

**INFORMATION DISCLOSURE  
OF THE  
STATE-RELATED UNIVERSITIES**

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**Staff Analysis  
Pursuant to the  
Non-Preferred Appropriations Acts  
of July 1, 1994**

**General Assembly of the Commonwealth of Pennsylvania  
JOINT STATE GOVERNMENT COMMISSION  
108 Finance Building  
Harrisburg, Pennsylvania 17120  
March 1996**

**JOINT STATE GOVERNMENT COMMISSION  
ROOM 108 - FINANCE BUILDING  
HARRISBURG PA 17120**

**717-787-4397  
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The Joint State Government Commission was created by act of July 1, 1937 (P.L.2460, No.459) as amended, as a continuing agency for the development of facts and recommendations on all phases of government for the use of the General Assembly.

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# JOINT STATE GOVERNMENT COMMISSION, 1996

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## OFFICERS

Roger A. Madigan, Chairman

Ivan Itkin, Treasurer

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President Pro Tempore

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Roger A. Madigan, Commission Chairman

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Conrad C. M. Arensberg, Counsel

David L. Hostetter, Assistant Counsel

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## **FOREWORD**

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Pursuant to Act Nos. 13A, 14A, 15A and 16A of 1994, the Joint State Government Commission submits herewith its statistical comparison of the employment and salary, financial and contract data, and statements of retirement and tuition benefit policies, reported by Lincoln University, The Pennsylvania State University, University of Pittsburgh, and Temple University--the State-related universities.

The Commission staff has arranged the data comparisons and policy statements into four major sections. Section I includes full-time faculty and staff and average salaries for 1994-95. Section II includes actual revenue and expenditure data for 1993-94 and 1994-95. Section III includes goods and services purchase contracts for 1994-95. Section IV includes current statements of retirement and tuition benefit policies.

Differences in the internal organizations of the universities, represented by differences in their academic and administrative units and expenditure types, make direct comparisons between the universities difficult for most data elements.

Additional details on some data elements are available from the Commission staff.



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## **I. FULL-TIME FACULTY AND STAFF AND AVERAGE SALARIES**

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The number and average salaries of full-time faculty and staff are presented for 1994-95. Employee and salary data are arranged by faculty ranks and staff classifications, and by academic or administrative units, as defined by each university. Average salaries are not reported for faculty ranks and staff classifications with three or fewer employees, or groups of units within each university.

LINCOLN UNIVERSITY  
 NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY  
 BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT<sup>1</sup>  
 1994-95

Academic/administrative unit	All ranks		Total number
	Number	Average salary	
Grand total	105	\$38,187	105

1. Data not available by rank or academic/administrative unit.

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT<sup>1</sup>  
1994-95

Academic/administrative unit	<u>Executive officers</u>		<u>Administrative</u>		<u>Clerical/secretarial</u>		<u>Maintenance &amp; housekeeping</u>		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Grand total	5	\$90,164	77	\$31,224	84	\$19,982	79	\$21,567	245

1. Data not available by academic/administrative unit.

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY  
BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		Other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
<b>Colleges:</b>											
College of Agricultural Sciences	123	\$64,979	86	\$48,976	39	\$42,594	12	\$32,509	41	\$32,112	301
College of Arts & Architecture	32	59,941	52	43,845	46	35,829	15	25,652	0	--	145
Smeal College of Business Administration	32	93,719	33	70,133	34	63,820	16	41,984	6	35,400	121
College of Communications	3	nd	9	51,598	26	40,317	1	nd	1	nd	40
College of Earth & Mineral Sciences	71	75,064	38	54,686	23	42,844	11	29,950	99	28,700	242
College of Education	30	62,451	28	49,066	37	37,181	23	24,297	1	nd	119
College of Engineering	98	82,548	80	61,620	74	47,996	11	26,453	37	31,572	300
College of Health & Human Development	59	68,496	38	50,468	49	39,066	71	28,803	35	28,464	252
College of Liberal Arts	121	68,197	124	47,357	95	38,839	6	33,561	47	29,420	393
Eberly College of Science	117	77,688	41	51,100	54	42,347	22	26,061	50	28,418	284
Total	686		529		477		188		317		2,197
<b>Commonwealth Educational System:</b>											
Abington-Ogontz Campus	12	57,893	20	45,676	27	37,558	33	28,013	3	nd	95
Allentown Campus	2	nd	7	46,244	6	39,279	1	nd	6	27,658	22
Altoona Campus	2	nd	24	44,358	36	36,800	13	37,392	2	nd	77
Beaver Campus	1	nd	10	47,115	17	39,811	12	31,649	5	23,660	45
Berks Campus	4	55,377	12	46,023	15	41,080	12	35,406	9	34,683	52
Delaware County Campus	6	57,193	16	47,691	17	38,236	5	33,258	8	30,808	52
DuBois Campus	1	nd	9	43,851	19	35,753	11	35,833	3	nd	43
Fayette Campus	0	--	11	49,932	16	39,773	9	34,599	11	27,974	47
Hazleton Campus	4	53,732	10	44,384	18	36,611	14	31,786	5	25,337	51
McKeesport Campus	3	nd	10	44,475	16	38,590	8	38,881	2	nd	39
Mont Alto Campus	2	nd	5	43,408	14	37,664	18	34,793	6	23,624	45
New Kensington Campus	1	nd	11	45,643	17	39,297	9	33,645	4	25,137	42
Schuylkill Campus	3	nd	7	46,425	14	40,252	8	34,414	5	25,360	37
Shenango Campus	3	nd	6	43,924	10	38,964	9	35,156	2	nd	30
Wilkes-Barre Campus	3	nd	4	44,347	15	41,143	11	34,525	1	nd	34
Worthington Scranton Campus	1	nd	11	46,212	20	39,685	13	35,602	2	nd	47
York Campus	2	nd	18	43,224	10	40,186	12	29,599	8	23,211	50
Sub-total	50		191		287		198		82		808

Great Valley Campus	0	--	7	61,148	9	47,644	1	nd	1	nd	18
Total	50		198		296		199		83		826
Other Locations:											
Penn State Erie - Behrend College	11	60,897	28	53,197	49	46,502	19	39,099	35	33,049	142
Penn State Harrisburg - Capital College	24	65,137	38	53,550	62	44,406	9	36,678	6	29,712	139
Total	35		66		111		28		41		281
Support Units:											
Computer & Information Systems	0	--	0	--	0	--	0	--	7	52,255	7
Continuing & Distance Education	0	--	4	46,253	15	37,525	11	30,409	1	nd	31
Educational Equity	0	--	0	--	0	--	0	--	1	nd	1
Intercollegiate Athletics	1	nd	0	--	3	nd	15	47,533	25	24,380	44
International Programs	0	--	1	nd	0	--	0	--	0	--	1
Research & Graduate Education	2	nd	0	--	2	nd	0	--	288	45,513	292
Student Affairs	0	--	0	--	0	--	0	--	4	11,053	4
Undergraduate Education	0	--	0	--	2	nd	1	nd	3	nd	6
University Libraries	2	nd	18	37,411	23	31,332	2	nd	0	--	45
Total	5		23		45		29		329		431
Milton S. Hershey Medical Center	110	103,446	109	92,557	196	73,334	40	36,731	30	33,898	485
Grand total	886	75,271	925	55,318	1,125	46,982	484	32,580	800	35,489	4,220
Grand total (excluding Milton S. Hershey Medical Center)	776	71,277	816	50,344	929	41,423	444	32,206	770	35,551	3,735

nd. No data given in ranks having 3 or fewer faculty.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Colleges:									
College of Agricultural Sciences	39	\$75,564	420	\$35,886	144	\$24,166	327	\$23,404	930
College of Arts & Architecture	6	89,936	11	34,500	29	24,678	12	29,703	58
Smeal College of Business Administration	13	115,654	27	32,734	52	22,838	5	28,618	97
College of Communications	3	nd	8	34,965	10	24,869	9	21,367	30
College of Earth & Mineral Sciences	12	96,750	17	36,134	56	24,787	34	26,552	119
College of Education	11	78,265	17	36,757	53	25,427	3	nd	84
College of Engineering	29	99,889	62	34,860	111	23,419	57	30,977	259
College of Health & Human Development	15	84,747	22	31,644	83	24,628	36	26,021	156
College of Liberal Arts	24	80,680	42	32,825	83	23,319	35	26,493	184
Eberly College of Science	16	100,495	34	35,894	80	23,763	64	27,135	194
Total	168		660		701		582		2,111
Commonwealth Educational System:									
Abington-Ogontz Campus	9	54,800	23	32,057	33	23,440	47	26,086	112
Allentown Campus	2	nd	9	30,688	9	23,646	7	25,301	27
Altoona Campus	8	56,744	30	31,026	35	23,508	54	24,918	127
Beaver Campus	4	42,234	15	30,052	15	23,944	29	24,804	63
Berks Campus	6	56,872	19	28,947	23	23,005	39	24,797	87
Delaware County Campus	5	57,449	18	32,314	15	23,345	18	25,189	56
DuBois Campus	3	nd	9	33,363	14	23,324	13	24,365	39
Fayette Campus	5	55,634	7	34,233	18	23,196	11	25,969	41
Hazleton Campus	5	56,772	12	30,571	17	23,699	39	24,187	73
McKeesport Campus	4	61,860	18	31,974	16	25,298	29	25,677	67
Mont Alto Campus	5	56,160	15	30,835	14	22,733	35	23,938	69
New Kensington Campus	3	nd	12	29,578	16	22,584	13	23,796	44
Schuylkill Campus	4	63,813	9	28,983	11	24,601	14	26,889	38
Shenango Campus	3	nd	10	35,234	13	24,334	10	25,116	36
Wilkes-Barre Campus	5	51,708	10	29,599	16	23,969	16	25,394	47
Worthington Scranton Campus	5	58,786	12	32,310	13	23,986	16	26,062	46
York Campus	6	52,016	20	31,047	19	22,713	17	24,580	62
Sub-total	82		248		297		407		1,034

Great Valley Campus	4	79,855	14	31,283	22	22,297	10	25,013	50
CES-Central Budgets	11	67,347	14	38,370	21	25,057	1	nd	47
Total	97		276		340		418		1,131
Other Locations:									
Penn State Erie - Behrend College	15	70,460	44	30,389	46	22,772	80	24,471	185
Penn State Harrisburg - Capital College	17	66,834	43	30,280	72	24,141	79	26,665	211
Total	32		87		118		159		396
Support Units:									
Computer & Information Systems	26	76,394	171	37,827	54	24,977	53	28,289	304
Continuing & Distance Education	26	56,361	107	32,161	108	22,787	52	29,937	293
Development & University Relations	48	56,269	74	30,773	65	22,892	4	26,591	191
Educational Equity	6	61,034	17	33,340	8	24,429	0	--	31
Enrollment Management & Administration	18	54,637	63	29,653	101	23,630	3	nd	185
Finance & Business	66	65,650	179	35,074	211	24,400	248	26,968	704
Finance & Business - Housing & Foods	15	47,800	37	33,572	61	22,352	464	23,864	577
Finance & Business - Physical Plant	28	57,622	84	38,556	51	23,633	739	28,083	902
General & Academic Administration	16	90,135	20	41,094	20	26,761	0	--	56
Intercollegiate Athletics	10	64,778	42	33,500	38	25,441	28	28,082	118
International Programs	3	nd	12	28,571	10	25,070	0	--	25
Research & Graduate Education	56	75,414	196	43,914	168	24,776	221	30,004	641
Student Affairs	31	53,121	100	34,927	73	22,522	38	23,783	242
Undergraduate Education	14	59,196	51	34,506	39	24,442	4	25,574	108
University Arts Services	2	nd	20	31,285	9	24,819	2	nd	33
University Libraries	10	70,841	44	30,759	157	24,252	28	29,846	239
Total	375		1,217		1,173		1,884		4,649
Milton S. Hershey Medical Center	111	93,382	1,188	41,046	808	23,594	1,335	28,105	3,442
Grand total	783	72,955	3,428	37,113	3,140	23,836	4,378	26,912	11,729
Grand total (excluding Milton S. Hershey Medical Center)	672	69,581	2,240	35,027	2,332	23,921	3,043	26,388	8,287

nd. No data given in classifications having 3 or fewer staff.

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH  
NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY  
BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		Other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Senior Vice Chancellor & Provost:											
College of Arts & Sciences	0	--	0	--	0	--	6	\$24,942	1	nd	7
College of General Studies	0	--	0	--	0	--	0	--	5	\$41,526	5
Faculty of Arts & Sciences- Dean	11	\$102,662	1	nd	0	--	0	--	2	nd	14
Faculty of Arts & Sciences- Humanities	75	67,347	69	\$44,670	62	\$35,892	15	22,464	13	30,058	234
Faculty of Arts & Sciences- Natural Sciences	103	69,247	73	48,807	62	39,500	9	24,869	83	23,588	330
Faculty of Arts & Sciences- Social Sciences	59	73,894	37	49,087	29	40,272	1	nd	9	32,429	135
Graduate School of Public & International Affairs	18	79,079	15	62,905	7	43,500	0	--	0	--	40
Katz Graduate School of Business	27	92,464	18	65,626	20	58,466	0	--	4	55,498	69
Learning Research & Development Center	5	86,488	0	--	0	--	0	--	26	33,457	31
School of Education	24	70,654	60	53,613	10	43,574	13	29,748	32	29,222	139
School of Engineering	38	79,606	35	55,593	24	46,921	0	--	15	24,740	112
School of Law	23	99,757	4	71,099	9	53,886	4	35,161	7	36,018	47
School of Library & Information Science	8	63,347	14	54,815	8	48,860	0	--	3	nd	33
School of Social Work	13	72,848	17	56,350	8	43,449	0	--	2	nd	40
Senior Vice Chancellor & Provost	1	nd	0	--	0	--	0	--	3	nd	4
University Center for International Studies	0	--	0	--	1	nd	0	--	9	34,793	10
University Center for Social & Urban Research	0	--	0	--	0	--	0	--	7	32,402	7
University Honors College	0	--	0	--	0	--	0	--	1	nd	1
University Library System	0	--	0	--	0	--	0	--	61	30,803	61
University of Pittsburgh at Bradford	12	50,816	16	42,687	28	34,441	10	28,216	4	30,076	70
University of Pittsburgh at Greensburg	9	50,275	23	41,481	14	32,212	11	28,370	2	nd	59
University of Pittsburgh at Johnstown	17	56,899	69	43,867	31	33,143	17	31,480	11	38,106	145
University of Pittsburgh at Titusville	0	--	6	39,027	9	31,093	6	27,197	3	nd	24
Total	443		457		322		92		303		1,617
Senior Vice Chancellor, Health Sciences:											
Graduate School of Public Health	25	93,293	24	58,883	47	45,069	1	nd	36	30,334	133
School of Dental Medicine	16	67,178	30	57,050	41	43,593	2	nd	9	56,042	98
School of Health & Rehabilitation Sciences	2	nd	12	55,007	19	49,324	6	40,486	7	21,899	46
School of Nursing	3	nd	8	53,268	31	46,746	24	40,876	9	36,165	75
School of Pharmacy	5	68,989	11	53,477	9	48,296	1	nd	6	40,148	32
Senior Vice Chancellor, Health Sciences	0	--	1	nd	1	nd	0	--	14	37,488	16
Total	51		86		148		34		81		400



Senior Vice Chancellor, Health Administration:											
Senior Vice Chancellor, Health Administration	0	--	1	nd	3	nd	0	--	1	nd	5
Total	0		1		3		0		1		5
University of Pittsburgh Medical Center:											
School of Medicine	258	135,797	334	95,058	671	79,288	44	41,124	193	30,561	1,500
Total	258		334		671		44		193		1,500
Grand total	752	95,411	878	67,774	1,144	63,820	170	33,580	578	31,048	3,522
Grand total (excluding University of Pittsburgh Medical Center)	494	74,319	544	51,023	473	41,877	126	30,946	385	31,292	2,022

nd. No data given in ranks having 3 or fewer faculty.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Chancellor:									
Athletics	1	nd	62	\$42,212	26	\$19,529	5	\$18,736	94
Chancellor	4	\$116,533	15	38,251	10	23,312	2	nd	31
Secretary of the Board of Trustees	1	nd	6	34,544	5	26,274	0	--	12
Vice Chancellor, Institutional Advancement	12	76,643	69	34,479	34	17,909	0	--	115
Vice Chancellor, Student & Public Affairs	11	63,674	79	29,605	51	17,905	0	--	141
Total	29		231		126		7		393
Senior Vice Chancellor, Business & Finance & Treasurer:									
Associate Vice Chancellor, Budget & Administration	6	76,062	68	33,070	56	16,389	0	--	130
Associate Vice Chancellor, Business	8	67,630	106	31,039	139	14,702	240	23,182	493
Associate Vice Chancellor, Human Resources	2	nd	35	30,212	13	16,443	14	13,299	64
Computing and Information Services	7	85,521	181	35,771	30	18,367	36	20,958	254
Controller & Assistant Treasurer	7	79,482	68	29,791	50	16,709	0	--	125
Facilities Management	6	80,002	77	35,468	11	17,709	348	26,488	442
General Counsel	6	75,880	1	nd	3	nd	0	--	10
Senior Vice Chancellor, Business & Finance	5	92,867	14	35,692	5	23,471	0	--	24
Total	47		550		307		638		1,542
Senior Vice Chancellor & Provost:									
College of Arts & Sciences	0	--	30	30,556	14	16,338	0	--	44
College of General Studies	0	--	28	31,103	29	18,033	0	--	57
Faculty of Arts & Sciences-Dean	1	nd	12	31,397	6	16,868	0	--	19
Faculty of Arts & Sciences-Humanities	0	--	26	25,576	25	18,298	1	nd	52
Faculty of Arts & Sciences-Natural Sciences	2	nd	104	25,525	54	17,998	27	28,087	187
Faculty of Arts & Sciences-Social Sciences	0	--	23	22,311	27	17,501	13	11,750	63
Graduate School of Public & International Affairs	1	nd	16	38,825	18	21,550	0	--	35
Katz Graduate School of Business	2	nd	43	29,516	30	17,683	2	nd	77
Learning Research & Development Center	0	--	40	29,936	17	18,248	1	nd	58
School of Education	0	--	29	28,864	31	19,668	3	nd	63
School of Engineering	0	--	29	32,544	29	19,046	8	28,271	66
School of Law	0	--	16	29,874	23	18,875	0	--	39
School of Library & Information Science	0	--	12	30,056	10	20,255	1	nd	23
School of Social Work	0	--	4	36,275	10	23,323	0	--	14
Senior Vice Chancellor & Provost	28	114,293	94	31,498	59	17,814	16	27,022	197

