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what year?

SENATOR SUTTLE: Nineteen ninety-seven.

SENATOR BOURNE: And could you kind of just outline for us what the particulars of that legislation are regarding requirements, time frames, things of that nature?

SENATOR SUTTLE: Yes. In 1997, that was my first year in the Legislature. During a time just like this where we were discussing an appropriation bill, it was determined by a few members on the floor that the university had...had not been trying hard enough to hire women and minorities. How we got to that was through a long discussion and it was determined that they really should try harder to...to reach a goal and compare themselves to their peer institutions. So they set their own benchmark goals and they have a five-year plan and each year they are supposed to reach a certain goal in getting to that benchmark, of which they set themselves. This year they, the overall average, have reached their own benchmark, but for this year, or for 1999, they missed their own benchmark by one individual, one faculty member.

SENATOR BOURNE: So the committee that you're Chairperson of evaluates the university's performance on a yearly basis?

SENATOR SUTTLE: Yes, we do. We watch very carefully and we...the university came in and talked with us and explained some of their problems and what they're facing and the hardships they're having, and I'm very pleased that Senator Chambers doesn't want to take away more money from them because it would cripple them further, but I do believe they need to be aware that we are watching and that we are interested.

SENATOR BOURNE: So the legislation provides for yearly penalties or...you had mentioned a five-year plan.

SENATOR SUTTLE: I...as I read the...if you will look on the E & R amendments on page 81, on lines 19 through 26 there's a paragraph concerning this, and let me read it. Beginning with the 1998-99 budget, and each year thereafter, the budget division of the Department of Administration...Administrative