

STAFF AND COMPENSATION
Miles Community College
Room 106
Thursday, May 31, 2007
8:15 - 9:30 AM

8:15 AM ROLL CALL and REVIEW OF MINUTES [Link](#)

ACTION

8:20 AM Employee benefits program staffing; revisions to Policy 804.1 MUS Insurance). [ITEM 135-112-R0507](#)

INFORMATION

- 8:30 AM
- a. Insurance Affordability Plan.
 - b. Recruitment and Retention Task Force update.
 - c. Collective bargaining update.

CONSENT

9:15 AM Staff Items

- a. Office of Commissioner of Higher Education. [ITEM 135-100-R0507](#)
- b. UM-Missoula. [ITEM 135-1000-R0507](#)
- c. UM-Western. [ITEM 135-1600-R0507](#)
- c. MSU-Billings. [ITEM 135-2700-R0507](#)
- d. MSU-Northern. [ITEM 135-2800-R0507](#)
- e. Title of Professor Emeritus of Art: Marilyn C. Bruya; UM-Missoula. [ITEM 135-1004-R0507](#)
- f. Title of Professor Emeritus of Arts and Humanities: Richard D. Barrett, Professor of Economics, College of Arts and Sciences, UM-Missoula. [ITEM 135-1005-R0507](#)
- g. Title of Professor Emeritus of Arts and Humanities: Dennis J. O'Donnell, Professor of Economics, Colleges of Arts and Sciences; UM- Missoula. [ITEM 135-1006-R0507](#)
- h. Title of Professor Emeritus of Library Sciences: Erling Oelz; UM-Missoula. [ITEM 135-1007-R0507](#)

- i. Title of Professor Emeritus of Arts and Humanities: Thomas Michael Power, Professor of Economics, College of Arts and Sciences; UM-Missoula. [ITEM 135-1008-R0507](#)
- j. Title of Professor Emeritus of History: Frederick W. Skinner; UM-Missoula. [ITEM 134-1011-R0107](#)
- k. Title of Professor Emeritus of German: Dennis McCormick; UM-Missoula. [ITEM 134-1012-R0107](#)
- l. Title of Professor Emeritus of Psychology: David A. Strobel;UM-Missoula. [ITEM 135-1013-R0507](#)
- m. Title of Professor Emeritus of Art: Barney P. Brienza; UM-Western. [ITEM 135-1601-R0507](#)
- n. Title of Professor Emeritus of Business/Economics: William C. O'Connor; UM-Western. [ITEM 135-1602-R0507](#)
- o. Title of Professor Emeritus of Architecture: Ferdinand S. Johns; MSU-Bozeman. [ITEM 135-2001-R0507](#)
- p. Title of Professor Emeritus of Economics: Charles H. Rust; MSU-Bozeman. [ITEM 135-2002-R0507](#)
- q. Title of Professor Emeritus of Engineering Mechanics: Robert L. Brown; MSU-Bozeman. [ITEM 135-2003-R0507](#)
- r. Title of Professor Emeritus of Mechanical Engineering: Jay Conant; MSU-Bozeman. [ITEM 135-2004-R0507](#)

Labor Agreements

- a. International Union of Operating Engineers covering employees in Missoula, Dillon, Butte, and Bozeman. [ITEM 135-116-R0507](#) [Memo Agreement](#)
- b. Teamsters Union Local 2 covering employees in Bozeman. [ITEM 135-117-R0507](#) [Memo Agreement](#)

9:20 AM PUBLIC COMMENT

9:30 AM ADJOURN

Other than the meeting starting time, the times listed are approximate. In addition, agenda items may be rearranged unless an item is listed as having a "time certain."

Action may be taken on any item listed on the Board or Committee Agendas. Public comment is welcome on all items.

The Board of Regents will make reasonable accommodations for known disabilities that may interfere with an individual's ability to participate. Persons requiring such accommodations should make their requests to the Office of the Commissioner of Higher Education as soon as possible before the meeting to allow adequate time for special arrangements. You may call or write to: ADA Coordinator, P. O. Box 203201, Helena MT 59620-3201, 406-444-6570, 1-800-253-4091 (TDD)



MONTANA UNIVERSITY SYSTEM
Office of the Commissioner of Higher Education

46 N Last Chance Gulch ♦ PO Box 203201 ♦ Helena, Montana 59620-3201
(406)444-6570 ♦ FAX (406)444-1469

MINUTES

STAFF AND COMPENSATION COMMITTEE MEETING

Thursday, March 1, 2006

The Committee convened at 8:30 A.M.

Committee Members Present: Heather O'Loughlin, Regent Steve Barrett, Regent Clayton Christian, and Regent Todd Buchanan.

Also present: Alex Capdeville, Bob Duringer, Bruce Marks, Dan Carter, Dave Dooley, Frank Gilmore, Geoff Gamble, George Dennison, Karl Ulrich, Kevin McRae, Maggie Peterson, Mick Robinson, Ron Sexton, Rosi Keller, Sara France, Shannon Taylor, Susan Briggs, Terry Iverson, Tom Gibson, Tom McCoy, Tyler Trevor

ACTION

a. Discussion of employee compensation issues for Fiscal Years 2008 and 2009

- Update on Legislative Bills
- Update on Bargaining Agreements – all expire June 30, 2007.
- High Priority Problems in recruiting and retention
 - Campus Security officers
 - Food service employees
 - Custodial positions
 - Administrative associates (4 levels)
 - Accounting associates
- Positions addressed
 - Campus Security officers at MSU-Bozeman - \$3 / hour increase
 - Food service employees

b. Discussion of Recruitment and Retention Task Force

Charge to the committee:

Examine and recommend ways to improve ability of campuses to hire and keep capable employees at all levels. Recruitment in this context is defined as the ability to hire qualified employees in a competitive job market, and retention is the ability to remain as employer of choice when competition offers desirable wages, benefits, and working conditions.

- Analyze recruitment and retention needs
- Don't base strictly on dollars
- Examine non-economic improvements
- Use creativity
- Examine how recruit
- Research solutions and make recommendations

Members of Committee:

Doug Abbott, Montana Tech; Elizabeth Nichols, MSU; Erik Burke, MEA-MFT; Gerald Fetz, UM-Missoula; MaryEllen Baukol, MSU-Great Falls CoT; Quinton Neiman, MPEA; Rob Gannon, UM-Missoula; Sara

France, classified staff; Shannon Taylor, faculty member; Susan Alt, MSU-Bozeman. Committee will provide update at the May, 2007 Board meeting, with a finished document to be presented at the September, 2007 meeting.

