

PROFESSIONAL COUNCIL MEETING
MONTANA STATE UNIVERSITY
THURSDAY March 20, 2008
Reid Hall Room 415
2:00 PM – 3:00 PM

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

Members Absent: Jeff Butler, Rita Rozier

The meeting was called to order at 2:00 PM by Chair Matt Rognlie. A quorum was present.

ANNOUNCEMENTS – Chair Rognlie

- MSU has created an energy institute “concept” to collaborate with all different energy conserving entities throughout the state.
- Even though there is no budget for the program, Suzi Taylor from Extended Studies produced a survey via Survey Monkey for Matt, Nancy and Rita, for review, to assess needs for continuing education within the professional employee MSU community focusing on personal enrichment and career/professional development training. The hope is to get the survey out by May before the AY professional contracts expire.
- Stacey Scott would like to publish a summary about Professional Council’s accomplishments and duties to include in hiring packets.

UPBAC UPDATE – Doralyn Rossmann

- UPBAC reviewed final tuition over yields for FY 08; macro budget worksheet; FY 09 enrollment productions; tuition revenue projections for FY 09; FY 09 initial draft macro budget worksheets; FY 10-11 biennium budgets and initiatives; addenda topics for the next meeting.
- Rhonda Russell reported that spring enrollment was up from projected numbers. Undergrad applications are up; grad applications are up 200-300%. Over the next three years, the high school graduation rate shows a decrease in the state of Montana. MSU’s recruiting efforts will concentrate in neighboring states. Demographics of students and what they expect from a higher education are also changing. The new location of the admissions office in the SUB has been beneficial.
- The “priorities” list proposed by UPBAC to the BOR/governor/COHE is being reviewed.

SHARED GOVERNANCE UPDATE – Julie Pester

- At the FS February 27, 2008 meeting, the Provost asked members for feedback with respect to distribution of the 3.6% raise pool. Chair-elect Lynch distributed a survey to FS members and results were as follows:
 - There was a return of 21 out of 31 possible for the survey.
 - COLA - 20 out of 21 responses agreed there should be a COLA with a range of between ½% - 2/3% of the 3.6% salary raise pool. There seems to be a question of semantics with respect to COLA. Some faculty believe that giving a cost of living increase should not be tied to a merit component and should be awarded across the board regardless of what one receives on their annual review since all faculty experience cost of living increases. In this instance, it was discussed that perhaps COLA should be called an “across-the-board raise” since it would be awarded to all faculty. From the survey, the majority, however, believe faculty should get COLA based on an annual review of “Meets Expectation” or better. Currently, COLA is based on minimum annual review criteria, “Meets Expectation.” Chair-elect Lynch encouraged further discussion of this issue.
 - Distribution of Raise Pool – A majority believed some administrator should holdback something; about ½%, but it is unclear whether it should be the Provost or the dean.
 - What criteria should decide the distribution of the holdback money?
 - Reducing or eliminating compression;

- Raising the salaries of those faculty who are lowest paid relative to external market, but giving priority to lowest paid MSU faculty, first; and
 - Reducing or eliminating inversion.
 - Issues of most importance:
 - High cost of living in Bozeman was #1; and
 - Low salaries here compared to peer institutions.
 - Chair-elect Lynch will summarize responses, review with the Faculty Senate Steering Committee, and present to the Provost.
 - During FS on March 19, 2008, Joe Fedock stated that the Provost was holding back .6 of the 3.6%; .2-.3% would go to floor and promo adjustments; the remaining .3-.4% would be used for merit/equity cases. The Provost will not nominate any special equity cases himself rather, all nominations will come from departments/colleges. Three percent (3.0%) will go straight to colleges/departments with specific instructions to the deans, which will include a 1.5% COLA to all faculty with at least “Meets Expectations” annual review.
 - It was suggested to the Provost that outside funds be used for promotions/floor raises so that those funds are not extracted from the raise pool.
- Union – It is not clear if there is enough faculty interested in the union to conduct a vote or not.
- New emeritus policy language needs to go to the BOR to be approved.
- Who May Become a PI? is still being reviewed by legal counsel. Once that is complete, it goes into MSU TODAY for all faculty to review. The policy then goes back to FS for a final vote.
- Affordable childcare is scarce in Bozeman and MSU childcare facilities are already at capacity with an extensive waiting list.
- Staff Senate is still waiting for a decision on their pooled resources program from the COHE. As a note, 86% of classified employees supplement their income.

SALARY DISTRIBUTION – Chair Rognlie

- President Gamble received the PC memo on salary distribution. He would like PC to communicate, via the listserv, to professional employees about the salary distribution mechanism. He will craft a salary distribution guidelines memo, and PC will have a chance to comment before he sends it out. At PC’s request, President Gamble informed the VP’s he would like them to collect more data regarding the number of raise submissions and how many went forward.

BOR MEETING – Chair Rognlie

- The BOR proposed budget for the next biennium for high ed included a 4% increase for the raise pool; 7% increase in the state contribution for health insurance; 4% pool for promotion and merit, on top of the 4% raise pool; 9% increase for IT = total state contribution increase is \$60.6M for the state contribution; actually increase is \$70.6 Million (added money from out-of-state tuition).
- Leasing the stadium to the foundation was initially deferred to the next BOR meeting because more information was needed. However, because time is of the essence, a conference call is taking place tomorrow to move the project forward more quickly.
- The 6 mil levee is coming up for a vote again. The last one passed 10 years ago.
- 2% pool initiative has support.
- The governor spoke about a reduced energy consumption plan. His long range building program is predicated on how it fits with his 20/10 plan. He would like more distance education and accessibility to all ages and a focus on two-year higher education.
- Dillon subscribes to a “block” program, where students take one class for 3.5 weeks, 5 days a week, 3.5 hours a day.

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