

**TRUSTEES OF MESA STATE COLLEGE
AGENDA
REGULAR BOARD MEETING
SEPTEMBER 23, 2003
MESA STATE COLLEGE -- Liff Auditorium
Grand Junction, Colorado**

9:15 a.m.	CALL TO ORDER	
	Roll Call	
	Pledge of Allegiance	
	Approval of Minutes for August 20, 2003 Board Meeting.....	2
	Approval of Minutes for September 10, 2003 Board Meeting.....	5
	Public Comments	
9:25 a.m.	REPORTS	
	Interim President.....	7
	Faculty Trustee	10
	Student Trustee	14
	Faculty Senate President	
	Unified Technical Education Campus, Trustee Hamilton	
	Board Chair	
10:15 a.m.	ACTION ITEMS	
	State Colleges unemployment compensation claims.....	15
	Capital construction priorities FY05.....	16
	International baccalaureate program.....	22
10:45 a.m.	ROLE & MISSION.....	25
12:00 noon	MOTION TO RECESS TO EXECUTIVE SESSION & LUNCH	
	Colorado Revised Statutes section 24-6-402(3)(b)(I) provides that governing boards of state institutions of higher education may, upon their own affirmative vote, hold executive sessions to consider the appointment or employment of a public official or employee or the dismissal, discipline, promotion, or compensation of a public official or employee. The purpose of this executive session is to discuss personnel matters.	
1:15 p.m.	SERVICES CONTRACT – Michael Barnett	
1:30 p.m.	FY04 BUDGET DISCUSSION & POSSIBLE ACTION	26
2:00 p.m.	PRESIDENT’S BRIEFINGS	
	Search for Vice President of Financial & Administrative Services	
	Salary & benefit comparisons.....	30
2:30 p.m.	OTHER BUSINESS	
2:45 p.m.	ADJOURNMENT	

TRUSTEES OF MESA STATE COLLEGE

MINUTES OF REGULAR BOARD MEETING

Wednesday, August 20, 2003

9:30 a.m. – 2:30 p.m.

Liff Auditorium

Mesa State College

I. CALL TO ORDER

Chair Lena Elliott called the meeting to order at 9:30 a.m.

Board of Trustees Present

Student Trustee Garrett Branson; Trustee Luis Colon; Trustee Lena Elliott; Trustee Tom Kaesemeyer; Trustee Steve Meyer; Trustee Charlie Monfort; Trustee Carol Nesland; Trustee Jane North; Faculty Trustee Gayla Jo Slauson

Board of Trustees Excused

Trustee Jamie Hamilton; Trustee James Wexels

The President's staff attended.

II. APPROVAL OF MINUTES

It was moved and seconded to approve the minutes of the July 16 and 17 meeting. The motion passed unanimously.

III. REPORTS

A. Board Chair: Chair Elliott reported on the CCHE retreat, which focused on linkage in K-16 education. CCHE plans to work for higher ed vouchers this legislative session. She reported that all boards in Colorado are focusing on finances and reporting that is open and transparent. The boards agreed to report to CCHE quarterly and recommended a yearly audit.

Chair Elliott mentioned her meeting with Russ Walker, Faculty Senate President, her remarks at the opening day meeting for faculty and staff, and the Governor's luncheon she attended along with Trustees Kaesemeyer, Nesland and North.

B. Interim President: Dr. Gingerich reported on enrollment, up 4% from last year; beginning-of-the-year activities held to assist students in college success; dedication of the Moss Performing Arts Center; the technology summit to be held at MSC in conjunction with the Governor's Office of Innovation & Technology; and his meetings with the superintendent of Delta School District, administrators from Colorado Mountain College, and Montrose Campus director and advisory board chair. He informed the Board that CCHE has asked each institution to designate a staff member to act as legislative liaison. It was

requested that subsequent reports be written and distributed to the Board prior to each meeting.

- C. Faculty Trustee: Faculty Trustee Slauson cited faculties' desire for managed growth and its willingness to work with the Board on the handbook. A copy of the packet given to new faculty was distributed to each Board member. She talked about faculty concern over compensation and higher benefits costs which prompted questions from the Board. The discussion will be continued at the next meeting.
- D. Student Government: Student Trustee Branson reported on welcome week activities, fall elections, class registrations, costs of books and the October Homecoming event. Discussion occurred on the process used to adjust class sections to meet student requirements. He noted that positive feedback has been received with regard to beginning-of-school activities and Dr. Rich Baca gave a brief explanation of some of the events.

IV. ACTION ITEMS

- A. Approval of Committee of the Whole Structure for Board of Trustees: Trustee Nesland moved that the Committee of the Whole structure for the Board of Trustees supercede any committee structure that may exist in any trustee manual or policy manuals and leave to the Chair the option to appoint committees at will as needed. The motion was seconded and passed unanimously.

V. ITEMS FOR DISCUSSION AND POSSIBLE ACTION

- A. Budget and Financials: Trustee Meyer recapped the charge to him and Trustees Monfort and Nesland to work with CCHE staff, Dr. Gingerich and Dr. Curran in financial reporting formats with 2003 numbers balanced and tied to schedules. Chair Elliott proposed that another special meeting be held to finish the process.

VI. EXECUTIVE SESSION

At approximately 12:40 p.m., it was moved and seconded that the Board convene into Executive Session for the purpose of discussing personnel matters in accordance with 24-6-402(3)(b)(I), C.R.S. The motion passed unanimously.

VII. RECONVENE OPEN SESSION

Chair Elliott reconvened at 2:05 p.m.

VIII. PUBLIC COMMENT

Mr. Mike Nyikos, member of the School of Mines board, expressed his positive appraisal of the achievement of an independent board for Mesa State College and thanked the Board for its commitment.

State Representative Gayle Berry, presented to President Gingerich the pen used by Governor Owens to sign into law the independence of Mesa State College. Representative Berry stated in her comments that House Bill 03-1093 allows Mesa State to focus on its students, and that independent governance provides great challenges and greater opportunities.

IX. CONTINUED DISCUSSION AND POSSIBLE ACTION

- A. Report on Executive Session: It was moved and seconded to approve routine personnel items. The motion passed unanimously.
- B. Budget and Financials: Controller Cackler distributed an unofficial, unaudited balance sheet and statement of cash flows for the Board's information.
- C. Review of Policies: Chair Elliott distributed, then read, a statement from Trustee Hamilton regarding the policy manuals and College role and mission. She indicated that role and mission would be on the agenda for the next meeting.
- D. Policies Governing Prioritization and Reporting of Facilities Projects: It was moved to accept the recommendation. There was no second. The motion was withdrawn and the issue tabled until the next meeting.

X. OTHER ISSUES OF CONCERN TO THE BOARD

Trustee Kaesemeyer, on the recommendation of Tim Foster, brought to the Board the subject of the Grand Junction ice rink. He suggested that Mesa State College and its community may be interested in discussions with planners who are just short of their financial goal.

XI. ADJOURNMENT

At approximately 2:30 p.m., it was moved and seconded to adjourn the meeting. The motion passed unanimously.

TRUSTEES OF MESA STATE COLLEGE

MINUTES OF SPECIAL BOARD MEETING

Wednesday, September 10, 2003

1:00 p.m. – 5:10 p.m.

Board Room, Coors Field

Denver, Colorado

I. CALL TO ORDER

Chair Lena Elliott called the meeting to order at 1:10 p.m.

Board of Trustees Present

Trustee Lena Elliott; Trustee Jamie Hamilton; Trustee Tom Kaesemeyer; Trustee Steve Meyer; Trustee Charlie Monfort; Trustee Carol Nesland; Faculty Trustee Gayla Jo Slauson; Trustee James Wexels

Board of Trustees Excused

Student Trustee Garrett Branson; Trustee Luis Colón; Trustee Jane North

Also present were President Sam Gingerich and two officers of the Associated Student Government.

II. ITEMS FOR DISCUSSION AND POSSIBLE ACTION

A. Budget and Financials: Board Chair Elliott explained that this special meeting is to continue the discussion of College financials. She called upon President Gingerich who gave a brief overview of the College's financial condition and explained how he is managing the 2003-2004 budget. He expects the actual performance of the Education and General Fund to be better than the current figures. He believes this will be sufficient to achieve the holdback recommended by CCHE (4% of State appropriations) and to provide the Board some funding discretion. He will present these 2003-2004 budget projections at the next Board meeting.

Chair Elliott introduced Michael Barnett, Vice President for Finance and Administration at Metropolitan State College of Denver. She explained that the Board might seek his assistance in reviewing Mesa State College's finances.

Trustee Meyer reported on behalf of the ad hoc Finance Committee that financial statements were getting closer to the format requested by the Board. There was brief discussion around the consolidated income statement and the first presentation of the FY2004 budget.

The Board requested that additional information on employee compensation be presented at the September 23rd regular meeting.

III. EXECUTIVE SESSION

At approximately 2:40 p.m., it was moved and seconded that the Board convene into Executive Session for the purpose of discussing personnel matters in accordance with 24-6-402(3)(b)(I), C.R.S. The motion passed unanimously.

IV. ADJOURNMENT

At approximately 5:10 p.m., the Executive Session was adjourned.

Interim President's Report
September 23, 2003

Census date has passed and 5,725 students are enrolled this fall at Mesa State, an increase of 170 (3%) over last fall's enrollment of 5555. As a note, the increase in credit hours/full-time equivalent students is 2.1%. The number of first-time freshmen increased by a few but it appears that the majority of the enrollment increase can be attributed to continuing students. Thus, retention/graduation rates should continue to trend upward. In addition to increased tuition dollars, more students means more revenues in auxiliary enterprises. For example, as of August 29 there were 906 residents in housing which is 98% of capacity. This compares to 872 last year – an increase of 34 residents. Additionally, there are currently 7 applications for the spring semester already on file, while last year at this time there were only 4 applications.

With the enrollment of this year's class, Ms. Tyre Bush, Director of Admissions, and her staff are finalizing this year's recruitment plan. Implementation has begun as they recruit the entering class of '04 or, as we like to think of it, the graduating class of '06 for those pursuing associate degree programs and '08 for those pursuing baccalaureate degree programs. If there is interest, at some future meeting Ms. Bush will provide an overview of the recruitment plan.

