

MSU FACULTY COUNCIL MEETING MINUTES
March 31, 2004
301 Reid Hall
Montana State University-Bozeman
4:10-5:00 PM

Members present: Becker, Bradley, Cherry, Conant, Coon, Giroux, Giusti for Kevane, Howard, Jones, Kommers, Lansverk, Levy, McDermott, Pratt, Prawdzienski, Puffer, Rucker, J. Schmidt for Schlotzhauer, Seymour, Taper for Weaver, Stringham for D. Weaver, Taylor

Member absent: Ashley, Christopher, Gipp, Hoffman, Idzerda, Jackson, Knight, Leech, Lynch, Lynes-Hayes, Microbiology, Monaco, Neeley, E. Schmidt, Yoo

Others: Bandyopadhyay, Fedock, McLeod, Rimpau

Chair Warren Jones called the meeting to order at 4:10 PM. A quorum was present. The minutes of the March 24, 2004 Faculty Council meeting were approved.

CHAIR'S REPORT – Warren L. Jones

Dean of Students - Glenn Puffer

- Asked faculty to consider being a part of Student Conduct Hearing Committee.
- Board consists of 2 faculty, a professional staff member, 2 students.
 - Student representation must be graduate student level.
 - Quorum is 4, one of which must be a student.
- The Student Conduct Hearing Committee utilizes a pool of individuals from which participants are chosen and available for each hearing.
- Participation in the hearings would include adjudication of students involved in:
 - Behavioral misconduct
 - Academic misconduct
- Takes about 3 hours, total, of faculty time.
 - An hour to review evidence.
 - 2-3 hours for conduct hearing.
- Dean of Students would like a diverse representation of all colleges.
- Contact Glenn Puffer if you, or someone in your department, would like to participate in this self-governance activity:
gpuffer@montana.edu

UPBAC

- Members of UPBAC have earmarked where they wanted the first tier of \$600,000 worth of funding to go.
 - Most of the \$600,000 to go to CORE 2.0 program.
- No faculty lines made it into the top tier.
 - Upper division program in Nursing, however, did make it to the top tier.

BOR Meetings

- Salary Survey Committee** will use a specific set of metrics to do salary survey comparisons for faculty.
 - Budget Subcommittee accepted the proposed metrics of the Salary Survey Committee.
 - The BOR has unanimously agreed to accept the set of metrics that was proposed by the Salary Survey Committee.
- In May, there will be a preliminary report on salaries.
 - Might have a final report in July, or even in September.
- John Mercer stated that receiving data does not constitute a promise that BOR will be raising salaries.
- Three ways to get raises:
 - State money
 - Raise tuition
 - Reduce work force (layoffs), cancel programs
- If BOR looks at the COLA for employees, housing costs would be considered.
 - Craig Roloff will compile this information for Sue Hill.

-**Presentation was given** to the BOR by Mark Semmons and Cathy Conover demonstrating what positive things MUS has done to add value to the state through the eyes of the business community, students, and citizens across Montana.

- U of M received** 5 new program approvals, plus approval for a joint program between MSU and U of M for masters and doctoral programs in neuroscience.
 - Also got approval to refinance their bonds at higher interest rate and to use some money they earned for deferred maintenance on buildings.
 - Received \$7M approval from BOR for their pharmacy building renovation.

-MSU-Bozeman's Chemistry/Biochemistry Building Proposal

- Since this is a new capital construction request, it requires governor's approval, first.
- How was the decision to have such a facility implemented?
 - Faculty Council was not involved in discussions.
- Discussions amongst FC ensued:
 - Would state support O&M of new building?
 - IDC's would support the \$2M per year for O&M according to President Gamble.
 - FC concerned about funding other new buildings on campus since:
 - Ag/Bioscience building has not been fully funded by past estimated commitments and has subsequently incurred campus debt.
 - Projections about donations for the new football stadium fell short, and athletics is paying \$600,000 per year for that structure.
 - Could a new Chem/Biochem research building be \$18M instead of the proposed \$26M?

- Gaines Hall could be renovated for teaching space on the state's contribution, thus leaving the research space dilemma up to MSU, which we have solved by using IDCs to construct the new Chem/Biochem building.
- Subject to the process and pending approval, there is a required approval by the BOR for the letting of any bonds. This represents separate documents that would have to be submitted with respect to bond investments for the new building.
- FC would like to see the figures for the new building.

OFFICE OF PLANNING AND ANALYSIS – Jim Rimpau

Collection, Organization, and Set-up of Salary Survey Data

- Jim Rimpau is working with Commissioner's staff on gathering information for the salary survey.
 - Raw **faculty** data is already gathered and analyzed, as it is done every year in any event.
 - Cost of Living proxy benchmarks that will be used are housing costs in different communities where MUS have campuses.
 - Survey will look at the total compensation package such as retirement benefits, leave packages, health.
 - Survey will look at compression, equity, and competitive issues at a global, not individual level.
 - There is no specific statistical design, and the CUPA Survey will be used for the Regents' study. Simultaneously, OPA will do the same comparisons using the Oklahoma State data.
 - CUPA is a survey used by HR personnel for HR personnel and may lack some statistical levels of measurement.
 - If the two methods show similar salary representation, it will be all right to use CUPA alone.
 - If it shows too large a gap in salaries, then it will need to be modified.
 - e.g., in CUPA, only shows one line for Ag discipline, and therefore needs to be modified.
 - The survey will look at similar institutions that have similar Carnegie classification:
 - For Billings, the masters comprehensive classification will be used
 - For Bozeman, the doctoral research intensive will be used
 - The Oklahoma Survey was previously used.
 - Using CUPA will allow more uniformity across campuses.
 - Using this survey shows our faculty are at about 80%, nationally.
 - Preliminary report should be out in May, with a final report in July.
 - Schedule/timelines for proposals to address/correct faculty salaries would be according to the legislative timeline and 2006 would be optimistic.
 - Budget for next year is almost set, as is enrollment.
 - No fast track resolution.
 - Even if we got a 10% increase in salaries, the state would only give 5% and MUS would have to come up with the other 5%.

-Jim Rimpau will be glad to come back to FC with numbers and the Oklahoma State/CUPA survey.

-**Administrative** salaries are in the 85% range.

-Harder to find comparative professions across the nation than those in the faculty line.

-**Classified** salaries may take more time, as data has never been gathered or analyzed.

-**25-cent/hour raise** in the section of analysis above the budget amendments. Money is in portion of the budget that is not up for debate.

The meeting adjourned at 5:05 PM.

Signature

Gale R. Gough, Secretary

Signature

Warren L. Jones, Chair