Institution: Indiana University-East (151388) User ID: 88G2401

### **Overview**

#### Finance Overview

### Purpose

The purpose of the IPEDS Finance component is to collect basic financial information from items associated with the institution's General Purpose Financial Statements.

#### Changes to reporting for 2019-20

- GASB institutions only: Revised Pension screening question to add defined benefit pension or postemployment benefits other than pension (OPEB) liabilities, expenses, and/or deferrals
- GASB institutions only: In Part M, new data elements were added to collect postemployment benefits other than pension (OPEB) amounts

For 2020-21 changes, please review the preview screens available on the Survey Materials page.

#### **Resources:**

To download the survey materials for this component: <u>Survey Materials</u> To access your prior year data submission for this component: <u>Reported Data</u>

If you have questions about completing this survey, please contact the IPEDS Help Desk at (877) 225-2568.

## Finance - Public Institutions' Reporting Standard

Reporting Standard

Please indicate which reporting standards are used to prepare your financial statements: GASB (Governmental Accounting Standards Board), using standards of GASB 34 & 35

OFASB (Financial Accounting Standards Board)

Please consult your business officer for the correct response before saving this screen. Your response to this question will determine the forms you will receive for reporting finance data.

# Finance - Public Institutions Using GASB Standards

	General Informa GASB-Reporting Institution		
To the extent possible, the finance d			stitution's audited
General Purpose Financial Statemer			
details and references.	· · · ·	·	,
1. Fiscal Year Calendar			
This report covers financial activit recent fiscal year ending before Octo		vear: (The fiscal year reported	should be the most
Beginning: month/year (MMYYYY)	, 2010.)	Month: 7	Year: 2018
And ending: month/year (MMYYYY)		Month: 6	Year: 2019
2. Audit Opinion			
Did your institution receive an unqua			
fiscal year noted above? (If your inst on the audit of that entity.)	itution is audited only in combi	ination with another entity, and	wer this question based
O Unqualified	<b>O</b> Qualified	ODon't know OR in prog	ress
	(Explain in box below)	(Explain in box below)	,
3. Reporting Model			
GASB Statement No. 34 offers three universities. Which model is used by		or special-purpose governme	nts like colleges and
Business-type activities			
O Governmental Activities			
O Governmental Activities w	vith Business-Type Activities		
4. Intercollegiate Athletics If your institution participates in interc treated as student services?	collegiate athletics, are the exp	penses accounted for as auxil	ary enterprises or
Auxiliary enterprises			
O Student services			
O Does not participate in inte	ercollegiate athletics		
Other (specify in box belo	w)		
5. Endowment Assets			
Does this institution or any of its four	idations or other amiliated orga	anizations own endowment as	<u>sets</u> ?
ONO			
o Yes - (report endowment)			
6. Pension and Postemployment E Does your institution include defined expenses, and/or deferrals in its Ger	benefit pension or postemploy	yment benefits other than pen	sion (OPEB) liabilities,
ONO			
🖸 🕜 Yes			
You may use the space below to p	provide context for the data	you've reported above.	

Part A - Statement of Net Position Page 1 Fiscal Year: July 1, 2018 - June 30, 2019 If your institution is a parent institution then the amounts reported in Parts A and D should include ALL of your child institutions

Line no.		Current year amount	Prior year amount
	Assets		
01	Total current assets	7,069,497	5,695,755
31	Depreciable capital assets, net of depreciation	23,895,438	25,642,046
04	Other noncurrent assets CV=[A05-A31]	16,650,993	13,929,758
05	Total noncurrent assets	40,546,431	39,571,804
06	Total assets CV=(A01+A05)	47,615,928	45,267,559
19	Deferred outflows of resources	842,680	1,094,587
	Liabilities		
07	Long-term debt, current portion	401.886	541,491
08	Other current liabilities CV=(A09-A07)	2,381,023	
09	Total current liabilities	2,782,909	3,181,104
10	Leven terms debt	105 000	007 705
10	Long-term debt Other noncurrent liabilities CV=(A12-A10)	405,292 4,071,369	
12	Total noncurrent liabilities	4,476,661	5,234,848
13	Total liabilities CV=(A09+A12)	7,259,570	8,415,952
20	Deferred inflows of resources	297,672	226,837
	Net Position		
14	Invested in capital assets, net of related debt	24,328,209	24,345,318
15	Restricted-expendable	3,028,034	
16	Restricted-nonexpendable	C	
17	Unrestricted CV=[A18-(A14+A15+A16)]	13,545,123	,,
18	<u>Net position</u> CV=[(A06+A19)-(A13+A20)]	40,901,366	37,719,357

