

INFORMATION DISCLOSURE  
OF THE  
STATE-RELATED UNIVERSITIES

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Staff Analysis  
of 1995-96 Data  
Reported Under 1995 Appropriations Acts

General Assembly of the Commonwealth of Pennsylvania  
JOINT STATE GOVERNMENT COMMISSION  
108 Finance Building  
Harrisburg, Pennsylvania 17120  
February 1997

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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.

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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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# JOINT STATE GOVERNMENT COMMISSION, 1997

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## FOREWORD

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Pursuant to Act Nos. 42A, 43A, 44A and 45A of 1995, 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 1995-96. Section II includes actual revenue and expenditure data for 1994-95 and 1995-96. Section III includes goods and services purchase contracts for 1995-96. 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 1994-95 dollar amounts



from those shown in last year's report. The universities may have revised some 1994-95 data since the time of the publication of last year's report.

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



# CONTENTS

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FOREWORD .....	iv
I. FULL-TIME FACULTY AND STAFF AND AVERAGE SALARIES .....	1
II. ACTUAL REVENUES AND EXPENDITURES .....	17
III. GOODS AND SERVICES PURCHASE CONTRACTS .....	45
IV. RETIREMENT AND TUITION BENEFIT POLICIES .....	69





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

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The number and average salaries of full-time faculty and staff are presented for 1995-96. 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<sup>1</sup>  
1995-96

Academic/administrative unit	<u>Professor</u>		<u>Associate professor</u>		<u>Assistant professor</u>		<u>Instructor</u>		<u>Other</u>		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Grand total	20	\$55,395	20	\$46,141	24	\$34,698	14	\$31,408	16	\$31,035	94

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<sup>1</sup>  
1995-96

Academic/administrative unit	<u>Executive/ administrative/ management</u>		<u>Other professional non-faculty</u>		<u>Clerical/secretarial</u>		<u>Technical/ skilled/service</u>		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Grand total	126	\$29,954	--	--	104	\$21,489	76	\$22,640	306

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  
1995-96

Academic/administrative unit	<u>Professor</u>		<u>Associate professor</u>		<u>Assistant professor</u>		<u>Instructor</u>		<u>Other</u>		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Colleges:											
College of Agricultural Sciences	126	\$66,436	96	\$50,758	33	\$42,788	11	\$34,114	40	\$34,821	306
College of Arts & Architecture	32	60,763	59	44,697	43	36,581	12	23,721	0	--	146
Smeal College of Business	31	96,943	34	70,646	30	67,804	17	37,380	11	45,350	123
College of Communications	3	nd	12	52,082	22	41,287	3	nd	0	--	40
College of Earth & Mineral Sciences	66	78,550	34	55,720	26	44,113	12	28,866	91	30,199	229
College of Education	28	65,948	29	49,943	35	38,710	23	24,541	1	nd	116
College of Engineering	103	85,739	79	63,025	73	48,747	9	31,218	36	31,806	300
College of Health & Human Development	53	70,974	39	51,858	48	41,327	66	30,515	32	29,311	238
College of The Liberal Arts	116	71,173	124	48,419	93	39,886	6	32,574	44	27,878	383
Eberly College of Science	119	80,591	46	51,456	58	42,728	26	26,790	56	28,718	305
Total 677		552		461		185		311		2,186	
Commonwealth Educational System:											
Abington-Ogontz Campus	10	59,766	25	46,214	23	38,624	33	28,714	3	nd	94
Allentown Campus	3	nd	6	47,148	6	40,561	1	nd	8	28,008	24
Altoona Campus	2	nd	26	45,762	34	38,374	18	36,363	2	nd	82
Beaver Campus	1	nd	10	48,693	18	40,506	8	29,815	4	25,745	41
Berks Campus	4	58,313	11	47,637	19	40,551	11	36,641	7	36,425	52
Delaware County Campus	6	59,179	18	49,006	14	38,538	4	36,292	6	34,221	48
DuBois Campus	2	nd	8	44,714	19	36,526	11	35,985	3	nd	43
Fayette Campus	0	--	13	50,708	13	40,332	8	36,477	12	25,873	46
Hazleton Campus	3	nd	12	45,544	16	37,475	15	34,140	6	27,069	52
McKeesport Campus	5	58,464	7	45,933	14	39,837	5	39,934	1	nd	32
Mont Alto Campus	2	nd	5	44,829	14	38,852	17	35,091	10	23,501	48
New Kensington Campus	1	nd	14	47,598	14	41,121	9	34,821	2	nd	40
Schuylkill Campus	2	nd	7	47,935	13	42,122	8	33,532	7	24,690	37
Shenango Campus	2	nd	6	45,531	10	40,068	8	37,836	3	nd	29
Wilkes-Barre Campus	3	nd	5	47,457	14	42,246	12	36,904	1	nd	35
Worthington Scranton Campus	1	nd	12	47,276	17	41,114	13	35,814	2	nd	45
York Campus	2	nd	18	44,907	11	41,459	12	29,446	6	28,002	49
Sub-total	49		203		269		193		83		797

Great Valley Campus	1	nd	7	63,078	10	48,553	2	nd	1	nd	21
Total 50		210		279		195		84		818	
Other Locations:											
Penn State Erie - Behrend College	11	63,416	31	55,113	47	46,314	19	41,900	34	33,698	142
Penn State Harrisburg - Capital College	19	68,638	40	55,076	66	45,216	8	34,997	5	28,925	138
Total 30		71		113		27		39		280	
Support Units:											
Computer & Information Systems	0	--	0	--	0	--	0	--	7	53,755	7
Continuing & Distance Education	0	--	5	44,442	14	39,035	14	28,255	1	nd	34
Educational Equity	0	--	0	--	0	--	0	--	1	nd	1
Finance & Business	0	--	0	--	1	nd	0	--	0	--	1
Intercollegiate Athletics	1	nd	0	--	3	nd	17	51,738	24	25,098	45
Research & Graduate Education	2	nd	0	--	2	nd	0	--	294	46,474	298
Student Affairs	0	--	0	--	0	--	0	--	4	11,603	4
Undergraduate Education	0	--	1	nd	2	nd	2	nd	3	--	8
Total 6		28		46		35		334		449	
Milton S. Hershey Medical Center	112	104,503	117	93,499	196	74,624	38	38,690	30	33,387	493
University Libraries	3	nd	22	38,020	24	31,922	2	nd	0	--	51
Grand total	875		978		1,095		480		849		4,277
Grand total (excluding University Libraries)	872	78,026	956	56,827	1,071	48,620	478	33,465	849	36,422	4,226
Grand total (excluding Milton S. Hershey Medical Center and University Libraries)	760	74,124	839	51,713	875	42,795	440	33,013	819	36,533	3,733

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  
1995-96

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Colleges:									
College of Agricultural Sciences	36	\$78,837	415	\$36,580	139	\$25,031	308	\$24,364	898
College of Arts & Architecture	9	88,125	22	31,906	34	25,198	11	28,735	76
Smeal College of Business Administration	12	120,311	38	31,956	46	23,438	1	nd	97
College of Communications	3	nd	9	32,973	9	24,094	7	19,189	28
College of Earth & Mineral Sciences	11	104,709	19	37,771	54	25,317	33	28,097	117
College of Education	13	75,396	14	36,039	47	26,473	4	27,624	78
College of Engineering	29	103,851	61	37,352	109	24,045	54	31,982	253
College of Health & Human Development	14	89,340	24	33,113	78	24,872	33	25,842	149
College of The Liberal Arts	26	83,595	56	33,636	85	23,585	26	25,452	193
Eberly College of Science	14	109,332	39	36,701	86	23,991	57	28,453	196
Total 167		697		687		534		2,085	
Commonwealth Educational System:									
Abington-Ogontz Campus	9	57,834	27	32,030	32	24,457	46	26,937	114
Allentown Campus	1	nd	9	31,668	8	24,780	8	23,364	26
Altoona Campus	8	56,943	27	32,704	36	23,756	57	25,830	128
Beaver Campus	4	54,171	13	32,179	14	24,854	30	25,945	61
Berks Campus	6	58,954	18	30,722	21	23,346	44	25,532	89
Delaware County Campus	4	62,703	18	33,218	16	24,509	15	25,206	53
DuBois Campus	5	55,905	9	34,450	14	24,573	13	25,401	41
Fayette Campus	4	55,683	9	33,229	14	25,506	12	26,234	39
Hazleton Campus	5	58,867	12	30,259	16	24,313	39	24,730	72
McKeesport Campus	4	64,461	21	33,517	16	25,038	28	26,431	69
Mont Alto Campus	5	59,028	15	32,269	14	23,484	33	24,923	67
New Kensington Campus	2	nd	9	30,699	15	23,700	14	25,107	40
Schuylkill Campus	5	57,158	9	29,173	11	24,938	15	27,056	40
Shenango Campus	4	54,897	9	36,849	14	24,478	12	25,517	39
Wilkes-Barre Campus	4	55,623	9	30,619	16	24,219	15	25,980	44
Worthington Scranton Campus	5	61,651	12	33,357	16	23,468	14	26,798	47
York Campus	6	54,092	20	31,582	20	23,158	16	25,195	62
Sub-total	81		246		293		411		1,031

Great Valley Campus	3	nd	14	34,592	25	22,552	10	25,658	52
CES-Central Budgets	14	67,662	16	36,386	12	25,923	1	nd	43
Total 98		276		330		422		1,126	
Other Locations:									
Penn State Erie - Behrend College	15	72,908	44	31,758	48	23,250	88	25,516	195
Penn State Harrisburg - Capital College	15	74,337	43	32,178	74	24,755	77	27,099	209
Total 30		87		122		165		404	
Support Units:									
Computer & Information Systems	31	74,631	190	38,111	49	24,485	43	28,616	313
Continuing & Distance Education	22	63,378	124	33,386	110	23,132	47	31,191	303
Development & Alumni Relations	47	55,266	85	32,366	64	22,452	4	26,928	200
Educational Equity	8	57,970	12	31,694	7	25,215	0	--	27
Enrollment Management & Administration	17	57,074	78	30,803	94	23,997	2	nd	191
Finance & Business	68	67,741	177	35,900	208	24,995	237	27,827	690
Finance & Business - Housing & Foods	16	48,168	35	33,698	60	22,714	463	24,335	574
Finance & Business - Physical Plant	27	58,248	84	39,715	51	24,142	745	28,865	907
General and Academic Administration	15	95,931	20	42,162	23	27,400	0	--	58
Intercollegiate Athletics	13	64,172	46	32,764	42	26,159	43	28,735	144
International Programs	3	nd	11	29,757	11	24,749	0	--	25
Research & Graduate Education	61	76,668	219	45,094	182	24,958	215	30,934	677
Student Affairs	33	54,365	105	34,455	73	23,047	40	24,396	251
Undergraduate Education	17	57,784	49	34,455	39	25,001	3	nd	108
University Arts Services	2	nd	12	35,281	3	nd	2	nd	19
University Libraries	10	72,763	35	33,116	164	24,557	34	29,845	243
Total 390		1,282		1,180		1,878		4,730	
Milton S. Hershey Medical Center	111	98,099	1,253	41,969	814	23,823	1,360	28,677	3,538
Grand total	796	75,121	3,595	37,999	3,133	24,223	4,359	27,600	11,883
Grand total (excluding Milton S. Hershey Medical Center)	685	71,398	2,342	35,875	2,319	24,363	2,999	27,111	8,345

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  
1995-96

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		Other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Chancellor:											
Secretary of the Board of Trustees	1	nd	0	--	0	--	0	--	0	--	1
Total 1		0		0		0		0		1	
Senior Vice Chancellor & Provost:											
College of Arts & Sciences	0	--	0	--	0	--	6	\$24,942	1	nd	7
College of General Studies	0	--	0	--	0	--	0	--	1	nd	1
Faculty of Arts & Sciences - Dean	11	\$102,948	1	nd	0	--	0	--	2	nd	14
Faculty of Arts & Sciences - Humanities	78	67,393	72	\$44,854	55	\$36,219	15	22,678	11	\$29,940	231
Faculty of Arts & Sciences - Natural Sciences	102	69,878	75	49,247	55	38,091	9	25,151	79	24,028	320
Faculty of Arts & Sciences - Social Sciences	58	74,478	38	49,109	27	40,976	2	nd	10	33,592	135
Graduate School of Public & International Affairs	17	81,785	16	61,693	6	39,773	0	--	2	nd	41
Katz Graduate School of Business	28	93,214	20	65,671	12	56,952	0	--	5	52,990	65
Learning Research & Development Center	4	90,216	0	--	0	--	0	--	22	36,140	26
Provost 1	nd	0	--	0	--	0	--	5	36,386	6	
School of Education	25	69,481	58	53,502	10	41,901	14	28,678	30	28,401	137
School of Engineering	39	79,479	39	54,030	26	46,307	0	--	16	23,480	120
School of Information Sciences	7	62,243	16	55,162	6	46,823	0	--	5	22,945	34
School of Law	23	95,832	7	69,964	7	51,820	5	36,065	7	36,573	49
School of Social Work	13	69,232	14	57,654	8	43,449	0	--	3	nd	38
University Center for International Studies	0	--	0	--	1	nd	0	--	7	39,237	8
University Center for Social & Urban Research	0	--	0	--	0	--	0	--	5	33,897	5
University Honors College	0	--	0	--	0	--	0	--	1	nd	1
University Library System	0	--	0	--	0	--	0	--	63	30,949	63
University of Pittsburgh at Bradford	10	50,326	16	42,775	31	34,452	9	27,638	4	30,076	70
University of Pittsburgh at Greensburg	9	51,140	25	41,058	14	32,189	12	28,006	3	nd	63
University of Pittsburgh at Johnstown	17	56,946	74	43,122	26	32,555	19	31,073	11	39,599	147
University of Pittsburgh at Titusville	0	--	10	34,906	7	30,696	5	27,678	3	nd	25
Total 442		481		291		96		296		1,606	
Senior Vice Chancellor, Health Administration:											
Senior Vice Chancellor, Health Administration	0	--	1	nd	3	nd	0	--	1	nd	5
Total 0		1		3		0		1		5	
Senior Vice Chancellor, Health Sciences:											
Graduate School of Public Health	24	96,161	25	59,102	50	44,624	0	--	38	31,721	137
School of Dental Medicine	10	66,483	22	56,648	40	41,544	1	nd	9	56,042	82
School of Health & Rehabilitation Sciences	2	nd	14	55,208	19	49,426	6	37,867	10	21,284	51
School of Nursing	3	nd	8	53,472	30	44,436	28	41,477	9	33,680	78

School of Pharmacy	8	65,222	12	51,757	10	44,814	1	nd	5	50,782	36
Senior Vice Chancellor, Health Sciences	0	--	1	nd	1	nd	0	--	14	37,954	16
Total 47		82		150		36		85		400	
University of Pittsburgh Medical Center:											
School of Medicine	260	137,001	352	96,990	672	77,830	47	38,942	167	31,162	1498
Administration	1	nd	0	--	0	--	0	--	0	--	1
Total 261		352		672		47		167		1499	
Grand total	751	96,367	916	68,469	1,116	63,159	179	33,291	549	31,639	3,511
Grand total (excluding University of Pittsburgh Medical Center)	490	74,721	564	50,668	444	40,955	132	31,279	382	31,847	2,012