As the College continues to develop its role as Regional Education Provider, I continue to meet with individuals in the region. On September 16, I had lunch in Glenwood Springs with Bob Spuhler, Interim President of CMC, and Steve Rice, Dean of Instruction. On September 24, Kerry Youngblood, Director of the School of Applied Technology and the Grand Valley BOCES, and I will be meeting in Rangely with Dr. Peter Angstadt, President of Colorado Northwestern Community College. An early October meeting is being scheduled with representatives from Montrose. These meetings are being held to ensure that community colleges in Mesa State's service area are true partners as we develop our role as a Regional Education Provider. As required by policy, we will be establishing a regional advisory board which will include representatives from education, governments, and businesses.

On Friday, September 12, Mesa State served as a host site for the Colorado Technology Summit. This was the 4th year for the summit, but the first time that it was broadcast to remote sites around the state. Pueblo was the other host for this year's event. Approximately 70 people attended the afternoon session. The audience was able to interact with the panel in Denver by submitting questions to the local moderator, Representative Gregg Rippey. Prior to the session, Mesa State hosted a lunch and panel discussion which dealt with the role of technology in entrepreneurship. Panelists included Tim Hatton, Professor of Business Administration, Thea Chase, Executive Director of the Business Incubator Center, and Rick Taggart owner of Pyramid Printing. The panel discussion was led by Richard Vail, Associate Dean of the School of Business and Professional Studies. Thirty-seven people attended the luncheon and panel discussion. As a note, Grand Junction's and Mesa State's participation in this event was noted in an article in the Business section of the September 15 *Denver Post*.

The Dedication and Grand Opening of the Moss Performing Arts Center was held on Sunday September 14. There were two events in the Center on Sunday, a public event in the afternoon and an evening event for those invited by Mr. and Mrs. Moss. They were recognized for their significant gifts which ensured the completion of the facility. As part of this recognition, there was an unveiling of bronze busts of John and Angie Moss which were sculpted and finished by Laverne Mosher, Professor of Art. As part of the opening, faculty and students performed in the venues

available in the Center. Dr. Janine Rider, Dean of the School of Humanities and Social Sciences, Claudia Crowell, Executive Director of the Foundation, Beverly Craddock, Director of Marketing and Publications, and the faculty of music, theater and dance are to be recognized for their efforts which made this day successful.

On September 13, the Mesa State football team defeated nationally ranked and perennial powerhouse, University of North Dakota. Other fall teams continue their schedules with the women's soccer team being ranked in the Division II polls.

I'd like to briefly highlight one other on-campus activity. The Center for Teaching and Learning is the entity which sponsors a number of professional development activities for faculty and staff, including training sessions in a variety of fields related to technologies. Once again this fall, Dr. Mike Gizzi, Associate Professor of Political Science and Director of the Center, surveyed people on campus to determine areas of need. Approximately 100 people responded. As has been noted historically, there is significant interest in further training in a range of Microsoft products, including PowerPoint, Access, and Intermediate Excel and Word. There is strong demand for training in all features of WebCT, the web-based course support tool that is used at Mesa State. There is a high demand for workshops involving scanning and photo editing. In terms of topics that more broadly encompass faculty development, interest is spread over a number of topics, although advising stands out from all of the other topics. The Center is scheduling "training" opportunities throughout the semester and one faculty development workshop will be developed per month covering the topics of advising, plagiarism, formative assessment, library/research tools, and undergraduate research. These probably will be organized as panel discussions, taking advantage of folks with expertise.

In addition to activities already mentioned above, in the past few weeks I participated in the following events:

- an alumni event in Denver which included a picnic at Coors Field and a ball game,
- the Fall Club 20 meeting in early September,
- the Maverick Kickoff Dinner & Silent Auction which served as Mesa State's "Thank You" event for those who support athletics as members of the Maverick Club,
- the monthly meeting of the Executive Committee of the Mesa State College Foundation,
- a breakfast meeting of MSC's Community Advisory group, which I hosted, and
- the monthly meeting at UTEC of the Joint Advisory Committee of the Grand Valley BOCES. This committee is comprised of representatives from businesses and industries throughout Grand Junction. Each member of the Committee also serves as a representative on one of the advisory committees established for each program offered.

PERSONNEL RECOMMENDATIONS & INFORMATION
September 23, 2003

RECOMMENDATION: It is recommended by Mesa State College that the Board of Trustees approve the following personnel matters.

NONE

INFORMATION: The following personnel items are submitted to the Board as information.

Temporary Appointments

Mr. Jay Gaas, Acting Data Information Specialist, \$31,200, beginning September 1, 2003. (ADMINISTRATIVE)

Ms. Heather Exby, Acting Director of Regional Programming, \$46,775, beginning July 1, 2003.
(ADMINISTRATIVE)

Title Changes

Ms. Kennilyn Wright, FROM Admission Counselor TO Career Development Specialist, effective August 1, 2003.

Ms. Royia Ruffin, FROM Coordinator of Academic Advising TO Director of Advising and Career Center, effective August 1, 2003.

Resignations

Dr. Linda Curran, Interim Vice President for Financial and Administrative Services, effective October 3, 2003.

Faculty Trustee Report
Created 9/16/03 by Gayla Jo Slauson

Trustee Calendar

With input from various other people, I have created a draft version of the Board Master Calendar for this year. We need to take a quick look at it. It is included with this report.

Statewide Issues

After the Board Meeting in Denver, I attended a CFAC (Faculty advisory group to CCHE) meeting. Several issues of interest to Mesa were discussed at that meeting.

1. CCHE is proposing a different admissions standards policy in an attempt to more clearly differentiate admission and program standards that are consistent with institutional role and missions. The policy attempts to deal with the “windows” which allow higher ed institutions to admit students who do not meet their minimum standards for admission. The windows are proposed to decrease for selective institutions, and penalties for admitting more students than windows allow are stiffer. For example, CSU will go from a 20% window in FY2005 to a 10% window in FY2010. This may affect Mesa indirectly. As the more restrictive schools with freshman admissions indices above ours close their windows somewhat, their non-admitted students may decide to come to Mesa, which is a moderately selective school according to statutory guidelines. Mesa’s admissions window size is proposed to remain at 20% from 2005 to 2010.
2. As part of the admissions standards policy, precollegiate curriculum is being adjusted. For high-school graduates in Spring, 2008 or later, instate and out-of-state freshmen will be required to meet both the institution’s index standard and have completed a required precollegiate curriculum. This required curriculum is based on research by American College Testing (ACT) and requires specific academic units/credits. For students graduating after 2010 the requirements are increased. Students will be required, for example, to take four years of math (Algebra I and higher) before they will be eligible to be admitted into a public four-year college regardless of their index scores. One expected outcome of this requirement might be increased preparedness of students enrolling in our courses. However, as it currently reads, Mesa students who are admitted into two-year programs will not be required to meet these same admission standards.
3. CCHE is attempting to increase funding for the state’s colleges and universities by creating a plan to designate all of higher education as an “enterprise” to free schools from strict state limits on revenue and spending. Additionally, in reports from the various schools, several commented that they are paying for various capital construction projects without using /asking for state funds.
4. A Teacher Education Report was presented. Mesa’s comparative numbers for such things as pass rates for licensing assessments for Colorado Educators Place Exam looked great.
5. The “Academic Bill of Rights” was discussed at CFAC and has also been discussed here among faculty at MSC. The general idea behind the “Bill of Rights” seems to be that conservatives are underrepresented in the faculty in colleges in universities – and that this lack of balance needs to be addressed by legislation. The CFAC group proposed to create a resolution indicating that they felt the date presented in various newspaper articles was misleading, and to indicate that they were opposed to legislative efforts to mandate political balance. I have heard indirectly that the Young Republicans student group on campus is planning to bring David Horowitz to campus.

Board Master Calendar 2003-2004

DRAFT

<p align="center">July</p> <p align="center">July 16/17: Board Meeting GJ</p> <p align="center">Business: Election of Officers, Attorney Gen Orientation, Budgets and Financials</p>	<p align="center">August</p> <p align="center">August 20: Board Meeting GJ</p> <p align="center">Business: Budgets and Financials, Gayle Berry Presentation</p>	<p align="center">September</p> <p align="center">September 10: Board Meeting Denver on financials September 23: Board Meeting GJ</p> <p align="center">Business: Budget approval, Role and Mission, Prioritization and Reporting Facilities Projects, QIS</p>
<p align="center">October</p> <p align="center">October 15/16 Board Meeting GJ</p> <p align="center">Business: Trustee Policy Manual draft, Meet with focus groups re presidential search</p>	<p align="center">November</p> <p align="center">November 19/20 Board Meeting GJ</p> <p align="center">Business: Review Academic Master Plans, Review diversity/affirmative action plans, final approval Trustee Policy Manual</p>	<p align="center">December</p> <p align="center">December 17/18 Board Meeting GJ Holiday Activity</p> <p align="center">Business: QIS</p>
<p align="center">January</p> <p align="center">January 21 Board Meeting Denver</p> <p align="center">Business: Entertain legislators, meet with CCHE</p>	<p align="center">February</p> <p align="center">February 18/19 Board Meeting GJ</p> <p align="center">Business: Review academic programs enrollment and graduation rates</p>	<p align="center">March</p> <p align="center">March 17/18 Board Meeting GJ</p> <p align="center">Business: Tenure and sabbatical leave – 2004 approvals, Handbook for Professional Personnel draft</p>
<p align="center">April</p> <p align="center">April 21/22 Board Meeting GJ</p> <p align="center">Business: Budgets '04/05, student fees, recognition faculty, students, staff retirement recommendations, personnel recommendations, preliminary capital construction plans, final approval of Handbook for Professional Personnel</p> <p>Created on 9/16/2003</p>	<p align="center">May</p> <p align="center">May 20 Board Meeting Denver</p> <p align="center">Business: Tuition rate approval, approval of off-campus state-funded programs, final capital construction approval, approve new academic program proposals</p> <p align="center">Page 11 of 35</p>	<p align="center">June</p> <p align="center">June 16 Board Meeting Denver</p> <p align="center">Business: Retreat – set priorities</p>

2003-2004 MEETINGS AND ACTIVITIES CALENDAR

Event	Date	Location
Board Meeting	July 16-17 Wednesday- Thursday	MSC-Liff
Board Meeting	August 20 Wednesday	MSC-Liff
Board Meeting	September 10 Wednesday	Denver
Board Meeting	September 23 Tuesday	MSC-Liff
Board Meeting	October 15-16 Wednesday-Thursday	MSC-Liff
Board Meeting	November 19-20 Wednesday-Thursday	MSC-Liff
Board Meeting	December 17-18 Wednesday-Thursday	MSC-Liff
Board Meeting	January 21 Wednesday	Denver
Board Meeting	February 18-19 Wednesday-Thursday	MSC-Liff
Board Meeting	March 17-18 Wednesday-Thursday	MSC-Liff
Board Meeting	April 21-22 Wednesday-Thursday	MSC-Liff
Graduation	May 9 Sunday	MSC-Liff
Board Meeting	May 20 Thursday	Denver
Board Meeting	June 16 Wednesday	Denver

Policy Book Revisions Plan

An initial working draft for the *Trustee Policy Manual* will be obtained through removing language referring to OSC and the former Board from the former Trustee Policy Manual.

