

INFORMATION DISCLOSURE
OF THE
STATE-RELATED UNIVERSITIES

Staff Analysis
of 1997-98 Data
Reported Under 1997 Appropriations Acts

General Assembly of the Commonwealth of Pennsylvania
JOINT STATE GOVERNMENT COMMISSION
108 Finance Building
Harrisburg, Pennsylvania 17120
February 1999

The cover displays the obverse of the State Seal of the Commonwealth of Pennsylvania. The obverse of the seal contains a shield, upon which are emblazoned a sailing ship, a plough, and three sheaves of wheat. To the left of the shield is a stalk of Indian corn; to the right, an olive branch. The shield's crest is an eagle, and the entire design is encircled by the inscription "Commonwealth of Pennsylvania." These three symbols--the plough, the ship, and the sheaves of wheat--have, despite minor changes through the years, remained the traditional emblems of the Pennsylvania's State Seal. They were first found in the individual seals of several colonial Pennsylvania counties, which mounted their own identifying crests above the existing Penn Coat of Arms. Chester County's crest was a plough; Philadelphia County's crest was a ship under full sail; Sussex County, Delaware (then a part of provincial Pennsylvania) used a sheaf of wheat as its crest. The shield of the City of Philadelphia contained both a sheaf of wheat and a ship under sail. It was a combination of these sources that provided the three emblems now forming the obverse of the State Seal.

The release of this report should not be construed as an indication that the members of the Executive Committee of the Joint State Government Commission endorse all of the report's findings, recommendations or conclusions.

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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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FOREWORD

Pursuant to Act Nos. 37A, 38A, 39A, and 40A of 1997, 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 1997-98. Section II includes actual revenue and expenditure data for 1996-97 and 1997-98. Section III includes goods and services purchase contracts for 1997-98. 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. Changes in a university's academic or administrative units or expenditure types from last year will change the 1996-97 dollar amounts from

those shown in last year's report. The universities may have revised some 1996-97 data since the time of the publication of last year's report.

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

The number and average salaries of full-time faculty and staff are presented for 1997-98. 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 for groups of units within each university.

LINCOLN UNIVERSITY
NUMBER AND AVERAGE SALARIES OF FULL-TIME FACULTY
BY RANK AND ACADEMIC/ADMINISTRATIVE UNIT^o
1997-98

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		L
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Grand total	23	\$59,650	20	\$45,583	29	\$37,668	10	\$33,651	25

1. Data not available by 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
1997-98

Academic/administrative unit	Executive/ administrative/ management		Other professional non-faculty		Clerical/secretarial		Technical/ skilled/service	
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary
Grand total	91	\$43,976	0	--	110	\$21,658	83	\$21,

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
1997-98

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor	
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary
University Park Colleges:								
College of Agricultural Sciences	126	\$71,147	89	\$53,730	34	\$45,611	8	\$34,718
College of Arts & Architecture	29	64,518	68	47,090	42	36,686	6	28,924
Smeal College of Business Administration	33	107,049	36	76,977	26	77,429	18	43,893
College of Communications	6	68,548	11	54,245	23	43,540	0	--
College of Earth & Mineral Sciences	69	82,729	29	58,315	26	46,905	11	32,109
College of Education	31	69,202	24	51,207	45	41,097	23	25,514
College of Engineering	119	88,569	74	64,755	62	51,281	14	29,026
College of Health & Human Development	49	76,054	34	55,023	57	44,611	65	32,273
College of The Liberal Arts	128	79,118	113	51,093	87	42,004	6	37,062
Eberly College of Science	118	86,177	50	53,867	52	44,864	35	28,566
Total	708		528		454		186	
Academic Support Units:								
Computer & Information Systems	0	--	0	--	0	--	0	--
Research	3	nd	0	--	1	nd	0	--
Undergraduate Education	0	--	1	nd	1	nd	1	nd
University Libraries	0	--	0	--	0	--	0	--
University Outreach	0	--	2	nd	19	40,463	16	45,122
Total	3		3		21		17	
Administrative Support Units:								
Educational Equity	0	--	0	--	0	--	0	--
General & Academic Administration	0	--	0	--	0	--	0	--
Intercollegiate Athletics	1	nd	0	--	3	nd	17	52,299
Student Affairs	0	--	0	--	0	--	0	--
Total	1		0		3		17	

Other Penn State Locations:

Abington	10	62,150	26	49,689	22	39,907	31	30,570
Altoona	4	58,910	28	47,366	45	40,650	28	35,274
Beaver	1	nd	9	49,790	14	43,337	8	31,013
Berks	3	nd	13	49,769	24	41,928	10	38,508
Delaware County	9	61,695	17	52,379	17	39,898	3	nd
DuBois	3	nd	8	48,134	19	39,115	14	38,225
Erie	9	67,157	30	61,482	53	48,829	10	43,112
Fayette	2	nd	15	51,817	11	39,412	7	35,374
Great Valley	1	nd	9	63,804	15	51,436	2	nd
Harrisburg	19	75,189	49	58,551	57	48,003	10	38,984
Hazleton	4	58,655	13	48,671	14	39,753	17	34,769
Lehigh Valley	3	nd	6	45,328	4	45,274	2	nd
McKeesport	7	56,299	8	46,254	11	42,549	9	36,689
Mont Alto	3	nd	5	46,199	15	40,885	25	34,921
New Kensington	2	nd	14	49,549	12	42,779	11	36,248
Schuylkill	4	57,828	6	51,590	11	43,689	12	30,677
Shenango	2	nd	5	49,059	10	41,786	10	39,138
Wilkes-Barre	2	nd	6	51,279	17	42,596	9	37,090
Worthington Scranton	2	nd	13	49,998	19	43,134	17	38,192
York	2	nd	19	47,945	11	43,092	15	31,559
Total	92		299		401		250	
Sub-total	804	79,084	830	54,496	879	44,868	470	34,887
College of Medicine at Hershey	66	89,750	38	68,949	64	49,883	21	30,696
Total	66		38		64		21	
Grand total	870	79,893	868	55,129	943	45,209	491	34,707

1. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.
 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
1997-98

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Tec service
	Number	Average salary	Number	Average salary	Number	Average salary	Num
University Park Colleges:							
College of Agricultural Sciences	25	\$84,516	424	\$37,766	134	\$26,173	309
College of Arts & Architecture	9	92,000	21	32,769	30	26,805	13
Smeal College of Business Administration	12	132,327	43	33,821	46	23,792	2
College of Communications	3	nd	12	33,368	6	24,484	5
College of Earth & Mineral Sciences	10	115,650	32	36,503	45	26,903	31
College of Education	10	85,771	16	35,705	47	27,154	4
College of Engineering	27	106,612	70	39,143	108	24,951	48
College of Health & Human Development	15	96,635	25	33,683	79	26,134	36
College of The Liberal Arts	25	88,700	68	34,911	74	25,033	18
Eberly College of Science	13	111,468	43	37,515	86	24,931	59
Total	149		754		655		525
Academic Support Units:							
Computer & Information Systems	34	79,136	245	39,432	48	26,952	20
Enrollment Management & Administration	18	60,075	76	32,948	90	25,121	1
Graduate School	5	61,066	7	34,778	17	23,621	0
International Programs	4	74,682	14	31,515	11	24,579	0
Research	60	85,257	272	52,498	141	26,555	200
Undergraduate Education	18	61,996	50	35,971	34	27,227	4
University Arts Services	3	nd	15	33,465	9	25,691	2
University Libraries	7	81,684	37	35,808	149	25,483	31
University Outreach	20	69,753	133	35,282	105	23,913	47
Total	169		849		604		305
Administrative Support Units:							
Development & Alumni Relations	52	61,477	65	33,215	66	23,550	2
Educational Equity	6	61,234	14	35,222	6	26,994	0
Finance & Business	79	67,137	197	36,273	205	25,663	262
Finance & Business-Housing & Foods	20	53,615	52	34,718	60	23,745	463
Finance & Business-Physical Plant	27	60,518	85	41,666	44	25,696	725
General & Academic Administration	16	98,209	18	43,030	21	29,189	1
Intercollegiate Athletics	13	68,802	62	33,781	48	26,009	40
Student Affairs	32	58,340	98	35,743	82	22,524	43
University Relations	10	59,052	26	33,419	8	23,056	2
Total	255		617		540		1,538

Other Penn State Locations:							
Abington	7	61,659	28	34,736	35	24,504	47
Altoona	8	59,022	37	31,810	43	23,662	64
Beaver	5	60,010	16	31,007	14	25,610	28
Berks	6	70,418	22	32,531	21	24,248	47
Delaware County	3	nd	20	34,051	18	24,629	21
DuBois	5	58,769	13	33,464	13	25,360	13
Erie	16	78,933	47	34,319	46	24,188	88
Fayette	2	nd	10	37,338	17	25,670	11
Great Valley	4	79,782	19	36,099	29	23,539	14
Harrisburg	15	81,427	56	34,674	68	25,873	78
Hazleton	3	nd	16	33,495	16	24,754	41
Lehigh Valley	2	nd	11	31,394	12	24,342	7
McKeesport	5	64,368	24	35,434	15	25,676	24
Mont Alto	5	57,819	18	33,226	17	22,986	36
New Kensington	2	nd	5	37,560	15	23,597	12
Schuylkill	3	nd	11	31,441	11	26,656	22
Shenango	5	55,337	7	40,363	10	25,999	15
Wilkes-Barre	5	65,470	12	31,439	16	24,763	14
Worthington Scranton	4	72,039	12	34,506	16	24,574	14
York	6	60,006	22	33,117	20	24,523	17
Commonwealth College-Central Office	8	87,213	13	39,912	7	28,044	0
Total	119		419		459		613
Sub-total	692	75,464	2,639	37,882	2,258	25,248	2,981
College of Medicine at Hershey	35	117,076	157	37,547	110	25,472	205
Total	35		157		110		205
Grand total	727	77,467	2,796	37,863	2,368	25,258	3,186

1. Reflects the transfer of the University Hospitals to Penn Sate Geisinger Health System as of July 1, 1997.
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
1997-98

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor	
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary
Senior Vice Chancellor & Provost:								
College of Arts & Sciences	0	--	0	--	0	--	5	\$25,865
College of General Studies	0	--	0	--	0	--	0	--
Education-University Service Programs	0	--	0	--	0	--	10	32,443
Faculty of Arts & Sciences-Dean's Office and Mellon Professors	14	\$102,083	1	nd	0	--	0	--
Faculty of Arts & Sciences-Humanities	74	70,501	71	\$47,524	42	\$38,449	15	22,710
Faculty of Arts & Sciences-Natural Sciences	106	74,532	71	52,878	54	39,508	7	26,619
Faculty of Arts & Sciences-Social Sciences	52	79,130	40	51,354	24	44,521	0	--
Graduate School of Public & International Affairs	19	85,033	12	70,051	4	46,736	0	--
Katz Graduate School of Business	35	96,365	17	68,342	13	66,150	0	--
Learning Research & Development Center	4	100,075	0	--	2	nd	0	--
Senior Vice Chancellor & Provost	0	--	0	--	0	--	0	--
School of Education	21	73,711	55	57,604	14	41,077	3	nd
School of Engineering	40	84,389	39	57,737	17	47,189	0	--
School of Information Sciences	7	67,493	14	61,061	8	48,899	0	--
School of Law	23	102,789	4	77,194	6	55,766	4	35,359
School of Social Work	13	70,964	14	58,469	5	48,885	0	--
University Center for International Studies	1	nd	0	--	1	nd	0	--
University Center for Social & Urban Research	0	--	0	--	0	--	0	--
University Honors College	1	nd	0	--	0	--	0	--
University Library System	0	--	0	--	0	--	0	--
University of Pittsburgh at Bradford	9	54,871	22	44,011	28	35,712	7	29,760
University of Pittsburgh at Greensburg	10	53,528	24	43,587	16	34,736	8	29,144
University of Pittsburgh at Johnstown	20	58,672	71	45,717	29	33,299	16	31,527
University of Pittsburgh at Titusville	0	--	9	37,935	9	31,728	3	nd
Total	449		464		272		78	
Senior Vice Chancellor, Health Administration:								
Senior Vice Chancellor, Health Administration	0	--	1	nd	2	nd	0	--
Total	0		1		2		0	
Senior Vice Chancellor, Health Sciences:								
Graduate School of Public Health		25	94,808	24	61,696	54	48,751	2
School of Dental Medicine		9	76,045	33	55,866	35	41,975	0
School of Health & Rehabilitation Sciences		4	76,010	12	61,571	24	51,080	8
School of Nursing		3	nd	11	56,542	24	46,187	31
School of Pharmacy		11	68,375	11	54,846	24	47,015	1
Senior Vice Chancellor, Health Sciences		0	--	2	nd	0	--	0
Total		52		93		161		42

Sub-total	501	78,677	558	53,633	435	43,234	120
University of Pittsburgh Medical Center:							
School of Medicine	283	142,306	339	100,162	646	85,585	82
Total	283		339		646		82
Grand total	784	101,645	897	71,218	1,081	68,543	202