# Part A - Statement of Net Position Page 2 Fiscal Year: July 1, 2018 - June 30, 2019

Line No.	Description	Ending balance	Prior year Ending balance
	Capital Assets		
21	Land and land improvements	3,172,493	3,172,189
22	Infrastructure	3,362,519	1,894,279
23	Buildings	41,665,024	42,332,675
32	Equipment, including art and library collections	2,978,048	2,925,577
27	Construction in progress	164,591	793,103
	Total for Plant, Property and Equipment CV = (A21+ A27)	51,342,675	51,117,823
28	Accumulated depreciation	26,233,562	25,477,595
33	Intangible assets, net of accumulated amortization	C	) (
34	Other capital assets	C	(

Part D - Summary of Changes In Net Position Fiscal Year: July 1, 2018 - June 30, 2019 If your institution is a parent institution then the amounts reported in Parts A and D should include ALL of your child institutions

Line No.	Description		Prior year amount
01	Total revenues and other additions for this institution <b>AND all of its child</b> institutions	43,935,324	41,752,647
02	Total expenses and deductions for this institution <b>AND all of its child</b> <b>institutions</b>	36,865,082	37,912,109
03	Change in net position during year <b>CV</b> =(D01-D02)	7,070,242	3,840,538
04	Net position beginning of year for this institution AND all of its child institutions	37,719,357	38,801,724
05	Adjustments to beginning net position and other gains or losses <b>CV</b> =[D06-(D03+D04)]	-3,888,233	-4,922,905
06	Net position end of year for this institution AND all of its child institutions (from A18)	40,901,366	37,719,357

Part E - Scholarships and Fellowships Fiscal Year: July 1, 2018 - June 30, 2019 Do not report Federal Direct Student Loans (FDSL) anywhere in this section.

Line No.	Scholarships and Fellowships		Prior year amount
01	Pell grants (federal)	5,895,007	5,719,413
02	Other federal grants (Do NOT include FDSL amounts)	146,588	99,413
03	Grants by state government	0	0
04	Grants by local government	0	0
05	Institutional grants from restricted resources	293,416	
06	Institutional grants from unrestricted resources <b>CV</b> =[E07-(E01++E05)]	2,535,359	1,831,649
07	Total revenue that funds scholarships and fellowships	8,870,370	7,981,748
	Discounts and Allowances		
08	Discounts and allowances applied to tuition and fees	4,958,651	4,738,950
09	Discounts and allowances applied to sales and services of auxiliary enterprises	680,012	665,704
10	Total discounts and allowances <b>CV</b> =(E08+E09)	5,638,663	5,404,654
11	Net scholarships and fellowships expenses after deducting discounts and allowances CV= (E07-E10) This amount will be carried forward to C10 of the expense section.	3,231,707	2,577,094
You ma	ay use the space below to provide context for the data you've reported	l above.	

# Part B - Revenues by Source (1) Fiscal Year: July 1, 2018 - June 30, 2019

Line No.	Source of Funds	Current year amount	Prior year amount
	Operating Revenues		
01	Tuition and fees, after deducting discounts & allowances	22,442,125	20,479,849
	Grants and contracts - operating		
02	Federal operating grants and contracts	224,378	486,148
03	State operating grants and contracts	0	
04	Local government/private operating grants and contracts	23,805	73,230
	04a Local government operating grants and contracts	0	0
	04b Private operating grants and contracts	23,805	73,230
05	Sales and services of <u>auxiliary enterprises,</u> after deducting discounts and allowances	378,029	416,544
06	Sales and services of hospitals, after deducting patient contractual allowances	0	0
26	Sales and services of educational activities	50,445	46,562
07	Independent operations	0	0
08	Other sources - operating CV=[B09-(B01++B07)]	1,007,770	1,293,086
09	Total operating revenues	24,126,552	22,930,227

