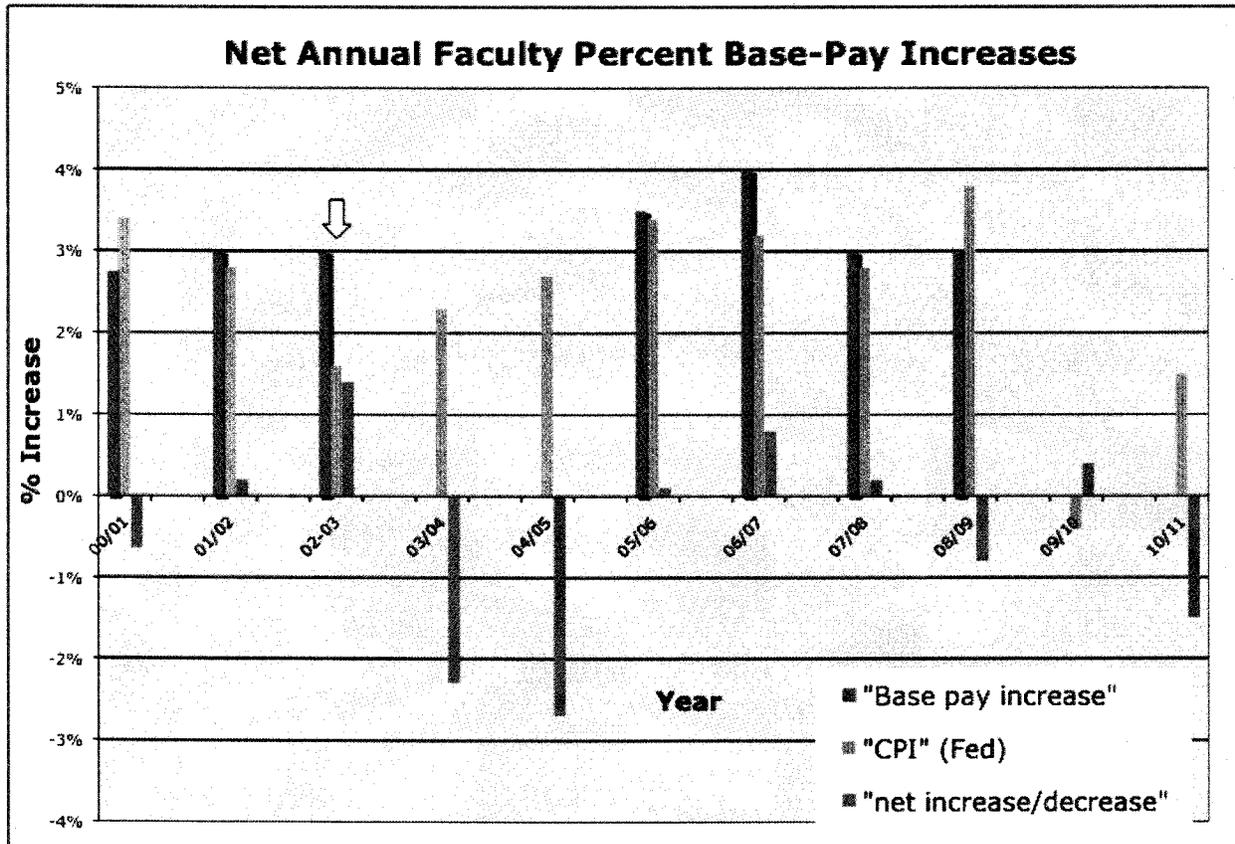


"Great Education Requires Great Teachers"



Faculty salaries are declining, in real terms. As shown by the BLUE BARS they are failing to keep up with inflation. Only one of the last eleven years (02-03) showed a real increase over 1% (arrow). Many of our best and brightest faculty are either leaving, being laid-off, or retiring and not being replaced (vacancy savings). Montana is 51st nationally in faculty salaries, nearly last in retirement benefits and health care premiums are exploding.

Higher ed faculty are dedicated education professionals. Like most teachers, they aren't in it to get rich, but they want the same thing that most middle class Americans want, to make a decent wage and live the American dream.

