Members Present: Diane Allen, Jeff Butler, Kim Rehm, Doralyn Rossmann, Rita Rozier, Stacey Scott

Members Absent: Jim Mitchell, Sandy Rahn-Gibson

The meeting was called to order at 1:15 PM by Chair, Doralyn Rossmann. A quorum was present.

ANNOUNCEMENTS

- Facilities Services has had standing recruitments for 5-10 custodial vacancies. Custodians are leaving MSU and going to other jobs in the community that have better benefits and wages. Recruitment and retention are being studied, as well as improving the benefits and increasing the starting wage ($8.25 per hour to $10.25 per hour) for this position.

- There will be an Accounting Task Force meeting 10:45-11:45 AM, April 13, 2006, SUB 271 to discuss the problem MSU is having hiring and retaining accounting personnel. The discussion would dovetail with pay issues affecting all employee strata. Constituents groups are anxious to attend the meeting to examine how to approach legislatures about the idiosyncratic pay issues that afflict employees living in the Gallatin Valley.

- It was decided that the professional review document Stacey Scott crafted should be left as is, to give each department a chance to tailor it to their needs.

- Glenn Puffer will be forwarding a biennial review of the university’s alcohol and other drug polices and practices to all campus constituents.

- Our next meeting is April 26, 2006.

EMPLOYEE RECOGNITION COMMITTEE – Rita Rozier

- The Employee Recognition Committee (“ERC”) focused on employees “….who went above and beyond their normal duties.” It is believed that ERC members are not informed about what the employee’s *normal duties* are and, therefore, not in a position to make a decision about what constitutes “above and beyond” one’s normal duties. Last year, the employee recognition criteria seemed to be myopic, not incorporating a larger view of award criteria. Specific and minute incidences were catapulted into larger events that were rewarded. PC members thought that they might provide input into the way future nominees are chosen and what criteria might be used.

- It was suggested that the university recognize employees who have contributed a certain amount of time at MSU by having President Gamble make congratulatory visits to the department in which that employee resides. Chair Rossmann will talk about this with President Gamble at the next PC leadership meeting.

UPBAC – Chair Rossmann

- Jim Mitchell will be rotating off UPBAC. His replacement is through volunteers from PC→names brought forward to President Gamble who appoints a member.
**STRATEGIC PLANNING COMMITTEE – Jeff Butler**

- The Strategic Planning Committee, chaired by Jim Rimpau, advises and assists UPBAC in maintaining the five year horizon on the institution's strategic plans. The committee evaluates the outcomes of strategic initiatives and tactics related to the institution's five year vision and reports those outcomes to UPBAC. It also evaluates new strategic initiatives, makes recommendations to UPBAC, and monitors environmental factors that might impact the five-year plan. It then recommends changes to the plan to UPBAC.

- Last year, when the five year vision plan was first enacted and all team leaders and strategic issues were submitted, they were culled. Committee members submitted top priorities to UPBAC, and it established the 5-year vision plan.

- Presently, the SPC is trying to formulate a method to keep the plan updated as it continues to evolve. There were some technical corrections. The last meeting was the first one that had transpired in months.

- The SPC sent recommendations about changing the goals. The goals came from interviews with key members on campus by team leaders.

- There is also a Task Force for Strengthening the International Dimension of MSU strategic vision. They read through the five year plan and made suggestions about how to increase the international involvement. The SPC looked at how it would fit into the architecture of what they were trying to accomplish.

- We are advising to UPBAC and they decide whether to accept or not. So far, they have accepted everything that SPC has accepted.

- SPC makes sure the goals are measurable.

- Even though MSU is a land grant university, it appears to be moving in a different direction.

**SUMMER MEETINGS – Chair Rossmann**

- The next meeting will take place sometime in June after the BOR meeting in May/June.

**PROFESSIONAL COUNCIL VOTING – Gale Gough**

- As of April 12, 2006, 57 professionals have voted.

- Gale will send an email, again, reminding professionals to please vote before the end of the day on April 13, 2006.

**RESEARCH PROFESSIONALS – Chair Rossmann**

- Chair Rossmann is still trying to coordinate having Leslie Schmidt and tom McCoy speak at the next PC meeting on April 26, 2006.

- Chair Rossmann suggested that PC begin to craft language adding research professionals to the PC handbook. How would they be represented in the Professional Council? Members suggested naming another unit “research.”

- There is a concern whether the serendipity of research professionals will impact their loyalty and commitment to participation within professional council.

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

Signature
Doralyn Rossmann, Chair, Professional Council

Signature
Gale R. Gough, Secretary