Members Present: Carolyn Plumb, Jeanne Wilkinson, Nancy Filbin, Julie Tatarka, Jeff Littlefield, Pat Lane, Nora Smith

Other Present: Steve Albert, Director, Western Transportation Institute; Kathryn Tanner, Professional Rep on Benefits Committee

Chair Filbin called the meeting to order at 11:02 am. There was a quorum. Minutes from January 19, 2011 and February 2, 2011 were unanimously approved.

Monetary/Career Opportunities for Professionals – Steve Albert
- Mr. Albert believes, in the interest of solidarity and equality, the monetary/career opportunities available for tenured faculty, should also be available for professional employees. He believes an inventory should be conducted to compare what faculty receive versus professionals (merit raises, awards, sabbaticals, consulting, summer pay/time off, etc.) and be presented to administration. Chair Filbin stated that she will discuss this issue with PC at a future meeting and get back to Mr. Albert.

Benefits Committee Report – Kathy Tanner
- At next Thursday’s meeting, the Inter-Units Benefits Council (IUBC) will decide what the premiums, and other adjustments, will be for next year. IUBC is forecasting an $11M shortfall, assuming the state will not increase their contribution which is, presently, 80%. Assuming, again, that the state does not contribute more in the following year, there will be an additional $9M shortfall. MSU is also trying to build their reserves, and coordinating the two entities has proved challenging. There might be double digit increases, but the COHE is trying to keep the increase under 10%. There are no long-term answers to health care increases.
  - It was noted that during open enrollment, younger employees had been signing up children (their own and other family members’ children not eligible), having medical procedures done, and then removing them from the plan. Therefore, more discussions have centered on modified open enrollment time frames. The IUBC is thinking about eliminating the waiver for lower paid employees, as CHP and Healthy Kids Montana have expanded to enhanced programs, surpassing our own plan.
  - Future retirees should consult with HR about their health planning. Jerry Coffey, Emeritus Faculty, is an excellent source for retirement health planning and he is listed in the MSU directory.
  - The URx Plan (prescription program) has saved $2.5M over last year.
    - Some employees are concerned that their health issues are being monitored when they register on the URx Plan website. Kathy reassured PC that employee health was not being monitored and the reason for website registration is because the MUS offers prescriptions at a specific price not offered to the public and medication descriptions/offering are constantly changing.
    - A PC member mentioned the survey that Staff Senate conducted, indicating that some employees’ prescriptions had increased to the point where they were thinking about not taking their medication and that some employees have already stopped. (At a 30% response rate, 37 employees indicated they had stopped taking their medication, and 52 indicated they would stop.) Kathy noted that there was a backlog within the prescription plan in the first 3-4 months, with exception requests, and that might have skewed the survey results. She will ask for recent data about the plan and pass it on to PC.
  - Blue Cross/Blue Shield is expanding their provider list to be more inclusive, nationally.
Representative Reports

- **Budget Council – Jeanne Wilkinson:** Global budget information, campus statistics, tuition, budget process and other macro-economics were discussed at a January retreat. Subsequent to that meeting, duties and terms of council members were discussed. The Steering Committee is setting the agenda for the BC. The level at which the BC examines campus budgetary issues is still being viewed globally and not in much detail; this issue has been an ongoing point of council member discussion. The Budget Council calendar is now parallel with the BoR’s calendar. In keeping with our accreditation, Provost Potvin would like the Council to examine faculty salaries but the Council is still determining the process under which it will handle such requests.

- **ASGL – Julie Tatarka:** Nothing to report since the BOR was in session and Faculty Senate members were in Helena.

- **Marketing Committee – Erika Swanson:** The MC is discussing ways to offer professional MSU-logo clothing in the bookstore to engage employees to wear the clothing during campus events. Marketing Committee focus groups are discussing promotions/products, how to target faculty and staff and will do ordering in May for August.

- **UFPB – Pat Lane:** Discussions about the new stadium end zone ensued at yesterday’s meeting. The design committee will revisit a proposal advocating that “Montana State Bobcats” be added to the top of the scoreboard above the MSU bobcat be removed on the side of the stadium, and a family donor name be prominently displayed, instead. First floor library renovations will begin this summer. The reference desk will be more centrally located and more computer stations will be set up. A traffic circle will be constructed, beginning in May, at College and Eleventh. The current MSU sign will be moved to the corner of College & 19th, and a newly designed sign will take its place.

**BOR – Chair Filbin**

- Erika Swanson, Nora Smith and Jeff Littlefield might be able to attend on March 3-4.
- Chair Filbin entertained the idea of inviting President Cruzado and BoR members to a professional employee listening session. She will bring it up on February 23, during their Leadership Meeting.

**Professional Development – Chair Filbin**

- Jeff Kaufmann will be the guest speaker on March 30, 2011, 12-1, SUB. The topic of discussion will be “Full Circle Leadership.” Member Plumb will conduct a survey to see who will attend. Refreshments will be served. In lieu of a fee, a PC donation will be made to his scholarship foundation for higher education.

Remaining topics on the agenda will be discussed at the next PC meeting. The meeting adjourned at 11:00 am.

*Signature*
Nancy Filbin, Chair

*Signature*
Gale Gough, Secretary