual comparisons ranged from a low of 91.6% of the peer average to a high of 96.0%.

The NCES study also includes comparative data for fringe benefits which are paid by the state as cash contributions (e.g., retirement, medical or dental insurance, etc.). The Fall, 1985, survey indicated that fringe benefits averaged 17.6% of faculty salaries in the Regents system while faculty members at the peer institutions received fringe benefits representing 20.8% of salary. (The national comparisons are even less favorable: fringe benefits represented 21.2% of salaries for public doctoral universities and 21.9% for public regional universities.)

Further analysis reveals that most of the lag in fringe benefits for Regents faculty continues to be attributable to the relatively small state contribution to faculty retirement. The impact of the additional one percent state contribution to faculty retirement authorized for Fiscal Year 1987 (bringing the state's contribution to 7%) will be seen when this year's NCES salary survey is completed in the next several months. Recent information indicates that more than half of the faculty members participating in the TIAA/CREF retirement program have employer/employee contributions which total at least 14% of salary; during the current fiscal year the combined contribution rate for the Regents retirement program is 12%.

For several years, the Board's most important budget thrust has been the improvement of faculty compensation; this remains the same theme for Fiscal Year 1988. **The Board's Fiscal Year 1988 request for faculty compensation includes an 8% salary increase and an additional 1% state contribution to the faculty retirement program.**

#### Other Operating Expenses

Until recently, base budget other operating expense (OOE) funding in the Regents system was supplemented in a variety of ways: academic equipment purchases were subsidized through federal grant programs, capital construction budgets provided support for fixed and movable equipment, and faculty research grants generally included funding for academic equipment. Unfortunately, the support provided by those sources has declined significantly during this decade.

Between 1978 and 1982 the cost of supplies and materials purchased by the nation's universities increased at an average annual rate of 9.5% while the cost of books and periodicals purchased by academic libraries increased by 10.6% per year. During that same period, base budget OOE support in the Regents system increased at an average annual rate of only 7.1%. The budget recision of Fiscal Year 1983, the permanent base budget reduction in Fiscal Year 1984 and the latest recision have magnified the OOE under-funding. Thus, during the past ten years the Regents institutions suffered from inadequate base budget OOE increases during an extended period of rampant inflation and experienced significant base budget OOE reductions because of the state's economic problems.

The Educational Program (which includes the Instruction, Academic Support, Student Service, Institutional Support and Physical Plant programs) is the nucleus of any institution's mission. The most recent cost analysis study indicates that OOE funding in the Educational Program at the Regents universities is funded at only 67% of the average of the peer institutions. The cost study also reveals the following differences in relative Educational Program funding among the individual Regents universities: KU was funded at 59% of the peer average, KSU and WSU were each funded at 75%, ESU at 72%, PSU at 63% and FHSU was funded at 69% of the peer average. These figures support two important conclusions relative to OOE funding in the Regents systems: (1) OOE is under-funded at each Regents university and (2) there are some distinct OOE funding inequities among the individual Regents universities.

The Board's OOE program maintenance request for Fiscal Year 1988 includes a 7% increase for its three special purpose institutions (KUMC, KSUVMC, and KTI). The OOE request for the six universities includes a 5% base budget increase for research and public service programs and a differential increase for the Educational Program to reflect the funding inequities described above. The Board's request includes the following Educational Program base budget OOE increases: 8.7% for KU, 7.1% for KSU, 7.4% for WSU, 7.7% for ESU, 8.7% for PSU and 8.0% for FHSU. **The Board's systemwide average OOE program maintenance request is 7.4% for Fiscal Year 1988.**

#### Enrollment Adjustment and Fee Release

During the interim preceding this legislative session, Representative Chronister chaired a special committee which studied the financing of the Regents institutions and evaluated the corridor system which is used to adjust university budgets for enrollment changes. The Board of Regents supports the committee's recommendations, especially those related to changes in the corridor system and the development of a policy for the release of certain unanticipated fee income.