University Center for International Studies	0	--	16	30,657	14	18,368	0	--	30
University Center for Social & Urban Research	1	nd	56	27,723	17	17,437	0	--	74
University Honors College	0	--	3	nd	0	--	0	--	3
University Library System	0	--	85	21,676	39	15,898	0	--	124
University of Pittsburgh at Bradford	3	nd	37	28,100	25	18,269	11	25,333	76
University of Pittsburgh at Greensburg	0	--	25	26,569	16	15,380	19	19,073	60
University of Pittsburgh at Johnstown	0	--	69	31,286	52	17,254	64	21,083	185
University of Pittsburgh at Titusville	0	--	22	26,256	10	13,551	6	17,956	38
Total	38		819		555		172		1,584
Senior Vice Chancellor, Health Sciences:									
Graduate School of Public Health	1	nd	186	27,686	88	18,871	9	14,610	284
School of Dental Medicine	0	--	33	26,649	43	18,772	44	17,735	120
School of Health and Rehabilitation Sciences	0	--	11	27,016	10	19,566	1	nd	22
School of Nursing	0	--	17	34,237	20	19,220	2	nd	39
School of Pharmacy	0	--	17	28,369	9	19,007	0	--	26
Senior Vice Chancellor, Health Sciences	6	158,268	16	26,260	12	15,281	0	--	34
Total	7		280		182		56		525
Senior Vice Chancellor, Health Administration:									
Senior Vice Chancellor, Health Administration	1	nd	25	30,325	6	20,537	43	16,651	75
Total	1		25		6		43		75
University of Pittsburgh Medical Center:									
School of Medicine	3	nd	566	27,897	276	20,089	40	19,532	885
UPMC Administration	17	184,468	10	34,855	5	21,606	58	18,851	90
Total	20		576		281		98		975
Grand total	142	102,114	2,481	30,011	1,457	18,175	1,014	22,904	5,094
Grand total (excluding University of Pittsburgh Medical Center)	122	90,963	1,905	30,613	1,176	17,711	916	23,308	4,119

nd. No data given in classifications having 3 or fewer staff.

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY  
BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		Other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
<b>Provost:</b>											
Ambler Campus	9	\$64,656	3	nd	7	\$43,325	0	--	0	--	19
Center Human Development	0	--	2	nd	0	--	0	--	0	--	2
College of Arts & Sciences	184	79,393	146	\$59,366	106	39,204	14	\$29,112	0	--	450
College of Communication & Theater	30	73,731	22	56,745	14	45,920	1	nd	0	--	67
College of Education	49	65,406	18	55,559	11	44,894	1	nd	0	--	79
College of Engineering & Science	15	78,887	16	66,340	4	56,101	0	--	0	--	35
College of Music	21	67,876	8	56,689	7	45,308	2	nd	0	--	38
College of Social Administration	9	72,255	8	59,051	8	43,067	0	--	0	--	25
Health, Physical Education, Recreation & Dance	24	67,897	9	56,144	7	46,609	0	--	0	--	40
Japan	4	63,220	4	58,232	2	nd	1	nd	0	--	11
Law School	36	104,055	12	78,810	0	--	0	--	0	--	48
Law School Library	0	--	1	nd	0	--	0	--	0	--	1
Law School Trial Advocacy	1	nd	0	--	0	--	0	--	0	--	1
Provost	1	nd	0	--	0	--	0	--	0	--	1
School of Business & Management	46	84,111	51	66,597	40	63,228	3	nd	0	--	140
Tyler School of Art	29	69,280	9	55,186	12	42,523	1	nd	0	--	51
University Honors	0	--	0	--	1	nd	0	--	0	--	1
Total	458		309		219		23		0		1,009
<b>Vice-President, Health Science Center:</b>											
College of Allied Health Professions	8	71,690	10	53,869	25	49,119	4	39,456	0	--	47
College of Pharmacy	11	75,477	3	nd	9	59,196	0	--	0	--	23
Medical School	133	109,891	128	90,239	173	73,710	18	56,694	0	--	452
School of Dentistry	21	74,780	21	65,441	12	48,799	3	nd	0	--	57
Total	173		162		219		25		0		579
<b>Vice-President, Operations:</b>											
Department of Bands	1	nd	0	--	0	--	0	--	0	--	1
Total	1		0		0		0		0		1
<b>Vice-President, Students:</b>											
Health Services	0	--	1	nd	0	--	0	--	0	--	1
Total	0		1		0		0		0		1
Grand total	632	84,173	472	69,111	438	57,272	48	42,100	0	--	1,590
Grand total (excluding Medical School)	499	77,319	344	61,250	265	46,540	30	33,380	0	--	1,138

nd. No data given in ranks having 3 or fewer faculty.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
<b>Executive Vice-President:</b>									
Executive Vice-President	2	nd	2	nd	1	nd	0	--	5
Total	2		2		1		0		5
<b>President:</b>									
Chancellor's Office	0	--	0	--	1	nd	0	--	1
Executive Office of President	2	nd	1	nd	1	nd	0	--	4
Faculty Fellows	0	--	1	nd	0	--	0	--	1
Internal Audit	3	nd	8	\$40,965	0	--	0	--	11
Office Campus Development	1	nd	0	--	1	nd	0	--	2
University Counsel	1	nd	8	63,001	4	\$26,657	0	--	13
University Secretary	0	--	1	nd	1	nd	0	--	2
Total	7		19		8		0		34
<b>Provost:</b>									
Academic Planning	2	nd	8	31,941	2	nd	0	--	12
Ambler Campus	7	\$44,322	10	29,646	24	23,379	3	nd	44
Blockson Collection	1	nd	3	nd	0	--	0	--	4
Business - Executive MBA Program	2	nd	0	--	1	nd	0	--	3
Center for Black Culture & History	1	nd	4	25,505	1	nd	0	--	6
Center Human Development	3	nd	26	27,860	4	22,983	0	--	33
Center Public Policy	5	61,516	18	32,714	2	nd	0	--	25
Center Social Policy	3	nd	16	30,582	4	21,723	0	--	23
College of Arts & Sciences	24	46,957	49	27,955	87	23,062	25	a	185
College of Communication & Theater	4	58,192	14	30,794	11	23,712	7	\$28,811	36
College of Education	9	65,691	14	29,170	20	22,956	1	nd	44
College of Engineering & Science	3	nd	3	nd	6	26,837	4	26,528	16
College of Music	7	52,942	8	29,311	6	20,609	0	--	21
College of Social Administration	3	nd	10	35,239	8	24,551	0	--	21
Development Disability Center	6	60,183	9	29,658	2	nd	0	--	17
Evening Services - Main Campus	1	nd	3	nd	1	nd	0	--	5
Extension Services	4	51,183	2	nd	1	nd	0	--	7
Faculty Senate	0	--	1	nd	0	--	0	--	1
Graduate School Administration	2	nd	6	29,413	0	--	0	--	8
Harrisburg	2	nd	0	--	1	nd	0	--	3
Health Science Center Academic Administration	2	nd	3	nd	1	nd	0	--	6
Health, Physical Education, Recreation & Dance	4	44,418	6	33,329	7	21,669	3	nd	20
Institute for Survey Research	9	58,093	15	34,496	6	23,161	0	--	30
International Law Program	1	nd	1	nd	0	--	0	--	2
Japan	3	nd	0	--	0	--	0	--	3
Law School	15	60,794	21	34,132	12	25,561	1	nd	49

TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT 1994-95--(continued)

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Provost--(continued):									
Law School Library	2	nd	13	30,449	1	nd	0	--	16
Law School Trial Advocacy	0	--	1	nd	0	--	0	--	1
Military Science	0	--	0	--	1	nd	0	--	1
Office of Vice Provost	7	71,534	3	nd	2	nd	0	--	12
On-site Instruction	0	--	1	nd	0	--	0	--	1
Paley Library	13	54,000	70	29,591	43	20,619	0	--	126
Provost	3	nd	5	35,678	0	--	0	--	8
Rome	1	nd	0	--	0	--	0	--	1
School of Business & Management	14	47,430	26	27,904	24	22,075	2	nd	66
Study Abroad	0	--	1	nd	0	--	0	--	1
Temple Center City & Continuing Education	3	nd	4	28,482	2	nd	1	nd	10
TU Press - Administration	5	58,596	9	33,633	0	--	1	nd	15
Tyler School of Art	7	42,333	5	29,045	12	22,762	2	nd	26
University Honors	0	--	1	nd	1	nd	0	--	2
University Writing Center	2	nd	0	--	0	--	0	--	2
Vice Provost for Faculty	1	nd	1	nd	0	--	0	--	2
Vice Provost for Undergraduate Studies	2	nd	4	29,311	0	--	0	--	6
Total	183		394		293		50		920
Vice-President, CFO & Treasurer:									
Budget Office	3	nd	2	nd	0	--	0	--	5
Business Services	3	nd	0	--	1	nd	0	--	4
Cash Operations	3	nd	1	nd	13	22,145	0	--	17
Comptroller - Administration	14	60,638	16	31,277	18	22,468	0	--	48
Duplicating Services	1	nd	1	nd	10	24,482	0	--	12
Executive Compensation	25	147,788	0	--	0	--	0	--	25
Malpractice Insurance	1	nd	2	nd	1	nd	0	--	4
Parking Services	4	39,846	3	nd	7	22,813	0	--	14
Purchasing	2	nd	14	27,927	11	20,413	0	--	27
Risk Management	0	--	1	nd	0	--	0	--	1
Stationary Supply Systems	0	--	1	nd	0	--	0	--	1
Sugarloaf Conference Center Administration	1	nd	0	--	0	--	0	--	1
Vice-President for Financial Affairs & Treasurer	1	nd	1	nd	1	nd	0	--	3
Total	58		42		62		0		162
Vice-President, Computer/Information:									
Computer Activity Administration	26	58,682	59	38,534	6	23,205	0	--	91
Data Communications	1	nd	2	nd	0	--	2	nd	5
Information Processing Center	1	nd	1	nd	0	--	0	--	2
Instructional Support Services	1	nd	2	nd	0	--	10	b	13
Measurement & Research Center	7	51,156	6	30,541	6	21,907	0	--	19
Secretarial Support Services	0	--	0	--	2	nd	0	--	2
Student Data Systems	1	nd	2	nd	0	--	0	--	3
Telephone & Telegraph	4	47,979	4	30,566	10	22,464	9	c	27

Vice President for Computers & Information	1	nd	0	--	1	nd	0	--	2
Voice Information Systems	1	nd	0	--	0	--	0	--	1
<b>Total</b>	<b>43</b>		<b>76</b>		<b>25</b>		<b>21</b>		<b>165</b>
<b>Vice-President, Development/Alumni Affairs:</b>									
Alumni Offices Administration	2	nd	0	--	6	\$21,041	0	--	8
Development Office	12	\$60,069	6	\$27,779	5	24,499	0	--	23
Special Events	1	nd	0	--	1	nd	0	--	2
Telefund	1	nd	0	--	0	--	0	--	1
<b>Total</b>	<b>16</b>		<b>6</b>		<b>12</b>		<b>0</b>		<b>34</b>
<b>Vice-President, Health Science Center:</b>									
College of Allied Health Professions	1	nd	5	29,123	10	23,825	0	--	16
College of Pharmacy	3	nd	3	nd	8	25,328	2	nd	16
Environmental Health Safety	0	--	8	35,485	0	--	5	\$36,161	13
Health Science Center Development Office	1	nd	2	nd	1	nd	0	--	4
Health Science Center Library	3	nd	9	30,385	6	20,536	2	nd	20
Institute on Aging	1	nd	3	nd	1	nd	0	--	5
Medical School	102	52,180	183	36,819	333	24,905	93	d	711
School of Dentistry	9	60,025	10	34,186	46	22,566	36	e	101
Senior V.P. - Health Science Center	2	nd	2	nd	1	nd	0	--	5
<b>Total</b>	<b>122</b>		<b>225</b>		<b>406</b>		<b>138</b>		<b>891</b>
<b>Vice-President, Operations:</b>									
Department of Bands	1	nd	0	--	0	--	0	--	1
Facilities Management - Health Science Center	3	nd	3	nd	3	nd	104	f	113
Facilities Management - Main	22	52,605	8	34,421	13	22,805	364	g	407
Health Science Center Security	0	--	0	--	1	nd	73	24,360	74
Intercollegiate Athletics	8	67,038	27	49,886	9	23,978	9	36,262	53
Personnel Services	22	59,526	18	33,202	23	23,756	1	nd	64
Safety Office	3	nd	2	nd	0	--	165	25,842	170
Staff Benefits Management	5	56,076	3	nd	7	22,336	0	--	15
Student Athletic Advising	3	nd	10	26,050	0	--	0	--	13
<b>Total</b>	<b>67</b>		<b>71</b>		<b>56</b>		<b>716</b>		<b>910</b>
<b>Vice-President, Public Affairs:</b>									
Community Relations	1	nd	2	nd	0	--	0	--	3
Day Care Center	1	nd	10	22,220	1	nd	0	--	12
Director of Communications	3	nd	5	27,808	1	nd	0	--	9
Government Relations	1	nd	0	--	0	--	0	--	1
Office of Affirmative Action	2	nd	3	nd	1	nd	0	--	6
Office of Publications	2	nd	2	nd	1	nd	0	--	5
University Media Services	1	nd	0	--	0	--	0	--	1
University Relations Administration	4	57,145	1	nd	4	24,342	1	nd	10
WRTI Operations-Temple Radio Station	4	45,717	3	nd	2	nd	1	nd	10
<b>Total</b>	<b>19</b>		<b>26</b>		<b>10</b>		<b>2</b>		<b>57</b>
<b>Vice-President, Students:</b>									
Admissions	7	41,102	7	26,189	16	20,365	0	--	30
Career Services Administration	2	nd	7	27,528	3	nd	0	--	12
Catalogue Distribution	0	--	0	--	1	nd	0	--	1
Co-curricular Services	5	39,419	3	nd	3	nd	1	nd	12
Educational Support Services	6	44,856	6	34,485	4	22,465	0	--	16
Financial Aid Office	7	44,536	13	27,704	18	22,905	0	--	38

TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT 1994-95--(continued)

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Vice-President, Students--(continued):									
Health Services	2	nd	10	45,068	4	22,783	0	--	16
Office of the Registrar	3	nd	2	nd	18	21,980	0	--	23
Recreation Services	2	nd	3	nd	0	--	0	--	5
Residence Hall - Administration	7	40,302	11	24,378	8	23,135	34	23,161	60
Russell Conwell Center	5	42,371	17	28,719	6	21,041	0	--	28
Student Affairs Administration	1	nd	1	nd	1	nd	0	--	3
Student Financial Services	6	40,486	4	26,493	21	23,469	0	--	31
Student Publications Administration	0	--	1	nd	0	--	0	--	1
S.R.A.P.	0	--	1	nd	0	--	0	--	1
Vice-President for Students	3	nd	1	nd	1	nd	0	--	5
Total	56		87		104		35		282
Grand total	573	58,559	948	33,050	977	23,565	962	27,587	3,460
Grand total (excluding Medical School)	471	59,940	765	32,148	644	22,871	869	27,584	2,749

- a. Includes 15 technical, avg. \$29,620; 5 skill craft, avg. \$36,376; 5 service/maintenance, avg. \$23,455.
- b. Includes 6 technical, avg. \$27,562; 4 service/maintenance, avg. \$20,056.
- c. Includes 3 technical, no data; 6 skill craft, avg. \$35,695.
- d. Includes 89 technical, avg. \$27,617, 1 skill craft, no data; 3 service/maintenance, no data.
- e. Includes 35 technical, avg. \$23,820, 1 service/maintenance, no data.
- f. Includes 3 technical, no data; 78 skill craft, avg. \$36,227; 23 service/maintenance, avg. \$25,353.
- g. Includes 3 technical, no data; 112 skill craft, avg. \$36,352; 249 service/maintenance, avg. \$23,609.
- nd. No data given in classifications having 3 or fewer staff.