It is proposed that Trustee Nesland and Trustee Slauson begin working on creating the initial draft, with an expectation to have a rough draft version by the October Board Meeting.

The Trustee Policy Manual that Metro has created may be useful as a template and for comparative purposes, since their manual was also based on the former Office of State College's Trustee Policy Manual. Trustee Nesland has checked into the legality of using wording from the Metro manual.

Since this Manual, unlike the *Handbook for Professional Personnel*, will primarily reflect Board operations and overarching policies, campus faculty and staff groups will not be formally required to participate in creating the initial working draft. Nonetheless, Trustee Slauson will communicate with Faculty and Staff regarding any portions of the Trustee Policy Manual which may be of concern to faculty and staff. Any input that she receives will be reported to the Board for consideration in their final decision-making regarding Board policies.

Modifications, additions, or deletions to the *Trustee Policy Manual* will need to be considered by the Board as a whole since this manual represents Board policies and describes how this specific Board will operate.

NOTE: It is anticipated that the *Handbook for Professional Personnel* will be revised after the *Trustee Policy Manual* is completed. Faculty and Staff will need to be involved in that updating process from the beginning. The two handbooks that the main campus currently operates under must be combined. Additionally, the handbook at UTEC may need to be included/updated. Unlike the *Trustee Policy Manual*, the *Handbook for Professional Personnel* is an internal campus document, often considered to be an extension to employee contracts. Faculty/staff groups such as Faculty Senate will be expected to assist in developing the initial working draft for the Handbook for the Board to consider, recognizing that the Board will ultimately determine the policies spelled out in the Handbook.

1. Associated Student Government (ASG)

- a. Library & Computer Lab – Student Senate spent time at our Sept. 4th meeting discussing the need for extending the hours of library and computer lab operation. Some students feel that space and, more importantly, computer access is becoming very limited. We feel that this is due to rising enrollment and limited funds available.
- b. Club 20 - Members of ASG and members of the student body attended the Club 20 meeting Sept. 5th & 6th. They met with prominent members of the community and discussed issues of higher education, water use and restriction and TABOR.
- c. Horowitz & Controversy – At the Sept. 11th meeting, ASG had a discussion about this high-profile topic. Mesa State’s Young Republicans are in the process of contracting David Horowitz to speak on campus. Associated Student Government has interest in his remarks, but as representatives of Mesa State students, do not share the same beliefs. We would agree that there exists an imbalance of liberals and conservatives in various disciplines; but we feel it is not caused by discrimination. These positions are open to the most qualified applicant, it should remain that way.
- d. New Senators – ASG inducted four new members to the senate at our Sept. 11th meeting. Two were elected by the students and two were appointed positions. We will be appointing one more position, which will create a full senate.
- e. Sept. 18th Meeting

2. Other Student Organizations

- a. Club Advisory Board – CAB met on Sept. 10th for its first meeting and allocated money for funding requests. The total amount requested was \$9540.00; and an amount of \$5550.00 was allocated. There will be three more meetings throughout the course of the year.
- b. Cultural Diversity Board – CDB is in the process of their nine-month planning program, providing activities and events for the students. CDB includes: Polynesian Club, La Raza, P.R.I.D.E., Black Student Alliance, Native American Student Council and International Student Union.
- c. Campus Residents Association – CRA has spent the majority of these first few weeks with elections and organization. Due to happenings beyond their control, a President and Secretary were needed. On Sept 14th both positions were filled and now CRA will be working on their first big event, Battle of the Buildings.

3. Athletics

- a. Varsity
- b. Club

4. Miscellaneous

STATE COLLEGES UNEMPLOYMENT COMPENSATION

Before the State Colleges in Colorado was dissolved several proposals were made to handle future unemployment claims from OSC employees. An escrow account was considered but abandoned, because there would be no legal agency, other than the State government in general, against which claims could be filed. OSC understood that the State unemployment fund would assume this liability.

This later proved incorrect. Now the first unemployment bill has arrived. The State Controller's Office wants the three colleges to pay this bill and any that may come in the future. The liability for such claims will extend a maximum of 18 months. The maximum amount of such liability is estimated to be about \$60,000. Currently Mesa State is acting as the fiscal agent for dissolution issues like this.

The three CFOs of the now independent State Colleges have discussed possible scenarios for assigning each college its share of these bills. The frontrunner would distribute these costs according to each college's share of the State Colleges total general fund base. This would result in the following allocation of such costs:

Adams State	\$10,600,356, or 31.27%
Mesa State	\$16,208,914, or 47.82%
Western State	\$7,086,420, or 20.91%

The CFOs understand that each of the three college boards will have to formally approve this arrangement.

POLICIES GOVERNING PRIORITIZATION AND REPORTING OF FACILITIES PROJECTS

Issue: Policies and guidelines established by CCHE and by other state entities require reporting of and, in several cases, approval of various projects involving the remodeling/renovation of existing facilities or the construction of new facilities.

Background: The Colorado Commission on Higher Education (CCHE) is charged, by statute, to establish standards and procedures for higher education institutional submissions of capital construction program plans, to make budget recommendations on institutional capital construction requests, and to review and approve institutional capital construction program plans and facility master plans that are consistent with the role and mission of each institution. With the concurrent approval of the Office of State Planning and Budgeting (OSPB), and the staffs of the legislative Capital Development Committee (CDC) and the Joint Budget Committee (JBC), CCHE since 1981 has annually issued an instruction manual for higher education capital projects.

Early this year, the Commission published a manual, "Instruction Manual for Higher Education Facilities Program Planning and Budgeting" which discusses CCHE budgeting and planning processes for capital and information technology projects for state-supported higher education facilities. The manual included a list of deadlines for the fiscal year (FY) 2004-2005 budget year, the statutory authority for CCHE involvement in capital construction for higher education, the processes CCHE follows in reviewing various budget documents and capital construction projects, the prioritization policy that CCHE uses in ranking state-funded projects, and instructions for completing the various applicable budget forms. A copy of the list of deadlines is attached.

The deadline for submission of Capital Construction Projects was earlier this summer and materials were submitted prior to this date. Copies of materials submitted are appended. The cover memo for this submission noted that the Mesa State College Board of Trustees had not acted on this because of the transition and that these items would be placed on the agenda of the Board for action.

The prioritized list of Capital Construction Projects was developed through a review of the campus' Academic and Facilities Master Plans. The review of current needs assessed with those plans led to the development of the list of priorities and future proposed projects. The list was developed with full recognition of the State's fiscal condition and, as stipulated, no state funds were requested for Capital Construction Projects in the upcoming fiscal year. All projects identified as FY 04-05 requests are cash funded or donated. Finally, while Mesa State College understands the current fiscal restraints, it must continue to explore options available and the yet to be defined alternatives to counter the increased use of existing and sometimes outdated facilities.

Recommendation: Approve the prioritized list of Capital Construction Projects as prepared.

CAPITAL CONSTRUCTION BUDGET AND PROGRAM PLAN
SCHEDULE FOR 2004-2005 PROJECTS

Governing Boards and Institutions:	Due Dates
Forward Five-Year Capital Construction Plan to CCHE (Submit 4 paper copies and 1 electronic copy) <ul style="list-style-type: none"> • CC-P Form 	July 15, 2003
Forward 2004-2005 FINAL Capital Construction Project Requests to CCHE (Submit 4 paper copies and 1 electronic copy of budget documents; 2 paper copies of each facility program plan); SBREP CM-03 submitted at same time to State Buildings and OSPB. <ul style="list-style-type: none"> • CC-C and CC-IT Forms • Facility Program Plans • SBREP CM-03 (for building/infrastructure renewal) 	July 15, 2003
Forward Governing Board Priorities for all major state-funded capital construction projects. (Submit 1 electronic copy and 4 paper copies.)	August 15, 2003
Forward self-funded capital projects (cash funded, as well as SB 92-202 projects, if possible) to CCHE (Submit 4 paper copies and 1 electronic of budget documents, 2 paper copies of each facility program plan) <ul style="list-style-type: none"> • CC-C and CC-IT Forms • Facility Program Plans 	August 15, 2003
Governing Boards forward to CCHE a Cash-Funded Projects Capital Construction Budget Addendum to disclose source and use of funds for each major cash-funded capital construction project; and an annual fiscal report on the cumulative impact of all cash-funded major and minor projects for FY 04-05. (Major: more than \$500,000; minor: \$500,000 or less.)	August 15, 2003
Forward list of cash-funded and cash-operated projects – SB 01-209 projects - costing less than \$250,000 to CCHE for information purposes	September 2, 2003
Forward Board-approved Five-Year Controlled Maintenance Plan and Status Reports on Controlled Maintenance and Capital Construction Projects to State Buildings and Real Estate Programs	September 2, 2003
Forward supplemental appropriation requests to CCHE (Submit 1 electronic copy) <ul style="list-style-type: none"> • CC-B form 	November 3, 2003
CCHE:	
Consult with institutions in preparation of 2004-2005 requests and 2004-2009 capital improvement plans	April through mid-July
Coordinate state-level reviews of institution requests	July to September
Submit capital construction budget requests to OSPB	July 31, 2003
Forward capital construction budget requests to CDC staff	September 2, 2003
Prepare CCHE PRELIMINARY capital budget priorities, 5-year capital construction program for October CCHE agenda	September 18, 2003
Submit capital budget amendments to OSPB	October 10, 2003
Submit prioritized list and program reviews to CDC	November 3, 2003

**Executive Summary
Mesa State College
Capital Construction Request
FY04-05**

Mesa State College has recently come under guidance of an independent board of trustees. Due to the timing of the Capital Construction request and the newly formed board's agenda, this request is submitted pending formal board approval.