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
1997-98

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Tec service
	Number	Average salary	Number	Average salary	Number	Average salary	Num
Chancellor:							
Athletics	3	nd	63	\$46,243	23	\$20,813	5
Chancellor	12	\$104,271	25	35,078	14	25,005	2
General Counsel	7	85,315	1	nd	4	21,216	0
Secretary of the Board of Trustees	3	nd	1	nd	4	27,737	0
Vice Chancellor, Institutional Advancement	24	69,633	72	34,138	25	19,861	0
Total	49		162		70		7
Executive Vice Chancellor:							
Associate Vice Chancellor, Business	20	60,516	97	31,398	117	16,085	239
Associate Vice Chancellor, Human Resources	10	69,803	32	26,239	14	16,431	17
Facilities Management	9	66,829	59	33,166	8	19,780	346
Senior Vice Chancellor, Business & Finance	0	--	1	nd	1	nd	0
Vice Chancellor, Budget & Controller:							
Associate Vice Chancellor, Budget & Administration	19	70,616	46	34,965	26	18,996	0
Controller & Assistant Treasurer	12	62,662	50	27,915	40	18,303	0
Total	70		285		206		602
Senior Vice Chancellor & Provost:							
College of Arts & Sciences	2	nd	43	28,591	11	18,649	0
College of General Studies	4	43,647	17	29,180	12	19,005	0
Computing & Information Services	25	65,722	161	36,117	19	19,083	28
Education-University Service Programs	0	--	0	--	6	20,037	0
Faculty of Arts & Sciences-Dean's Office and Mellon Professors							
Faculty of Arts & Sciences-Humanities	0	--	27	27,066	19	18,077	1
Faculty of Arts & Sciences-Natural Sciences	4	53,639	116	25,248	49	19,367	28
Faculty of Arts & Sciences-Social Sciences	0	--	17	26,710	20	19,236	0
Graduate School of Public & International Affairs	4	68,235	11	33,935	12	24,566	0
Katz Graduate School of Business	6	65,762	50	30,525	32	19,416	1
Learning Research & Development Center	1	nd	28	31,517	11	21,492	0
Senior Vice Chancellor & Provost	53	90,270	106	29,633	82	18,191	13
School of Education	1	nd	28	29,211	22	22,000	4
School of Engineering	3	nd	31	33,387	25	20,664	5
School of Information Sciences	1	nd	12	31,008	8	22,756	1
School of Law	4	52,427	12	26,758	23	20,424	0
School of Social Work	1	nd	9	37,157	7	25,288	0
Summer Sessions	1	nd	2	nd	0	--	0
University Center for International Studies	2	nd	28	28,725	11	18,024	0
University Center for Social & Urban Research	7	59,545	33	28,983	12	18,931	0
University Honors College	0	--	2	nd	0	--	0
University Library System	2	nd	81	22,962	28	19,888	0

University of Pittsburgh at Bradford	7	61,941	48	29,843	25	19,602	11
University of Pittsburgh at Greensburg	2	nd	28	26,355	18	16,493	27
University of Pittsburgh at Johnstown	3	nd	72	31,392	50	18,772	70
University of Pittsburgh at Titusville	4	61,230	21	23,059	8	15,668	8
Vice Chancellor, Student Affairs	12	64,361	87	32,155	55	18,742	1
Total	151		1,078		570		198
Senior Vice Chancellor, Health Administration:							
Senior Vice Chancellor, Health Administration	1	nd	24	32,953	6	21,716	33
Total	1		24		6		33
Senior Vice Chancellor, Health Sciences:							
Graduate School of Public Health	8	53,999	216	29,075	75	20,917	1
School of Dental Medicine	1	nd	32	26,888	45	19,169	44
School of Health & Rehabilitation Sciences	1	nd	11	28,961	12	22,023	1
School of Nursing	2	nd	15	30,387	18	19,463	1
School of Pharmacy	1	nd	18	29,970	7	20,790	0
Senior Vice Chancellor, Health Sciences	6	132,173	13	28,892	13	15,446	0
Total	19		305		170		47
Sub-total	290	72,448	1,854	30,744	1,022	19,171	887
University of Pittsburgh Medical Center:							
School of Medicine	9	63,409	543	29,007	213	21,731	22
UPMC Administration	6	155,396	13	34,781	4	21,905	69
Total	15		556		217		91
Grand total	305	73,813	2,410	30,374	1,239	19,620	978

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
1997-98

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor	
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary
Administrative Services:								
Department of Bands	1	nd	0	--	0	--	0	--
Total	1		0		0		0	
Provost:								
Center for Human Development	2	nd	0	--	0	--	0	--
Center for Public Policy	0	--	1	nd	0	--	0	--
College of Arts & Sciences	170	\$86,131	140	\$62,808	86	\$41,025	6	\$34,523
College of Communication & Theatre	25	81,570	26	59,088	10	47,087	1	nd
College of Education	33	80,035	17	61,210	17	45,170	0	--
College of Engineering & Architecture	18	85,587	11	67,988	2	nd	0	--
College of Music	19	74,753	9	63,178	12	40,665	0	--
College of Social Administration	9	76,839	6	58,806	7	46,955	0	--
Health, Physical Education, Recreation & Dance	23	73,467	11	58,940	7	42,792	0	--
Japan	2	nd	0	--	0	--	0	--
Law School	35	112,983	12	88,138	4	43,680	0	--
Law School Library	0	--	1	nd	0	--	0	--
Law School Trial Advocacy	1	nd	0	--	0	--	0	--
School of Business & Management	46	97,293	57	73,951	24	63,918	3	nd
Tyler School of Art	27	74,767	12	54,423	12	38,606	0	--
Total	410		303		181		10	
Vice-President, Dean, Ambler:								
Architecture/Landscape Architecture	6	69,049	6	55,840	3	nd	0	--
Total	6		6		3		0	
Vice-President, Health Science Center:								
College of Allied Health Professions	6	78,231	15	59,441	24	51,177	1	nd
College of Pharmacy	8	82,247	4	73,970	11	62,793	0	--
Medical School	119	115,808	92	97,918	178	86,392	19	65,294
School of Dentistry	19	84,345	25	68,687	12	49,184	4	32,485
Total	152		136		225		24	
Vice-President, Students:								
Health Services	0	--	1	nd	0	--	0	--
Total	0		1		0		0	
Sub-total (excluding Medical School)	450	86,038	354	65,280	231	46,776	15	35,026
Grand total	569	92,264	446	72,012	409	64,017	34	51,940

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
 1997-98

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Tec service
	Number	Average salary	Number	Average salary	Number	Average salary	Nur
Administrative Services:							
Athletic Development	2	nd	1	nd	0	--	0
Athletic Medicine	1	nd	5	\$30,445	0	--	0
Athletics-Student Advising	0	--	4	31,235	0	--	0
Campus Safety Services	5	\$72,190	2	nd	2	nd	197
Community Relations	1	nd	2	nd	0	--	0
Facilities ManagementHealth Science Center	4	53,806	5	46,450	3	nd	77
Facilities ManagementMain Campus	23	60,120	9	39,267	14	\$22,513	349
Government Relations	1	nd	0	--	1	nd	0
Intercollegiate Athletics	9	66,332	42	49,270	8	28,145	5
Office of Affirmative Action	1	nd	3	nd	0	--	0
Personnel Services	18	64,554	14	36,057	22	25,576	1
Staff Benefits Management	5	69,090	4	41,541	8	24,276	0
Total	70		91		58		629
President:							
Chancellor's Office	0	--	0	--	1	nd	0
Executive Office of President	1	nd	3	nd	1	nd	0
Faculty Fellows	0	--	1	nd	0	--	0
Internal Audit	5	57,399	6	41,573	0	--	0
Office of Campus Development	1	nd	0	--	1	nd	0
Office of Marketing	1	nd	0	--	0	--	0
University Counsel	1	nd	4	66,506	2	nd	0
University Secretary	0	--	1	nd	1	nd	0
Total	9		15		6		0
Provost:							
Academic Resource Center	0	--	1	nd	1	nd	0
Blockson Collection	1	nd	2	nd	0	--	0
Business-Executive MBA Program	2	nd	0	--	1	nd	0
Center for Black Culture & History	1	nd	3	nd	1	nd	0
Center for Human Development	5	53,413	30	31,183	6	23,652	1
Center for Public Policy	11	72,177	26	37,601	9	25,838	0
Center for Social Policy	3	nd	14	31,090	4	23,050	1
College of Arts & Sciences	23	50,558	51	29,767	75	24,459	20
College of Communication & Theatre	3	nd	13	33,166	10	26,010	6
College of Education	7	58,011	12	30,048	19	23,513	0
College of Engineering & Architecture	1	nd	2	nd	3	nd	2
College of Music	9	53,285	8	28,432	4	21,438	1
College of Social Administration	5	50,874	8	35,773	7	25,875	0
Development Disability Center	5	64,910	13	31,430	1	nd	0

TEMPLE UNIVERSITY
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT 1997-98--(continued)

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Tec service
	Number	Average salary	Number	Average salary	Number	Average salary	Nur
Provost--(continued):							
Evening & Student Support Services	0	--	3	nd	0	--	0
Faculty Senate	0	--	1	nd	0	--	0
Graduate School Administration	1	nd	6	\$33,975	0	--	0
Health Science Center Academic Administration	1	nd	2	nd	0	--	0
Health, Physical Education, Recreation & Dance	0	--	6	34,580	6	\$22,845	1
International Law Program	2	nd	2	nd	0	--	0
Japan	0	--	1	nd	0	--	0
Law School	14	\$70,609	15	38,520	10	27,624	1
Law School Library	3	nd	10	31,773	1	nd	0
Law School Trial Advocacy	1	nd	1	nd	0	--	0
Military Science	0	--	0	--	1	nd	0
Office of Vice Provost	6	81,828	5	32,927	0	--	0
Paley Library	12	64,625	63	31,179	38	22,444	1
Provost	1	nd	4	42,078	1	nd	0
Rome	1	nd	0	--	0	--	0
School of Business & Management	19	56,385	24	30,295	20	24,075	0
Study Abroad	1	nd	3	nd	0	--	0
TU-Press Administration	6	61,534	6	26,951	0	--	1
Tyler School of Art	5	48,562	4	32,429	12	23,874	2
University Honors	1	nd	0	--	1	nd	0
University Writing Center	2	nd	0	--	0	--	0
Vice Provost for Faculty	1	nd	1	nd	0	--	0
Vice Provost for Undergraduate Studies	4	50,786	8	37,054	0	--	0
Total	157		348		231		37
Executive VicePresident:							
Executive VicePresident	1	nd	1	nd	2	nd	0
Total	1		1		2		0
Vice-President:							
Admissions	8	48,307	9	28,739	16	21,066	0
Catalogue Distribution	0	--	0	--	1	nd	0
Director of Communications	3	nd	7	28,859	2	nd	0
Office of Publications	2	nd	3	nd	1	nd	0
Student Academic Records	2	nd	1	nd	13	23,321	0
Student Financial Services	17	44,616	28	27,991	26	24,397	0
University Relations Administration	5	58,063	1	nd	3	nd	1
WRTI Operations-Temple Radio Station	3	nd	6	39,091	1	nd	0
Total	40		55		63		1

Vice-President, CFO & Treasurer:

Associate Vice-President for Budget & Planning	3	nd	2	nd	0	--	0
Associate Vice-President for Business Services	3	nd	2	nd	0	--	0
Cash Operations	3	nd	4	26,752	9	23,367	0
Comptroller Administration	12	62,112	18	31,354	17	24,322	0
Duplicating Services Administration	1	nd	0	--	10	26,365	0
Executive Compensation	26	171,391	0	--	0	--	0
Malpractice Insurance	0	--	2	nd	1	nd	0
Parking Services	5	40,199	4	27,331	4	25,047	0
Purchasing	3	nd	7	28,800	3	nd	0
Risk Management	2	nd	0	--	0	--	0
Stationary Supply Systems	0	--	1	nd	0	--	0
Sugarloaf Conference Center Administration	2	nd	0	--	0	--	0
Vice-President for Financial Affairs & Treasurer	1	nd	1	nd	1	nd	0
Total	61		41		45		0

Vice-President, Computer/Information:

Computer Activity Administration	31	71,065	98	43,351	7	26,607	1
Data Communications	0	--	4	36,875	0	--	0
Information Processing Center	1	nd	1	nd	0	--	0
Instructional Support Services	1	nd	0	--	0	--	4
Measurement & Research Center	7	58,810	6	33,024	5	28,493	0
Secretarial Support Services	0	--	0	--	2	nd	0
Student Data Systems	1	nd	2	nd	0	--	0
Telephone & Telegraph	5	62,600	5	41,205	11	24,419	10
Vice-President for Computer & Information Services	1	nd	0	--	1	nd	0
Voice Information Systems	1	nd	0	--	0	--	0
Total	48		116		26		15

Vice-President, Dean, Ambler:

Ambler	8	54,191	11	30,854	19	25,233	2
Architecture/Landscape Architecture	2	nd	1	nd	2	nd	3
Extension Services	1	nd	5	31,100	2	nd	0
Harrisburg	2	nd	2	nd	2	nd	0
Temple University Center City & Continuing Education	4	39,581	3	nd	1	nd	2
Total	17		22		26		7

Vice-President, Development/Alumni Affairs:

Alumni Offices-Administration	3	nd	0	--	6	22,312	0
Development Office	17	64,263	8	31,397	5	25,989	0
Special Events	1	nd	0	--	1	nd	0
Telefund	1	nd	0	--	0	--	0
Total	22		8		12		0

Vice-President, Health Science Center:

College of Allied Health Professions	3	nd	5	31,252	11	25,852	0
College of Pharmacy	3	nd	3	nd	9	25,660	2
Environmental Health & Safety	2	nd	7	28,768	1	nd	4
Health Science Center Development	2	nd	1	nd	3	nd	0
Health Science Center Library	4	62,491	9	33,666	5	22,114	2
Institute on Aging	1	nd	1	nd	1	nd	0
Medical School	110	59,081	217	40,928	340	27,297	82

TEMPLE UNIVERSITY
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT 1997-98--(continued)

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Tec service
	Number	Average salary	Number	Average salary	Number	Average salary	Nur
Vice-President, Health Science Center--(continued):							
School of Dentistry	10	\$62,278	14	\$34,954	43	\$24,142	33
Senior Vice-President, Health Science Center	2	nd	1	nd	1	nd	0
Total	137		258		414		123
Vice-President, Students:							
Career Services Administration	2	nd	6	29,961	3	nd	0
Co-curricular Services	6	32,765	4	30,242	2	nd	2
Educational Support Services	6	44,291	11	40,219	6	23,569	0
Health Services	2	nd	12	44,374	1	nd	0
Recreation Services	2	nd	4	25,849	0	--	0
Residence Hall Administration	6	38,052	13	27,458	7	24,645	33
Russell Conwell Center	7	42,754	12	32,374	6	22,312	0
Student Affairs Administration	1	nd	1	nd	1	nd	0
Student Publications Administration	0	--	1	nd	0	--	0
Vice-President for Students	3	nd	1	nd	1	nd	0
Total	35		65		27		35
Sub-total (excluding Medical School)	487	65,232	803	35,104	570	24,508	765
Grand total	597	64,051	1,020	36,326	910	25,543	847

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

SOURCE: Data provided by Temple University.