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  
1995-96

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Chancellor:									
Athletics	3	nd	58	\$42,431	25	\$19,398	4	\$18,756	90
Chancellor	10	\$88,383	25	33,613	11	22,053	2	nd	48
General Counsel	6	77,382	2	nd	4	19,632	0	--	12
Secretary of the Board of Trustees	1	nd	3	nd	3	nd	0	--	7
Vice Chancellor, Institutional Advancement	18	69,369	57	32,989	34	17,964	0	--	109
Vice Chancellor, Student & Public Affairs	12	64,550	83	29,590	51	18,227	1	nd	147
Total	50		228		128		7		413
Senior Vice Chancellor & Provost::									
College of Arts & Sciences	2	nd	28	28,812	16	15,953	0	--	46
College of Business Administration	0	--	3	nd	2	nd	0	--	5
College of General Studies	1	nd	21	30,899	21	17,845	0	--	43
Faculty of Arts & Sciences - Dean	4	60,762	9	26,515	6	15,868	0	--	19
Faculty of Arts & Sciences - Humanities	0	--	22	26,164	28	18,141	1	nd	51
Faculty of Arts & Sciences - Natural Sciences	3	nd	110	23,876	53	18,232	25	28,776	191
Faculty of Arts & Sciences - Social Sciences	0	--	28	22,266	23	17,914	14	12,649	65
Graduate School of Public & International Affairs	4	54,334	9	34,525	14	22,352	0	--	27
Katz Graduate School of Business	6	57,548	42	28,192	29	17,916	2	nd	79
Learning Research & Development Center	1	nd	33	29,991	12	18,793	0	--	46
Provost 41	91,899	87	28,096	64	17,530	17	26,255	209	
School of Education	1	nd	27	28,001	27	19,779	2	nd	57
School of Engineering	3	nd	28	31,057	27	19,121	8	28,271	66
School of Information Sciences	1	nd	9	28,383	10	20,255	1	nd	21
School of Law	2	nd	16	27,865	25	18,524	0	--	43
School of Social Work	0	--	7	33,264	8	22,911	0	--	15
University Center for International Studies	1	nd	21	27,832	16	17,706	0	--	38
University Center for Social & Urban Research	7	48,117	63	25,631	16	16,819	0	--	86
University Honors College	0	--	2	nd	0	--	0	--	2
University Library System	1	nd	95	21,043	35	16,694	0	--	131
University of Pittsburgh at Bradford	7	57,375	41	25,929	24	18,274	11	25,681	83
University of Pittsburgh at Greensburg	1	nd	27	24,423	16	15,117	23	19,571	67
University of Pittsburgh at Johnstown	3	nd	67	29,446	52	17,330	70	20,951	192
University of Pittsburgh at Titusville	3	nd	21	22,314	9	13,233	7	18,629	40
Total	92		816		533		181		1,622
Senior Vice Chancellor, Business & Finance:									
Associate Vice Chancellor, Budget & Administration	15	63,280	54	29,709	50	16,425	0	--	119

Associate Vice Chancellor, Business	24	55,855	95	29,157	135	14,506	242	23,918	496
Associate Vice Chancellor, Human Resources	9	67,126	28	24,235	8	16,835	13	13,243	58
Computing & Information Services	25	63,636	164	33,477	29	17,838	32	20,952	250
Controller & Assistant Treasurer	13	66,684	60	27,036	47	16,806	0	--	120
Facilities Management	13	64,651	72	34,330	9	18,145	351	26,910	445
Senior Vice Chancellor, Business & Finance	2	nd	2	nd	2	nd	0	--	6
Total 101		475		280		638		1,494	
Senior Vice Chancellor, Health Administration:									
Senior Vice Chancellor, Health Administration	1	nd	22	31,711	6	20,926	37	17,036	66
Total 1		22		6		37		66	
Senior Vice Chancellor, Health Sciences:									
Graduate School of Public Health	3	nd	180	27,193	76	19,078	4	15,021	263
School of Dental Medicine	0	--	33	26,179	45	18,159	45	17,649	123
School of Health & Rehabilitation Sciences	0	--	11	27,574	9	20,279	1	nd	21
School of Nursing	1	nd	17	31,321	21	18,855	1	nd	40
School of Pharmacy	1	nd	14	26,423	8	19,544	0	--	23
Senior Vice Chancellor, Health Sciences	7	141,664	14	23,967	13	15,037	0	--	34
Total 12		269		172		51		504	
University of Pittsburgh Medical Center:									
School of Medicine	13	70,866	534	27,454	273	19,973	38	19,959	858
Administration	14	205,656	10	30,884	8	31,221	58	19,504	90
Total 27		544		281		96		948	
Grand total	283	77,039	2,354	28,453	1,400	18,174	1,010	23,383	5,047
Grand total (excluding University of Pittsburgh Medical Center)	256	70,318	1,810	28,735	1,119	17,642	914	23,771	4,099

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  
1995-96

Academic/administrative unit	Professor		Associate professor		Assistant professor		Instructor		Other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Administrative Services:											
Department of Bands	1	nd	0	--	0	--	0	--	0	--	1
Total 1		0		0		0		0		1	
Provost:											
Center Human Development	0	--	1	nd	0	--	0	--	0	--	1
College of Arts & Sciences	178	\$84,151	149	\$61,982	92	\$39,933	5	\$32,964	0	424	
College of Communication & Theatre	30	78,408	23	58,670	11	43,826	1	nd	0	--	65
College of Education	39	76,586	17	59,979	7	46,637	1	nd	0	--	64
College of Engineering & Architecture	16	82,950	14	70,150	2	nd	0	--	0	--	32
College of Music	20	71,662	9	60,070	5	44,396	3	nd	0	--	37
College of Social Administration	10	73,428	6	60,065	8	46,369	0	--	0	--	24
Health Physical Education, Recreation and Dance	22	71,857	12	57,582	5	46,366	0	--	0	--	39
Japan	2	nd	2	nd	1	nd	0	--	0	--	5
Law School	35	106,141	12	84,444	0	--	0	--	0	--	47
Law School Library	0	--	1	nd	0	--	0	--	0	--	1
Law School Trial Advocacy	1	nd	0	--	0	--	0	--	0	--	1
School of Business & Management	46	93,087	51	71,175	36	65,475	5	40,170	0	--	138
Tyler School of Art	26	69,682	10	51,755	14	40,641	1	nd	0	--	51
Total 425		307		181		16		0		929	
Vice-President, Dean, Ambler:											
Architecture/Landscape Architecture	7	72,515	6	53,631	3	nd	0	--	0	--	16
Total 7		6		3		0		0		16	
Vice-President, Health Science Center:											
College of Allied Health Professionals	8	75,413	10	57,254	21	52,134	2	nd	0	--	41
College of Pharmacy	11	79,191	3	nd	11	60,938	0	--	0	--	25
Medical School	138	114,796	121	94,960	189	78,993	17	49,235	0	--	465
School of Dentistry	19	78,653	25	66,576	11	52,666	2	nd	0	--	57
Total 176		159		232		21		0		588	
Vice-President, Students:											
Health Services	0	--	1	nd	0	--	0	--	0	--	1
Total 0		1		0		0		0		1	
Grand total	609	89,948	473	71,823	416	62,026	37	41,826	0	--	1,535
Grand total (excluding Medical School)	471	82,668	352	63,870	227	47,900	20	25,529	0	--	1,070

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  
1995-96

Academic/administrative unit	<u>Executive/ administrative/ managerial</u>		<u>Other professional non-faculty</u>		<u>Clerical/secretarial</u>		<u>Technical, skilled, service and other</u>		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Administrative Services:									
Athletic Development	0	--	1	nd	0	--	0	--	1
Athletic Medicine	0	--	2	nd	0	--	0	--	2
Athletics - Student Advising	2	nd	4	\$29,442	0	--	0	--	6
Campus Safety Services	3	nd	2	nd	0	--	155	\$26,687	160
Community Relations	1	nd	2	nd	0	--	0	--	3
Facilities Management - Health Science Center	3	nd	4	42,823	3	nd	98	33,481	108
Facilities Management - Main	24	\$53,127	9	36,123	13	\$2,018	348	27,841	394
Government Relations	1	nd	0	--	0	--	0	--	1
Health Science Center - Campus Safety Services	0	--	0	--	1	nd	69	25,371	70
Intercollegiate Athletics	10	67,746	33	46,908	9	24,249	8	38,733	60
Office Affirmative Action	2	nd	3	nd	2	nd	0	--	7
Personnel Services	21	59,218	14	33,408	22	23,981	2	nd	59
Staff Benefits Management	5	58,760	5	35,421	8	22,678	0	--	18
Total 72		79		58		680		889	
Executive Vice-President:									
Executive Vice-President	2	nd	2	nd	1	nd	0	--	5
Total 2		2		1		0		5	
President:									
Chancellor's Office	0	--	0	--	1	nd	0	--	1
Executive Office of President	3	nd	3	nd	1	nd	0	--	7
Faculty Fellows	0	--	1	nd	0	--	0	--	1
Internal Audit	2	nd	7	42,646	0	--	0	--	9
Office Campus Development	1	nd	0	--	1	nd	0	--	2
University Counsel	2	nd	5	62,046	4	26,657	0	--	11
University Secretary	0	--	1	nd	1	nd	0	--	2
Total 8		17		8		0		33	
Provost:									
Academic Planning	2	nd	6	32,694	2	nd	0	--	10
Blockson Collection	1	nd	2	nd	0	--	0	--	3
Business - Executive MBA Program	2	nd	0	--	1	nd	0	--	3
Center Black Culture & History	1	nd	4	24,309	1	nd	0	--	6
Center Human Development	1	nd	23	28,868	5	23,516	1	nd	30
Center Public Policy	4	63,600	19	32,186	2	nd	0	--	25
Center Social Policy	3	nd	16	29,377	4	21,723	0	--	23
College of Arts & Science	24	46,199	46	28,972	88	23,012	22	28,096	180
College of Communication & Theater	4	54,917	12	31,169	11	23,749	7	28,811	34
College of Education	7	70,898	18	28,962	19	22,396	0	--	44

TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT 1995-96--(continued)

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Provost--(continued):									
College of Engineering & Architecture	1	nd	6	\$33,982	4	\$25,343	4	\$24,705	15
College of Music	7	\$53,027	10	28,295	5	20,238	0	--	22
College of Social Administration	3	nd	12	33,189	7	24,398	0	--	22
Development Disability Center	6	57,849	10	29,585	2	nd	0	--	18
Evening Services - Main Campus	1	nd	3	nd	1	nd	0	--	5
Faculty Senate	0	--	1	nd	0	--	0	--	1
Graduate School Administration	2	nd	6	29,413	0	--	0	--	8
Health Science Center Academic Administration	1	nd	2	nd	1	nd	0	--	4
Health Physical Education Recreation & Dance	3	nd	7	33,062	7	21,669	3	nd	20
Institute for Survey Research	9	62,595	14	32,123	6	23,879	0	--	29
International Law Program	1	nd	1	nd	0	--	0	--	2
Japan	2	nd	0	--	0	--	0	--	2
Law School	14	64,478	20	35,069	12	25,714	1	nd	47
Law School Library	2	nd	12	29,649	1	nd	0	--	15
Law School Trial Advocacy	0	--	1	nd	0	--	0	--	1
Military Science	0	--	0	--	1	nd	0	--	1
Office of Vice Provost	5	81,802	4	33,592	1	nd	0	--	10
On Site Instruction	0	--	1	nd	0	--	0	--	1
Paley Library	11	50,748	57	30,671	44	20,751	1	nd	113
Provost 1	nd	5	35,678	0	--	0	--	6	
Rome	1	nd	0	--	0	--	0	--	1
School of Business & Management	14	49,149	23	26,991	23	22,151	1	nd	61
Study Abroad	0	--	1	nd	0	--	0	--	1
TU Press - Administration	5	59,596	8	34,140	0	--	1	nd	14
Tyler School of Art	7	42,201	4	29,838	12	22,675	2	nd	25
University Honors	0	--	1	nd	1	nd	0	--	2
University Writing Center	2	nd	0	--	0	--	0	--	2
Vice Provost for Faculty	1	nd	1	nd	0	--	0	--	2
Vice Provost for Undergraduate Studies	2	nd	2	nd	0	--	0	--	4
Total 150		358		261		43		812	
Vice-President:									
Admissions	5	45,354	7	25,804	17	20,193	0	--	29
Catalogue Distribution	0	--	0	--	1	nd	0	--	1
Director of Communications	3	nd	5	28,441	1	nd	0	--	9
Financial Aid Office	9	38,136	12	27,187	17	22,931	0	--	38
Office of Publications	2	nd	2	nd	1	nd	0	--	5
Office of the Registrar	3	nd	2	nd	16	21,945	0	--	21
Russell Conwell Center	7	40,193	13	29,563	4	21,397	0	--	24
Student Financial Services	6	40,486	4	26,493	20	23,534	0	--	30
University Relations Administration	4	57,145	1	nd	4	24,342	0	--	9
WRTI Operations - Temple Radio Station	4	45,817	7	27,501	2	nd	1	nd	14
Total 43		53		83		1		180	

Vice-President, CFO & Treasurer:

Budget and Planning	3	nd	2	nd	0	--	0	--	5
Business Services	3	nd	0	--	1	nd	0	--	4
Cash Operations	3	nd	4	25,245	8	20,123	0	--	15
Comptroller - Administration	15	55,782	16	31,024	19	22,883	0	--	50
Duplication Services	1	nd	0	--	11	24,782	0	--	12
Executive Compensation	27	154,078	0	--	0	--	0	--	27
Malpractice Insurance	0	--	2	nd	1	nd	0	--	3
Parking Services	4	39,846	4	25,543	4	23,608	0	--	12
Purchasing	3	nd	14	27,927	9	19,714	0	--	26
Risk Management	1	nd	0	--	0	--	0	--	1
Stationary Supply Systems	0	--	1	nd	0	--	0	--	1
Sugarloaf Conference Center Administration	1	nd	0	--	0	--	0	--	1
Vice-President for Financial Affairs & Treasurer	1	nd	0	--	1	nd	0	--	2
Total 62		43		54		0		159	

Vice-President, Computer/Information:

Computer Activity Administration	24	60,125	69	37,227	8	23,538	0	--	101
Data Communications	0	--	4	34,237	0	--	0	--	4
Information Processing Center	1	nd	1	nd	0	--	0	--	2
Instructional Support Services	1	nd	0	--	0	--	6	23,520	7
Measurement & Research Center	6	53,465	5	31,666	6	24,876	0	--	17
Secretarial Support Services	0	--	0	--	2	nd	0	--	2
Student Data Systems	1	nd	2	nd	0	--	0	--	3
Telephone & Telegraph	6	51,842	5	33,663	10	22,529	9	33,287	30
Vice-President for Computers & Information	1	nd	0	--	1	nd	0	--	2
Voice Information Systems	1	nd	0	--	0	--	0	--	1
Total 41		86		27		15		169	

Vice-President, Dean, Ambler:

Ambler	5	43,355	10	29,672	21	23,314	2	nd	38
Architecture/ Landscape Architecture	2	nd	1	nd	3	nd	3	nd	9
Extension Services	3	nd	3	nd	1	nd	0	--	7
Harrisburg	2	nd	1	nd	1	nd	0	--	4
Temple Center City & Continuing Education	3	nd	4	28,482	1	nd	1	nd	9
Total 15		19		27		6		67	

Vice-President, Development/Alumni Affairs:

Alumni Offices Administration	2	nd	0	--	6	21,041	0	--	8
Development Office	13	51,324	5	31,240	6	25,077	0	--	24
Special Events	1	nd	0	--	1	nd	0	--	2
Telefund	1	nd	0	--	0	--	0	--	1
Total 17		5		13		0		35	

Vice-President, Health Science Center:

College of Allied Health Professions	2	nd	7	29,668	8	23,962	0	--	17
College of Pharmacy	3	nd	3	nd	8	25,328	2	nd	16
Environmental Health Safety	0	--	4	33,091	0	--	5	36,161	9
Health Science Center Development Office	3	nd	3	nd	4	22,966	0	--	10
Health Science Center Library	3	nd	10	31,349	6	20,536	1	nd	20
Institute on Aging	1	nd	2	nd	1	nd	0	--	4
Medical School	107	54,596	194	37,215	351	25,531	88	28,542	740



TEMPLE UNIVERSITY  
NUMBER AND AVERAGE SALARIES OF FULL-TIME STAFF  
BY CLASSIFICATION AND ACADEMIC/ADMINISTRATIVE UNIT 1995-96--(continued)

Academic/administrative unit	Executive/ administrative/ managerial		Other professional non-faculty		Clerical/secretarial		Technical, skilled, service and other		Total number
	Number	Average salary	Number	Average salary	Number	Average salary	Number	Average salary	
Vice-President, Health Science Center--(continued):									
School of Dentistry	8	\$62,883	12	\$32,176	46	\$22,525	34	\$23,705	100
Senior V.P. Health Science Center	2	nd	1	nd	1	nd	0	--	4
Total 129		236		425		130		920	
Vice-President, Students:									
Career Services Administration	2	nd	7	27,221	3	nd	0	--	12
Co-curricular Services	6	37,349	3	nd	3	nd	2	nd	14
Educational Support Services	5	31,078	11	26,429	4	21,566	0	--	20
Health Services	2	nd	10	45,073	4	22,783	0	--	16
Recreation Services	2	nd	3	nd	0	--	0	--	5
Residence Hall - Administration	7	39,809	14	25,643	7	23,230	33	23,943	61
Student Affairs Administration	1	nd	1	nd	1	nd	0	--	3
Student Publications Administration	0	--	1	nd	0	--	0	--	1
S. R. A. P.	0	--	1	nd	0	--	0	--	1
Vice-President for Students	3	nd	1	nd	1	nd	0	--	5
Total 28		52		23		35		138	
Grand total	567	59,447	950	33,252	980	23,797	910	27,941	3,407
Grand total (excluding Medical School)	456	60,609	744	32,242	622	22,843	821	27,885	2,643

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

SOURCE: Data provided by Temple University.