The Capital Construction request was developed through a review of the campus' Academic and Facilities Master Plans. The review of current needs assessed with those plans has developed the list of priorities and future proposed projects.

Mesa State College understands the State's fiscal condition and is not requesting any state funds for Capital projects in the upcoming fiscal year. The projects identified as 04-05 requests are cash funded or donated. While Mesa State College understands the current fiscal restraints, it must continue to explore options available and the yet to be defined alternatives to counter the increased use of existing and sometimes outdated facilities.

The campus has experienced large enrollment increases over the past few years and is anticipating continued increases due to its outstanding reputation as a regional education provider.

Attached is Mesa State College's CC-P. Cash funded CC-C forms will be issued as required by the request guidelines.

Mesa State College
Five Year Capital Improvement Program Priorities Statement
FY04-05

1. Construction Trades Addition/UTEC

The project is donated to the UTEC campus through the Associated Builders and Contractors. It consists of a one story addition of approximately 3,288 square feet. All design and construction costs are donated to the project.

2. Campus Support Services Building

The need for this facility was first identified in the 1992 Master Plan and refined in the 1999 Master Plan. This project provides needed facilities for Facilities Services and Purchasing Departments. The project provides a new facility at a different location. The existing location is congested and presents safety hazards to the workforce and pedestrians.

3. Business and Information Technology Center

Mesa State College currently operates at the most students per square foot than the rest of the State's four-year institutions. This project was identified in the "1999 Mesa State College Facilities Master Plan". The project remains a high priority as the best alternative to a growing space shortage.

4. Academic Support Center

The project provides space for overcrowded faculty office and academic support functions.

5. Practice Field Development

The 1999 Master Plan identified the need for developing practice fields. The current fields are used for classes, intramurals, and intercollegiate athletics. Additional fields would be developed on campus as well as the south campus at D and 29 roads. The south campus fields would include locker room facilities.

6. Montrose Higher Education Center

The project builds a new stand-alone facility replacing the current undersized facility shared with the Montrose Library. It will provide adequate space for classrooms, labs and academic support.

Form CC-P		Prepared By:	Erik van de Boogaard	
Five-Year Capital Construction Program FY 2004/05-FY 2008/09		Phone:	970-248-1465	E-Mail: evandebo@mesastate.edu
Institution Name:	Mesa State College - Grand Junction Campus			

Project Title:	Funding Source	Total Project Cost	Prior Appropriation	Budget Year Request Yr 1	Year Two Request	Year Three Request	Year Four Request	Year Five Request
Construction Trades Addition/UTEC-August 2004	Capital Exempt	CCFE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Priority:	1	Cash Funds Exempt	CFE	\$ 390,000	\$ -	\$ -	\$ -	\$ -
Purpose Code:	F5	Cash Funds	CF	PPCE	\$ -	\$ -	\$ -	\$ -
Gross Square Ft:	3288	Federal Funds	FED	\$ -	\$ -	\$ -	\$ -	\$ -
Building Renewal Project	Total Funds	TF	\$ 390,000	\$ 390,000	\$ -	\$ -	\$ -	\$ -
Yes								

Project Title:	Funding Source	Total Project Cost	Prior Appropriation	Budget Year Request Yr 1	Year Two Request	Year Three Request	Year Four Request	Year Five Request
Campus Support Services Building-August 2006	Capital Exempt	CCFE	\$ 4,008,657	\$ -	\$ 4,008,657	\$ -	\$ -	\$ -
Priority:	2	Cash Funds Exempt	CFE	\$ 2,158,468	\$ 2,158,468	\$ -	\$ -	\$ -
Purpose Code:	G3	Cash Funds	CF	\$ -	\$ -	\$ -	\$ -	\$ -
Gross Square Ft:	31000	Federal Funds	FED	\$ -	PPCE	\$ -	\$ -	\$ -
Building Renewal Project	Total Funds	TF	\$ 6,167,125	\$ -	\$ 6,167,125	\$ -	\$ -	\$ -
No								

Project Title:	Funding Source	Total Project Cost	Prior Appropriation	Budget Year Request Yr 1	Year Two Request	Year Three Request	Year Four Request	Year Five Request
Business and Information Technology Center-August-2008	Capital Exempt	CCFE	\$ 13,882,273	\$ -	\$ -	\$ 1,385,556	\$ 12,496,717	\$ -
Priority:	3	Cash Funds Exempt	CFE	\$ 500,000	\$ -	\$ 500,000	\$ -	\$ -
Purpose Code:	F5	Cash Funds	CF	\$ -	\$ -	\$ -	\$ -	\$ -
Gross Square Ft:	51240	Federal Funds	FED	\$ -	\$ -	CE	\$ -	\$ -
Building Renewal Project	Total Funds	TF	\$ 14,382,273	\$ -	\$ -	\$ 1,885,556	\$ 12,496,717	\$ -
No								

Institution Name:		Mesa State College - Grand Junction Campus								
Project Title:		Funding Source		Total Project Cost	Prior Appropriation	Budget Year Request				
Academic Support Center April 2008						Yr 1	Year Two Request	Year Three Request	Year Four Request	Year Five Request
		Capital Exempt	CCFE	\$ 993,600	\$ -	\$ -		\$ 993,600	\$ -	\$ -
Priority:	4	Cash Funds Exempt	CFE	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Purpose Code:	F2	Cash Funds	CF	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Gross Square Ft:	6624	Federal Funds	FED	\$ -	\$ -	\$ -		PPCE	\$ -	\$ -
Building Renewal Project		Total Funds	TF	\$ 993,600	\$ -	\$ -	\$ -	\$ 993,600	\$ -	\$ -

Yes

Institution Name:		Mesa State College - Grand Junction Campus								
Project Title:		Funding Source		Total Project Cost	Prior Appropriation	Budget Year Request				
Practice Field Development-October 2009						Yr 1	Year Two Request	Year Three Request	Year Four Request	Year Five Request
		Capital Exempt	CCFE	\$ 5,511,437	\$ -	\$ -	\$ -	\$ -	\$ 2,480,493	\$ 3,030,944
Priority:	5	Cash Funds Exempt	CFE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Purpose Code:	G4	Cash Funds	CF	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gross Square Ft:	N/A	Federal Funds	FED	\$ -	\$ -	\$ -	\$ -	\$ -	PPCE	PPCE
Building Renewal Project		Total Funds	TF	\$ 5,511,437	\$ -	\$ -	\$ -	\$ -	\$ 2,480,493	\$ 3,030,944

No

Institution Name:		Mesa State College - Montrose Campus								
Project Title:		Funding Source		Total Project Cost	Prior Appropriation	Budget Year Request				
Montrose Higher Education Center- August 2010						Yr 1	Year Two Request	Year Three Request	Year Four Request	Year Five Request
		Capital Exempt	CCFE	\$ 7,823,260	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,200,000
Priority:	6	Cash Funds Exempt	CFE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Purpose Code:	F5	Cash Funds	CF	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gross Square Ft:	28279	Federal Funds	FED	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Building Renewal Project		Total Funds	TF	\$ 7,823,260	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,200,000

No

INTERNATIONAL BACCALAUREATE PROGRAM

Issue: The Colorado Legislature passed HB 03-1108 which requires that each governing board report, to the Colorado Commission on Higher Education, the policy that has been adopted by its institution for the acceptance of first-time freshman students who have successfully completed an International Baccalaureate Diploma Program.

Background: The International Baccalaureate Diploma Program was begun in 1968 and has grown to be recognized as a rigorous pre-college course of study that prepares students for college/university work. The program is a comprehensive two-year international curriculum designed to give students common credentials for entry to colleges and universities when moving from one country to another. Taught in English, Spanish, or French, the curriculum consists of six subject groups: language, second language, individuals and societies, experimental sciences, mathematics and computer science, and the arts.

Specific requirements of HB 03-1108 are:

- Acceptance of a minimum of 24 semester credit hours for those who have completed the International Baccalaureate Diploma program. IB credit will generally satisfy courses in an institution's general education or general electives categories.
- Identify the specific general education or elective requirements that are satisfied by having successfully completed the IB diploma program.
- Make the policy available to the public in electronic format.

Mesa State College recognizes the quality of the International Baccalaureate Diploma Program and adopted policy in 2002 that provides for the award of credit beginning in the fall 2003 semester. A copy of the policy is included with this agenda item.

Features of the Mesa State policy relevant to HB 03-1108 include:

- Acceptance of up to 30 semester credit hours for a baccalaureate degree.
- Listing of Mesa State course equivalents or other optional uses for the credit. Credit is awarded for 25 Mesa State courses, 12 of which are in the general education curriculum. The remaining 13 courses can be used to satisfy general electives requirements.
- Available electronically on the Mesa State College web site.

Recommendation: The staff recommends that the Board authorize Mesa State College to report its policy on International Baccalaureate credit to the Colorado Commission on Higher Education.

Mesa State College Table of Course and Credit Awards for International Baccalaureate Scores

International Baccalaureate

Mesa State College recognizes the quality of the International Baccalaureate Diploma Program and the achievement level of participating high school students. Allowable credit will be awarded beginning in the Fall 2003 term. The faculty and dean of each school have determined the credit awards according to scores shown on the subject exams. Credit awarded will be subject to the overall limitations found in the Mesa State Non-Traditional Credit Policy. An official transcript showing the IB diploma or certificate should be sent directly to the Mesa State Office of Admissions from the International Baccalaureate Organization. For more details or a copy of a table showing allowable subject exams and credit awards, please contact the Office of Enrollment Management.

Limitation on Non-Traditional Credit

The subject exams and scores shown on each International Baccalaureate transcript will determine the number of credit hours allowed. Maximum credit allowed will be 30 credit hours toward a baccalaureate degree or 15 credit hours toward an associate degree.