II. ACTUAL REVENUES AND EXPENDITURES

Comparative summaries of actual operating revenues and expenditures, for general funds and auxiliary enterprises, are presented for 1996-97 and 1997-98. 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
1996-97 vs. 1997-98

Category	1996-97		1997-98		Ar
	Amount	Percentage of grand total	Amount	Percentage of grand total	
Operating Revenues:					
Instructional:					
Tuition & Fees	\$10,650,696	37.8%	\$12,447,061	41.9%	
State Appropriations	10,372,996	36.7	10,684,000	36.0	
Other	7,204,673	25.5	6,559,541	22.1	
Grand total revenues	28,228,365	100.0	29,690,602	100.0	
Operating Expenditures:					
Instructional:					
Salary & Wages	13,494,121	48.3	13,928,500	46.4	
Employee Benefits	2,789,721	10.0	2,856,790	9.5	
Travel	386,609	1.4	626,492	2.1	
Other	11,254,855	40.3	12,605,974	42.0	
Grand total expenditures	27,925,306	100.0	30,017,756	100.0	

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS DEPARTMENTAL EXPENDITURES
BY EXPENDITURE TYPE
1996-97 vs. 1997-98

Category	1996-97		1997-98	
	Amount	Percentage of grand total	Amount	Percentage of grand total
Academic Support	\$2,869,581	10.3%	\$2,619,230	8.7%
Administration & Institutional Support	7,170,494	25.7	6,458,652	21.5
Instruction	9,673,043	34.6	12,422,196	41.4
Sponsored Programs	2,113,864	7.6	1,430,530	4.8
Student Aid	2,384,322	8.5	2,489,631	8.3
Student Services	3,714,002	13.3	4,597,517	15.3
Grand total expenditures	27,925,306	100.0	30,017,756	100.0

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
TRAVEL, SUBSISTENCE AND LODGING
BY ACADEMIC/ADMINISTRATIVE UNIT
1997-98

Academic/administrative unit	Amount	Academic/administrative unit
Academic Advising Center	\$25	Office of Community Relations
Art	1,145	Office of Financial Aid
Assemblies & Chapel	2,781	Office of MIS
Athletics-General Expenses	392	Office of Purchasing
Baseball	719	Office of the President
Basketball	12,357	Office of the Registrar
Board of Trustees	20,586	Office of Vice-President for Enrollment Plann & Student Life
Bowling	888	Office of Vice-President for Fiscal Affairs
Cheerleaders	541	Office of Vice-President for Planning & Extern
Chemistry	635	Personnel Office
Commencement & Convocation	13,982	Physical & Health Education
Concert Choir	5,812	Physics
Controller's Office	5,827	Psychology
Curriculum Planning & Implementation	483	Public Safety & Security
Debating	1,491	Research & Publications Committee
Director of Student Activities	13,049	Residential Life & Student Conduct
Economics & Business	5,204	Soccer
Education	2,455	Sociology
Employee Banquet	50	Special Assistant to President-Giving
English	3,512	Staff Recruitment
Freshman Orientation	894	Student Development & Orientation
Health & Medical	451	Student Government Association
Honors Program	1,449	Tennis
Human Services	150,928	Track & Cross Country
IMC	1,324	University Programs
Institutional Research	2,763	Urban Center
International Student Affairs	7,184	Women's Basketball
Language & Linguistics	2,774	Women's Volleyball
Lecturers & Recitals	205	
Library	2,601	
Mathematics	2,093	Sub-total
Middle States Self-Study Steering	1,998	
Music	6,847	Special Programs
Office of Academic Affairs	10,250	
Office of Admissions	26,745	
Office of Alumni Relations	8,771	Grand total

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURE
COMPARATIVE SUMMARY
1996-97 vs. 1997-98

Category	1996-97		1997-98	
	Amount	Percentage of grand total	Amount	Percentage of grand total
Operating Revenues:				
Grand total revenues	\$5,452,746	100.0%	\$6,574,997	100.0%
Operating Expenditures:				
Grand total expenditures	5,105,440	100.0	6,918,329	100.0

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES
COMPARATIVE SUMMARY
1996-97 vs. 1997-98

Category	1996-97		1997-98		Ar
	Amount	Percentage of grand total	Amount	Percentage of grand total ¹	
Operating Revenues:					
Instructional: ²					
Tuition & Fees	\$417,704,440	37.0%	\$435,194,280	47.8%	\$1
State Appropriations	263,433,008	23.4	271,752,000	29.8	
Departmental Income	132,285,440	11.7	146,762,968	16.1	
Other Operating Income	59,705,634	5.3	57,025,537	6.3	
Sub-total	873,128,522	77.4	910,734,785	100.0	
University Hospital ¹	254,368,216	22.6	0	0.0	
Grand total revenues ¹	1,127,496,738	100.0	910,734,785	100.0	
Operating Expenditures:					
Instructional: ²					
Total Salaries & Wages	461,144,818	42.0	468,084,526	52.5	
Employee Benefits ³	137,876,362	12.5	138,278,420	15.5	
Travel	14,060,557	1.3	15,164,541	1.7	
Other Operating Expenditures	231,180,792	21.0	263,781,885	29.6	
Sub-total	844,262,529	76.8	885,309,372	99.3	
University Hospital ¹	254,368,215	23.2	6,648,344	0.7	
Grand total expenditures ¹	1,098,630,744	100.0	891,957,716	100.0	

1. Reflects the transfer of the University Hospitals to Penn State Geisinger Health Systems as of July 1, 1997.

2. Includes College of Medicine at Hershey.

3. Includes employee benefits billed and employee benefits allocated to units.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1996-97

Academic/administrative unit	Total salaries and wages	Employee benefits ¹	Travel	Other operating expenditures	Total operating expenditures
University Park Colleges:					
College of Agricultural Sciences	\$28,958,330	\$12,629,241 ^a	\$1,226,677	\$9,246,049	\$52,060,297
College of Arts & Architecture	10,235,160	3,169,725	301,745	1,760,199	15,466,829
Smeal College of Business Administration	15,985,787	4,903,332	628,358	4,427,058	25,944,535
College of Communications	3,439,859	1,076,232	86,362	507,086	5,109,539
College of Earth & Mineral Sciences	13,340,069	4,126,437	316,707	3,516,329	21,299,542
College of Education	8,446,177	2,624,931	380,750	2,054,118	13,505,976
College of Engineering	28,373,789	8,499,461	865,028	9,541,798	47,280,076
College of Health & Human Development	16,778,076	5,151,682	399,274	2,678,520	25,007,552
College of The Liberal Arts	32,087,196	9,995,653	808,377	2,911,561	45,802,787
Eberly College of Science	26,038,740	8,023,696	622,370	5,227,122	39,911,928
Total	183,683,183	60,200,390	5,635,648	41,869,840	291,389,061
Academic Support Units:					
Computer & Information Systems	12,918,625	3,823,517	392,344	16,555,571	33,690,057
Enrollment Management & Administration	6,493,907	1,842,000	232,772	15,736,698	24,305,377
Graduate School	2,672,448	806,504	130,894	3,140,460	6,750,306
International Programs	763,552	234,965	8,646	117,723	1,124,886
Research	8,559,454	2,607,062	382,797	3,169,884	14,719,197
Undergraduate Education	3,296,398	932,754	84,537	1,022,416	5,336,105
University Arts Services	1,189,217	316,271	70,414	1,871,753	3,447,655
University Libraries	9,665,092	2,725,368	124,256	10,566,303	23,081,019
University Outreach	15,689,433	4,437,718	1,286,480	13,072,086	34,485,717
Total	61,248,126	17,726,159	2,713,140	65,252,894	146,940,319
Administrative Support Units:					
Development & Alumni Relations	6,241,477	1,846,725	399,132	1,424,233	9,911,567
Educational Equity	969,683	282,779	45,363	359,339	1,657,164
Finance & Business	16,594,175	4,892,878	881,912	17,738,755	40,107,720
Finance & Business-Physical Plant	17,293,591	5,245,770	103,134	31,275,150	53,917,645
General & Academic Administration	7,170,405	2,243,186	369,054	1,735,150	11,517,795
Intercollegiate Athletics	1,485,763	345,934	52,625	528,006	2,412,328
Student Affairs	8,243,102	2,370,414	92,111	6,681,773	17,387,400
University Relations	1,534,220	472,951	52,096	689,017	2,748,284
Total	59,532,416	17,700,637	1,995,427	60,431,423	139,659,903

Other Penn State Locations:

Abington	8,984,918	2,652,284	206,437	2,554,815	14,398,454
Altoona	8,993,487	2,652,972	286,672	4,100,391	16,033,522
Beaver	3,210,060	968,183	84,186	1,049,109	5,311,538
Berks	5,290,570	1,583,929	127,911	1,731,458	8,733,868
Delaware County	5,049,083	1,507,966	115,957	1,518,687	8,191,693
DuBois	3,603,878	1,087,243	79,797	1,264,525	6,035,443
Erie	12,997,917	3,952,858	396,330	3,279,337	20,626,442
Fayette	3,620,632	1,107,284	55,931	893,235	5,677,082
Great Valley	5,301,043	1,545,313	216,493	3,833,278	10,896,127
Harrisburg	14,910,405	4,526,937	342,339	4,006,870	23,786,551
Hazleton	4,120,523	1,247,775	103,239	1,848,685	7,320,222
Lehigh Valley	2,449,943	745,308	124,008	987,502	4,306,761
McKeesport	3,512,235	1,049,839	59,720	1,191,216	5,813,010
Mont Alto	4,032,269	1,224,548	96,394	1,312,885	6,666,096
New Kensington	2,973,142	902,593	53,459	1,022,735	4,951,929
Schuylkill	3,356,940	1,005,996	89,524	733,573	5,186,033
Shenango	3,200,241	933,685	86,372	919,818	5,140,116
Wilkes-Barre	3,739,673	1,103,878	88,247	1,008,351	5,940,149
Worthington Scranton	4,437,433	1,355,536	113,564	1,880,370	7,786,903
York	5,206,256	1,550,111	116,700	1,694,532	8,567,599
Greater Pittsburgh	446,407	131,708	34,583	189,092	801,790
Commonwealth College-Central Office	1,340,234	417,367	171,714	2,717,214	4,646,529
Total	110,777,289	33,253,313	3,049,577	39,737,678	186,817,857
College of Medicine at Hershey	45,903,804	8,995,863	666,765	23,667,023	79,233,455
General Revenue	0	0	0	221,934	221,934
Sub-total	461,144,818	137,876,362	14,060,557	231,180,792	844,262,529
University Hospital	111,751,587	32,499,382	654,311	109,462,935	254,368,215
Grand total	572,896,405	170,375,744	14,714,868	340,643,727	1,098,630,744

1. Includes employee benefits billed and employee benefits allocated to units.

a. Includes allocated employee benefits for Agricultural Research and Cooperative Extension Personnel paid by Agricultural Federal Funds

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1997-98

Academic/administrative unit	Total salaries and wages	Employee benefits ¹	Travel	Other operating expenditures	Total operating expenditures
University Park Colleges:					
College of Agricultural Sciences	\$32,602,282	\$12,987,809 ^a	\$1,474,390	\$14,462,123	\$61,526,604
College of Arts & Architecture	10,679,030	3,200,441	309,490	1,671,667	15,860,628
Smeal College of Business Administration	16,772,868	5,016,109	621,854	4,262,532	26,673,363
College of Communications	3,734,999	1,123,992	123,154	534,644	5,516,789
College of Earth & Mineral Sciences	13,883,590	4,179,398	308,284	3,785,958	22,157,230
College of Education	9,369,878	2,826,641	377,175	2,718,153	15,291,847
College of Engineering	29,724,722	8,739,835	834,660	6,928,094	46,227,311
College of Health & Human Development	17,218,039	5,106,414	436,002	4,236,253	26,996,708
College of The Liberal Arts	33,625,765	10,185,681	833,241	2,875,026	47,519,713
Eberly College of Science	27,442,373	8,202,836	598,928	7,190,215	43,434,352
Total	195,053,546	61,569,156	5,917,178	48,664,665	311,204,545
Academic Support Units:					
Computer & Information Systems	14,238,354	4,088,857	408,669	15,185,313	33,921,193
Enrollment Management & Administration	6,603,160	1,783,359	251,472	15,832,943	24,470,934
Graduate School	2,710,029	793,133	129,621	3,350,827	6,983,610
International Programs	759,219	215,305	20,880	171,716	1,167,120
Research	8,653,008	2,531,724	396,353	3,831,073	15,412,158
Undergraduate Education	3,195,742	870,567	151,346	1,038,268	5,255,923
University Arts Services	1,368,781	348,648	62,149	1,829,998	3,609,576
University Libraries	10,464,724	2,871,217	144,477	12,508,496	25,988,914
University Outreach	16,513,732	4,595,452	1,047,111	13,205,598	35,361,893
Total	64,506,749	18,098,262	2,612,078	66,954,232	152,171,321
Administrative Support Units:					
Development & Alumni Relations	7,551,058	2,187,753	532,879	1,452,975	11,724,665
Educational Equity	1,031,150	288,274	39,051	393,773	1,752,248
Finance & Business	17,345,736	5,000,755	1,022,708	17,188,542	40,557,741
Finance & Business-Physical Plant	18,225,169	5,313,770	202,694	34,227,228	57,968,861
General & Academic Administration	8,307,288	2,525,254	466,607	1,744,492	13,043,641
Intercollegiate Athletics	1,546,545	351,149	145,937	682,851	2,726,482
Student Affairs	8,651,227	2,410,431	111,500	7,890,234	19,063,392
University Relations	1,708,369	509,666	77,426	603,026	2,898,487
Total	64,366,542	18,587,052	2,598,802	64,183,121	149,735,517

Other Penn State Locations:

Abington	9,224,174	2,648,396	206,410	4,315,883	16,394,863
Altoona	10,032,545	2,881,365	360,860	5,278,639	18,553,409
Beaver	3,277,629	957,144	94,041	1,226,421	5,555,235
Berks	5,685,202	1,648,075	152,642	2,363,648	9,849,567
Delaware County	5,067,421	1,458,392	109,141	1,450,832	8,085,786
DuBois	3,729,441	1,067,477	84,142	1,098,732	5,979,792
Erie	13,593,247	3,962,878	468,703	4,028,510	22,053,338
Fayette	3,594,966	1,064,428	54,183	721,325	5,434,902
Great Valley	5,834,096	1,665,944	201,732	4,712,784	12,414,556
Harrisburg	15,106,527	4,449,285	359,310	4,663,364	24,578,486
Hazleton	4,393,394	1,296,151	104,286	1,870,905	7,664,736
Lehigh Valley	2,493,192	737,187	129,990	760,703	4,121,072
McKeesport	3,607,366	1,059,929	53,850	708,577	5,429,722
Mont Alto	4,238,006	1,242,620	124,707	1,184,613	6,789,946
New Kensington	3,174,388	932,836	47,880	1,203,802	5,358,906
Schuylkill	3,444,777	1,009,590	90,259	1,097,188	5,641,814
Shenango	3,294,684	954,326	78,491	957,537	5,285,038
Wilkes-Barre	3,801,700	1,098,638	79,315	1,169,788	6,149,441
Worthington Scranton	4,565,714	1,352,648	103,627	1,161,877	7,183,866
York	5,488,201	1,591,803	135,129	1,748,667	8,963,800
Greater Pittsburgh	452,580	126,412	37,460	210,658	827,110
Commonwealth College-Central Office	1,307,551	403,769	136,771	1,243,201	3,091,292
Total	115,406,801	33,609,293	3,212,929	43,177,654	195,406,677
College of Medicine at Hershey ²	28,750,888	6,414,657	823,554	40,606,284	76,595,383
General Revenue	0	0	0	195,929	195,929
Sub-total ²	468,084,526	138,278,420	15,164,541	263,781,885	885,309,372
University Hospital ²	2,471,113	0	7,926	4,169,305	6,648,344
Grand total ²	470,555,639	138,278,420	15,172,467	267,951,190	891,957,716

1. Includes employee benefits billed and employee benefits allocated to units.

2. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

a. Includes allocated employee benefits for Agricultural Research and Cooperative Extension Personnel paid by Agricultural Federal Funds

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS DEPARTMENTAL ALLOTMENTS¹
BY EXPENDITURE TYPE
1996-97 vs. 1997-98

Category	1996-97		1997-98		Ar
	Amount	Percentage of grand total	Amount	Percentage of grand total ²	
Books & Periodicals	\$10,999,424	3.1%	\$11,944,643	4.2%	
Communication Services	15,811,354	4.4	16,083,801	5.7	
Conferences & Group Activities	11,063,245	3.1	11,495,630	4.1	
Debt Service	1,236,370	0.3	793,700	0.3	
Employee Benefits Billed ^f	1,460,143	0.4	658,041	0.2	
Equipment Budget	44,621,145	12.4	48,121,627	16.9	
Freight Charges	196,481	0.1	103,579	a	
Insurance & Interest	5,573,490	1.6	5,020,689	1.8	
Legal Expense	3,978,155	1.1	3,482,797	1.2	
Miscellaneous	6,618,022	1.9	6,979,591	2.5	
Property Expense	2,851,242	0.8	4,110,567	1.4	
Publications, Printing & Copying	11,321,262	3.2	11,645,550	4.1	
Repairs, Alterations & Capital	34,787,507	9.7	47,626,435	16.8	
Research Facilities	1,000,000	0.3	1,000,000	0.4	
Student Aid	18,514,684	5.2	21,672,995	7.6	
Supplies & Materials for Resale	7,467,801	2.1	5,008,622	1.8	
Supplies, Materials & Services	28,508,358	8.0	44,720,235	15.8	
Travel Expense	14,060,557	3.9	15,164,541	5.3	
Utilities Purchased	26,632,252	7.5	23,971,424	8.4	
Sub-total ³	246,701,492	69.1	279,604,467	98.5	
University Hospital ²	110,127,512	30.9	4,177,231	1.5	
Grand total ²	356,829,004	100.0	283,781,698	100.0	

1. Includes employee benefits billed only, travel and other operating expenditures.

2. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

3. Includes College of Medicine at Hershey.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURE
COMPARATIVE SUMMARY
1996-97 vs. 1997-98

Category	1996-97		1997-98 ^a	
	Amount	Percentage of grand total	Amount	Percentage of grand total
Operating Revenues: ¹				
Student Fees, Sales, etc.	\$280,231,969	100.0%	\$181,796,968	100.0%
Grand total revenues	280,231,969	100.0	181,796,968	100.0
Operating Expenditures: ¹				
Total Salaries & Wages	92,890,538	34.7	42,812,025	24.5
Employee Benefits ²	22,644,120	8.5	11,510,481	6.6
Travel	5,834,478	2.2	4,724,936	2.7
Other Operating Expenditures	146,330,322	54.6	116,040,165	66.2
Grand total expenditures	267,699,458	100.0	175,087,607	100.0

1. Includes College of Medicine at Hershey.

2. Includes employee benefits billed only.

a. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1996-97

Academic/administrative unit	Total salaries and wages	Employee benefits ¹	Travel	Other operating expenditures	Total operating expenditures
Colleges:					
College of Agricultural Sciences	\$851,165	\$256,084	\$8,262	\$1,491,001	\$2,606,512
College of Medicine at Hershey	55,505,709	12,450,753	1,287,103	40,048,384	109,291,949
Total	56,356,874	12,706,837	1,295,365	41,539,385	111,898,461
Support Units:					
Computer & Information Systems	1,817,508	540,713	140,209	10,873,675	13,372,105
Finance & Business	25,283,950	6,516,121	176,218	76,090,912	108,067,201
Intercollegiate Athletics	7,901,955	2,415,785	4,176,794	15,410,377	29,904,911
Student Affairs	1,530,251	464,664	45,892	2,415,973	4,456,780
Total	36,533,664	9,937,283	4,539,113	104,790,937	155,800,997
Grand total	92,890,538	22,644,120	5,834,478	146,330,322	267,699,458

1. Includes employee benefits billed only.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1997-98

Academic/administrative unit	Total salaries and wages	Employee benefits ¹	Travel	Other operating expenditures	Total operating expenditures
Colleges:					
College of Agricultural Sciences	\$799,589	\$238,212	\$16,618	\$1,386,221	\$2,440,640
College of Medicine at Hershey ²	1,136,089	245,236	21,058	4,271,136	5,673,519
Total ²	1,935,678	483,448	37,676	5,657,357	8,114,159
Support Units:					
Computer & Information Systems	1,837,386	582,515	161,199	10,266,373	12,847,473
Finance & Business	27,909,166	7,225,573	252,400	83,645,803	119,032,942
Intercollegiate Athletics	9,437,518	2,686,141	4,225,754	13,954,559	30,303,972
Student Affairs	1,692,277	532,804	47,907	2,516,073	4,789,061
Total	40,876,347	11,027,033	4,687,260	110,382,808	166,973,448
Grand total ²	42,812,025	11,510,481	4,724,936	116,040,165	175,087,607

1. Includes employee benefits billed only.

2. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
TOTAL UNIVERSITY AUXILIARY ENTERPRISES DEPARTMENTAL ALLOTMENTS¹
BY EXPENDITURE TYPE
1996-97 vs. 1997-98

Category	1996-97		1997-98 ^a	
	Amount	Percentage of grand total	Amount	Percentage of grand total
Books & Periodicals	\$439,946	0.3%	\$97,810	0.1%
Communication Services	11,121,318	6.4	9,571,011	7.2
Conferences & Group Activities	1,524,619	0.9	1,276,926	1.0
Debt Service	6,984,930	4.0	6,984,930	5.3
Deferred Maintenance	8,046,000	4.6	9,346,000	7.1
Employee Benefits Billed	22,644,120	13.0	11,510,481	8.7
Equipment	5,440,880	3.1	3,405,967	2.6
Freight Charges	38,212	b	4,094	b
Insurance & Interest	3,119,311	1.8	430,827	0.3
Legal Expense	14,772	b	45,691	b
Miscellaneous	37,366,455	21.3	17,154,728	13.0
Property Expense	3,873,561	2.2	3,144,379	2.4
Publications, Printing & Copying	2,448,518	1.4	1,435,460	1.1
Repairs, Alterations & Capital	14,747,509	8.4	15,147,101	11.5
Student Aid	4,806,114	2.7	4,422,718	3.3
Supplies & Materials for Resale	18,981,347	10.9	20,652,381	15.5
Supplies, Materials & Services	19,162,297	11.0	14,390,673	10.9
Travel Expense	5,834,478	3.3	4,724,936	3.6
Utilities Purchased	8,214,533	4.7	8,529,469	6.4
Grand total ²	174,808,920	100.0	132,275,582	100.0

1. Includes employee benefits billed only, travel and other operating expenditures.

2. Includes College of Medicine at Hershey.

a. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

b. Round to less than 0.1 percent.

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES
COMPARATIVE SUMMARY
1996-97 vs. 1997-98

Category	1996-97		1997-98		Ar (
	Amount	Percentage of grand total	Amount	Percentage of grand total	
Operating Revenues:					
Instructional:					
Tuition & Fees	\$238,948,650	45.3%	\$255,247,304	45.6%	\$
State Appropriation	148,565,000	28.1	153,182,000	27.4	
Total Operating Income	140,486,280	26.6	151,347,246	27.0	
Grand total revenues	527,999,930	100.0	559,776,550	100.0	
Operating Expenditures:					
Instructional:					
Total Salaries & Wages	256,906,185	48.8	279,496,957	49.6	
Employee Benefits	57,960,599	11.0	59,025,012	10.5	
Travel ¹	12,043,115	2.3	14,207,207	2.5	
Other Operating Expenditures	199,570,031	37.9	211,057,405	37.4	
Grand total expenditures	526,479,930	100.0	563,786,581	100.0	

1. Includes travel and business expense.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1996-97

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel ¹	Other operating expenditures	Total operating expenditures
Chancellor:					
Athletics	\$4,350,717	\$1,456,068	\$1,856,780	\$9,207,164	\$16,870,729
Chancellor	3,159,146	999,403	183,606	1,265,853	5,608,008
General Counsel	774,399	220,821	80,374	755,686	1,831,280
Secretary of the Board of Trustees	402,028	122,377	18,568	380,985	923,958
Vice Chancellor, Institutional Advancement	3,039,248	1,030,237	248,883	1,027,708	5,346,076
Total	11,725,538	3,828,906	2,388,211	12,637,396	30,580,051
Executive Vice Chancellor:					
Associate Vice Chancellor, Business	6,409,249	2,174,662	180,371	-1,473,030	7,291,252
Associate Vice Chancellor, Human Resources	1,359,643	454,020	29,451	-57,053	1,786,061
Executive Vice Chancellor	65,208	23,279	13,978	332,110	434,575
Facilities Management	13,336,689	4,615,433	45,098	13,303,872	31,301,092
Vice Chancellor, Budget & Controller	6,631,423	2,275,570	78,131	2,196,403	11,181,527
Total	27,802,212	9,542,964	347,029	14,302,302	51,994,507
General University:					
General University	-6,627	-20,194,946	0	30,899,130	10,697,557
Total	-6,627	-20,194,946	0	30,899,130	10,697,557
Senior Vice Chancellor & Provost:					
College of General Studies	1,952,792	628,393	22,189	914,386	3,517,760
Computing & Information Services	9,288,469	3,096,703	235,777	928,505	13,549,454
Education-University Service Programs	973,204	262,305	33,059	112,501	1,381,069
Faculty of Arts & Sciences	50,422,123	15,584,541	971,546	20,597,509	87,575,719
Graduate School of Public & International Affairs	4,040,425	1,221,875	227,355	1,368,215	6,857,870
Katz Graduate School of Business	9,575,911	2,929,812	878,921	3,879,968	17,264,612
Learning Research & Development Center	1,218,326	377,810	96,895	719,751	2,412,782
School of Education	7,956,221	2,412,793	97,804	2,884,158	13,350,976
School of Engineering	9,504,413	2,898,758	237,170	5,269,037	17,909,378
School of Information Sciences	2,794,539	880,462	107,720	1,551,562	5,334,283
School of Law	4,678,311	1,390,794	53,372	2,293,564	8,416,041
School of Social Work	2,954,416	901,520	133,895	699,318	4,689,149
Senior Vice Chancellor & Provost	10,335,172	2,997,185	503,604	12,355,471	26,191,432
Summer Sessions	2,485,990	773,118	5,697	95,919	3,360,724
University Center for International Studies	1,409,530	476,336	275,011	1,330,303	3,491,180
University Center for Social & Urban Research	457,308	154,323	33,650	423,237	1,068,518
University Honors College	284,341	87,725	8,044	67,049	447,159
University Library System	5,556,269	1,612,418	86,118	6,182,232	13,437,037

University of Pittsburgh at Bradford	5,246,493	1,612,696	359,133	3,044,251	10,262,573
University of Pittsburgh at Greensburg	4,470,051	1,378,056	89,739	1,567,394	7,505,240
University of Pittsburgh at Johnstown	11,044,284	3,430,312	228,097	3,766,312	18,469,005
University of Pittsburgh at Titusville	1,772,435	558,892	37,990	667,326	3,036,643
Vice Chancellor, Student Affairs	3,750,595	1,123,801	151,639	2,436,655	7,462,690
Total	152,171,618	46,790,628	4,874,425	73,154,623	276,991,294
Senior Vice Chancellor, Health Administration:					
Senior Vice Chancellor, Health Administration	1,969,820	670,725	23,551	-1,191,507	1,472,589
Total	1,969,820	670,725	23,551	-1,191,507	1,472,589
Senior Vice Chancellor, Health Sciences:					
Graduate School of Public Health	3,694,339	1,163,146	129,711	2,262,754	7,249,950
Nursing & Public Health	1,493	0	0	3,027	4,520
School of Dental Medicine	8,063,165	2,386,178	119,389	3,249,294	13,818,026
School of Health & Rehabilitation Sciences	2,515,915	762,559	86,725	1,276,778	4,641,977
School of Nursing	4,349,456	1,330,135	48,546	801,502	6,529,639
School of Pharmacy	2,539,317	776,680	81,581	517,437	3,915,015
Senior Vice Chancellor, Health Sciences	2,281,089	612,539	102,408	1,163,780	4,159,816
Total	23,444,774	7,031,237	568,360	9,274,572	40,318,943
University of Pittsburgh Applied Research Center:					
University of Pittsburgh Applied Research Center	0	0	0	6,317,482	6,317,482
Total	0	0	0	6,317,482	6,317,482
University of Pittsburgh Medical Center:					
Pittsburgh Cancer Institute	2,907,751	737,059	979,281	3,957,855	8,581,946
School of Medicine	24,994,276	6,413,265	1,258,360	27,120,732	59,786,633
University of Pittsburgh					
Medical Center Administration	7,090,387	2,028,367	78,637	7,253,105	16,450,496
Western Psychiatric Institute & Clinic	4,806,436	1,112,394	1,525,261	15,844,341	23,288,432
Total	39,798,850	10,291,085	3,841,539	54,176,033	108,107,507
Grand total	256,906,185	57,960,599 ^a	12,043,115	199,570,031	526,479,930

