Montana State University
Professional Council Meeting
Minutes
April 20, 2005
Montana State University-Bozeman
Strand Union 271
3:00 PM - 4:00 PM

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

Members Absent: Glenn Puffer

Others Present: Geoff Gamble, Moss Hartt, Julie Kipfer, Jim Rimpau, Suzanne Smith

The meeting was called to order at 3:00 PM. A quorum was present. The minutes from March 23, 2005 were approved.

New MSU Logo Presentation – Moss Hartt, Julie Kipfer, Suzanne Taylor
- For a year and a half, there have been efforts to change/improve MSU’s integrated marketing, which include new logo design, a photography database, color pallets, design elements, web templates (consistency across MSU web site).
- Marketing Advisory Council, Steering Committee have decided, after much input and research, to use “Mountains and Minds” as MSU tag line.
- On March 29, two public forums and opened a web site so off-campus faculty and alumni could weigh in on the new design, were conducted.
  - Comments were divided between compass and arch design.
  - Solution was to combine both designs and show to various groups on campus for responses.
  - Responses were positive and the final logo is a combination of flame (in two tones of gold), a large blue “M” on top of an arch.

Revised Proposed BOR Policies Impacting Professionals – President Geoff Gamble
- BOR still working on the language for Professional classification.
- MSU needs to build data to show why this new proposal will not work.
- Appears that the BOR is trying to flatten tour structure to make emulate classified structure to make it easier to work with.
- Implications may be between the reclassification and salary distributions.

Raise Distribution – President Geoff Gamble
- Professional should be treated differently than the classifieds, however, PC bought into the flattening of employee structure by arguing for 100% COLA in letter to President Gamble. Merit should have been a consideration for raise distribution.
  - Chair Rahn-Gibson stated that Professional justification for the memo content was for the past two years, there has been no raise. Professional employees wanted to get as much as they could across the board, and COLA addressed this.
  - Professionals believe there is no fairness with merit due to lack of a set of standards.
    - President Gamble believes supervisors may need training in performance evaluation/legal and budgetary issues to correct this.
- Gamble and Rimpau believe that distribution will be either all COLA or all merit, as it has been done in the past. Adjustments may be made in the cases of severe discrepancy.
- President Gamble interpreted in the PC memo that there was a certain amount of distrust with supervisors.
  - Money will be allocated based on the number of employees in that category and distributed amongst them.
  - If money is allocated all for merit, and to be fair, it will be based on evaluations for three years.
  - The .5% equity we got last year from the BOR will not be available this year.
- There will be an “average” of 3.5% in 2006 and an “average” of 4% in 2007; every Professional employee will get a minimum of 2% each year.
  - Adjuncts will get paid on a class-by-class basis.
- Counter offers may come from new money, but proposals must be made to the COHE’s office and approved.
- Language re: the equity issue could have every manager look at every professional employee in their unit, and if they feel there is a good reason for the merit to be awarded, administration would review.
- Jim Rimpau asked for thoughts from Professional Council, from an analytical point of view, e.g., how much risk/responsibility an individual has on the university with respect to pay raise consideration.

**Parking Policy – Elimination of Price Discount for 2nd Vehicle Registration**
- President Gamble agreed that the policy change should not have been a surprise to people.
  - It was later suggested that PC have professional representatives on committees report back to council on a regular basis so we can keep those we represent informed.

**Agenda Items for Commissioner Stearns’ Visit  April 26, 2005**
- Proposed BOR policies.
- Her thoughts on professionals meeting regularly with the BOR.

**Update on Professional Employee Resource Project**
- Glenn Puffer was not present to give an update on the Professional resource directory.

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

_Signature_

_Sandy Rahn-Gibson_
_Chair, Professional Council_

_Signature_

_Gale R. Gough_
_Secretary_