CONSENT

Staff Items

- a. Authorization to Confer the Title of Professor Emeritus of Social Work Upon John Spores; The University of Montana - Missoula – ITEM 134-1002-R0307
- b. Authorization to Confer the Title of Professor Emeritus of Economics Upon Richard L. Stroup; Montana State University-Bozeman – ITEM 134-2001-0307
- c. Authorization to Confer the Title of Professor Emeritus of Horticulture upon Dr. Nancy Callan; Montana State University-Bozeman – ITEM 134-2002-0307
- d. Authorization to Confer the Title of Professor Emeritus of Architecture upon Jerry Bancroft; Montana State University – Bozeman – ITEM 134-2003-0307
- e. Authorization to Confer The Title of Professor Emeritus of Sociology upon Professor Joe W. Floyd; Montana State University – Billings – ITEM 134-2705-0307
- f. Authorization to Confer The Title of Professor Emeritus of Finance and Economics upon Professor Farzad Farsio; Montana State University – Billings – ITEM 134-2706-0307
- g. Staff; MSU Northern – ITEM 134-2800-0307

Regent Christian indicated the Committee will recommend approval for all staff items.

Labor Agreements / Other

- a. Approval of tentative Agreement with Montana Tech Faculty Association ITEM 134-106-R0307
(Full Contract)

Approval of this item will provide faculty with retroactive raises for 2005 and 2006, each in the amount of 3.5%.

Regent Christian indicated the Committee will recommend approval for all staff items.

- b. Approval of University System/Employee Joint Venture Under MUSP 407 - Thompson; The University of Montana – ITEM 134-1005-R0307
Item b. was deferred to the full Board.
- c. Approval of University System/Employee Joint Venture Under MUSP 407, Babbitt; MSU Bozeman – ITEM 134-2009-0307

Regent Christian indicated the Committee will recommend approval for all staff items.

Public Comment

There was no public comment.

The Committee adjourned at 9:20 a.m.

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ITEM 135-112-R0507

Approval of revised BOR Policy 804.1; Self-insured group insurance plan

THAT:

The number of full-time equivalent employees authorized for self-insured group benefits administration in the Commissioner's Office be increased from 4.0 to 5.0 (an increase of 1.0).

EXPLANATION:

An increase of 1.0 FTE would allow the Montana University System group benefits plan to support these recent initiatives:

- The program can now achieve direct provider negotiations, efforts that have led to and will lead to millions of dollars saved.
- The program has launched into more aggressive risk management activities to control premium increases.
- The program is transforming to centralize and standardize our eligibility process, thus leading to decreased administrative expenses.
- The program is aggressively pursuing better coordination of benefits and subrogation activities with other payers to limit our claims exposure while keeping plan members whole.

With one additional position, the MUS benefits program staffing will be comparatively lean in relation to similar organizations. The reorganization to 5.0 FTE, if approved, would provide for 1.0 staff FTE for every 3,500 health plan member served. The State of Montana central group benefits division has 1.0 staff FTE for every 3,200 health plan members served, and those program staff members do not handle the additional pension issues the MUS benefits staff do for the Optional Retirement Program.

ATTACHMENTS:

Policy language

ITEM 135-112-R0507

MONTANA BOARD OF REGENTS OF HIGHER EDUCATION

Policy and Procedures Manual

SUBJECT: COMPENSATION

Policy 804.1 - Self-insured group insurance plan

Board Policy:

The Board of Regents hereby authorizes the Commissioner of Higher Education and the respective administrations of the six campuses to establish a self-insured (Administrative Services only) group insurance plan. The plan will be administered by the Commissioner of Higher Education with the assistance of recommendations from an inter-unit advisory committee. The plan will be administered as an enterprise fund in the state fund structure contingent upon the group plan reserves being allowed to retain interest earnings.

All costs associated with the administration of the plan shall be paid from insurance premiums collected and interest earned on reserve balances. All other interest earned plus premium tax savings shall be credited to the plan reserves. Reserve balances shall be retained and carried over from year to year.

The Commissioner of Higher Education shall be authorized up to ~~4.0~~ **5.0** full-time equivalent employees to provide administration of the plan. In no case shall administrative costs exceed the amount of premium tax savings that would be incurred under a conventional group plan plus any interest earned on reserves. It is the intent that the plan be more cost efficient than conventional insurance.

ITEM 135-100-R0507 - Staff; Office Commissioner of Higher Education

May 31-June 1, 2007

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)
			From:	To:	From:	To:							
I. NEW HIRES													
A. Administrators/Professionals/Coaches													
NONE													
B. Faculty													
NONE													
II. CHANGES													
A. Administrators/Professionals/Coaches													
MUFFICK, Ron	FR: Dir of Business Relations & Programs TO: Associate Director	GSL	64,520	75,000				16.24%		5/1/07	O restructuring and assignment of added responsibilities		NT
		TOTALS	64,520	75,000				16.24%					

III. ONE TIME BONUS ONLY

A. Administrators/Professionals/Coaches

NONE

C. Post-Retirement

NAME (Last, First)	TITLE/RANK	Dept.	SALARY (Based on .33FTE) (AY unless noted)	TERM OF HIRE
NONE				

III. End of Employment / Leaves (Report only non-renewals per 711.1 and Leaves of Absence)

NAME (First, Last)	Title/Rank	Dept.	Effective Date	REASON (If Leave of Absence)
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A. Administrators/Professionals/Coaches

NONE

LEGEND

TENURE:
 NT = Nontenurable
 P = Probationary
 T = Tenured

*IMPORTANT NOTE: Additional Comp is reported annually in September

^ Subject to continuation of federal funds, proprietary funds and/or grants.

SALARY ADJUSTMENTS:
 P = Promotion
 L = Lump Sum Bonus
 M = Merit
 R = Retention
 N = Normal
 O = Other/Specify

EXTRA COMPENSATION:
 T = Teaching
 R = Research
 G = Grant Administration
 O = Other (provide brief explanation)

ITEM 135-1000-R0507, Staff; The University of Montana - Missoula **FINAL 5/14/07** May 30th - June 1st, 2007

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, AY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	
			From:	To:	From:	To:								
I. NEW HIRES														
A. Administrators/Professionals/Coaches														
Engstrom, Royce	Provost and Vice President for Academic Affairs, Professor, Chemistry	Academic Affairs		165,000			R - Muir 8/1/2007		1				T	
II. CHANGES														
A. Administrators/Professionals/Coaches														
Aronofsky, David	FR: Legal Counsel TO: No Change	President's Office	91,800	91,800	0	3,700			1	12/11/06 - 1/19/07	AT - Additional Teaching			
						10,451					2/14/07- 7/27/07	AT - Additional Teaching		
						4,566						6/1/07- 7/31/07	AT - Additional Teaching	