Exam Title	Scores are minimum accepted			Course Equivalent	Other/Optional Use or Additional Information
	min SL score	min HL score	Credit hours		
Anthropology (Social & Cultural)	-----	-----	-----	-----	No credit
Art (Visual Art)	4	4	6	Specific courses depend on student major; see 'other/optional use'	Up to 6 hours of degree credit with portfolio review for art majors; non-art majors receive 6 hours fine arts credit to be used toward general education or as unrestricted elective
Biology	5		4	BIOL 102 & 102L	-----
“ “		5	5	BIOL 105 & 105L	-----
Business & Management	No	6	3	MANG 201	-----
Chemistry	No	4-5	5	CHEM 131 & 131L possible, see 'other/optional use'	MUST also take department placement exam
“ “	No	6-7	5	CHEM 131 & 131L	-----
Classical Languages- Greek	5	4	3	FLAV 290A	B.A. degree distinction or Gen Educ
“ “ “	6	5	6	FLAV 290A & 290B	B.A. degree distinction or Gen Educ
“ “ “	7	6	9	FLAV 290A & 290B & three lower-level elective hours	B.A. degree distinction or Gen Educ and/or electives or Classical minor
“ “ “	---	7	12	FLAV 290A & 290B & six lower-level elective hours	B.A. degree distinction or Gen Educ and/or electives or Classical minor
Classical Languages- Latin	5	4	3	FLAV 290N	B.A. degree distinction or Gen Educ
“ “ “	6	5	6	FLAV 290N & 290P	B.A. degree distinction or Gen Educ
“ “ “	7	6	9	FLAV 290N & 290P & three lower-level elective hours	B.A. degree distinction or Gen Educ and/or electives or Classical minor
“ “ “	---	7	12	FLAV 290N & 290P & six lower-level elective hours	B.A. degree distinction or Gen Educ and/or electives or Classical minor
Computer Science	4	4	TBD	Departmental determination	Consideration on case-by-case basis
Design Technology	-----	-----	-----	-----	No credit
Economics	No	6	3	ECON 201	-----
English (Language A1)	No	4	3	ENGL 150	-----
“ “ “ “		5	6	ENGL 150 & 111	-----
“ “ “ “		6-7	9	ENGL 150 & 111 & 112	-----
Environmental Systems	5	4	3	ENGS 101	-----
Information Tech/Global Soc	-----	-----	-----	-----	No credit
Language B- French	5	4	3	FLAF 111	B.A. degree distinction or Gen Educ
“ “ “	6	5	6	FLAF 111 & 112	B.A. degree distinction or Gen Educ
“ “ “	7	6	9	FLAF 111 & 112 & three lower-level elective hours	B.A. degree distinction and/or Gen Educ or unassigned elective hours
“ “ “	---	7	12	FLAF 111 & 112 & six lower-level elective hours	B.A. degree distinction and/or Gen Educ or unassigned elective hours

Exam Title	<i>min</i> SL score	<i>min</i> HL score	Credit hours	Course Equivalent	Other/Optional Use or Additional Information
Language B- German	5	4	3	FLAG 111	B.A. degree distinction or Gen Educ
“ “ “	6	5	6	FLAG 111 & 112	B.A. degree distinction or Gen Educ
“ “ “	7	6	9	FLAG 111 & 112 & three lower-level elective hours	B.A. degree distinction and/or Gen Educ or unassigned elective hours
“ “ “		7	12	FLAG 111 & 112 & six lower- level elective hours	B.A. degree distinction and/or Gen Educ or unassigned elective hours
Language B- Spanish	5	4	3	FLAS 111	B.A. degree distinction or Gen Educ
“ “ “	6	5	6	FLAS 111 & 112	B.A. degree distinction or Gen Educ
“ “ “	7	6	9	FLAS 111 & 112 & 211	B.A. degree distinction or Gen Educ and/or Spanish minor
“ “ “	----	7	12	FLAS 111 & 112 & 211 & 212	B.A. degree distinction or Gen Educ and/or Spanish minor
Geography	----	----	-----	-----	No credit
History	----	----	-----	-----	No credit
Mathematics, Further	4	XXX	TBD	Departmental determination	Additional placement exam required
Mathematics, Higher	XXX	4	TBD	Departmental determination	Additional placement exam required
Math Methods	4	XXX	TBD	Departmental determination	Additional placement exam required
Math Studies	4	XXX	TBD	Departmental determination	Additional placement exam required
Music	4	4	3-9 possible	Departmental determination	Consideration on case-by-case basis; IB diploma recipients eligible for 9 hours maximum
Philosophy	No	4	3	PHIL 110 or unrestricted elective	Student given option of equivalent course or use as 3-hour lower division elective in order to take the Mesa course
Physics	No	4-5	5	PHYS 131 & 131L possible, see ‘other/optional use’	MUST also take department placement exam
“ “	No	6-7	5	PHYS 131 & 131L	-----
Psychology	4	4	3	PSYC 150	-----
Theatre Arts	No	4	3	THEA 141	-----

Mesa State College Course Titles

BIOL 102, 102L	General Organismal Biology and Lab
BIOL 105, 105L	Attributes of Living Systems and Lab
CHEM 131, 131L	General Chemistry and Lab
ECON 201	Principles of Macroeconomics
ENGL 111	English Composition (I)
ENGL 112	English Composition (II)
ENGL 150	Introduction to Literature
ENGS 101	Intro to Environmental Sciences
FLAF 111; 112	First Year French I; First Year French II
FLAG 111; 112	First Year German I; First Year German II
FLAS 111; 112	First Year Spanish I; First Year Spanish II
FLAS 121; 122	Second Year Spanish I; Second Year Spanish II
FLAV 290A; 290B	Ancient Greek Beginning I; Ancient Greek Beginning II
FLAV 290N; 290P	Latin Beginning I; Latin Beginning II
MANG 201	Principles of Management
PHYS 131, 131L	Fundamental Mechanics and Lab
PHIL 110	Introduction to Philosophy
PSYC 150	General Psychology
THEA 141	Theatre Appreciation

REVIEW AND DISCUSSION OF THE ROLE AND MISSION OF MESA STATE COLLEGE

Issue: As part of the orientation process, the Board of Trustees of Mesa State College has asked to discuss the role and mission of the College.

Background: At the July meeting, the Board identified the need to review and discuss the role and mission of Mesa State College. During the meeting, a number of documents that could be useful were referenced and these were mailed to members of the Board.

This included the following materials:

1. Section 23-53-101 of HB 03-1093 (Legislatively established role and mission)
2. "Mesa State College: Shaping the Future of Western Colorado" (a pamphlet)
3. Mesa State College Academic Master Plan (2001)
4. Mesa State College Facilities Master Plan (1999) with Amendment (2002)
5. Mesa State College Technology Master Plan (1999) with Amendment (2002)

Like most public institutions, Mesa State College has a legislatively established role and mission which typically speaks to program offerings and service areas. These statements are commonly expanded by representatives from the campus and the community to develop statements that more clearly describe the characteristics of the College and which more clearly drive the planning process. At Mesa State this has been accomplished most recently through the publication of *Mesa State College: Shaping the Future of Western Colorado*. This statement, and its predecessor, *Mesa State College: A Shared Vision*, serves as the foundation for planning on campus. Reflecting this, a number of planning documents were forwarded to the Board to provide examples of expanded role and mission statements that drive planning processes.

In another light, the students and communities we serve also provide insight into the role and mission of Mesa State. The College is excited about its designation as a Regional Education Provider and believes that this will provide opportunities for growth.

The staff presentation will highlight role and mission statements in published documents and will link these to the services we provide for students and communities in our region. Additional information will be presented or gathered and disseminated as needed to facilitate the Board's on-going consideration of this issue.

Recommendation: None.

FINANCIAL REPORTING FORMATS

The following three pages present the FY03 Actual Expenditures and FY04 Proposed Budget, as follows:

Page 1 is a *Comparative* Consolidated Income Statement for All Funds. There are two columns for each of the five Funds (the five being Education & General, Auxiliaries, Sponsored Programs, Loan Funds, and Plant Funds). The first of the two columns is FY03 Actual Revenues Expenditures; the second column is FY04 Budgeted Revenues and Expenditures. The sixth set of two columns is the Totals for FY03 and FY04.

Page 2 is a Consolidated Income Statement for All Funds for FY03 Actual Revenues and Expenditures. This statement includes the detail for Auxiliaries, in addition to the same five Funds that appear on Page 1.

Page 3 is a Consolidated Income Statement for All Funds for FY04 Budgeted Revenues and Expenditures. This statement, like Page 2, also includes the detail for Auxiliaries, in addition to the same five Funds that appear on Page 1.

