

**MONTANA STATE UNIVERSITY  
FACULTY COUNCIL MEETING MINUTES  
September 29, 2004  
301 Reid Hall  
Montana State University-Bozeman  
4:10-5:00 PM**

**Members Present:** Ashley, Becker, Bradley, Cherry, Conant, Croy, Gipp, Giroux, Idzerda, Jones, Kommers, Lynes-Hayes, Mathenia, McClure, McDermott, Metz, Neeley, Peed, Pratt, Prawdienski, Seymour, Taper, Taylor, D. Weaver, D. J. Young, Zhu

**Members Absent:** Bennett, Chem/Biochem, HHD, Hoffman, Erickson, Jackson, Knight, Levy, Schmidt, Thompson

**Others:** Lansverk, McLeod, Schontzler (Bozeman Chronicle)

Chair Warren Jones called the meeting to order at 4:10 PM. A quorum was present. The minutes from April 22, 2004 Faculty Council were approved.

***CHAIR'S REPORT - Warren L. Jones, Chair***

- Report from 1<sup>st</sup> UPBAC meeting:
  - Freshman class is slightly larger than last year.
  - Mix of non-resident students is good.
  - Number of WUE students (who get in for 150% of resident tuition regardless of where they come from) reduced for fiscal reasons.
  - Retention of freshmen from last year to sophomore this year was up; fell short of retention of sophomores to juniors and juniors to seniors.
  - Our overall enrollment appears up however, that gets negated due to rising utilities costs, increased employer contributions (to name a few examples) and the projection for FY 05 is \$1.045M below where we thought it was going to be from the UPBAC approval from last spring.
  - Where do find the \$1.045M?
    - Borrow \$250,000 from the account maintained for the purpose of paying off unused sick leave and vacation when employees retire.
      - Not to be interpreted as borrowing \$250,000 from the retirement account.
    - We will also get \$250,000 from auxiliaries.
    - The rest will come from equal distribution of the remaining shortfalls across all the executives' budgets – 0.798% for each executive/\$350,000 Provost; \$25,000 for President.
- Health Plan Administrative Change
  - Commissioner of Higher Ed put out a bid (RFP) for an administrator for our health plan last spring.

- Allegiance presented a lower bid than BX/BS, and the Inter-Units Committee voted 12-11 to award Allegiance the contract.
- Certain physicians were not signed up last year with Allegiance.
- BX/BS awarded another year contract to act as our administrators while Allegiance solves some problems.
- There is now a large percentage penetration of Allegiance with Bozeman physicians and supposedly has Deaconess/Bozeman on board.
- Questions/Comments:
  - Will we have to pay a large amount up front before we visit our doctors?
  - If we are admitted to a hospital, will Allegiance be accepted?
  - Will the Billings medical community be on board? Many Bozeman residents go to Billings for medical care.
  - BX/BS is more well-known out of state. How will that bode with Allegiance?
  - Allegiance must fulfill rigorous criteria before they will be accepted, according to the Inter-Units Benefit Committee who will make a recommendation to the Commissioner's Office when all requirements have been met.

***FACULTY AFFAIRS – Marvin Lansverk, Chair***

- Working on process/task force for a review of P&T policies and procedures.
  - How will the task force be structured and, what will its mission be?
  - As soon as task force is created, Chair Jones will speak to Provost Dooley about it.
- Changes in Handbook Section 213.00 were minor and do not need to be posted in the Staff Bulletin.

***COMPENSATION STUDY/BOR MEETING 9/22-9/24 – Warren L. Jones, Chair***

- Same study Jim Rimpau spoke to FC 3 weeks ago.
- Using the data set of Carnegie Classification Research Intensive Universities, MSU-Bozeman is paid 91% of that average weighted in classified according to discipline and rank, and U of M gets 94% and goes down from there in some of the other systems.
  - Cost of living is represented by real estate prices, and the point was made that a large percentage of MSU employees live in those counties.
- Report was accepted by the Regents without much comment.
- Chair Jones took the opportunity to point out that even if you like the comparative group that was used for the faculty comparison, the BOR needs to think about productivity. For your 91% of the average salary, the MSU faculty generates 140% credit hours that the comparative institutions generate, and 300% of the research expenditures that the comparative group generates. MSU-Bozeman does not compete with these other institutions (e.g., University of Colorado, Denver) for our faculty. We compete with Washington State, so keep that in mind when looking at the numbers.

- First 1.5 hours in the Thursday morning session, 40 minutes of discussion were geared towards salaries and how you must compensate the faculty and staff for a quality university system. No one is interested in reallocation or raising tuition. We are, in some form, attached to the state pay plan. We need to wait and see what the state legislature does in House Bill 13.
- One of the regents stated that university shouldn't try and separate itself from the state pay plan. If we did, the legislature may say, "If you can afford to pay your employees more, we would construe that as MSU having too much money and appropriations would be cut back." As a counter to that, when PQ&O came around the university employees got raises much higher than the rest of the state.
- Faculty were very well received by the Regents and even asked for input on more than one occasion. Chairman Mercer would like faculty to meet with BOR at every Regents' meeting – a breakfast meeting on Thursday from 7-8 AM is now a structured portion of the Regents' meeting.
- Faculty rotated who would sit with the Regents at the city where the meeting was held. We now managed convince faculty rep that a single face at the table is prudent. Keith Edgerton from MSU-Billings was chosen.
- Academic issue that came from the BOR.
  - Motion from Regent French (from Bozeman and in support of her student constituency) to form working groups/feasibility of allowing optional transfer of not just credits, but quality points (i.e., GPA) amongst units within the university system. Proposal is to allow the credit and the grade. The point is that a student can get A's from another unit of the MUS and transfer not just the credits but the A's to MSU. The optional part means if student receives a C, they would have option not to transfer that grade.
  - Discussions ensued:
    - Nursing department does not have same course equivalencies, and therefore this proposal would not work.
    - If MSU-Bozeman is to become a flagship university, transferring would not be beneficial.
    - Course content with other departments within MSU does not seem to coincide with course contents from MUS campuses.
    - Invite ASMSU President Blake Rassmussen and Student Regent Kayla French to discuss further.

The meeting adjourned at 5:08 PM.

*Signature*

*Warren L. Jones, Chair*

*Signature*

*Gale R. Gough, Secretary*