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

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Comparative summaries of actual operating revenues and expenditures, for general funds and auxiliary enterprises, are presented for 1994-95 and 1995-96. 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  
1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Instructional:						
Tuition & Fees	\$7,178,000	29.6%	\$8,972,000	33.6%	\$1,794,000	25.0%
State Appropriations	10,049,000	41.6	10,185,000	38.2	136,000	1.4
Tuition Challenge Grant	132,000	0.5	88,000	0.3	-44,000	-33.3
Other	6,860,000	28.3	7,463,000	27.9	603,000	8.8
Grand total revenues	24,219,000	100.0	26,708,000	100.0	2,489,000	10.3
Operating Expenditures:						
Instructional:						
Salary & Wages	11,054,000	39.5	12,379,000	40.9	1,325,000	12.0
Employee Benefits	2,329,000	8.3	2,521,000	8.3	192,000	8.2
Travel	431,000	1.5	448,000	1.4	17,000	3.9
Other	14,153,000	50.6	14,919,000	49.3	766,000	5.4
Grand total expenditures	27,967,000	100.0	30,267,000	100.0	2,300,000	8.2

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Grand total revenues	\$3,831,728	100.0%	\$4,410,917	100.0%	\$579,189	15.1%
Operating Expenditures:						
Grand total expenditures	3,648,912	100.0	3,839,895	100.0	190,983	5.2

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
TRAVEL, SUBSISTENCE AND LODGING  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/administrative unit	Amount	Academic/administrative unit	Amount
Art	\$1,464	Office of Physical Plant	\$330
Athletics - General Expense	1,697	Office of Public Information	1,338
Baseball	1,098	Office of Purchasing	1,033
Basketball	11,383	Office of Registrar	1,943
Biology	3,314	Office of the President	18,470
Board of Trustees	17,418	Office of Vice-President of Academic Affairs	14,321
Bowling	2,148	Office of Vice-President of Fiscal Affairs	5,071
Career Services	198	Office of Vice-President of Planning & External Affairs	16,391
Cheerleaders	1,541	Personnel Office	64
Chemistry	1,740	Philosophy	728
Concert Choir	12,496	Physical & Health Education	5,272
Controller's Office	9,272	Physics	3,366
Curriculum Planning & Implementation	8	Political Science	480
Dance Troupe	428	Psychology	2,646
Debating	1,844	Research & Publications	475
Economics & Business	1,733	Soccer	1,839
Education	1,447	Sociology	1,535
English	3,129	Special Assistant to President - Giving	7,230
GI - Commencement & Convocation	7,661	Staff Recruitment	7,885
Health & Medical	200	Student Development & Orientation	2,971
History	283	Student Government Association	1,942
Honor's Program	3,340	Tennis	1,390
Human Services	38,369	Track & Cross Country	40,891
IMC	577	Trucking & Automobile	3,960
International Student Affairs	1,850	University Programs	421
Language & Linguistics	3,514	Urban Center	3,958
Lectures & Recitals	107	Women's Basketball	2,128
Library	873	Women's Volleyball	1,070
Mathematics	954		
Music	9,640	Sub-total	343,704
Office of Admissions	19,709		
Office of Alumni Relations	861	Special Programs	104,794
Office of Community Relations	31,141		
Office of Financial Aid	3,119	Grand total	448,498

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
<b>Operating Revenues:</b>						
Instructional: <sup>1</sup>						
Tuition & Fees	\$352,796,222	35.5%	\$386,755,860	36.4%	\$33,959,638	9.6%
State Appropriations	243,001,000	24.5	252,166,000	23.8	9,165,000	3.8
Tuition Challenge Grant	9,160,844	0.9	6,924,745	0.7	-2,236,099	-24.4
Departmental Income	109,084,307	11.0	122,251,107	11.5	13,166,800	12.1
Other Operating Income	59,759,556	6.0	57,876,112	5.5	-1,883,444	-3.2
Sub-total	773,801,929	77.9	825,973,824	77.8	52,171,895	6.7
Milton S. Hershey Medical Center:						
University Hospital	218,962,995	22.1	235,240,376	22.2	16,277,381	7.4
Grand total revenues	992,764,924	100.0	1,061,214,200	100.0	68,449,276	6.9
<b>Operating Expenditures:</b>						
Instructional: <sup>1</sup>						
Total Salaries & Wages	424,699,686	43.7	447,017,905	43.2	22,318,219	5.3
Employee Benefits <sup>2</sup>	124,808,260	12.9	136,691,339	13.2	11,883,079	9.5
Travel	11,701,792	1.2	11,956,992	1.2	255,200	2.2
Other Operating Expenditures	190,689,667	19.6	203,978,421	19.7	13,288,754	7.0
Sub-total	751,899,405	77.4	799,644,657	77.3	47,745,252	6.3
Milton S. Hershey Medical Center:						
University Hospital	218,963,001	22.6	235,240,399	22.7	16,277,398	7.4
Grand total expenditures	970,862,406	100.0	1,034,885,056	100.0	64,022,650	6.6

1. Includes College of Medicine.

2. Employee benefits billed and 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  
1994-95

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
Instructional:							
Colleges:							
College of Agricultural Sciences	\$27,521,358	\$12,054,014 <sup>a</sup>	\$1,125,845	\$7,675,944	\$48,377,161	43.8% <sup>a</sup>	2.3%
College of Arts & Architecture	9,493,413	2,889,553	266,828	1,292,628	13,942,422	30.4	1.9
Smeal College of Business	14,621,244	4,385,320	545,674	4,257,816	23,810,054	30.0	2.3
College of Communications	2,863,186	874,444	109,285	472,624	4,319,539	30.5	2.5
College of Earth & Mineral Sciences	12,548,063	3,748,920	200,316	2,591,859	19,089,158	29.9	1.0
College of Education	8,092,603	2,446,688	336,930	1,204,327	12,080,548	30.2	2.8
College of Engineering	25,354,349	7,398,589	716,018	5,930,704	39,399,660	29.2	1.8
College of Health & Human Development	15,853,888	4,713,183	367,626	2,432,266	23,366,963	29.7	1.6
College of Liberal Arts	29,573,303	8,950,573	702,474	2,645,627	41,871,977	30.3	1.7
Eberly College of Science	23,594,211	7,071,111	428,004	4,865,683	35,959,009	30.0	1.2
Total	169,515,618	54,532,395	4,799,000	33,369,478	262,216,491	32.2	1.8
Commonwealth Educational System:							
Campuses & CES Administration	70,264,370	20,609,227	1,568,497	20,501,577	112,943,671	29.3	1.4
Great Valley	4,090,680	1,150,889	120,533	3,177,188	8,539,290	28.1	1.4
Total	74,355,050	21,760,116	1,689,030	23,678,765	121,482,961	29.3	1.4
Other Locations:							
Penn State Erie - Behrend College	12,053,587	3,546,053	376,314	2,858,477	18,834,431	29.4	2.0
Penn State Harrisburg - Capital College	13,842,605	4,080,763	323,388	3,656,901	21,903,657	29.5	1.5
Total	25,896,192	7,626,816	699,702	6,515,378	40,738,088	29.5	1.7
Support Units:							
Computer & Information Systems	11,183,755	3,253,168	306,524	12,234,634	26,978,081	29.1	1.1
Continuing & Distance Education	13,761,626	3,888,382	952,588	9,275,168	27,877,764	28.3	3.4
Development & Alumni Relations	5,447,560	1,593,153	332,308	1,327,273	8,700,294	29.2	3.8
Educational Equity	978,184	278,522	48,433	374,596	1,679,735	28.5	2.9
Enrollment Management Administration	5,955,292	1,625,892	160,087	12,853,880	20,595,151	27.3	0.8
Finance & Business	15,614,436	4,524,313	689,028	17,458,417	38,286,194	29.0	1.8
Finance & Business - Physical Plant	17,383,065	5,057,401	142,343	25,488,266	48,071,075	29.1	0.3
General & Academic Administration	6,465,654	1,968,964	309,471	1,174,657	9,918,746	30.5	3.1
Intercollegiate Athletics	1,219,399	285,588	30,936	762,716	2,298,639	23.4	1.3
International Programs	678,924	201,345	16,552	52,019	948,840	29.7	1.7

Research & Graduate Education	10,464,192	3,112,452	539,863	5,170,990	19,287,497	29.7	2.8
Student Affairs	7,628,488	2,175,235	95,157	5,470,308	15,369,188	28.5	0.6
Undergraduate Education	3,404,946	948,147	125,514	1,068,173	5,546,780	27.8	2.3
University Arts Services	1,261,417	339,032	65,247	2,148,444	3,814,140	26.9	1.7
University Libraries	9,362,854	2,607,738	142,844	9,860,047	21,973,483	27.9	0.7
University Relations	1,373,490	402,575	55,668	841,874	2,673,607	29.3	2.1
Total	112,183,282	32,261,907	4,012,563	105,561,462	254,019,214	28.8	1.6
General Revenue (Estimated)	0	0	0	122,937	122,937	0.0	0.0
Sub-total	381,950,142	116,181,234	11,200,295	169,248,020	678,579,691	30.4	1.7
Milton S. Hershey Medical Center:							
College of Medicine	42,749,544	8,627,026	501,497	21,441,647	73,319,714	20.2	0.7
University Hospital	99,232,147	27,682,420	484,076	91,564,358	218,963,001	27.9	0.2
Total	141,981,691	36,309,446	985,573	113,006,005	292,282,715	25.6	0.3
Grand total	523,931,833	152,490,680 <sup>b</sup>	<del>22,225,862</del>	970,862,406		29.1	1.3

1. Employee benefits billed and allocated to units.

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

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

SOURCE: Data provided by The Pennsylvania State University.



THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
Instructional:							
Colleges:							
College of Agricultural Sciences	\$28,949,598	\$11,931,241 <sup>a</sup>	\$973,044	\$8,194,900	\$50,048,783	41.2% <sup>a</sup>	1.9%
College of Arts & Architecture	10,340,536	3,327,100	232,741	1,405,714	15,306,091	32.2	1.5
Smeal College of Business	14,954,620	4,769,103	555,263	3,983,613	24,262,599	31.9	2.3
College of Communications	3,061,769	995,355	94,722	667,839	4,819,685	32.5	2.0
College of Earth & Mineral Sciences	12,925,413	4,096,716	227,781	2,915,610	20,165,520	31.7	1.1
College of Education	8,305,745	2,679,956	316,446	1,154,995	12,457,142	32.3	2.5
College of Engineering	26,878,846	8,417,157	724,864	7,231,450	43,252,317	31.3	1.7
College of Health & Human Development	16,457,791	5,245,624	295,520	2,515,850	24,514,785	31.9	1.2
College of Liberal Arts	30,981,378	9,972,300	668,844	2,776,577	44,399,099	32.2	1.5
Eberly College of Science	25,389,207	8,107,254	438,209	4,820,313	38,754,983	31.9	1.1
Total	178,244,903	59,541,806	4,527,434	35,666,861	277,981,004	33.4	1.6
Commonwealth Educational System:							
Campuses & CES Administration	73,274,808	22,753,311	1,673,635	21,907,405	119,609,159	31.1	1.4
Great Valley	4,584,831	1,371,928	176,789	4,320,069	10,453,617	29.9	1.7
Total	77,859,639	24,125,239	1,850,424	26,227,474	130,062,776	31.0	1.4
Other Locations:							
Penn State Erie - Behrend College	12,602,654	3,926,860	323,818	3,860,103	20,713,435	31.2	1.6
Penn State Harrisburg - Capital College	14,537,286	4,559,190	292,639	3,776,116	23,165,231	31.4	1.3
Total	27,139,940	8,486,050	616,457	7,636,219	43,878,666	31.3	1.4
Support Units:							
Computer & Information Systems	11,948,805	3,690,215	392,476	12,596,823	28,628,319	30.9	1.4
Continuing & Distance Education	15,088,026	4,485,709	1,018,663	10,922,322	31,514,720	29.7	3.2
Development & Alumni Relations	5,891,024	1,808,538	323,328	924,153	8,947,043	30.7	3.6
Educational Equity	1,031,921	302,365	54,365	370,800	1,759,451	29.3	3.1
Enrollment Management Administration	6,301,162	1,848,289	206,613	14,628,264	22,984,328	29.3	0.9
Finance & Business	16,303,361	4,980,593	935,064	16,749,455	38,968,473	30.5	2.4
Finance & Business - Physical Plant	18,109,837	5,622,160	92,377	28,405,056	52,229,430	31.0	0.2
General & Academic Administration	7,225,812	2,342,276	361,887	1,571,413	11,501,388	32.4	3.1
Intercollegiate Athletics	1,295,246	322,227	64,998	604,389	2,286,860	24.9	2.8
International Programs	710,975	226,179	12,045	92,038	1,041,237	31.8	1.2
Research & Graduate Education	10,537,460	3,348,015	491,789	5,357,148	19,734,412	31.8	2.5
Student Affairs	7,988,034	2,401,225	78,003	5,710,014	16,177,276	30.1	0.5
Undergraduate Education	3,546,579	1,028,696	130,695	925,606	5,631,576	29.0	2.3

University Arts Services	946,857	235,336	54,252	1,880,216	3,116,661	24.9	1.7
University Libraries	9,878,828	2,882,966	110,313	10,028,685	22,900,792	29.2	0.5
University Relations	1,424,740	445,181	39,282	515,598	2,424,801	31.2	1.6
Total	118,228,667	35,969,970	4,366,150	111,281,980	269,846,767	30.4	1.6
General Revenue (Estimated)	0	0	0	187,150	187,150	0.0	0.0
Sub-total	401,473,149	128,123,065	11,360,465	180,999,684	721,956,363	31.9	1.6
Milton S. Hershey Medical Center:							
College of Medicine	45,544,756	8,568,274	596,527	22,978,737	77,688,294	18.8	0.8
University Hospital	105,207,112	30,168,760	556,689	99,307,838	235,240,399	28.7	0.2
Total	150,751,868	38,737,034	1,153,216	122,286,575	312,928,693	25.7	0.4
Grand total	552,225,017	166,860,099 <sup>b</sup>	12,513,681 <sup>b</sup>	303,286,259	1,034,885,056.2	1.2	