# Part B - Revenues by Source (2) Fiscal Year: July 1, 2018 - June 30, 2019

Line No.	Source of funds	Current year amount	Prior year amount
	Nonoperating Revenues		
10	Federal appropriations	0	0
11	State appropriations	12,253,063	12,365,413
12	Local appropriations, education district taxes, and similar support	0	0
	Grants-nonoperating		
13	Federal nonoperating grants Do NOT include Federal Direct Student Loans	6,043,440	5,822,741
14	State nonoperating grants	0	0
15	Local government nonoperating grants	0	0
16	Gifts, including contributions from affiliated organizations	467,873	409,307
17	Investment income	1,044,396	224,959
18	Other nonoperating revenues <b>CV</b> =[B19-(B10++B17)]	0	0
19	Total nonoperating revenues	19,808,772	
27	Total operating and nonoperating revenues <b>CV</b> =[B19+B09]	43,935,324	41,752,647
28	12-month Student FTE from E12	2,930	2,821
29	Total operating and nonoperating revenues per student FTE <b>CV</b> =[B27/B28]	14,995	14,801

	Fiscal Year: July	1, 2018 - June 30, 2019	
ine No.	Source of funds	Current year amount	Prior year amount
	Other Revenues and Additions		
20	Capital appropriations		0
21	Capital grants and gifts		0
22	Additions to permanent endowments		0
23	Other revenues and additions <b>CV=</b> [B24-(B20++B22)]		0
24	Total other revenues and additions <b>CV=</b> [B25-(B9+B19)]		0
25	Total all revenues and other additions	43,935,32	4 <b>41,752</b> ,

# Part C-1 - Expenses by Functional Classification

	Fiscal Year: July 1, 2018 - June 30, 2019 Report Total Operating AND Nonoperating Expenses in this section				
Line No.	Expense: Functional Classifications	Total amount	Prior Year Total Amount	Salaries and wages	Prior Year Salaries and wages
		(1)		(2)	
01	Instruction	19,882,565	20,315,037	12,433,089	12,849,426
02	Research	1684,279	5,386	1,330	609
03	Public service	232,555	422,230	77,300	198,083
05	Academic support	2,902,412	4,298,737	1,336,286	1,857,580
06	Student services	5,134,959	4,806,194	3,001,067	2,681,027
07	Institutional support	2,781,390	3,267,100	1,363,793	1,395,081
10	Scholarships and fellowships expenses, net of <u>discounts and allowances</u> (from Part E, line 11)	3,231,707	2,577,094		
11	Auxiliary enterprises	1,761,337	1,737,063	175,121	434,053
12	Hospital services	0	0	0	0
13	Independent operations	0	0	0	0
14	Other Functional Expenses and deductions <b>CV</b> =[C19-(C01++C13)]	253,878	483,268	110,554	96,346
19	Total expenses and deductions	36,865,082	37,912,109	18,498,540	19,512,205

# Part C-2 - Expenses by Natural Classification Fiscal Year: July 1, 2018 - June 30, 2019

Line No.	Expense: Natural Classifications	Total Amount	Prior year amount
19-2	Salaries and Wages(from Part C-1,Column 2 line 19)	18,498,540	19,512,205
19-3	Benefits	6,230,266	6,830,362
19-4	Operation and Maintenance of Plant (as a natural expense)	1,008,975	3,405,056
19-5	Depreciation	1,408,358	1,524,968
19-6	Interest	16,811	
19-7	Other Natural Expenses and Deductions CV=[C19-1 - (C19-2 + + C19-6)]	9,702,132	6,575,665
19-1	Total Expenses and Deductions (from Part C-1, Line 19)	36,865,082	37,912,109
20-1	12-month Student FTE (from E12 survey)	2,930	2,821
21-1	Total expenses and deductions per student FTE CV=[C19-1/C20-1]	12,582	13,439

### Part M - Pension and Postemployment Benefits Other than Pension (OPEB) Information Fi

iscal Year:	July	1, 2018	- June	30, 2019
-------------	------	---------	--------	----------

