

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: September 4, 2007
Re: Item 136-118-R0907

I recommend approval of the following labor agreement. The agreement covers faculty at the four-year campus of Montana State University – Billings.

Agreement

- A one-year contract providing an across-the-board faculty salary increase of 3% for the 2007-08 Academic Year.
- An amount equivalent to 0.6% of faculty payroll will be reserved for promotion and merit.
- During the 2007-2008 academic year, the Faculty Administration Committee (FACC) will oversee four work groups created to address and make recommendations to the FACC. The four work groups will focus upon:
 1. e-learning/online/distance education
 2. Faculty evaluations; student evaluation of faculty; position descriptions, etc.
 3. Faculty salary matrix (2008-2009) – salary comparison, University Lecturers, Adjunct Faculty, etc. will be addressed. The compensation pool for 2008-2009 is the same 3% + .6% for promotion and merit.
 4. Academic Support Center(s): staffing; curriculum; “workload;” oversight; type of appointments; etc.

The FACC will take their recommendations back to a Collaborative Bargaining table in the Spring, 2008. The 2008-2009 agreement should be in place by July 1, 2008, using the economic parameters set by the Regents.