

PROFESSIONAL COUNCIL MEETING
MONTANA STATE UNIVERSITY
THURSDAY January 24, 2008
Lindley Conference Room 214
2:00 PM – 3:00 PM

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

Others present: President Geoff Gamble

The meeting was called to order at 2:00 PM by Chair Matt Rognlie. A quorum was present. Minutes from December 13, 2007 were unanimously approved.

PRESIDENT GAMBLE SPEAKS

- Campus Sustainability and Environmental Issues
 - Cliff Montagne, associate professor of land resources and environmental sciences, has agreed to serve as the campus sustainability and environmental initiatives coordinator, representing the President's office. The President will also fund a graduate student to begin the groundwork for this endeavor. Dr. Montagne will survey what has already been done on campus and integrate new program initiatives. A web site will be formed to inform the campus population on sustainability and environmental issues, and to suggest things we might do to improve our stead. As part of a presentation in a meeting with the governor, President Gamble will inform him of some of the things we are already doing on campus.
 - Facilities Services has modified campus HVAC controls to make them more efficient. Work on improving building envelopes is a challenge for a campus that has such antiquated structures, but MSU has managed to accomplish it. A co-generator has been installed in the heating plant and has contributed 4% to the university's annual electric consumption, or approximately \$1.3M dollars in savings.
 - The irrigation system on campus is computerized with sensors that measure evaporation and maximize effectiveness. Last year we used 17.6 million gallons less than in previous years.
 - Our motor pool has purchased hybrid cars.
 - President Gamble stated that a cultural change is necessary to enact many of the sustainability and environmental initiatives.
 - President Gamble would like to propose to the BOR a Montana State Energy Research Institute. We already have 170+ people doing energy research based on competitive grants (averaging between \$15-\$16 million/per year).
 - PC member Jeff Butler stated that Facilities is aware of a company whose mission is to convert the culture of a business so practicing environmental and sustainability behavior becomes second nature. The company is reimbursed through a percentage of the energy savings from the business it helped to convert.
- Equity Pool and Distribution
 - Comparators indicate that everyone on the MSU campus is underpaid. The goal is to make all employees' salaries some percentage of the national average. President Gamble is trying to correct this by taking part of the salary pool available to him and move everyone that works for him to at least 70-75% of CUPA. There is uneven distribution of equity, and President Gamble would like supervisor training to instruct how to use data, such as "norming" in association with comparative salary data, to correct salary compression and salary inversion in the different departments.
 - Recruitment and Retention Task Force reporting has initiated use of comparators for salaries and, as a result, Bozeman and Missoula leadership made the recommendation of a 2% increase salary pool above the state pay plan to the BOR. A PC member asked if the contribution, should it take place, would be one-time money. President Gamble stated that it is important to remember that at the last legislative session, the governor made a \$50M base funding contribution, and it bought down the potential tuition increases; the more important issue is that it fully funded the salary increases to 80% (has to do with the mix of in-state and out-of-state students).
 - President Gamble recognizes that the titles in CUPA data may not exactly match job title descriptions for professionals at MSU, but that it still provided a guide and/or a range within which to look.
- Budget Initiatives, P&T Task Force Update

- Leadership from Bozeman and Missoula presented system level initiatives to the governor, and the top priority was the 2% across-the-board-over-the-state-pay-plan-increase. Graduate education and research were also discussed. They are fewer high school graduates, and the state funding formula for higher education is based on how many of those high school grads go to college. Therefore, the state will give institutions of higher learning less money. Changing the state funding formula to “base plus” (that is, a university should be awarded money to maintain a certain base to keep a campus active and viable, and if their tuition goes up, the campus should be able to keep the money) would help sustain the high standards at the universities. Missoula and Bozeman would also put more focus on graduates and research efforts and in return, it would keep lower division students on the respective campuses.
- Each two-year campus will need approximately \$70,000 for disability access; deaf and blind students need assistance.
- Open Discussion
 - Most initiatives in UPBAC, as related to the extra monies in the budget next year were campus-based initiatives. Missoula and Bozeman calculated a \$14M - \$15M package for campus-based initiatives.

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