

THE BOARD OF REGENTS
OF HIGHER EDUCATION
Montana University System

CONFERENCE CALL MEETING
MINUTES

DATE & TIME OF CALL: OCTOBER 7, 1994 —9:00 A.M.

LOCATION: MONTANA HIGHER EDUCATION BUILDING
COMMISSIONER'S OFFICE
2500 BROADWAY
HELENA, MONTANA

REGENTS PARTICIPATING: CORDELL JOHNSON (VICE-CHAIRMAN), JIM BROWN,
PAUL BOYLAN, COLLEEN CONROY, PAT DAVISON,
AND KERMIT SCHWANKE

REGENTS NOT PARTICIPATING: JIM KAZE, CHAIRMAN (EXCUSED)

PRESENT IN COMMISSIONER'S OFFICE: LEROY SCHRAMM, SUE HILL, ROSE BOND

OTHER PARTICIPANTS: IN MISSOULA: CORDELL JOHNSON, JEFF BAKER,
GEORGE DENNISON, SUE HILL, JIM TODD, DICK
DAILEY

Vice-Chairman Cordell Johnson called the conference call meeting to order at 9:00 a.m. He noted that Chairman Jim Kaze was out of the state and unable to participate in the call. Roll call showed that a quorum was present. Vice-Chairman Johnson explained that the meeting was called for the Board to approve the following items:

- a. Item 84-1004-R0994—Approval of the Four Plus Two Year Plan, Statement of Intent, and 1993-97 Collective Bargaining Agreement with University Teachers' Union; The University of Montana—Missoula
- b. Item 85-1000-C1094—Contract Faculty: Merits, Promotions, and Tenure, and Normal Salary Adjustments, School of Law; The University of Montana—Missoula
- c. Item 85-1001-C1094—Revised Project Budget, Construct Community Center, Family Housing Complex; The University of Montana—Missoula

Vice-Chairman Johnson asked Sue Hill, Director of Personnel and Labor Relations, to review Item 84-1004-R0994 for the Board.

Ms. Hill reviewed the agreement and said it was the result of a collaborative negotiations process. She noted that the agreement had been approved by the faculty and said she would be glad to answer any questions.

In response to a question from Regent Davison, Ms. Hill said that both the collective bargaining agreement and the statement of intent acknowledged the prerogative of the Board and the administration to reduce the number of faculty, which is an option clearly out there although it was not envisioned as they put the plan together. Ms. Hill said the Board's prerogatives were not restricted at all and, in fact, were specifically recognized both in the contract and in the statement of intent.

Regent Davison asked her what she meant by not envisioning that as an option.

Ms. Hill said as they put the plan together and forecasted the number of faculty, tuition increases, and all other components to fund the plan, they did not anticipate reducing the number of faculty. She said that was not in keeping with the administration's objectives because they felt it would impact quality, result in larger classes, and reduce access. She said another part of what they were trying to accomplish was improvement in quality and access along with an increase in faculty salaries.

Regent Schwanke said the university would submit a progress report not only to the campus but to the Commissioner, the Regents, the Governor, and the public. He said that was a very important part of the entire content of the agreement, and they needed to stress that the administration assumed considerable responsibility for its actions and realization of the contract's goals.

Regent Davison praised the agreement and said it was a step in the direction they needed to take. He asked Ms. Hill if she could briefly explain the major differences between this agreement and others they had negotiated.

Ms. Hill said the scope of this agreement was more expansive in that it dealt with areas traditionally not treated as subjects of bargaining—quality and learning enhancements, for instance. She cited examples such as talking about productivity increases, discussing an increased commitment to aggressive advising, working together cooperatively to increase graduation rates, and providing better access to classes through innovative scheduling and telecommunications options. All these issues were unique to the collective bargaining process.

Regent Davison asked how this contract was different from the one the Regents approved for the vo-tech faculty at the September meeting.

Ms. Hill said the contract's four-year length was different. Also contemplated were specific funding mechanisms not discussed in the vo-tech agreement. She said the UTU agreement provided for substantially larger increases in subsequent years. Most notably, however, was the scope and breadth of the agreement.

Regent Davison asked for the final outcome of the faculty vote. Dick Dailey said the vote was 74 percent in favor of the agreement.

Regent Boylan asked whether similar agreements were underway at Montana State University—Bozeman.

Commissioner Baker said that the types of productivity, access, and quality goals negotiated under the UTU agreement would not necessarily apply at the other institutions. He said all the units were at different places along the route toward achieving various goals and objectives. What they were doing at Montana State University—Bozeman was focusing on a shared governance approach to management—addressing quality, access, and productivity issues specific to that institution. He said

that over the next six months, the Regents would be updated on the progress underway at each institution.

Regent Boylan asked whether the Board would sign off on those. Commissioner Baker assured him that each of those would come before the Board and be dealt with on a campus-specific basis.

Regent Conroy commended the committee for its long hours in negotiating the agreement and for its tenacity in using a fresh, innovative approach to the bargaining. She said it showed what could be done when people worked together.

Regent Johnson said he wanted to thank Regent Schwanke on behalf of the Board and all the other people involved in the agreement, including representatives from the Governor's and Commissioner's offices and the UM administration, faculty, and students.

- ▶ **Regent Davison moved that the Board approve Item 84-1004-R0994—Approval of the Four Plus Two Year Plan, Statement of Intent, and 1993-97 Collective Bargaining Agreement with University Teachers' Union; The University of Montana—Missoula.** A roll call vote showed unanimous approval.
- b. **Item 85-1000-C1094—Contract Faculty: Merits, Promotions, and Tenure, and Normal Salary Adjustments, School of Law; The University of Montana—Missoula**

President George Dennison of The University of Montana—Missoula said this item was the result of a provision included in the UTU agreement just approved by the Board. He reviewed the item and said he would be glad to answer any questions.

Regent Schwanke asked whether the 1.5 percent was retroactive to July 1, 1994. President Dennison said it was.

- ▶ **After brief discussion, Regent Davison moved that the Board approve Item 85-1000-C1094—Contract Faculty: Merits, Promotions, and Tenure, and Normal Salary Adjustments, School of Law; The University of Montana—Missoula.** A roll call vote showed unanimous approval.
- c. **Item 85-1001-C1094—Revised Project Budget, Construct Community Center, Family Housing Complex; The University of Montana—Missoula**

President Dennison said this was the request for an increase in authorization from \$250,000 to \$300,000 to construct a new Community Center at the Family Housing Complex. He said the low bid exceeded the \$250,000 project authority limit. He noted that they had the money in hand and no state funds were involved. The request was simply for an increase in spending authorization, which would allow them to get on with the construction.

- ▶ **After brief discussion, Regent Davison moved that the Board approve Item 85-1001-C1094.** A roll call vote showed unanimous approval.

With no other meeting to come before the Board, the meeting adjourned at 9:20 a.m.

