

## CBHE committee recommends pay hikes

Ten percent across-the-board salary increases for University of Missouri System faculty for 1989-90 were recommended by the Coordinating Board for Higher Education's fiscal affairs committee last week. The committee also voted to recommend salary increases of 5 percent for non-academic staff.

Also approved were recommendations for increases of 3 percent for expense and equipment funds and 10 percent for library acquisitions.

The committee's recommendations will be considered by the full coordinating board at its meeting in Columbia next month.

University System President C. Peter Magrath expressed satisfaction that the CBHE committee reconsidered a staff recommendation made last month of 6 percent plus 1 percent merit increases for Missouri college and university faculty members.

Magrath and other college and university presidents in September appealed to the committee for higher salary recommendations because faculty salaries in Missouri higher education institutions are below salaries of comparable schools in neighboring states.

"I asked for a double-digit salary recommendation last month and we got one," Magrath said in reaction to the committee's action. "The budget process is long, and I feel good about this first step. We're getting where we want to be."

The UM System Board of Curators will continue to seek state appropriated funds that will provide 12.5 percent compensation increases to faculty and staff in fiscal

1990 -- 6 percent to catch up from past deficiencies plus 6.5 percent to sustain current levels of operations.

Magrath told the committee last week that full funding of the fiscal 1990 appropriations request is needed because limited state support during the past decade caused the University System to lose substantial ground in meeting goals for faculty and staff compensation.

The fiscal 1990 request represents the first year of a five-year plan for rebuilding the budget base of the University System. Faculty and staff compensation is the primary focus of the fiscal 1990 request.

"Today, salaries of faculty and other key staff lag about 20 percent

behind the competition," Magrath said. "Indirect compensation -- including retirement benefits and insurance programs -- has also fallen markedly."

Magrath called the 12.5 percent increase in compensation for faculty and staff the first step in a three-year compensation improvement program to strengthen and rebuild the University System's ability to attract and retain high-quality faculty and staff.

Magrath pointed out that the University System is at a disadvantage in recruiting and retaining top-flight instructors and leading researchers without competitive salaries. He gave the committee several examples of faculty lured to

### Coordinating board advises legislature

The Coordinating Board for Higher Education has no formal legislative power, but it is an advisory council to the Missouri General Assembly on educational issues. Among its duties, the coordinating board makes recommendations on state appropriations for higher education.

The UM System Board of Curators each year approves an operating appropriations request that goes to the legislature. The Coordinating Board for Higher Education makes a recommendation to the state legislature on what it believes the UM System should receive for the next fiscal year, using guidelines it sets for salary increases for faculty, staff and administrators; increases for expense and equipment; and increases for library acquisitions.

The state legislature also receives appropriations recommendations for the University of Missouri System from the governor. The recommendations from the governor and the CBHE are considered by the legislature in determining how much operating money to appropriate to the University System the next fiscal year. Appropriations bills are then forwarded to the governor for his final decisions on funding.

other universities by high salary increases and more staff and lab support.

"Four professors who were recruited from a single department on one University System campus between 1984 and 1987 have generated over \$4 million in grant money since leaving Missouri," Magrath testified. "The loss of leading faculty members at this state's premier research university must end.

"The state of Missouri and the University of Missouri System must restore competitive compensation programs to avoid further degradation of the quality of our faculty and staff," Magrath said. "Now is the time to begin to change a pattern of funding that can be traced back to fiscal 1983."

Magrath urged the committee

to support full funding of the UM System's appropriations request for operations, noting that general revenue funding for nine other Missouri institutions of higher education rose approximately 63.2 percent since fiscal 1983 while the increase for the University System during the same period was only 44.9 percent.

If the University System had received the same average 63.2 percent increase, it would have \$33 million more in operating funds this year, Magrath said.

"That \$33 million would have helped retain and recruit productive and talented faculty members, enabled us to stop the erosion of the state's only public research library and meant a better quality of education for tens of thousands of University of Missouri System students and a better quality of health, economic

and educational well-being for the citizens of this state," Magrath said.

The full Coordinating Board for Higher Education will meet in public session at 10 a.m. Nov. 11 in the UM-Columbia Memorial Union.

### **Other CBHE action**

In other action at last week's meeting of the Coordinating Board for Higher Education's fiscal affairs committee:

- the committee voted to recommend no funding for program improvements for 1989-90
- the committee approved supplemental funding for this fiscal year to provide \$2.1 million to fund costs of operating new buildings.