I. NEW HIRES

A. Administrators/Professionals/Coaches

NAME (Last, First)	RANK	Department	SALARY BASE (Based on 1.0 FTE, FY unless noted)	STIPEND	FTE	(N)ew or (R)eplacement	DATE OF HIRE	Special Conditions
Keller, Steve	Men's Head Basketball Coach	Athletics	37,500		0.5	R (Durham)	8/1/2007	

II. CHANGES

A. Administrators/Professionals/Coaches

NAME (Last, First)	TITLE		DEPARTMENT		SALARY BASE (Based on 1.0 FTE, FY unless noted)		STIPEND		% CHANGE	Actual FTE	Effective (Indicate end date if temp)	Reason	Additional Comp Prior FY/AY*	Reason
	From:	To:	From:	To:	From:	To:	From:	To:					Amount	
Durham, Mark S.	Men's Head & JV Basketball Coach; Head Golf Coach; Instr of HHP	Athletic Director; Head Golf Coach; Instr of HHP; Mgr, PE / Athletic Complex	Athletics/HHP	Athletics/H HP	49,993	62,000			24%	1	7/1/2007	N		

III. END OF EMPLOYMENT

A. Administrators/Professionals/Coaches

NAME	RANK	Department	Effective Date	Reason
Yahraes, Thomas R.	VC for Institutional Advancement; University Associate VP	University Relations	5/18/2007	Retirement

TENURE:

- NT = Nontenurable
- P = Probationary
- T = Tenured

SALARY ADJUSTMENTS:

- P = Promotion
- L = Lump Sum Bonus
- M = Merit
- R = Retention
- N = Normal
- O = Other/Specify

EXTRA COMPENSATION:

- T = Teaching
- R = Research
- G = Grant Administration
- O = Other (provide brief explanation)

***IMPORTANT NOTE: Additional Comp is reported annually in September**

ITEM 135-2700-R0507, BOR Staff; Montana State University Billings

May 30 - June 1, 2007

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)
			From:	To:	From:	To:							

I. NEW HIRES

NAME (Last, First)	Title/Rank	Dept.	Effective Date	REASON (If Leave of Absence)								
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A. Administrators/Professionals/Coaches

Schaub, Sara	Head Women's Volleyball Coach	Intercollegiate Athletics	36,000		N 2/12/2007		1.0	6/30/2007					NT
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ITEM 135-2800-R0507, Staff; MSU-Northern **May 30-June 1, 2007**

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)
			From:	To:	From:	To:							

I. NEW HIRES

A. Administrators/Professionals/Coaches

Callahan, Joseph Ed.D.	Prov/Vice Chanc for Acad Affairs/Prof of Ed	Provost		107,500			(R)-Jimeno 107,120		1.0	6/15/2007			NT
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II. CHANGES

Samson, Mark BA	FR: Head Football Coach TO: Head Football Coach/Athletic Dir	Athletics	60,000	80,000			(R)-Gantt 78,000	33.33%	1.0	4/1/2007	O Assumed Athletic Director duties in addition to coaching duties		NT
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FACULTY - Changes in Promotion and Tenure effective 8/1/07

Scheresky-O'Neil , Lisa MSN	FR: Asst Prof of Nursing TO: Assoc Prof of Nursing	CEASN	42,247	47,051				11.37%	1.0	8/1/2007			FR: P TO: T
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Foley, John B Ph.D.	Asst Prof of Counselor Education/Grad Prog	CEASN	43,279	43,279				0.00%	1.0	8/1/2007			FR: P TO: T
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TOTALS AND AVERAGE INCREASE			145,526	170,330				17.04%					
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(III) END OF EMPLOYMENT

(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Resignations	Effective Date
Jimeno, Cheri Ph.D.	5/8/2007

LEGEND

TENURE:	*IMPORTANT NOTE: Additional Comp is reported annually in September ^ Subject to continuation of federal funds, proprietary funds and/or grants.
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SALARY ADJUSTMENTS:	
P = Promotion	
L = Lump Sum Bonus	
M = Merit	
R = Retention	
N = Normal	
O = Other/Specify	
EXTRA COMPENSATION:	
T = Teaching	
R = Research	
G = Grant Administration	
O = Other (provide brief explanation)	

May 30-June 1, 2007

ITEM 135-1004-R0507

Authorization to Confer the Title of Professor Emeritus of Art upon Marilyn C. Bruya; The University of Montana

THAT:

Upon the occasion of the retirement of Professor Marilyn C. Bruya from The University of Montana-Missoula, the faculty of the Department of Art wishes to express its appreciation for her twenty-five years of dedicated and valued service to the School of Fine Arts.

EXPLANATION:

Marilyn C. Bruya earned her baccalaureate degree in Art from Holy Names College, Spokane, Washington, in 1962; her Master of Arts in Art from Mills College, Oakland, California, in 1965; and her Master of Fine Arts in Art (a terminal degree in her field) from Bard College, Annandale-on-Hudson, New York, in 1985, while also teaching at The University of Montana-Missoula. In addition, she pursued graduate studies in the California State University Summer Arts Program in 1987 and 1993, attended Schumacher College, Devon, UK, while on sabbatical leave in 1997, and was a student at the Rocky Mountain School of Photography, Missoula, in 2003.

She began her employment with The University of Montana-Missoula in 1982 as a Visiting Assistant Professor with the Department of Art and, after being appointed to a tenure-track position the following year, earned promotions to Associate Professor in 1986 and Professor in 1991. She received a merit increment in 1993. During her twenty-five years on the faculty, she was awarded three Sabbaticals, four Mini-Sabbaticals, and seven University Research Grants. In addition, she obtained Faculty Development Grants on six occasions to bring visiting scholars to campus.

During her tenure, Professor Bruya has exhibited her creative work in local, national, and international venues, in both solo and group exhibitions. These include shows in Mexico, West Germany, and China. Nationally, her work has been shown in Ohio, Pennsylvania, Michigan, Kansas, Alaska, Washington, South Dakota, Idaho, Colorado, and California. On the local level, her creative works can be viewed on campus, in entryways to the Davidson Honors College building and the Adams Center, and at First Bank Western, the Western Sports Medicine and Fitness Center, and the Center for the Rocky Mountain West.

In addition to her teaching and responsibilities at The University of Montana-Missoula, Professor Bruya is known for her commitment to providing service to both her University and community. She served for more than fourteen years as both chair of the Curriculum Committee in the Department of Art and as a member of the Faculty Evaluation Committee. Her interest in social issues inspired several projects involving photo-documentation of the homeless and of nursing home residents. She organized a “Caring for Creation” conference in 1988, served on the Mayor’s Public Art Committee and numerous other university and community committees.

As stated in the faculty’s letter of support, “students and colleagues have praised her dedication as a teacher, citing her expertise in her field, her enthusiasm, and her care and concern for their progress and welfare.”