The recommendations of the Special Committee on Financing the Regents institutions would eliminate much of the complexity of the corridor system by converting from a three-year comparison period to an annual enrollment comparison. Additionally, the recommendations provide for a more reasonable and realistic corridor during periods of enrollment growth and decline. As a package, these recommendations eliminate many of the inconsistencies and inequities which were contained in the corridor system.

The Special Committee also recommends a specific policy for determining when institutions should be permitted to spend additional unanticipated student fee income and when institutions should request supplemental appropriations to replace unexpected shortfalls in tuition income.

These and other recommendations of the Special Committee on Financing the Regents institutions are well documented in the committee's final report and will be described in detail by your staff. The Board appreciates the time and effort which the Committee devoted to its study and supports its recommendations.

MEMORANDUM

February 11, 1987

TO: House Appropriations Committee  
FROM: Kansas Legislative Research Department  
RE: Comparison of Regents' Institutions to Peers

During several recent years the State Board of Regents has compared its institutions to a set of designated peer institutions. In a recent discussion of this process before the House Appropriations Committee, several questions arose concerning the peer comparisons. Specifically, committee members were interested in the variance among institutions in major data categories. The following tables were prepared to provide additional information concerning the peer institutions.

These tables list: institutional size; numbers of full time faculty; salaries of full-time faculty at various professorial ranks; employer retirement contribution; employee retirement contribution; resident tuition; nonresident tuition; and faculty compensation (including fringes) as a percentage of salary for each Kansas institution and its designated peers. Additionally, data are shown for two institutions, which are not peers, in Missouri and Nebraska. The data were largely assembled from published materials, as indicated by footnotes to the tables.

Salary data were compared to Kansas institutions using the median of the peers. Inasmuch as the published data were already a mathematical mean to apply another mean to those data would not produce reliable results; therefore, a peer median was used for comparison. The peer median data for full-time faculty positions in most cases reflect that Kansas institutions are several percentage points higher than the peer averages for salaries and wages which have been cited by the institutions and the Board. Some difference can be attributed to use of medians rather than averages. However, it is most important to recognize that the Board's comparisons include all salaries and wages expenditures and relate those expenditures to full-time equivalent students. This data only compare average salary for full-time teaching faculty. Therefore, the differences between these comparisons and the Board's are largely attributable to: (1) Kansas paying significantly less than its peers in salaries for personnel who are excluded from the published data used in these tables (principally part-time faculty, graduate teaching assistants, and classified employees); (2) Kansas paying less in fringe benefits than the peers; and (3) certain differences in staff to student ratios.

Kansas institutions appear to be significantly below peers when comparing to contributions to retirement programs. This relationship exists among each of the institutional peer groupings. It is reflected both by comparing percentage of gross salary contributed to retirement programs and by comparing compensation as a percentage of salary.

Resident tuition among three peer groupings (KU, KSU, and the regional universities) tends to be more in Kansas than at several of the peers or the peer average. However, in some cases the differences are relatively small. Nonresident tuition in Kansas is significantly less than at the peer institutions, according to this data. Only Oklahoma has lower nonresident tuition than Kansas.