1. Includes travel and business expense.

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
1997-98

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel ¹	Other operating expenditures	Total operating expenditures
Chancellor:					
Athletics	\$4,487,652	\$1,325,173	\$2,916,884	\$11,191,254	\$19,920,963
Chancellor	3,671,814	1,031,980	321,821	1,225,502	6,251,117
General Counsel	820,510	233,844	18,183	509,888	1,582,425
Secretary of the Board of Trustees	390,274	109,221	62,095	386,082	947,672
Vice Chancellor, Institutional Advancement	4,112,130	1,159,400	274,057	769,788	6,315,375
Total	13,482,380	3,859,618	3,593,040	14,082,514	35,017,552
Executive Vice Chancellor:					
Associate Vice Chancellor, Business	6,551,843	1,933,445	223,071	-1,007,125	7,701,234
Associate Vice Chancellor, Human Resources	1,532,110	407,308	46,795	50,322	2,036,535
Executive Vice Chancellor	103,923	30,812	30,041	363,779	528,555
Facilities Management	13,617,331	4,084,692	221,991	12,951,812	30,875,826
Vice Chancellor, Budget & Controller	6,535,633	1,983,247	114,952	2,416,997	11,050,829
Total	28,340,840	8,439,504	636,850	14,775,785	52,192,979
General University:					
General University	16,514,694	-16,314,885	0	23,279,281	23,479,090
Total	16,514,694	-16,314,885	0	23,279,281	23,479,090
Senior Vice Chancellor & Provost:					
College of General Studies	1,984,126	597,473	16,119	875,089	3,472,807
Computing & Information Services	9,501,054	2,756,604	227,091	2,489,790	14,974,539
Education-University Service Programs	1,073,698	278,800	9,315	441,530	1,803,343
Faculty of Arts & Sciences	50,364,803	15,085,665	1,154,497	21,564,661	88,169,626
Graduate School of Public & International Affairs	3,989,075	1,114,347	245,993	1,582,834	6,932,249
Katz Graduate School of Business	9,923,102	2,907,470	686,439	3,646,317	17,163,328
Learning Research & Development Center	1,428,057	377,325	160,707	630,447	2,596,536
School of Education	7,924,930	2,294,504	138,692	3,036,110	13,394,236
School of Engineering	9,679,141	2,830,552	239,689	5,384,297	18,133,679
School of Information Sciences	2,935,510	882,134	119,209	1,583,458	5,520,311
School of Law	4,643,927	1,324,381	226,349	2,146,485	8,341,142
School of Social Work	3,000,532	878,714	138,099	984,430	5,001,775
Senior Vice Chancellor & Provost	11,114,257	2,954,876	670,978	14,349,472	29,089,583
Summer Sessions	2,624,692	802,790	7,192	80,722	3,515,396
University Center for International Studies	1,621,586	470,017	275,974	1,491,901	3,859,478
University Center for Social & Urban Research	451,677	135,365	32,336	422,338	1,041,716
University Honors College	302,669	83,276	6,455	73,270	465,670
University Library System	5,616,970	1,512,296	80,663	6,475,331	13,685,260

University of Pittsburgh at Bradford	5,605,642	1,607,292	449,398	3,744,084	11,406,416
University of Pittsburgh at Greensburg	4,702,764	1,358,601	142,053	1,546,482	7,749,900
University of Pittsburgh at Johnstown	11,397,778	3,312,834	376,242	3,677,301	18,764,155
University of Pittsburgh at Titusville	1,812,959	526,645	55,108	696,021	3,090,733
Vice Chancellor, Student Affairs	3,888,144	1,038,540	238,644	2,378,326	7,543,654
Total	155,587,093	45,130,501	5,697,242	79,300,696	285,715,532
Senior Vice Chancellor, Health Administration:					
Senior Vice Chancellor, Health Administration	1,907,292	583,859	32,698	-1,559,062	964,787
Total	1,907,292	583,859	32,698	-1,559,062	964,787
Senior Vice Chancellor, Health Sciences:					
Graduate School of Public Health	3,698,645	1,096,154	160,906	2,399,687	7,355,392
Nursing & Public Health	0	0	0	3,262	3,262
School of Dental Medicine	8,120,932	2,272,918	180,808	3,545,584	14,120,242
School of Health & Rehabilitation Sciences	2,498,969	723,395	99,213	1,251,604	4,573,181
School of Nursing	4,454,862	1,301,865	95,850	924,981	6,777,558
School of Pharmacy	2,678,420	785,350	106,861	382,918	3,953,549
Senior Vice Chancellor, Health Sciences	2,822,048	722,099	211,462	1,168,503	4,924,112
Total	24,273,876	6,901,781	855,100	9,676,539	41,707,296
University of Pittsburgh Applied Research Center:					
University of Pittsburgh Applied Research Center	0	0	2,301	6,798,007	6,800,308
Total	0	0	2,301	6,798,007	6,800,308
University of Pittsburgh Medical Center:					
Pittsburgh Cancer Institute	2,583,480	632,116	583,757	5,540,632	9,339,985
School of Medicine	25,068,380	6,576,122	1,320,309	29,254,293	62,219,104
University of Pittsburgh					
Medical Center Administration	5,537,367	1,718,348	88,600	10,231,471	17,575,786
Western Psychiatric Institute & Clinic	6,201,555	1,498,048	1,397,310	19,677,249	28,774,162
Total	39,390,782	10,424,634	3,389,976	64,703,645	117,909,037
Grand total	279,496,957	59,025,012 ^b	14,207,207	211,057,405	563,786,581

1. Includes travel and business expense.
a. Rounds to less than 0.1 percent.
b. Includes fringe benefit recovery.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURE
COMPARATIVE SUMMARY
1996-97 vs. 1997-98

Category	1996-97		1997-98		Ar (
	Amount	Percentage of grand total	Amount	Percentage of grand total	
Operating Revenues:					
Student Fees, Sales, etc.	\$69,095,297	100.0%	\$72,034,256	100.0%	\$
Grand total revenues	69,095,297	100.0	72,034,256	100.0	
Operating Expenditures:					
Total Salaries & Wages	10,301,705	14.9	10,592,133	14.7	
Employee Benefits	3,309,529	4.8	2,967,909	4.1	
Travel ¹	214,733	0.3	417,394	0.6	
Other Operating Expenditures	55,272,452	80.0	58,038,235	80.6	
Grand total expenditures	69,098,419	100.0	72,015,671	100.0	

1. Includes travel and business expense.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1996-97

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel ¹	Other operating expenditures	Total operating expenditures
University of Pittsburgh at Bradford:					
Book Stores	\$81,584	\$27,329	\$6,224	\$516,712	\$631,849
Food Service	63,385	20,512	624	1,107,096	1,191,617
Housing	224,869	72,456	18,964	1,047,748	1,364,037
Total	369,838	120,297	25,812	2,671,556	3,187,503
University of Pittsburgh at Greensburg:					
Book Stores	36,400	12,995	0	495,476	544,871
Food Service	11,348	4,051	0	594,856	610,255
Housing	65,104	22,713	3,664	647,458	738,939
Parking	0	0	0	16,833	16,833
Total	112,852	39,759	3,664	1,754,623	1,910,898
University of Pittsburgh at Johnstown:					
Book Stores	193,667	68,892	288	1,164,970	1,427,817
Food Service	0	0	2,543	2,852,103	2,854,646
Housing	1,251,969	356,259	62,765	4,165,850	5,836,843
Parking	45,699	12,108	5,780	32,991	96,578
Total	1,491,335	437,259	71,376	8,215,914	10,215,884
University of Pittsburgh at Oakland:					
Book Stores	1,697,763	559,923	12,322	11,351,663	13,621,671
Child Care Center	689,253	235,204	6,750	-117,693	813,514
Computer Learning Center	365,136	100,019	16,591	615,034	1,096,780
Copy Center	191,409	54,473	97	292,910	538,889
Food Service	426,052	132,282	20,626	12,724,367	13,303,327
Housing	3,538,859	1,177,514	23,941	12,224,784	16,965,098
Packages Plus	14,234	4,925	0	81,280	100,439
Parking	567,753	176,546	20,697	3,950,557	4,715,553
Property Management	557,265	179,742	785	1,270,779	2,008,571
Total	8,047,724	2,620,628	101,809	42,393,681	53,163,842
University of Pittsburgh at Titusville:					
Book Stores	25,935	8,580	0	119,442	153,957
Food Service	20,878	6,785	0	219,659	247,322
Housing	233,143	76,221	12,072	-102,423	219,013
Total	279,956	91,586	12,072	236,678	620,292
Grand total	10,301,705	3,309,529	214,733	55,272,452	69,098,419

1. Includes travel and business expense.
a. Rounds to less than 0.1 percent.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1997-98

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel ¹	Other operating expenditures	Total operating expenditures
University of Pittsburgh at Bradford:					
Book Stores	\$80,064	\$24,523	\$4,120	\$573,832	\$682,539
Food Service	64,725	19,576	914	1,031,545	1,116,760
Housing	270,800	72,264	19,628	1,248,676	1,611,368
Total	415,589	116,363	24,662	2,854,053	3,410,667
University of Pittsburgh at Greensburg:					
Book Stores	37,899	11,824	0	567,512	617,235
Food Service	13,962	4,356	0	730,450	748,768
Housing	83,480	25,793	47	731,785	841,105
Parking	0	0	0	18,103	18,103
Total	135,341	41,973	47	2,047,850	2,225,211
University of Pittsburgh at Johnstown:					
Book Stores	194,255	59,016	0	1,252,480	1,505,751
Food Service	25,713	7,770	27,242	2,741,087	2,801,812
Housing	1,285,027	310,680	64,962	4,268,718	5,929,387
Parking	52,710	13,322	10,180	29,082	105,294
Total	1,557,705	390,788	102,384	8,291,367	10,342,244
University of Pittsburgh at Oakland:					
Book Stores	1,693,450	477,826	13,363	11,490,712	13,675,351
Child Care Center	742,045	216,182	99,678	-117,874	940,031
Computer Learning Center	408,901	92,105	8,395	824,124	1,333,525
Copy Center	206,668	52,774	4,405	298,960	562,807
Food Service	328,173	87,606	62,192	12,689,804	13,167,775
Housing	3,625,832	1,070,932	14,397	13,895,141	18,606,302
Packages Plus	26,504	8,231	0	31,812	66,547
Parking	573,500	156,307	57,129	3,997,857	4,784,793
Property Management	549,962	159,850	17,098	1,318,915	2,045,825
Total	8,155,035	2,321,813	276,657	44,429,451	55,182,956
University of Pittsburgh at Titusville:					
Book Stores	28,734	8,553	31	125,032	162,350
Food Service	17,524	5,143	0	271,963	294,630
Housing	282,205	83,276	13,613	18,519	397,613
Total	328,463	96,972	13,644	415,514	854,593
Grand total	10,592,133	2,967,909	417,394	58,038,235	72,015,671

1. Includes travel and business expense.
a. Rounds to less than 0.1 percent.

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES
 COMPARATIVE SUMMARY
 1996-97 vs. 1997-98

Category	1996-97		1997-98		Ar (
	Amount	Percentage of grand total	Amount	Percentage of grand total	
Operating Revenues:					
Instructional:					
Tuition & Fees	\$187,917,100	51.0%	\$196,528,359	50.5%	\$
State Appropriations	148,768,000	40.3	153,232,000	39.4	
Departmental Income	6,955,635	1.9	7,842,758	2.0	
Other	25,092,635	6.8	31,598,854	8.1	
Grand total revenues	368,733,370	100.0	389,201,971	100.0	
Operating Expenditures:					
Instructional:					
Salaries & Wages	219,425,685	60.4	225,533,089	59.0	
Employee Benefits	-21,040,334 ^a	-5.8	-16,390,102 ^b	-4.3	
Travel ¹	2,608,181	0.7	2,796,691	0.7	
Other	162,231,534	44.7	170,709,571	44.6	
Grand total expenditures	363,225,066	100.0	382,649,249	100.0	

1. Includes travel, subsistence and lodging.

a. Includes fringe benefits recovery in the amount of \$79,365,221.

b. Includes fringe benefits recovery in the amount of \$66,685,432.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
 BY ACADEMIC/ADMINISTRATIVE UNIT¹
 1996-97

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel ²	Other operating expenditures	Total operating expenditures
Administrative Services	\$29,481,913	-\$71,500,803 ^a	\$68,132	\$84,094,493	\$42,143,735
President	1,882,716	541,543	127,562	11,518,956	14,070,777
Provost	102,273,319	26,230,055	1,292,091	14,120,701	143,916,166
Executive Vice-President	280,912	84,536	646	85,706	451,800
Vice-President	6,559,981	1,411,137	143,643	24,073,367	32,188,128
Vice-President, CFO & Treasurer	9,006,537	2,707,842	28,234	14,030,795	25,773,408
Vice-President, Computer/Information	8,138,230	2,171,698	80,421	7,887,845	18,278,194
Vice-President, Dean, Ambler	4,432,215	1,072,118	63,643	11,424,291	16,992,267
Vice-President, Development Alumni Affairs	1,584,079	392,184	256,242	1,014,466	3,246,971
Vice-President, Health Science Center	50,688,798	14,726,986	450,892	-9,813,105	56,053,571
Vice-President, Students	5,096,985	1,122,370	96,675	3,173,801	9,489,831
Miscellaneous-General University	0	0	0	620,218	620,218
Grand total	219,425,685	-21,040,334 ^a	2,608,181	162,231,534	363,225,066