The faculty and staff of the School of Fine Arts strongly support this request in honor of a distinguished career of service. With this recommendation go sincere thanks for twenty-five years of invaluable service to the State of Montana, The University of Montana-Missoula, the School of Fine Arts, and the Department of Art. Congratulations and best wishes for the future.

May 30-June 1, 2007

ITEM 135-1005-R0507

Authorization to Confer the Title of Professor Emeritus of Arts and Humanities upon Richard N. Barrett, Professor of Economics, College of Arts and Sciences; The University of Montana

THAT:

Richard Barrett, Professor of Economics, in his thirty-seven years of dedicated and valued service to The University of Montana and the people of Montana, has merited the appreciation and Commendation of the Board of Regents of the Montana University System, and has earned recognition as Professor Emeritus.

EXPLANATION:

On the occasion of his retirement from the Department of Economics at The University of Montana, the faculty wishes to express its appreciation and recommend Professor Richard N. Barrett for emeritus status.

Professor Barrett joined the Economics Department in 1970 as an Assistant Professor, having completed his Ph.D. at the University of Wisconsin-Madison. His strong performance record in teaching, scholarship, and service led to his promotion to Associate Professor in 1979 and to Professor of Economics in 1984. He received four merit awards between 1982 and 2002.

Professor Barrett was an innovative teacher committed to inter-disciplinary learning and student engagement. He team taught courses across the breadth of the campus: in Environmental Studies (environmental economics), Spanish Literature (social and economic themes), Political Science (tax policy), Forestry and Education (environmental conflict resolution), Law (imperfect competition), and Geography (world hunger). He also received a federal grant to explore the development of an international component to environmental studies. He did not limit his teaching to the classroom. He helped plan and carry out a dozen public conferences dealing with important public policy questions both in Missoula and across the state.

Professor Barrett was also one of the early leaders in international education on campus. He won three Fulbright Lectureship awards that took him to Mexico (1974 and 1981) and Uruguay (2004). He also spent 1977 at the Latin American Monetary Studies Center in Mexico City and 1987 in Lima, Peru.

Professor Barrett has also been a productive scholar, publishing articles in the *Journal of Money Credit and Banking*, *Journal of Developing Areas*, *Journal of Economics, Growth and Change*, *Monetaria*, *Western Wildlands*, and the *Montana Business Quarterly*. In addition he co-authored one book, *Post-Cowboy Economics: Pay and Prosperity in the New American West* (2001), and edited another, *International Dimensions to the Environmental Crisis* (1981). He also wrote many professional papers for delivery at scholarly meetings and reports for government agencies.

Professor Barrett was one of the most important faculty leaders in the history of The University of Montana. During 1975-1977 he served as President of the University Teachers Union (later University Faculty Association). This was the period immediately before and immediately after the union became the collective bargaining agent for The University of Montana faculty. He served on the Executive Board of that faculty organization continuously from 1973-2000. He also served on the Executive Committee of the College of Arts and Sciences for seven years as well as numerous years as a member of the University's Strategic Planning and Budget Committee. He put his technical skills to work on the issue of gender discrimination at The University of Montana, authoring several quantitative analyses of gender differences in pay. In recognition of his commitment to the University service, he was awarded the University's Distinguished Service Award in 1987 and the Faculty Service Award in 1993.

Professor Barrett also lent his technical skills to the State of Montana, serving on the Governor's Economic Development Council from 1983 to 1987, during which time he regularly authored working papers and recommendations for changes in public economic policy.

During his many years on The University of Montana faculty, Professor Barrett was an outstanding faculty leader, a productive scholar, an innovative teacher, and an active and dedicated citizen of the State of Montana.

May 30-June 1, 2007

ITEM 135-1006-R0507

Authorization to Confer the Title of Professor Emeritus of Arts and Humanities upon Dennis J. O'Donnell, Professor of Economics, College of Arts and Sciences; The University of Montana

THAT:

Dennis Jay O'Donnell, in his 30th year of dedicated service to The University of Montana, has merited the commendation of the Board of Regents of the Montana University System, and earned the title of Professor Emeritus of Arts and Humanities.

EXPLANATION:

Dr. Dennis O'Donnell earned his Ph.D. at Pennsylvania State University where he also taught for two years. Upon joining the Department of Economics at The University of Montana in 1974, Professor O'Donnell rose rapidly to the rank of Associate Professor and then Professor. During the 1993-94 academic year, Professor O'Donnell served as the Professor of Modern Asian Studies at the Mansfield Center at The University of Montana.

Professor O'Donnell was a very successful and popular teacher. Through his experience as an active economic consult, Professor O'Donnell was well-known for sharing real-world, up-to-date information with his students. This work was recognized with the John Ruffatto Memorial Award, which is awarded to The University of Montana faculty member who best imparts practical, applicable principles into their classroom presentation.

Dr. O'Donnell's teaching, research, and consulting interests were wide-ranging. He constantly integrated his research into his teaching and he had a deep interest in Eastern and Central Asia. He traveled widely and worked hard to promote international education on campus. He served as co-director of the Central Asian and Caspian Basin Project. In recognition of his outstanding record of service, he was awarded The University of Montana's Distinguished Service to International Education.

The faculty and staff of the Department of Economics are pleased to recommend and strongly support this request for Emeritus Status for Professor Dennis J. O'Donnell.

ITEM 135-1007-R0507

Authorization to Confer the Title of Professor Emeritus of Library Sciences upon Erling Oelz; The University of Montana

THAT:

Erling Oelz, Professor of Library Services, in his thirty-five years of dedicated service to The University of Montana and to the State of Montana, has merited the appreciation and Commendation of the Board of Regents of the Montana University System and has earned recognition as Professor Emeritus of Library Services.

EXPLANATION:

The faculty of the Maureen and Mike Mansfield Library wishes to recommend Professor Erling Oelz for Emeritus status. Professor Oelz retired in December of 2006 after 35 years of teaching at this institution.

Professor Oelz earned his B.A. degree (1963) from Western Michigan University and his M.S. degree in Library Science (1969) from the University of Illinois. He joined the faculty of the Maureen and Mike Mansfield Library at The University of Montana in 1971.

During his years of service at the Mansfield Library, Professor Oelz was committed to offering exceptional service to the campus community and provided leadership in the public service division, as well as leading the library in his role as interim dean, most recently from 2005-2006. Through his work and leadership, he gained the respect and friendship of the faculty and students he served. His professionalism and many contributions to the University are documented in letters of praise, gratitude and congratulations. Professor Oelz received commendations for his success in student advising and was chosen by his faculty peers to serve on the Executive Council of the Faculty Senate. A quote from a colleague describes Professor Oelz as follows: "The combination of Erling Oelz's knowledge and his helpfulness in imparting it, embody the highest standards of librarianship. His scholarship enhances the University's intellectual community."