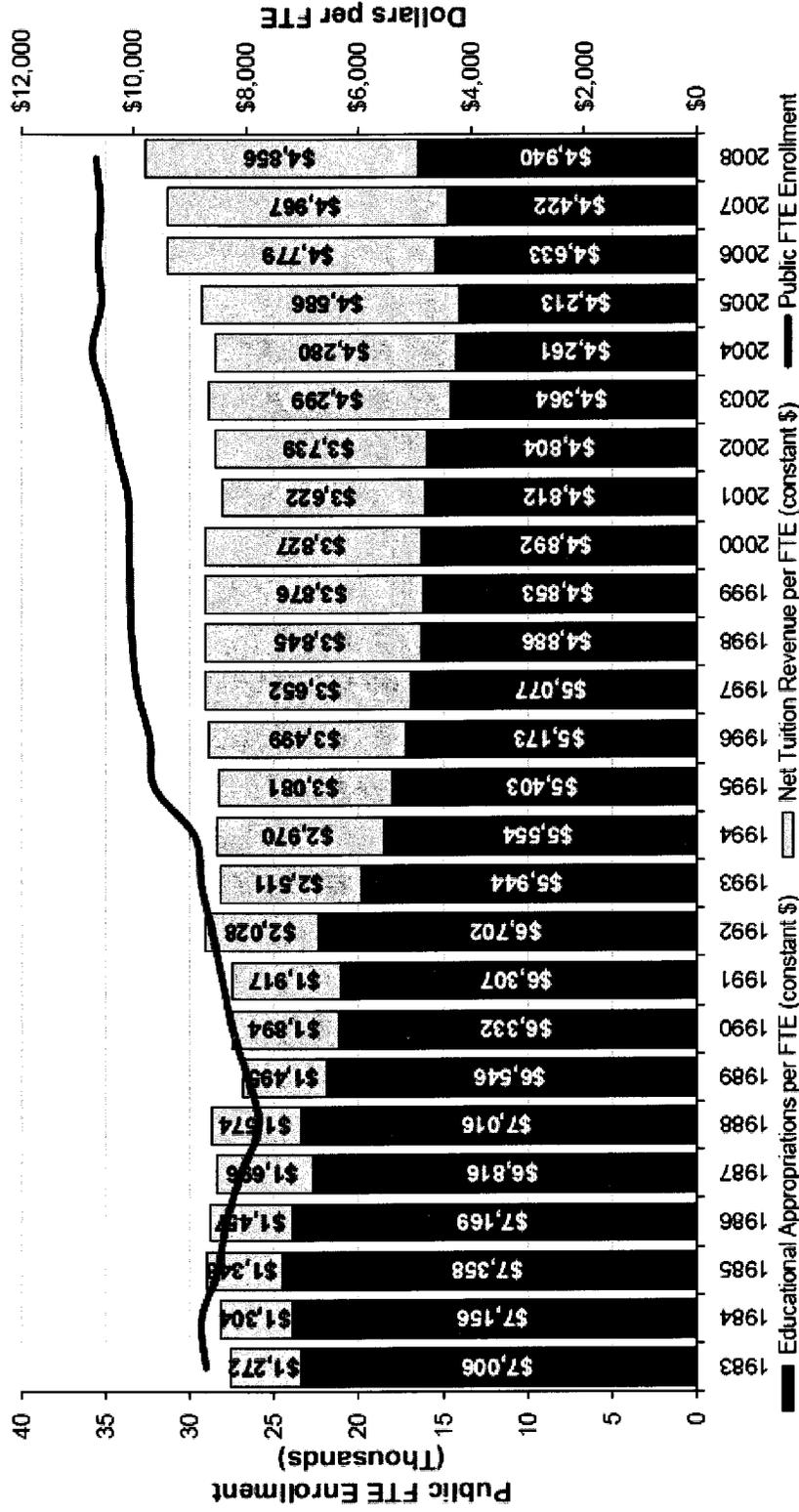
We must support our Education Professionals, our faculty, by providing modest pay increases to sustain employee moral and productivity. That's just common sense and good management.