SOURCE: Data provided by Temple University.



## **II. ACTUAL REVENUES AND EXPENDITURES**

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Comparative summaries of actual operating revenues and expenditures, for general funds and auxiliary enterprises, are presented for 1993-94 and 1994-95. Operating expenditures, separated into salaries and wages, employee benefits, travel and other operating expenditures, are shown by academic and administrative unit for the two years. When reported, operating expenditures are also shown by expenditure type for these years. Academic and administrative units and expenditure types are defined by each university.

LINCOLN UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1993-94 vs. 1994-95

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
<b>Instructional:</b>						
Tuition & Fees	\$6,634,000	28.9%	\$7,178,000	29.6%	\$544,000	8.2%
State Appropriations	9,906,000	43.2	10,045,000	41.4	139,000	1.4
Tuition Challenge Grant	134,000	0.6	136,000	0.6	2,000	1.5
Grants & Contracts	5,460,000	23.8	5,827,000	24.1	367,000	6.7
Private Gifts & Grants	193,000	0.8	191,000	0.8	-2,000	-1.0
Endowment Income	273,000	1.2	318,000	1.3	45,000	16.5
Other	345,000	1.5	525,000	2.2	180,000	52.2
Grand total revenues	22,945,000	100.0	24,220,000	100.0	1,275,000	5.6
<b>Operating Expenditures:</b>						
<b>Instructional:</b>						
Instruction	7,403,000	31.5	7,704,000	31.6	301,000	4.1
Library	883,000	3.8	1,038,000	4.3	155,000	17.6
Sponsored Programs	4,083,000	17.3	4,633,000	19.1	550,000	13.5
Student Services	1,765,000	7.5	1,855,000	7.6	90,000	5.1
Operation & Maintenance	4,114,000	17.5	4,178,000	17.2	64,000	1.6
Administrative Support	1,066,000	4.5	1,131,000	4.7	65,000	6.1
Institutional Support	2,007,000	8.5	1,663,000	6.8	-344,000	-17.1
Student Aid	2,220,000	9.4	2,117,000	8.7	-103,000	-4.6
Grand total expenditures	23,541,000	100.0	24,319,000	100.0	778,000	3.3

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1993-94 vs. 1994-95

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
Grand total revenues	\$3,863,000	100.0%	\$3,832,000	100.0%	-\$31,000	-0.1%
<b>Operating Expenditures:</b>						
Grand total expenditures	3,126,000	100.0	3,649,000	100.0	523,000	16.7

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
TRAVEL, SUBSISTENCE AND LODGING  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Amount
African - American Experience	\$100
Art	538
Baseball	778
Basketball	7,702
Biology	2,401
Board of Trustees	21,906
Bowling	1,432
Cheerleaders	234
Chemistry	1,576
Concert Choir	1,183
Controller's Office	5,667
Curriculum Planning & Implementation	5,077
Dance Troupe	2,757
Debating	510
Economics & Business	768
Education	6,557
English	3,582
Faculty Conference	2,876
GI - Commencement & Convocation	381
History	50
Honorable Dr. Nnamdi Azikiwe Conference	193
Honor's Program	4,358
Human Services	27,561
Institutional Research	520
Languages & Linguistics	3,723
Lectures & Recitals	412
Library	525
Mathematics	1,838
Music	3,356
Office of Physical Plant	2,142
Office of Public Information	2,521
Office of Purchasing	1,026
Office of Registrar	2,743
Office of the President	18,811
Office of Vice President of Academic Affairs	9,682
Personnel Office	1,061
Physical & Health Education	1,127
Physics	2,419
Political Science	59
Psychology	1,255
Recruitment & Retention	711
Research & Publications	338
Soccer	4,695
Sociology	2,014
Special Assistant to President - Giving	4,044
Staff Recruitment	7,432
Tennis	708
Track & Cross Country	32,354
Trucking & Automobile	2,334
University Programs	1,934
Urban Center	1,190
Women's Basketball	2,415
Women's Volleyball	341
Grand total	211,917

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1993-94 vs. 1994-95

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
<b>Instructional:</b>						
Tuition & Fees	\$336,338,829	35.8%	\$352,025,747	35.5%	\$15,686,918	4.7%
State Appropriations	238,370,000 <sup>a</sup>	25.4	243,001,000 <sup>a</sup>	24.5	4,631,000 <sup>a</sup>	1.9
Tuition Challenge Grant	9,281,601	1.0	9,160,844	0.9	-120,757	-1.3
Departmental Income	61,308,015	6.5	65,174,134	6.6	3,866,119	6.3
Other Operating Income	97,251,255	10.4	104,440,204	10.5	7,188,949	7.4
Sub-total	742,549,700	79.1	773,801,929	77.9	31,252,229	4.2
<b>Milton S. Hershey Medical Center:</b>						
Hospital	196,428,820 <sup>a</sup>	20.9	218,962,995 <sup>a</sup>	22.1	22,534,175 <sup>a</sup>	11.5
Grand total revenues	938,978,520	100.0	992,764,924	100.0	53,786,404	5.7
<b>Operating Expenditures:</b>						
<b>Instructional:</b>						
Total Salaries & Wages	405,932,518	44.3	424,699,686	43.7	18,767,168	4.6
Employee Benefits <sup>1</sup>	118,312,460	12.9	124,808,260	12.9	6,495,800	5.5
Travel	10,890,536	1.2	11,701,792	1.2	811,256	7.5
Other Operating Expenditures	185,033,248	20.2	190,689,667	19.6	5,656,419	3.1
Sub-total	720,168,762	78.6	751,899,405	77.4	31,730,643	4.4
<b>Milton S. Hershey Medical Center:</b>						
Hospital	196,428,820	21.4	218,963,001	22.6	22,534,181	11.5
Grand total expenditures	916,597,582	100.0	970,862,406	100.0	54,264,824	5.9

1. Employee benefits billed and allocated to units.

a. Appropriation to Childrens Hospital in the amount of \$4,659,000 included as State appropriation in 1993-94, and as Hospital revenue in 1994-95.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1993-94

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
<b>Instructional:</b>							
<b>Colleges:</b>							
College of Agricultural Sciences	\$28,645,845	\$11,147,283 <sup>a</sup>	\$1,011,647	\$9,235,433	\$50,040,208	38.9% <sup>a</sup>	2.0%
College of Arts & Architecture	8,832,192	2,687,309	218,191	1,205,108	12,942,800	30.4	1.7
Smeal College of Business Administration	13,796,540	4,137,777	483,344	3,790,316	22,207,977	30.0	2.2
College of Communications	2,734,170	832,374	78,426	541,871	4,186,841	30.4	1.9
College of Earth & Mineral Sciences	11,532,186	3,450,729	234,187	3,195,463	18,412,565	29.9	1.3
College of Education	7,616,480	2,301,236	322,264	1,267,831	11,507,811	30.2	2.8
College of Engineering	23,289,546	6,792,840	645,504	6,025,844	36,753,734	29.2	1.8
College of Health & Human Development	15,350,502	4,580,715	338,108	2,391,763	22,661,088	29.8	1.5
College of Liberal Arts	27,482,694	8,292,905	607,208	2,834,738	39,217,545	30.2	1.5
Milton S. Hershey Medical Center:							
College of Medicine	38,318,789	7,772,071	471,664	22,892,838	68,739,631	20.3	0.7
Eberly College of Science	23,068,162	6,895,773	473,069	5,240,669	35,677,673	29.9	1.3
Total	200,667,106	58,891,012	4,883,612	57,906,143	322,347,873	29.3	1.5
<b>Commonwealth Educational System:</b>							
Campuses & CES Administration	69,739,702	20,388,270	1,697,217	19,977,560	111,802,749	29.2	1.5
Great Valley Campus	3,635,210	1,020,563	130,227	2,600,145	7,386,145	28.1	1.8
Total	73,374,912	21,408,833	1,827,444	22,577,705	119,188,894	29.2	1.5
<b>Other Locations:</b>							
Penn State Erie-Behrend College	11,415,734	3,401,490	390,761	3,075,627	18,283,612	29.8	2.1
Penn State Harrisburg-Capital College	13,205,810	3,862,585	294,432	4,081,706	21,444,533	29.2	1.4
Total	24,621,544	7,264,075	685,193	7,157,333	39,728,145	29.5	1.7
<b>Support Units:</b>							
Computer & Information Systems	10,807,738	3,118,736	337,836	13,297,778	27,562,088	28.9	1.2
Continuing & Distance Education	12,935,609	3,650,177	901,783	9,606,358	27,093,927	28.2	3.3
Development & University Relations	6,189,416	1,819,858	407,943	1,700,073	10,117,290	29.4	4.0
Educational Equity	1,010,454	283,271	51,279	438,793	1,783,797	28.0	2.9
Enrollment Management & Administration	5,697,129	1,531,478	202,276	9,862,059	17,292,942	26.9	1.2
Finance & Business	14,809,059	4,297,146	290,235	16,010,319	35,406,759	29.0	0.8
Finance & Business-Physical Plant	17,166,461	4,969,909	87,040	23,169,929	45,393,339	29.0	0.2
General & Academic Administration	6,159,604	1,882,449	238,196	1,153,432	9,433,681	30.6	2.5
Intercollegiate Athletics	1,193,444	287,247	47,840	462,031	1,990,562	24.1	2.4
International Programs	660,499	197,983	15,654	106,474	980,610	30.0	1.6

Research & Graduate Education	9,519,698	2,815,102	533,944	4,536,338	17,405,082	29.6	3.1
Student Affairs	7,408,828	2,066,454	97,388	5,088,565	14,661,235	27.9	0.7
Undergraduate Education	3,239,899	915,026	94,013	1,026,644	5,275,582	28.2	1.8
University Arts Services	1,267,127	349,973	57,450	1,650,461	3,325,011	27.6	1.7
University Libraries	9,203,991	2,563,731	131,410	9,148,595	21,047,727	27.9	0.6
Total	107,268,956	30,748,540	3,494,287	97,257,849	238,769,632	28.7	1.5
General Revenue (Estimated)	0	0	0	134,218	134,218	0.0	0.0
Sub-total	405,932,518	118,312,460	10,890,536	185,033,248	720,168,762	29.1	1.5
Milton S. Hershey Medical Center:							
Hospital	97,691,659	22,463,133	469,227	75,804,801	196,428,820	23.0	0.2
Grand total	503,624,177	140,775,593 <sup>b</sup>	11,359,763 <sup>b</sup>	260,838,049 <sup>b</sup>	916,597,582	28.0	1.2

1. Employee benefits billed and allocated to units.

a. Includes allocated employee benefits for Agricultural Research and Cooperative Extension personnel paid on Agricultural Federal Funds.

b. Employee benefits billed, travel plus other operating expenditures equal "departmental allotment."

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
<b>Instructional:</b>							
<b>Colleges:</b>							
College of Agricultural Sciences	\$27,521,358	\$12,054,014 <sup>a</sup>	\$1,125,845	\$7,675,944	\$48,377,161	43.8% <sup>a</sup>	2.3%
College of Arts & Architecture	9,493,413	2,889,553	266,828	1,292,628	13,942,422	30.4	1.9
Smeal College of Business Administration	14,621,244	4,385,320	545,674	4,257,816	23,810,054	30.0	2.3
College of Communications	2,863,186	874,444	109,285	472,624	4,319,539	30.5	2.5
College of Earth & Mineral Sciences	12,548,063	3,748,920	200,316	2,591,859	19,089,158	29.9	1.0
College of Education	8,092,603	2,446,688	336,930	1,204,327	12,080,548	30.2	2.8
College of Engineering	25,354,349	7,398,589	716,018	5,930,704	39,399,660	29.2	1.8
College of Health & Human Development	15,853,888	4,713,183	367,626	2,432,266	23,366,963	29.7	1.6
College of Liberal Arts	29,573,303	8,950,573	702,474	2,645,627	41,871,977	30.3	1.7
<b>Milton S. Hershey Medical Center:</b>							
College of Medicine	42,749,544	8,627,026	501,497	21,441,647	73,319,714	20.2	0.7
Eberly College of Science	23,594,211	7,071,111	428,004	4,865,683	35,959,009	30.0	1.2
<b>Total</b>	<b>212,265,162</b>	<b>63,159,421</b>	<b>5,300,497</b>	<b>54,811,125</b>	<b>335,536,205</b>	<b>29.8</b>	<b>1.6</b>
<b>Commonwealth Educational System:</b>							
Campuses & CES Administration	70,264,370	20,609,227	1,568,497	20,501,577	112,943,671	29.3	1.4
Great Valley Campus	4,090,680	1,150,889	120,533	3,177,188	8,539,290	28.1	1.4
<b>Total</b>	<b>74,355,050</b>	<b>21,760,116</b>	<b>1,689,030</b>	<b>23,678,765</b>	<b>121,482,961</b>	<b>29.3</b>	<b>1.4</b>
<b>Other Locations:</b>							
Penn State Erie-Behrend College	12,053,587	3,546,053	376,314	2,858,477	18,834,431	29.4	2.0
Penn State Harrisburg-Capital College	13,842,605	4,080,763	323,388	3,656,901	21,903,657	29.5	1.5
<b>Total</b>	<b>25,896,192</b>	<b>7,626,816</b>	<b>699,702</b>	<b>6,515,378</b>	<b>40,738,088</b>	<b>29.5</b>	<b>1.7</b>
<b>Support Units:</b>							
Computer & Information Systems	11,183,755	3,253,168	306,524	12,234,634	26,978,081	29.1	1.1
Continuing & Distance Education	13,761,626	3,888,382	952,588	9,275,168	27,877,764	28.3	3.4
Development & University Relations	6,821,050	1,995,728	387,976	2,169,147	11,373,901	29.3	3.4
Educational Equity	1,156,093	331,552	57,455	513,301	2,058,401	28.7	2.8
Enrollment Management & Administration	5,955,292	1,625,892	160,087	12,853,880	20,595,151	27.3	0.8
Finance & Business	15,614,436	4,524,313	689,028	17,458,417	38,286,194	29.0	1.8
Finance & Business-Physical Plant	17,383,065	5,057,401	142,343	25,488,266	48,071,075	29.1	0.3
General & Academic Administration	6,369,255	1,939,431	307,235	1,150,578	9,766,499	30.4	3.1
Intercollegiate Athletics	1,219,399	285,588	30,936	762,716	2,298,639	23.4	1.3
International Programs	678,924	201,345	16,552	52,019	948,840	29.7	1.7



Research & Graduate Education	10,464,192	3,112,452	539,863	5,170,990	19,287,497	29.7	2.8
Student Affairs	7,628,488	2,175,235	95,157	5,470,308	15,369,188	28.5	0.6
Undergraduate Education	3,323,436	924,650	118,728	953,547	5,320,361	27.8	2.2
University Arts Services	1,261,417	339,032	65,247	2,148,444	3,814,140	26.9	1.7
University Libraries	9,362,854	2,607,738	142,844	9,860,047	21,973,483	27.9	0.7
Total	112,183,282	32,261,907	4,012,563	105,561,462	254,019,214	28.8	1.6
General Revenues (Estimated)	0	0	0	122,937	122,937	0.0	0.0
Sub-total	424,699,686	124,808,260	11,701,792	190,689,667	751,899,405	29.4	1.6
Milton S. Hershey Medical Center:							
Hospital	99,232,147	27,685,145	484,076	91,561,633	218,963,001	27.9	0.2
Grand total	523,931,833	152,493,405 <sup>b</sup>	12,185,868 <sup>b</sup>	282,251,300 <sup>b</sup>	970,862,406	29.1	1.3

1. Employee benefits billed and allocated to units.

a. Includes allocated employee benefits for Agricultural Research and Cooperative Extension personnel paid on Agricultural Federal Funds.

b. Employee benefits billed, travel plus other operating expenditures equal "departmental allotment."

