



MONTANA UNIVERSITY SYSTEM
Office of the Commissioner of Higher Education

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AGENDA
Montana Board of Regents Meeting
Capitol Building Room 317
Thursday, January 10, 2008

Park Plaza Hotel – Rimini Room
Friday, January 11, 2008

Meetings are open to the public with opportunity for public comment.

Thursday, January 10

- 8:30 – 11:30 Board of Education Meeting.
Capitol Room 317.
- 2:00 Board of Regents Business Meeting.
Capitol Room 317.
- 2:05 Roll Call, Approval of Minutes, and Introductions.

ACTION

Staff Appeal.

CONSENT

ADMINISTRATIVE / BUDGET ITEMS

- a. Revise Policy 803.2, Optional Retirement Program. ITEM 138-101-R0108
- b. Grant Access Easement to Barnard Land and Livestock, LP on the Ft. Ellis Research Center; Montana Agricultural Experiment Station, Montana State University. ITEM 138-2003-R0108
- c. Approve Montana Rural Physician Incentive Program Applicants. ITEM 138-104-R0108

STAFF AND COMPENSATION

Staff Items

- a. UM-Missoula. ITEM 138-1000-R0108
- b. UM-Western. ITEM 138-1600-R0108
- c. MSU-Bozeman. ITEM 138-2000-R0108
- d. Professor Emeritus of Statistics: Kenneth J. Tiaht; MSU-Bozeman. ITEM 138-2001-R0108
- e. Professor Emeritus of Microbiology: Jim Cutler; MSU-Bozeman. ITEM 138-2002-R0108
- f. Professor Emeritus of Business: Roger Barber; MSU-Northern. ITEM 138-2801-R0108

- g. Associate Professor Emeritus of Computer Information System: Roger Stone; MSU-Northern. ITEM 138-2802-R0108

Labor Agreements/Other

- a. MSU-Northern Faculty. ITEM 138-102-R0108
- b. UM-Missoula College of Technology Faculty. ITEM 138-103-R0108

PUBLIC COMMENT

2:15

PLANNING and DISCUSSION

- a. Enrollment Projections and Strategies
- b. Two-Year Education: Strategic Planning Process
- c. Campus Biennial Budget Initiatives – Preliminary

4:45

EXECUTIVE SESSION

Consideration of Honorary Doctorates; MSU-Bozeman.

5:00

Recess

Friday, January 11

8:00 – 11:30

Planning Meeting & Conversation continued.
Park Plaza Hotel – Rimini Room.

11:30 – 2:00

Meeting of Community College Presidents and Trustees, Regents, and OCHE Senior Staff. Lunch by invitation at Park Plaza Hotel, Rimini Room.

Other than the meeting starting time, 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.

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MONTANA UNIVERSITY SYSTEM

Board of Regents

MINUTES Montana Board of Regents Regular Meeting

November 15-16, 2007

Thursday, November 15, 2007

The meeting convened at 1:10 PM

Roll Call indicated a quorum present a.

Regents Present: Lynn Hamilton chair, Steve Barrett vice chair, Todd Buchanan, Clayton Christian, Lila Taylor, Janine Pease, Kerra Melvin, Superintendent Linda McCulloch *ex officio*, and Sheila Stearns *ex officio*. Policy Advisor for Education Jan Lombardi represented Governor Schweitzer *ex officio*.

Regents Absent: None

APPROVAL OF MINUTES

Motion by Regent Barrett to Approve the September, 2007 minutes approved unanimously.

Motion by Regent Pease to approve the October 16, 2007 Conference Call minutes approved unanimously.

President Gamble provided a preview of their TV ads highlighting students. He indicated they also had radio spots that would be aired. He introduced Kirk Miller, Superintendent of Bozeman Public Schools, and member of the Montana Board of Public Education.

Commissioner Stearns introduced Kathy Crego, who is taking the lead in the search for a new Deputy Commissioner for Academic Affairs. Ms. Crego requested everyone to provide her with names of those they would consider to be good candidates for the position.

SYSTEM ISSUES

ACTION

Policy 301.5.5, Approval of Policy to Identify Equivalent Courses. **ITEM 137-107-R1107**

Discussion highlights:

- Restructuring Part II, 1995, had recommended common-course numbering, but it was not implemented apparently due to lack of resources
- Common-course numbering of courses is not an end in itself
- The initiative hinges on the expectation of significantly similar outcomes in courses, regardless of teaching styles
- Following this expectation, common numbering of the most frequently taken and transferred courses will simplify transfer for students and advisors
- Faculty must play a key role in the process

UM Provost Royce Engstrom commented on his experience with common-course numbering in South Dakota. He recommended that the policy recognize and address primarily equivalency (which he thought the policy does), that the councils focus on foundational skills courses, that there be a fairly formal annual review process in place, and the scope be limited to "frequently transferred" courses.

Motion by Regent Barrett to approve **ITEM 137-107-R1107** passed unanimously with the following considerations and amendment to the Policy adding that equivalency will be periodically reviewed (§ 1. a.)

INFORMATION

- a. SB 16 update (Changed to Legislative Referendum 118) (6 mill levy)
Commissioner Stearns announced that the Secretary of State has assigned a referendum number (LR 118) to the 6 mill levy referendum for support of the university system. She noted that a ballot issue committee is being organized and will hold an exploratory meeting on Saturday, November 17, on the MSU-Bozeman campus (at

the committee's expense). She stated that two Montana business leaders have agreed to serve as co-chairs of the committee: Larry Simkins, CEO of Washington Corporation, and Sherry Cladouhos, CEO of Blue Cross/Blue Shield of Montana. Catherine Swift, Chief Legal Counsel, explained the restrictions on state employee activity in legislative ballot issues and candidate races.

c. Enrollment Update – *Item c. was taken out of order due to schedule revisions*

Associate Commissioner Tyler Trevor reported that although Montana is at the cusp of a projected decline in enrollment over the next ten to twenty years, the 2007 fall census is the higher-ever fall enrollment for the Montana University System. Most of the growth is in the two year system which includes the community colleges.

