

FACULTY SENATE
March 19, 2008
REID HALL 103
4:10 AM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Amin, Bailey, Bandyopadhyay, Bangert, Becker, Cherry, Dyer, Fleck, Gerlach, Igo, Jacobs, Livingston, Locke for Ashley, Leech, Lei, Longcope, Lynch, C. McClure, M. McClure, Mokwa, Neeley, Greg notes for Wojtowicz, Peed, Pinet, Prawdzienski, Sharrock, Bok Sowel for Gipp, Watson, D. Weaver, T. Weaver, Zhu

Members Absent: Bennett, EHHD, Jackson, Johnson, Nursing On-Campus, Political Science, Taylor

Others Present: Joe Fedock, Marvin Lansverk, Bok Sowell

Chair-elect Wes Lynch called the meeting to order at 4:10 PM. A quorum was present. The minutes from February 27, 2008 were unanimously approved.

RECOMMENDATIONS FOR SALARY GUIDELINES – Chair-elect Wes Lynch

- At the FS February 27, 2008 meeting, the Provost asked members for feedback with respect to distribution of the 3.6% raise pool. Chair-elect Lynch distributed a survey and results were as follows:
 - There was a return of 21 out of 31 possible for the survey.
 - COLA - 20 out of 21 responses agreed there should be a COLA with a range of between ½% - 2/3% of the 3.6% salary raise pool. There seems to be a question of semantics with respect to COLA. Some faculty believe that giving a cost of living increase should not be tied to a merit component and should be awarded across the board regardless of what one receives on their annual review since all faculty experience cost of living increases. In this instance, it was discussed that perhaps COLA should be called an “across-the-board raise” since it would be awarded to all faculty. From the survey, the majority, however, believe faculty should get COLA based on an annual review of “Meets Expectation” or better. Currently, COLA is based on minimum annual review criteria, “Meets Expectation.” Chair-elect Lynch encouraged further discussion of this issue.
 - Distribution of Raise Pool – A majority believed some administrator should holdback something; about ½%, but it is unclear whether it should be the Provost or the dean.
 - What criteria should decide the distribution of the holdback money?
 - Reducing or eliminating compression;
 - Raising the salaries of those faculty who are lowest paid relative to external market, but giving priority to lowest paid MSU faculty, first; and
 - Reducing or eliminating inversion.
 - Issues of most importance:
 - High cost of living in Bozeman was #1; and
 - Low salaries here compared to peer institutions.
 - Chair-elect Lynch will summarize responses, review with the Faculty Senate Steering Committee, and present to the Provost.

SALARY DISTRIBUTION – Vice Provost Joe Fedock

- There is a proposal before the BOR for an additional 2% salary increase (on top of the 4%) for special cases in the next biennium (FY 2010-2011).
- Dr. Fedock is not aware of any discussions of COLA among administration.
- As was last year, promo and salary floor adjustments must be taken from the 3.6% raise pool this year. There will be fewer promotions this year, however.
- There will be a centralized pool of funds to address market/equity issues from deans to the provost within units is a process the Provost believes has appropriate merit within MSU. Of the 3.6%, 3% will go to the respective colleges/units and it will be up to the deans to distribute; .6% would be held back for special equity cases identified by the Provost.
- Deans will distribute an equal amount to each department, and will make the best case scenario for special equity cases to the Provost. Deans nominate special cases based on criteria→Provost compares those nominated to OSU, as well as other criteria and awards special equity money across campus.

- Historically, MSU has placed more emphasis on a merit based salary raise distribution than any other criteria.
 - A FS member stated that their department was the lowest paid department in national comparison compared to their peers. They noted that inflation in the Gallatin Valley is 4% and even if everyone in the department received the entire 3.6% raise, they would still experience a net decrease in salary. The faculty can barely keep up with inflation, and salaries will continually decrease, yet there is no consideration for that, and the mechanism of taking money from a “poor” department to subsidize others discourages faculty from staying at MSU. It costs the university more money to recruit and hire someone new than it is to fairly compensate faculty already at MSU. Other FS members echoed this sentiment.
- The Salary Review Committee reviews any merit dollars and their relationship with each annual review.

The Faculty Senate meeting ended at 5:00 PM, as there was no further business.

Signature

Wes Lynch, Chair-elect

Signature

Gale R. Gough, Secretary