D87-40/RH



TABLE I  
UNIVERSITY OF KANSAS AND PEERS

	Fall 1986 FTE Students	No. of Faculty	Faculty to FTE Student Ratio	Average Salary Professors	Average Salary Associate Professors	Average Salary Assistant Professors	Average Salary Instructor	Average Salary All Ranks	Employer Contribution Retirement	Employee Contribution Retirement	Resident Annual Tuition and Fees	Non-Resident Tuition and Mandatory Fees	Compensation As a % of Salary (All Ranks)	AAUP Rank Full Prof.
University of Kansas	23,094	961	1:24	\$ 41,600*	\$ 30,100	\$ 27,100	\$ 18,200	\$ 34,900	7.0%	5.0%	\$ 1,290	\$ 3,200	117.2%	4
University of Colorado (Boulder)	20,520	896	1:22	41,400*	32,800	29,100	23,800	36,400	5.0% of \$27,000 7.0% of rmdr.	5.0% of \$27,000 7.0% of rmdr.	1,779	6,559	115.1	4
University of Iowa (Iowa City)	24,270	1,031	1:24	43,900*	33,200	28,200	27,400	36,800	6.6% of \$4,800 10.0% of rmdr.	3.3% of \$4,800 5.0% of rmdr.	1,390	4,080	122.3	3
University of North Carolina (Chapel Hill)	18,087	1,042	1:17	50,700*	36,800	30,400	27,500	40,500	6.0%	6.0%	820	4,160	117.0	2
University of Oklahoma (Norman)	17,065	767	1:22	41,500*	31,600	26,600	16,300	33,100	9.0% of \$25,000 and 15.0% over \$9,000	5.0% of \$25,000	921	2,727	122.1	4
University of Oregon (Eugene)	15,203	634	1:24	38,300*	30,000	25,000	19,900	31,300	17.0%	0	1,487	4,190	126.5	5
Average of Peers	19,029	874									1,281	4,153		
Median of Peers	18,087	896	1:22	41,500	32,800	28,200	23,800	36,400	9.6%	3.0%	1,390	4,190	122.1	4
Kansas as Percent of Median				100.0%	91.8%	96.1%	76.5%	95.9%					96.0	
Surrounding States -- Non-Peers														
University of Missouri-Columbia		858		39,700*	30,200	27,600	20,400	33,000	8.4%	0	1,567	4,537	120.6	5
University of Nebraska-Lincoln		1,017		39,000*	29,600	25,500	17,500	32,900	7.0%	6.0%	1,524	3,782	117.9	5

\* Most frequently occurring professorial rank.

TABLE II

## KANSAS STATE UNIVERSITY AND PEERS

	Fall 1986 FTE Students	No. of Faculty	Faculty to FTE Student Ratio	Average Salary Professors	Average Salary Associate Professors	Average Salary Assistant Professors	Average Salary Instructor	Average Salary All Ranks	Employer Contribution Retirement	Employee Contribution Retirement	Resident Annual Tuition and Fees	Non-Resident Tuition and Mandatory Fees	Compensation As a % of Salary (All Ranks)	AAUP Rank Full Profs.
Kansas State University	15,216	870	1:17.5	\$ 39,600*	\$ 29,900	\$ 25,700	\$ 20,700	\$ 32,100	7.0%	5.0%	\$ 1,303	\$ 3,213	117.8%	5
Colorado State University (Ft. Collins)	17,110	917	1:18.7	40,100*	31,800	27,800	21,900	34,600	12.2%	8.0%	1,697	4,939	116.5	5
Iowa State University (Ames)	25,517	1,364	1:18.7	41,500*	31,200	26,300	18,700	32,300	6.6% of \$4,800 10.0% of rmdr.	3.3% of \$4,800 5.0% of rmdr.	1,390	4,080	122.9	4
North Carolina State University (Raleigh)	19,655	867	1:22.7	50,000*	36,400	31,700	25,500	36,300	6.0%	6.0%	839	4,179	117.1	2
Oklahoma State University (Stillwater)	17,903	803	1:22.3	40,100*	31,800	27,800	21,900	32,000	9.0% of \$25,000 and 10% over \$7,800	5.0% of \$25,000 and 5.0% over \$7,800	889	2,680	122.8	5
Oregon State University (Corvallis)	14,051	656	1:21.4	38,900*	30,800	26,000	19,100	31,400	17.0%	0	1,487	4,190	126.8	5
Average of Peers	18,847	921									1,260	4,013		
Median of Peers	17,903	867	1:21.4	40,100	31,800	27,800	21,900	32,300	9.6%	4.8%	1,390	4,179	122.8	5
Kansas as Percent of Median				98.8%	94.0%	92.5%	94.5%	99.4%					95.9	

\* Most frequently occurring professorial rank.