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS DEPARTMENTAL ALLOTMENTS  
BY EXPENDITURE TYPE  
1993-94 vs. 1994-95

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Instructional: <sup>1</sup>						
Books & Periodicals	\$9,202,512	3.4%	\$9,290,658	3.1%	\$88,146	1.0%
Communication Services	13,287,318	4.9	13,679,163	4.6	391,845	3.0
Conferences & Group Activities	6,652,031	2.4	8,356,398	2.8	1,704,367	25.6
Debt Service	1,402,030	0.5	2,099,899	0.7	697,869	49.8
Employee Benefits Billed	871,504	0.3	1,530,477	0.5	658,973	75.6
Equipment Budget	32,855,926	12.0	30,923,420	10.4	-1,932,506	-5.9
Freight Charges	266,445	0.1	247,704	0.1	-18,741	-7.0
Insurance & Interest	5,157,526	1.9	6,074,451	2.1	916,925	17.8
Legal Expense	1,902,608	0.7	2,379,574	0.8	476,966	25.1
Miscellaneous <sup>2</sup>	18,401,218	6.7	7,252,832	2.5	-11,148,386	-60.6
Property Expense	2,547,459	0.9	2,538,001	0.9	-9,458	-0.4
Publications, Printing & Copying	8,381,926	3.1	9,195,963	3.1	814,037	9.7
Repairs, Alterations & Capital	22,249,009	8.1	28,114,460	9.5	5,865,451	26.4
Research Facilities	1,000,000	0.4	1,000,000	0.3	0	0.0
Student Aid	12,127,783	4.4	15,648,113	5.3	3,520,330	29.0
Supplies & Materials for Resale	8,519,275	3.1	8,108,773	2.7	-410,502	-4.8
Supplies, Materials & Services	20,390,286	7.5	25,691,617	8.7	5,301,331	26.0
Travel Expense	10,890,536	4.0	11,701,792	4.0	811,256	7.5
Utilities Purchased	20,689,896	7.6	20,088,641	6.8	-601,255	-2.9
Sub-total	196,795,288	72.1	203,921,936	68.9	7,126,648	3.6
Milton S. Hershey Medical Center: Hospital	76,274,028	27.9	92,051,159	31.1	15,777,131	20.7
Grand total	273,069,316	100.0	295,973,095	100.0	22,903,779	8.4

1. Includes Milton S. Hershey Medical Center, College of Medicine.

2. Beginning in 1994-95, the university refined its classification of expenditures by object code in order to provide more meaningful summary information. Many expenditures classified as "Miscellaneous" prior to 1994-95 have been distributed to specific object code categories.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1993-94 vs. 1994-95

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Student Fees, Sales, etc.	\$222,112,282	100.0%	\$241,900,366	100.0%	\$19,788,084	8.9%
Total revenues	222,112,282	100.0	241,900,366	100.0	19,788,084	8.9
Operating Expenditures:						
Total Salaries & Wages	76,565,611	35.4	79,940,376	35.6	3,374,765	4.4
Employee Benefits <sup>1</sup>	20,875,495	9.7	21,024,999	9.4	149,504	0.7
Travel	4,323,522	2.0	5,044,908	2.2	721,386	16.7
Other Operating Expenditures	114,546,783	53.0	118,683,277	52.8	4,136,494	3.6
Total expenditures	216,311,411	100.0	224,693,560	100.0	8,382,149	3.9

1. Includes employee benefits billed and allocated to units.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1993-94

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
<b>Instructional:</b>							
<b>Colleges:</b>							
College of Agricultural Sciences	\$1,179,526	\$414,363	\$8,854	\$822,008	\$2,424,751	35.1%	0.4%
College of Earth & Mineral Sciences	136,595	46,924	0	165,764	349,283	34.4	0.0
Milton S. Hershey Medical Center:							
College of Medicine	43,771,298	10,949,201	1,156,680	28,015,517	83,892,696	25.0	1.4
<b>Total</b>	<b>45,087,419</b>	<b>11,410,488</b>	<b>1,165,534</b>	<b>29,003,289</b>	<b>86,666,730</b>	<b>25.3</b>	<b>1.3</b>
<b>Support Units:</b>							
Computer & Information Systems	1,485,405	476,992	96,064	10,912,076	12,970,537	32.1	0.7
Finance & Business	4,953,119	1,162,990	158,655	13,587,991	19,862,755	23.5	0.8
Finance & Business-Housing & Foods	16,623,720	5,152,672	28,183	46,623,948	68,428,523	31.0	0.0
Intercollegiate Athletics	6,438,042	2,061,475	2,845,697	12,458,524	23,803,738	32.0	12.0
Student Affairs	1,534,879	466,649	19,768	1,864,033	3,885,329	30.4	0.5
Undergraduate Education	443,027	144,229	9,621	96,922	693,799	32.6	1.4
<b>Total</b>	<b>31,478,192</b>	<b>9,465,007</b>	<b>3,157,988</b>	<b>85,543,494</b>	<b>129,644,681</b>	<b>30.1</b>	<b>2.4</b>
<b>Grand total</b>	<b>76,565,611</b>	<b>20,875,495<sup>a</sup></b>	<b>4,323,522<sup>a</sup></b>	<b>114,546,783<sup>a</sup></b>	<b>216,311,411</b>	<b>27.3</b>	<b>2.0</b>

1. Includes employee benefits billed and allocated to units.

a. Includes employee benefits billed, travel plus other operating expenditures equal "departmental allotment."

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
<b>Instructional:</b>							
<b>Colleges:</b>							
College of Agricultural Sciences	\$1,100,544	\$371,521	\$6,838	\$1,252,036	\$2,730,939	33.8%	0.3%
College of Earth & Mineral Sciences	0	0	0	1,880	1,880	0.0	0.0
Milton S. Hershey Medical Center:							
College of Medicine	45,746,812	10,752,701	1,022,709	28,769,641	86,291,863	23.5	1.2
<b>Total</b>	<b>46,847,356</b>	<b>11,124,222</b>	<b>1,029,547</b>	<b>30,023,557</b>	<b>89,024,682</b>	<b>23.7</b>	<b>1.2</b>
<b>Support Units:</b>							
Computer & Information Systems	1,646,862	535,955	123,399	9,416,888	11,723,104	32.5	1.1
Finance & Business	5,150,581	1,237,484	145,874	13,677,664	20,211,603	24.0	0.7
Finance & Business-Housing & Foods	17,345,543	5,281,187	27,108	50,241,555	72,895,393	30.4	0.0
Intercollegiate Athletics	6,866,585	2,190,552	3,671,510	13,261,677	25,990,324	31.9	14.1
Student Affairs	1,612,904	504,745	36,780	1,937,181	4,091,610	31.3	0.9
Undergraduate Education	470,545	150,854	10,690	124,755	756,844	32.1	1.4
<b>Total</b>	<b>33,093,020</b>	<b>9,900,777</b>	<b>4,015,361</b>	<b>88,659,720</b>	<b>135,668,878</b>	<b>29.9</b>	<b>3.0</b>
<b>Grand total</b>	<b>79,940,376</b>	<b>21,024,999<sup>a</sup></b>	<b>5,044,908<sup>a</sup></b>	<b>118,683,277<sup>a</sup></b>	<b>224,693,560</b>	<b>26.3</b>	<b>2.2</b>

1. Includes employee benefits billed and allocated to units.

a. Includes employee benefits billed, travel plus other operating expenditures equal "departmental allotment."

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES DEPARTMENTAL ALLOTMENTS  
BY EXPENDITURE TYPE  
1993-94 vs. 1994-95

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Books & Periodicals	\$496,999	0.4%	\$492,540	0.3%	-\$4,459	-0.9%
Communications Services	11,480,256	8.2	9,465,689	6.5	-2,014,567	-17.5
Conferences & Group Activities	1,194,083	0.9	1,372,926	0.9	178,843	15.0
Debt Service	6,984,930	5.0	6,984,930	4.8	0	0.0
Deferred Maintenance	7,846,000	5.6	8,846,000	6.1	1,000,000	12.7
Employee Benefits Billed	20,875,495	14.9	21,024,999	14.5	149,504	0.7
Equipment Budget	2,945,316	2.1	3,701,529	2.6	756,213	25.7
Freight Charges	34,470	0.0	30,443	0.0	-4,027	-11.7
Insurance & Interest	1,232,637	0.9	1,462,642	1.0	230,005	18.7
Legal Expense	0	0.0	37,479	0.0	37,479	0.0
Miscellaneous <sup>1</sup>	40,497,493	29.0	28,496,434	19.7	-12,001,059	-29.6
Property Expense	1,001,078	0.7	2,899,937	2.0	1,898,859	189.7
Publications, Printing & Copying	1,472,442	1.1	1,638,553	1.1	166,111	11.3
Repairs, Alterations & Capital	5,203,066	3.7	12,122,124	8.4	6,919,058	133.0
Student Aid	1,588,220	1.1	4,271,711	3.0	2,683,491	169.0
Supplies & Materials for Resale	15,136,044	10.8	15,910,442	11.0	774,398	5.1
Supplies, Materials & Services	9,590,387	6.9	13,594,618	9.4	4,004,231	41.8
Travel Expense	4,323,522	3.1	5,044,908	3.5	721,386	16.7
Utilities Purchased	7,843,362	5.6	7,355,280	5.1	-488,082	-6.2
Total	139,745,800	100.0	144,753,184	100.0	5,007,384	3.6

1. Beginning in 1994-95, the university refined its classification of expenditures by object code in order to provide more meaningful summary information. Many expenditures classified as "Miscellaneous" prior to 1994-95 have been distributed to specific object code categories.

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1993-94 vs. 1994-95

Category	1993-94		1994-95 <sup>a</sup>		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
<b>Instructional</b>						
Tuition & Fees	\$216,811,620	46.3%	\$222,432,559	45.9%	\$5,620,939	2.6%
State Appropriation	135,085,223	28.9	139,841,486	28.8	4,756,263	3.5
Tuition Challenge Grant	4,197,000	0.9	4,195,000	0.9	-2,000	0.0
<b>Total Operating Income</b>	<b>112,421,590</b>	<b>24.0</b>	<b>118,544,324</b>	<b>24.4</b>	<b>6,122,734</b>	<b>5.4</b>
Grand total revenue	468,515,433	100.0	485,013,369	100.0	16,497,936	3.5
<b>Operating Expenditures:</b>						
<b>Instructional</b>						
Total Salaries & Wages	227,144,185	48.8	243,810,515	49.3	16,666,330	7.3
Employee Benefits	55,904,552	12.0	61,693,291	12.5	5,788,739	10.4
Travel <sup>1</sup>	12,358,007	2.7	9,651,987	2.0	-2,706,020	-21.9
Other Operating Expenditures	170,090,355	36.5	179,127,772	36.2	9,037,417	5.3
Grand total expenditures	465,497,099	100.0	494,283,565	100.0	28,786,466	6.2

1. Includes travel and business.

a. The excess of expenditures over revenues of the university's general operating funds for fiscal year 1994-95 was approximately \$9.3 million. This excess was due primarily to the transfer of \$9 million to the university's plant fund for capital construction projects by the Western Psychiatric Institute and Clinic ("WPIC"). This activity is consistent with the basis of accounting for the financial reporting by WPIC in its annual audit and reporting to the Commonwealth's Office of the Auditor General.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1993-94

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>Chancellor:</b>							
Athletics	\$3,466,559	\$1,146,834	\$1,750,258	\$7,403,480	\$13,767,131	33.1%	12.7%
Chancellor	848,290	290,384	165,024	480,175	1,783,873	34.2	9.3
Secretary of the Board of Trustees	337,123	115,465	23,738	281,921	758,247	34.3	3.1
Vice Chancellor for Student & Public Affairs	3,464,744	1,084,204	126,381	2,224,667	6,899,996	31.3	1.8
Vice Chancellor Institutional Advancement	4,165,675	1,420,203	296,210	1,591,902	7,473,990	34.1	4.0
Total	12,282,391	4,057,090	2,361,611	11,982,145	30,683,237	33.0	7.7
<b>General University:</b>							
General Expense	1,170	-20,114,100	2,988	17,100,872	-3,009,070	--	-0.1
Total	1,170	-20,114,100	2,988	17,100,872	-3,009,070	--	-0.1
<b>Senior Vice Chancellor</b>							
<b>Business &amp; Finance &amp; Treasurer:</b>							
Associate Vice Chancellor Business	5,530,129	1,846,535	79,919	-769,344	6,687,239	33.4	1.2
Associate Vice Chancellor for Budget & Administration	3,620,251	1,237,810	53,380	510,808	5,422,249	34.2	1.0
Associate Vice Chancellor Human Resources	1,093,908	370,284	11,903	192,702	1,668,797	33.8	0.7
Computing & Information Services	8,407,835	2,703,412	132,894	1,221,832	12,465,973	32.2	1.1
Controller & Assistant Treasurer	3,406,413	1,152,634	76,875	1,006,513	5,642,435	33.8	1.4
Facilities Management	13,403,368	4,503,464	55,889	13,856,558	31,819,279	33.6	0.2
General Counsel	601,600	202,697	42,324	366,895	1,213,516	33.7	3.5
Senior Vice Chancellor for Business & Finance	1,072,115	364,954	77,834	273,581	1,788,484	34.0	4.4
Total	37,135,619	12,381,790	531,018	16,659,545	66,707,972	33.3	0.8
<b>Senior Vice Chancellor &amp; Provost:</b>							
College of General Studies	2,648,670	902,358	647,537	1,102,308	5,300,873	34.1	12.2
Faculty of Arts & Sciences	48,818,577	16,876,050	852,661	18,631,049	85,178,337	34.6	1.0
Graduate School of Public & International Affairs	4,228,882	1,381,254	577,883	1,904,860	8,092,879	32.7	7.1
Katz Graduate School of Business	8,136,606	2,759,145	673,205	3,587,784	15,156,740	33.9	4.4
Learning Research & Development Center	969,637	322,776	36,163	1,055,316	2,383,892	33.3	1.5
School of Education	9,220,431	3,094,863	143,960	2,905,954	15,365,208	33.6	0.9
School of Engineering	9,154,295	3,083,527	194,316	4,308,871	16,741,009	33.7	1.2
School of Law	4,220,647	1,367,825	114,289	1,976,338	7,679,099	32.4	1.5
School of Library & Information Systems	3,189,297	1,080,109	119,715	1,488,449	5,877,570	33.9	2.0
School of Social Work	3,207,219	1,092,119	58,485	561,786	4,919,609	34.1	1.2



Senior Vice Chancellor & Provost	8,154,028	2,657,471	376,809	11,722,362	22,910,670	32.6	1.6
Sponsored Research	0	0	5	-5,208	-5,208	0.0	-0.1
University Center for International Studies	1,293,075	431,427	224,661	1,036,270	2,985,433	33.4	7.5
University Center for Social & Urban Research	402,838	133,233	38,180	295,161	869,412	33.1	4.4
University Honors College	149,811	44,370	4,834	51,370	250,385	29.6	1.9
University Library System	5,323,927	1,599,368	69,059	5,740,090	12,732,444	30.0	0.5
University of Pittsburgh at Bradford	4,698,118	1,590,900	318,582	1,973,222	8,580,822	33.9	3.7
University of Pittsburgh at Greensburg	3,908,704	1,306,859	50,503	1,127,203	6,393,269	33.4	0.8
University of Pittsburgh at Johnstown	10,319,055	3,476,296	205,298	2,909,748	16,910,397	33.7	1.2
University of Pittsburgh at Titusville	1,558,481	524,936	47,722	709,799	2,840,938	33.7	1.7
Total	129,602,298	43,724,886	4,753,867	63,082,732	241,163,783	33.7	2.0
Senior Vice Chancellor for Health Administration:							
Senior Vice Chancellor for Health Administration	2,025,543	691,616	31,613	-1,464,534	1,284,238	34.1	2.5
Total	2,025,543	691,616	31,613	-1,464,534	1,284,238	34.1	2.5
Senior Vice Chancellor for Health Sciences:							
Graduate School of Public Health	3,395,512	1,127,010	137,828	2,099,771	6,760,121	33.2	2.0
Health & Rehabilitation Services	1,725,724	588,480	69,196	867,470	3,250,870	34.1	2.1
School of Dental Medicine	8,356,561	2,846,083	37,520	3,465,867	14,706,031	34.1	0.3
School of Nursing	4,128,378	1,407,824	74,116	1,257,608	6,867,926	34.1	1.1
School of Pharmacy	1,761,613	597,069	93,860	659,783	3,112,325	33.9	3.0
Senior Vice Chancellor for Health Sciences	2,081,424	681,638	56,967	999,019	3,819,048	32.7	1.5
Total	21,449,212	7,248,104	469,487	9,349,518	38,516,321	33.8	1.2
University of Pittsburgh Medical Center:							
Pittsburgh Cancer Institute	1,244,000	407,000	370,000	3,359,854	5,380,854	32.7	6.9
School of Medicine	16,562,370	5,621,190	1,435,968	23,083,309	46,702,837	33.9	3.1
University of Pittsburgh Medical Center Administration	4,518,582	1,546,976	28,879	6,380,276	12,474,713	34.2	0.2
WPIC / Theiss Medical Center	2,323,000	340,000	2,372,000	15,241,856	20,276,856	14.6	11.7
Total	24,647,952	7,915,166	4,206,847	48,065,295	84,835,260	32.1	5.0
University of Pittsburgh Applied Research Center:							
University of Pittsburgh Applied Research Center	0	0	576	5,314,782	5,315,358	0.0	0.0
Total	0	0	576	5,314,782	5,315,358	0.0	0.0
Grand total	227,144,185	55,904,552	12,358,007	170,090,355	465,497,099	24.6 <sup>a</sup>	2.7

