PROFESSIONAL COUNCIL MEETING  
MONTANA STATE UNIVERSITY  
WEDNESDAY March 1, 2006  
STRAND UNION ROOM 273  
1:15 PM – 2:15 PM

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

Others Present: Leslie Schmidt, Jeanne Wilkinson

The meeting was called to order at 1:15 PM by Chair, Doralyn Rossmann. A quorum was present. The minutes of February 15, 2006 were approved.

ANNOUNCEMENTS – Chair Rossmann
- At the last PC Leadership meeting, President Gamble suggested that constituent groups begin to communicate with the prospective new legislators so they begin to understand the salary concerns of MSU employees.

SALARY AND COMPENSATION – Jeanne Wilkinson
- Jeanne Wilkinson forwarded a memo to PC that addresses recruitment and retention of classified employees. Jeanne attended the monthly Office of Sponsored Programs' Roundtable Meeting a couple months ago and President Gamble was the guest speaker. She asked about the status of the University's work on increasing classified salaries, and inquired about how she could participate, directly, in trying to effect change. President Gamble suggested anyone interested should work through the "councils" (CEPAC, Professional Council, Faculty Council). Jeanne contacted Chair Rossmann who suggested that she write a letter about her experience with classified salaries and the impact on her and her department.
- Chair Rossmann sees an opportunity for reps from all four shared governance groups to take the lead, to gather information and compile talking points to present to the BOR/legislators. Member Jim Mitchell suggested talking with Cathy Conover about what strategy to take. His most recent UPBAC meeting experience was that a 3% raise was imminent for FY 08-09 (He was informed that 3% is what the unions’ wanted.) and any additional monies would have to come from students. With that said, it seems as though employees and students may be pitted against one another and we, therefore, need a legislative strategy to get raises. Also, are the unions going to support Bozeman employees because the cost of living is higher here? It is questionable, as the precedent seems that the BOR would like to have everything uniform. He also believes we need to act on the 3%, regardless, as the later we begin to address the issue, the less likely it will be acknowledged. The BOR also keeps backing up the process earlier and earlier, as we are already discussing 08-09.
- Member Butler stated that his experience is just the opposite; that the legislators begin the salary discussions and the unions follow.
- Member Rahn-Gibson believes that MSU classified staff working through Extension off-campus, although they do work for MSU-Bozeman, may not be eligible for a raise and that could present challenges. Member Rahn-Gibson contacted LFD (Legislative Fiscal Division set up to address university issues) and informed them of
PC’s salary gathering intentions. Alan Pera, the committee chair, would like to have 3-4 people from shared governance constituencies participate on the committee to get our perspective.

- Jeanne Wilkinson would like to coordinate getting all shared governance groups. She will consult with Chris Fastnow about classified retention, recruitment, turnover, etc.
- Chair Rossmann will inform chairs of the constituency groups about what has transpired.
- Sandy Rahn Gibson also volunteered to contact Cathy Conover.
- Chair Rossmann suggested having Jeanne Wilkinson, as well as Cathy Conover, speak at one of the UGS SC meetings.

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

Signature
Doralyn Rossmann, Chair, Professional Council

Signature
Gale R. Gough, Secretary