Fund the student, fund the classroom by providing our students with a quality education so that they can compete in the 21st century world economy; that won't happen without **a quality educator in the classroom.**

Slide #19 tells us:

- The Montana University System (MUS) is under-funded by the State of Montana. We always rank near the bottom (nationally) in state funding per student.
- The state funding:tuition ratio has dropped from 7:1 in 1983 to less than 1:1 now. The national average is 2:1. MUS funding was 2:1 in 1994-1995...fifteen years ago!!
- It's getting worse: 2009 state funding/student dropped by about \$500 (\$4465) and in 2010 it will likely be lower. Meanwhile, tuition continues to rise.
- By necessity, student loans have replaced the lost state funding. Now, 70% of our graduates have student loan debt, averaging nearly \$20,000.00. They will repay about \$60,000.00 over ten years after graduation. This is immoral.
- Freezing tuition without increased state funding is unworkable; as slide #19 shows sooner or later tuition and fees have to go up if state funding does not.
- Faculty and staff just contributed another \$40 million in salary savings, that's 0,0 in four of eight years to keep tuition low and provide relief for the current budget crisis.
- Low state funding is a major contributor to our low graduation/high dropout rates.
- There must be more appreciation for the value of a college degree, or a college degree that is valuable, in today's world economy.
- Education and training are the key to future economic development. We simply can't afford to disinvest at this time. Our competitors in the world economy are not resting. For more on that go to "Do you know 3.0" (<http://www.youtube.com/watch?v=5o9nmUB2qIs>).

State/Local Funding plus Tuition Revenues per Student (FTE)
Montana Public Institutions, 1983-2008



Note: Constant 2008 dollars adjusted by SHEEO Higher Education Cost Adjustment. (HECA) Source: SHEEO SHEF



Save Our Universities, Invest in Our Future:

Public colleges and universities are danger all across the nation from funding cuts and lack of support. *Higher ed is the "Other education crisis"* because:

We have an "education tax" of student loan debt where 70% of our graduates have a balance of about \$20,000 because of cuts in state and federal funding (slide #19). Nationally, total student loan debt is almost \$1 trillion. It is higher than aggregate credit card debt and growing faster. This is immoral and a generational betrayal. Our youth should have the same opportunities that we did.

"Education is the civil right of the 21st century." There is no equality without opportunity. Only three public universities are listed in the top 25 nationally. The other 22 universities are wealthy, private institutions where tuition is over \$35,000/yr. Soon, public universities and our graduates will not be able to compete and our graduates will be stuck in a permanent underclass.

"We are losing the race in the 21st century world economy." Only 15 American public universities are listed in the top 100 worldwide. China and India already produce more scientists and engineers than the US and many US companies (e.g. Microsoft) now "import" most of their engineers because they can't find enough qualified American graduates.

There is a "brain drain" in our Colleges and Universities where many of our best and brightest faculty are either leaving, being laid-off, or retiring and not being replaced (vacancy savings). Montana is 51st nationally in faculty salaries, nearly last in retirement benefits and health care premiums are exploding. We must be able to compete for talent to provide quality.

We must support HB 13 because:

"Great education depends on great teachers." Pass HB13 at the proposed levels to provide a modest pay increase for state workers and a respectable state contribution to the pay plan. Cuts in the current funding levels for HB 13 will undoubtedly lead to bigger tuition increases and continue the brain drain.

"Fund the student, fund the classroom" means accountability and the certainty that our public education funds are being spent wisely and where they belong, in the classroom. HB 13 supports the student and supports the classroom.

Educating Montanans is the best investment of public money and the best way to win in the 21st century world economy. Today, "human resources" are THE most valuable asset, wages are higher for college graduates and educated Montanans are much less likely to be unemployed.

America was built on great public universities and we need to rebuild them with both state and federal funding because Montana can't do it alone. Our goal should be "Straight A's" in terms of: Affordability, Access, Academics, Achievement, Advocacy and Accountability.

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Straight A's for the Montana University System:

- **Academics-** Quality instruction and scholarship in programs that benefit our all of our stakeholders.
- **Access-** All qualified students have an entry portal in the MUS at appropriate level for lifelong learning.
- **Achievement-** Assessments show consistency in meeting goals with excellent local and national rankings.
- **Advocacy-** Montanans view the MUS as an asset with real *value* and see education as an investment.
- **Affordability-** We have sufficient funding to provide a quality college education without excessive student loan burdens or dropout rates.
- **Accountability-** Higher ed must be accountable to the Montana public and our stakeholders to prove our *value* and to sustain public support.