DISCUSSION

Governor Schweitzer arrived at the meeting at 2:45 p.m.

c. Collaboration with K-12, and Kindergarten to College update – *Taken out of order*

The Governor addressed issues related to the so-called Generation Y, which is the first generation in several to be "we" oriented. His points were:

- They are accustomed to collaboration, and they are aggressive in seeking information.
- If educational institutions do not react quickly to their needs, they will find the information they want somewhere else in the world using the web.
- The Governor urged higher education to create a model that stays in front of these young people, which is digitally interactive and accessing information at any given moment
- He urged K-12 leaders to let students obtain dual credit without imposing unnecessary barriers.

Bozeman Superintendent Kirk Miller and Steve Meloy, Executive Director of the Board of Public Education, expressed concern over licensure of college faculty to teach dual credit courses. Regent Barrett commented that taking two years to settle that issue defeats the flexibility recommended by the Governor.

Chair Hamilton noted the arrival at the meeting of State Senator Bob Hawks of Bozeman.

a. Student Loan Program issues.

Vice Chair Barrett reported that the task force charged by Regent Hamilton to make recommendations on the board's connection to and communications with the Montana Higher Education Assistance Corporation (MHESAC), is making progress on the issue raised by the Governor's Office and Regent Hamilton. Regent Barrett, on behalf of the task force, will prepare a report for the next board meeting.

Superintendent McCulloch reported that the Office of Public Instruction (OPI) has identified the qualifying areas of teacher shortages for the Quality Educator Loan Assistance Program approved in the last legislative session. OPI will verify and prioritize the applications for assistance and then present them to the Commissioner for processing.

b. Summary of Listening Sessions.

Commissioner Stearns summarized the results of the 2007 fall listening tour taken by her and at most sites, Associate Commissioner Mick Robinson, and significantly, with at least one regent present at each of 48 sessions at 18 sites around the state. She stated that the comments were diverse, but that one underlying theme was a more coherent, well-understood delivery of two-year education statewide. The Commissioner and staff will present additional analysis and conclusions to inform the board's planning decisions for the 2011 biennium.

d. Employee Recruitment and Retention follow-up – PEPB (Post-secondary Education Policy and Budget Committee). Kevin McRae, MUS Director of Human Resources and Labor Relations, reported staff has the opportunity on December 13 to make a presentation to the PEPB on MUS issues identified by a task force that affect recruitment and retention.

INFORMATION continued

b. Campus Reports. (Also see written reports)

- Voluntary System of Accountability *College Portrait*.

UM President George M. Dennison demonstrated electronically the "VSA College Portrait" developed by the higher education organizations such as the National Association of Universities and Land Grant Colleges (NASULGC). Um-Missoula is serving as a demonstration site, and has partially completed the required information. The project still plans to add a calculator to the site, giving a student a very good idea of financial

aid available, and the costs to attend. Although labor intensive, the cost for the program is relatively inexpensive. The intention is for adoption by most colleges and universities in the country. Regent Pease inquired about outreach to the Council of Independent Colleges for possible adoption of the same template. President Dennison replied that is the intention of NASULGC.

Regent Hamilton inquired about reporting of campus safety and security data, and how or if it relates to reporting recent arrests of several student-athletes at UM. President Dennison responded:

- UM has a committee charged to deal with any campus incident and how to report it to the public
- Committee immediately begins proceedings under the Student Code of Conduct. If it determines there is risk or threat to the campus, the student is suspended.
- Recruiters apply the same academic personal standards to athletes as to all other students.
- Only felonies show up on law-enforcement background checks.
- UM maintains a high level of academic progress for athletes and has not/will not lost athletic scholarships based on academic performance.
- UM will expand its mentoring program for student-athletes.
- The presidents review these issues and related challenges with the commissioner, with other campuses and community leaders, and at a national level. Student success and good citizenship are high priorities. Bench marks will be reviewed for adequacy, and changed if necessary.
- Although the recent arrests in Missoula are very serious, it appears that athletes are scrutinized more closely than non-student athletes who are arrested for similar offenses.

Regent Hamilton charged Commissioner Stearns and Presidents Dennison and Gamble to return to the board with information that would help the board make sure it is asking the right questions and getting the best information to make the campuses and communities safe places for students and citizens. She requested a report at the January 2008 meeting of the board.

Regent Buchanan requested detailed measurements for screening, indicating the high concentration and visibility of incidents gives the public the right to inquire. He noted that the concern in his community, Billings, has been very high, and members of the public have raised many questions to him as a member of the board. The progress of the campuses in recruiting good students and good citizens must be constantly evaluated.

President Dennison mentioned that Professor Steve Running was honored as a member of the committee of scientists recently honored with a Nobel Peace Prize, along with former vice president Al Gore, for their work studying and publicizing global climate changes.

Chancellor Gilmore reported that Dr. Marisa Pedulla has been chosen as the Montana Professor of the Year by CASE (Council for Advancement and Support of Education).

d. Meeting Schedule and locations for 2008 / 2009.

Commissioner Stearns will call the Regents to check availability to extend the January 10 meeting into January 11, 2008.

CONSENT

- a. Appointments to the Fire Services Training Advisory Council. **ITEM 137-2002-R1107**
- b. Appointments to Local Executive Boards. **ITEM 137-111-R1107**

Motion by Regent Melvin to approve all Consent Items passed unanimously.

The meeting recessed at 5:05 p.m.

Friday, November 16, 2007

The meeting reconvened at 8:40 a.m.

COMMITTEE REPORTS AND ACTION

ACADEMIC AND STUDENT AFFAIRS

ACTION

The chair requested public comment prior to action on each item throughout the meeting. Unless noted, no comment was received.

- a. Revisions to Policy 301.10, General Education Block Transfer Policy. **ITEM 137-101-R1107**
- b. Revisions to Policy 303.3, Program Review, to eliminate the section on "underutilized" programs. **ITEM 137-102-R1107**

Committee Motion by Regent Hamilton approved unanimously.

- c. Composition Placement, a new policy for the Montana University System. **ITEM 137-104-R1107**

Regent Hamilton moved approval of Item c. and Regent Barrett seconded.