1. Employee benefits billed and allocated to units.

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

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

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS DEPARTMENTAL ALLOTMENTS  
BY EXPENDITURE TYPE  
1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Instructional: <sup>1</sup>						
Books & Periodicals	\$9,290,427	3.1%	\$9,671,602	3.0%	\$381,175	4.1%
Communications	13,679,163	4.6	14,581,712	4.6	902,549	6.6
Conferences & Group Activities	8,356,426	2.8	9,231,096	2.9	874,670	10.5
Debt Service	2,099,899	0.7	1,189,693	0.4	-910,206	-43.3
Employee Benefits Billed	1,530,477	0.5	1,627,819	0.5	97,342	6.4
Equipment Budget	30,923,420	10.4	34,183,143	10.8	3,259,723	10.5
Freight Charges	247,704	0.1	178,349	0.1	-69,355	-28.0
Insurance & Interest	6,074,451	2.1	5,660,155	1.8	-414,296	-6.8
Legal Expense	2,379,574	0.8	3,201,109	1.0	821,535	34.5
Miscellaneous	7,252,894	2.5	4,561,481	1.4	-2,691,413	-37.1
Property Expense	2,537,787	0.9	2,584,797	0.8	47,010	1.9
Publications, Printing & Copying	9,196,051	3.1	10,179,117	3.2	983,066	10.7
Repairs, Alterations & Capital	28,114,329	9.5	32,650,589	10.3	4,536,260	16.7
Research Facilities	1,000,000	0.3	1,000,000	0.3	0	0.0
Student Aid	15,648,113	5.3	18,263,905	5.8	2,615,792	16.7
Supplies & Materials For Resale	8,108,920	2.7	8,387,592	2.6	278,672	3.4
Supplies, Materials & Services	25,691,868	8.7	26,039,152	8.2	347,284	1.4
Travel Expense	11,701,792	4.0	11,956,992	3.8	255,200	2.2
Utilities Purchased	20,088,641	6.8	22,414,929	7.1	2,326,288	11.6
Sub-total	203,921,936	68.9	217,563,232	68.5	13,641,296	6.7
Milton S. Hershey Medical Center:						
University Hospital	92,051,159	31.1	99,864,527	31.5	7,813,368	8.5
Grand total	295,973,095	100.0	317,427,759	100.0	21,454,664	7.2

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

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Student Fees	\$241,900,366	100.0%	\$257,258,411	100.0%	\$15,358,045	6.3%
Total revenues	241,900,366	100.0	257,258,411	100.0	15,358,045	6.3
Operating Expenditures:						
Total Salaries & Wages	79,940,376	35.6	86,812,549	35.4	6,872,173	8.6
Employee Benefits <sup>1</sup>	21,024,999	9.4	21,992,900	9.0	967,901	4.6
Travel	5,044,908	2.2	5,492,899	2.2	447,991	8.9
Other	118,683,277	52.8	130,951,759	53.4	12,268,482	10.3
Total expenditures	224,693,560	100.0	245,250,107	100.0	20,556,547	9.1

1. Includes employee benefits billed and allocated to units.

SOURCE: Data provided by The Pennsylvania State University.

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

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

1. Includes employee benefits billed and allocated to units.

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

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/administrative unit	Total salaries and wages	Employee benefits <sup>1</sup>	Travel	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: percentage of total operating expenditures
Instructional:							
Colleges:							
College of Agricultural Sciences	\$983,038	\$331,093	\$9,302	\$1,575,759	\$2,899,192	33.7%	0.3%
College of Earth & Mineral Sciences	0	0	0	0	0	--	--
Milton S. Hershey Medical Center:							
College of Medicine	50,437,788	10,963,883	1,229,073	34,519,727	97,150,471	21.7	1.3
Total	51,420,826	11,294,976	1,238,375	36,095,486	100,049,663	22.0	1.2
Support:							
Computer & Information Systems	1,675,959	553,492	158,259	9,474,272	11,861,982	33.0	1.3
Finance & Business	6,045,811	1,389,967	162,542	15,783,552	23,381,872	23.0	0.7
Finance & Business - Housing & Food	18,420,312	5,724,138	22,397	54,026,337	78,193,184	31.1	0.0
Intercollegiate Athletics	7,023,328	2,342,547	3,860,597	13,438,833	26,665,305	33.4	14.5
Student Affairs	1,750,825	524,713	34,854	1,999,727	4,310,119	30.0	0.8
Undergraduate Education	475,488	163,067	15,875	133,552	787,982	34.3	2.0
Total	35,391,723	10,697,924	4,254,524	94,856,273	145,200,444	30.2	2.9
Grand total	86,812,549	21,992,900 <sup>a</sup>	5,492,899 <sup>a</sup>	130,951,759	245,250,107	25.3	2.2

1. Includes employee benefits billed and allocated to units.

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

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES DEPARTMENTAL ALLOTMENTS  
BY EXPENDITURE TYPE  
1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Books & Periodicals	\$492,540	0.3%	\$462,401	0.3%	\$-30,139	-6.1%
Communication Services	9,465,632	6.5	9,667,156	6.1	201,524	2.1
Conferences & Group Activities	1,372,926	0.9	1,588,681	1.0	215,755	15.7
Debt Service	6,984,930	4.8	6,984,930	4.4	0	0.0
Deferred Maintenance	8,846,000	6.1	7,846,000	5.0	-1,000,000	-11.3
Employee Benefits Billed	21,024,999	14.5	21,992,900	13.9	967,901	4.6
Equipment Budget	3,701,529	2.6	5,078,089	3.2	1,376,560	37.2
Freight Charges	30,443	0.0	31,241	0.0	798	2.6
Insurance & Interest	1,462,642	1.0	2,825,429	1.8	1,362,787	93.2
Legal Expense	37,479	0.0	2,614,374	1.7	2,576,895	6,875.6
Miscellaneous	28,496,499	19.7	30,637,395	19.3	2,140,896	7.5
Property Expense	2,899,937	2.0	3,215,931	2.0	315,994	10.9
Publications, Printing&Copying	1,638,553	1.1	1,659,970	1.0	21,417	1.3
Repairs, Alterations & Capital	12,122,124	8.4	12,592,430	7.9	470,306	3.9
Student Aid	4,271,711	3.0	4,423,012	2.8	151,301	3.5
Supplies & Materials For Resale	15,910,442	11.0	17,718,572	11.2	1,808,130	11.4
Supplies, Materials & Services	13,594,610	9.4	15,586,093	9.8	1,991,483	14.6
Travel Expense	5,044,908	3.5	5,492,899	3.5	447,991	8.9
Utilities Purchased	7,355,280	5.1	8,020,055	5.1	664,775	9.0
Total	144,753,184	100.0	158,437,558	100.0	13,684,374	9.5

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Instructional:						
Tuition & Fees	\$222,432,559	45.9%	\$229,565,991	45.7%	\$7,133,432	3.2%
State Appropriation	139,840,534	28.8	144,035,884	28.7	4,195,350	3.0
Tuition Challenge Grant	4,195,466	0.9	3,229,116	0.6	-966,350	-23.0
Total Operating Income	118,536,925	24.4	125,432,295	25.0	6,895,370	5.8
Grand total revenue	485,005,484	100.0	502,263,286	100.0	17,257,802	3.6
Operating Expenditures:						
Instructional:						
Total Salaries & Wages	243,807,138	49.3	247,471,660	49.3	3,664,522	1.5
Employee Benefits	61,692,107	12.5	62,448,349	12.4	756,242	1.2
Travel <sup>1</sup>	9,651,696	2.0	11,024,463	2.2	1,372,767	14.2
Other Operating Expenditures	179,125,335	36.2	181,491,203	36.1	2,364,863	1.3
Grand total expenditures	494,276,276	100.0	502,435,675	100.0	8,159,399	1.7

1. Includes travel and business.

SOURCE: Data provided by University of Pittsburgh.



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

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
Chancellor:							
Athletics	\$3,668,117	\$1,181,626	\$1,633,049	\$7,437,020	\$13,919,812	32.2%	11.7%
Chancellor	2,149,479	659,006	249,884	476,734	3,535,103	30.7	7.1
General Counsel	615,975	192,824	26,430	460,287	1,295,516	31.3	2.0
Secretary of the Board of Trustees	347,485	101,089	9,605	357,563	815,742	29.1	1.2
Vice Chancellor, Institutional Advancement	3,940,903	1,329,538	259,133	1,503,895	7,033,469	33.7	3.7
Vice Chancellor, Student & Public Affairs	3,761,635	1,109,538	110,432	2,256,267	7,237,872	29.5	1.5
Total	14,483,594	4,573,621	2,288,533	12,491,766	33,837,514	31.6	6.8
General University:							
General University	-61,295	-13,994,134	0	18,001,609	3,946,180	--	0.0
Total	-61,295	-13,994,134	0	18,001,609	3,946,180		0.0
Senior Vice Chancellor, Business & Finance & Treasurer:							
Associate Vice Chancellor, Business	5,898,525	1,859,860	69,538	-1,136,463	6,691,460	31.5	1.0
Associate Vice Chancellor, Budget & Administration	2,682,244	870,579	41,553	657,544	4,251,920	32.5	1.0
Associate Vice Chancellor, Human Resources	1,331,127	426,256	27,115	56,025	1,840,523	32.0	1.5
Computing & Information Services	9,182,387	2,982,115	139,370	2,846,892	15,150,764	32.5	0.9
Controller & Assistant Treasurer	3,614,989	1,190,063	65,840	959,565	5,830,457	32.9	1.1
Facilities Management	13,478,558	4,211,379	52,495	11,794,722	29,537,154	31.2	0.2
Senior Vice Chancellor, Business & Finance	222,916	55,881	31,161	98,570	408,528	25.1	7.6
Total	36,410,746	11,596,133	427,072	15,276,855	63,710,806	31.8	0.7
Senior Vice Chancellor & Provost:							
College of Business Administration	51,093	17,461	2,746	374	71,674	34.2	3.8
College of General Studies	2,616,113	830,738	253,074	803,036	4,502,961	31.8	5.6
Faculty of Arts & Sciences	50,648,303	16,832,719	847,378	18,955,363	87,283,763	33.2	1.0
Graduate School of Public & International Affairs	4,256,010	1,334,512	380,465	1,805,403	7,776,390	31.4	4.9
Katz Graduate School of Business	8,821,799	2,733,632	960,235	3,849,160	16,364,826	31.0	5.9
Learning Research & Development Center	1,004,031	329,895	50,780	975,993	2,360,699	32.9	2.2
School of Education	8,856,312	2,798,840	145,227	2,678,002	14,478,381	31.6	1.0
School of Engineering	9,610,982	3,125,548	201,035	4,341,477	17,279,042	32.5	1.2
School of Information Sciences	3,309,123	1,090,253	107,016	946,677	5,453,069	32.9	2.0
School of Law	4,540,920	1,418,947	85,032	2,158,808	8,203,707	31.2	1.0
School of Social Work	3,216,843	1,047,681	73,122	679,285	5,016,931	32.6	1.5
Senior Vice Chancellor & Provost	9,691,812	2,775,725	395,943	9,367,645	22,231,125	28.6	1.8
Sponsored Research	0	-63	-183	244,898	244,652	0.0	--
Summer Sessions	27,523	5,828	0	489	33,840	21.2	0.0
The School of Education-University							

Service Programs	836,542	250,648	6,121	280,869	1,374,180	30.0	0.4
University Center for International Studies	1,282,853	429,398	194,851	1,109,715	3,016,817	33.5	6.5
University Center for Social & Urban Research	449,792	147,355	50,509	365,587	1,013,243	32.8	5.0
University Honors College	168,067	49,679	6,107	56,744	280,597	29.6	2.2
University Library System	5,333,059	1,621,799	66,135	5,905,475	12,926,468	30.4	0.5
University of Pittsburgh at Bradford	4,864,626	1,545,557	299,160	2,823,479	9,532,822	31.8	3.1
University of Pittsburgh at Greensburg	4,132,086	1,285,609	56,519	1,081,891	6,556,105	31.1	0.9
University of Pittsburgh at Johnstown	10,520,692	3,336,145	219,822	3,166,795	17,243,454	31.7	1.3
University of Pittsburgh at Titusville	1,648,416	526,809	37,295	662,427	2,874,947	32.0	1.3
Total	135,886,997	43,534,715	4,438,389	62,259,592	246,119,693	32.0	1.8
Senior Vice Chancellor, Health Administration:							
Senior Vice Chancellor, Health Administration	2,082,989	702,489	22,649	-1,901,195	906,932	33.7	2.5
Total	2,082,989	702,489	22,649	-1,901,195	906,932	33.7	2.5
Senior Vice Chancellor, Health Sciences:							
Graduate School of Public Health	3,627,122	1,176,921	89,065	2,176,190	7,069,298	32.4	1.3
School of Dental Medicine	7,874,787	2,466,342	73,687	4,067,521	14,482,337	31.3	0.5
School of Health & Rehabilitation Sciences	1,816,155	583,388	56,179	619,010	3,074,732	32.1	1.8
School of Nursing	4,351,749	1,422,536	64,245	1,012,298	6,850,828	32.7	0.9
School of Pharmacy	2,047,510	664,984	81,690	668,604	3,462,788	32.5	2.4
Senior Vice Chancellor, Health Sciences	2,171,577	605,781	84,193	873,866	3,735,417	27.9	2.3
Total	21,888,900	6,919,952	449,059	9,417,489	38,675,400	31.6	1.2
University of Pittsburgh Medical Center:							
Pittsburgh Cancer Institute	1,340,000	438,000	399,000	4,038,354	6,215,354	32.7	6.4
School of Medicine	21,867,200	5,819,421	1,205,254	25,001,545	53,893,420	26.6	2.2
University of Pittsburgh Medical Center Administration	5,307,007	1,399,910	20,740	4,842,387	11,570,044	26.4	0.2
Western Psychiatric Institute & Clinic	4,601,000	702,000	401,000	23,991,863	29,695,863	15.3	1.4
Total	33,115,207	8,359,331	2,025,994	57,874,149	101,374,681	25.2	2.0
University of Pittsburgh Applied Research Center:							
University of Pittsburgh Applied Research Center	0	0	0	5,705,070	5,705,070	0.0	0.0
Total	0	0	0	5,705,070	5,705,070	0.0	0.0
Grand total	243,807,138	61,692,107	9,651,696	179,125,335	494,276,276	25.3 <sup>a</sup>	2.2