1. Includes travel and business.

a. Includes fringe benefits recovery.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel <sup>1</sup> : percentage of total operating expenditures
Chancellor:							
Athletics	\$3,668,117	\$1,181,626	\$1,633,049	\$7,437,020	\$13,919,812	32.2%	11.7%
Chancellor	894,832	250,479	197,738	323,500	1,666,549	28.0	11.9
Secretary of the Board of Trustees	338,205	97,841	8,999	356,346	801,391	28.9	1.1
Vice Chancellor Institutional Advancement	3,946,945	1,331,653	259,133	1,504,595	7,042,326	33.7	3.7
Vice Chancellor Student & Public Affairs	3,950,198	1,173,571	117,611	2,302,327	7,543,707	29.7	1.6
Total	12,798,296	4,035,171	2,216,529	11,923,788	30,973,784	31.5	7.2
General University:							
General Expense	-61,295	-13,994,134	0	18,001,609	3,946,180	--	0.0
Total	-61,295	-13,994,134	0	18,001,609	3,946,180	--	0.0
Senior Vice Chancellor Business & Finance & Treasurer:							
Associate Vice Chancellor, Budget & Administration	3,814,411	1,263,735	51,841	555,158	5,685,145	33.1	0.9
Associate Vice Chancellor, Business	5,898,525	1,859,860	69,538	-1,136,467	6,691,456	31.5	1.0
Associate Vice Chancellor, Human Resources	1,340,407	429,504	27,721	57,242	1,854,875	32.0	1.5
Computing & Information Services	9,182,387	2,982,115	139,370	2,846,892	15,150,765	32.5	0.9
Controller & Assistant Treasurer	3,614,989	1,190,063	65,840	959,565	5,830,457	32.9	1.1
Facilities Management	13,768,725	4,304,142	56,964	12,313,603	30,443,435	31.3	0.2
General Counsel	615,975	192,824	26,430	460,287	1,295,517	31.3	2.0
Senior Vice Chancellor, Business & Finance	1,174,910	359,140	81,050	410,051	2,025,151	30.6	4.0
Total	39,410,330	12,581,384	518,754	16,466,332	68,976,800	31.9	0.8
Senior Vice Chancellor & Provost:							
College of Business Administration	51,093	17,461	2,746	374	71,673	34.2	3.8
College of General Studies	2,616,113	830,738	253,074	803,036	4,502,962	31.8	5.6
Faculty of Arts & Sciences	50,648,303	16,832,719	847,378	18,955,363	87,283,763	33.2	1.0
Graduate School of Public & International Affairs	4,256,010	1,334,512	380,465	1,805,403	7,776,389	31.4	4.9
Katz Graduate School of Business	8,821,799	2,733,632	960,235	3,849,160	16,364,826	31.0	5.9
Learning Research & Development Center	1,004,031	329,895	50,780	975,993	2,360,699	32.9	2.2
School of Education	9,692,854	3,049,488	151,349	2,958,871	15,852,562	31.5	1.0
School of Engineering	9,610,982	3,125,548	201,035	4,341,477	17,279,041	32.5	1.2
School of Law	4,540,920	1,418,947	85,032	2,158,808	8,203,707	31.2	1.0
School of Library & Information Science	3,309,123	1,090,253	107,016	946,677	5,453,069	32.9	2.0
School of Social Work	3,216,843	1,047,681	73,122	679,285	5,016,931	32.6	1.5

Senior Vice Chancellor & Provost	8,411,092	2,336,869	376,263	8,997,334	20,121,559	27.8	1.9
Sponsored Research	0	-63	-182	-4,918	-5,164	0.0	3.5
University Center for International Studies	1,282,853	429,398	194,851	1,109,715	3,016,818	33.5	6.5
University Center for Social & Urban Research	449,792	147,355	50,509	365,587	1,013,243	32.8	5.0
University Honors College	168,067	49,679	6,107	56,744	280,598	29.6	2.2
University Library System	5,327,017	1,619,684	66,135	5,904,775	12,917,611	30.4	0.5
University of Pittsburgh at Bradford	4,868,001	1,546,738	299,451	2,825,736	9,539,926	31.8	3.1
University of Pittsburgh at Greensburg	4,132,086	1,285,609	56,519	1,081,891	6,556,105	31.1	0.9
University of Pittsburgh at Johnstown	10,520,692	3,336,145	219,822	3,166,795	17,243,453	31.7	1.3
University of Pittsburgh at Titusville	1,648,416	526,809	37,295	662,427	2,874,948	32.0	1.3
<b>Total</b>	<b>134,576,088</b>	<b>43,089,098</b>	<b>4,419,001</b>	<b>61,640,531</b>	<b>243,724,718</b>	<b>32.0</b>	<b>1.8</b>
<b>Senior Vice Chancellor, Health Sciences:</b>							
Graduate School of Public Health	3,627,122	1,176,921	89,065	2,176,190	7,069,298	32.4	1.3
School of Dental Medicine	7,874,787	2,466,342	73,687	4,067,521	14,482,337	31.3	0.5
School of Health & Rehabilitation Services	1,816,155	583,388	56,179	619,010	3,074,732	32.1	1.8
School of Nursing	4,351,749	1,422,536	64,245	1,012,298	6,850,827	32.7	0.9
School of Pharmacy	2,047,510	664,984	81,690	668,604	3,462,788	32.5	2.4
Senior Vice Chancellor, Health Sciences	2,171,577	605,781	84,193	873,866	3,735,416	27.9	2.3
<b>Total</b>	<b>21,888,899</b>	<b>6,919,952</b>	<b>449,059</b>	<b>9,417,488</b>	<b>38,675,398</b>	<b>31.6</b>	<b>1.2</b>
<b>University of Pittsburgh Medical Center:</b>							
Pittsburgh Cancer Institute	1,340,000	438,000	399,000	4,038,354	6,215,354	32.7	6.4
School of Medicine	21,867,200	5,819,421	1,205,254	25,001,545	53,893,420	26.6	2.2
UPMC Administration	5,307,007	1,399,910	20,740	4,842,387	11,570,045	26.4	0.2
WPIC / Theiss Medical Center	4,601,000	702,000	401,000	23,991,863	29,695,863	15.3	1.4
<b>Total</b>	<b>33,115,207</b>	<b>8,359,331</b>	<b>2,025,994</b>	<b>57,874,150</b>	<b>101,374,682</b>	<b>25.2</b>	<b>2.0</b>
<b>University of Pittsburgh Applied Research Center:</b>							
University of Pittsburgh Applied Research Center	0	0	0	5,705,070	5,705,070	0.0	0.0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,705,070</b>	<b>5,705,070</b>	<b>0.0</b>	<b>0.0</b>
<b>Senior Vice Chancellor, Health Administration:</b>							
Senior Vice Chancellor, Health Administration	2,082,989	702,489	22,649	-1,901,195	906,933	33.7	2.5
<b>Total</b>	<b>2,082,989</b>	<b>702,489</b>	<b>22,649</b>	<b>-1,901,195</b>	<b>906,933</b>	<b>33.7</b>	<b>2.5</b>
<b>Grand total</b>	<b>243,810,515</b>	<b>61,693,291</b>	<b>9,651,987</b>	<b>179,127,772</b>	<b>494,283,565</b>	<b>25.3*</b>	<b>2.0</b>

1. Includes travel and business.
- a. Includes fringe benefit recovery.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1993-94 vs. 1994-95

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues</b>						
Student Fees, Sales, etc.	\$58,429,259	100.0%	\$63,571,044	100.0%	\$5,583,043	9.6%
Grand total revenue	58,429,259	100.0	63,571,044	100.0	5,583,043	9.6
<b>Operating Expenditures</b>						
Total Salaries & Wages	9,108,136	15.5	9,534,813	14.9	426,677	4.7
Employee Benefits	2,883,301	4.9	2,873,519	4.5	-9,782	-0.3
Travel <sup>1</sup>	553,102	0.9	242,802	0.4	-310,300	-56.1
Other Operating Expenditures	46,270,668	78.7	51,482,306	80.3	5,211,638	11.3
Grand total expenditures	58,815,207	100.0	64,133,440	100.0	5,318,233	9.0

1. Includes travel and business.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1993-94

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>University of Pittsburgh at Oakland:</b>							
Book Stores	\$1,602,095	\$527,705	\$10,172	\$11,280,266	\$13,420,237	32.9%	0.1%
Copy Center	141,846	39,774	117	66,971	248,708	28.0	0.0
Computer Learning Center	294,195	91,032	12,781	526,694	924,702	30.9	1.4
Child Care Center	465,266	152,355	4,165	3,359	625,145	32.7	0.7
Falk School	23,979	8,213	0	55,343	87,535	34.3	0.0
Food Services	276,209	90,287	88,476	9,717,087	10,172,058	32.7	0.9
Housing	3,783,407	1,174,122	312,372	9,359,549	14,629,451	31.0	2.1
Parking	366,852	119,087	11,046	3,776,311	4,273,295	32.5	0.3
Property Management	468,594	156,669	1,833	1,710,105	2,337,200	33.4	0.1
Packages Plus	10,217	3,499	1,641	-15,357	0	34.2	0.0
Property Management Exclusions	0	0	0	29,646	29,646	0.0	0.0
Pitt Shop	96,042	30,444	1,817	556,065	684,367	31.7	0.3
<b>Total</b>	<b>7,528,702</b>	<b>2,393,186</b>	<b>444,419</b>	<b>37,066,036</b>	<b>47,432,343</b>	<b>31.8</b>	<b>0.9</b>
<b>University of Pittsburgh at Johnstown:</b>							
Book Stores	172,237	57,913	407	1,023,170	1,253,727	33.6	0.0
Food Services	12,067	4,133	207	1,873,477	1,889,884	34.3	0.0
Housing	856,811	254,611	72,677	2,406,876	3,590,974	29.7	2.0
Parking	27,592	9,450	5,113	36,086	78,241	34.3	6.5
<b>Total</b>	<b>1,068,707</b>	<b>326,107</b>	<b>78,403</b>	<b>5,339,608</b>	<b>6,812,826</b>	<b>30.5</b>	<b>1.2</b>
<b>University of Pittsburgh at Greensburg:</b>							
Book Stores	32,676	11,166	0	397,416	441,258	34.2	0.0
Food Services	0	0	0	393,220	393,220	0.0	0.0
Housing	28,791	9,861	2,412	410,199	451,262	34.2	0.5
Parking	0	0	0	16,540	16,540	0.0	0.0
<b>Total</b>	<b>61,467</b>	<b>21,026</b>	<b>2,412</b>	<b>1,261,217</b>	<b>1,302,280</b>	<b>34.2</b>	<b>0.2</b>
<b>University of Pittsburgh at Titusville:</b>							
Book Stores	26,761	8,973	0	121,572	157,306	33.5	0.0
Food Services	17,501	5,383	2	324,072	346,938	30.6	0.0
Housing	155,360	49,758	14,347	572,949	792,413	32.0	1.8
<b>Total</b>	<b>199,621</b>	<b>64,094</b>	<b>14,348</b>	<b>1,018,593</b>	<b>1,296,657</b>	<b>32.1</b>	<b>1.1</b>
<b>University of Pittsburgh at Bradford:</b>							
Book Stores	79,074	26,982	2,930	381,886	490,872	34.1	0.6
Food Services	28,549	8,986	0	659,313	696,847	31.5	0.0
Housing	142,016	42,919	10,590	587,857	783,382	30.2	1.4
<b>Total</b>	<b>249,639</b>	<b>78,887</b>	<b>13,520</b>	<b>1,629,056</b>	<b>1,971,101</b>	<b>31.6</b>	<b>0.7</b>
<b>Grand total</b>	<b>9,108,136</b>	<b>2,883,301</b>	<b>553,102</b>	<b>46,270,668</b>	<b>58,815,207</b>	<b>31.7</b>	<b>0.9</b>

1. Includes travel and business.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>University of Pittsburgh at Oakland:</b>							
Book Stores	\$1,627,529	\$518,889	\$10,894	\$10,907,080	\$13,064,391	31.9%	0.1%
Copy Center	146,851	39,665	2,812	217,905	407,232	27.0	0.7
Computer Learning Center	360,067	105,088	16,876	694,982	1,177,013	29.2	1.4
Child Care Center	493,787	167,558	2,454	86,821	750,620	33.9	0.3
Falk School	25,904	8,648	1,210	61,389	97,150	33.4	1.2
Food Services	363,954	104,435	75,246	11,251,407	11,795,042	28.7	0.6
Housing	3,702,092	1,094,411	11,901	10,868,551	15,676,955	29.6	0.1
Parking	415,444	128,215	11,405	4,231,641	4,786,705	30.9	0.2
Property Management	491,372	153,244	2,016	1,774,182	2,420,814	31.2	0.1
Packages Plus	15,919	5,038	1,996	-22,953	0	31.6	0.0
Property Management Exclusions	0	0	0	34,387	34,387	0	0.0
Pitt Shop	99,619	32,143	1,561	614,353	747,677	32.3	0.2
Total	7,742,537	2,357,333	138,371	40,719,746	50,957,987	30.4	0.3
<b>University of Pittsburgh at Johnstown:</b>							
Book Stores	187,621	63,103	162	1,068,355	1,319,242	33.6	0.0
Food Services	12,515	4,380	65	2,332,185	2,349,144	35.0	0.0
Housing	1,017,838	278,736	68,093	3,146,664	4,511,331	27.4	1.5
Parking	34,491	9,430	4,540	32,045	80,505	27.3	5.6
Total	1,252,465	355,649	72,860	6,579,248	8,260,222	28.4	0.9
<b>University of Pittsburgh at Greensburg:</b>							
Book Stores	33,627	11,663	0	413,405	458,695	34.7	0.0
Food Services	0	0	0	388,546	388,546	0.0	0.0
Housing	35,207	12,307	4,093	393,693	445,300	35.0	0.9
Parking	0	0	0	15,665	15,665	0.0	0.0
Total	68,834	23,970	4,093	1,211,308	1,308,206	34.8	0.3
<b>University of Pittsburgh at Titusville:</b>							
Book Stores	22,906	7,756	0	109,119	139,780	33.9	0.0
Food Services	18,331	5,746	0	285,662	309,740	31.3	0.0
Housing	171,450	47,380	13,794	517,448	750,072	27.6	1.8
Total	212,687	60,882	13,794	912,229	1,199,592	28.6	1.1
<b>University of Pittsburgh at Bradford:</b>							
Book Stores	64,881	19,135	5,588	455,514	545,118	29.5	1.0
Food Services	32,664	9,124	0	802,117	843,905	27.9	0.0
Housing	160,745	47,425	8,095	802,144	1,018,409	29.5	0.8
Total	258,289	75,684	13,683	2,059,775	2,407,432	29.3	0.6
<b>Grand total</b>	<b>9,534,813</b>	<b>2,873,519</b>	<b>242,802</b>	<b>51,482,306</b>	<b>64,133,440</b>	<b>30.1</b>	<b>0.4</b>

1. Includes travel and business.

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
 COMPARATIVE SUMMARY  
 1993-94 vs. 1994-95

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
Instructional:						
Tuition & Fees	\$176,317,761	48.6%	\$185,233,811	50.0%	\$8,916,050	5.1%
State Appropriations	138,199,861	38.1	141,120,602	38.1	2,920,741	2.1
Tuition Challenge Grant	3,261,000	0.9	3,266,000	0.9	5,000	0.2
Departmental Income	26,344,294	7.3	16,269,309	4.4	-10,074,985	-38.2
Indirect Cost Recovery	9,142,822	2.5	9,878,859	2.7	736,037	8.1
Gifts	427,717	0.1	431,595	0.1	3,878	0.9
Endowment Income	1,268,542	0.3	1,199,514	0.3	-69,028	-5.4
Other Sources	8,154,641	2.2	12,980,282	3.5	4,825,641	59.2
Grand total revenues	363,116,638	100.0	370,379,972	100.0	7,263,334	2.0
<b>Operating Expenditures:</b>						
Instructional:						
Total Salaries & Wages	219,969,473	61.5	217,994,837	59.4	-1,974,636	-0.9
Employee Benefits	-15,182,905 <sup>a</sup>	-4.2	-17,362,930 <sup>b</sup>	-4.7	-2,180,025	14.4
Travel <sup>1</sup>	2,714,960	0.8	2,385,285	0.6	-329,675	-12.1
Other Operating Expenditures	149,915,802	41.9	164,108,013	44.7	14,192,211	9.5
Grand total expenditures	357,417,330	100.0	367,125,205	100.0	9,707,875	2.7

1. Includes travel, subsistence and lodging.

a. Includes fringe benefits recovery in the amount of \$71,461,194.

b. Includes fringe benefits recovery in the amount of \$81,276,391.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 1993-94

Academic/administrative unit <sup>1</sup>	Total salaries and wages	Employee benefits	Travel <sup>2</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>2</sup> percentage of total operating expenditures
President	\$1,882,412	\$503,504	\$123,211	\$1,169,778	\$3,678,905	26.7%	3.3%
Provost	105,915,662	25,510,616	1,320,236	22,587,557	155,334,071	24.1	0.8
Executive Vice-President	231,171	64,787	16,050	47,647	359,655	28.0	4.5
Vice-President, CFO & Treasurer	9,321,886	2,618,063	45,410	32,515	12,017,874	28.1	0.4
Vice-President, Computer/Information	6,620,537	1,686,380	83,489	6,814,901	15,205,307	25.5	0.5
Vice-President, Development/Alumni Affairs	1,334,809	339,143	126,854	1,166,168	2,966,974	25.4	4.3
Vice-President, Health Science Center	50,965,919	15,206,235	675,540	7,136,875	73,984,569	29.8	0.9
Vice-President, Operations	31,857,598	-63,751,436 <sup>a</sup>	104,673	86,890,468	55,101,303	24.2 <sup>a</sup>	0.2
Vice-President, Public Affairs	2,259,375	579,453	32,376	3,087,285	5,958,489	25.6	0.5
Vice-President, Students	9,580,104	2,060,350	187,121	21,187,189	33,014,764	21.5	0.6
Miscellaneous - General University	0	0	0	-204,581	-204,581	0.0	0.0
Grand total	219,969,473	-15,182,905 <sup>a</sup>	2,714,960	149,915,802	357,417,330	25.6 <sup>a</sup>	0.8

1. Includes larger academic/administrative units only. Details for smaller units are available upon request from the Joint State Government Commission.

2. Includes travel, subsistence & lodging.

a. Includes fringe benefits recovery in the amount of \$71,461,194.