He is a person that has represented the University and the library profession well throughout his career and will no doubt continue to do so in retirement.

For these accomplishments and for his truly remarkable commitment to students and scholars at The University of Montana in order that they might thrive, the faculty of the Maureen and Mike Mansfield Library recommend without equivocation, the commendation of the Board of Regents and the title of Professor Emeritus of Library Sciences for Erling R. Oelz.

May 30-June 1, 2007

ITEM 135-1008-R0507

Authorization to Confer the Title of Professor Emeritus of Arts and Humanities upon Thomas Michael Power, Professor of Economics, College of Arts and Sciences; The University of Montana

THAT:

Thomas M. Power, Professor of Economics, in his thirty-nine years of service to The University of Montana, has merited the appreciation and commendation of the Board of Regents of the Montana University System, and has earned recognition as Professor Emeritus of Arts and Humanities.

EXPLANATION:

On the occasion of his retirement from the Department of Economics at The University of Montana, the faculty wishes to express its appreciation to Professor Thomas Michael Power for his thirty-nine years of dedicated and valued service to the Economics Department, the University and the people of Montana by recommending that the rank of Professor Emeritus be conferred upon him by the Board of Regents of the Montana University System.

Thomas Power joined the Department of Economics as a lecturer in 1968 and upon completion of his doctorate (at Princeton University), was appointed Assistant Professor in 1971. In 1978, he was promoted to Associate Professor, and in 1980 to Full Professor. Also in 1978, Professor Power was named the Chair of the Economics Department, a position which he continued to occupy through this, his final year. In addition to his leadership in the Economics Department, he served on numerous University committees, taught legions of students in innovative instructional programs such as the Round River Project and the Wilderness Institute, and published extensively. Since 1978, Professor Power has been recognized by the University with nine merit awards acknowledging the quality of his teaching, service, and scholarship.

Throughout his career, Professor Power served as a public intellectual of the highest caliber. He was intensely engaged in contemporary issues of public importance, in particular those involving regional, state and local economic development; natural resources and the environment; and the regulation of public utilities. He published numerous articles on these topics in professional journals and other media, consulted with many organizations involved with these

issues, and provided a widely respected weekly commentary on Montana Public Radio. He also authored four books in which he offered a new and unconventional interpretation of the role of natural resource exploitation and environmental protection in the development of the economy of the American West. These works have been widely read and have transformed public understanding of the economics of a number of vital public policy issues. Although his views have at times raised hackles, his work has been rigorous, outspoken and accessible.

Professor Power brought the same talent and energy to his teaching. Over the years he was involved in a number of innovative courses and teaching experiences. Most notable, perhaps, is his course on the Montana Economy. This is a course for which there is no textbook or template; Professor Power developed the entire content on his own by amassing impressive piles of statistical information, graphs, charts, and texts, constantly updating as the need arose. In the process, he created the most complex and sophisticated understanding of the state's economy available.

January 18-19, 2007

ITEM 134-1011-R0107

Authorization to Confer the Title of Professor Emeritus of History upon Frederick W. Skinner; The University of Montana-Missoula

THAT:

Frederick W. Skinner, Professor of History, in his 33 years of dedicated service to The University of Montana and to the State of Montana, has merited the appreciation and commendation of the Board of Regents of the Montana University System, and has earned recognition as Professor Emeritus of History.

EXPLANATION:

Professor Frederick W. Skinner graduated from Cheyenne Mountain High School in Colorado Springs, CO in 1956. He served four years in the United States Navy as a Communications Technician where he learned the Russian language. In 1964 he graduated Magna Cum Laude with a Bachelor of Arts in History from the University of Colorado. He earned a Masters of Art in History and a Certificate from the Russian Institute at Columbia University in 1966. For two years he was Associate Foreign Affairs Editor at Facts on File, Inc., in New York. In 1968 he began doctoral studies at Princeton University and ultimately wrote a dissertation entitled "The Building of Odessa: Urban Modernization in Tsarist Russia, 1789-1892."

Dr. Skinner received his Ph.D. from Princeton in 1973 and joined the faculty of the UM History Department the same year. He taught Russian history, Eastern European history, "The City as History," and Modern European history. Students responded warmly to his comprehensive presentations complete with sights, sounds, and artifacts from his many travels in the area. Skinner became an Associate Professor in 1977, received tenure in 1979, and was promoted to Full Professor in 2005.

Professor Skinner served on all departmental and many university committees. He is most proud of his service on the Montana Committee for the Humanities (1996-99; Chair, 1999), and as a member of its Speakers Bureau. Most recently, he has focused his scholarly activities on the study of the reception of music (Beethoven) throughout history, offering a course "Beethoven: Man and Music."

Professor Skinner has provided significant contributions to the Department of History, The University of Montana, and the profession. He warrants recognition for his accomplishments and service with the title of Professor Emeritus of History.

January 18-19, 2007

ITEM 134-1012-R0107

Authorization to Confer the Title of Professor Emeritus of German upon Dennis McCormick; The University of Montana-Missoula

THAT:

Dennis McCormick, Professor of German, in his 34 years of dedicated service to The University of Montana and to the State of Montana, has merited the appreciation and commendation of the Board of Regents of the Montana University System, and has earned recognition as Professor Emeritus of German.

EXPLANATION:

Professor McCormick received his baccalaureate degree in German from Portland State University in 1964 and his Masters of Art in Foreign Languages from Washington State University in 1966. He studied German Language and Literature at the Freie Universität of Berlin (1967-8) before the award of his Ph.D. in Germanic Languages at the University of Texas, Austin in 1972.

Dr. McCormick joined the faculty of The University of Montana in 1972. He served as Head of the German Section, Department Chair for five years, and as a member of the Faculty Senate, the Faculty Senate Executive Committee, and as Chair of the Faculty Senate. Dr. McCormick has been actively involved in the Missoula Cultural Council's subcommittee on German sister-city relations, the Montana Committee for the Humanities, the Pacific Northwest Conference on Foreign Languages, the Montana Association of Language Teachers, the American Association of Teachers of German, and the German Studies Association.

Professor McCormick has been the technology consultant and liaison for the Department of Modern and Classical Languages and Literatures since 1997 and has also directed the International Language Laboratory.

Professor McCormick has provided significant contributions to the Department of Modern and Classical Languages and Literatures, The University of Montana, and the profession. He warrants recognition for his accomplishments and service with the title of Professor Emeritus of German.

ITEM 135-1013-R0507

Authorization to Confer the Title of Professor Emeritus of Psychology upon David A. Strobel; The University of Montana

THAT:

David A. Strobel, in his thirty-fourth year of dedicated service to The University of Montana, has merited the appreciation and commendation of the Board of Regents of the Montana University System and has earned the title of Professor Emeritus of Psychology.

