The meeting was called to order at 1:15 PM by Chair, Doralyn Rossman. A quorum was present. The minutes of October 12, 2005 were approved.

**Proposed BOR Policies with Respect to Contracts – President Gamble**

- The BOR incorporated most of what the MSU campus initially suggested in their Professional contract proposal. There were elements Professionals asked Kevin McRae to modify, one of them being notice provisions that existed and were comparable under BOR contracts. He is also working on compensation issues.
- President Gamble is not sure if the contract proposal will be approved in November or not. From an employee perspective, the changes should be transparent. BOR contracts will be restricted to the top 60 of the MUS system which include presidents, vice presidents, chancellors, vice chancellors, etc. From there down, contracts will reflect, essentially, local autonomy. The BOR will delegate President Gamble to oversee contracts on all campuses he administers, and President Dennison to oversee contracts on the U of M campus.
  - Chair Elect Rehm asked, “If our contracts will be specific to MSU, and we have autonomy, will that be standardized across the MUS, or will we be able to write more specific language than, for example, Missoula does?” President Gamble answered that in general the contracts will have to be standardized. We will be allowed to have specific language for our particular campus, but to the extent that it may impact other campuses, it will have to be approved through the COHE. It depends on what our language is. The obvious area would be in the category of compensation.
  - “Who would write these contracts and who would have input?” The president’s office would probably craft and approve the contracts. There might be multiple year contracts, and they might incorporate cost-of-living and retention language specific to the Gallatin County high cost-of-living.
  - Past Chair Rahn-Gibson asked if an employee does not show a promise of excellence on a multi-year contract, how do you compensate them if they must be terminated? President Gamble stated that if it is a true performance issue, payroll and personnel would determine that they would most likely be let go without compensation. If it a “fit” issue, then we may have an obligation to comply with the notice provision, and then we would only be responsible for the period within the notice provision timeframe.
- Chair Rossman asked if professionals will still be known as “professionals.” President Gamble stated that the professional title indicates the term of trade in the type of category professionals occupy.
- The BOR discussed allowing professional contracts (entire spectrum) to be multi-year, instead of year-to-year. If employees had a three-year guarantee when asked to work at MSU, they may be more willing to accept the position than if the contract was year-to-year. Since the Gallatin Valley is not like anywhere else in the state with respect to cost-of-living it should not be amalgamated with other state workers.
Recap of BOR Meetings with Professionals – President Gamble
- President Gamble inquired about Professionals meeting with the BOR. Chair Rossmann stated that according to UGC Bylaws, Professionals piggy-back with Faculty Council meetings. Faculty Council meetings are a union of all campuses and as a result, there is no meeting time left for Professionals. Attempts at scheduling meetings with the COHE never transpired and last spring, when Past Chair Rahn-Gibson (“SRG”) spoke with Sheila Stearns, she stated that MSU was unique in their professional employee structure and that the BOR meetings were already too busy to accommodate Professionals. SRG stated that she believed part of the reason the COHE did not meet is that the BOR were thinking of restructuring/reclassifying Professional employees. President Gamble stated that the thought of restructuring Professional contracts was initiated by Chairman Mercer. He was concerned when Missoula terminated a coach, even though they gave him appropriate notice. As a result Regent Mercer requested an examination of coaches’ contracts. Subsequently, that examination extended to all professional contracts.
- To illustrate the stressful dilemma of vacancies on this campus and as an incentive to meet with Professionals, President Gamble suggested that PC present data to the BOR from Corky Bush on our open positions, 96, (Missoula is next with 26).

Professional Employee Handbook – President Gamble
- Kim Rehm distributed Washington State University’s Administrative Professional Handbook’s index as a cursory guide to creating the Professional Handbook for MSU. Vice Chair Rehm stated that she would be interested in working, with a subgroup of the Professional Council, on the handbook.
- President Gamble will schedule a meeting with Chair Rossmann, Vice Chair Rehm, Leslie Taylor, and Corky Bush to talk about what the next steps should be.
- Member Mitchell asked if the BOR would want something system-wide. President Gamble stated that we craft something that is best practices, to include Kevin McRae and then present to the BOR.

Parking Garage
- How did the parking garage idea originate? President Gamble stated that it was a request from female students who live in Hapner and Hannon Halls who had to walk across campus from their car to their dorm in the dark and was concerned about safety. There is no flat space on campus to accommodate another parking lot, so a parking garage would have to be constructed vertically.
- Last summer, President Gamble met with Craig Roloff. They discussed many ideas and one was a transit-parking garage. It was decided that this concept is mutually exclusive and may be a good idea in the future.
- The campus population has asked about the funding of a parking garage. President Gamble stated that funding is a separate issue and should not reflect whether the garage would be a good idea or not. First, an idea should be feasible, then a business plan should work towards that goal; not the other way around. There is no outside funding for parking. Parking pays for parking. PC members believe the campus population would be interested in how this new garage would affect their present parking fees. A portion of the survey should solicit ideas on how parking could be improved.
- Mass transit is of concern because the Bobcat bus has low ridership and the program is losing money. President Gamble is recommending a more inclusive route where changes in ridership would be observed during specific times.
- The Bozeman City Council believes a mass transit system is ripe since the price of gas is so high. They have no idea whether the Bozeman community would support this, however. Usually mass transit is successful when there is a large density population and not very successful when there is low density.
- At the Parking Committee meeting on October 25, there was slim participation and Glenn Puffer, professional rep on the Parking Committee, suggested conducting a survey among professionals. Chair Oudshoorn expressed concern that survey results may only be a reaction to what MSU employees have read in the newspaper, etc., which are not necessarily the facts. Past Chair Rahn-Gibson stated that if an electronic copy of the proposal (including the business plan) was available, it should be accessible to the campus population and would make a survey credible.
- A covered parking place costs $12,000-$15,000; a non-covered space costs $1500 to construct.
- Past Chair Rahn-Gibson stated that she does not see an incentive system for those who carpool to campus. She believes carpooling is not promoted.
- President Gamble does not believe the parking garage is of crisis status, and sees no particular endpoint to the present discussions, but encourages a rich exchange for the process.
A previous parking survey showed there is never a time when parking is not available on campus.

**Reports from University Committee Members on the Professional Council Web - Gale Gough**
- Gale Gough, Stacey Scott, and Rita Rozier have prepared language soliciting monthly reports from university committee members. Gale will distribute this language among PC members for their input. The new web page is ready to be posted once the language is approved.

**UPBAC – Member Jim Mitchell**
- UPBAC is concluding work on the initiatives for the goals the BOR proposed. President Gamble stated that the goals are of no value if the university does not have the good people to shepherd them. A final draft of the goals will be put on the web, as the BOR are asking for campus response. Past Chair Rahn-Gibson suggested putting out a broadcast email to all professional employees to read the draft and provide input.

The meeting adjourned at 2:15 PM, as there was no other business.

Signature

Doralyn Rossmann
Chair, Professional Council

Signature

Gale R. Gough
Secretary