TABLE III

## WICHITA STATE UNIVERSITY AND PEERS

	Fall 1986 FTE Students	No. of Faculty	Faculty to FTE Student Ratio	Average Salary Professors	Average Salary Associate Professors	Average Salary Assistant Professors	Average Salary Instructor	Average Salary All Ranks	Employer Contribution Retirement	Employee Contribution Retirement	Resident Annual Tuition and Fees	Non-Resident Tuition and Mandatory Fees	Compensation As a % of Salary (All Ranks)	AAUP Rank Full Profs.
Wichita State University	10,719	495	1:21.7	\$ 40,300	\$ 31,400	\$ 25,700*	\$ 19,400	\$ 29,200	7.0%	5.0%	\$ 1,346	\$ 3,256	117.8%	3
University of Akron	18,388	755	1:24.4	43,400	33,900*	28,900	23,700	34,600	14.0%	8.5%	1,784	3,896	121.4	3
Portland State University	9,933	**		**	**	**	--**	**	17.0%	0	1,476	4,179	**	**
Virginia Commonwealth University (Richmond)	15,384	807	1:19.1	41,200	33,600*	29,100	22,500	32,700	16.2%	0	2,110	4,730	124.5	7
University of North Carolina -- Greensboro	8,846	438	1:20.2	47,200	34,000*	28,200	23,100	33,500	6.0%	6.0%	922	4,262	117.6	3
University of Wisconsin -- Milwaukee	18,438	724	1:25.5	43,100	31,900*	27,700	23,200	34,200	9.5%	1.0%	1,626	4,970	125.7	4
Western Michigan University (Kalamazoo)	17,023	729	1:23.3	38,600*	31,300	26,400	18,300	32,900	9.35% to FICA max 16.5% above FICA max	0	1,620	3,950	124.3	5
Average of Peers	14,669	690									1,590	4,331		
Median of Peers	17,023	729	1:23.3	43,100	33,600	28,200	23,100	33,500			1,623	4,221	124.3	3
Kansas as Percent of Median				93.5%	93.5%	91.1%	84.0%	87.2%	11.7%	.5%			94.8%	

\* Most frequently occurring professorial rank.

\*\* Data not listed in AAUP survey.

TABLE IV

## REGIONAL UNIVERSITIES AND PEERS

	Fall 1986 FTE Students	No. of Faculty	Faculty to FTE Student Ratio	Average Salary Professors	Average Salary Associate Professors	Average Salary Assistant Professors	Average Salary Instructor	Average Salary All Ranks	Employer Contribution Retirement	Employee Contribution Retirement	Resident Annual Tuition and Fees	Non-Resident Tuition and Mandatory Fees	Compensation As a % of Salary (All Ranks)	AAUP Rank Full Prof.
Emporia State University	4,344	203	1:21.4	\$ 32,900*	\$ 28,500	\$ 25,000	\$ --	\$ 28,700	7.0%	5.0%	\$ 1,136	\$ 2,386	117.8%	5
Fort Hays State University	4,277	209	1:20.5	33,300*	27,600	24,100	20,700	27,700	7.0%	5.0%	1,210	2,460	117.3	5
Pittsburg State University	4,682	226	1:20.7	33,600*	29,400	25,700	20,400	29,500	7.0%	5.0%	1,102	2,352	117.6	4
Eastern New Mexico University (Portales)	3,187	149	1:21.4	35,500	29,800	25,400*	20,900	27,500	7.6%	7.6%	897	3,078	120.0	3
Murray State University	5,637	332	1:17.0	32,600	28,000*	23,800	20,400	27,100	10.3%	5.9%	1,000	2,880	124.7	
Western Carolina University (Cullowhee)	5,213	284	1:18.4	38,600	32,600*	27,100	21,900	31,300	6.0%	6.0%	812	4,060	119.5	2
Central Oklahoma University (Edmond)	8,800	345	1:25.5	38,000	34,700	31,800*	26,400	33,400	9.0% of \$25,000	5.0% of \$25,000	712	1,914	111.4	3
Eastern Washington University (Cheney)	7,280	325	1:22.4	33,400*	29,300	22,600	17,600	30,300	5.0% below 35 yrs. 7.5% over 25 yrs.  10.0% over 50 yrs. (optional)	5.0% 7.5% or 10.0%	1,212	4,206	123.8	5
Northern Arizona University (Flagstaff)	10,979	471	1:23.3	41,300	30,400*	26,600	21,900	31,600	7.0%	7.0%	1,136	3,692	118.7	3
Average of Peers	6,849	318	1:21.9								962	3,305		
Median of Peers	6,458	329		36,750	30,100	26,000	21,400	30,800	7.6%	7.25%	949	3,385	119.8	3
ESU as Percent of Median				89.5%	94.7%	96.2%	--	93.2%					98.5	
FHSU as Percent of Median				90.6%	91.7%	92.7%	96.7%	89.9%						
PSU as Percent of Median				91.4%	97.7%	98.9%	95.3%	95.8%						