- Regent Pease expressed concern that the policy could be a discouraging barrier for American Indian students. She read a letter of concern and opposition from Mr. Larry Blacksmith, an officer of the Montana Indian Education Association.
- Superintendent McCulloch indicated several concerns she has with the policy, but stated the K-12 community will follow it if approved by the board.
- Regent Barrett indicated Items a., b., and c. do not create anything new, but rather clarify and simplify for students, advisors, and what currently happens on campuses.

Motion approved 6-1 with Regent Pease voting against.

- d. Revisions to Policy 301.15, Mathematics Proficiency Admissions Standards for Four-Year Programs, to set a proficiency standard that allows for provisional admissions. **ITEM 137-105-R1107**

Motion by Regent Hamilton for approval of Item d., seconded by Regent Taylor passed 5-2 with Regents Pease and Christian voting against.

- e. Remedial Coursework, a new policy for the Montana University System. **ITEM 137-106-R1107**

Committee Motion by Regent Hamilton for Approval of Item e.

Discussion centered on whether remedial courses should count toward graduation and the cost of these courses to students under the new policy. Jan Clinard, Director of Academic Initiatives for OCHE, clarified that except for credits earned under a Governor's Scholarship, remedial courses are approved classes authorized by the campus. They do qualify for financial aid if the student is making progress under financial aid guidelines. MSU Provost Dave Dooley argued that remedial course credits should count toward graduation. Regent Barrett stated his belief that allowing remedial credits to count toward graduation devalues the college degree. UM President George M. Dennison agreed. Montana Tech Chancellor Frank Gilmore noted that allowing elective credits for remedial courses would require increasing the allowable hours in a program, and UM President Dennison noted that board policy currently prohibits remedial coursework at the four-year campuses. Governor's Policy Advisor for Education Jan Lombardi noted that adult education programs and some community colleges offer remedial courses without charging tuition.

Motion passed 4-3 on a roll call vote with Regents Melvin, Pease, and Taylor voting against. The Board expects regular reports showing the number of students taking remedial courses, and the average number of credits being taken.

Level II Items

- f. Center for Native Health Partnerships, Montana State University-Bozeman. **ITEM 136-2005-R0907**
- g. Astrobiology and Biogeocatalysis Research Center, Montana State University-Bozeman. **ITEM 136-2006-R0907**
- ~~h. The Energy Institute, Montana State University-Bozeman. **ITEM 136-2002-R0907**~~

President Gamble withdrew Item h. from the Agenda.

- i. ~~Certificate in Practical Nursing and Associate of Applied Science degree in Registered Nursing, Associate of Applied Science degree in Practical Nursing and an Associate of Science degree in Registered Nursing, Montana State University-Billings College of Technology. **ITEM 136-2703-R0907**~~
- ~~j. Associate of Applied Science degree in Power Plant Technology, Montana State University-Billings. **ITEM 136-2705-R0907**~~

Chancellor Sexton withdrew Item j. from the agenda.

- k. Associate of Applied Science degree in Medical Billing and Coding, Montana State University-Great Falls College of Technology. **ITEM 136-2853-R0907**
- l. Certificate of Applied Science in Computer Server Administration, Montana State University-Great Falls College of Technology. **ITEM 136-2855-R0907**
- m. Undergraduate Honors Program, Montana Tech of The University of Montana. **ITEM 136-1503-R0907**
- n. Associate of Applied Science degree in Welding Technology, The University of Montana-Helena College of Technology. **ITEM 136-1905-R0907**

Committee Motion by Regent Hamilton to approve Items f., g., i. with title change, and k. – n. approved unanimously.

INFORMATION

Regent Hamilton summarized the following reports presented in committee.

- a. Academic Program Review reports for 2006 – 2007.
- b. Diversity Report, Montana University System – DEFERRED.
- c. Indian Education for All, the tribal histories project.
- d. Update on Practical Nursing program at Flathead Valley Community College.

CONSENT

Level I memorandum.

Committee Motion by Regent Hamilton to accept the Level I memorandum passed unanimously.

WORKFORCE, RESEARCH AND ECONOMIC DEVELOPMENT

INFORMATION

- b. Protein-based Materials for Energy Production and Medicine: Transitioning from the University to the Private Sector Mark Young, MSU-Bozeman.

MSU Professor Mark Young gave a PowerPoint presentation on research in the molecular delivery of various medical treatments and evaluations, and on the creation of renewable hydrogen. He emphasized the value of involving undergraduate and graduate students in the research, leading many to high-level science careers.

STUDENT REPORTS

The following students gave campus reports:

Tegan Molloy, President of ASMSU
Dustin Leftridge, President of ASUM
Pearl Brower, Business Manager of ASMSUN
Chris Mjelde, President ASMT
Zachary Abels, Vice President ASMSUB
Roy Tisdell, President ASMCC
Taylor Nahrgang, President ASUMW

The meeting recessed for lunch at 12:30 p.m. and reconvened at 1:20 p.m. Members of the board had lunch and informal conversation with leaders of Montana Associated Students (MAS).

Commissioner Stearns showed a television spot created by ESPN featuring Governor Schweitzer, President Dennison, and President Gamble inviting former Montanans to return home to establish businesses or establish their professions. ESPN did not intend to use it on the network, but it was scheduled to be shown at all Bobcat-Grizzly game sites around the country.

WORKFORCE COMMITTEE continued

- a. 2-Yr. Council Report.

MUS Director of Two-Year Education and Workforce Development Arlene Parisot presented a report on deliberations of the Two-Year Council.

STAFF AND COMPENSATION ACTION

- a. Revisions to Policy 801.1, Sabbatical Assignment. **ITEM 137-103-R1107**
Motion by Regent Christian, seconded by Regent Barrett to approve Item a. passed unanimously.
- b. Revisions to Policy 711.3, Multiyear Contracts for non-tenure-track faculty. **ITEM 137-112-R1107**

Item b. removes multiyear contracts from a pilot program, making it a permanent policy. It also changes the maximum number of years from 3 to 5. Any contract can be terminated for cause. Comments and clarifications in discussion:

Would the policy change the ratio of tenure-track to non-tenure tract faculty? President Dennison replied that UM maintains an internal limit on the ration and thus it will not be affected by a change in this policy. Kevin McRae noted that if there is no just cause for termination, the campus would have to buy out the balance of the contract. After discussion of amending the proposed policy to include a sunset provision, the board rejected the idea, instead favoring regular review and evaluation.

