Members Present: Diane Allen, Jeff Butler, Jim Mitchell, Glenn Puffer, Kim Rehm, Doralyn Rossmann, Sandy Rahn-Gibson

Members Absent: Jim Manning

Others Present: Geoff Gamble

The meeting was called to order at 3:00 PM. A quorum was present. The minutes from September 20, 2004 were approved.

Update on Third Party Administrators for Employee Insurance Plan

- Allegiance presented a lower bid than BX/BS, and the Inter-Units Committee voted 12-11 to award Allegiance the contract. They must have all doctor/hospital solicitations by October 1, 2004. They are at approximately 94-95% penetration.
- Allegiance will be on campus October 19, 2004 to answer all questions from faculty, professional and classified.
- Commissioner will move ahead quickly once Allegiance has secured a list of Bozeman physicians who will either contractually or verbally agree to participate.
- Craig Roloff’s office is forming a Task Force to implement the change to Allegiance, should they be awarded the contract.

Pay Issue Salary Compensation Issue

- President Gamble has asked the Regents to plan salary increases for the future. We are hoping the Regents might be more aggressive with a pay plan.
  - The salary issues are making progress with the Commissioner and Chairman of the Board (Regents), John Mercer.
  - Apparent salary defects, such as an underestimation of the cost-of-living equation, were acknowledged.
- Our salaries are paid from only two sources; students and state money.
- Used to be a misconception in state government that students pay all our salaries. State pays, also.
  - If state decides to give, say, a 4% increase, they only give us half and we must find the other half somewhere else.
- That is why it is important to have the student government sitting beside us, because if we increase tuition, they need to be actively involved.
- Because we do not control the money, President Gamble is hesitant to assign a quantifiable number as a target for salaries.

Retention

- This year we experienced a 70-73% retention rate.
- Our goal is to have 85% retention. For every student that leaves after freshman year, it is a loss of $2500 per year for the university; if we lose a freshman student, that would be a $7500 loss to the university, assuming they would continue through their senior year.
- President Gamble would like to collect data on students that leave MSU.

Meeting adjourned at 4:00 PM as there was no other business.

Signature

Sandy Rahn-Gibson
Chair, Professional Council

Signature

Gale R. Gough
Secretary