\* Most frequently occurring professorial rank.

## DATA SOURCES TABLES I THROUGH IV

Fall, 1986 FTE Students -- Obtained by telephone survey of higher education authority or legislative fiscal section in each state.

Number of Faculty -- Full-time continuous faculty (excluding graduate teaching assistants) whose major assignment is instruction. Totals include those with released time for research -- American Association of University Professors survey 1985-1986, "Academe," March-April, 1986.

Faculty to Student Ratio -- Computed value of two previous columns.

Average Salaries -- Contracted salary excluding summer stipends. All 12-month faculty converted to an academic year. American Association of University Professors survey 1985-1986, "Academe," March-April, 1986.

Employer-Employee Contribution -- Obtained by telephone survey of legislative fiscal section of each state.

Tuition and Fees -- Annual costs 1986 from survey of National Association of State Universities and Land Grant Colleges and the American Association of State Colleges and Universities.

Compensation as a Percent of Salary -- American Association of University Professors survey 1985-1986, "Academe," March-April, 1986. (Note: Percentage provides comparison of total fringe benefit package at respective universities.)

AAUP Rank -- "Academe," March-April, 1986. (Note: Ranks salaries at universities with 1 being the highest rank and 5 the lowest.) Table lists rank for most frequently occurring professorial title.

## NOTES CONCERNING RETIREMENT SYSTEMS

Arizona. Employees have the option of participating in the state retirement system or an annuity program. In the state retirement program the employer and employee each pay 5.53 percent of salary. In an annuity program the employer and employee each pay 7.0 percent of salary.

Colorado. Colorado does not participate in FICA. Although the contributions listed on these tables are higher than some other states, they are the total retirement contribution of the state. The University of Colorado participates in TIAA-CREF annuities. At Colorado State University, the state participates in the state retirement system. Individuals may participate in other annuity programs, but there is no university contribution. For purposes of computing the median of peers the Colorado contribution minus 7.15 (present annual FICA rate) was used.

Iowa. An annuity retirement program (i.e., TIAA-CREF) is utilized for all faculty at contribution rates noted.

Kentucky. The state's three larger universities (University of Kentucky, University of Louisville, and Northern Kentucky University) participate in TIAA-CREF, with a state contribution of 10.0 percent and employee contribution of 5.0 percent for most faculty. At the smaller state universities (Murry, Morehead, Eastern, and Western) faculty participate in the state teachers' retirement program. In the state teachers' retirement program, the employer contribution is 10.335 percent and the employee share is 5.905 percent.

Michigan. Michigan's three largest universities (Michigan State, and Wayne State) participate exclusively in annuity programs. At several other state universities, including Western Michigan, faculty have the option of participating in either the state retirement program or annuity programs. If they participate in the state program, total state contributions are 9.2 percent. If they participate in an annuity program, state contribution is 9.35 percent to the FICA maximum and 16.5 percent above the FICA maximum.

Missouri. In the University of Missouri system (Columbia, Kansas City, Rolla, and St. Louis), all employees, including faculty, participate in the state-defined benefit retirement program. During the present fiscal year, the state contribution rate is 8.4 percent of gross salary. There is no employee contribution.