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

2. Includes travel, subsistence & lodging.

a. Includes fringe benefits recovery in the amount of \$79,365,221.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
 BY ACADEMIC/ADMINISTRATIVE UNIT¹
 1997-98

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel ²	Other operating expenditures	Total operating expenditures
Administrative Services	\$30,462,310	-\$59,953,129 ^a	\$65,438	\$80,805,088	\$51,379,707
President	1,788,763	419,721	248,969	9,297,712	11,755,165
Provost	104,151,002	22,641,080	1,295,094	15,779,089	143,866,265
Executive Vice-President	206,019	50,995	2,969	32,436	292,419
Vice-President	7,073,155	1,289,264	181,517	24,193,495	32,737,431
Vice-President, CFO & Treasurer	9,736,867	2,416,856	38,813	23,142,129	35,334,665
Vice-President, Computer/Information	9,651,632	2,141,925	91,938	6,453,302	18,338,797
Vice-President, Dean, Ambler	4,665,916	952,266	86,378	12,504,402	18,208,962
Vice-President, Development Alumni Affairs	1,715,025	365,746	240,868	1,226,080	3,547,719
Vice-President, Health Science Center	50,801,492	12,319,635	447,941	-6,726,981	56,842,087
Vice-President, Students	5,280,908	965,539	96,766	4,466,798	10,810,011
Miscellaneous-General University	0	0	0	-463,979	-463,979
Grand total	225,533,089	-16,390,102 ^a	2,796,691	170,709,571	382,649,249

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

2. Includes travel, subsistence & lodging.

a. Includes fringe benefits recovery in the amount of \$66,685,432.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY
 TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURE
 COMPARATIVE SUMMARY
 1996-97 vs. 1997-98

Category	1996-97		1997-98		Ar (
	Amount	Percentage of grand total	Amount	Percentage of grand total	
Operating Revenues:					
Departmental Income	\$113,207,525	100.0%	\$101,444,907	100.0%	-
Grand total revenues	113,207,525	100.0	101,444,907	100.0	
Operating Expenditures:					
Total Salaries and Wages	58,787,693	49.7	56,750,200	52.6	
Employee Benefits	13,789,260	11.6	11,059,061	10.3	
Travel ¹	604,420	0.5	946,688	0.9	
Other Operating Expenditures	45,280,829	38.2	39,033,720	36.2	
Grand total expenditures	118,462,202	100.0	107,789,669	100.0	

1. Includes travel, subsistence & lodging.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1996-97

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel ¹	Other operating expenditures	Total operating expenditures
Administrative Services:					
Intercollegiate Athletics	\$3,166,289	\$868,853	\$177,017	\$4,716,567	\$8,928,726
Total	3,166,289	868,853	177,017	4,716,567	8,928,726
Provost:					
TU Press-Administration	892,521	194,586	28,497	3,376,948	4,492,552
Total	892,521	194,586	28,497	3,376,948	4,492,552
Vice-President, CFO & Treasurer:					
Bookstore	0	0	0	113,518	113,518
Duplicating Services-Administration	383,411	100,873	1,918	-441,280	44,922
Hospital Parking	238,324	60,869	104	-299,296	1
Other Auxiliaries	0	0	0	17,300	17,300
Park Mall Administration	0	0	0	83,784	83,784
Parking Services	208,417	52,115	1,708	1,577,762	1,840,002
Sugarloaf Conference Center-Administration	75,806	23,197	0	-65,183	33,820
Total	905,958	237,054	3,730	986,605	2,133,347
Vice-President, Health Science Center:					
Dental Practice Plan	237,638	40,558	1,925	259,167	539,288
Practice Plan	51,496,670	11,939,040	382,770	22,484,302	86,302,782
Total	51,734,308	11,979,598	384,695	22,743,469	86,842,070
Vice-President, Students:					
Residence Hall-Administration	2,088,617	509,169	10,481	13,457,240	16,065,507
Total	2,088,617	509,169	10,481	13,457,240	16,065,507
Grand total	58,787,693	13,789,260	604,420	45,280,829	118,462,202

1. Includes travel, subsistence & lodging.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
1997-98

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel ¹	Other operating expenditures	Total operating expenditures
Administrative Services:					
Intercollegiate Athletics	\$3,597,030	\$838,186	\$434,312	\$5,526,983	\$10,396,511
Total	3,597,030	838,186	434,312	5,526,983	10,396,511
Provost:					
TU Press-Administration	745,120	128,471	49,064	2,876,251	3,798,906
Total	745,120	128,471	49,064	2,876,251	3,798,906
Vice-President, CFO & Treasurer:					
Apollo of Temple	0	0	9,535	1,322,548	1,332,083
Bookstore	0	0	0	116,393	116,393
Duplicating Services-Administration	380,426	84,104	1,244	-345,593	120,181
Hospital Parking	257,806	59,356	115	-317,277	0
Other Auxiliaries	0	0	0	26,374	26,374
Park Mall Administration	0	0	0	63,989	63,989
Parking Services	234,395	43,773	456	1,918,464	2,197,088
Sugarloaf Conference Center-Administration	102,710	26,088	0	-128,888	-90
Total	975,337	213,321	11,350	2,656,010	3,856,018
Vice-President, Health Science Center:					
Dental Practice Plan	275,753	45,901	6,844	238,003	566,501
Practice Plan	49,047,608	9,388,820	428,446	13,962,265	72,827,139
Total	49,323,361	9,434,721	435,290	14,200,268	73,393,640
Vice-President, Students:					
Residence Hall-Administration	2,109,352	444,362	16,672	13,774,208	16,344,594
Total	2,109,352	444,362	16,672	13,774,208	16,344,594
Grand total	56,750,200	11,059,061	946,688	39,033,720	107,789,669

1. Includes travel, subsistence & lodging.
a. Rounds to less than 0.1 percent.

SOURCE: Data provided by Temple University.

III. GOODS AND SERVICES PURCHASE CONTRACTS

Vendor contracts totaling \$1,000 or more are detailed for 1997-98. 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. 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
 CONTRACTS¹
 BY ACADEMIC/ADMINISTRATIVE UNIT
 1997-98

Academic/administrative unit	Total amount	Percentage of grand total
Business Office/Business Services	\$1,302,286	17.2%
Communications, Human Resources	101,427	1.3
Department-Wide:		
Copiers/Equipment	90,874	1.2
Furniture/Equipment	267,732	3.5
Fiscal Affairs	2,817,794	37.4
Fiscal Affairs/MIS Department	333,922	4.4
Fiscal Affairs/Urban Center	336,526	4.4
Instructional & Educational Equipment	160,734	2.1
Library Services	1,831	a
Medical Health Services	43,097	0.6
MIS Department (Computer Equipment)	135,068	1.8
Physical Plant	1,272,233	16.8
Student Activities	74,157	1.0
Urban Center	627,508	8.3
Grand Total	7,565,189	100.0

1. Includes purchases of goods and services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY
CONTRACTS¹
BY CONTRACT SIZE
1997-98

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total	
Vendor contracts greater than or equal to \$1 million:			Vendor contracts greater than or equal to \$10,000 but less than \$50,000:			
Gourmet Services, Inc.	\$2,256,989	29.8%	Eric Ward	\$48,357	11.5%	
Total	2,256,989		Crown Door	44,612		
Vendor contracts greater than or equal to \$100,000 but less than \$1 million:			Degler Whiting	42,848		
Penn Construction Co.	542,876	45.0	Nathan South	40,552		
Foulke Associates, Inc.	520,556		York International	36,468		
KPMG Peat Marwick LLP	489,875		Rigaku	32,322		
Chapman Agency	480,066		Ceridian	31,637		
GTE Leasing	336,526		Kelly's Sports	30,229		
Diversified Mechanical, Inc.	304,085		Top of the Clock	29,525		
A & R Contracting	231,761		Sol's General Contracting	29,055		
Reed, Smith, Shaw & McClay	142,995		Advantages Unlimited	27,500		
Wilm Piano Co.	123,688		JP Jay Associates	26,958		
BGN (Eric Smith)	115,517		Technical Innovations	25,535		
George Walters	112,236		BT Office Products	24,450		
Total	3,400,181		SCHSCO Medical Services	23,780		
Vendor contracts greater than or equal to \$50,000 but less than \$100,000:			Security Elevator	23,244		
Multi-Communications	96,700		9.8	Ridgeways		21,302
Blank Rome	87,368	Apple Computer		20,920		
Ernel General Contracting	67,708	Total Building Maintenance		20,835		
521 Management	65,121	MTP Auto Leasing		20,559		
Shea Roofing	65,000	Perkin Elmer		20,164		
BFI	64,912	Leaf & Bud		19,353		
Smartcomp	64,212	Micron Electronics		18,607		
Braker Instruments	60,000	Compuworld		17,980		
B & F Paving	59,720	Software Bisque		17,690		
Xerox	57,551	Paricken Music		17,500		
Eastern High Voltage	50,215	Hyatt Constructors		17,419		
Total	738,507	Industrial Appraisal Co.		16,774		
				Keystone Ridge Designs	15,548	
				WPVI-TV	15,045	
				Labhart Flooring	14,525	
				Beach Advertising	13,621	
				EMK	12,822	
			AVIO	11,336		
			Specta Guard	10,724		
			Bruce Furniture Gallery	10,549		
			Fisher Scientific	10,436		
			SCI Technologies	10,032		
			Total	870,813		
			Vendor contracts greater than or equal to \$1,000 but less than \$10,000:			
			Total	298,699	3.9	
			Grand Total	7,565,189	100.0	

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

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY
CONTRACTS¹
BY VENDOR LOCATION
1997-98

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$3,950,077	52.2%
Out-of-State	3,615,112	47.8
Grand total	7,565,189	100.0

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

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY
 CONTRACTS¹
 BY ACADEMIC/ADMINISTRATIVE UNIT
 1997-98

Academic/administrative unit	Total amount	Percentage of grand total ²
University Park Colleges:		
College of Agricultural Sciences	\$15,372,490	
College of Arts & Architecture	912,179	
Smeal College of Business Administration	2,394,562	
College of Communications	427,091	
College of Earth & Mineral Science	5,477,054	
College of Education	2,167,234	
College of Engineering	10,658,692	
College of Health & Human Development	5,116,411	
College of The Liberal Arts	2,062,250	
Eberly College of Science	11,950,551	
Total	56,538,514	16.2%
Academic Support Units:		
Computer & Information Systems	23,792,713	
Enrollment Management & Administration	1,395,404	
General Income	1,193	
Graduate School	265,235	
International Programs	947,536	
Research	25,199,626	
Undergraduate Education	702,104	
University Arts Services	630,542	
University Libraries	11,915,441	
University Outreach	5,654,479	
Weis Research Center	1,692	
Total	70,505,965	20.2
Administrative Support Units:		
Development & Alumni Relations	3,124,779	
Education Equity	109,380	
Finance & Business	35,803,957	
Finance & Business-Housing & Foods	9,043,151	
Finance & Business-Physical Plant	91,839,184	
General & Academic Administration	782,524	
Intercollegiate Athletics	10,284,830	
Student Affairs	3,588,544	
University Relations	247,543	
Total	154,823,892	44.4
Other Penn State Locations:		
Abington	1,942,396	
Altoona	4,475,100	
Beaver	1,009,267	
Berks	2,099,086	
Delaware County	1,114,433	
DuBois	931,375	
Erie	4,324,438	
Fayette	885,133	
Great Valley	2,707,941	
Harrisburg	3,844,578	
Hazleton	1,328,680	
Lehigh Valley	751,414	
McKeesport	1,101,154	
Mont Alto	1,210,091	
New Kensington	1,016,093	
Schuylkill	946,886	
Shenango	886,019	
Wilkes-Barre	833,806	
Worthington Scranton	883,882	
York	1,444,441	
Greater Pittsburgh	89,507	
Commonwealth College-Central Office	891,183	
Total	34,716,903	10.0
Sub-total	316,585,274	90.8
College of Medicine at Hershey ²	32,005,772	9.2
Grand total ²	348,591,046	100.0

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

2. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
 CONTRACTS¹
 BY EXPENDITURE TYPE²
 1997-98

Expenditure type	Total amount	Percentage of grand total
Books & Periodicals	\$12,719,039	3.6%
Communication Services	4,770,002	1.4
Conferences & Group Activities	3,851,669	1.1
Employee Benefits Billed	146,783	a
Equipment Budget	75,664,664	21.7
Freight Charges	265,417	0.1
Insurance & Interest	8,873,103	2.5
Legal Expense	3,145,512	0.9
Miscellaneous	10,504,384	3.0
Property Expense	5,115,556	1.5
Publications, Printing & Copying	9,649,728	2.8
Repairs, Alterations & Capital	91,989,829	26.4
Student Aid	1,059,848	0.3
Supplies & Materials for Resale	41,820,675	12.0
Supplies, Materials & Services	51,293,380	14.7
Travel Expense	4,409,259	1.3
Utilities Purchased	23,312,198	6.7
Grand total	348,591,046	100.0

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

2. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
 CONTRACTS¹
 BY CONTRACT SIZE²
 1997-98

