

MSU's Professional Council and Professional Employees

Quick Facts:

Professional employees (PEs) are non-classified, non-faculty employees who are appointed on an MUS contract or LOA and who hold non-instructional positions.

Recent data shows 771 PEs at MSU.

PEs are categorized into four groups:

Academic Affairs, 254

Administration, 72

Research, 294

Student Success, 151

Salaries vary widely, from \$13,639 to \$193,608 with an average salary of \$60,517.

The average professional employee has been working at MSU for about 11.8 years.

Meets twice a month. 10 elected members serve 3 year terms.

Members are:

4 from Academic Affairs

2 from Administration

2 Research Professionals

2 from Student Affairs

Professional Council and Its Mission

The Professional Council (PC) was established by MSU's President in 1979 as a means of facilitating communication and cooperation among professionals, and communication with administration in the development of general decisions and policies which affect professional employees. PC is not an advocacy group. The Council is intended to promote collaborative efforts by professionals with others on campus in mutual efforts to effectively and efficiently carry out the land-grant missions at Montana State University, Bozeman.

Professional Council participates fully in all aspects MSU's Shared Governance.

2014 - 2015 Professional Council Projects and Goals

This year, PC is involved in several projects designed to strengthen MSU's professional community, to increase its value as a resource, and to recognize and promote the expectation that professional employees can serve as valuable brand ambassadors for MSU and the Montana University System. These projects include:

- **Communication:**
 - Get PC name out to all professionals
 - Send information out on a monthly basis (Newsletter)
 - Allow members to know about professional development opportunities and committees to serve on
 - Update website to CMS – including dates, locations, agendas and approved minutes
 - Remove social media websites – Twitter and Facebook
 - Invite all PE to Pro Council meetings and encourage members to bring a buddy to a meeting
 - Hold PC meetings at different building around campus

- **Review of Mission and Bi-laws**
 - Potential Additions:
 - Job/role descriptions for each PC member
 - Include process to appoint new PC members to Professional Development Committee Reps
 - Board of Regent Opportunities

MSU Professional Council

Professional employees are passionate about the many ways in which they contribute to the student experience at MSU. Nearly 85% of MSU's professional employees report having direct contact with students¹.

When asked about how their jobs affect students, here are some of the things professionals say:

- I meet with prospective students during their campus visits, new students at orientation and advise current students. I think my job contributes to the MSU student experience by helping our students navigate university policy and make progress towards their degree, all while knowing that there are people on this campus who care about them as individuals.
- As an academic advisor in a busy advising center, I believe my job ... impacts students immensely as we are often the contact for students who are experiencing issues which will help them decide whether to stay in college or not, and whether or not to stay at MSU.
- I provide counseling, teaching, advising (academic & student activities), supervision and mentorship. I value the contact I have with students and hope that I contribute to their personal well-being, academic achievement, retention at MSU, and overall development as a university student.
- Everything I do impacts the student experience. I provide some of the sole support for? about 200 distance only graduate students. Often my position is the main contact for the student to the university.
- I help recruit students, communicate with potential students and I work to make the experience better for current students. It is very important to me to work diligently for the students.
- I work directly with students regarding lab research, ensuring their research is performed in a safe and scientifically relevant manner. I also serve as a mentor in areas of academic and scientific expertise, as well as provide nurturing support in many areas of their daily lives (personally and professionally).
- I work in a lab and the impact on student interns who work with me is huge. They learn skills in running their own projects and giving presentations on their work. They have interactions that allow them to develop their leadership skills and more fully appreciate the value of teamwork. Time management is a vital part of their work with me. I know from former students that these skills benefit them far into the future.
- Managing the MSU data network has a direct, positive contribution to the student experience. We provide a stable, high-bandwidth network that is comparable or better than our peer institutions.
- I help develop and design the Web infrastructure at MSU.... When I do my job, students experience less red tape so they can spend more time learning.
- With over 2,000 students entering the Fitness Center every day, and working with over 100 student employees at a time, we are all about the students.
- I deal directly with students in crisis, students with mental health issues, students with conduct issues, students with financial issues, students with family issues, and a variety of other student scenarios. I work to provide students the assistance they need to remain a successful and healthy student at MSU.
- As a staff physician at MSU Student Health Services, my primary responsibility is the health and well-being of students (and spouses). Everything we do, whether dealing with acute illness/injury, or chronic health conditions (hypertension, diabetes, depression, anxiety, substance abuse) has the goal of improving student well-being and success. We keep students healthy so they can succeed during their academic and athletic endeavors at MSU, and hope to teach them healthy lifestyles which will serve each student well for their entire life.

Results are from a spring 2010 survey of approximately 800 professional employees at MSU. 216 professional employees responded.