Motion by Regent Barrett, seconded by Regent Melvin to approve Item b. passed 6-1 with Regent Taylor voting against.

CONSENT

Staff Items

- a. OCHE. **ITEM 137-100-R1107**
- b. UM Missoula. **ITEM 137-1000-R1107**
- c. MT Tech of UM. **ITEM 137-1500-R1107**
- d. MSU-Bozeman. **ITEM 137-2000-R1107**
- e. MSU-Billings. **ITEM 137-2700-R1107**
- f. MSU-Great Falls. **ITEM 137-2850-R1107**

Motion by Regent Christian, seconded by Regent Barrett to approve all staff items passed unanimously.

Labor Agreements/Other

- a. Faculty, Montana Tech of UM. **ITEM 137-109-R1107**
- b. Classified Staff, MSU-Northern. **ITEM 137-110-R1107**

Motion by Regent Christian, seconded by Regent Melvin to approve Items a. and b. passed unanimously.

ADMINISTRATIVE, BUDGET AND AUDIT OVERSIGHT

CONSENT

- a. Placement of Radio Transmitter NW of Polson; UM-Missoula. **ITEM 137-1002-R1107**
- b. Extend Authorization to Construct a Clean Room in the EPS Complex; MSU-Bozeman. **ITEM 137-2003-1107**
- c. Purchase of Property, 664 South 6th East; Within Property Acquisition Zone; The University of Montana-Missoula. **ITEM 137-1003-R1107**
- d. Increase in Project Authorization for Phyllis Washington Education Center; The University of Montana-Missoula. **ITEM 137-1004-R1107**

Committee motion by Regent Barrett to approve all Consent items passed unanimously.

INFORMATION

- a. Audit Reports.
 - 1. MSU-Billings Foundation – June 30, 2007 – Unqualified.
 - 2. UM-Western Foundation – Dec. 31, 2006 – Unqualified.
 - 3. MSU-Bozeman Foundation – June 30, 2007 – Qualified.
Item a. 3. pertained to a gift and whether it should be valued at fair market or another measure.
 - 4. UM-Missoula Foundation – June 30, 2007 – Unqualified.
 - 5. Montana Tech Foundation – June 30, 2007 – Unqualified.

ACTION

- a. Acceptance of Report of Advisory Panel on MSU Agricultural Issues with Responses; MSU-Bozeman. **ITEM 137-2001-1107**

MSU President Gamble in committee stated for the record his commitment to rectify the lapse of communication with the agencies on the part of his administration, to include the agencies at the beginning of the budget process and to help them through to the end of the process. He assured the regents and agencies that it is not his intention to pull funding from the agencies, and will instead work with them to get full funding for their needs, including backfilling as necessary.

- c. Sale of Commercial-Local Lot in Havre; MSU-Northern. **ITEM 137-2801-R1107**
- d. Adopt Policy 940.14 – Quality Educator Loan Assistance Program. **ITEM 137-108-R1107**
- e. Increase in Project Authorization for an East Addition to Washington Grizzly Stadium; The University of Montana-Missoula. **ITEM 137-1005-R1107**

Committee motion by Regent Barrett to approve Items a., c., d., and e. passed unanimously.

- b. Authorization to Finalize the South Campus Master Plan; UM-Missoula. **ITEM 137-1001-R1107**

Rosi Keller, UM gave a presentation on the public process used to reach this point in the plan.

Committee motion by Regent Barrett to approve Item b. passed unanimously.

INFORMATION continued

- c. Enrollment Update.

Item c. was reported under System Issues.

- d. FY 2008 Projected Campus Revenues Shortfalls and Proposed Action Steps.

Regent Barrett reported that FY 2008 Projected Campus Revenues, Shortfalls, and Proposed Action Steps were discussed in detail in committee. President Gamble and MSU-Northern Chancellor Alex Capdeville reiterated steps they have taken to address negative fund balances and to prepare for anticipated declining enrollment beyond the level budgeted contingency.

- e. Update – Montana University Research and Education Network.

Regent Barrett noted the plan reported on in committee would allow the use of the \$1.1 million from the Legislature for part of the network.

- f. Revisit Indexing of Fees; UM-Missoula.
g. Recipients of the Governor's Best and Brightest Scholarship.
h. 2011 Biennium Budget Planning Timeline.
i. 2011 Long Range Building Program Planning Timeline.

Items f., g., h., and i. were covered in committee.

- b. Update – MSU-Northern Negative Fund Balance Plan.

Regent Barrett gave a brief overview of the report presented to the committee.

University Trust Lands Report

Tom Schultz, Division Administrator, Trust Lands Management Division of the Department of Natural Resources, and Conservation reported to the board about MUS lands under the department's supervision and stewardship. The university system owns a total of 172,293 surface acres and 244,347 mineral acres in trust. Income is earned from grazing leases, commercial and industrial leases, timber harvesting, sale of minerals, recreational use, oil and gas leases, and some sale of lands.

PUBLIC COMMENT

Mr. Leif Wickland of Belgrade commented on the fees associated with the Montana Family Education Savings Program.

With no further business to come before the Board, the meeting adjourned at 3:20 p.m.

Posted on

December 18, 2007

(Date)

Sherry Rosette
Board Secretary

Approved by the Board of Regents on

(Date)

Lynn Morrison-Hamilton
Board Chair

The next Board meeting will take place on January 10, 2008 in Helena.

January 10, 2008

ITEM 138-101-R0108

**Adopted of Revised Board of Regents Policy on
Compensation and Employee Benefits**

THAT:

The Board of Regents of Higher Education adopts revised Policy 803.2, Optional Retirement Program, Compensation and Employee Benefits.

EXPLANATION:

The Commissioner of Higher Education (CHE) proposes the revised Board of Regents policy as a result of changes made to retirement contributions during the 2007 Legislative Session.