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than or equal to \$1 million:			Vendor contracts greater than or equal to \$500,000 but less than \$1 million--(continued):		
Allegheny Power	\$11,015,877		Readmore, Inc.	\$893,071	
Leonard S. Fiore, Inc.	8,021,069		PECO Energy	891,291	
Farfield Co.	6,364,693		Hoffman Popovich	870,817	
Dell Marketing LP	5,719,636		Varian Assoc., Inc.-NMR-Instruments	866,332	
Glenn O. Hawbaker, Inc.	5,340,544		XPEDX	845,535	
IBM Corp.	4,965,066		AT&T	828,144	
PHICO Insurance Company	4,651,824		Digital Equipment Corp.	805,724	
Gateway Business Major Accounts, Inc.	3,961,176		Hewlett-Packard	794,786	
EBSCO	3,741,145		Silicon Graphics, Inc.	767,481	
HRI, Inc.	3,717,612		Beckman Instruments, Inc.	767,032	
Apple Computer, Inc.	3,478,593		L. C. Anderson Son, Inc.	766,618	
Big Ten Conference Revenue Sharing	3,185,284		Fore Systems, Inc.	762,652	
McQuaide Blasko	3,041,353		Whitehill Lighting & Supplies	759,585	
Maurice A. Lawruk Builder, Inc.	3,019,230		Curtin Mathsn Scient Div Fisher Sci	746,723	
INACOM-East Area	2,881,689		Commonwealth Communications, Inc.	737,060	
VWR Scientific Div. of VWR Corp.	2,877,662		E. E. Austin & Son, Inc.	736,051	
Boise Cascade Office Products Corp.	2,718,660		R. E. Wright Associates	720,625	
Xerox Corp.	2,624,851		Morgan Guaranty	715,100	
J. Orr & Son, Inc.	2,303,372		Federal Express Corp.	706,065	
G. R. Sponaugle & Sons., Inc.	2,248,253		USPS CMRS-TMS	702,526	
Bradford Coal Co., Inc.	2,227,470		J. & H. Marsh & McLennan of Pa., Inc.	694,817	
PSGHS Briarcrest	1,817,512		NBBJ	692,816	
McKesson Drug Co.	1,778,896		The Douglas Stewart Co.	687,573	
G. M. McCrossin	1,666,529		Michael Baker Jr., Inc.	684,121	
Lane Co.	1,513,562		Merisel Americas, Inc.	675,592	
ADG-Hospital Drive Assoc.	1,461,200		Joseph McCormick Construction Co.	674,375	
Bruker Instruments, Inc.	1,452,364		WTW Architects	661,727	
Nittany Office Equipment	1,412,364		Neutron, Inc.	659,035	
CIC Systems	1,336,629		Susan Maxman Arch.	638,240	
GPU Energy	1,258,382		L. D. Astorino & Assoc. Ltd.	632,217	
Yankee Book Peddler	1,232,823		Olsten Staffing Services	626,866	
Fisher Scientific Co.	1,230,275		MG Industries	618,998	
SYSCO of Central PA	1,226,733		The Hite Co.	618,310	
Link Computer Corp.	1,224,011		PA Dept. of General Services		
E & I Coop Service	1,207,197		Cent. Svcs. Comp.	615,310	
Sun Microsystems	1,199,628		Centre County Craftworks	612,776	
Pennsylvania Power & Light Co.	1,178,260		United Express-Atlantic Coast Airlines	605,001	
PMA Insurance Co.	1,125,709		Laidlaw Env. Svcs., Inc.	598,707	
Sigma Aldrich Marketing, Inc.	1,112,374		Software Express, Inc.	594,927	
NUWC Keyport	1,094,801		Magnotta Construction Co., Inc.	586,906	
R. H. Marcon Co.	1,082,299		Princeton University Office of Finance	576,796	
University of Pittsburgh			McDonnell Douglas Corp.	573,384	
Research Account	1,061,034		Duquesne Light Co.	572,673	
Resourcenet Intl. York Division	1,032,761		King Coal Sales, Inc.	559,878	
Temple University	1,029,263		IKON Office Solutions	553,530	
Stone Valley Construction, Inc.	1,027,878		Life Technologies	540,161	
Arkwright Mutual Ins. Co.	1,015,780		Odyssey Builders, Inc.	535,998	
Total	119,883,323	34.4%	Johnson Controls, Inc. Control Group	525,796	
Vendor contracts greater than or equal to \$500,000 but less than \$1 million:			Nittany Valley Offset	522,981	
Turner Construction Co.	992,848		Spectra Wood	520,278	
John Savoy & Son, Inc.	952,363		Mid-State Bank	517,085	
Academic Book Center	944,581		Micro Supplies Warehouse	509,791	
Columbia Energy Services	942,878		PBS	504,663	
Phillips Ford Sales	918,401		Total	43,211,263	12.4%
Commercial Printing	901,185		Vendor contracts less than \$500,000:		
3M	896,320		Total	185,496,460	53.2
USAir	894,547		Grand total		
Centre Business Products, Inc.	893,594		Total	348,591,046	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor, from all sources of funding.
 2. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY
 CONTRACTS¹
 BY VENDOR LOCATION²
 1997-98

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$190,528,039	54.7%
Out-of-State	158,063,007	45.3
Grand total	348,591,046	100.0

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

2. Reflects the transfer of the University Hospitals to Penn State Geisinger Health System as of July 1, 1997.

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH
CONTRACTS¹
BY ACADEMIC/ADMINISTRATIVE UNIT
1997-98

Academic/administrative unit	Total amount	Percentage of grand total
Chancellor:		
Assistant Chancellor	\$8,273	
Athletics	4,574,762	
Chancellor	987,504	
General Counsel	534,567	
Secretary of the Board of Trustees	205,368	
Vice Chancellor, Institutional Advancement	863,555	
Total	7,174,029	3.5%
Executive Vice Chancellor:		
Associate Vice Chancellor, Business	40,099,284	
Associate Vice Chancellor, Human Resources	378,636	
Facilities Management	29,580,639	
Vice Chancellor, Budget & Controller	2,128,184	
Total	72,186,743	35.7
General University:		
Business Affairs	337,672	
General University	2,392,873	
Total	2,730,545	1.4
Senior Vice Chancellor & Provost:		
College of General Studies	434,844	
Computing & Information Services	21,531,343	
Education-University Service Programs	353,311	
Faculty of Arts & Sciences	11,362,395	
Graduate School of Public & International Affairs	390,739	
Katz Graduate School of Business	958,040	
Learning Research Development Center	2,388,882	
School of Education	554,857	
School of Engineering	1,866,691	
School of Information Sciences	777,652	
School of Law	1,147,281	
School of Social Work	2,024,243	
Senior Vice Chancellor & Provost	4,802,580	
Summer Sessions	13,865	
University Center for International Studies	599,408	
University Center for Social & Urban Research	2,309,687	
University Honors College	15,831	
University Library System	5,892,364	
University of Pittsburgh at Bradford	374,285	
University of Pittsburgh at Greensburg	2,257,580	
University of Pittsburgh at Johnstown	966,984	
University of Pittsburgh at Titusville	111,963	
Vice Chancellor, Student Affairs	2,690,122	
Total	63,824,947	31.6
Senior Vice Chancellor, Health Administration:		
Senior Vice Chancellor, Health Administration	1,013,571	
Total	1,013,571	0.5
Senior Vice Chancellor, Health Sciences:		
Graduate School of Public Health	7,147,887	
School of Dental Medicine	2,222,311	
School of Health & Rehabilitation Sciences	672,177	
School of Nursing	410,664	
School of Pharmacy	762,386	
Senior Vice Chancellor, Health Sciences	2,430,063	
Total	13,645,488	6.7
University of Pittsburgh Medical Center:		
Pittsburgh Cancer Institute	3,736,197	
School of Medicine	27,575,304	
University of Pittsburgh		
Medical Center Administration	7,051,470	
Western Psychiatric Institute & Clinic	3,282,450	
Total	41,645,421	20.6
Grand total	202,220,744	100.0

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

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH
 CONTRACTS¹
 BY EXPENDITURE TYPE
 1997-98

Expenditure type	Total amount	Percentage of grand total
Facility Alterations	\$3,080,816	1.5%
Facility Operating Costs	1,033,080	0.5
Insurance	1,695,871	0.8
Library Acquisitions	7,616,069	3.8
Mail	427,860	0.2
Printing/Publishing	2,719,337	1.3
Professional Memberships	1,121,133	0.6
Professional Services	68,040,465	33.6
Purchases for Resale	27,655,252	13.7
Routine Maintenance	6,216,375	3.1
Space Rental	4,747,864	2.3
Supplies/Equipment	48,329,908	23.9
Telephone	5,634,107	2.8
Utilities	23,902,607	11.8
Grand total	202,220,744	100.0

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

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH
CONTRACTS¹
BY CONTRACT SIZE
1997-98

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than or equal to \$1 million:			Vendor contracts greater than or equal to \$500,000 and less than \$1 million:		
Duquesne Light Co.	\$15,327,152		Sedwick James of Pennsylvania, Inc.	\$942,714	
Sodexho Food Service	9,669,194		Regents of the University of California	927,892	
Presbyterian University Hospital	6,338,676		UPMC MR Research Center	915,680	
Bellefield Boiler Plant	4,267,573		Sigma-Aldrich Incorporated	885,979	
Postmaster	3,317,656		United Parcel Service	869,751	
University of Pittsburgh Medical Center	3,173,499		Login Bros. Book Co.	858,720	
Gateway Business	2,905,258		Optic North America	850,000	
Ebsco Subscription Service	2,874,919		Prentice Hall, Inc.	844,693	
Dell Marketing LP	2,511,931		Sun Microsystems, Inc.	837,627	
Bell Atlantic-PA	2,372,869		Carnegie Mellon University	835,212	
Fisher Scientific	2,321,668		SEEC, Inc.	834,243	
Apple Computer, Inc.	1,981,460		Trustees of the University of Pennsylvania	823,249	
PNC Bank	1,907,270		Omega Systems	810,023	
AT & T	1,807,209		McGraw-Hill Books, Co.	785,801	
D & K Electronics	1,567,051		Pittsburgh Water and Sewage Authority	770,826	
McKamish Chesapeake, Inc.	1,313,968		Rittenhouse Book Distributors, Inc.	725,341	
Xerox Corp.	1,241,622		City of Philadelphia	714,631	
Port Authority of Allegheny County	1,235,784		Childrens' Hospital of Pittsburgh	704,341	
VWR Products	1,219,245		Follett Campus Resources	701,200	
BT Office Products International	1,191,212		Applied Biosystems	679,348	
Pinkerton Security & Investigation Service	1,183,993		CIC Systems, Inc.	674,600	
Cisco Systems, Inc.	1,175,917		Pittsburgh Water & Sewer Authority	673,524	
Oracle Corp.	1,131,078		University Surgical Assn., Inc.	671,991	
YBP	1,120,501		University Anesthesiology & CCM Foundation	664,794	
Life Technologies/GIBCO BRL	1,114,817		L & M Paper	654,330	
Lenzner Coach Lines	1,090,713		Schindler Elevator Corp.	594,361	
Total	75,362,235	37.3%	Franklin Interiors	581,960	
			Addison Wesley Longman	563,346	
			Columbia Energy Services	554,693	
			Alcosan	530,982	
			Marriott Management Service Corp.	530,270	
			Total	23,012,122	11.4%
			Vendor contracts less than \$500,000:		
			Total	103,846,387	51.3
			Grand total	202,220,744	100.0

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

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH
CONTRACTS¹
BY VENDOR LOCATION
1997-98

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$93,766,527	46.4%
Out-of-State	108,454,217	53.6
Grand total	202,220,744	100.0

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

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY
 CONTRACTS¹
 BY ACADEMIC/ADMINISTRATIVE UNIT²
 1997-98

Academic/administrative unit	Total amount	Percentage of grand total
Administrative Services	\$116,763,171	52.0%
President	5,909,636	2.6
Provost	24,231,270	10.8
Executive Vice-President	9,994	a
Vice-President	2,596,056	1.2
Vice-President, CFO & Treasurer	23,268,686	10.4
Vice-President, Computer/Information	15,654,936	7.0
Vice-President, Dean, Ambler	1,508,764	0.7
Vice-President, Development/Alumni Affairs	1,432,901	0.6
Vice-President, Health Science Center	22,869,404	10.2
Vice-President, Students	9,433,699	4.2
Miscellaneous-General University	833,364	0.3
Grand total	224,511,881	100.0

1. Includes purchases of goods & services which equal or exceed a total of \$1,000 for each vendor, 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.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY
 CONTRACTS¹
 BY EXPENDITURE TYPE
 1997-98

Expenditure type	Total amount	Percentage of grand total
1199C Guild & SW Welfare		
Funds & Benefits	\$3,848,786	1.7%
Administration	841,515	0.4
Advertising & Recruiting Advertising	3,186,493	1.4
Animals & Animal Labs	257,207	0.1
Architect-Engineering Fees	1,096,883	0.5
Audio Visual	234,732	0.1
Auditing Fees	319,179	0.1
Basic Medical Insurance	14,253,819	6.3
Books & Book Repairs	300,553	0.1
Building Improvements & Repairs	819,162	0.4
Business Supplies & Services	1,050,096	0.5
Capital Lease-Movable Equipment	248,124	0.1
Cellular Phone Services	231,413	0.1
Central Printing	1,789,701	0.8
Chemicals for Lab Tests	1,581,042	0.7
Claim Settlements	971,860	0.4
Clerical Contract	1,659,468	0.7
Clerical Stores	1,779,324	0.8
Computer Equipment & Work Stations	2,255,403	1.0
Computer Services	2,922,026	1.3
Conference Services & Registration Fees	456,173	0.2
Consultant Fees	1,378,772	0.6
Contributions to Defined Benefit		
Pension Plans	255,658	0.1
Dental Materials	519,642	0.2
Dental Plans	379,227	0.2
Drugs	314,613	0.1
Dues in Associations	943,589	0.4
Electronic Access	153,665	0.1
Employee Insurance	427,747	0.2
Entertainment	332,720	0.1
Equipment-Expendable	3,932,545	1.8
Equipment-Fixed	3,625,106	1.6
Equipment-Maintenance Contract	2,236,694	1.0
Equipment-Movable	10,598,830	4.7
Films & Tracings	128,643	0.1
Food	6,349,760	2.8
Furniture	1,080,339	0.5
General Liability	443,184	0.2
General Supplies & Transfers	4,724,450	2.1
Guarantees Paid	771,495	0.3
Home Game Expenses	346,727	0.2
Instructional Supplies	157,337	0.1
Insurance	792,568	0.4
Interviewers-Taxable & Travel	621,201	0.3
Land & Land Improvements	3,282,396	1.5
Legal Fees	1,547,835	0.7
Library Binding & Conservation	176,536	0.1
Library Books	959,868	0.4
Library Continuations	823,325	0.4
License Fees	172,468	0.1
Light Bulbs	100,056	a
Lobbying	90,148	a

TEMPLE UNIVERSITY
 CONTRACTS BY EXPENDITURE TYPE 1997-98--(continued)

