

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: May 9, 2008

I recommend approval of the following labor agreement. The agreement covers faculty members at The University of Montana Western.

The economic provisions provide for normal salary increases of 3.4 percent in October 2007, and 3.0 percent in October 2008, consistent with the bargaining parameters of the Board of Regents.

The complete list of contract revisions appears below.

Agreement

Term:

July 1, 2007 through June 30, 2011, with an "economic re-opener" in 2009 to negotiate the subject of salaries for the 2009-10 and 2010-11 academic years.

Salaries:

2007-08:

- \$66,000 in variable market adjustments retroactive to August 2007 (beginning of 2007-08 academic year).
- A normal salary increase of 3.4% (across the board) retroactive to October 1, 2007 (excluding new hires).

2008-09:

- \$18,000 in variable market adjustments in August 2008 (beginning of 2008-09 academic year).
- A normal salary increase of 3.0% (across the board) on October 1, 2008 (excluding new hires).

2009-10 and 2010-11:

- The parties commit to pre-budget economic bargaining between MEA-MFT and the Montana University System beginning in 2008 for the 2009-10 and 2010-11 Academic Years.
- The parties agree to an economic re-opener in 2009 to negotiate salaries for the 2009-10 and 2010-11 Academic Years.

Contract Language:

• 7.200 Class and Course Assignment

Add a third paragraph (one sentence) stating: "Department faculty, if eligible for an overload teaching assignment, shall have the first priority to teach additional courses/sections before an adjunct may be hired."

- **7.220 Workload**
Add the following as a stand-alone paragraph between the third and fourth paragraphs:
“Credit toward faculty workload for supervision of student teachers, interns, and student theses shall be one credit of faculty load per 22.5 student credit hours. Credit toward art faculty workload for teaching advanced studio students shall be one credit of faculty load per 10 student credit hours.”
- **9.315 Evaluation Procedures**
Add the following to item four (4): “For probationary faculty, the evaluation summary shall include a formative assessment regarding progress towards tenure by outlining strengths and areas for improvement as stipulated in Section 9.300 and Section 9.310.”
- **Tenure and Promotion Review Process**
Add the following to the end of the section: “The Chancellor shall notify the faculty member of the President’s decision in writing within five (5) working days of the date of the decision.”
- **9.460 Tenure and Promotion Committee**
Delete the sentence, eliminating a student member of the committee.
- **12.200 Summer Session**
Add the following: “Enrollment figures for the purposes of determining compensation shall be averaged over all non-guaranteed courses offered by a faculty member during a term, rather than on a course-by-course basis. Management reserves the right to cancel any non-guaranteed courses.”
- **Course caps (new):** “Academic departments recommend course enrollment caps to the Office of the Provost. The goal for the maximum class size is 25. The Provost may direct a higher number after first consulting with and notifying the instructor of record.”
- **Section 3.600.2a (insert new)** “... to meet all scheduled sessions of assigned classes and to inform the Provost’s office of any absences. Variations from the published class schedule are allowable with unanimous student approval, protecting the anonymity of the students, and shall be submitted to the Provost.”
- **Section 3.600.3** Insert at beginning of section: “Present to the students on the first day of each class in each block, and to the Provost within the first week, a written course syllabus indicating the faculty member’s objectives, the learning outcomes of the course and their assessment, the student’s responsibilities and specific criteria for the grading system to be utilized.” Replace second sentence with: “For semester-long courses, the faculty member shall present to the students and Provost the above information within the first week of class.”
- **Section 3.600.2g (new):** “to participate in the fall orientation day, faculty-organized faculty meetings, convocation and the spring commencement exercises. The employer will reimburse faculty members up to twenty-five dollars (\$25) per year toward the rental of commencement regalia.”
- **3.600.2h (new):** “to treat the non-teaching block as a faculty-directed period of professional development and scholarly/creative activities. Faculty members shall inform the Provost of their plans for the non-teaching block, including contact information when they are off campus.”
- **3.600.2i (new):** “to make arrangements for serving advisees and committee responsibilities when off campus.”
- **Title change:** Change “Vice Chancellor for Academic Affairs (VC-AA)” to “Provost” throughout the document.