ATTACHMENTS:

Revised Policy

MONTANA BOARD OF REGENTS OF HIGHER EDUCATION
Policy and Procedures Manual

SUBJECT: COMPENSATION
Policy 803.2 - Retirement; Optional Retirement Program
Effective May 24, 2002; Issued June 10, 2002
As revised July 1, 2007

Statutory authority:

The Optional Retirement Program (ORP) is established in accordance with the provisions of Title 19, Chapter 21, MCA, as amended.

Board policy:

I. Eligibility.

A. Subject to conditions stated in Section II, all academic and professional administrative personnel with individual contracts under the authority of the Board of Regents shall be eligible to participate in the ORP.

B. Subject to conditions stated in Section XIV, all employees in positions covered under the Public Employees' Retirement System electing to participate in the Program pursuant to section 19-3-2112, MCA, shall be eligible to participate in the ORP.

II. Participants - Academic and Professional Administrative Personnel

A. All eligible employees defined in Section I A shall participate in the ORP unless the person is, on the date hired, an active, inactive, or retired member of PERS or TRS who elects to remain with his/her current retirement system as provided in 2 below. This election must be exercised:

1. within 30 days after receiving written notice of eligibility for an employee who becomes eligible to participate in the ORP by reason of appointment, promotion, transfer, or reclassification to an eligible position; and

2. an eligible person who is an active, inactive, or retired member of TRS or PERS shall elect, within 30 days of being hired, to:

a. remain with his/her current retirement system; or

b. become a member of the ORP.

B. The election must be exercised by filing a written notice with the campus payroll officer. The election is effective as of the first day of eligibility or hire.

C. If an eligible officer or staff member, who is an active, inactive, or retired member of TRS or PERS, fails to exercise the election as provided by this section, that person must remain a member of his/her current retirement system.

D. An election under this section is not effective, and deferrals will not be made to the applicable retirement system, until an appropriate application for the issuance of a contract or contracts under the program is filed with the campus payroll officer.

III. Participants - PERS Eligible Employees

A. All eligible employees defined in Section I B shall participate in the ORP unless they elect to remain in the defined benefit plan or the defined contribution plan administered by PERS as defined in section 19-3-2112, MCA.

1. an employee who is an active member of the defined benefit plan on the date that the defined contribution plan becomes effective, may within 12 months after that date, elect to transfer to and become a participant in the ORP.

2. an employee who was an inactive member of the defined benefit plan on the effective date of the defined contribution plan and who is hired or rehired into covered employment with the university system after that date may, within 12 months after the member's hire date, elect to transfer to and become a participant in the ORP.
3. an employee who is initially hired into covered employment with the university system on or after the effective date of the defined contribution plan may, within 12 months of the member's hire date, elect to become a participant in the ORP.

B. Elections made pursuant to this section must be made on a form prescribed by the Public Employees Retirement Board. An employee failing to make an election prescribed by this section remains a member of the Public Employees' Retirement System.

An election under this section, including the default election pursuant to subsection A, is a one-time irrevocable election. Subject to section 19-3-2113, MCA, this subsection does not prohibit a new election after an employee has terminated membership in the ORP and returned to employment in a position covered under the system.

An employee who terminates membership in the defined benefit plan, the defined contribution plan, or the ORP after making an election pursuant to subsection A and who returns to covered employment in less than 24 months shall become a member of the plan that the employee last selected and is not eligible for a new plan choice election.

IV. Designated Companies

- A. TIAA-CREF are the only companies designated by the Board of Regents to provide individual annuity contracts, owned by the participants.
- B. TIAA-CREF shall be subject to the policies established by the administrator regarding the contact of eligible employees to explain the provisions of the ORP.

V. Plan Administrator

The Board of Regents delegates its duties under Title 19, Chapter 21, MCA, to the Office of the Commissioner of Higher Education which is also designated as administrator of the ORP. The Commissioner of Higher Education shall administer the ORP consistent with Board of Regents' policies regarding the administration of employee benefit programs through inter-unit advisory committees.

VI. Plan Contributions - Faculty and Professional Administrative Personnel

- A. Contributions under this retirement plan shall be made at least monthly except for months in which no salary is paid in accordance with the following schedule as defined by section 19-21-203, MCA:
 1. each participant shall contribute an amount equal to the member's contribution required under 19-~~204~~-602, M.C.A. or as modified by VI-A-3.
 2. the Board of Regents' contribution on behalf of a participant shall be the greater of (a) the employer contribution to TRS not used to amortize past service unfunded liability or (b) an amount that, when added to the participant's contribution, is equal to 12% of the participant's earned compensation;
 3. On or after July 1, 1997 the Board of Regents may reduce the participant's contribution rate to an amount not less than 6% of earned compensation, provided the sum of participant and employer contribution remains 12%;
 4. Beginning on July 1, 2007, pursuant to section 19-21-203, MCA, revised in 2007, and as funded by Section 17-7-502, the Board of Regents shall contribute an additional amount to the sum of the amounts in VI-A-1 and VI-A-2, such that the total contribution is equal to 13% of the participant's earned compensation;
 5. Beginning on July 1, 2007, the employer contributions to TRS to discharge the obligation for past service liability is 4.72%; and

6. The past service liability contribution to TRS may be adjusted based on the actual experience of the Montana University System members of the TRS system.

B. Plan contributions by participants shall be made by employer pick-up under section 414(h)(2) of the Internal Revenue Codes.

C. The Board of Regents shall make plan contributions for participants who have attained the normal retirement age who continue in employment provided the participant also continues contributions.

D. Contributions to the ORP shall not continue beyond the date a participant receives his or her first annuity payment from a TIAA or CREF retirement annuity unless the participation in the ORP continues as a result of an early or phased retirement agreement between a participant and the Board of Regents.

E. During a paid leave of absence, the Board of Regents shall continue its plan contributions to a participant's annuities on the basis of salary then being paid by the Board of Regents, provided the participant also continues plan contributions.

VII. Plan Contributions - PERS Eligible Employees

A. Contributions under this retirement plan shall be made at least monthly except for months in which no salary is paid in accordance with the following schedule:

1. each participant shall contribute an amount equal to the member's contribution required under 19-3-315, MCA.