1. Includes travel and business.  
a. Includes fringe benefits recovery.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
Chancellor:							
Athletics	\$3,802,633	\$1,276,807	\$1,503,044	\$7,900,078	\$14,482,562	33.6%	10.4%
Chancellor	2,170,956	690,506	128,282	675,301	3,665,045	31.8	3.5
General Counsel	658,704	200,035	67,440	200,404	1,126,583	30.4	6.0
Secretary of the Board of Trustees	480,712	146,126	10,688	360,971	998,497	30.4	1.1
Vice Chancellor, Institutional Advancement	3,903,925	1,357,223	248,818	1,816,030	7,325,996	34.8	3.4
Vice Chancellor, Student & Public Affairs	3,786,551	1,146,474	176,367	2,361,826	7,471,218	30.3	2.4
Total	14,803,481	4,817,171	2,134,639	13,314,610	35,069,901	32.5	6.1
General University:							
General University	2,768	-15,403,038	0	23,116,133	7,715,863	--	0.0
Total	2,768	-15,403,038	0	23,116,133	7,715,863	--	0.0
Senior Vice Chancellor, Business & Finance & Treasurer:							
Associate Vice Chancellor, Business	6,167,120	2,140,437	59,300	-1,601,102	6,765,755	34.7	0.9
Associate Vice Chancellor, Budget & Administration	2,835,786	965,349	44,540	812,983	4,658,658	34.0	1.0
Associate Vice Chancellor, Human Resources	1,430,309	480,352	37,835	-49,739	1,898,757	33.6	2.0
Computing & Information Services	9,370,182	3,197,321	184,218	2,230,935	14,982,656	34.1	1.2
Controller & Assistant Treasurer	3,628,035	1,265,095	63,824	1,079,249	6,036,203	34.9	1.1
Facilities Management	13,502,243	4,760,116	49,303	13,773,577	32,085,239	35.3	0.2
Senior Vice Chancellor, Business & Finance	183,026	48,843	21,299	65,795	318,963	26.7	6.7
Total	37,116,701	12,857,513	460,319	16,311,698	66,746,231	34.6	0.7
Senior Vice Chancellor & Provost:							
College of Business Administration	162,172	58,848	5,905	65,284	292,209	36.3	2.0
College of General Studies	2,465,114	842,808	20,776	795,450	4,124,148	34.2	0.5
Faculty of Arts & Sciences	49,376,602	15,957,532	1,049,951	20,781,597	87,165,682	32.3	1.2
Graduate School of Public & International Affairs	3,892,076	1,229,845	370,415	1,619,612	7,111,948	31.6	5.2
Katz Graduate School of Business	8,721,081	2,785,487	745,704	4,037,338	16,289,610	31.9	4.6
Learning Research & Development Center	1,028,843	337,206	133,409	823,362	2,322,820	32.8	5.7
School of Education	8,239,094	2,641,823	115,035	2,764,222	13,760,174	32.1	0.8
School of Engineering	9,329,288	2,983,394	271,653	4,754,234	17,338,569	32.0	1.6
School of Information Sciences	2,936,755	967,832	97,340	1,108,561	5,110,488	33.0	1.9
School of Law	4,654,805	1,443,836	81,359	2,318,823	8,498,823	31.0	1.0
School of Social Work	2,972,230	955,250	98,216	817,816	4,843,512	32.1	2.0

Senior Vice Chancellor & Provost	10,103,800	3,042,786	477,945	9,453,258	23,077,789	30.1	2.1
Sponsored Research	-8,116	-2,803	-342	-113,558	-124,819	34.5	0.3
Summer Sessions	1,580,865	506,058	876	86,317	2,174,116	32.0	0.0
The School of Education-University							
Service Programs	894,105	247,025	10,337	308,415	1,459,882	27.6	0.7
University Center for International Studies	1,377,039	481,725	252,119	1,328,963	3,439,846	35.0	7.3
University Center for Social & Urban Research	427,841	144,335	29,251	440,451	1,041,878	33.7	2.8
University Honors College	187,642	60,897	5,455	80,417	334,411	32.5	1.6
University Library System	5,610,890	1,718,688	101,986	5,919,173	13,350,737	30.6	0.8
University of Pittsburgh at Bradford	5,239,571	1,698,737	313,924	2,478,224	9,730,456	32.4	3.2
University of Pittsburgh at Greensburg	4,283,357	1,388,574	70,772	1,337,661	7,080,364	32.4	1.0
University of Pittsburgh at Johnstown	10,674,176	3,487,818	225,453	3,507,376	17,894,823	32.7	1.3
University of Pittsburgh at Titusville	1,702,071	565,582	47,110	686,773	3,001,536	33.2	1.6
Total	135,851,301	43,543,283	4,524,649	65,399,769	249,319,002	32.1	1.8
Senior Vice Chancellor, Health Administration:							
Senior Vice Chancellor, Health Administration	1,921,867	677,497	17,762	-1,452,918	1,164,208	35.3	1.5
Total	1,921,867	677,497	17,762	-1,452,918	1,164,208	35.3	1.5
Senior Vice Chancellor, Health Sciences:							
Graduate School of Public Health	3,625,931	1,175,667	120,396	2,324,454	7,246,448	32.4	1.7
School of Dental Medicine	7,681,903	2,363,019	92,627	4,174,645	14,312,194	30.8	0.6
School of Health & Rehabilitation Sciences	1,850,744	584,910	52,737	595,827	3,084,218	31.6	1.7
School of Nursing	4,165,282	1,327,761	50,872	955,581	6,499,496	31.9	0.8
School of Pharmacy	2,436,337	780,688	82,180	516,643	3,815,848	32.0	2.2
Senior Vice Chancellor, Health Sciences	2,210,066	611,006	63,221	885,822	3,770,115	27.6	1.7
Total	21,970,263	6,843,051	462,033	9,452,972	38,728,319	31.1	1.2
University of Pittsburgh Medical Center:							
Pittsburgh Cancer Institute	1,922,922	628,740	572,089	5,114,281	8,238,032	32.7	6.9
School of Medicine	23,312,098	5,580,659	1,163,269	25,312,876	55,368,902	23.9	2.1
University of Pittsburgh							
Medical Center Administration	6,311,192	1,767,740	54,939	3,086,087	11,219,958	28.0	0.5
Western Psychiatric Institute & Clinic	4,259,067	1,135,733	1,634,443	15,889,012	22,918,255	26.7	7.1
Total	35,805,279	9,112,872	3,424,740	49,402,256	97,745,147	25.5	3.5
University of Pittsburgh							
Applied Research Center:							
University of Pittsburgh Applied Research Center	0	0	321	5,946,683	5,947,004	0.0	0.0
Total	0	0	321	5,946,683	5,947,004	0.0	0.0
Grand total	247,471,660	62,448,349	11,024,463	181,491,203	502,435,675	25.2	2.2

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

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
COMPARATIVE SUMMARY  
1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Student Fees, Sales, etc.	\$63,578,443	100.0%	\$66,299,108	100.0%	\$2,720,665	4.3%
Grand total revenues	63,578,443	100.0	66,299,108	100.0	2,720,665	4.3
Operating Expenditures:						
Total Salaries & Wages	9,538,189	14.9	9,872,810	14.8	334,623	3.5
Employee Benefits	2,874,699	4.5	3,272,657	4.9	397,957	13.8
Travel <sup>1</sup>	243,092	0.4	249,546	0.4	6,454	2.7
Other Operating Expenditures	51,484,563	80.3	53,100,501	79.9	1,615,939	3.1
Grand total expenditures	64,140,543	100.0	66,495,514	100.0	2,354,971	3.7

1. Includes travel and business.

SOURCE: Data provided by University of Pittsburgh.

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

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
University of Pittsburgh at Oakland:							
Book Stores	\$1,627,529	\$518,889	\$10,894	\$10,907,080	\$13,064,392	31.9%	0.1%
Copy Center	146,851	39,665	2,812	217,905	407,233	27.0	0.7
Computer Learning Center	360,067	105,088	16,876	694,982	1,177,013	29.2	1.4
Child Care Center	493,787	167,558	2,454	86,821	750,620	33.9	0.3
Food Service	389,858	113,082	76,456	11,312,796	11,892,192	29.0	0.6
Housing	3,702,092	1,094,411	11,901	10,868,551	15,676,955	29.6	0.1
Parking	415,444	128,215	11,405	4,231,641	4,786,705	30.9	0.2
Property Management	491,372	153,244	2,016	1,808,569	2,455,201	31.2	0.1
Packages Plus	15,919	5,038	1,996	-22,954	-1	31.6	-8.7
Pitt Shop	99,619	32,143	1,561	614,353	747,676	32.3	0.2
Total	7,742,538	2,357,333	138,371	40,719,744	50,957,986	30.4	0.2
University of Pittsburgh at Johnstown:							
Book Stores	187,621	63,103	162	1,068,355	1,319,241	33.6	0.0
Food Service	12,515	4,380	65	2,332,185	2,349,145	35.0	0.0
Housing	1,017,838	278,736	68,093	3,146,664	4,511,331	27.4	1.5
Parking	34,491	9,430	4,540	32,045	80,506	27.3	5.6
Total	1,252,465	355,649	72,860	6,579,249	8,260,223	28.4	0.9
University of Pittsburgh at Greensburg:							
Book Stores	33,627	11,663	0	413,405	458,695	34.7	0.0
Food Service	0	0	0	388,546	388,546	--	0.0
Housing	35,207	12,307	4,093	393,693	445,300	35.0	0.9
Parking	0	0	0	15,665	15,665	--	0.0
Total	68,834	23,970	4,093	1,211,309	1,308,206	34.8	0.3
University of Pittsburgh at Titusville:							
Book Stores	22,906	7,756	0	109,119	139,781	33.9	0.0
Food Service	18,331	5,746	0	285,662	309,739	31.3	0.0
Housing	171,450	47,380	13,794	517,448	750,072	27.6	1.8
Total	212,687	60,882	13,794	912,229	1,199,592	28.6	1.1
University of Pittsburgh at Bradford:							
Book Stores	64,881	19,135	5,588	455,514	545,118	29.5	1.0
Food Service	32,664	9,124	0	802,117	843,905	27.9	0.0
Housing	164,120	48,606	8,386	804,401	1,025,513	29.6	0.8
Total	261,665	76,865	13,974	2,062,032	2,414,536	29.4	0.6
Grand total	9,538,189	2,874,699	243,092	51,484,563	64,140,543	30.1	0.3

1. Includes travel and business.

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
University of Pittsburgh at Oakland:							
Book Stores	\$1,591,976	\$538,158	\$9,747	\$10,556,150	\$12,696,031	33.8%	0.1%
Copy Center	164,736	49,581	901	282,143	497,361	30.1	0.2
Computer Learning Center	405,091	109,683	16,148	675,261	1,206,183	27.1	1.3
Child Care Center	597,316	211,271	4,365	-47,192	765,760	35.4	0.6
Food Service	406,786	129,677	44,315	12,595,667	13,176,445	31.9	0.3
Housing	3,691,879	1,252,266	9,733	11,173,816	16,127,694	33.9	0.1
Parking	409,533	131,264	17,577	4,192,068	4,750,442	32.1	0.4
Property Management	461,978	163,902	1,946	1,564,069	2,191,895	35.5	0.1
Packages Plus	16,615	5,748	0	67,347	89,710	34.6	0.0
Pitt Shop	96,848	32,659	2,581	678,635	810,723	33.7	0.3
Total	7,842,758	2,624,209	107,313	41,737,964	52,312,244	33.5	0.2
University of Pittsburgh at Johnstown:							
Book Stores	187,911	68,432	40	1,098,699	1,355,082	36.4	0.0
Food Service	206	65	0	2,684,037	2,684,308	31.6	0.0
Housing	1,154,758	350,997	96,808	3,524,383	5,126,946	30.4	1.9
Parking	40,517	11,598	4,668	25,223	82,006	28.6	5.7
Total	1,383,392	431,092	101,516	7,332,342	9,248,342	31.2	1.1
University of Pittsburgh at Greensburg:							
Book Stores	34,740	12,715	0	452,133	499,588	36.6	0.0
Food Service	0	0	0	446,109	446,109	--	0.0
Housing	39,198	13,586	3,263	444,993	501,040	34.7	0.7
Parking	0	0	0	17,324	17,324	--	0.0
Total	73,938	26,301	3,263	1,360,559	1,464,061	35.6	0.2
University of Pittsburgh at Titusville:							
Book Stores	23,957	8,532	0	104,308	136,797	35.6	0.0
Food Service	19,052	6,585	0	248,717	274,354	34.6	0.0
Housing	177,162	58,755	13,231	58,574	307,722	33.2	4.3
Total	220,171	73,872	13,231	411,599	718,873	33.6	1.8
University of Pittsburgh at Bradford:							
Book Stores	77,554	26,054	4,980	462,636	571,224	33.6	0.9
Food Service	49,191	17,115	0	921,870	988,176	34.8	0.0
Housing	225,806	74,014	19,243	873,531	1,192,594	32.8	1.6
Total	352,551	117,183	24,223	2,258,037	2,751,994	33.2	0.9
Grand total	9,872,810	3,272,657	249,546	53,100,501	66,495,514	33.1	0.4

1. Includes travel and business.

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES  
 COMPARATIVE SUMMARY  
 1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Instructional:						
Tuition & Fees	\$185,233,811	49.8%	\$184,163,229	50.0%	\$-1,070,582	- 0.6%
State Appropriations	141,120,000	37.9	144,386,058	39.2	3,266,058	2.3
Tuition Challenge Grant	3,266,000	0.9	2,782,000	0.8	-484,000	-14.8
Departmental Income	16,269,301	4.4	7,519,161	2.0	-8,750,140	-53.8
Other	26,156,251	7.0	29,383,196	8.0	3,226,945	12.3
Grand total revenues	372,045,363	100.0	368,233,644	100.0	-3,811,719	-1.0
Operating Expenditures:						
Instructional:						
Salaries & Wages	229,775,369	62.6	228,216,341	62.9	-1,559,028	-0.7
Employee Benefits	-13,643,987 <sup>a</sup>	-3.7	-20,616,367 <sup>b</sup>	-6.972,380	51.1	
Travel <sup>1</sup>	2,385,405	0.6	2,551,166	0.7	165,761	6.9
Other	148,608,546	40.5	152,938,284	42.1	4,329,738	2.9
Grand total expenditures	367,125,333	100.0	363,089,424	100.0	-4,035,909	-1.1

1. Includes travel, subsistence and lodging.

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

b. Includes fringe benefits recovery in the amount of \$83,786,763.

SOURCE: Data provided by Temple University.



