Members Present: Jeff Davis for Jeff Butler, Doralyn Rossmann, Rita Rozier, Stacey Scott, Matt Rognlie, Patty Inskeep, Kim Rehm

Members Absent: Diane Allen, Rita Rozier, Stacey Scott

The meeting was called to order at 2:00 PM by Chair Kim Rehm. A quorum was present. The minutes from March 28, 2007 were approved.

Salary Distribution – Chair Kim Rehm

Professional Salary Distribution – Chair Rehm, Vice Chair Rognlie

- Chair Rehm asked for feedback on the letter to President Gamble regarding the professional salary distribution. Data collection for professional employees will be with the assistance of Jim Rimpau.
- As he has done in the past two years, President Gamble asked PC for their recommendation on salary distribution. There are no COLA raises, and it will be all merit based. President Gamble recommends that professionals consult with faculty on their strategy since professional employees are more closely related to the faculty job environment. No raise percentage will be given across the board, and the amount supervisors given to distribute will be based on performance reviews accompanied by a letter of recommendation. The holdback amount, the percentage the President keeps, will be distributed based on market, equity, and compression.
- Professional Council would like to view salary data from the previous two years in order to make prudent decisions about this year’s distribution.
- Salary distribution timing is precarious for Professionals, as the required reviews are to be completed by May 31, and the salary distribution requirements are due April 23.
- PC members queried whether merit should be compromised for market, equity and compression issues? The philosophy of taking raise money from some employees to repair salary flaws of other employees was questioned. It was noted that salary disparities would always be in existence.
- PC would like to recommend a .5% hold back for equity, market, compression issues for the following reasons (PC will reserve a definitive recommendation until after the Shared Governance Steering Committee):
  o Lack of communication dissemination;
  o We do not know what the long term plans are for this system;
  o We need more information on the dollars available and why the all the money has not been used in past years and where it went;
  o The system is flawed because of the conflicting review deadline/salary distribution issue;
  o Supervisors, who have not received managerial training, are reluctant to make individual requests that go to the President’s level.
- PC would like to recommend that when the above concerns are resolved, salary distribution should take a different direction next year.
- Regarding Faculty, the Provost presented a scenario that at the College and Department Level, of the 3.6%, about 2.5% will be available, and all of it is intended to be distributed based on "performance." Of the other 1.1%, the Provost would distribute slightly over half for market, equity, and internal equity, both centrally determined and in response to petitions from deans. The other half would be for floor adjustments and raises in conjunction with promotions. Faculty Council, however, would like the 3.6% to be distributed directly to deans and department heads for distribution.

Professional Employee Classifications –Chair Kim Rehm and Vice Chair Matt Rognlie
• Although Chair Rehm and Vice Chair Rognlie met with HR to advise them of what data PC would like on the professional reports, they have not been able to get it. Vice Chair Rognlie will be meeting with Jim Rimpau.

The meeting adjourned at 3:00 PM, as there was no other business.

Signature

Kim Rehm
Chair, Professional Council

Signature

Gale R. Gough
Secretary