SOURCE: Data provided by Temple University.



TEMPLE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit <sup>1</sup>	Total salaries and wages	Employee benefits	Travel <sup>2</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>2</sup> percentage of total operating expenditures
President	\$1,823,073	\$546,985	\$65,954	\$1,684,211	\$4,120,223	30.0%	1.6%
Provost	109,414,478	29,084,714	1,244,215	23,154,921	162,898,328	26.6	0.8
Executive Vice-President	233,083	72,884	863	230,815	537,645	31.3	0.2
Vice-President, CFO & Treasurer	9,549,126	2,979,724	36,709	12,523,702	25,089,261	31.2	0.1
Vice-President, Computer/Information	7,196,800	1,994,613	90,469	6,265,493	15,547,375	27.7	0.6
Vice-President, Development /Alumni Affairs	1,661,806	431,081	151,190	1,018,675	3,262,752	25.9	4.6
Vice-President, Health Science Center	43,724,877	17,309,585	514,172	7,564,674	69,113,308	39.6 <sup>a</sup>	0.7
Vice-President, Operations	32,096,271	-72,642,732 <sup>b</sup>	73,992	87,615,388	47,142,919	26.9 <sup>b</sup>	0.2
Vice-President, Public Affairs	2,324,440	635,383	17,353	2,761,580	5,738,756	27.3	0.3
Vice-President, Students	9,970,883	2,224,833	190,368	21,365,723	33,751,807	22.3	0.6
Miscellaneous - General University	0	0	0	-77,169	-77,169	0.0	0.0
Grand total	217,994,837	-17,362,930 <sup>b</sup>	2,385,285	164,108,013	367,125,205	29.3 <sup>b</sup>	0.6

1. Includes larger academic/administrative units only. Details for smaller units are available upon request from the Joint State Government Commission.

2. Includes travel, subsistence & lodging.

a. Percentage of employee benefits high due to closing of the Woodhaven Center.

b. Includes fringe benefits recovery in the amount of \$81,276,391.

SOURCE: Data provided by Temple University.

**TEMPLE UNIVERSITY**  
**TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES**  
**COMPARATIVE SUMMARY**  
**1993-94 vs. 1994-95**

Category	1993-94		1994-95		1993-94 vs. 1994-95	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
Departmental Income	\$109,788,980	99.1%	\$114,024,796	98.5%	\$4,235,816	3.9%
Indirect Cost Recovery	379,000	0.3	549,000	0.5	170,000	44.9
Other Sources	676,000	0.6	1,117,000	1.0	441,000	65.2
<b>Total revenues</b>	<b>110,843,980</b>	<b>100.0</b>	<b>115,690,796</b>	<b>100.0</b>	<b>4,846,816</b>	<b>4.4</b>
<b>Operating Expenditures:</b>						
Total Salaries & Wages	50,795,636	44.4	51,435,042	43.7	639,406	1.3
Employee Benefits	10,698,188	9.4	11,646,849	9.9	948,661	8.9
Travel <sup>1</sup>	752,563	0.7	768,376	0.7	15,813	2.1
Other Operating Expenditures	52,041,444	45.5	53,877,900	45.7	1,836,456	3.5
<b>Total expenditures</b>	<b>114,287,831</b>	<b>100.0</b>	<b>117,728,167</b>	<b>100.0</b>	<b>3,440,336</b>	<b>3.0</b>

1. Includes travel, subsistence & lodging.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1993-94

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>Provost:</b>							
TU Press - Administration	\$928,775	\$193,515	\$28,204	\$2,014,516	\$3,165,010	20.8%	0.9%
Total	928,775	193,515	28,204	2,014,516	3,165,010	20.8	0.9
<b>Vice-President, CFO &amp; Treasurer:</b>							
Bookstore	0	0	0	122,519	122,519	0.0	0.0
Other Auxiliaries	7,150	0	0	16,686	23,836	0.0	0.0
Park Mall Administration	0	0	0	110,368	110,368	0.0	0.0
Parking Services	452,883	112,024	899	2,611,631	3,177,437	24.7	0.0
Sugarloaf Conference Center Administration	104,103	30,190	0	462,879	597,172	29.0	0.0
Total	564,136	142,214	899	3,324,083	4,031,332	25.2	0.0
<b>Vice-President, Health Science Center:</b>							
Dental Practice Plan	229,605	36,135	1,383	53,176	320,299	15.7	0.4
Practice Plan	43,879,614	9,038,432	622,317	28,349,644	81,890,007	20.6	0.8
Total	44,109,219	9,074,567	623,700	28,402,820	82,210,306	20.6	0.8
<b>Vice-President, Operations:</b>							
Intercollegiate Athletics	2,811,493	747,845	88,578	3,844,982	7,492,898	26.6	1.2
Total	2,811,493	747,845	88,578	3,844,982	7,492,898	26.6	1.2
<b>Vice-President, Public Affairs:</b>							
Day Care Center	411,295	84,155	0	33,983	529,433	20.5	0.0
Total	411,295	84,155	0	33,983	529,433	20.5	0.0
<b>Vice-President, Students:</b>							
Residence Hall - Administration	1,970,718	455,892	11,182	14,421,060	16,858,852	23.1	0.1
Total	1,970,718	455,892	11,182	14,421,060	16,858,852	23.1	0.1
<b>Grand total</b>	<b>50,795,636</b>	<b>10,698,188</b>	<b>752,563</b>	<b>52,041,444</b>	<b>114,287,831</b>	<b>21.1</b>	<b>0.7</b>

1. Includes travel, subsistence & lodging.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 1994-95

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>Provost:</b>							
TU Press - Administration	\$934,259	\$203,682	\$25,068	\$2,099,671	\$3,262,680	21.8%	0.8%
Total	934,259	203,682	25,068	2,099,671	3,262,680	21.8	0.8
<b>Vice-President, CFO &amp; Treasurer:</b>							
Bookstore	0	0	0	206,911	206,911	0.0	0.0
Other Auxiliaries	0	0	0	10,817	10,817	0.0	0.0
Park Mall Administration	0	0	0	97,068	97,068	0.0	0.0
Parking Services	475,357	131,068	2,002	2,436,843	3,045,270	27.6	0.1
Sugarloaf Conference Center Administration	65,899	21,088	0	122,260	209,247	32.0	0.0
Total	541,256	152,156	2,002	2,873,899	3,569,313	28.1	0.1
<b>Vice-President, Health Science Center:</b>							
Dental Practice Plan	222,552	37,591	375	26,961	287,479	16.9	0.1
Practice Plan	44,324,257	9,778,228	596,595	29,909,787	84,608,867	22.1	0.7
Total	44,546,809	9,815,819	596,970	29,936,748	84,896,346	22.0	0.7
<b>Vice-President, Operations:</b>							
Intercollegiate Athletics	2,914,678	861,601	135,424	3,916,709	7,828,412	29.6	1.7
Total	2,914,678	861,601	135,424	3,916,709	7,828,412	29.6	1.7
<b>Vice-President, Public Affairs:</b>							
Day Care Center	481,654	99,244	0	33,036	613,934	20.6	0.0
Total	481,654	99,244	0	33,036	613,934	20.6	0.0
<b>Vice-President, Students:</b>							
Residence Hall - Administration	2,016,386	514,347	8,912	15,017,837	17,557,482	25.5	0.1
Total	2,016,386	514,347	8,912	15,017,837	17,557,482	25.5	0.1
<b>Grand total</b>	<b>51,435,042</b>	<b>11,646,849</b>	<b>768,376</b>	<b>53,877,900</b>	<b>117,728,167</b>	<b>22.6</b>	<b>0.7</b>

1. Includes travel, subsistence & lodging.

SOURCE: Data provided by Temple University.

### **III. GOODS AND SERVICES PURCHASE CONTRACTS**

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Vendor contracts exceeding \$1,000 are detailed for 1994-95. Contract data are presented in four different ways: by academic or administrative unit; by expenditure type (if reported); by contract size; and by vendor location (if reported). Academic and administrative units, and expenditure types are defined by each university. Ranges for contract sizes were chosen so that each university's largest vendors are individually shown. Vendor locations are based on in-State or out-of-State addresses.



LINCOLN UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 1994-95

Academic/administrative unit	Total amount	Percentage of grand total
Building Supplies & Expenses	\$14,316	1.7%
Campus & Grounds	5,400	0.6
Director of Student Life	32,200	3.8
Education Building	10,616	1.3
General Building	85,674	10.2
Health & Medical	97,803	11.6
Human Resources	1,350	0.2
Library	6,022	0.7
Mail & Duplication	3,855	0.5
Office of Admission	1,119	0.1
Office of MIS	78,006	9.3
Office of the President	25,120	3.0
Physical Plant	153,680	18.2
Public Safety & Security	296,929	35.2
Student Government Association	3,950	0.5
Student Union - General Maintenance	5,981	0.7
Vice-President, Academic Affairs	4,000	0.5
Vice-President, Development & External Relations	2,000	0.2
Vice-President, Planning & External Affairs	10,493	1.2
Vice-President, Planning & Student Life	2,575	0.3
Wright Hall	2,000	0.2
Grand total	843,089	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
1994-95

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than \$100,000:			Vendor contracts greater than or equal to \$1,000 but less than \$10,000--(continued):		
Wells Fargo Guard Services	\$296,929		Brown Ferris	\$5,513	
S H Communications	150,000		James Mosbey	4,200	
<b>Total</b>	<b>446,929</b>	<b>53.1%</b>	Woodrow Wilson National Fellowship Foundation	4,000	
Vendor contracts greater than \$50,000 but less than \$100,000:			Pevar Co.	3,870	
BFI Waste Systems	85,674		Jahan Sheikholeslami	3,680	
Student Insurance Division	74,630		Rothwell Office Machines	3,520	
Multi-Tek Associates	58,280		Unifirst Corp.	3,371	
<b>Total</b>	<b>218,584</b>	<b>25.9</b>	Sol's Home Improvement	3,306	
Vendor contracts greater than or equal to \$10,000 but less than \$50,000:			Omni Equipment Corp.	3,167	
Southern Chester County Medical	23,173		Ecolab Pest Elimination Division	3,000	
Transitional Technology, Inc.	16,480		Joseph Stephens	3,000	
Red, Black & Green Promotions	14,450		Main Street Leasing	2,575	
CRF & Associates, Inc.	11,250		Security Elevator	2,431	
Van Scoyoc Associates	10,000		Digital Equipment Corp.	2,106	
<b>Total</b>	<b>75,353</b>	<b>8.9</b>	African Majestic Funks, Inc.	2,000	
Vendor contracts greater than or equal to \$1,000 but less than \$10,000:			Delfonics	2,000	
Bruce Robinson Associates	9,493		James Willis	2,000	
Phillips Brothers	8,510		T & D Bus Service, Inc.	1,950	
Funny Business Productions	6,950		Richart Graphics, Inc.	1,855	
Superior Industrial Maintenance	5,981		Kramer Entertainment Agency	1,850	
			Stephanie Romm Productions, Inc.	1,650	
			Keith Marks, Artist	1,500	
			Missionary Productions	1,500	
			Soul In Motion Players	1,500	
			VKG Associates	1,350	
			Xtec Office Systems	1,335	
			Campus America	1,140	
			Kelly's Temporary Services	1,119	
			Frank Stephens	1,000	
			<b>Total</b>	<b>102,223</b>	<b>12.1%</b>
			<b>Grand total</b>	<b>843,089</b>	<b>100.0</b>

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by Lincoln University.



LINCOLN UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY VENDOR LOCATION  
1994-95

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Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$679,086	80.5%
Out-of-State	164,003	19.5
Grand total	843,089	100.0

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1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1994-95

Academic/administrative unit	Total amount	Percentage of grand total	Academic/administrative unit	Total amount	Percentage of grand total
<b>Colleges:</b>			<b>Great Valley Campus</b>	<b>\$1,343,825</b>	
College of Agricultural Sciences	\$8,026,007		CES-Central Budgets	296,404	
College of Arts & Architecture	566,884		<b>Total</b>	<b>12,829,371</b>	<b>4.1%</b>
Smeal College of Business Administration	1,576,171		<b>Other Locations:</b>		
College of Earth & Mineral Sciences	5,633,294		Penn State Erie-Behrend College	1,969,180	
College of Education	1,039,397		Penn State Harrisburg-Capital College	2,548,661	
College of Engineering	7,023,647		<b>Total</b>	<b>4,517,841</b>	<b>1.5</b>
College of Health & Human Development	3,797,401		<b>Support Units:</b>		
College of Liberal Arts	1,666,210		Computer & Information Systems	28,868,134	
Eberly College of Science	8,010,811		Continuing & Distance Education	3,614,803	
<b>Total</b>	<b>37,339,822</b>	<b>12.0%</b>	Development & University Relations	2,894,486	
<b>Commonwealth Educational System:</b>			Educational Equity	11,628	
Abington-Ogontz Campus	1,015,555		Finance & Business	20,871,216	
Allentown Campus	292,179		Finance & Business-Housing & Foods	4,858,520	
Altoona Campus	1,454,273		Finance & Business-Physical Plant	61,522,367	
Beaver Campus	588,876		Intercollegiate Athletics	4,012,613	
Berks Campus	955,087		International Programs	117,094	
Delaware County Campus	668,143		Research & Graduate Education	21,456,367	
DuBois Campus	492,274		Student Affairs	3,188,679	
Fayette Campus	443,929		Undergraduate Education	443,067	
Hazleton Campus	658,241		University Arts Services	395,839	
McKeesport Campus	592,578		University Libraries	8,734,603	
Mont Alto Campus	579,152		<b>Total</b>	<b>160,989,416</b>	<b>51.5</b>
New Kensington Campus	779,368		Milton S. Hershey Medical Center	96,682,291	<b>31.0</b>
Schuylkill Campus	419,176		<b>Grand total</b>	<b>312,358,741</b>	<b>100.0</b>
Shenango Campus	497,937				
Wilkes-Barre Campus	481,950				
Worthington Scranton Campus	490,012				
York Campus	780,412				
<b>Sub-total</b>	<b>11,189,142</b>				

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY EXPENDITURE TYPE  
 1994-95

Expenditure type	Total amount	Percentage of grand total
Books & Periodicals	\$8,729,022	2.8%
Communications Services	5,274,037	1.7
Conferences & Groups Activities	1,106,250	0.4
Employee Benefits Billed	107	0.0
Equipment Budget	60,413,521	19.3
Freight Charges	7,468,040	2.4
Insurance & Interest	1,683,619	0.5
Legal Expense	2,379,574	0.8
Miscellaneous	3,683,151	1.2
Property Expense	4,481,026	1.4
Publications, Printing & Copying	7,672,151	2.5
Repairs, Alterations & Capital	60,802,559	19.5
Student Aid	156,605	0.1
Supplies & Materials for Resale	62,118,183	19.9
Supplies, Materials & Services	51,643,948	16.5
Travel Expense	9,123,386	2.9
Utilities Purchased	25,623,562	8.2
Grand total	312,358,741	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
1994-95

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than \$1 million:			Vendor contracts greater than \$500,000 but less than \$1 million--(continued):		
Barclay White, Inc.	\$10,727,043		Hewlett Packard Co.	870,630	
West Penn Power	10,034,289		VWR	856,133	
IBM Corp.	9,575,838		Whitehill Lighting	\$846,412	
Foxmeyer Drug Co.	8,346,189		Beckman Instruments	821,032	
US Air	7,350,307		Alling & Cory	801,940	
Apple Computer, Inc.	6,801,385		Hughes Aircraft Co.	800,432	
PP&L	5,277,980		Delaware Valley	796,331	
Siemens	4,977,963		Public Broadcasting	781,486	
Owens & Minor, Inc.	4,549,089		Morgan Guaranty	778,268	
Tennessee Wholesale	4,323,651		Julicher Sports Facility	772,007	
AT&T	3,481,999		Michael Baker Jr., Inc.	738,537	
The Faxon Co., Inc.	3,353,604		PECO	734,825	
Baxter Healthcare	2,976,396		Robert D Lynch Associates	732,100	
Xerox Corp.	2,938,638		Miles, Inc.	727,874	
Farfield Co.	2,844,532		University of Washington	720,235	
Boise Cascade	2,621,820		Abbott Laboratories	706,947	
L C Anderson Son, Inc.	2,385,018		E I Dupont	685,689	
McQuaide, Blasko, Schwartz, Fleming & Faulkner	2,379,574		Master Computer	678,163	
Fisher Scientific Co.	2,087,772		Moore Bus Forms, Inc.	653,938	
Bell Atlantic-PA	2,057,321		Wohlson Construction	647,978	
Bradford Coal Co., Inc.	2,048,540		E N Dunlap	634,463	
Sun Microsystems, Inc.	1,953,619		Toshiba	626,066	
E&I Coop Service	1,861,071		Anixter, Inc.	620,189	
Cedar Computer Center	1,857,330		Acromed Corp.	614,489	
Gateway 2000	1,774,197		Sigma Chemical Co.	614,247	
Glenn O Hawbaker, Inc.	1,630,136		Curtin Matheson	605,674	
Picker International	1,550,174		Eastman Kodak, Inc.	599,368	
PHICO Insurance Co.	1,525,846		The Douglas Stewart	589,280	
American Red Cross	1,429,016		Cobe Labs, Inc.	575,773	
Johnson Controls, Inc.	1,355,967		Cisco Systems, Inc.	568,722	
Leica, Inc.	1,263,766		Digital Equipment	549,058	
West Virginia University	1,200,599		King Coal Sales, Inc.	546,344	
Varian	1,170,188		Bruker Instruments	535,375	
Nittany Office Equipment	1,051,196		Central PA Blood Bank	535,310	
GE Medical Systems	1,034,649		The Hite Co.	533,426	
Charles Rider	1,031,575		Federal Express Co.	530,104	
Total	122,928,277	39.3%	Amerisource Corp.	526,587	
			Bill Macintyre	522,571	
Vendor contracts greater than \$500,000 but less than \$1 million:			Duquesne Light Co.	513,641	
Commonwealth Assoc.	\$992,688		Wickersham Construction	512,025	
Yankee Book Peddler	983,259		R R Donnelly	508,165	
Harrisburg Paper Co.	961,263		Total	34,234,733	11.0%
Commercial Printing	946,756				
3M	942,974		Vendor contracts less than \$500,000:		
UGI Corp.	928,655		Total	155,195,731	49.7
Leonard S Fiore., Inc.	876,403		Grand total	312,358,741	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 1994-95