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

Academic/administrative unit <sup>1</sup>	Total salaries and wages	Employee benefits	Travel <sup>2</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>2</sup> percentage of total operating expenditures
Administrative Services	\$32,666,791	\$-72,465,380	\$85,667	\$87,876,820	\$48,163,898	26.9% <sup>b</sup>	0.2%
President	1,823,073	546,984	65,955	1,684,212	4,120,224	30.0	1.6
Provost	105,084,254	27,986,402	1,185,541	21,654,346	155,910,543	26.6	0.8
Executive Vice-President	233,083	72,884	863	230,815	537,645	31.3	0.2
Vice-President	7,604,106	1,736,037	135,442	21,599,138	31,074,723	22.8	0.4
Vice-President, CFO & Treasurer	9,549,129	2,979,724	36,784	12,523,701	25,089,338	31.2	0.1
Vice-President, Computer/Information	7,196,799	1,994,613	90,470	6,265,494	15,547,376	27.7	0.6
Vice-President, Dean, Ambler	4,330,226	1,098,311	58,681	1,500,580	6,987,798	25.4	0.8
Vice-President, Development/Alumni Affairs	1,661,806	431,080	151,190	1,018,676	3,262,752	25.9	4.6
Vice-President, Health Science Center	55,505,406	21,028,534	514,172	-7,934,797	69,113,315	37.9 <sup>b</sup>	.7
Vice-President, Students	4,120,696	946,824	60,640	2,266,730	7,394,890	23.0	.8
Miscellaneous - General University	0	0	0	-77,169	-77,169	0.0	0.0
Grand total	229,775,369	-13,643,987 <sup>b</sup>	2,385,405	148,608,546	367,125,333	29.4 <sup>b</sup>	0.6

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

2. Includes travel, subsistence & lodging.

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

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

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/administrative unit <sup>1</sup>	Total salaries and wages	Employee benefits	Travel <sup>2</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>2</sup> percentage of total operating expenditures
Administrative Services	\$31,189,134	\$-74,949,716 <sup>a</sup>	\$75,751	\$79,997,468	\$36,312,637	28.3% <sup>a</sup>	0.2%
President	1,799,454	555,331	89,062	2,016,206	4,460,053	30.9	2.0
Provost	110,102,286	28,754,227	1,250,704	22,378,390	162,485,607	26.1	0.8
Executive Vice-President	276,366	86,790	1,473	23,747	388,376	31.4	0.4
Vice-President	7,121,251	1,667,376	121,220	22,014,318	30,924,165	23.4	0.4
Vice-President, CFO & Treasurer	8,550,182	2,739,763	27,397	19,011,586	30,328,928	32.0	0.1
Vice-President, Computer/Information	7,210,941	2,062,412	68,077	8,583,052	17,924,482	28.6	0.4
Vice-President, Dean, Ambler	4,287,561	1,097,177	57,882	1,739,592	7,182,212	25.6	0.8
Vice-President, Development/Alumni Affairs	1,513,643	390,024	125,022	1,088,305	3,116,994	25.8	4.0
Vice-President, Health Science Center	51,967,791	16,005,266	665,973	-10,481,980	58,157,050	30.8	1.1
Vice-President, Students	4,197,732	974,983	68,605	2,729,397	7,970,717	23.2	0.9
Miscellaneous - General University	0	0	0	3,838,203	3,838,203	0.0	0.0
Grand total	228,216,341	-20,616,367 <sup>a</sup>	2,551,166	152,938,284	363,089,424	27.7 <sup>a</sup>	0.7

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

2. Includes travel, subsistence & lodging.

a. Includes fringe benefits recovery in the amount of \$83,786,763.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING REVENUES AND EXPENDITURES  
 COMPARATIVE SUMMARY  
 1994-95 vs. 1995-96

Category	1994-95		1995-96		1994-95 vs. 1995-96	
	Amount	Percentage of grand total	Amount	Percentage of grand total	Amount change	Percentage change
Operating Revenues:						
Departmental Income	\$114,024,798	100.0%	\$114,824,747	100.0%	\$799,949	0.7%
Operating Expenditures:						
Total Salaries and Wages	51,435,048	43.7	53,574,735	44.1	2,139,687	4.2
Employee Benefits	11,646,850	9.9	12,840,459	10.6	1,193,609	10.2
Travel <sup>1</sup>	768,300	0.7	656,343	0.5	-111,957	-14.6
Other Operating Expenditures	53,877,900	45.7	54,523,509	44.8	645,609	1.2
Grand total expenditures	117,728,098	100.0	121,595,046	100.0	3,866,948	3.3

1. Includes travel, subsistence & lodging.

SOURCE: Data provided by Temple University.

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

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>Administrative Services:</b>							
Intercollegiate Athletics	\$2,914,680	\$861,601	\$135,423	\$3,916,709	\$7,828,413	29.6%	3.5%
Day Care Center	481,654	99,244	0	33,036	613,934	20.6	0.0
Total	3,396,334	960,845	135,423	3,949,745	8,442,347	28.3	3.4
<b>Provost:</b>							
TU Press - Administration	934,259	203,681	25,067	2,099,670	3,262,677	21.8	1.2
Total	934,259	203,681	25,067	2,099,670	3,262,677	21.8	1.2
<b>Vice-President, CFO &amp; Treasurer:</b>							
Bookstore	0	0	206,911	206,911	0.0	0.0	
Hospital Parking	0	0	0	490,451	490,451	0.0	0.0
Other Auxiliaries	0	0	0	10,816	10,816	0.0	0.0
Park Mall Administration	0	0	0	97,068	97,068	0.0	0.0
Parking Services	475,357	131,068	1,926	1,946,393	2,554,744	27.6	0.1
Sugarloaf Conference Center Administration	65,899	21,088	0	122,260	209,247	32.0	0.0
Total	541,256	152,156	1,926	2,873,899	3,569,237	28.1	0.1
<b>Vice-President, Health Science Center:</b>							
Dental Practice Plan	222,551	37,591	375	26,961	287,478	16.9	1.4
Practice Plan	44,324,261	9,778,229	596,597	29,909,789	84,608,876	22.1	2.0
Total	44,546,812	9,815,820	596,972	29,936,750	84,896,354	22.0	2.0
<b>Vice-President, Students:</b>							
Residence Hall - Administration	2,016,387	514,348	8,912	15,017,836	17,557,483	25.5	0.1
Total	2,016,387	514,348	8,912	15,017,836	17,557,483	25.5	0.1
<b>Grand total</b>	<b>51,435,048</b>	<b>11,646,850</b>	<b>768,300</b>	<b>53,877,900</b>	<b>117,728,098</b>	<b>22.6</b>	<b>0.7</b>

1. Includes travel, subsistence & lodging.

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
TOTAL UNIVERSITY AUXILIARY ENTERPRISES OPERATING EXPENDITURES  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/administrative unit	Total salaries and wages	Employee benefits	Travel <sup>1</sup>	Other operating expenditures	Total operating expenditures	Employee benefits: percentage of total salaries and wages	Travel: <sup>1</sup> percentage of total operating expenditures
<b>Administrative Services:</b>							
Intercollegiate Athletics	\$2,873,130	\$846,983	\$132,466	\$4,121,775	\$7,974,354	29.5%	3.2%
Day Care Center	3,682	653	0	3,165	7,500	17.7	0.0
Total	2,876,812	847,636	132,466	4,124,940	7,981,854	29.5	3.2
<b>Provost:</b>							
TU Press - Administration	968,487	203,223	27,307	2,098,936	3,297,953	21.0	1.3
Total	968,487	203,223	27,307	2,098,936	3,297,953	21.0	1.3
<b>Vice-President, CFO &amp; Treasurer:</b>							
Bookstore	0	0	211,373	211,373	0.0	0.0	
Hospital Parking	94,061	27,295	35	642,747	764,138	29.0	a
Other Auxiliaries	0	0	0	11,006	11,006	0.0	0.0
Park Mall Administration	0	0	0	96,140	96,140	0.0	0.0
Parking Services	378,134	104,248	762	2,180,291	2,663,435	27.6	a
Sugarloaf Conference Center Administration	64,464	20,804	0	4,940	90,208	32.3	0.0
Total	536,659	152,347	797	3,146,497	3,836,300	28.4	a
<b>Vice-President, Health Science Center:</b>							
Dental Practice Plan	202,631	32,001	0	267,923	502,555	15.8	0.0
Practice Plan	46,913,437	11,034,559	486,389	29,393,368	87,827,753	23.5	1.7
Total	47,116,068	11,066,560	486,389	29,661,291	88,330,308	23.5	1.6
<b>Vice-President, Students:</b>							
Residence Hall - Administration	2,076,709	570,693	9,384	15,491,845	18,148,631	27.5	0.1
Total	2,076,709	570,693	9,384	15,491,845	18,148,631	27.5	0.1
<b>Grand total</b>	<b>53,574,735</b>	<b>12,840,459</b>	<b>656,343</b>	<b>54,523,509</b>	<b>121,595,046</b>	<b>24.0</b>	<b>0.5</b>

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**

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Vendor contracts exceeding \$1,000 are detailed for 1995-96. 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  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 1995-96

Academic/administrative unit	Total amount	Percentage of grand total
Alumni Relations	\$8,629	0.8%
Buildings - General Supply	19,361	1.9
Business Office	17,870	1.8
Campus & Grounds	7,910	0.8
Development	16,058	1.6
Dorms - General Expenses	7,005	0.7
Faculty Residence	1,850	0.2
Family Life Center	9,009	0.9
Fiscal Affairs	298,600	29.2
General Building	41,096	4.0
Health Services	40,714	4.0
Library	1,017	0.1
Lincoln Hall	14,850	1.5
Mailroom	2,520	0.2
Maintenance Storage	6,841	0.7
Office of MIS	7,504	0.7
Other Prof. Services	2,920	0.3
PECO	1,211	0.1
President's House	13,145	1.3
Public Information Offices	20,500	2.0
Public Safety & Security	77,238	7.6
Purchasing	7,990	0.8
Student Activities	29,437	2.9
Student Government	5,462	0.5
Student Union - General	3,030	0.3
Tele. & Message Services	300,000	29.3
Urban Center	56,019	5.5
Vail Hall	3,323	0.3
<b>Grand Total</b>	<b>1,021,109</b>	<b>100.0</b>

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

SOURCE: Data provided by Lincoln University.



LINCOLN UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
1995-96

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than \$100,000:			Vendor contracts greater than or equal to \$1,000 but less than \$10,000--(continued):		
Reed Smith Shaw & McClay	\$121,000		Caldwell Staffing Services	\$1,017	
Select Switch System	300,000		Campus America	7,504	
Total	421,000	41.3%	Carpet Barn Huber, Inc	3,323	
Vendor contracts greater than \$50,000 but less than \$100,000:			CGI Systems Inc	1,195	
Louis DeHaven	73,055		Dino Priester	2,140	
Multi-Communications	72,200		Ellsworth Scott Caterer	5,655	
SH Communications	60,060		Floor Coverings Unlimited	5,944	
Total	205,315	20.1	Ford Motor Credit Company	3,301	
Vendor contracts greater than or equal to \$10,000 but less than \$50,000:			Funny Business on Campus	5,100	
Allison Associates	26,490		G&F Carpet	1,774	
Browning-Ferris	41,096		Gerald M. Pisano	1,850	
Ceridian Employer Services	10,397		Holbrook Fire	1,690	
Foulke Associates, Inc	47,335		Klein's Bus Service Inc	1,072	
GH Bates Roofing	14,850		Lamont Wanzer	2,400	
Kramer Entertainment	12,200		Miller Septic Services	2,170	
Phoenix Group	16,000		Minolta Business	2,852	
Southern Chester	30,454		Minolta Leasing Services	5,832	
Supreme Janitorial	19,389		Moore Medical	2,183	
The Development Center	17,258		Neill Carillon Service	6,841	
Van Scoyoc Associates	20,000		Pharmaceutical Corp	3,554	
Total	255,469	25.0	Prescript Pharmaceutical	2,874	
Vendor contracts greater than or equal to \$1,000 but less than \$10,000:			Red Black & Green Promos	3,400	
3M Philadelphia Sales Center	1,017		Regional YMCA of W CT	7,920	
Aardvark Services	5,315		Ritchie's Electrical	3,030	
Automated Office System	1,649		Rothwell Office	3,758	
Bagby & Associates	1,500		S R Productions	3,200	
Brooks Armored Car Service	4,023		Sandrose Trophies	2,475	
			Satellite	1,850	
			Security Elevator - Phila	2,892	
			Squires Blacktop	2,000	
			Standby Systems II Inc.	1,089	
			T&D Bus Service	5,052	
			Taylor Rentals	1,211	
			VKG Associates	5,850	
			Walsh Excavating	1,990	
			Wells Fargo Guard	8,083	
			Wilcox Landscaping	1,750	
			Total	139,325	13.6%
			Grand total	1,021,109	100.0

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

SOURCE: Data provided by Lincoln University.

LINCOLN UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 1995-96

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$591,706	57.9%
Out-of-State	429,403	42.1
Grand total	1,021,109	100.0

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

SOURCE: Data provided by Lincoln University.

THE PENNSYLVANIA STATE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/Administrative Unit	Total Amount	Percentage of Grand Total		of
Colleges:			Greater Pittsburgh	
College of Agriculture	\$8,535,880		62,687	
College of Art & Architecture	1,156,242		CES-Central Budgets	496,850
College of Communications	622,016		Total	21,794,420
Smeal College of Business	2,881,490		Other Locations:	
College of Earth & Mineral Science	5,791,470		Penn State Erie - Behrend College	4,000,617
College of Education	1,248,762		Penn State Harrisburg-Capital College	2,904,157
College of Engineering	11,165,932		Total	6,904,774
College of Health & Human Development	7,198,654		Support Units:	
College of Liberal Arts	2,685,374		29,685,381	
Eberly College of Science	8,747,681		Continuing & Distance Education	2,804,776
Total	50,083,611	5.7%	Development & Alumni Relations	6,076,305
			Educational Equity	155,496
Commonwealth Educational System:			Enrollment Management & Administration	1,872,979
Abington Ogontz Campus	1,527,623		Finance & Business	33,538,680
Allentown Campus	508,221		Finance & Business -- Housing & Foods	5,737,298
Altoona Campus	2,347,060		Finance & Business-- Physical Plant	62,419,753
Beaver Campus	1,027,814		General and Academic Administration	1,267,659
Berks Campus	1,913,821		Intercollegiate Athletics	5,717,639
Delaware Campus	1,370,646		International Programs	741,454
DuBois Campus	899,777		Research & Graduate Education	21,266,415
Fayette Campus	666,506		Student Affairs	6,526,595
Hazleton Campus	1,039,426		Undergraduate Education	914,821
McKeesport Campus	1,191,260		University Arts Services	725,069
Mont Alto Campus	1,104,685		University Libraries	7,730,527
New Kensington Campus	616,221		University Relations	321,831
Schuylkill Campus	681,306		Total	187,502,678
Shenango Campus	827,364		Milton S. Hershey Medical Center	99,822,697
Wilkes-Barre Campus	676,786		Total	99,822,697
Worthington Campus	752,758		Grand Total	366,058,070
York Campus	1,088,746			
Sub-total	18,240,020	5.0		

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

SOURCE: Data provided by The Pennsylvania State University.