Income Statement : Consolidated
 Comparative All Funds

	E & G		Auxiliaries		Sponsored		Loan		Plant		Total	
	FY03 Actual	FY04 Budget	FY03 Actual	FY04 Budget	FY03 Actual	FY04 Budget	FY03 Actual	FY04 Budget	FY03 Actual	FY04 Budget	FY03 Actual	FY04 Budget
Revenues												
Tuition	\$ 10,276,504	\$ 10,859,120	\$ 102,591	\$ 120,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,379,095	\$ 10,979,120
Student Fees	324,516	300,010	3,053,651	3,399,949	-	-	-	-	-	-	3,378,167	3,699,959
Educational Activities - cash funded	-	-	107,503	85,000	-	-	-	-	-	-	107,503	85,000
Contributions/Gifts	-	-	304,138	419,960	-	-	-	-	348,288	-	652,426	419,960
Rental - Room	-	-	2,746,503	2,891,568	-	-	-	-	-	-	2,746,503	2,891,568
Rental - Other	-	-	197,578	231,900	-	-	-	-	-	-	197,578	231,900
Food Service	-	-	2,285,213	2,527,579	-	-	-	-	-	-	2,285,213	2,527,579
Advertising/Publications	-	-	47,443	55,601	-	-	-	-	-	-	47,443	55,601
Activity Fees	-	-	30,579	30,270	-	-	-	-	-	-	30,579	30,270
Service Fees	-	-	305,779	253,100	-	-	-	-	-	-	305,779	253,100
Event Sales	-	-	212,656	235,678	-	-	-	-	-	-	212,656	235,678
Sales Books	-	-	2,527,446	2,523,750	-	-	-	-	-	-	2,527,446	2,523,750
Sales Non-Book Items	-	-	483,311	511,050	-	-	-	-	-	-	483,311	511,050
Commissions	-	-	109,185	99,000	-	-	-	-	-	-	109,185	99,000
Interest Income	-	-	241,787	121,500	-	-	-	-	24,823	25,000	137,943	140,000
Federal Grants & Contracts	-	-	-	-	623,137	600,000	21,857	22,452	-	-	644,994	622,452
Federal Grants & Contracts - Financial aid	-	-	-	-	5,474,976	6,073,549	-	-	-	-	5,474,976	6,073,549
State Grants & Contracts	-	-	-	-	195,285	204,000	-	-	-	-	195,285	204,000
State Grants & Contracts - Financial aid	-	-	-	-	2,928,677	2,639,905	-	-	-	-	2,928,677	2,639,905
Local Grants & Contracts	-	-	-	-	-	-	-	-	-	-	-	-
Private Grants & Contracts	-	-	-	-	225,557	335,000	-	-	-	-	225,557	335,000
From Other Funds	-	-	50,014	-	67,666	-	7,286	7,484	1,461,039	1,444,409	1,586,005	1,451,893
Interdepartmental	-	-	2,914,056	3,315,221	-	-	-	-	-	-	2,914,056	3,315,221
State Appropriation	14,245,693	15,775,165	-	-	-	-	-	-	-	-	14,245,693	15,775,165
State Appropriation - Capital Construction	-	-	-	-	-	-	-	-	1,285,580	-	1,285,580	-
State Appropriation - Controlled Maintenance	-	-	-	-	-	-	-	-	643,212	149,766	643,212	149,766
From OSC	956,583	-	-	-	2,200	-	-	-	-	-	958,783	-
Misc. Other	190,656	187,246	115,612	139,470	-	-	-	-	387,944	316,068	694,212	642,784
Total Revenues	\$ 25,993,952	\$ 27,121,541	\$ 15,835,045	\$ 16,960,596	\$ 9,517,498	\$ 9,852,454	\$ 53,966	\$ 54,936	\$ 4,264,006	\$ 2,050,243	\$ 55,664,467	\$ 56,039,770
Expenditures												
Support Staff Salary and Wages	\$ 2,538,018	\$ 2,656,824	\$ 1,438,144	\$ 1,404,258	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,976,161	\$ 4,061,082
Support Staff Benefits	397,569	462,704	290,780	278,868	-	-	-	-	-	-	688,350	741,572
Contract Wages Full Time	9,871,546	11,947,636	1,488,749	1,465,317	79,529	80,000	-	-	-	-	11,439,825	13,492,953
Contract Wages Part Time	3,357,247	1,543,168	265,371	371,891	204,901	180,000	-	-	-	-	3,827,520	2,095,059
Contract Staff Benefits	2,938,490	3,182,180	419,208	433,647	50,048	55,000	-	-	-	-	3,407,747	3,670,827
Hourly Staff Compensation	182,750	220,506	472,981	562,372	1,150,391	1,127,046	-	-	-	-	1,806,122	1,909,924
Cost of Goods Sold - Books	-	-	1,906,687	1,911,000	-	-	-	-	-	-	1,906,687	1,911,000
Cost of Goods Sold - Non Books	-	-	213,938	206,950	-	-	-	-	-	-	213,938	206,950
Other Current Expense	1,190,385	1,429,110	1,791,731	2,533,303	265,831	225,340	-	-	3,184	-	3,251,131	4,187,753
Rent - Building	385,650	398,289	97,399	186,718	8,731	-	-	-	-	-	491,780	585,007
Professional Fees	1,035,354	1,199,324	342,455	351,495	75,000	50,000	-	-	45,677	-	1,498,487	1,600,819
Food Service	-	100	1,465,202	1,682,979	-	-	-	-	-	-	1,465,202	1,683,079
Travel	268,146	291,220	468,934	516,484	32,904	31,000	-	-	-	-	769,984	838,704
Telecommunications external	52,248	34,695	160,407	171,321	-	-	-	-	-	-	212,655	206,016
Internal Charges - Telephone calls	15,404	23,424	7,344	16,160	54	60	-	-	-	-	22,801	39,644
Internal Charges - Telephone line charges	224,994	199,616	237,921	239,754	1,368	1,500	-	-	-	-	464,283	440,870
Internal Charges - Administrative Service Recharge	-	26,712	1,060,907	1,456,171	-	-	-	-	-	-	1,060,907	1,482,883
Internal Charges - Maintenance Recharge	-	-	835,371	835,371	-	-	-	-	-	-	835,371	835,371
Utilities	522,249	694,422	486,279	539,123	-	-	-	-	-	-	1,008,528	1,233,545
Student Financial Aid	644,817	804,000	436,645	406,421	7,588,103	7,967,508	-	-	-	-	8,669,564	9,177,929
Library Learning Materials	370,417	380,997	-	-	-	-	-	-	-	-	370,417	380,997
Capital Expenditures	17,513	201,168	19,500	12,900	78,455	102,000	-	-	20,715	-	136,183	316,068
Debt Service	-	-	1,461,039	1,444,409	-	-	-	-	784,697	597,591	2,245,736	2,042,000
Depreciation	-	-	-	-	-	-	-	-	2,803,897	2,600,000	2,803,897	2,600,000
Equipment - Non Capital	238,496	49,300	324,645	268,085	14,079	25,000	-	-	6,540	-	583,760	342,385
Other Miscellaneous	124,307	-	18,603	7,000	8,021	8,000	5,715	6,000	6,975	-	163,621	21,000
Total Expenditures	\$ 24,375,600	\$ 25,745,395	\$ 15,710,241	\$ 17,301,997	\$ 9,557,415	\$ 9,852,454	\$ 5,715	\$ 6,000	\$ 3,671,685	\$ 3,197,591	\$ 53,320,655	\$ 56,103,437
Increase (Decrease) In Fund Balance before Transfers	\$ 1,618,352	\$ 1,376,146	\$ 124,804	\$ (341,401)	\$ (39,917)	\$ -	\$ 48,251	\$ 48,936	\$ 592,321	\$ (1,147,348)	\$ 2,343,811	\$ (63,667)
Transfer Revenue over Expenditures to Renewal & Replacement	(250,000)	-	(560,000)	(489,751)	-	-	-	-	810,000	489,751	-	-
	51,836	-	-	-	-	-	-	-	-	-	51,836	-
Net Increase (Decrease) In Fund Balance	\$ 1,420,188	\$ 1,376,146	\$ (435,196)	\$ (831,151)	\$ (39,917)	\$ -	\$ 48,251	\$ 48,936	\$ 1,402,321	\$ (657,597)	\$ 2,395,647	\$ (63,667)

The effects of interdepartmental revenues, transfers, indirect costs, and interfund borrowings have not been eliminated as required for external reporting and will therefore not match audited financial statements.