EXPLANATION:

Professor David A. Strobel earned his Ph.D. in 1972 from the University of Montana—Missoula. He joined the faculty of the Department of Psychology in 1973. Over the next 24 years, Professor Strobel taught a wide variety of undergraduate and graduate courses in experimental psychology that focused primarily on his specialization in comparative psychology and behavioral biology. Throughout this period, Professor Strobel also served as the Director of the University of Montana's Primate Laboratory, an important research facility that housed over a hundred Rhesus monkeys at any one time. He was a dedicated teacher and mentor to scores of undergraduate and graduate student researchers, many of whom obtained their advanced degrees under his guidance, and are now professors in their own right. Dr. Strobel is well-known for his dynamic teaching style and his innovative accomplishments in research.

Professor Strobel also served as the Chair of the Department of Psychology for nine years (1980-1989), a period in the history of the department that was marked by constant change and improvement. Professor Strobel's effectiveness in leading and administering this large and central department led to his appointment as Associate Graduate Dean in 1990, and as the University's Graduate Dean in 1997. Over these past sixteen years, Dean Strobel has focused on expanding the University's graduate offerings, on upgrading the functioning of the Graduate School itself, and on insuring the health and vitality of all graduate programs. Dean Strobel has also been very effective in establishing the University's innovative interdisciplinary graduate programs that lead to advanced degrees.

Over the past thirty-four years, Professor Strobel has continuously shown his dedication to his discipline, to the causes of quality education and diversity, and to the University of Montana as a whole.

The Department of Psychology is pleased to recommend that Professor David A. Strobel be awarded Emeritus status.

May 30 – June 1, 2007

ITEM 135-1601-R0507

Authorization to Confer the Title of Professor Emeritus of Art upon Barney P. Brienza; The University of Montana-Western

THAT:

Upon the occasion of the retirement of Professor Barney P Brienza from the faculty of The University of Montana-Western, the faculty wishes to express its appreciation for his thirty-six years of dedicated and valued service to the University by recommending that the rank of Professor Emeritus of Art be conferred upon him by the Board of Regents of the Montana University System.

EXPLANATION:

Professor of Art Barney Brienza joined the faculty at The University of Montana Western in 1971. He received his B.A. and M.A. in Art at Western New Mexico University.

During his long and distinguished career at Montana Western Mr. Brienza has served his students, campus, and profession in a variety of ways. Mr. Brienza was hired to teach Sculpture, Clay, Crafts, and Art History. In addition, and under his own initiative, Mr. Brienza introduced and taught Glass Blowing, Stained Glass, Artist Blacksmithing, and Jewelry, building many of the tools and equipment himself. He has led numerous art study tours for students to Europe, Mexico, and the American Southwest. Mr. Brienza has served on countless campus committees, including General Education, Tenure and Promotion, and as an elected member of the Faculty Senate. In addition Mr. Brienza has served terms as the Chair of the Division of Humanities, the Chair of the Fine Arts Department, and as the program trustee for the Mary Baker Emerick Art Endowment. Outside of the Montana Western campus Mr. Brienza has served as an Art Program reviewer for regional accrediting organizations. He has given numerous workshops and demonstrations in Clay, Glass Blowing, and Blacksmithing throughout the Western United States. In 1989 he participated in a faculty exchange with Sturt University in Wagga Wagga, Australia. In the arts Mr. Brienza has exhibited his artwork widely in both juried and invitational exhibits and sells his work at commercial galleries in Wyoming and Utah. In 1997 he was invited to exhibit in the prestigious Montana Governor's Culture Foundation Art Show in Helena.

Throughout his career at The University of Montana Western Mr. Brienza has served the campus and the community with distinction. His dedicated service has earned him the respect of his students, colleagues, and professional associates.

May 30 – June 1, 2007

ITEM 135-1602-R0507

Authorization to Confer the Title of Professor Emeritus of Business/ Economics upon William C. O'Connor; The University of Montana-Western

THAT:

Upon the occasion of the retirement of Professor William C. O'Connor from the faculty of The University of Montana-Western, the faculty wishes to express its appreciation for his thirty-one years of dedicated and valued service to the University by recommending that the rank of Professor Emeritus of Business/Economics be conferred upon him by the Board of Regents of the Montana University System.

EXPLANATION:

William O'Connor received his bachelor's degree from Montana State University in 1958. He then accepted a position as a civil engineer with the Montana Highway Department where he worked until 1963. His interest in economics then led him to complete a Master's degree at The University of Montana in 1964, where he held the Gordon S. Watkins Graduate Fellowship. He later accepted a YPO Fellowship in Economics Education at the University of Minnesota before completing his Ph.D. at the University of Colorado in 1974.

Dr. O'Connor came to The University of Montana-Western (then Western Montana College) in 1976 after working for Emporia State University, the Colorado Department of Education, the University of Minnesota, and the University of Missouri-Columbia.

Throughout his 31 year career at The University of Montana-Western, William O'Connor has served UMW and the community with distinction. His dedicated service has earned him the respect of his students, colleagues and professional associates. Dr. O'Connor has always been a team player, putting the welfare of the University and his department ahead of his own aspirations. Bill always sees the best in others, working hard to mentor and support his colleagues, not only personally, but through campus committees such as tenure and promotion and the faculty senate.

True to his training in economics, finance and quantitative analysis, he pursues a vision of continual quality improvement, focusing on strengthening those around him in

a quiet, but persistent fashion. The research he has conducted has contributed to a number of fields: city and regional planning, economic education, effectiveness of teaching, and service learning, to name a few. He has been honored with three meritorious teaching awards from The University of Montana - Western.

Dr. O'Connor is a quiet leader. He was instrumental in developing the business and technology department at UMW and has made the business internship program, required of all business students, an integral component of the business degree program. He is also active in the community through his many volunteer commitments and as a result he has become very well known in the region and the State, all of which reflect so positively on the University.

May 30 – June 1, 2007

ITEM 135-2001-R0507

Authorization to Confer the Title of Professor Emeritus of Architecture upon Ferdinand S. Johns; Montana State University- Bozeman

THAT:

Upon the occasion of the retirement of Ferdinand S. Johns from the faculty of Montana State University, the Board of Regents wishes to express its appreciation for his service to the University, the Montana University System, and the people of the State of Montana.

