

MINUTES OF SPECIAL CALL MEETING
BOARD OF REGENTS OF HIGHER EDUCATION
MONTANA UNIVERSITY SYSTEM

DATE: November 15, 1991

TIME: 4:15 p.m.

LOCATION: Rock Creek Lodge
Red Lodge, Montana

REGENTS PRESENT: Chairman Mathers; Regents Kaze; Johnson;
Schwanke; Topel; Boylan;
Commissioner of Higher Education John M.
Hutchinson

REGENTS EXCUSED: Student Regent Rebish

Chairman Mathers called the special call meeting to order at 4:15 p.m. Roll call was taken and it was determined a quorum was present.

Chairman Mathers noted for the record that the special call meeting was duly noticed to the press in the press release regarding the workshop being held in the Rock Creek Lodge, Red Lodge, Montana, on November 14-15, 1991.

Consent Agenda: October 31-November 1, 1991 Board of Regents Meeting

At the Chairman's request, Commissioner Hutchinson reviewed the agenda for the special call meeting. At the last regular meeting of the Board, questions were raised by Regents regarding some salary increases contained on the staff items submitted by The University of Montana and Montana State University. Action on the Consent Agenda was deferred at the November 1, 1991 meeting to allow Regents to identify their

November 15, 1991 Special Call Meeting

concerns. Commissioner Hutchinson distributed the responses from the two institutions (on file), reviewed the information therein, and responded to Regents' questions.

Regents discussed the salary guidelines approved at the June 1991 meeting. The average for contract professionals was 6% at The University of Montana, Western Montana College, Northern Montana College, and Eastern Montana College. Montana Tech and Montana State University (non-union campuses) were authorized to provide 10% salary increases for faculty during FY 1992 because they did not pay the 7.0% faculty arbitration settlement during FY 1991.

Regent Kaze explained his question about these salary increases was that it was his understanding that salary increases and adjustments are made effective July 1 of each year. Why, then, are these salaries being adjusted on October 31. Why the lag time?

Mr. Noble, Deputy Commissioner for Management and Fiscal Affairs, stated historically the System has always adjusted salaries throughout the year. Some increases for instance are tied to events that occurred after the July 1 date. Commissioner Hutchinson noted also that the number of adjustments are rather small when the large number of employees in the University System is considered. He stated he was not sure the System would ever be able to eliminate entirely incidental salary adjustments throughout the contract year.

Discussion was held on the "salary inversion problem" facing the System, as were stipends paid to those faculty members who serve as Chair of a department.

Regent Kaze summarized the discussion stating he wished the message to go back to the campuses very clearly that raises of the magnitude of those that were questioned on the October 31 staff items should not be brought forward without explanation. Commissioner Hutchinson responded a procedure has

November 15, 1991 Special Call Meeting

been put in place that will analyze the presentation of staff items. The exact format has not been finalized, but the information will probably be provided to the Regents in the form of a supplement to the standard staff item. It is anticipated that supplement will be in place by the January 1992 meeting.

Commissioner Hutchinson stated further that it was not his understanding that this Board wishes to pour over even more detailed explanations of \$2,000 - \$3,000 salary increases. He asked the Board correct him if that assumption was incorrect. Dr. Hutchinson stated he believed if the message is sent to the campuses that the staff items must contain clear explanations, and if they are examined by staff of the Commissioner's office against "flags" that will trigger further review, this type of problem with the Consent Agenda should be if not eliminated, certainly alleviated. He asked the Board members to provide guidelines for flagging particular concerns if they wished to do so.

Regent Kaze noted he would be satisfied, if he can be absolutely certain the items are being scrutinized in the Commissioner's office. That has not occurred in the recent past, certainly partly due to limited staff. Speaking to changing the format for submission of staff items, it was suggested rather that an appendix or supplement to the current format be provided by the campuses. The format for submission of staff items has developed over several years and should work extremely well with the addition of a supplement.

Hearing no further discussion, Regent Kaze moved approval of the following items:

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| Item 73-100-R1091, | <u>Staff; University of Montana</u>
(WITH ADDENDUM) |
| Item 73-200-10991 | <u>Staff; Montana State University</u> |
| Item 73-300-R1091, | <u>Staff; Agricultural Experiment Station</u> |
| Item 73-400-R1091, | <u>Staff; Cooperative Extension Service</u> |
| Item 73-500-R1091, | <u>Staff; Montana College of Mineral Science
and Technology</u> |

November 15, 1991 Special Call Meeting

Item 73-700-R1091, Staff; Eastern Montana College
(WITH ADDENDUM)
Item 73-800-R1091, Staff; Northern Montana College
Item 73-8500-R0891, Staff; Great Falls Vocational Technical Center

The meeting adjourned at 4:40 p.m. The next regularly scheduled meeting of the Board of Regents will be held on December 12-13, 1991 in Billings, Montana.