FOR INTERNAL REPORTING PURPOSES ONLY

	E & G	Educational Programs	Student Activities	Athletics	Housing	Bookstore	Foodservice	Other	Total Auxiliaries	Sponsored	Loan	Plant	Total
Revenues													
Tuition	\$ 9,399,092	\$ 254,954	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 254,954	\$ -	\$ -	\$ -	\$ 9,654,046
Student Fees	247,412	-	2,347,806	547,452	-	-	-	-	2,895,258	-	-	-	3,142,670
Educational Activities - cash funded	-	60,983	-	-	-	-	-	19,200	80,183	-	-	-	80,183
Contributions/Gifts	-	-	82,654	341,420	-	-	-	-	424,074	-	-	207,554	631,628
Rental - Room	-	-	-	-	2,646,643	-	-	20,750	2,667,393	-	-	-	2,667,393
Rental - Other	-	12,288	108,105	-	38,985	-	-	837	160,214	-	-	-	160,214
Food Service	-	-	-	-	-	-	1,864,877	129,782	1,994,659	-	-	-	1,994,659
Advertising/Publications	-	-	58,145	-	-	-	-	-	58,145	-	-	-	58,145
Activity Fees	-	-	5,888	-	23,595	-	-	-	29,483	-	-	-	29,483
Service Fees	-	-	91,302	-	-	-	-	126,366	217,667	-	-	-	217,667
Event Sales	-	-	98,879	107,285	-	-	-	-	206,164	-	-	-	206,164
Sales Books	-	-	-	-	-	2,225,351	-	-	2,225,351	-	-	-	2,225,351
Sales Non-Book Items	-	-	48,773	-	-	272,757	-	68,121	389,651	-	-	-	389,651
Commissions	-	253	51,636	-	-	11,765	42,685	-	106,339	-	-	-	106,339
Interest Income	-	-	42,409	-	-	1,418	-	161,587	205,414	-	23,209	99,787	328,410
Federal Grants & Contracts	-	-	-	-	-	-	-	-	-	554,311	24,292	-	578,603
Federal Grants & Contracts - Financial aid	-	-	-	-	-	-	-	-	-	4,908,056	-	-	4,908,056
State Grants & Contracts	-	-	-	-	-	-	-	-	-	159,856	-	-	159,856
State Grants & Contracts - Financial aid	-	-	-	-	-	-	-	-	-	2,631,132	-	-	2,631,132
Local Grants & Contracts	-	-	-	-	-	-	-	-	-	26,924	-	-	26,924
Private Grants & Contracts	-	-	-	-	-	-	-	-	-	215,755	-	-	215,755
From Other Funds	-	4,517	-	-	-	-	-	96,849	101,366	-	7,309	2,473,305	2,581,979
Interdepartmental	-	-	458,669	1,250	3,006	19,060	-	2,234,721	2,716,706	-	-	-	2,716,706
State Appropriation	15,868,032	-	-	-	-	-	-	-	-	-	-	-	15,868,032
State Appropriation - Capital Construction	-	-	-	-	-	-	-	-	-	-	-	7,901,415	7,901,415
State Appropriation - Controlled Maintenance	-	-	-	-	-	-	-	-	-	-	-	765,755	765,755
From OSC	172,151	-	-	-	-	-	-	-	-	-	-	-	172,151
Misc. Other	233,913	232	26,806	462	41,529	-	-	25,789	94,819	104,978	-	-	433,710
Total Revenues	\$ 25,920,600	\$ 333,227	\$ 3,421,072	\$ 997,870	\$ 2,753,758	\$ 2,530,351	\$ 1,907,562	\$ 2,884,002	\$ 14,827,841	\$ 8,601,012	\$ 54,809	\$ 11,447,817	\$ 60,852,079
Expenditures													
Support Staff Salary and Wages	\$ 2,729,492	\$ 34,083	\$ 90,419	\$ 99,950	\$ 58,681	\$ 80,447	\$ -	\$ 908,089	\$ 1,271,668	\$ -	\$ -	\$ -	\$ 4,001,159
Support Staff Benefits	436,223	5,328	15,947	13,981	9,332	12,654	-	214,652	271,894	-	-	-	708,117
Contract Wages Full Time	10,267,016	81,947	265,932	474,485	130,896	47,827	-	482,585	1,483,672	83,008	-	-	11,833,696
Contract Wages Part Time	3,209,681	120,942	29,583	109,152	-	-	-	2,000	261,677	161,437	-	-	3,632,795
Contract Staff Benefits	2,789,178	27,049	63,878	119,471	28,403	11,643	-	122,105	372,549	43,596	-	-	3,205,323
Hourly Staff Compensation	142,266	828	268,195	25,218	102,818	10,424	-	60,172	467,656	1,103,702	-	-	1,713,623
Cost of Goods Sold - Books	-	-	-	-	-	1,703,360	-	-	1,703,360	-	-	-	1,703,360
Cost of Goods Sold - Non Books	-	-	1,425	-	-	209,020	-	-	210,445	-	-	-	210,445
Other Current Expense	1,258,126	28,741	460,185	311,177	282,283	67,569	30,496	406,802	1,587,253	175,891	-	37,510	3,058,780
Rent - Building	378,757	-	740	837	-	38,004	50,000	28,500	118,081	50	-	-	496,887
Professional Fees	1,030,854	86,977	273,563	48,706	8,251	2,494	6,038	17,177	443,205	30,913	-	-	1,504,973
Food Service	-	-	-	-	155	-	1,229,634	-	1,229,789	-	-	-	1,229,789
Travel	304,634	49,985	66,448	343,907	5,915	492	-	-	466,747	29,119	-	-	800,501
Telecommunications external	66,307	82	54,015	15,528	1,647	579	-	109,452	181,303	4	-	-	247,615
Internal Charges - Telephone calls	12,704	7	1,978	4,022	935	95	16	-	7,052	75	-	-	19,831
Internal Charges - Telephone line charges	225,298	889	31,876	10,734	172,198	3,896	2,280	8,560	230,433	1,788	-	-	457,519
Internal Charges - Administrative Service Recharge	-	17,313	102,229	41,363	288,378	262,680	223,860	-	935,823	-	-	-	935,823
Internal Charges - Maintenance Recharge	-	-	287,796	-	392,604	13,524	80,064	-	773,988	-	-	-	773,988
Utilities	461,035	-	185,966	-	170,049	5,583	77,061	1,594	440,254	-	-	-	901,289
Student Financial Aid	582,821	700	5,835	161,380	157,286	-	-	-	325,201	6,751,693	-	-	7,659,715
Library Learning Materials	414,290	-	-	-	-	-	-	-	-	-	-	-	414,290
Capital Expenditures	21,338	-	52,633	-	-	-	5,917	-	58,550	125,532	-	262,887	468,307
Budgeted Change in Net Assets	-	-	-	-	-	-	-	-	-	-	-	-	-
Debt Service	-	-	669,842	-	672,834	-	-	103,216	1,445,892	-	-	635,497	2,081,389
Depreciation	-	-	-	-	-	-	-	-	-	-	-	2,699,419	2,699,419
Equipment - Non Capital	310,001	8,041	138,543	9,610	40,687	4,187	8,738	15,797	225,602	51,915	-	163,206	750,724
Other Miscellaneous	44,343	-	74,857	282	-	-	-	89,125	164,265	7,369	76,932	394,125	687,034
Total Expenditures	\$ 24,684,363	\$ 462,914	\$ 3,141,885	\$ 1,789,802	\$ 2,523,352	\$ 2,474,478	\$ 1,714,103	\$ 2,569,825	\$ 14,676,359	\$ 8,566,093	\$ 76,932	\$ 4,192,644	\$ 52,196,391
Increase (Decrease) In Fund Balance before Transfers	\$ 1,236,236	\$ (129,687)	\$ 279,187	\$ (791,933)	\$ 230,406	\$ 55,873	\$ 193,459	\$ 314,177	\$ 151,482	\$ 34,919	\$ (22,122)	\$ 7,255,173	\$ 8,655,688
Transfer Revenue over Expenditures to Renewal & Replacement	(942,081)	-	(50,000)	-	(125,000)	(50,000)	(30,000)	(44,200)	(299,200)	-	-	1,241,281	-
Net Increase (Decrease) In Fund Balance	\$ 294,155	\$ (129,687)	\$ 229,187	\$ (791,933)	\$ 105,406	\$ 5,873	\$ 163,459	\$ 269,977	\$ (147,719)	\$ 34,919	\$ (22,122)	\$ 8,496,454	\$ 8,655,688

The effects of interdepartmental revenues, transfers, indirect costs, and interfund borrowings have not been eliminated as required for external reporting and will therefore not match audited financial statements.

Income Statement : Consolidated
 All Funds
 FY04 Budget

	E & G	Educational Programs	Student Activities	Athletics	Housing	Bookstore	Foodservice	Other	Total Auxiliaries	Sponsored	Loan	Plant	Total
Revenues													
Tuition	\$ 10,859,120	\$ 120,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 120,000	\$ -	\$ -	\$ -	\$ 10,979,120
Student Fees	300,010	-	2,780,158	619,791	-	-	-	-	3,399,949	-	-	-	3,699,959
Educational Activities - cash funded	-	85,000	-	-	-	-	-	-	85,000	-	-	-	85,000
Contributions/Gifts	-	-	22,600	397,360	-	-	-	-	419,960	-	-	-	419,960
Rental - Room	-	-	-	-	2,891,568	-	-	-	2,891,568	-	-	-	2,891,568
Rental - Other	-	-	111,900	-	120,000	-	-	-	231,900	-	-	-	231,900
Food Service	-	-	-	-	-	-	2,327,579	200,000	2,527,579	-	-	-	2,527,579
Advertising/Publications	-	-	55,601	-	-	-	-	-	55,601	-	-	-	55,601
Activity Fees	-	-	5,700	-	24,570	-	-	-	30,270	-	-	-	30,270
Service Fees	-	-	39,100	-	-	-	-	214,000	253,100	-	-	-	253,100
Event Sales	-	-	105,628	58,800	-	-	-	71,250	235,678	-	-	-	235,678
Sales Books	-	-	-	-	-	2,523,750	-	-	2,523,750	-	-	-	2,523,750
Sales Non-Book Items	-	-	51,750	-	-	299,300	-	160,000	511,050	-	-	-	511,050
Commissions	-	-	57,000	-	-	9,000	28,000	5,000	99,000	-	-	-	99,000
Interest Income	-	-	40,500	-	-	-	-	81,000	121,500	-	25,000	140,000	286,500
Federal Grants & Contracts	-	-	-	-	-	-	-	-	-	600,000	22,452	-	622,452
Federal Grants & Contracts - Financial aid	-	-	-	-	-	-	-	-	-	6,073,549	-	-	6,073,549
State Grants & Contracts	-	-	-	-	-	-	-	-	-	204,000	-	-	204,000
State Grants & Contracts - Financial aid	-	-	-	-	-	-	-	-	-	2,639,905	-	-	2,639,905
Local Grants & Contracts	-	-	-	-	-	-	-	-	-	-	-	-	-
Private Grants & Contracts	-	-	-	-	-	-	-	-	-	335,000	-	-	335,000
From Other Funds	-	-	-	-	-	-	-	-	-	-	7,484	1,444,409	1,451,893
Interdepartmental	-	-	481,680	-	35,000	20,000	-	2,778,541	3,315,221	-	-	-	3,315,221
State Appropriation	15,775,165	-	-	-	-	-	-	-	-	-	-	-	15,775,165
State Appropriation - Capital Construction	-	-	-	-	-	-	-	-	-	-	-	-	-
State Appropriation - Controlled Maintenance	-	-	-	-	-	-	-	-	-	-	-	149,766	149,766
From OSC	-	-	-	-	-	-	-	-	-	-	-	-	-
Misc. Other	187,246	20,000	27,470	-	15,000	-	-	77,000	139,470	-	-	316,068	642,784
Total Revenues	\$ 27,121,541	\$ 225,000	\$ 3,779,087	\$ 1,075,951	\$ 3,086,138	\$ 2,852,050	\$ 2,355,579	\$ 3,586,791	\$ 16,960,596	\$ 9,852,454	\$ 54,936	\$ 2,050,243	\$ 56,039,770
Expenditures													
Support Staff Salary and Wages	\$ 2,656,824	\$ -	\$ 80,673	\$ 104,749	\$ 63,735	\$ 94,356	\$ -	\$ 1,060,745	\$ 1,404,258	\$ -	\$ -	\$ -	\$ 4,061,082
Support Staff Benefits	462,704	-	15,713	15,035	14,701	16,141	-	217,278	278,868	-	-	-	741,572
Contract Wages Full Time	11,947,636	-	232,172	419,353	130,896	47,827	-	635,069	1,465,317	80,000	-	-	13,492,953
Contract Wages Part Time	1,543,168	90,000	102,443	176,153	-	-	-	3,295	371,891	180,000	-	-	2,095,059
Contract Staff Benefits	3,182,180	24,000	73,204	133,159	33,436	11,832	-	158,016	433,647	55,000	-	-	3,670,827
Hourly Staff Compensation	220,506	-	349,940	35,228	104,771	12,079	-	60,354	562,372	1,127,046	-	-	1,909,924
Cost of Goods Sold - Books	-	-	-	-	-	1,911,000	-	-	1,911,000	-	-	-	1,911,000
Cost of Goods Sold - Non Books	-	-	1,950	-	-	205,000	-	-	206,950	-	-	-	206,950
Other Current Expense	1,429,110	36,000	978,072	285,395	290,716	88,120	20,300	834,700	2,533,303	225,340	-	-	4,187,753
Rent - Building	398,289	-	15,418	26,500	-	41,800	58,000	45,000	186,718	-	-	-	585,007
Professional Fees	1,199,324	-	269,510	52,735	2,200	3,900	-	23,150	351,495	50,000	-	-	1,600,819
Food Service	100	-	-	1,850	-	-	1,525,000	156,129	1,682,979	-	-	-	1,683,079
Travel	291,220	60,000	59,392	383,182	8,000	1,000	1,200	3,710	516,484	31,000	-	-	838,704
Telecommunications external	34,695	-	69,521	3,800	-	-	-	98,000	171,321	-	-	-	206,016
Internal Charges - Telephone calls	23,424	-	2,865	11,270	1,000	200	-	825	16,160	60	-	-	39,644
Internal Charges - Telephone line charges	199,616	-	30,284	10,866	181,513	3,900	2,280	10,911	239,754	1,500	-	-	440,870
Internal Charges - Administrative Service Recharge	26,712	8,000	152,251	64,556	401,199	367,517	306,225	156,423	1,456,171	-	-	-	1,482,883
Internal Charges - Maintenance Recharge	-	-	299,473	-	438,520	14,068	-	83,310	835,371	-	-	-	835,371
Utilities	694,422	-	213,800	-	229,613	4,810	90,900	-	539,123	-	-	-	1,233,545
Student Financial Aid	804,000	-	4,650	170,271	231,500	-	-	-	406,421	7,967,508	-	-	9,177,929
Library Learning Materials	380,997	-	7,900	-	-	-	-	-	-	-	-	-	388,897
Capital Expenditures	201,168	-	-	-	-	-	-	5,000	12,900	102,000	-	-	308,168
Debt Service	-	-	669,842	-	671,351	-	-	103,216	1,444,409	-	-	597,591	2,042,000
Depreciation	-	-	-	-	-	-	-	-	-	-	-	2,600,000	2,600,000
Equipment - Non Capital	49,300	-	150,014	13,001	71,600	3,500	15,000	14,970	268,085	25,000	-	-	342,385
Other Miscellaneous	-	7,000	-	-	-	-	-	-	7,000	8,000	6,000	-	21,000
Total Expenditures	\$ 25,745,395	\$ 225,000	\$ 3,779,087	\$ 1,907,103	\$ 2,874,751	\$ 2,827,050	\$ 2,102,215	\$ 3,586,791	\$ 17,301,997	\$ 9,852,454	\$ 6,000	\$ 3,197,591	\$ 56,103,437
Increase (Decrease) In Fund Balance before Transfers	\$ 1,376,146	\$ -	\$ -	\$ (831,152)	\$ 211,387	\$ 25,000	\$ 253,364	\$ -	\$ (341,401)	\$ -	\$ 48,936	\$ (1,147,348)	\$ (63,667)
Transfer Revenue over Expenditures to Renewal & Replacement	-	-	-	-	(211,387)	(25,000)	(253,364)	-	(489,751)	-	-	489,751	-
Net Increase (Decrease) In Fund Balance	\$ 1,376,146	\$ -	\$ -	\$ (831,152)	\$ -	\$ -	\$ -	\$ -	\$ (831,152)	\$ -	\$ 48,936	\$ (657,597)	\$ (63,667)