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$175,969,767	56.3%
Out-of-State	136,388,974	43.7
Grand total	312,358,741	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 1994-95

Academic/administrative unit	Total amount	Percentage of grand total	Academic/administrative unit	Total amount	Percentage of grand total
Chancellor:			Senior Vice Chancellor and Provost:		
Athletics	\$1,759,987		College of Arts and Sciences	\$60,742	
Chancellor	207,727		College of General Studies	450,361	
Secretary of the Board of Trustees	157,950		Faculty of Arts and Sciences-Dean	4,481,732	
Vice Chancellor, Student & Public Affairs	1,712,014		Faculty of Arts and Sciences-Humanities	999,677	
Vice Chancellor, Institutional Advancement	1,392,769		Faculty of Arts and Sciences-Natural Sciences	3,294,383	
Total	5,230,447	2.4%	Faculty of Arts and Sciences-Social Sciences	317,465	
General University:			Financial Aid	23,908	
General Expense	2,348,292		Graduate School of Public & International Affairs	485,750	
Payroll Special	15,000		Katz Graduate School of Business	1,264,016	
Renewals and Replacement	5,668		Learning Research & Development Center	2,353,989	
Total	2,368,960	1.1	Office of the Provost	2,532,117	
Senior Vice Chancellor, Business & Finance & Treasurer:			School of Library and Information Science	391,527	
Computing and Information Services	17,170,262		School of Education	903,527	
Controller and Assistant Treasurer	839,568		School of Engineering	2,092,349	
Facilities Management	61,150,934		School of Law	1,470,651	
General Counsel	223,797		School of Social Work	72,977	
Human Resources	424,626		Sponsored Research	2,393	
Office of the Associate Vice Chancellor, Budget & Administration	799,198		University Center for International Studies	1,241,897	
Office of the Associate Vice Chancellor Business	37,832,975		University Center for Social & Urban Research	2,677,559	
Office of the Senior Vice Chancellor, Business & Finance	734,628		University of Pittsburgh at Bradford	1,125,706	
Total	119,175,988	55.1	University of Pittsburgh at Greensburg	396,548	
			University of Pittsburgh at Johnstown	901,167	
			University of Pittsburgh at Titusville	122,850	
			University Honors College	10,177	
			University Library System	5,713,096	
			Total	33,386,564	15.4%

Senior Vice Chancellor, Health Administration: Senior Vice Chancellor, Health Administration Total	\$1,122,742 1,122,742	0.5	University of Pittsburgh Medical Center: Pittsburgh Cancer Institute School of Medicine University of Pittsburgh Medical Center Administration Western Psychiatric Institute & Clinic Total	\$347,406 25,923,433 15,090,394 2,318,254 43,679,487	20.2
Senior Vice Chancellor, Health Sciences: Graduate School of Public Health School of Health & Rehabilitation Sciences School of Dental Medicine School of Nursing School of Pharmacy Senior Vice Chancellor, Health Science Total	5,014,531 797,391 3,292,030 355,621 500,155 1,229,225 11,188,953	5.2	Grand total	216,153,141	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
 CONTRACTS<sup>1</sup>  
 BY EXPENDITURE TYPE  
 1994-95

Expenditure type	Total amount	Percentage of grand total
Facility Alterations	\$922,414	0.4%
Facility Operating Costs	41,816,644	19.3
Insurance	3,628,426	1.7
Library Acquisitions	6,746,730	3.1
Mail	4,114,196	1.9
Printing / Publishing	2,991,904	1.4
Professional Memberships	801,800	0.4
Professional Services	50,743,581	23.5
Purchases For Resale	18,813,922	8.7
Routine Maintenance	2,074,181	1.0
Space Rental	4,508,716	2.1
Supplies / Equipment	50,223,271	23.2
Telephone	6,863,906	3.2
Utilities	21,903,451	10.1
<b>Grand total</b>	<b>216,153,142</b>	<b>100.0</b>

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by University of Pittsburgh.



UNIVERSITY OF PITTSBURGH  
CONTRACTS'  
BY CONTRACT SIZE  
1994-95

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than \$1 million:			Vendor contracts greater than \$500,000 and less than \$1 million--(continued):		
Duquesne Light Co.	\$14,824,973		L & M Industrial Co.	\$871,754	
Marriott	14,675,537		McCarl's Services, Inc.	867,099	
Presbyterian Univ Hospital	8,783,826		Westinghouse Electric Corp.	809,388	
University of Pittsburgh Medical Center	8,732,689		Sun Microsystems, Inc.	784,268	
Mascaro, Inc.	5,973,607		Children's Hospital of Pittsburgh	749,750	
Dick Enterprises, Inc.	4,874,026		Dell Marketing, L .P.	741,779	
AT&T	3,839,075		Prentice-Hall, Inc.	701,612	
Treasurer City Schools	4,414,857		Login Bros Book Co.	697,021	
Apple Computer, Inc.	3,291,738		Burt Hill Kosar Rittlemann	692,286	
Postmaster	3,048,558		McKamish-Chesapeake, Inc.	688,451	
Gateway 2000	2,770,278		Volpatt Construction Corp.	677,472	
Bell of Pennsylvania	2,619,775		United Parcel Service	674,566	
Xerox Corp.	1,843,670		EBESCO	669,505	
A. Martini & Co., Inc.	1,742,704		Sigma Chemical Co.	657,454	
Reginella Construction	1,698,316		City of Pittsburgh	657,147	
J R Bunn, Inc.	1,551,985		Digital Equipment Corp.	646,285	
PWSA	1,388,555		UACCMF	637,523	
Bruce & Merrilees	1,332,056		Du Pont Co.	632,834	
D & K Electronics	1,304,667		Ram Data Systems	585,316	
Lenzner Coach Lines	1,106,315		Harcourt Brace & Co.	556,064	
Blackwell's	1,095,487		Educational Testing Service	546,196	
Carnegie Mellon University	1,082,686		Allegheny County		
Copley Systems	1,080,796		Sanitary Authority	532,704	
Pinkerton	1,075,193		Perkin-Elmer Corp.	529,032	
Total	94,151,369	43.5%	TEDCO Construction Corp.	528,747	
			Franklin Interiors	528,717	
			Marsh & McLennan, Inc.	515,342	
			Total	20,866,405	9.6%
Vendor contracts greater than \$500,000 and less than \$1 million:			Vendor contracts less than \$500,000:		
John Savoy & Son, Inc.	944,781		Total	\$101,135,540	46.8
Leonard S Fiore, Inc.	939,301				
Schindler Elevator Corp.	920,613		Grand total	216,153,314	100.0
Rittenhouse Book Distribution, Inc.	883,398				

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 1994-95

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$134,891,854	62.4%
Out-of-State	81,261,289	37.6
Grand total	216,153,143	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 1994-95

Academic/administrative unit <sup>2</sup>	Total amount	Percentage of grand total
President	\$2,739,095	1.8%
Provost	22,022,626	14.3
Executive Vice-President	351,302	0.2
Vice-President, CFO & Treasurer	23,437,712	15.2
Vice-President, Computer/Information	10,070,884	6.5
Vice-President, Development/Alumni Affairs	869,811	0.6
Vice-President, Health Science Center	20,887,118	13.6
Vice-President, Operations	61,108,388	39.7
Vice-President, Public Affairs	2,996,249	1.9
Vice-President, Students	9,505,262	6.2
Grand total	153,988,447	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

2. Includes larger academic/administrative units only. Details for smaller units are available upon request from the Joint State Government Commission.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY EXPENDITURE TYPE  
 1994-95

Expenditure type	Total amount	Percentage of grand total
1199 Guild Welfare Fund	\$3,858,301	2.5%
1199 SW Welfare & Benefits	183,550	0.1
Academic Receptions	10,469	0.0
Advertising - Promotional	1,319,287	0.9
Advertising - Recruiting	321,273	0.2
Amortization of ISSU Cost	14,350	0.0
Anesthetics	192	0.0
Animal Lab	14,393	0.0
Animals	285,190	0.2
Architect - Engineer Fees	1,208,359	0.8
Art Supplies	86,418	0.1
Audio Visual	46,701	0.0
Audio Visual - Purchases	12,262	0.0
Audio Visual - Rentals	114,230	0.1
Auditing Fees	268,727	0.2
Banking Fees	44,693	0.0
Bonds Insurance Cost	3,690	0.0
Books	8,457	0.0
Books - Library	1,105,090	0.7
Books - Not Library	176,398	0.1
Broadcasting Fees	10,500	0.0
Building Improvements	296,949	0.2
Building Repair	14,352	0.0
Cadavers	23,152	0.0
Capital Lease - Movable Equipment	77,219	0.1
Catalogs	9,200	0.0
Cellular Phone Services	48,984	0.0
Central Publication	2,184,645	1.4
Chemicals for Lab Tests	1,579,257	1.0
Claim Settlements	75,239	0.0
Clerical Contract	1,396,801	0.9
Clerical Stores	950,354	0.6
Client Clothing	1,186	0.0
Clinical Laboratory Test	94,152	0.1
Collection Fees	598	0.0
Commencement Cost	18,532	0.0
Commissions	21,390	0.0
Computer - Equipment	972,487	0.6

TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1994-95--(continued)

Expenditure type	Total amount	Percentage of grand total
Computer - Services	\$2,541,013	1.7%
Computer - Software	2,141,215	1.4
Computer - Software		
Maintenance Contracts	1,485	0.0
Computer - Work Stations	44,923	0.0
Conference - Registration Fees	354,509	0.2
Conference - Services	99,861	0.1
Consultant - Fees	1,270,070	0.8
Consultant - Travel	161,501	0.1
Copying Center	29,973	0.0
Copyright & Patent Filings	8,685	0.0
Court Costs	3,536	0.0
Dental Materials	436,160	0.3
Depreciation Expense	1,066,726	0.7
Diamond Club	12,600	0.0
Document Delivery	6,800	0.0
Drugs - Billed to Patients	187,375	0.1
Drugs - No Charge	33,221	0.0
Dues in Associations	808,660	0.5
Duplicating Service	29,370	0.0
Electronic Access	326	0.0
Electronic Media	20,050	0.0
Electronics Serials	123,252	0.1
Employee Bookstore Discounts	22,506	0.0
Endowment Transfer	2,425	0.0
Entertainment	104,732	0.1
Equipment - Expandable	825,214	0.5
Equipment - Fixed	340,126	0.2
Equipment - Maintenance Contracts	2,568,021	1.7
Equipment - Movable	7,442,975	4.8
Equipment - Repairs	21,474	0.0
Fac-Adm-Depend Tuition	5,783	0.0
Film	104,776	0.1
Films & Tracings	27,742	0.0
Food	6,214,592	4.0
Freight	77,995	0.1
Furniture	414,672	0.3
Gasoline & Oil	95,154	0.1
General Liability	306,581	0.2
Genesis/CNA Workers Compensation	3,045	0.0

TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1994-95--(continued)

Expenditure type	Total amount	Percentage of grand total
Gift Premiums	\$21,063	0.0%
Gold	134,053	0.1
Guarantees Paid	690,750	0.4
Home Game Expenses	279,248	0.2
Honoraria - Nontaxable	3,100	0.0
Honoraria - Taxable	85,586	0.1
Information Processing Service	51,225	0.0
Instruments	69,073	0.0
Insurance	739,447	0.5
Insurance - Administrative Dental Plan	832	0.0
Insurance - Basic Medical	16,478,245	10.7
Insurance - Blue Shield Dental	370,840	0.2
Insurance - Disability	47,133	0.0
Insurance - Employee	455,798	0.3
Insurance - Major Medical	70,727	0.0
Insurance - Other	11,831,778	7.7
Insurance - Unemployment	596,303	0.4
Insurance - Vision Plan	66,640	0.0
Interest	2,236	0.0
Interviewers - Taxable	329,897	0.2
Interviewers - Travel	251,937	0.2
Land	160,498	0.1
Land Improvements	296,872	0.2
Laundry	93,017	0.1
Leasehold Improvements	44,910	0.0
Legal Fees	1,649,119	1.1
Letter of Credit Fees	228,768	0.1
Library Binding	119,795	0.1
Library Conservation & Preservation	6,975	0.0
Library Continuation	615,553	0.4
Library of Congress Cards	500	0.0
License Fees	124,228	0.1
Light Bulbs	86,933	0.1
Linen Supplies	82	0.0
Lobbying	10,248	0.0
Magazines & Newspapers	622,315	0.4
Maintenance of Buildings	1,832,117	1.2
Maintenance of Grounds	92,756	0.1
Materials	1,402,130	0.9
Medical Communications	14,054	0.0

TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1994-95--(continued)

Expenditure type	Total amount	Percentage of grand total
Medical & Dental Care	\$213,191	0.1%
Metered Mail	84,110	0.1
Micromation Expense	38,605	0.0
Moving Expense	40,361	0.0
Office Machines	109,795	0.1
Officials - Sporting Events	5,937	0.0
Operating Lease - Movable	304,907	0.2
Other Capital Expenditures	441,698	0.3
Other General Expense	2,174,266	1.4
Other Outside Contracts	3,822,186	2.5
Other Outside Service	4,818,740	3.1
Oxygen & Other Gases	59,673	0.0
Parking	36,863	0.0
Parking Gate Cards	10,007	0.0
Parking Tokens	3,483	0.0
Participant Support	74,409	0.0
Patient Costs	315,328	0.2
Pension Plan - Equitable 72	1,208,353	0.8
Pension Plan - TIAA/CREF	3,695	0.0
Performance	92,330	0.1
Periodicals	1,448,118	0.9
Peripheral Computing	2,505	0.0
Personal Hygiene Supplies	9	0.0
Photography	47,399	0.0
Physical Plant Purchases	11,916,231	7.7
Postage	1,148,548	0.7
Printing - Forms	1,960,185	1.3
Printing - Papers	82,669	0.1
Printing - Reprints	112,678	0.1
Production Costs - Publications	132,158	0.1
Programs	1,275	0.0
Propane Gas	3,281	0.0
Protection - Contract	1,091,210	0.7
PTEA Welfare Fund	5,939	0.0
Publication Graphics	93,831	0.1
Real Estate Tax	47,379	0.0
Recreational Supplies	1,217	0.0
Recruiting	164,426	0.1
Rent - Buildings & Offices	2,436,733	1.6
Rent - Equipment	649,898	0.4

TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1994-95--(continued)

Expenditure type	Total amount	Percentage of grand total
Rent - Typewriters	\$632	0.0%
Repairs - Books	27,347	0.0
Repairs - Machinery	1,537,213	1.0
Repairs - Vehicles	242,303	0.2
Royalties	34,683	0.0
Safety Office Patrol	2,430	0.0
Salary Recovery - Outside	69	0.0
Scholarships & Prizes Awards	19,847	0.0
Services - Library	33,160	0.0
Short Term Accident (Insurance)	50	0.0
Split Charge Validation	930,004	0.6
Stationery & Supplies	485,952	0.3
Stipends - Nontaxable	4,240	0.0
Stipends - Taxable	9,765	0.0
Student Trips	112,898	0.1
Sub-contracts over \$2,500	3,635,260	2.4
Supplies - General	5,890,418	3.8
Supplies - General Transfers	61,410	0.0
Supplies - Instructional	262,497	0.2
Supplies - Radio & TV	23,910	0.0
Supplies - Rehabilitation	16,071	0.0
Supplies - Washroom	166,033	0.1
Surgical Supplies - Billed	165,505	0.1
Surgical Supplies - No Charge	72,419	0.0
Taxes	851,080	0.6
Taxes - Business Privilege	1,630	0.0
Team Holiday Living Expenses	68,643	0.0
Team Pre-game Expenses	84,755	0.1
Team Trips	611,868	0.4
Teeth	25,994	0.0
Telecon Equipment	5,746	0.0
Telephone Service	17,634	0.0
Telephone & Telegraph	3,617,892	2.3
Temple News Advertising	1,105	0.0
Tests	72,792	0.0
Tools - Expendable	14,003	0.0
Transportation	2,965	0.0
Travel - Foreign	126,978	0.1
Travel - Instructional	21,049	0.0
Travel Trainee	34,159	0.0



TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1994-95--(continued)