Line No.	Description	Current year amount	Prior Year amount
01	Pension expense	125,345	5 <b>129,54</b> 2
02	Net Pension liability	706,174	834,897
03	Deferred inflows related to pension	151,457	170,496
04	Deferred outflows related to pension	189,593	393,316
05	OPEB expense	123,774	L
06	Net OPEB liability	<b>1</b> 2,974,478	3
07	Deferred inflows related to OPEB	146,215	5
08	Deferred outflows related to OPEB	626,813	3

# Part H - Details of Endowment Assets

	Fiscal Year: July 1, 2018 - June 30, 2019						
Line No.	Value of Endowment Assets	Market Value	Prior Year Amounts				
	Include not only endowment assets held by the institution, but any assets held by private foundations affiliated with the institution.						
01	Value of endowment assets at the beginning of the fiscal year	6,538,128	5,842,707				
02	Value of endowment assets at the end of the fiscal year	6,755,817	6,538,128				

## Part J - Revenue Data for the Census Bureau

Fiscal Year: July 1, 2018 - June 30, 2019								
Source and type Amount								
	Total for all funds and operations (includes endowment funds, but excludes component units)	Education and general/independent operations	Auxiliary enterprises	Hospitals	Agriculture extension/experiment services			
	(1)	(2)	(3)	(4)	(5)			
01 Tuition and fees	27,400,776	27,400,776						
02 Sales and services	1,108,485	50,444	1,058,041	0				
03 Federal grants/contracts (excludes Pell Grants)	224,378	224,378						
Revenue from the state								
04 State appropriations, current & capital	12,253,063	12,253,063						
05 State grants and contracts	0	0						
Revenue from local gov								
06Local appropriation, current & capital	0	0						
07 Local government grants/contracts	0	0						
08 Receipts from property and non-property taxes	0							
09 Gifts and private grants, NOT including capital grants	491,678							
10 Interest earnings	506,381							
11 Dividend earnings	0							
12 Realized capital gains								

# Part K - Expenditure Data for the Census Bureau

Fiscal Year: July 1, 2018 - June 30, 2019						
Category	Total for all funds and operations (includes endowment funds, but excludes component units)	Education and general/ independent operations	Auxiliary enterprises	Hospitals	Agriculture extension/ experiment services	
	(1)	(2)	(3)	(4)	(5)	
02 Employee benefits, total	6,230,266	6,171,286	58,980			
03 Payment to state retirement funds (may be included in line 02 above)	178,976	177,282	1,694			
04 Current expenditures <b>including</b> salaries	31,041,610	30,141,992	899,618			
Capital outlays						
05 Construction	1,245,968	1,161,288	84,680			
06 Equipment purchases	269,929	269,929	0			
07 Land purchases	303	303	0			
08 Interest on debt outstanding, all funds and activities	0					
	U					

I

# Part L - Debt and Assets for Census Bureau, page 1

Fiscal Year: July 1, 2018 - June 30, 2019				
Debt				
Category	Amount			
01 Long-term debt outstanding at beginning of fiscal year	1,277,451			
02 Long-term debt issued during fiscal year	26,274			
03 Long-term debt retired during fiscal year	535,000			
04 Long-term debt outstanding at end of fiscal year	768,726			
05 Short-term debt outstanding at beginning of fiscal year	0			
06 Short-term debt outstanding at end of fiscal year	0			
You may use the space below to provide context for the data you've reported above.				

# Part L - Debt and Assets for Census Bureau, page 2

Fiscal Year: July 1, 2018 - June 30, 2019	
Assets	
Category	Amount
07 Total cash and security assets held at end of fiscal year in sinking or debt service funds	0
08 Total cash and security assets held at end of fiscal year in bond funds	0
09 Total cash and security assets held at end of fiscal year in all other funds	0
You may use the space below to provide context for the data you've reported above.	

### **Prepared by**

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers. The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System. Thank you for your assistance.

