FACULTY SENATE
February 27, 2008
REID HALL 103
4:10 AM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Amin, Bailey, Bandyopadhyay, Bangert, Becker, Jack Dockery for Steve Cherry, Fleck, Gerlach, Gipp, Igo, Jacobs, Livingston, Locke for Ashley, Leech, Lei, Longcope, Lynch, Marshall for D. Weaver, C. McClure, M. McClure, Mokwa, Neeley, Peed, Pinet, Prawdzienski, Sharrock, Taylor, Watson, T. Weaver, Wojtowicz, Zhu

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

Others Present: Jamie Daniel (UPI Local 4100, AFT/IFT/AFL-CIO), Dave Dooley, Joe Fedock, Marco Ferro (MEA/MFT), Annie Glover (MEA/MFT), Marvin Lansverk, Bok Sowell, Doug Young

Chair Shannon Taylor called the meeting to order at 4:10 PM. A quorum was present. The minutes from February 20, 2008 were unanimously approved.

ANNOUNCEMENTS

- An interpreter accompanied Provost Dooley on his last trip to Dubai. The next trip will be in April.
- Chair Taylor and Chair elect Lynch will be attending the BOR; Marvin Lansverk will be chairing Faculty Senate on March 5.

SALARY DISTRIBUTION – Provost David Dooley

- A 3.6% raise pool was allocated by the legislature in AY08.
    - o 2.5% was passed on directly to college Deans with a recommendation from the President that this percentage be passed on to Department Heads/Chairs for distribution to individual faculty members based on their annual review performance ratings.
    - o From the remaining 1.1%, 0.45% was distributed as promotion raises and to bring faculty up to "floors" previously established for each faculty rank. The remaining 0.65% ($184,775) was distributed by the Provost's Office.
    - o Two thirds (2/3) of this amount ($120,775) was distributed as "special equity" to faculty members across all MSU departments and 1/3 ($64,000) was distributed as "lump sum equity" to faculty within specific (i.e., low paid) departments within 3 colleges (i.e., Arts & Architecture, Education, Health, and Human Development, and Letters & Science).
- The FY 07 central pool was larger than FY 08 because more was allocated to lower paid faculty and less on special equity cases brought forward by the deans. Last year, FS presented three recommendations to the Provost that revealed a consistent consensus in distributing the money to the lower paid faculty. In both pools, full professors were awarded an increase because they were paid lower as compared to their peers. The .45% went for promotions and salary floors.
- If faculty are promoted and their salary is too low for the new rank, the Provost adjusts the salary to a minimum for the new rank; then they get the promotion increase; and then they get a raise. Sometimes, BOR data is difficult to interpret. For example, from last year's data some faculty may have a notation of 2-3 sigmas above the average. Most likely, that data represented those who benefited from a floor adjustment, raise, and promotion.
- The President and Provost each have assigned designated pool to use for raises for their direct reports and are rigidly separated from the faculty raise pool.
- Awarding raises is directly related to annual reviews. The Salary Review Committee reviews these raises for consistency within specific guidelines, as well as any incongruities.
- The 2.5% awarded to each department/college is mandated to be consistent. All money assigned and allocated must be used. Over-budgeting is not permitted. Deans are also required to report to the Provost on how their decisions are made regarding salary distribution for special market and equity cases within their department.
- For FY 08, there are fewer cases for promotion. Administration anticipates smaller numbers of faculty getting floor adjustments.
- For the coming year (AY09) the Provost has asked for recommendations from Faculty Senate on how the approved raise pool should be distributed.
- Discussions ensued:

- *How are floors set?* Floors are set by rank on a biennial basis and being competitive. MSU is precluded from adjusting the floors upward this biennium as the governor announced that he was going to freeze resident tuition. Floors are gauged via FS input and UPBAC and by what percentage it is of the OSU. It is a component of our overall budget. Promotion increases and floor adjustments for those promoted, is in addition to the raise pool.
- *Extension faculty are eligible for market, equity raises if they are included in the general operating instructional budget. They are considered when they are brought forward by the directors.*
- *Would the union involvement effect our salary distribution?* Being non-union, MSU has salary variations. It contributes hundreds of thousands of dollars into the equity pool with percentage ranges of some 2%-12%. These numbers reflect the processes by which departments decide what the faculty annual performance rating is and how that is translated into merit, market and equity increases. At the unionized U of M campus, a consistent percentage is awarded. For example, $80,000 was set aside for 40 merit increases at $2,000 each this past year.
- *How does U of M address equity?* U of M have exactly the same issues we use equity dollars to address, but U of M faculty get the collective bargaining agreed salary height regardless of where faculty stand relative to their internal/external peers and comparisons among departmental highest/lowest paid faculty. The governor agrees in advance what the state pay plan is, and the union negotiates to that point.
- MSU would like to propose at the next BOR meeting, that in addition to the 4% for the next biennium, we would like them to add an additional 2% for special equity cases in 2010-2011.
- Previously, MSU used to award raises as a percentage of the salary. This method increased the salary gap. MSU is trying to correct it by raising salaries for the lowest paid faculty so they may be able to afford to live in the Gallatin Valley.
- *From the union information distributed, there seems to be a proliferation of money in addition to the basic pool.* Their money, as is ours, is taken out of the basic pool. We all have the same tools and we both use them. However, and in the past, when campuses had extra dollars (tuition or reallocation dollars) on top of the basic pool, they were able to use those funds for salary increases, such as promotions and floor adjustments. As Doug Young’s data presentation illustrated, MSU and U of M roughly end up in the same place overall and, in fact, MSU actually excels in salary growth. Even though U of M gives, as an example, 80 merits (limited to $2,000 each), one must get many of those, in a row against high odds, to have a significant impact.
- *When will the Salary Review Committee be active this year, and what is its mandate?* It will become active after the deans have submitted their recommended raises for everyone in their college. The mandate is to ensure that recommended raises are consistent with the performance evaluations. A very small percentage of faculty got a very small raise or 0% and all were directly tied to performance evaluations, and data is available.

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

Signature
Shannon Taylor, Chair

Signature
Gale R. Gough, Secretary