2. the Board of Regents' contribution on behalf of a participant shall be the rate provided in 19-3-316, MCA.

3. Subject to Subsection (4), the Board of Regent's contribution under subsection (2) must be allocated as follows as defined in section 19-21-214, MCA.

(a) 4.49% of compensation must be allocated to the participant's program account

(b) 2.505% of compensation must be allocated to the defined benefit plan under the public employees retirement system as the plan choice rate; and

(c) 0.04% of compensation must be allocated to the education fund pursuant to 19-3-112(1)(c), MCA.

4. The allocations under subsection (3) are subject to adjustment by the Public Employees' Retirement Board, but only as described in and in a manner consistent with the express provisions of 19-3-2121, MCA.

B. Plan contributions by participants shall be made by employer pick-up under Section 414(h)(2) of the Internal Revenue Codes.

C. The Board of Regents shall make plan contributions for participants who have attained the normal retirement age who continue in employment provided the participant also continues contributions.

D. Contributions to the ORP shall not continue beyond the date a participant receives his or her first annuity payment from a TIAA or CREF retirement annuity unless the participation in the ORP continues as a result of an early or phased retirement agreement between a participant and the Board of Regents.

E. During a paid leave of absence, the Board of Regents shall continue its plan contributions to a participant's annuities on the basis of salary then being paid by the Board of Regents, provided the participant also continues plan contributions.

VIII. Retirement Annuities

A. The participant shall complete a TIAA-CREF application form in order for retirement annuities to be issued.

B. All benefits under the ORP shall be provided solely through individually owned, fully funded retirement annuities and, therefore, are not subject to, nor covered by, federal plan termination insurance.

IX. Repurchase

A. In the event the participant in the ORP terminates employment for reasons other than retirement or disability and requests that TIAA-CREF repurchase his/her annuity, the Board of Regents may approve such repurchase.

B. Upon repurchase, the entire amount accumulated in the annuities shall be payable by TIAA-CREF to the participant and shall be in full satisfaction of the participant's and his/her spouse's rights to retirement and/or death benefits under the ORP.

X. Retirement Benefits

A. Upon retirement at any age, the participant shall be entitled under the term of his or her TIAA and CREF retirement annuities to receive a monthly or periodic income under one of the options set forth in such contracts.

B. Total TIAA-CREF annuity income benefits which begin on or after May 1, 1980, shall be calculated on a gender-neutral basis.

XI. Death Benefits

In the event a participant dies prior to commencement of retirement benefit payments described in Section VIII, the full current value of the annuity accumulation, including the portion attributable to ORP contributions made by the Board of Regents, shall be payable to the beneficiary or beneficiaries named by the participant in a single sum or under any one of the income options offered by TIAA-CREF or may be rolled into a qualified plan as allowed by current IRS regulation.

XII. Plan Year

A. The "plan year" is January 1 through December 31 of each year.

B. TIAA-CREF shall send each annuity owner a report of premiums and benefits summarizing the status of his/her retirement annuities as of December 31 of each year; upon termination of employment; or at any other time by writing directly to TIAA-CREF.

XIII. Application for Benefits

A. Procedures for receipt of benefits may be initiated by writing directly to TIAA-CREF.

B. Benefits provided by TIAA and CREF retirement annuities to which plan contributions have been applied shall be payable by TIAA-CREF upon receipt of a satisfactorily completed application for benefits and supporting documents, death benefits, or repurchase amounts.

XIV. Amendment and Termination

A. The Board of Regents reserves the right to modify or discontinue the ORP at any time.

B. Any discontinuance or modification of the ORP shall not adversely affect the benefits accrued by participants prior to the date of discontinuance.

Definitions:

A. "Teachers' Retirement System (TRS)" means the Teachers Retirement System provided for in Title 19, Chapter 20, Montana Code Annotated (MCA).

B. "Optional Retirement Program (ORP)" means the Optional Retirement Program provided for in Title 19, Chapter 21, MCA.

- C. "TIAA" means the Teachers Insurance and Annuity Association.
- D. "CREF" means the College Retirement Equities Fund.
- E. "Normal retirement age" means the last day of the academic year in which age 65 is attained.
- F. "Participant" means an employee of the Montana University System who has elected to join the ORP.
- G. "PERS" means the Public Employees Retirement System provided for in Title 19, Chapter 3, MCA.
- H. "Defined benefit plan" means the defined benefit retirement plan administered by PERS under Title 19, Chapter 3, MCA.
- I. "Defined contribution plan" means the defined contribution retirement plan administered by PERS under Title 19, Chapter 3, Part 21, MCA.

History:

Item 56-004-R0787, Authorization to provide Optional Retirement Program for contract employees; Montana University System, July 24, 1987 as revised July 8, 1993 and May 24, 2002 (Item [114-109-R0302](#)).

[Table of Contents](#) or [Section 800 Contents](#)

RIGHT OF WAY EASEMENT

THIS RIGHT OF WAY EASEMENT (herein "Easement") is made and entered into this ____ day of _____, 200____, by and between **Montana State University**, a _____ of the State of Montana University System with address at _____, the Grantor, and **Barnard Land and Livestock, LP**, with address at P. O. Box 362, Bozeman, MT, 59771, the Grantee.

FOR VALUABLE CONSIDERATION, the receipt of which is hereby acknowledged, Grantor grants and conveys to Grantee, its heirs, successors and assigns a perpetual, nonexclusive right of way easement for unrestricted ingress, egress, vehicular travel and underground utilities three feet (3') in width and two-hundred and twenty feet (220') in length along the westerly border of Grantor's real property in the SE¼ of the SE¼ of Section Ten (10), Township Two (2) South of Range Six (6) East, P.M.M., shown and described on Certificate of Survey No. 1860 on file and of record in the Office of the Clerk and Recorder, Gallatin County, Montana, which easement is shown on **Exhibit A**, attached hereto and by this reference incorporated herein and more particularly described as follows:

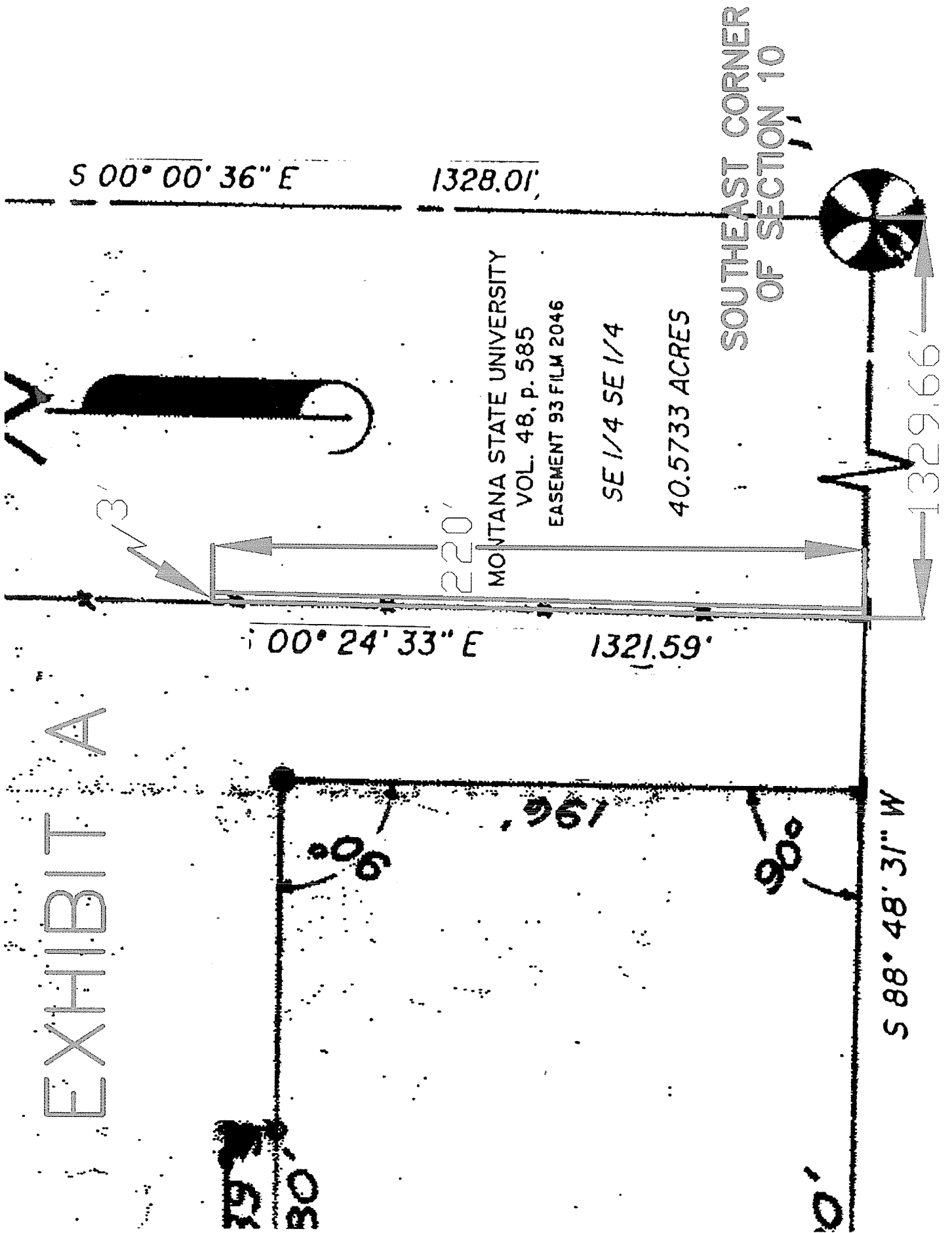
Commencing at a point 1329.66 feet West of the Southeast corner of Section Ten (10) Twp. Two (2) South of Range Six (6) East, P.M.M., Gallatin County, Montana on the South line of said Section as the Point of Beginning; thence North 00 degrees 24 minutes 33 seconds West, 220 feet; thence North 88 degrees 48 minutes 31 seconds East, 3 feet; thence South 00 degrees 24 minutes 33 seconds East, 220 feet; thence South 88 degrees 48 minutes 31 seconds West, 3 feet to the Point of Beginning.

This Easement is appurtenant to Grantee's adjacent lands, shall run with said lands, is freely assignable or transferrable by the Grantee and is forever binding upon the parties hereto, their respective heirs, successors or assigns.

This Easement is granted for the purpose of widening by three (3') feet an existing fifty-seven (57') foot strip of land owned by the Grantee and used as a right of way off of Kelly Canyon Road for ingress and egress to Grantee's adjacent lands, which strip lies between the Grantor's real property on the East and a parcel on the West located in the Southeast quarter of Section 10, Township 2 South, Range 6 East, P.M.M., Gallatin County, Montana, described in a Deed recorded in Film 2, Page 1074, records of Gallatin County, Montana. By this Easement, said fifty-seven (57') foot strip is expanded by three (3') feet to the East onto the Grantor's real property so as to provide Grantee with a legal right of way sixty (60') feet in width off of Kelly Canyon Road to its adjacent lands.

Except for underground utilities and an existing fence, no improvements shall be

EXHIBIT A



ITEM 138-104-R0108

**Rural Physician Incentive Program; Office of the
Commissioner of Higher Education**

THAT:

Pursuant to the provisions set forth in Board of Regents Policy 940.25, and upon the recommendation of the Rural Physician Incentive Program Advisory Committee, the Board of Regents hereby approves the following applicants for program participation:

Shahriar Anoushfar, D.O.

Practice Location – Havre, MT, General Surgery
Medical School: New York College of Osteopathic Medicine
Residency Program: Peninsula Hospital and St. John’s Episcopal Hospital General Surgery – Far Rockaway, NY

Fredrick J. Bartoletti, M.D.

Practice Location – Anaconda, MT, Emergency Medicine
Medical School: University of Washington, School of Medicine (Montana WWAMI Student)
Residency Program: University of Arizona, University Medical Center Emergency Medicine – Tucson, AZ

Courtney Anne Crowell, M.D.