Thank you for your assistance.								
This survey component was prepared by:								
Keyholder	0	SFA Contact		0	HR Contact			
Finance Contact	0	Academic Librar	y Contact	0	Other			
Melody Amato								
mamato@iu.edu								
your institution or	nly were invo	lved in the data	collection and	l reportin	g process of this			
Number of Staff (inc	luding yourse	lf)						
you and others fro	om your instit	tution only spen	d on each of t	he steps	below when			
rvey component?								
nt collecting data for	r state and oth	ner reporting purp	oses.					
Collecting Data Needed			Entering	Data	Revising and Locking Data			
2.00 hours	19.00	hours	1.00	hours	9.50 hours			
2.00 hours	3.00	hours	0.00	hours	0.00 hours			
	Keyholder Finance Contact Melody Amato mamato@iu.edu your institution or Number of Staff (inc you and others fro rvey component? Int collecting data for Collecting Data Needed 2.00 hours	Keyholder O   Finance Contact O   Finance Contact O   Melody Amato O   mamato@iu.edu O   your institution only were invo Number of Staff (including yourse   you and others from your institution O   nt collecting data for state and others Revising E   nt collecting Data Revising E   Needed IPEDS Revision   2.00 hours 19.00	Keyholder SFA Contact   Finance Contact Academic Library   Melody Amato Academic Library   mamato@iu.edu your institution only were involved in the data   Number of Staff (including yourself) your and others from your institution only spen   you and others from your institution only spen reporting purp   Collecting data for state and other reporting purp Collecting Data   Needed IPEDS Requirements   2.00 hours 19.00 hours	Keyholder O SFA Contact   Finance Contact Academic Library Contact   Melody Amato Academic Library Contact   your institution only were involved in the data collection and   Number of Staff (including yourself)   you and others from your institution only spend on each of t   rrvey component?   Int collecting data for state and other reporting purposes.   Collecting Data Revising Data to Match   Needed IPEDS Requirements   2.00 hours 19.00 hours 1.00	Keyholder O SFA Contact O   Finance Contact O Academic Library Contact O   Melody Amato mamato@iu.edu O Academic Library Contact O   your institution only were involved in the data collection and reportin Number of Staff (including yourself) Including yourself)   you and others from your institution only spend on each of the steps invey component? Revising Data to Match IPEDS Requirements Entering Data   Academic Library Contact Intering Data 10.00 hours 1.00 hours	Keyholder SFA Contact HR Contact   Finance Contact Academic Library Contact Other   Melody Amato mamato@iu.edu Other   your institution only were involved in the data collection and reporting process of this Number of Staff (including yourself)   you and others from your institution only spend on each of the steps below when revey component? Revising Data to Match   Entering Data Revising and Locking Data   Needed IPEDS Requirements   2.00 hours 19.00 hours		

### Summary

## **Finance Survey Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the <u>Data Center</u> and sent to your institution's CEO in November 2019.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or <u>ipedshelp@rti.org</u>.

Core Revenues							
Revenue Source	Reported values	Percent of total core revenues	Core revenues per FTE enrollment				
Tuition and fees	\$22,442,125	52%	\$7,659				
State appropriations	\$12,253,063	28%	\$4,182				
Local appropriations	\$0	0%	\$0				
Government grants and contracts	\$6,267,818	14%	\$2,139				
Private gifts, grants, and contracts	\$491,678	1%	\$168				
Investment income	\$1,044,396	2%	\$356				
Other core revenues	\$1,058,215	2%	\$361				
Total core revenues	\$43,557,295	100%	\$14,866				
Total revenues	\$43,935,324		\$14,995				

Other core revenues include federal appropriations; sales and services of educational activities; other operating and nonoperating sources; and other revenues and additions (e.g., capital appropriations, capital grants and gifts, etc.). Core revenues exclude revenues from auxiliary enterprises (e.g., bookstores, dormitories), hospitals, and independent operations. For institutions reporting in Full parent/child relationships, core revenues per FTE enrollment amounts will not be allocated to child institutions.