EXPLANATION:

Professor Ferdinand S. Johns joined the faculty at Montana State University in fall, 1992. He had previously taught at the University of Maryland and the University of Oklahoma. Professor Johns has an undergraduate degree from Hamden Sydney College, a professional degree from the University of Virginia and a graduate degree from Columbia University. He is a registered architect in four states and has been recognized for numerous professional accomplishments. These include fifteen design awards from the American Institute of Architects, three national design competition awards, two first place awards for invited competitions and numerous other community and governmental citations for design excellence. Since arriving at the School of Architecture at Montana State University, Professor Johns has won numerous teaching awards. These include the President's Excellence in Teaching Award, the President's Award for Excellence in Service Learning Award and the highest award offered by the Association of Collegiate Schools of Architecture: the ACSA Distinguished Professor Award.

Professor Johns initiated outstanding and innovative curricular programs throughout his tenure at Montana State University. These included areas in studio design, urban design and service learning. His initiatives have been suggested as national models and been recognized for excellence by both the profession and the academy. However, Professor Johns is most noted for his passion and commitment to excellence in both architecture and education.

He won the AIA National Honor Award for Regional and Urban Design in 2006, has placed well in major national urban design competitions, has presented scholarly papers internationally, has had several articles and book chapters published and has been elected to the International Making Cities Livable Board of Directors. He and others lead the design and production team for a new Master Plan for Montana State University.

Professor Ferdinand S. Johns has clearly demonstrated his commitments to quality in teaching, research, administration and public service. He has served as an outstanding faculty member and leader within the School of Architecture and Montana State University.

For these and other contributions, the Board of Regents of Higher Education is pleased to confer upon Ferdinand S. Johns the rank of Professor Emeritus of Architecture at Montana State University and wishes him well for many years in the future.

May 30-June 1, 2007

ITEM 135-2002-R0507 **Authorization to Confer the Title of Professor Emeritus of Economics Upon Charles H. Rust; Montana State University-Bozeman**

THAT: Upon the occasion of the retirement of Charles H. Rust from the faculty of Montana State University, The Board of Regents wishes to express its appreciation for his service to the University, the Montana University System, and the people of the State of Montana.

EXPLANATION: Beginning in 1963, Professor Rust has worked as Extension Economist and Agricultural Economist in the Department of Agricultural Economics, as Associate Director of Extension, and as Interim Dean and Director of Extension at Montana State University in Bozeman. Dr. Rust retired in 1998. In addition to his work at MSU, he has also served on special assignments for the Extension Service in Poland and Bulgaria. His work on the Polish/American Extension Program earned him an ES/USDA Award for Service in 1992. From 1970-1987, Dr. Rust was the State Program Coordinator for Agriculture and Natural Resources for the Extension Service at MSU. He was also a Grain Marketing and Transportation Specialist for the Federal Extension Service during 1969-1970. He has been listed in *Who's Who in Finance and Industry* (1977) and *Who's Who in the West* (1972).

Professor Rust is a widely published author and speaker on agricultural economics issues. He has written 69 extension and research bulletins, 89 articles in agriculture journals and magazines, and 67 newsletters and conference proceedings. He is also the author of 3 books. In 2005 he published "No Money, No Postage, No Secretary: An Early History of the Montana Grain Growers Association and The Montana Wheat Research and Marketing Committee." He published "Agricultural Extension in Central and Eastern Europe" in 1995, and in 1994 he contributed to a chapter of the book, "Privatization of Agriculture in New Market Economies: Lessons from Bulgaria."

In summary, Charles Rust served Montana State University well by combining his excellent knowledge of agricultural economics issues with his skill in Extension administration as a means to increase understanding of critical agricultural

ITEM 135-2002-R0507 Continued

issues and to communicate his unique knowledge to stakeholders in Montana. His work ranges from the local to the national and international, and he continues to be actively involved in communicating his knowledge through his volunteer work in Ethiopia, Kenya, and Macedonia.

For these and other contributions, the Board of Regents of Higher Education is pleased to confer upon Charles H. Rust the rank of Professor Emeritus of Economics at Montana State University and wishes him well for many years in the future.

May 30-June 1, 2007

ITEM 135-2003-R0507

Authorization to Confer the Title of Professor Emeritus of Engineering Mechanics upon Robert L. Brown; Montana State University – Bozeman

THAT:

Upon the occasion of the retirement of Robert L. Brown from the faculty of Montana State University, the Board of Regents wishes to express its appreciation for his service to the University, the Montana University System, and the people of the State of Montana.

EXPLANATION:

Dr. Brown received his Ph.D. in Theoretical & Applied Mechanics from the University of Illinois in 1969. Prior to earning his PhD, he earned BS and MS degrees in Aeronautical and Astronautical Engineering from the University of Illinois. He began work at MSU as an Assistant Professor advancing to the rank of Associate Professor in 1975, and Professor in 1980.

Dr. Brown, along with Dr. Ted Lang, built a graduate and research program in mechanics at MSU. The research program investigated snow, ice and avalanche mechanics. This program, in conjunction with Drs. Charles Bradley and John Montagne from Earth Sciences, quickly acquired an international reputation. Over 30 years this research group was awarded more than 40 research grants and published over 300 papers. In addition, 10 PhD students and numerous MS students graduated under this program. This research program is still actively moving forward at MSU.

In addition to serving MSU in an instructional and research capacity, Dr. Brown served as the Graduate Dean at MSU from 1991 to 1997.

For these and other contributions, the Board of Regents of Higher Education is pleased to confer Robert L. Brown the rank of Professor Emeritus of Engineering Mechanics at Montana State University and wishes him well for many years in the future.

ATTACHMENTS:

May 30 – June 1, 2007

ITEM 135-2004-R0507

Authorization to Confer the Title of Professor Emeritus of Mechanical Engineering upon Jay Conant; Montana State University – Bozeman

THAT:

Upon the occasion of the retirement of Jay Conant from the faculty of Montana State University, the Board of Regents wishes to express its appreciation for his service to the University, the Montana University System, and the people of the State of Montana.

EXPLANATION:

Professor R. Jay Conant has had a distinguished career as an engineer in the aerospace industry and in engineering education. He received his BS degree in Aircraft Maintenance Engineering from Saint Louis University's Parks College of Aeronautical Technology (1967), and MS (1972) and Ph.D. (1981) degrees in Mechanical Engineering and Applied Mechanics, respectively, from The University of Connecticut. He held engineering positions at The Boeing Company in Seattle, WA (1967-1968) and Pratt & Whitney Aircraft in East Hartford, CT (1968-1976) prior to joining the Mechanical Engineering faculty of Montana State University in 1981.

During his 25 year career at MSU, Dr. Conant rose through the academic ranks to the position of Professor of Mechanical Engineering. While at MSU, Dr. Conant was actively engaged in teaching, research, and service. He is author or co-author of 24 refereed journal articles or conference papers and is the co-author of the book *Advanced Mechanics of Materials* (Oxford University Press, 2003). He also served as Interim Department Head in the Department of Mechanical & Industrial Engineering.

