

FACULTY COUNCIL
October 11, 2006
SUB 275
4:10 AM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Amin, Ashley, Bailey, Bandyopadhyay, Becker, Catoira, Cherry, Christopher, Croy, Dyer, Erickson, Jones, Lei, Levy, Lynch, Jacobs, Larkin, Livingston for Ryker, M. McClure, Neeley, Prawdzienski, Scott, Seymour, Taylor, D. Weaver, Zhu

Members Absent: Ag Ed/AOT, Ag Land Resources, Bennett, Chem/Bio Chem, Gipp, Idzerda, Johnson, Nursing On Campus, Watson

Others present: Fedock

Chair Taylor called the meeting to order at 4:10 PM. A quorum was present.

COST OF LIVING DVD – Chair Taylor

- Chair Taylor will request, at the November BOR sub committee meeting, that he be able to show the Cost of Living DVD at the full BOR meeting. As a codicil to the DVD, Chair Taylor will remind the BOR that MSU is now a tier one Carnegie research university, putting it in the same category as Harvard, MIT, etc., and that salaries should be commensurate. Chair Taylor stated that it is not the overall cost of living (clothing, food, gasoline, etc.) that makes the Gallatin Valley disproportionate with other Montana cities. Rather, it is the cost of real estate. Compared to Missoula, Helena, Great Falls and Billings, the average cost of a home is about \$100,000 more. FC members suggested that Chair Taylor also present hard data to bolster the DVD, since it was anecdotal and that salary increase requests be directly linked to the cost of living in the Gallatin Valley. For whatever reason, other schools in Montana whose salaries are in line with their peers would like MSU to stay at the state pay plan level. A FC member suggested that if other campuses are locked into this state pay plan mentality, then we should present our dilemma as a housing allowance issue.
- Chair Taylor would like to reintroduce the BOR to the concept implemented years ago: That they separate the pay plans of state employees from the university employees under the PQO document, and then allow us to raise tuition to pay for faculty salaries on this campus.

BOR MEETING UPDATE – Chair Taylor

- The BOR asked each campus for an update and what their number one concern was. Chair Taylor stated faculty compensation, as did the other campuses.
- The governor's proposal stated that the university system will have a zero percent tuition increase, with the legislature contributing \$50M of base budget increase to cover the lost tuition revenue (in-state tuition, only) over the next two years. Chair Taylor is hopeful this proposal will be passed. Vice Chair Jones understands that the \$50M came from financial projections from other campuses, and the money is equal to the fixed cost increases over the next two years. The students do not have to pay for it; the state will pay for it instead. Vice Chair Jones brought up the point that issues FC was debating about the \$50M were unrelated. Those two issues are (1) an increase in our base or (2) compensation equity issues. For faculty compensation, the governor will distribute 80% of the money and the university will fund the other 20%, if the legislature provides

- funding. When dealing with funding issues, there is a political reality that the governor is a strong candidate who focuses on his goals and any deviation from those goals is unlikely.
- The BOR are going ahead with the 1% correction to begin to compensate TIAA-CREF for funding TRS. FC members would like all faculty to be aware of the problem, as many do not know about it. Missoula is more aware, as their union is involved.
 - A classified employee sent a letter to COHE expressing frustration with salary increases for the President, while many classified and professional staff have two jobs.
 - Classified employees have two organizations representing them with different objectives.
 - CEPAC (part of shared governance) is a classified employee organization on campus and deals with how policy issues affect employees.
 - Unions - Many classified employees belong to one union or another. Their unions deal with issues having to do with compensation, working conditions, etc.
 - Professional employees have their own Professional Council representing them.
 - A FC member stated that often the most important departmental contributor is a classified staff person.

The meeting was adjourned at 5:00 PM, as there was no other business.

Signature

Shannon Taylor, Chair

Signature

Gale R. Gough, Secretary