

PROFESSIONAL COUNCIL MEETING
MONTANA STATE UNIVERSITY
THURSDAY February 28, 2008
Reid Hall Room 415
2:00 PM – 3:00 PM

Members Present: Matt Rognlie, Julie Pester, Linda LaCrone for Sheryl Dettmann, Betsey Pitts, Patty Inskeep, Doralyn Rossmann, Nancy Blake, Rita Rozier, Jeff Butler, Stacey Scott

The meeting was called to order at 2:00 PM by Chair Matt Rognlie. A quorum was present. A question was raised about whether or not research faculty have been approached by the union. The minutes reflect that they have not. Gale will research and clarify. Pending that clarification, the minutes from February 14, 2008 were approved.

ANNOUNCEMENTS – Chair Rognlie

- Provost Dooley presented the salary distribution model at the Faculty Senate meeting on February 27, 2008. He asked Faculty Senate to formulate recommendations to bring back to him.
- Chair Rognlie has been appointed the professional representative for the university accreditation subcommittee, Standard 6 (governance and administration).
- The next PC meeting will be on March 20 and then again on March 27. We will miss our regularly scheduled meeting during spring break, thus the reason for back-to-back meetings in March.

UPBAC UPDATE – Doralyn Rossmann

- UPBAC met for the first time this semester last week. Future meeting times for the committee will be less frequent, but for a longer period of time. The next meeting will run from 1:00 – 5:00 PM.
- The BOR met and reviewed UPBAC's "priorities" list, and they would like all campuses to collaborate on a compiled list.

SALARY DISTRIBUTION – Chair Rognlie

- President Gamble would like PC to respond to the data given them about professional salary distribution, and how they envision the salary distribution process in the next biennium. While the data is good summary data, more detailed information is difficult to get.
- The data shows those professionals in the higher income brackets as those receiving a larger percentage of the raises. They are, most likely, the furthest off from their CUPA comparators. Higher paid professionals have clearly articulated job descriptions within CUPA, thus making their positions easily comparable to their peers. Because MSU has more professionals than other campuses, we have more descriptions of what professionals do, and beyond a certain level, CUPA does not clearly articulate job descriptions.
- Some professional supervisors may not be managerially equipped to put forth their professional employees for raises. More supervisor training may be needed, and that may include how to interpret CUPA data.
- Instructions about how a professional may have access to the raise pool is sent forward from the President to VP's to deans, who should forward to supervisors. PC would like more insight about this process. Additionally, PC would like to propose helping disseminate clearly articulated information to all professionals; Chair Rognlie will discuss this with President Gamble at the next leadership meeting.
- Some professionals are a mix of grant/state funding (split funding), and there is a question about how raises would be applied and how much may be given.
- Even though the raise distribution guidelines apply to extension, experiment stations, agencies and Auxiliary Services, PC would like clarification about where the funding comes from. Also, where does one go to ask for the extra .6% for raises IDC/Designated accounts?
- PC members would like to know how many professionals raise requests were put forward versus those that were actually funded.
- Arguing equity/market presents the conundrum about what is fair when comparing jobs to jobs versus what is fair regarding what one may afford where one lives (e.g., living in the Gallatin Valley).
- A "floor adjustment" would be helpful for those employees who have trouble making a living wage. This might be an equity issue.

WHO MAY BECOME A PI? – Chair Rognlie

- Chair Rognlie will discuss word smithing the PI policy and how it applies to a designated professional submitting a grant as part of their job.

The meeting adjourned at 3:00 PM, as there was no other business.

Signature

Matt Rognlie
Chair, Professional Council

Signature

Gale Gough
Secretary, Professional Council