Expenditure type	Total amount	Percentage of grand total
Magazines & Newspapers	\$226,660	0.1%
Maintenance of Buildings & Grounds	1,555,125	0.7
Materials	2,150,700	1.0
Medical & Dental Care	197,787	0.1
Miscellaneous ²	3,574,148	1.6
Multiemployer Pension	294,514	0.1
Operating Lease-Movable Equipment	384,753	0.2
Other Capital Expenditure	12,316,128	5.5
Other General Expense	2,072,154	0.9
Outside Contract-Other	5,773,771	2.6
Outside Physician Services	471,842	0.2
Outside Service-Other	7,176,498	3.2
Participant Support	274,672	0.1
Patient Costs	207,238	0.1
Periodicals	2,467,321	1.1
Physical Plant Purchases	16,128,785	7.2
Post Retirement Benefits	6,651,525	3.0
Postage & Metered Mail	1,040,852	0.5
Prescription Plans	1,146,021	0.5
Printing	2,298,887	1.0
Programs	1,122,228	0.5
Protection Contract	1,477,563	0.7
Publication Graphics	147,298	0.1
Real Estate Tax	169,520	0.1
Recruiting	242,730	0.1
Rent-Buildings & Offices	3,364,765	1.5
Rent-Equipment	520,739	0.2
Repairs-Machinery	1,685,931	0.8
Repairs-Vehicles	313,922	0.1
Social Security	194,164	0.1
Software	2,745,807	1.2
Specialty Retail	225,558	0.1
Split Charge Validation	833,078	0.4
Stationery & Supplies	537,763	0.2
Sub-Contracts Over \$25,000	6,134,086	2.7
Surgical Supplies	201,779	0.1
Tax Expense	740,016	0.3
Team Trips & Holiday Living Expenses	771,968	0.3
Telephone & Telegraph	4,571,829	2.0
Travel	1,514,375	0.7
Trust Fund Workers' Compensation	2,736,859	1.2
Unemployment Insurance	751,636	0.3
Utilities-Fuel Oil	1,100,364	0.5
Utilities-Gas	2,403,911	1.1
Utilities-Lights	12,119,254	5.4
Utilities-Water & Sewer	964,510	0.4
Vehicles	353,894	0.2
Washroom Supplies	381,796	0.2
Wearing Apparel	216,017	0.1
Work in Process	21,789,040	9.7
Grand Total	224,511,881	100.0

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

2. Details for miscellaneous expenditures are available upon request from the Joint State Government Commission.

a. Rounds to less than 0.1 percent.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY
CONTRACTS¹
BY CONTRACT SIZE
1997-98

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than or equal to \$1 million:			Vendor contracts greater than or equal to \$500,000 and less than \$1 million:		
PECO Energy	\$12,198,728		Brown & Guarino Inc.	\$988,192	
Independence Blue Cross	9,279,825		Xerox Corporation	940,360	
First Union	7,651,426		Water Revenue	908,325	
R. M. Shoemaker Co.	5,360,863		Dept. of General Services	868,150	
Marriott-Courtyard	4,986,690		Otis Elevator Co.	861,405	
Bell Atlantic TAP	4,930,481		Contract Consultants Inc.	853,269	
1199 National Benefit Fund	3,831,812		Ogden Entertainment Inc.	843,388	
Willard Inc.	3,490,179		Computerland Quatro Systems	824,357	
Gateway 2000	3,395,154		Ballard, Spahr, Andrews & Ingersoll	790,948	
Blue Cross Blue Shield	3,162,666		Central Metals Inc.	779,567	
A. T. Chadwick Co. Inc.	2,821,447		J. J. White Inc.	755,217	
Mellon Bank	2,815,418		PA Unemployment Compensation Fund	751,636	
Philadelphia Gas Works	2,231,808		Bettinger Co.	712,787	
Corestates Philadelphia National Bank	2,186,071		Almond Glass Works Inc.	699,237	
Keystone Agency Inc.	2,121,327		Dell Marketing L. P.	694,136	
Bell of Pennsylvania	2,027,030		Apple Computer Inc.	683,305	
Scientific Software & Res. Mgt. Corp.	1,995,041		Simplex Time Recorder Co.	663,332	
City of Philadelphia	1,981,684		Headway Corp. Staffing Service Inc.	651,425	
Duggan & Marcon, Inc.	1,910,568		Armour & Sons Electric Inc.	648,987	
Spectaguard Inc.	1,870,389		ABB Instrumentation Inc.	625,762	
Tierney & Partners	1,854,181		Centria Inc.	615,386	
Mark Lepore Contractors	1,844,651		Ebsco Curriculum Materials	614,963	
Isard-Greenberg	1,832,720		Lex Electric Co. Inc.	605,475	
The Faxon Co. Inc.	1,741,486		IDX National User's Conference	564,344	
Staples	1,717,323		Boyter Associates Inc.	562,184	
Wells Fargo Alarm Services	1,470,320		Blackwell North America Inc.	552,545	
ISS International Service System	1,462,103		Amerada Hess Corp.	550,825	
Counsel Construction Co. Inc.	1,448,540		Billows Electric Supply Co.	544,260	
Florkowski Builders Inc.	1,439,552		Bell Atlantic	534,915	
Grinnell Fire Protection	1,438,585		Barnes & Noble Store #1880	528,542	
R. I. Williams & Associates Inc.	1,386,551		Davis Advertising Inc.	517,650	
Keystone Health Plan East	1,301,598		Delphi Petroleum Inc.	510,385	
Artis T. Ore Inc.	1,284,569		Daktronics Inc.	503,865	
E & I Cooperative Services Inc.	1,249,048		AT&T Campuswide Access Solutions	503,088	
Hussey Seating Co.	1,236,470		Marriott Corp.	502,795	
T. N. Ward Co.	1,221,516		Total	23,755,008	10.6%
Northstar Fire Protection Inc.	1,155,005				
Fisher Scientific-Education	1,153,014		Vendor contracts less than \$500,000:		
PCS	1,146,021		Total	86,897,659	38.7
Lawyers Title Insurance Corp.	1,095,479				
Larry C. McCrae Inc.	1,059,873		Grand total	224,511,881	100.0
L. F. Driscoll Co.	1,039,184				
World Travel	1,030,287				
Wm. A. J. Shaeffers & Sons Inc.	1,001,816				
Blue Shield of Pennsylvania	1,000,715				
Total	113,859,214	50.7%			

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

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY
CONTRACTS¹
BY VENDOR LOCATION
1997-98

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$144,870,226	64.5%
Out-of-State	79,641,655	35.5
Grand total	224,511,881	100.0

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

SOURCE: Data provided by Temple University.

IV. RETIREMENT AND TUITION BENEFIT POLICIES

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 is administered by the Teachers Insurance and Annuity Association-College Retirement Equity Fund (TIAA-CREF).

TIAA-CREF provides benefits as either annuities or lump sums. Employees are vested immediately. The normal retirement age is 65. The employer contribution rate is 5 percent of employee earnings.

Employees who retire at normal retirement age with 10 years of full-time continuous service continue to receive life insurance benefits. Life insurance premiums are paid by the university.

TUITION BENEFIT POLICY:
LINCOLN UNIVERSITY

Tuition benefits are offered to faculty members, spouses and dependent children of faculty members, and other employees. The benefits cover only tuition, not fees. Proper approval is required for all tuition benefits.

From the time of employment, faculty members may enroll in one undergraduate course tuition free.

Spouses and dependent children may attend undergraduate courses during the Fall and Spring semesters, tuition free. Tuition benefits may be combined with scholarship awards, provided the combined benefit and awards do not exceed total tuition charges.

After twelve months of full-time continuous employment, employees are permitted to enroll in two courses during the Fall and Spring semesters, provided one course is taken after regular working hours and one course during the Summer session, tuition free.

RETIREMENT POLICY:
THE PENNSYLVANIA STATE UNIVERSITY

Faculty and staff members participate in one of four different retirement plans: the State Employees' Retirement System (SERS); the Teachers Insurance and Annuity Association-College Retirement Equity Fund (TIAA-CREF); Federal Civil Service Retirement; or the Public School Employees' Retirement System. Over 95 percent of the faculty and staff are members of either the SERS or TIAA-CREF plans.

The SERS plan provides a full retirement annuity based on a defined benefit formula: 2 percent x years of service x final average salary. The full retirement benefit may be adjusted for one of several benefit options chosen by the employee, or for early retirement. Employees are vested after 10 years of service, or 3 years of service after age 60. Full employment benefits are available when the member reaches age 60, or has been credited with 35 years of service. Reduced benefits are available after the employee has been credited with 10 or more years of service, and is under age 60. The SERS plan contains provisions for disability and death benefits. The employee contribution rate is 5 percent of earnings. The employer contribution rate is determined annually by the SERS board; the current employer rate is 5.61 percent of employee earnings.

The TIAA-CREF plan provides benefits based on the employee's retirement age and total employee and employer contributions. TIAA annuities remain fixed except for special dividends. CREF annuities vary with the investment performance of the type of account chosen by the employee (money market, bond, stock, global equity, growth, equity index, social choice and other accounts are available). Employees are vested immediately in the plans. Retirement benefits may commence at any age, or with any length of membership in the plans. TIAA-CREF provides no separate disability benefits, but regular member benefits may be used for this purpose. At death, the plans pay the current value of the employee's account to the employee's beneficiary. The employee contribution rate is 5 percent of earnings. The employer contribution rate is 9.29 percent of employee earnings, set by State law.

TUITION BENEFIT POLICY:
THE PENNSYLVANIA STATE UNIVERSITY

Tuition benefits (Educational Privileges) are offered to regular, full-time faculty or staff, their spouses, and their unmarried children. The benefit is a 75 percent reduction of the tuition charge and applies to Penn State resident instruction and continuing education credit courses except for the professional curriculum such as those offered at The Milton S. Hershey Medical Center and the Dickinson School of Law. Educational privileges do not apply at summer camps or workshops operated by the University unless University credit is given and regular tuition is charged.

A faculty or staff member is eligible for educational privileges the semester which begins with or next follows the effective date of full-time employment. The benefit is provided for a maximum 16 credits per academic year for a person on a 12 month appointment and 12 credits during the two semesters of service for a person appointed for just the Fall and Spring semesters.

A spouse, except one receiving educational assistance from the University, such as a graduate assistantship, is eligible for educational privileges beginning two years or later from the employee's date of regular employment. There is no limitation on the number of credits that may be taken and all levels of degrees may be earned. Unmarried children are eligible beginning with the semester coincident with or next following the faculty or staff member's effective date of full time employment and may earn up to the Bachelor's degree.

Various other limitations apply and are enumerated in the official Penn State educational privileges and grant-in-aid policies.

RETIREMENT POLICY:
UNIVERSITY OF PITTSBURGH

Two alternative retirement plans are available to faculty and staff members: a Contributory Tax-Deferred Annuity Plan, with employee and university contributions invested and benefits administered by either the Teachers Insurance and Annuity Association-College Retirement Equity Fund (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 defined contribution plan with employer and employee contributions, with an option available for the tax-deferral of employee 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 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 can be 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 earnings (6 contribution rate choices are available). During a delayed vesting period of three years, the employer matches the employee's contribution. After the three-year vesting period, the employer's contribution rate (set by the employer to coincide with the employee's contribution rate) varies from 4.5 to 12 percent of employee earnings. 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 employer 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 employer's contributions made on the employee's behalf. Participants under this plan also have the opportunity to make contributions to a Supplementary

Retirement Account, administered by either TIAA-CREF or the Vanguard Group; the contributions may be tax-deferred at the employee's option. Contributions to supplementary accounts are not part of the Contributory Plan and are not matched by the employer.

TUITION BENEFIT POLICY:
UNIVERSITY OF PITTSBURGH

Tuition benefits (scholarships) are offered to faculty members, other staff (faculty librarians, research associates, ROTC faculty), spouses and dependent children.

Tuition scholarships for full-time faculty and staff cover all tuition for the first six credits taken each term at the University of Pittsburgh, except for a faculty or staff charge of 3 percent of tuition for undergraduate courses and 10 percent of tuition for graduate courses. Tuition scholarships for eligible part-time faculty are proportionate to those for full-time appointments.

Tuition scholarships for spouses of full-time faculty and staff are the same as those above, except that the spouse's charge is 10 percent of tuition for both undergraduate and graduate courses.

Tuition scholarships for dependent children of full-time faculty and staff cover full undergraduate tuition only for a maximum of 12 terms leading to a baccalaureate degree at the University of Pittsburgh; fees and other charges are the student's responsibility. In addition, tuition scholarships for dependent children of full-time faculty, faculty librarians and research associates, hired by September 1, 1994, are available for attendance at other accredited colleges and universities. These scholarships cover tuition for a maximum of two terms each

for four academic years, at the maximum rate of the in-State, full-time tuition for the College of Arts and Sciences at the Pittsburgh campus. Tuition scholarships for dependent children of certain part-time tenured or tenure-stream faculty and faculty librarians are made, with benefits proportionate to those for full-time appointments.

RETIREMENT POLICY: TEMPLE UNIVERSITY

Members of the retirement plans are eligible to retire at age 62 with at least 10 years of full-time continuous employment. They are eligible to participate in the Contributory Post-Retirement Medical Pre-Funding Plan and to receive \$2,000 in life insurance coverage.

Early retirement is available to the same persons. Early retirement at age 62 can be chosen by persons who have reached the age of 55 and have ten years of continuous service. Both employee and employer contributions may be accelerated to meet the requirements of early retirement.

Any faculty, administrative or staff employee who chooses an early retirement and enrolls in the program may, upon proper notice of at least one year in advance of retirement, change his/her retirement date and elect an alternative one. If the alternative date is later than the initial retirement date, a penalty is levied for each month's extension equal to the monthly interest on the total accelerated Temple monthly contributions paid to the date of the notice to change. Interest is calculated monthly at the rate of the first-of-the-month prime rate of Temple's principal bank.

TUITION POLICY:
TEMPLE UNIVERSITY

Faculty and administrative employees are offered tuition remission for six semester hours in the undergraduate or graduate schools (not available in the Law, Medical, Dental or Podiatry Schools). Spouses are offered one-half tuition remission. Legally dependent children may attend Temple as full-time matriculated undergraduate students for up to 10 semesters.

Staff employees and their legally dependent children are accorded the same tuition benefits as faculty and administrative employees. Spouses of staff employees are not included in these benefits.