Dr. Conant has been named Mechanical Engineering Professor of the Year twice, and has been honored to receive nine MSU and Bozeman Chamber of Commerce Awards for Excellence. Students working with Dr. Conant have received several awards for their work. At the national level these include a first place award in the ASME Old Guard Contest, and three Easter Seal Design Contest winners; at the university level these include, the Sigma Xi Undergraduate Research Award, and the Undergraduate Scholars Conference College of Engineering winner.

For these and other contributions, the Board of Regents of Higher Education is pleased to confer upon Jay Conant the title of Professor Emeritus and wishes him well for many years in the future.

May 30 – June 1, 2007

ITEM 135-116-R0507

Approval of Tentative Agreement with International Union of Operating Engineers

THAT:

The Montana Board of Regents approves the labor agreement between the Montana University System and the International Union of Operating Engineers covering employees at Montana State University, University of Montana, Montana Tech, and University of Montana – Western.

EXPLANATION:

See attached memo from Kevin McRae, director of labor relations and human resources.

ATTACHMENTS:

Memo and Agreement

ITEM 135-116-R0507

TO: Montana Board of Regents

FROM: Kevin McRae, Director
Labor Relations and Human Resources

RE: Approval of Tentative Agreement with International Union of Operating Engineers

DATE: May 30 – June 1, 2007

Attached is a summary of the tentative agreement reached with the International Union of Operating Engineers. This bargaining unit consists of facilities maintenance staff at the campuses in Missoula, Dillon, Butte, and Bozeman.

The agreement includes:

- Wage increases averaging no greater than 3.6% in October 2007 and October 2008.
- Annual increases of 6% in the employer's contribution toward health insurance.
- Improved language for recruitment pay exceptions.
- Term: The agreement expires June 30, 2009.

I recommend approval of the tentative agreement.

ITEM 135-116-R0507

Agreement between the Montana University System and International Union of Operating Engineers covering certain employees at MUS campuses in Missoula, Dillon, Butte, and Bozeman

The parties agree to revise the labor agreement in the following manner:

Compensation:

Effective July 2007, the 10-year longevity increment shall increase from 1.5% of base salary to a new rate of 2% of base salary, consistent with the state employee compensation statute.

Effective October 1, 2007, members of the bargaining unit hired on or before September 30, 2007, shall receive a base wage increase of 3.6%.

Effective October 1, 2008, members of the bargaining unit hired on or before September 30, 2008, shall receive a base wage increase of 3.6%.

For insurance-eligible employees, an increase in the employer's premium contribution from the current rate of \$557 per month to a new rate of \$590 in July 2007; and from \$590 to \$626 in July 2008.

Term:

Revise the dates in the contract to reflect the new term ending June 30, 2009.

Pension letter:

Same language as IUOE's letter with the Department of Administration.

Prescription safety glasses:

The director of labor relations will coordinate a review of current procedures for reimbursements and replacement of prescription safety glasses.

Bozeman:

- Review of position descriptions to ensure accuracy.
- BANNER system computation of leave – verify that leave is computed at the correct accrual rate.
- Any local-level letters of understanding jointly signed by MSU and management members to be reviewed by the bargaining agents.

Missoula:

- MOU stipulating that if Maintenance Supervisor IV position is reinstated, management will notify labor, and the parties will confer. If both parties agree the

position is appropriate for inclusion in the bargaining unit, the position shall be included. If the parties do not reach agreement, the appropriate remedy for a final determination shall be the unit clarification process before the Board of Personnel Appeals.

Butte:

- Resolution on protective clothing / uniform issue (two shirts per year).
- Reclassification of Stationary Engineer I to Maintenance Engineer I; Maintenance Engineer I to Maintenance Engineer II; contingent upon understanding that engineers shall work independently, where appropriate.

Dillon:

- Reclassification of Maintenance Engineer I to Maintenance Engineer II, effective July 1, 2007.

May 30 – June 1, 2007

ITEM 135-117-R0507

**Approval of Tentative Agreement with Teamsters Local 2;
MSU-Bozeman**

THAT:

The Montana Board of Regents approves the labor agreement between the Montana University System and the Teamsters Union Local 2 covering employees at Montana State University in Bozeman.

EXPLANATION:

See attached memo from Kevin McRae, director of labor relations and human resources.

ATTACHMENTS:

Memo and Agreement

ITEM 135-117-R0507

TO: Montana Board of Regents

FROM: Kevin McRae, Director
Labor Relations and Human Resources

RE: Approval of Tentative Agreement with Teamsters Union Local 2

DATE: May 30 – June 1, 2007

Attached is a summary of the tentative agreement reached with the Teamsters Union. This bargaining unit consists of support staff at Montana State University in Bozeman.

The agreement includes:

- Wage increases averaging no greater than 3.6% in October 2007 and October 2008.
- Annual increases of 6% in the employer's contribution toward health insurance.
- Improved language for recruitment pay exceptions.
- Term: The agreement expires June 30, 2009.

I recommend approval of the tentative agreement with the Teamsters Union.

ITEM 135-117-R0507

Agreement between the Montana University System and Teamsters Union Local 2 covering certain employees at Montana State University in Bozeman

The parties agree to revise the labor agreement in the following manner:

Term

The contract runs July 1, 2007, through June 30, 2009.

Assignment to higher classification

Article XIII, Section H

Replace the last two sentences with this language: "When an employee is assigned the duties and responsibilities of the higher graded position for eight (8) or more consecutive hours the employee will receive the higher wage. The employee will return to his or her former position and salary at the end of the temporary promotion."

General pay raises

All members of the bargaining unit shall receive:

- A base wage increase of 3.6% effective October 1, 2007; and a base wage increase of 3.6% effective October 1, 2008.
- For eligible employees, an increase in the 10-year longevity increment from the current rate of 1.5% of the base wage to a new rate of 2%.
- For insurance-eligible employees, an increase in the employer's premium contribution from the current rate of \$557 per month to a new rate of \$590 in July 2007; and from \$590 to \$626 in July 2008.

"Me-Too" provision

If any other bargaining unit of the Montana University System settles for general pay raises of larger than 3.6% in either year of the term of this agreement, the Employer agrees to negotiate similarly with the Teamsters over the subject of wages.

Pay exception memo

A current memorandum of understanding says: "It is understood a recruitment exception may be implemented under the pay plan rules which allow the Employer to hire a new employee in the bargaining unit at a salary higher than the entry rate. In such an event, all existing employees in the same classification and grade shall receive the same cent per hour increase."

The employer proposes the following language to replace the language above: "It is understood that adjustments for recruitment and retention may be implemented under the guidelines of the Montana University System Staff Compensation Plan. The Employer shall consult the bargaining agent prior to the implementation of proposed pay adjustments in accordance with the pay plan guidelines."