THE PENNSYLVANIA STATE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY EXPENDITURE TYPE  
 1995-96

Expenditure type	Total amount	Percentage of grand total
Books & Periodicals	\$8,402,154	2.3%
Communication Services	11,950,338	3.3
Conference & Group Activities	3,737,361	1.0
Deferred Maintenance	826	0.0
Employee Benefits Billed	91,214	0.0
Equipment Budget	67,558,933	18.5
Freight Charges	389,989	0.1
Insurance & Interest	8,161,476	2.2
Legal Expense	4,199,297	1.1
Miscellaneous	8,383,006	2.3
Property Expense	5,828,367	1.6
Publications, Printing & Copying	11,735,411	3.2
Repairs, Alterations & Capital	50,881,389	13.9
Student Aid	1,045,440	0.3
Supplies & Materials for Resale	66,053,938	18.0
Supplies, Materials & Services	84,719,862	23.1
Travel Expense	10,042,662	2.7
Utilities Purchased	22,876,407	6.2
Grand total	366,058,070	100.0

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

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
1995-96

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than \$1 million:			Vendor contracts greater than \$500,000 but less than \$1 million--(continued):		
PA Dept. of General Services	\$24,103,185		PENELEC	\$809,271	
Foxmeyer	12,964,839		Baxter Healthcare IV Systems Division	793,431	
West Penn Power Co.	8,019,009		Centre County United Way	775,146	
USAir	7,156,686		Digital Equipment Corp.	756,456	
IBM Corp.	6,496,961		VWR Scientific	736,895	
AT & T	4,964,504		Abbott Laboratories	731,478	
Bell Atlantic-PA	4,783,445		ADG-Hospital	731,469	
Pennsylvania Power & Light	4,630,136		AMS-TMS	730,000	
Apple Computer, Inc.	4,413,264		Misc. Vendor	724,581	
Owens & Minor, Inc.	4,159,979		Johnson Controls, Inc.	704,886	
The Faxon Group	3,494,204		SMS	669,915	
Xerox Corp.	2,987,542		Executive Automotive	652,151	
Gateway 2000	2,938,118		Synthes USA	643,422	
L C Anderson Son, Inc.	2,866,111		Hewlett-Packard	643,232	
McQuaide, Blasko, Schwa	2,698,531		Noell, Inc.	637,965	
Boise Cascade Office Products	2,236,516		Stone Valley Construction	635,469	
Sun Microsystems	2,226,526		Deloitte & Touche	635,287	
Barclay White, Inc.	2,176,289		Alling & Cory	633,537	
Picker International, Inc.	2,104,678		Alexander & Alexander	615,364	
Morgan Guaranty Trust	1,994,899		Leonard S. Fiore, Inc.	600,768	
Farfield Co.	1,985,808		Swan Technologies Corp.	594,534	
Bradford Coal Co., Inc.	1,896,464		PECO Energy	586,632	
E & I Coop Service	1,844,989		G.M. McCrossin	584,396	
Fisher Scientific	1,776,782		The Douglas Stewart Co.	582,704	
Philco Insurance Co.	1,762,176		Phillips Office Products	580,718	
Alliance 4 Health	1,615,000		PA Medical Management	580,152	
Marsh & McLennan	1,549,594		NUWC / Keyport	577,505	
Commercial Printing	1,475,664		Thomson-Shore, Inc.	575,914	
Postmaster	1,359,576		Cobe Labs, Inc.	574,452	
Nittany Office Equipment	1,338,925		Cisco Systems, Inc.	570,595	
University of Texas	1,308,361		Leica, Inc.	567,318	
Moore Business Forms, Inc.	1,289,310		Master Computer	566,262	
Resource International, Inc.	1,259,014		Medtronic	566,101	
Dell Marketing L.P.	1,247,985		Federal Express Corp.	564,177	
Maurice A. Lawruk Builders	1,219,880		Eastern Energy Marketing, Inc.	561,858	
Arkwright Mutual Insurance	1,190,832		Allied-Signal Aerospace Co.	560,850	
Mid-State Bank	1,185,040		Duquesne Light Co.	556,305	
3M	1,162,920		West Virginia University	555,538	
The PMA Group	1,156,494		G.R. Sponaugle & Sons, Inc.	549,112	
Sciaky, Inc.	1,133,895		The Hite Co.	546,424	
American Red Cross	1,087,610		Academic Book Center	542,496	
CIC / Copley Systems	1,043,351		King Coal Sales, Inc.	536,834	
UGI Corp.	1,000,939		Nittany Valley Offset	536,472	
Total	139,306,031	38.1%	Perkin Elmer Corp.	535,121	
Vendor contracts greater than \$500,000 but less than \$1 million:			Vendor contracts less than \$500,000:		
Baxter Healthcare			Total	186,838,966	51.0
Hospital Supply Division	965,543				
Yankee Book Peddler	948,440		Grand total	366,058,070	100.0
R.R. Donnelley Receivables, Inc.	917,270				
Delaware Valley					
Transplant Program	916,020				
E.N. Dunlap, Inc.	901,684				
AGF Direct Gas Sales	874,839				
Seimans Medical Systems	861,727				
Hudson Construction, Inc.	839,680				
Cutin Matheson Scientific, Inc.	831,471				
Johnson & Johnson	829,144				

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

SOURCE: Data provided by The Pennsylvania State University.

THE PENNSYLVANIA STATE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 1995-96

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$149,128,917	40.7%
Out-of-State	216,929,153	59.3
Grand total	366,058,070	100.0

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

SOURCE: Data provided by The Pennsylvania State University.

UNIVERSITY OF PITTSBURGH  
CONTRACTS<sup>1</sup>  
BY ACADEMIC/ADMINISTRATIVE UNIT  
1995-96

Academic/administrative unit	Total amount	Percentage of grand total	Academic/administrative unit	Total amount	Percentage of grand total
Chancellor:			Senior Vice Chancellor & Provost--(continued):		
Athletics	\$1,677,974		School of Information Sciences	\$277,822	
Chancellor	418,549		School of Law	1,438,842	
General Counsel	319,661		School of Social Work	213,117	
Secretary of the Board of Trustees	168,584		Senior Vice Chancellor & Provost	3,476,250	
Vice Chancellor, Institutional Advancement	1,211,270		University Summer Sessions	25,894	
Vice Chancellor, Student & Public Affairs	2,419,944		University Center for International Studies	1,594,173	
Total	6,215,982	2.7%	University Center for Social & Urban Research	2,790,476	
General University:			University Honors College	27,201	
General University	2,446,203		University of Pittsburgh at Bradford	489,161	
Total	2,446,203	1.1	University of Pittsburgh at Greensburg	452,008	
Senior Vice Chancellor, Business & Finance & Treasurer:			University of Pittsburgh at Johnstown	1,429,891	
Associate Vice Chancellor Business	39,184,053		University of Pittsburgh at Titusville	89,773	
Associate Vice Chancellor Budget & Administration	568,229		Total	34,714,552	15.0%
Associate Vice Chancellor Human Resources	420,933		Senior Vice Chancellor, Health Administration:		
Computing & Information Services	20,463,816		Senior Vice Chancellor, Health Administration	1,372,687	
Controller & Assistant Treasurer	3,261,368		Total	1,372,687	0.6
Facilities Management	66,305,311		Senior Vice Chancellor, Health Sciences:		
Senior Vice Chancellor, Business & Finance	1,019,117		Graduate School of Public Health	5,229,426	
Total	131,222,827	56.9	School of Dental Medicine	3,376,114	
Senior Vice Chancellor & Provost:			School of Health & Rehabilitation Sciences	525,869	
College of Business Administration	6,923		School of Nursing	395,179	
College of General Studies	465,284		School of Pharmacy	584,170	
The School of Education			Senior Vice Chancellor, Health Sciences	937,083	
University Service Program	346,137		Total	11,047,841	4.8
Faculty of Arts & Sciences	8,475,672				



Financial Aid	2,380	University of Pittsburgh Medical Center:		
Graduate School of Public & International Affairs	399,270	Pittsburgh Cancer Institute	4,901,361	
Katz Graduate School of Business	1,096,986	School of Medicine	23,161,995	
Learning Research & Development Center	3,320,878	University of Pittsburgh		
University Library System	5,466,763	Medical Center Administration	13,714,687	
School of Education	505,203	Western Psychiatric Institute & Clinic	2,012,765	
School of Engineering	2,324,448	Total	43,790,808	19.0
		Grand total	230,810,900	100.0

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

SOURCE: Data provided by University of Pittsburgh.

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

Expenditure type	Total amount	Percentage of grand total
Facility Alterations	\$680,785	0.3%
Facility Operating Costs	38,151,664	16.5
Insurance	3,905,788	1.7
Library Acquisitions	6,720,916	2.9
Mail	992,957	0.4
Printing / Publishing	2,738,521	1.2
Professional Memberships	962,564	0.4
Professional Services	57,175,626	24.8
Purchases for Resale	26,455,337	11.5
Routine Maintenance	2,534,091	1.1
Space Rental	4,220,982	1.8
Supplies / Equipment	56,811,490	24.6
Telephone	6,195,830	2.7
Utilities	23,264,349	10.1
Grand total	230,810,900	100.0

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

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
1995-96

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than \$1 million:			Vendor contracts greater than \$500,000 and less than \$1 million:		
Duquesne Light Co.	\$15,061,528		UACCMF	\$926,981	
Treasurer, City of Pittsburgh	12,063,070		Rittenhouse Book Distributors, Inc.	921,188	
Presbyterian University Hospital	9,535,279		PA Department of General Services	919,266	
Marriott	9,492,783		Life Technologies	882,648	
Dick Enterprises, Inc.	8,644,974		Lenzner Coach Lines, Inc.	873,389	
AT & T	8,439,917		Blackwell's	856,509	
University of Pittsburgh Medical Center	6,189,166		Burt Hill Kosat Rittelmann	854,609	
Gateway 2000	4,497,754		Dell Marketing LP	833,343	
Apple Computer, Inc.	3,948,876		EBSCO	783,826	
Postmaster	3,164,921		Cisco Systems, Inc.	761,012	
Bell Atlantic - PA	2,899,434		Login Brothers Book Co.	759,789	
McKamich Chesapeake, Inc.	2,590,732		Direct Gas Services	748,246	
Xerox Corp.	2,429,235		United Parcel Service	745,483	
Reginella Construction	2,384,456		Cavcon Systems, Inc.	733,568	
Sauer, Inc.	1,919,041		Children's Hospital of Pittsburgh	726,361	
Wellington Power Corp.	1,800,408		Wayne Crouse, Inc.	693,085	
UC Regents	1,787,001		DuPont Co.	686,057	
Oracle Corp.	1,673,140		Prentice-Hall, Inc.	683,920	
Voltec, Inc.	1,590,404		Johns Hopkins University	682,348	
Carnegie Mellon	1,535,335		Sigma Chemical Co.	659,153	
D&K Electronics	1,300,960		Magee Womens Hospital	648,814	
PWSA	1,247,293		Follett Campus Resources	641,621	
L&M Paper	1,213,815		Massaro Co.	591,832	
Franklin Interiors	1,148,872		Burchick Construction Co.	563,102	
McCarl's, Inc.	1,133,043		March & McLennan, Inc.	552,000	
Copley Systems	1,109,220		ALCOSAN	543,406	
Pinkerton	1,090,031		Cost Co.	535,521	
Schindler Elevator Corp.	1,070,839		Daktronics, Inc.	524,244	
Sun Microsystems, Inc.	1,012,128		YBP	517,132	
Total	111,973,655	48.5%	Community Human Services	507,573	
			Total	21,356,026	9.2%
			Vendor contracts less than \$500,000:		
			Total	97,481,219	42.2
			Grand total	230,810,900	100.0

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

SOURCE: Data provided by University of Pittsburgh.

UNIVERSITY OF PITTSBURGH  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 1995-96

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$146,836,154	63.6%
Out-of-State	83,974,746	36.4
Grand total	230,810,900	100.0

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

SOURCE: Data provided by University of Pittsburgh.

TEMPLE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY ACADEMIC/ADMINISTRATIVE UNIT  
 1995-96

Academic/administrative unit <sup>2</sup>	Total amount	Percentage of grand total
Administrative Services	\$79,833,639	41.5%
President	3,322,958	1.7
Provost	23,428,527	12.2
Executive Vice-President	303,874	0.2
Vice-President	8,590,208	4.5
Vice-President, CFO & Treasurer	22,975,110	12.0
Vice-President, Computer/Information	14,452,186	7.5
Vice-President, Dean, Ambler	1,178,256	0.6
Vice-President, Development/Alumni Affairs	829,336	0.4
Vice-President, Health Science Center	28,387,203	14.8
Vice-President, Students	8,279,616	4.3
Miscellaneous - General University	587,702	0.3
Grand total	192,168,615	100.0

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

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

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY EXPENDITURE TYPE  
 1995-96

Expenditure type	Total amount	Percentage of grand total
1199C Guild Welfare Fund	\$3,845,325	2.0%
1199C SW Welfare & Benefits	174,067	0.1
Academic Receptions	40,255	0.0
Advertising - Promotional	2,306,557	1.2
Advertising - Recruiting	434,437	0.2
Amortization of ISSU Cost	31,321	0.0
Anesthetics	21	0.0
Animal Lab	16,831	0.0
Animals	258,927	0.1
Architect-Engineer Fees	672,577	0.3
Art Supplies	138,272	0.4
Audio Visual	67,615	0.0
Audio Visual - Purchases	13,253	0.0
Audio Visual - Rent	116,052	0.1
Auditing Fees	224,886	0.1
Banking Fees	80,515	0.0
Benefits - Post Retirement	4,667,867	2.4
Blood	157	0.0
Books	35,700	0.0
Books - Library	1,174,468	0.6
Books - Not Library	273,073	0.1
Building Improvements	21,644	0.0
Building Repair	1,258	0.0
Cadavers	21,371	0.0
Capital Lease - Movable Equipment	224,607	0.1
Catalogs	9,853	0.0
Cellular Phone Services	40,517	0.0
Central Publication	1,844,632	1.0
Chemicals for Lab Tests	1,423,422	0.7
Claim Settlements	994,795	0.5
Clerical Contract	1,616,342	0.8
Clerical Stores	1,098,768	0.6
Client Clothing	415	0.0
Clinical Laboratory Test	115,233	0.1
Collection Fees	1,836	0.0
Commencement Cost	24,570	0.0
Commissions	18,817	0.0
Computer Equipment	1,279,402	0.7

TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1995-96--(continued)

Expenditure type	Total amount	Percentage of grand total
Computer Services	\$2,738,215	1.4%
Computer Services Overhead	3,269	0.0
Computer Software	2,466,708	1.3
Computer Work Stations	11,712	0.0
Conference - Registration Fees	420,532	0.2
Conference - Services	65,968	0.0
Consultant - Fees	1,256,044	0.7
Consultant - Travel	98,979	0.1
Controller - External Fund Raising	220	0.0
Controller - Intra-fund Transfer	208	0.0
Copying Center	69,749	0.0
Copyright & Patent Filings	10,965	0.0
Court Costs	6,367	0.0
Dental Materials	384,104	0.2
Depreciation Expense	61	0.0
Diamond Club	15,540	0.0
Document Delivery	19,282	0.0
Drugs - Billed to Patients	164,109	0.1
Drugs - No Charge	38,380	0.0
Dues in Associations	948,124	0.5
Duplicating Service	164,837	0.1
Electronic Access	154,054	0.1
Electronic Media	713	0.0
Electronic Serials	168,653	0.1
Employee Bookstore Discount	20,928	0.0
Entertainment	93,345	0.0
Equipment - Expendable	1,485,303	0.8
Equipment - Fixed	98,359	0.1
Equipment - Maintenance Contract	2,706,415	1.4
Equipment - Movable	10,071,418	5.2
Equipment - Repairs	27,324	0.0
Fac-Adm-Depend Tuition	1,972	0.0
Film	121,176	0.1
Films and Tracings	18,240	0.0
Financial Aid - Emergency Loans	3,000	0.0
Financial Affairs - Bond Payback	124,474	0.1
Financial Affairs - Miscellaneous Costs	19,536	0.0
Food	6,335,796	3.3
Freight	101,377	0.1
Furniture	385,021	0.2

TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1995-96--(continued)

Expenditure type	Total amount	Percentage of grand total
Gasoline & Oil	\$73,607	0.0%
General Liability	782,933	0.4
Genesis/CNA Workers' Compensation	921	0.0
Gift Premiums	13,319	0.0
Gold	129,519	0.1
Guarantees Paid	451,500	0.2
Home Game Expenses	215,592	0.1
Honorariums - Nontaxable	16,708	0.0
Honoraria - Taxable	177,411	0.1
Information Processing Service	108,432	0.1
Instruments	55,155	0.0
Insurance	623,904	0.3
Insurance - Administrative Dental Plan	1,117,873	0.6
Insurance - Basic Medical	13,638,308	7.1
Insurance - Blue Shield Dental	374,615	0.2
Insurance - Disability	538,865	0.3
Insurance - Employee	552,964	0.3
Insurance - Group Life	1,005,437	0.5
Insurance - Other	11,939,577	6.2
Insurance - Major Medical	560,130	0.3
Insurance - Prescription Plans	1,048,538	0.5
Insurance - Unemployment	999,233	0.5
Insurance - Vision Plan	65,170	0.0
Interest	2,835,517	1.5
Interviewers - Taxable	928,115	0.5
Interviewers - Travel	780,452	0.4
Land Improvements	19,167	0.0
Laundry	81,297	0.0
Leasehold Improvements	4,990	0.0
Legal Fees	2,138,035	1.1
Legal Fees - Non Federal	1,900	0.0
Legal Settlement	225,000	0.1
Letter of Credit Fees	577,573	0.3
Library Binding	143,123	0.1
Library Conservation & Preservation	9,605	0.0
Library Continuation	756,233	0.4
Library of Congress Cards	366	0.0
License Fees	159,118	0.1
Light Bulbs	96,247	0.1
Linen Supplies	1,923	0.0



TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1995-96--(continued)

Expenditure type	Total amount	Percentage of grand total
Lobbying	\$27,529	0.0%
Magazines and Newspapers	318,710	0.2
Maintenance of Buildings	1,067,240	0.6
Maintenance of Grounds	360,543	0.2
Management Fee	95,385	0.0
Materials	1,460,514	0.8
Medical Practice Plan	5,964,191	3.1
Medical and Dental Care	273,198	0.1
Medical Communications	19,641	0.0
Metered Mail	7,132	0.0
Micromation Expense	38,923	0.0
Moving Expense	68,557	0.0
Office Machines	88,805	0.0
Officials - Sporting Events	6,499	0.0
Operating Lease - Movable	199,814	0.1
Other Capital Expenditure	168,447	0.1
Other General Expense	2,550,724	1.3
Other Outside Contracts	4,446,500	2.3
Other Outside Service	6,143,036	3.2
Oxygen and Other Gases	35,345	0.0
Parking	37,874	0.0
Parking Gate Cards	7,726	0.0
Parking Special Group	504	0.0
Participant Support	252,038	0.1
Patient Costs	551,301	0.3
Pension Plan -Equitable 72	368,151	0.2
Pension Plan -TIAA/CREF	58,485	0.0
Performance	103,047	0.1
Periodicals	2,406,109	1.3
Personal Hygiene Supplies	2,757	0.0
Photography	65,636	0.0
Physical Plant Purchases	9,155,235	4.8
Postage	1,215,527	0.6
Printing - Forms	2,423,019	1.3
Printing - Papers	31,967	0.0
Printing - Reprints	212,330	0.1
Production Costs - Publications	171,554	0.1
Programs	1,725,499	0.9
Propane Gas	9,954	0.0
Protection - Contract	1,098,000	0.6

TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1995-96--(continued)

Expenditure type	Total amount	Percentage of grand total
PTEA Welfare Fund	\$3,221	0.0%
Publication Graphics	201,093	0.1
Real Estate Tax	43,532	0.0
Recreational Supplies	6,573	0.0
Recruiting	219,048	0.1
Rent - Buildings & Offices	2,285,139	1.2
Rent-equipment	564,585	0.3
Rent - Typewriter	209	0.0
Repairs - Books	17,167	0.0
Repairs - Machinery	1,414,481	0.7
Repairs - Vehicles	259,999	0.1
Royalties	24,989	0.0
Salary Recovery - Outside	76,232	0.0
Scholarships & Prizes Awards	37,841	0.0
Scouting	2,930	0.0
Services - Library	40,394	0.0
Short Term Accident (Insurance)	56,164	0.0
Social Security	16,318	0.0
Split Charge Validation	587,702	0.3
Stationery and Supplies	535,714	0.3
Stipends - Nontaxable	30,275	0.0
Stipends - Taxable	2,715	0.0
Student Trips	94,485	0.0
Sub-contracts over 2,500	4,794,837	2.5
Supplies - General	6,716,694	3.5
Supplies - General Transfers	64,081	0.0
Supplies - Instructional	177,072	0.1
Supplies - Rehabilitation	12,080	0.0
Supplies - Radio & TV	24,540	0.0
Supplies - Washroom	200,550	0.1
Surgical Supplies - Billed	154,818	0.1
Surgical Supplies - No Charge	109,161	0.1
Taxes - Business Privilege	1,243	0.0
Tax Expense	835,796	0.4
Team Holiday Living Expenses	99,455	0.1
Team Pre-game Expenses	2,948	0.0
Team Trips	866,467	0.5
Teeth	26,689	0.0
Telecon Equipment	215	0.0
Telephone Service	25,373	0.0

TEMPLE UNIVERSITY  
 CONTRACTS BY EXPENDITURE TYPE 1995-96--(continued)

Expenditure type	Total amount	Percentage of grand total
Telephone & Telegraph	\$3,647,523	1.9%
Temple News Advertising	179	0.0
Tests	87,051	0.0
Tools - Expendable	8,148	0.0
Transportation	30,402	0.0
Travel	1,353,819	0.7
Travel - Foreign	75,258	0.0
Travel - Instructional	16,782	0.0
Travel Trainee	35,431	0.0
Trust Fund Worker's Compensation	7,967,227	4.1
Tuition Expense	48,390	0.0
Tuition Refunds	262	0.0
TUH -Self Insurance	36,174	0.0
TUH - Tuition Remission	10,023	0.0
TV Services	2,690	0.0
Utilities - Fuel Oil	392,154	0.2
Utilities - Gas	3,041,901	1.6
Utilities - Light	10,138,162	5.3
Utilities - Steam	52,856	0.0
Utilities - Water & Sewage	1,259,763	0.7
Vehicles	93,557	0.0
Wearing Apparel	112,769	0.1
Window Cleaning Contract	43,000	0.0
Work in Process	2,466,311	1.3
<b>Total</b>	<b>192,168,615</b>	<b>100.0</b>

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

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
CONTRACTS<sup>1</sup>  
BY CONTRACT SIZE  
1995-96

Vendor	Total amount	Percentage of grand total	Vendor	Total amount	Percentage of grand total
Vendor contracts greater than \$1 million:			Vendor contracts greater than \$500,000 and less than \$1 million--(continued):		
Canteen Corporation	\$13,031,693		Barnes and Noble #1880	\$608,842	
Concord Products Co.	12,625,480		McQuade, John S. Co.	599,624	
PECO	10,335,960		Blackwell North	583,886	
Starr Tours	10,052,650		Morgan Guaranty Trust	577,573	
Independence Blue Cross	9,586,669		Contract Consultants	563,879	
PHICO Insurance Co.	9,563,589		Wistar Institute	547,172	
Boston Safe	8,041,257		First Colony Life Ins. Co.	525,000	
Bell Atlantic	6,666,291		Postmaster General	505,264	
Child Health Assoc.	5,964,191		Holiday Inns	505,067	
Marriot Corp.	5,129,136		Total	15,730,146	8.2%
Corestates Bank	5,091,192		Vendor contracts greater than \$100,000 but less than \$500,000:		
Mellon Bank	4,170,463		IBM Corporation - JNJ	475,686	
1199 National Benefit Fund	3,967,362		Billow Electric Supply	448,792	
Temple Welfare Trust	3,139,084		Soma Incorporated	433,646	
Hershey Hotel	3,086,939		CIC/Copley Systems	409,806	
City of Philadelphia	2,332,733		Collins Mechanical	389,358	
Lancaster Heart	2,310,196		PNC Bank	387,695	
The Faxon Company, Inc.	2,165,865		Hangley Aronchick	382,300	
Wells Fargo Alarm	1,996,615		ALCOM	376,969	
SCT Software & Res. Management	1,985,091		Albert Einstein Medical	373,603	
Keystone Health Plan	1,960,197		Maple-Vail	369,951	
Blue Cross Blue Shield of PA	1,929,406		Davis Advertising, Inc.	369,510	
Alexander & Alexander	1,899,229		DX National User's Conference	368,017	
Du Pont Company	1,852,752		Pittsburgh Doubletree	359,355	
Gateway 2000	1,837,573		Edelstein's Carpet	354,976	
D'Angelo Bros Inc.	1,743,284		Diamond Club	350,189	
Johnson & Higgins Ltd	1,724,093		A.T. Kearney, Inc.	335,639	
Select Temporary	1,707,072		City Wide Improvement & Planning	317,945	
L.F. Driscoll Co.	1,694,045		Garrison Printing Co.	309,090	
ISARD - Greenberg	1,677,527		E&I Cooperative Services	308,927	
Tierney & Partners	1,596,867		Winslow Mechanical	302,617	
Temple University	1,433,658		Hewlett Packard	298,140	
Xerox Corporation	1,289,024		Bettinger Co.	295,039	
ISS International Service	1,255,682		Lex Electric Co. Inc.	294,360	
Water Revenue Bureau	1,181,626		W.S. Cumby & Son Inc.	292,406	
PCS	1,048,538		WM AJ Shaeffers & Sons	291,432	
Total	147,073,028	76.5%	Timothy Haahs & Associates	284,183	
Vendor contracts greater than \$500,000 and less than \$1 million:			Thomson-Shore Inc.	283,800	
Pennsylvania Unemployment Compensation Fund	999,233		Seidel Gonda Lavorgna & Monaco	283,398	
World Travel	996,189		Protocall, Inc.	279,509	
Computerland Quatro	961,457		APM Inc.	261,869	
Fisher	921,583		Swift Mailing Services	257,753	
OTIS Elevator Co.	911,133		Unum Life Insurance Co. of America	252,418	
Ballard Spahr	865,682		Rhoads Metal Works, Inc.	249,801	
Staples	856,002		Steven F. Sonstein Inc.	247,678	
Purchasing Fund Office	783,169		Notebook Computer	243,060	
Apple Computer, Inc.	767,283		TAC Temps	238,452	
AT & T	747,640		Foote, Cone, & Belding	234,967	
Vitelta Group /TVSA	646,381		Consolidate Revere	233,123	
Florkowski Builders Inc.	632,302				
DAS Joint Venture	625,784				
TEMPLE UNIVERSITY CONTRACTS BY CONTRACT SIZE 1995-96--(continued)					
		Percentage of			Percentage of

Vendor	Total amount	grand total	Vendor	Total amount	grand total
Vendor contracts greater than \$100,000 but less than \$500,000--(continued):			Vendor contracts greater than \$100,000 but less than \$500,000--(continued):		
Roland Atkins, Esquire	\$230,109		GEAC Computers Inc.	\$142,568	
Trinity Paving Co.	230,028		Microage	141,790	
William Betz Co.	225,877		W.G. Hinman Inc.	141,764	
G Antonini Construction	224,303		Lincoln University	140,923	
Pine Valley Supply Corp.	222,063		P M Gordon Assoc., Inc.	138,049	
KPMG Peat Marwick LLP	217,568		Computer Assoc	137,299	
Todays Temporary	213,668		Giles & Ransome	136,679	
Research Libraries	208,883		General Express	136,506	
Life Technologies Inc.	208,109		Digital Equipment Corp	136,191	
Cecil B. Moore Service	206,860		Simplex Time Recorder	135,203	
Sigma Chemical Co.	206,855		Pharmacia Hepar	129,814	
Marstan Industries Inc.	201,863		Bentz Entec Inc.	124,879	
WM Drayton Co.	198,405		Atlantic Express of PA	124,195	
Commonwealth of Pennsylvania	197,061		Penna Higher Education	123,700	
Palinet	197,030		Grinnell Fire Protection	123,186	
University Business	196,948		Scranton Temple	121,947	
Federal Express Corp.	191,349		Harrisburg Parking	119,329	
Par Technologies, Inc.	191,264		Eagle Lodge Properties	118,488	
Cantol Inc.	190,863		Boehringer Mannheim	118,403	
AIRCO	183,330		University of Pittsburgh	117,462	
University of Pennsylvania	182,573		Prototype Inc.	116,298	
VWR Scientific Products	177,271		Eastman Kodak	114,764	
USA Waste Services	176,818		Rittenhouse Book	114,125	
Moss Rehab Hospital	176,626		University Microfilms	113,993	
Baker Graphic Arts, Inc.	175,259		BLM Architects, Inc.	113,619	
AFSA Data Corp.	171,975		Lewis Jones Maintenance Service	113,524	
Drexel University -			Congreso De Latinos	113,497	
Imaging & Computers	168,279		Norrell Services	113,140	
Silicon Graphics Inc.	166,587		Otto Harrassowitz	112,486	
Vintage Color Graphics	166,571		Johnson Controls Inc.	111,486	
Henry Schein, Inc.	165,654		Harry F. Ortlip Co.	109,380	
JDA Office Products	164,005		OEI Business Forms	109,003	
Beckman Instruments Inc.	163,874		Diversified Search Inc.	108,663	
Geppert Brothers Inc.	163,637		Abrahams, Loewenstein, Bushmann	107,468	
Staff Builders	163,582		Robert Keown, Inc.	107150	
Atkins Office Products	163,171		Clinton Envelopes	107,017	
Paul Rannelluci	161,938		SSI (US) Inc.	106,839	
ASBMB	161,736		Amersham Life Science	104,851	
WM Dawson & Sons LTD	161,250		Kinko's	103,970	
ESIS Inc.	160,618		HSRI	103,676	
Dun & Bradstreet	159,577		Penna Protection & Advocacy	102,807	
Advanced Audio Visual	158,859		Ney Dental	101,928	
United States Postal Service	157,375		R.M. Shemaker Co.	101,900	
Brandywine Realty	157,375		Tullyvision Studios	101,538	
Temple University Japan	155,210		Comcast Metrophone	100,490	
University of Utah	154,195		Anderson Travel	100,350	
Kent Dental Supply	154,038		Virginia Tech	100,000	
Medical College of PA	153,452		Total	27,848,693	14.5%
Phila. Suburban Development	152,569				
AG Administrators (combined)	152,000				
Devece & Shaffer Inc.	151,825		Vendor contracts less than \$100,000:		
Finova	151,610		Total	1,516,748	0.8
Nexgen Technologies Inc.	150,924				
Delta Removal	146,930		Grand total	192,168,615	100.0
University of Delaware	143,867				
Anixter Bros. Inc.	142,786				

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

SOURCE: Data provided by Temple University.

TEMPLE UNIVERSITY  
 CONTRACTS<sup>1</sup>  
 BY VENDOR LOCATION  
 1995-96

Vendor location	Total amount	Percentage of grand total
Pennsylvania	\$130,571,490	67.9%
Out-of-State	61,597,125	32.1
Grand total	192,168,615	100.0

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

SOURCE: Data provided by Temple University.

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

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

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

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

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

Benefits for both plans depend on contributions from an employee and Lincoln University, the employee's age, and the investment performance of TIAA-CREF. These plans also have a number of retirement options available. Lincoln University's contribution rate (set by the Commonwealth) was 9.29 percent of gross salary in 1995-96.

TUITION BENEFIT POLICY:  
LINCOLN UNIVERSITY

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

RETIREMENT POLICY:  
THE PENNSYLVANIA STATE UNIVERSITY

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



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

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

SERS, the retirement plan available to nonpublic school employees of the Commonwealth, is a defined benefit plan. The benefit formula is based on an employee's years of credited service and final average salary, and a fixed percentage factor. There are several benefit options available, involving annuity and present value guarantees, survivor annuities, and lump-sum withdrawals. The employee contribution rate is 5 percent of gross salary; Penn State's contribution rate (set by the Commonwealth) was 6.60 percent of gross salary in 1995-96.

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

These plans also have a number of retirement options available. Penn State's contribution rate (also set by the Commonwealth) was 9.29 percent of gross salary in 1995-96.

TUITION BENEFIT POLICY:  
THE PENNSYLVANIA STATE UNIVERSITY

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

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

## RETIREMENT POLICY UNIVERSITY OF PITTSBURGH

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

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

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

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

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

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

#### TUITION BENEFIT POLICY: UNIVERSITY OF PITTSBURGH

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

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

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

#### RETIREMENT POLICY: TEMPLE UNIVERSITY

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

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

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

#### TUITION REMISSION POLICY: TEMPLE UNIVERSITY

Temple University offers tuition benefits to its faculty, staff, their spouses and their dependent children. Faculty and administrative employees are permitted reimbursement for 6 semester hours for undergraduate or graduate courses, excluding professional schools. Spouses of faculty and executive staff receive one-half tuition for undergraduate and graduate courses. Dependent children may attend Temple as full-time matriculated students for up to 10 semesters. An additional \$435 cash allowance was awarded to dependent children attending undergraduate programs at other institutions. The cash allowance policy was terminated after June 30, 1996.

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