The effects of interdepartmental revenues, transfers, indirect costs, and interfund borrowings have not been eliminated as required for external reporting and will therefore not match audited financial statements.

Compensation of Mesa State College Professional Staff

Background: The Board recognizes that the compensation offered to professional staff, which includes faculty and exempt employees, at Mesa State College lags behind that offered by other institutions in Colorado and by peers around the country. The Board asked that comparative salary/total compensation studies be completed. Further, the Board asked that budgets be analyzed to identify possible savings that could be redirected for enhancements of compensation. Finally, the Board asked that a recommendation be made for consideration.

Salary Analyses:

These analyses are based on data sets available from CUPA-HR (College and University Professional Association for Human Resources). Member institutions complete annual salary surveys for faculty and exempt staff. For a fee, institutions can conduct comparative analyses by selecting institutions from those completing the surveys. CUPA-HR will not permit users to gain access to information from single institutions and, in fact, at least eight institutions must be included in peer groups established.

National Peers: A set of national peers was established a few years ago for a comparative salary study. These were selected from the 430 public institutions that are members of AASCU (American Association of State Colleges and Universities). Institutions selected primarily serve non-metropolitan areas and have a similar array of program offerings. Further, institutions selected have comparable enrollments and budgets.

Colorado Peers: Since a minimum of eight institutions are required in a data set, the peer group was established as all of the institutions in Colorado with the exception of CU-Boulder, CSU, and Mines.

Results:

Attached please find one set of analyses for national peers and one for Colorado peers. Each set contains a report for faculty by discipline and by rank, for administrators (senior level administrators), and for mid-level staff. In addition, the faculty survey provides some summary comparisons.

For faculty, salaries by rank and by discipline typically range from 75-90% of national peers and from 80-90% of state peers. As a summary, the "average" salary of the MSC faculty members in the study is \$48,074. The average salary of all faculty in the national peer group is \$54,869 and in the state group it is \$53,207.

For senior level administrators, peer analyses in both studies show the majority fall in similar ranges (75-90% of national peers and 80-90% of state peers) with outliers on each side.

For mid-level administrators, the national peer analysis shows that many of these positions are compensated at levels comparable to peers. Within Colorado, in most cases there were simply too few individuals in the cells so no comparisons were possible.

Benefits Analyses:

Colorado Peers: Information is provided outlining how other members of the Colorado Higher Education Insurance Benefits Alliance (CHEIBA) handle the employer/employee split of premiums

for professional employees. Members of CHEIBA include Adams State College, Colorado School of Mines, Colorado State University-Pueblo, Fort Lewis College, Metro State College, Mesa State College, University of Northern Colorado and Western State College.

A review of this information shows that Mesa State is reasonably well positioned within the state. At Mesa State, the College pays 61% of the premiums for those covered by Blue Cross/Blue Shield. The College pays 60% of the premium for those with individual coverage through Rocky Mountain Health Plans and 70% of those with family coverage. One member of CHEIBA, Colorado School of Mines pays 100% of the premium with some part of this paid through their foundation. Two institutions split the cost of the premiums equally with employees. The other institutions are similar to Mesa State. Almost all institutions are currently covering 50% of all increases in premiums with the employees assuming responsibility for the other 50% of the increase.

National Peers: Since data for individual institutions was not readily available, a number of possible sets were reviewed. Since Mesa State is classified as a baccalaureate institution, comparative data was acquired for all baccalaureate institutions reported in a salary/total compensation study in the March-April 2003 edition of *Academe*. Average institutional costs of benefits for this group of participating baccalaureate institutions was reported to be \$14,510 per faculty member while the average for Mesa State is \$9,412 per faculty member. *However, Mesa State, along with other public institutions in Colorado, does not participate in the Social Security Insurance program. Removing the \$3,855 per faculty member average contribution for SSI made by other institutions leads to an average of \$10,555 cost per faculty member for others in the group.* As a note, the Colorado public institutions all are ranked in the lowest or the second lowest quintile nationally in this measure.

National Peers
FY 2003 CUPA-HR Salary Study

Hard copy to large to include here.
See Office of Institutional Research and Planning for data.

Colorado Salary Comparisons

**CUPA-HR 2003 Salary Study
Eight Colorado Institutions**

Hard copy to large to include here. See Office Institutional Research and Planning for data.

CHEIBA INSURANCE PREMIUM PAYMENT INFORMATION

Current Distribution of Insurance Premium per Institution

Mesa State College, Metro State College, Western State College & Adams State College Colleges currently pay approx 61% of premiums for Anthem Insurance

Mesa State currently pays approx 60% of employee only coverage, and 70% of employee & family coverage for Rocky Mountain Health Plan participants

Any increases split 50/50

Result, employer's percentage of total cost decreases as employee's increases

Colorado School of Mines

College pays 100% of premiums (Foundation covers a part of the costs)

University of Northern Colorado and Colorado State University-Pueblo

Colleges currently pay 50% of total premiums

Fort Lewis College

College pays 72% of Employee Only Premium

College pays 56% of Employee plus family premium

Increases typically split 50/50

Total 2003 Premium for Health and Dental Insurance

Health

Anthem Blue Cross Blue Shield Health Insurance: (194 Mesa State College employees participate of Anthem Blue Cross Blue Shield Health Plans. 84 have employee only coverage; 110 have employee & family coverage)

Employee Only \$267.00 per month

Employee & Family \$696.00 per month

*Mesa State College only--Rocky Mountain Health Plans-C50 Plan (grandfathered participation with 109 participating employees, of which 27 have employee only coverage and 82 have employee & family coverage)

Employee Only \$274.70 per month

Employee & Family \$640.05 per month

Dental

Anthem Blue Cross Blue Shield Dental Insurance:

Employee Only \$31.00 per month

Employee & Family \$77.00 per month

Premiums for Calendar Year 2002

Health:

Anthem Blue Cross Blue Shield
Employee Only \$232.00
Employee & Family \$605.00

Rocky Mountain Health Plans: H10 Plan
Employee Only \$274.23
Employee & Family \$638.96

Rocky Mountain Health Plans: C50 Plan
Employee Only \$202.25
Employee & Family \$471.24

Dental Employee Only \$29.67
Employee & Family \$72.58

Actual Dollar Impact on Mesa State College Employees from 2002 to 2003

Health:

Anthem Blue Cross Blue Shield:
Employee Only Employee's contribution to premium increased \$17.50
Employee & Family Employee's contribution to premium increased \$45.50

Rocky Mountain Health Plans: RMHP dropped their H10 Plan in 2003, leaving only the C50 Plan available to our employees. For those employees who moved from H10 to C50 the actual premium cost remained virtually the same. For those who remained in C50 the dollar increase was as follows:

Employee Only Employee's contribution to premium increased \$36.22
Employee & Family Employee's contribution to premium increased \$84.40

Dental Employee Only Employee's contribution to premium increased \$0.72
Employee & Family Employee's contribution to premium increased \$2.21