Core Expenses							
Expense function	Reported values	Percent of total core expenses	Core expenses per FTE enrollment				
Instruction	\$19,882,565	57%	\$6,786				
Research	\$684,279	2%	\$234				
Public service	\$232,555	1%	\$79				
Academic support	\$2,902,412	8%	\$991				
Institutional support	\$2,781,390	8%	\$949				
Student services	\$5,134,959	15%	\$1,753				
Other core expenses	\$3,485,585	10%	\$1,190				
Total core expenses	\$35,103,745	100%	\$11,981				
Total expenses	\$36,865,082		\$12,582				

Other core expenses include scholarships and fellowships, net of discounts and allowances, and other expenses. Core expenses exclude expenses from auxiliary enterprises (e.g., bookstores, dormitories), hospitals, and independent operations. For institutions reporting in Full parent/child relationships, core expenses per FTE enrollment amounts will not be allocated to child institutions.

FTE enrollment	2,930	

The full-time equivalent (FTE) enrollment used in this report is the sum of the institution's FTE undergraduate enrollment and FTE graduate enrollment (as calculated from or reported on the 12-month Enrollment component). FTE is estimated using 12-month instructional activity (credit and/or clock hours). All doctor's degree students are reported as graduate students.

### Finance

## Indiana University-East (151388)

Source	Description	Severity	Resolved	Options				
Screen: Scholarships & Fellowships								
Edits	The fiscal year for this institution exactly matches the coverage period specified in SFA (July 1 to June 30) therefore, we would expect the grant/scholarship aid awarded in SFA (\$12,956,565) to be similar to the scholarship/fellowship revenue reported in Finance (\$8,870,370). Please review your data and make any necessary corrections, or contact the IPEDS Help Desk for assistance. (Error #5309)	Explanation	Yes					
	The IPEDS SFA Survey uses several different parameters than the I amounts that were awarded but not disbursed, per IPEDS guidelines enrolled as undergrads for fall 2018 census; and the time period thes IPEDS Finance is for the 12-month fiscal year that starts in July 2018 IPEDS Student Financial Aid must match the enrollment figures and aid for fall 2018 and spring 2019 based on IPEDS Student Financial	s; it includes gift aid se two IPEDS Surv 3 (part of the 2017- the fall/spring cost	l for students who v eys cover are diffe 18 academic year)	vere not yet rent. The . In contrast,				
Screen	: Expenses Part 1							
Screen Entry	The amount reported is outside the expected range of between 2,693 and 8,079 when compared with the prior year value. Please correct your data or explain. (Error #5301)	Explanation	Yes					
Reason:	Changed methodology for allocating functional classifications to align with the appropriate cost pools.	n accuracy and cor	nsistency of individu	ual cost drivers				
Screen	: Expenses Part 2							
Screen Entry	The amount reported is outside the expected range of between 31,927 and 95,779 when compared with the prior year value. Please correct your data or explain. (Error #5301)	Explanation	Yes					
Reason:	Changed methodology for allocating functional classifications to align with the appropriate cost pools.	n accuracy and cor	nsistency of individu	al cost drivers				
Screen	: Pension and Postemployment Benefits Othe	er than Pens	ion (OPEB)					
Screen Entry	The amount reported is outside the expected range of between 255,656 and 530,976 when compared with the prior year value. Please correct your data or explain. (Error #5301)	Explanation	Yes					
Reason:	Variance due to expected and actual experience; and changes of pro contributions ad proportionate share of contributions.	oportion and differe	ences between univ	rersity				
Screen Entry	The amount reported for OPEB expense (line 05) is not expected to be greater than the amount of Pension expense (line 01). Please explain or contact the IPEDS Help Desk for assistance. (Error #5819)	Explanation	Yes					
Reason:	The defined benefit plan that leads to the pension expense covers no 1, 2013. OPEB covers retiree health and life insurance for all eligible faculty and some exempt staff hired before July 1, 1988. Based on p	faculty and staff a	nd an interim bene	fit plan for				
Screen Entry	The amount reported for Net OPEB liability (line 06) is not expected to be greater than the amount of Net Pension liability (line 02). Please explain or contact the IPEDS Help Desk for assistance. (Error #5820)	Explanation	Yes					
Reason:	The defined benefit plan that leads to the pension liability covers nor 2013. OPEB covers retiree health and life insurance for all eligible fa and some exempt staff hired before July 1, 1988. Based on population	culty and staff and	an interim benefit	olan for faculty				