Expenditure type	Total amount	Percentage of grand total
Tuition - Expense	\$48,843	0.0%
Tuition - Refunds	1,836	0.0
TV Services	279	0.0
Utilities - Fuel Oil	325,086	0.2
Utilities - Gas	3,287,038	2.1
Utilities - Light	9,554,051	6.2
Utilities - Steam	47,156	0.0
Utilities - Water & Sewage	1,175,292	0.8
Vehicles	1,266	0.0
Wearing Apparel	132,823	0.1
Window Cleaning Contract	34,240	0.0
Work in Process	91,570	0.1
<b>Total</b>	<b>153,988,447</b>	<b>100.0</b>

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
1994-95

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
<b>Vendor contracts greater than \$1 million:</b>			<b>Vendor contracts greater than \$100,000 but less than \$500,000:</b>		
PECO	\$9,697,675		Fluidics, Inc.	\$497,440	
PHICO Insurance Co.	6,709,113		Hewlett Packard	495,963	
Temple University Hospital	6,400,084		Blackwell North America	489,966	
Independence Blue Cross	5,870,455		William Drayton Co.	447,200	
Bell Atlantic	5,720,810		Collins Mechanical Service	434,860	
Marriott Corporation	5,426,295		Equitable Life Assurance	430,728	
Alexander & Alexander	4,801,842		Walnut-Chancellor Associates	423,660	
1199 National Benefit Fund	4,002,623		Havertown Printing	419,530	
Philadelphia Gas Works	3,208,873		Par Technologies, Inc.	377,408	
U S Healthcare	2,737,731		Florkowski Builders	376,353	
R. M. Shoemaker Co.	2,565,480		Billows Electric Supply	373,774	
SCT Software	1,755,033		Rhoads Metal Works, Inc.	358,663	
Isard-Greenberg, Inc.	1,746,563		IDX National User's Conference	343,201	
The Faxon Co., Inc.	1,688,309		KPMG Peat Marwick	321,231	
Xerox Corp.	1,355,331		Hawthorne	309,233	
Johnson & Higgins of NY	1,335,206		Davis Advertising	302,671	
Vitetta Group/TVSA	1,250,867		CIC/Copley Systems	300,869	
ISS International Service	1,211,918		Doubletree Guest Suites	300,572	
Keystone Health Care Plan	1,174,592		Simplex Time Recorder	298,733	
Otis Elevator Co.	1,137,831		Pasquale Portolese, Inc.	284,200	
Wells Fargo Alarm Service	1,083,114		Albert Einstein College of Medicine	281,332	
Water Resource Bureau	1,057,835		Protocall, Inc.	277,993	
Gateway 2000	1,022,947		Seidel Gonda Lavorgria	275,198	
World Travel	1,022,683		Devece & Shaffer, Inc.	270,546	
Total	73,983,210	48.0%	DuPont Co.	269,834	
<b>Vendor contracts greater than \$500,000 and less than \$1 million:</b>			A. T. Kearney, Inc.	264,330	
Ballard, Spahr & Andrew	975,169		Diamond Club	262,578	
Foote, Cone & Belding	972,833		Enpak Service Co., Inc.	249,848	
Fisher Scientific	934,506		E&I Cooperative Service	249,075	
Kent Dental Supply	931,718		Wasserman Properties	244,539	
City of Philadelphia	852,776		Sigma Chemical Co.	242,464	
Computerland	800,061		VWR Scientific	233,959	
Philadelphia Stationers, Inc.	789,783		Research Libraries	231,830	
PNC Bank	787,528		Unum Life Insurance Co. of America	230,226	
Turner Construction Co.	780,131		Morgan Guaranty Trust	228,768	
E. Clifford Durell & Son	666,618		Delta Removal	228,381	
Apple Computer	625,912		Consolidated Revere	228,233	
PA Unemployment Fund	592,325		Lex Electric Co., Inc.	226,154	
Wistar Institute	592,187		L. F. Driscoll Co.	212,401	
Barnes & Noble	561,293		Staff Builders	212,212	
Blue Cross/Blue Shield	548,316		Federal Express Corp.	204,372	
Select Temporary Services	543,251		Life Technologies	203,832	
AT&T	524,629		Airco	201,937	
Purchasing Fund Office	511,472		Today's Temporary	198,979	
Postmaster General	510,135		Edekstein's Carpet	198,492	
Greater Atlantic Health	503,582		Corestates Dealer Service	198,221	
Total	14,004,225	9.1	SOMA, Inc.	196,727	
			Lab Products, Inc.	192,154	
			William Shaeffer & Sons	191,400	
			Larry C. McCrea, Inc.	189,565	

TEMPLE UNIVERSITY  
 CONTRACTS BY CONTRACT SIZE 1994-95--(continued)

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than \$100,000 but less than \$500,000--(continued):			Vendor contracts greater than \$100,000 but less than \$500,000--(continued):		
The Pennsylvania State University	\$187,958		Zenith Data Systems	\$137,306	
Eastman Kodak	184,742		Maple-Vail	136,894	
Tripodi Construction Co.	183,225		Society of American Fight Div.	136,143	
Cantol, Inc.	182,043		General Express	136,012	
Baker Graphic Arts, Inc.	181,081		Lewis Jones Maintenance Service	135,641	
Concrete Construction	178,584		Anister Brothers, Inc.	134,562	
William Betz Co.	178,261		Cinconn Systems	133,825	
Bettinger Co.	177,521		Dun & Bradstreet Software	133,788	
Esis Customer Service	172,648		F.C. Haab Co., Inc.	133,629	
Postage by Phone System	170,975		Chilton Co.	133,141	
Philadelphia Suburban Development	167,119		Buckman Printing Co.	132,414	
Lancaster-Lebanon Intermediate Unit	166,461		Scranton Temple Residences	128,454	
Atkins Office Products	165,571		Bochringer Mannheim	128,043	
Millar Elevator Service	165,233		Wert Bookbinding, Inc.	127,180	
Marstan Industries, Inc.	164,117		Eagle Lodge Properties	126,977	
Thomason-Shore, Inc.	163,549		Harrisburg Parking Authority	126,809	
Eduserve Technologies	161,480		Memorex Telex Corp.	125,612	
USA Waste Hauling of PA	161,200		Microage	125,216	
Yellowbird Bus Co., Inc.	161,008		Betz Entec, Inc.	124,649	
Canteen Corp.	160,310		W. A. Gregory & Co., Inc.	123,793	
Philip Drinker Society	160,215		Franklin Chemical	121,529	
Silicon Graphics, Inc.	158,677		Jos. Stokes Jr. Research	120,355	
The Gerngross Corp.	158,094		Bio Rad Laboratories	118,011	
West Virginia University	157,692		Thomas Scientific	116,532	
Hotel Hershey	157,831		Baum Printing	114,636	
Lenkenau Hospital	155,740		Archibald Allen, Inc.	113,351	
OEI Business Forms	155,627		Docucare	112,370	
University Business Machines	155,371		Congressional Information	112,090	
Digital Equipment Corp.	155,011		Francis, Cauffman, Foley	110,157	
Vintage Color Graphic	154,709		Marel Construction	109,859	
University of Pennsylvania	154,681		University Microfilms	109,464	
ASBMB	152,700		Congreso de Latinos University	109,253	
City Wide Improvement & Planning	152,352		Optical Apparatus Co.	108,639	
Holiday Inns	152,348		Pennridge Pediatric	108,228	
Creative Nonfiction	150,405		Sugar Loaf	107,800	
Ag Administrators	149,500		KSP Communications	107,778	
Lancaster Host Golf Resort	149,115		Atlantic Express of PA	106,195	
Norrell Services	147,705		West Publishing Co.	105,164	
Geppert Brothers, Inc.	146,595		United Parcel Service	104,672	
Trane Co.	146,513		Lancaster Heart Foundation	104,524	
Brandywine Realty	146,073		Pharmacia Hepar	103,294	
PJA	145,566		Amersham Life Science	101,664	
J. J. Dougherty, Inc.	143,365		United Refrigeration, Inc.	101,229	
Command Web Offset	143,220		Ogden Entertainment	100,386	
Comptroller's Office	142,172		East Carolina University	100,008	
GEAC Computers, Inc.	140,978		Syracuse University	100,000	
Computer Associates	140,193		Total	\$27,850,805	18.1%
HIP of NJ	139,566		Vendor contracts less than \$100,000:		
Tac-Temps	138,496		Total	\$38,150,207	24.8
JDA Office Products	138,098		Grand total	\$153,988,447	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor within each academic/administrative unit, from all sources of funding.

SOURCE: Data provided by Temple University.



## **IV. RETIREMENT AND TUITION BENEFIT POLICIES**

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Retirement policies for faculty and staff, and tuition benefit policies for faculty, staff and dependents, are presented. Retirement policies include the name of the administrator of each university's retirement plan, and a general summary of each plan's provisions. Tuition benefit policies include the persons who are eligible for tuition discounts, as well as the amount of the discounts.

### **RETIREMENT POLICY: LINCOLN UNIVERSITY**

The retirement plan available to the faculty and staff of Lincoln University is administered by the Teachers Insurance and Annuity Association-College Retirement and Equity Fund (TIAA-CREF).

TIAA-CREF, whose membership is limited exclusively to employees of colleges, universities and related institutions, is really two separate defined contribution plans. TIAA is based on fixed-income investments. CREF is an alternative plan based on the variable returns on equity investments.

Benefits for both plans depend on contributions from an employee and Lincoln University, the employee's age, and the investment performance of TIAA-CREF. These plans also have a number of retirement options available. Lincoln University's contribution rate (set by the Commonwealth) was 9.29 percent of gross salary in 1994-95.

**TUITION BENEFIT POLICY:  
LINCOLN UNIVERSITY**

Lincoln University offers tuition benefits to spouses and dependent children of faculty members and administrative staff. They may attend undergraduate programs in the fall and spring semesters tuition free. Other employees are awarded the same benefits after three/four years of full-time continuous employment.

**RETIREMENT POLICY:  
THE PENNSYLVANIA STATE UNIVERSITY**

Two alternative retirement plans are available to the faculty and staff of The Pennsylvania State University: the State Employees' Retirement System (SERS) and the Teachers Insurance and Annuity Association-College Retirement and Equity Fund (TIAA-CREF). A small number of the university's employees (less than 1 percent) are members of the Public

School Employees' Retirement System (PSERS) and the Federal Civil Service Retirement System.

Election of membership in a retirement plan is mandatory for all full-time faculty and staff. In addition, election is mandatory for part-time employees who have completed 750 hours of employment in a year. Retirement benefits from SERS and TIAA-CREF supplement Social Security benefits.

SERS, the retirement plan available to nonpublic school employees of the Commonwealth, is a defined benefit plan. The benefit formula is based on an employee's years of credited service and final average salary, and a fixed percentage factor. There are several benefit options available, involving annuity and present value guarantees, survivor annuities, and lump-sum withdrawals. The employee contribution rate is 5 percent of gross salary; Penn State's contribution rate (set by the Commonwealth) was 9.03 percent of gross salary in 1994-95.

TIAA-CREF, whose membership is limited exclusively to employees of colleges, universities and related institutions, is really two separate defined contribution plans. TIAA is based on fixed-income investments. CREF is an alternative plan based on the variable returns on equity investments. Benefits for both plans depend on contributions from an employee and Penn State, the employee's age and the investment performance of TIAA-CREF.

These plans also have a number of retirement options available. Penn State's contribution rate (also set by the Commonwealth) was 9.29 percent of gross salary in 1994-95.

**TUITION BENEFIT POLICY:  
THE PENNSYLVANIA STATE UNIVERSITY**

The Pennsylvania State University offers tuition benefits, known as grants-in-aid, to faculty, staff, their spouses and dependent children. Grants-in-aid are available to cover tuition costs of regular credit courses at all university locations.

Faculty and staff are eligible to receive grants-in-aid amounting to 75 percent of regular course tuition. Staff employees may apply for grants-in-aid to cover up to 80 hours of absence from their regular employment per academic year. Employees' scheduling of classes (including academic employees) is limited to 16 credits per academic year. Spouses and dependent children of employees are permitted to apply for grants-in-aid that amount to 75 percent of regular tuition. Various other limitations apply and are enumerated in the official Penn State grant-in-aid policy statements.



## RETIREMENT POLICY UNIVERSITY OF PITTSBURGH

Two alternative retirement plans are available to the faculty and staff of the University of Pittsburgh: a Contributory Tax-Deferred Annuity Plan (with employee and university contributions invested and benefits administered by either TIAA-CREF or the Vanguard Group) and a Noncontributory Defined Benefit Pension Plan (with university contributions only invested and benefits administered as a university trust fund).

Full-time faculty, faculty librarians and research associates; part-time faculty who are tenured or in the tenure stream; part-time faculty librarians who have an expectation of continuing employment; and all regular full- and part-time staff are eligible for membership. Employees eligible for the Contributory Plan, who do not elect membership, are enrolled under the terms of the Noncontributory Plan. In addition, part-time and temporary employees who are not eligible for the Contributory Plan are covered by the Noncontributory Plan if they fulfill the hours of service and years of service required by this plan. Employees covered by separate collective bargaining agreements participate in the plans specified in their respective agreements.

The Contributory Plan is a tax-deferred defined contribution plan with employee and university contributions. The retirement benefit is based on total contributions, an employee's age, spouse's age, payout option selected,

and the investment performance of either TIAA-CREF or the Vanguard Group, the investment company chosen by the employee to administer his account. The plan has a number of options available. Employee contributions under the plan are made before Federal income taxes, but after Social Security contributions, so that contributions are tax-deferred and retirement benefits are separate from Social Security benefits. An employee's contribution rate, chosen by the employee, can vary from 3.0 to 8.0 percent of gross salary (6 contribution rate choices are available). During a delayed vesting period of three years, the university matches the employee's contribution. After a three-year vesting period, the University of Pittsburgh's contribution rate (set by the university to coincide with the employee's contribution rate) varies from 4.5 to 12 percent of gross salary. An Accelerated Plan option is available to vested employees aged 52 through 55, under which an employee can make the maximum contribution for a limited number of years and the university makes increased matching contributions. The maximum period for this option is 120 months or age 65, whichever occurs first.

The Noncontributory Plan is a defined benefit plan with university contributions but no employee contributions. The retirement benefit depends on an employee's age, years of service, salary while participating in the plan, and the university's contributions made on his behalf. Participants under this

plan also have the opportunity to make pre-tax contributions to a Supplementary Retirement Account, administered by either TIAA-CREF or the Vanguard Group. Contributions to supplementary accounts are not part of the Contributory Plan and are not matched by the university, but are tax-deferred. Because contributions are made from salaries on which Social Security contributions have been made, retirement benefits from this option supplement Social Security benefits.

**TUITION BENEFIT POLICY:  
UNIVERSITY OF PITTSBURGH**

The University of Pittsburgh offers tuition benefits for faculty, staff, their spouses and dependent children. All can receive tuition scholarships if enrolled at the university. Additionally, dependent children of employees who accepted offers of employment by September 1, 1994 and fulfill salary eligibility criteria receive tuition scholarships if enrolled at other accredited institutions. Children also receive tuition scholarships if enrolled at the Falk School.

All employee recipients of the scholarships are eligible to receive funding for the first six credits of each academic term. Classified staff (excluding faculty) are eligible for an additional two credits of undergraduate study in pursuit of a first baccalaureate degree. In the case of faculty and

staff, a charge of 3 percent and 10 percent for undergraduate and graduate tuition, respectively, is administered. Spouses are eligible for six credits for either undergraduate or graduate study, and pay a fee of 10 percent of tuition regardless of academic level. Children of faculty and staff are not charged the percentage fee, and receive full tuition for a maximum of 12 terms of full- or part-time undergraduate study leading to a first baccalaureate degree.

#### RETIREMENT POLICY: TEMPLE UNIVERSITY

Most of the faculty and staff of Temple University are members of the Teachers Insurance and Annuity Association-College Retirement and Equity Fund (TIAA-CREF). There are several other small retirement plans available, but membership in these plans is small.

TIAA-CREF, whose membership is limited exclusively to employees of colleges, universities and related institutions, is really two separate defined contribution plans. TIAA is based on fixed-income investments. CREF is an alternative plan based on the variable returns on equity investments. Benefits for both plans depend on contributions from an employee and Temple University, the employee's age and the investment performance of TIAA-CREF. These plans also have a number of retirement options

available, including early retirement. Temple University contributes at a rate of 8.5 percent of an employee's annual salary up to the Social Security base, and 13 percent for annual salary in excess of that base, provided the employee elects to contribute 4.5 percent and 5 percent, respectively.

TUITION REMISSION POLICY:  
TEMPLE UNIVERSITY

Temple University offers tuition benefits to its faculty, staff, their spouses and their dependent children. Faculty and administrative employees are permitted reimbursement for 6 semester hours for undergraduate or graduate courses, excluding professional schools. Spouses of faculty and executive staff receive one-half tuition for undergraduate and graduate courses. Dependent children may attend Temple as full-time matriculated students for up to 10 semesters. An additional \$870 cash allowance is awarded to dependent children attending undergraduate programs at other institutions. The cash allowance policy will be discontinued as of July 1, 1996.

Staff employees are allowed 6 semester hours under the same conditions as are faculty and administrative employees. Dependent children of staff employees are included under the plan for a period of 10 semesters as full-time matriculated students.