Nebraska. Among faculty at the University of Nebraska, annuity programs, such as TIAA-CREF, are the single retirement program. The state contribution rate is 7.0 percent and the individual rate is 6.0 percent. Among Agricultural Extension employees, the state contributes 3.5 percent and individuals contribute 2.5 percent. At smaller state colleges (Chadron, Kearney, Peru, and Wayne), the state contributes 6.0 percent and individuals 6.0 percent.

New Mexico. Faculty members are a part of the state retirement program. The state and individual contributions are each 7.6 percent of gross salary.

North Carolina. Employees may participate in the state retirement program or an annuity. State and employee contribution rates are 6.0 percent, regardless of the program elected.

Ohio. Ohio finances its faculty in the state retirement program. Contribution rates are as listed in Table III.

Oklahoma. All employees participate in the state retirement program, in which the state contributes 9 percent and the individual 5 percent on the first \$25,000 of salary. Additionally, the larger institutions (Oklahoma University and Oklahoma State University) finance participation in annuity programs at the rates noted.

Oregon. Employees have the option of participating in the state program or an annuity program. If they participate in the state program, the employer pays 11 percent and the employee pays 6 percent. However, the employer finances the employee share as an additional fringe benefit, so the employer's share is effectively 17 percent. If an individual elects an annuity plan, both the employer and employee share is 6 percent; however, the employer finances the employee share as an additional fringe benefit.

Virginia. Individuals have the option of the state retirement program or an annuity program. In the state program the state contribution rate is 11.2 percent and the individual's rate is 5 percent; however, the state finances the individual's share as an additional benefit. In the annuity program the state rate is 12.84 percent, including a theoretical 5 percent employee contribution.

Washington. Employees participate in annuity programs at the benefit rates noted on the table. Washington also has a separate state appropriation to guarantee retirants with 20 years service at least 50 percent of their final ending salary.

Wisconsin. All state employees participate in the state retirement system. No provision exists for state participation in annuity programs. Statewide the employer contribution rate is 11.1 percent and the individual rate is 1.0 percent. At the University of Wisconsin-Milwaukee, the average rate was 9.5 percent in FY 1986. Participation rates vary by employee salary level.

D87-40.nts

DRAFT BILL NO. \_\_\_\_\_

For Consideration by Committee on Appropriations

AN ACT providing for an individual income tax check-off for support of the United States olympic committee; disposition of moneys designated therefor.

Be it enacted by the Legislature of the State of Kansas:

Section 1. (a) Each Kansas state individual income tax return form for tax years commencing after December 31, 1986, shall contain a designation as follows:

Support for the United States olympic committee. Check if you wish to donate, in addition to your tax liability, or designate from your refund, [ ] \$1, [ ] \$5, [ ] \$10 or [ ] \$ \_\_\_\_.

(b) The director of taxation of the department of revenue shall determine annually the total amount designated for support for the United States olympic committee pursuant to subsection (a) and shall report such amount to the state treasurer who shall credit the entire amount thereof to the United States olympic committee fund which is hereby established in the state treasury. In the case where donations are made pursuant to subsection (a), the director shall remit the entire amount thereof to the state treasurer who shall credit the same to the United States olympic committee fund.

(c) All moneys deposited in the United States olympic committee fund shall be paid to the United States olympic committee, a nonprofit organization chartered in 1978 by the United States congress to supervise amateur athletic activities, in the manner prescribed by this section for use in supporting the programs of the committee, including support for training facilities and the selection and training of amateur athletes who represent the United States in international olympic athletic



competitions.

(d) On July 1, 1988, and July 1 of each year thereafter, the state treasurer shall pay all moneys in the United States olympic committee fund to the United States olympic committee. All expenditures from such fund shall be made in accordance with appropriation acts upon warrants of the director of accounts and reports issued pursuant to vouchers approved by the state treasurer or the state treasurer's designee.

Sec. 2. This act shall take effect and be in force from and after its publication in the statute book.