Practice Location – Lincoln, MT, Family Medicine
Medical School: University of Texas Medical Branch
Residency Program: Montana Family Practice Residency Program Family Medicine – Billings, MT

Justin Lynn Smith, M.D.

Practice Location – Lincoln, MT, Family Medicine
Medical School: University of Arizona, College of Medicine (Montana WICHE Student)
Residency Program: Montana Family Practice Residency Program Family Medicine – Billings, MT

Cameron Gardner, M.D.

Practice Location – Libby, MT, Family Medicine
Medical School: University of Rochester, School of Medicine
Residency Program: Montana Family Practice Residency Program Family Medicine – Billings, MT

Donald R. Sawdey, D.O.

Practice Location – Scobey, MT, Family Medicine
Medical School: Western University of Health Sciences
Residency Program: Michigan State University “Rural Pathway” Family Medicine – Lansing, MI

Adam T. Smith, D.O.

Practice Location – Polson, MT, Family Medicine
Medical School: Des Moines University, School of Medicine
Residency Program: Mercy Mayo Family Medicine Family Medicine – Des Moines, IA

Nathaniel Buffington, M.D.

Practice Location – Polson, MT, Family Medicine
Medical School: Medical College of Wisconsin
Residency Program: Waukesha Family Medicine Residency Program Family Medicine – Waukesha, WI

Phil Haggerty, D.O.

Practice Location – Stevensville, MT, Family Medicine

Medical School: Chicago College of Osteopathic Medicine at
Midwestern University

Residency Program: University of Utah

Family Medicine – Salt Lake City, UT

EXPLANATION:

Board of Regents Policy 940.25 established on June 21, 1991 requires Board approval for all Rural Physician Incentive Program participants.

ITEM 138-1000-R0108, Staff; The University of Montana - Missoula

January 10, 2008

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
			From:	To:	From:	To:					
II. CHANGES											
B. Faculty											
Running, Steven	FR: Professor TO: Regents Professor	College of Forestry and Conservation	103,660	123,660				19.29%	1	1/1/08	P - Promotion

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)

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													
Ferris, Richard T.	Head Football Coach	Athletics/HHP	70,143	50,000	0		(R) Lee 1/1/08	-28.72%	1		N-Normal		
		TOTALS	70,143	50,000				-28.72%					

II. END OF EMPLOYMENT

A. Administrators/Professionals/Coaches

NAME (Last, First)	TITLE	DEPT	EFFECTIVE DATE	REASON (If Leave of Absence)
Lee, Thomas F.	Head Football Coach TO: No change	Athletics	12/31/07	Retirement

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

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplace & 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													
Spalding, Leslie	Interim Head Women's Golf Coach	Athletics		42,852			R 11/01/07		1	11/1/07			
B. Faculty													
NONE													
II. CHANGES													
A. Administrators/Professionals/Coaches													
Groeth, Rolf	FR: Vice Pres. for Inter-Campus Affairs TO: Interim Chancellor	Chancellor - MSU-Northern	104,378	104,378	0	28,622		0.00%		1/1/08			
TOTALS			104,378	104,378									

LEGEND													
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

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

ITEM 138-2001-R0108

Authorization to Confer the Title of Professor Emeritus of Statistics upon Kenneth J. Tiaht; Montana State University-Bozeman

THAT:

Upon the occasion of the retirement of Kenneth J. Tiaht 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. Kenneth J. Tiaht received his B.S. in Mathematics from Augustana College in 1957 and his M.S. in Mathematics at Kansas State University in 1959. He then served as Instructor and Assistant Professor at Dana College until 1964 when he enrolled in the statistics program at Oklahoma State University. He held an NSF Science Faculty Fellowship during 1964-65 and completed his Ph.D. in Mathematics and Statistics in 1967. That fall he joined the Department of Mathematics at Montana State University. He spent the next 27 years at MSU.

Dr. Tiaht taught statistics for 10 years and was actively involved in directing graduate students and providing statistical consulting across the campus. He directed the dissertation work of six Ph.D. students during this time. He helped formalize the Statistics Center as a mechanism to assist researchers from many diverse fields on and off campus. In 1976 he spearheaded the creation of the Montana Chapter of the American Statistical Association. Later, he served a two-year term on the National Board of Directors of the American Statistical Association. On July 1, 1977 he became Head of the Department of Mathematics. His vision was to strengthen the research base in the Department and combine that with the already exceptional teaching tradition.

During his time as Department Head, Dr. Tiaht transformed the Department into one that is recognized today as a premier research and teaching program in the Rocky Mountain region. He guided the Department through several significant milestones. This included changing the department name to the Department of Mathematical Sciences in 1979 to emphasize the broader components of mathematics, mathematics education, and statistics. In addition, he spearheaded the creation of the M.S. in Statistics and the Ph.D. in Statistics, both of which were authorized by the Montana Board of Regents in 1980. Over the years, his strategic hiring decisions led to the collection of an

extraordinary department faculty. He also arranged the purchase of the first computers for use by individual faculty and staff in most Letters and Science departments and in the office of the Dean of the College of Engineering. These were the first computers ever intended for individual faculty use at MSU. He later augmented these personal computers by obtaining a state-of-the-art departmental computer. He also arranged the setup of the first computer lab intended for general student use at MSU. After 16 years as Department Head (which equals the second longest tenure as department head in this Department since 1901), Dr. Tiahrt stepped down and one year later, in 1994, he retired from MSU. In 2003, he was the first recipient of the Chapter Service Award from the Montana Chapter of the American Statistical Association. His official citation read "To Kenneth J. Tiahrt in recognition of his success in founding the Montana Chapter of the American Statistical Association and for outstanding and dedicated service, including many years as the Council of Chapters Representative."

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

responsible for bringing a considerable amount of NIH funding to MSU, including significant RO1 (individual investigator) and PO1 (program project) funding. He also brought in shared instrumentation funding and was responsible for MSU's only NIH training grant, "Medical Mycology Predoctoral Training Program" from 1995 to 2004. He has served on numerous graduate student committees and has been instrumental in providing a unique undergraduate research experience for MSU students in mycology.

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

January 10, 2008

ITEM 138-2801-R0108

Authorization to Confer the Title of Professor Emeritus of Business upon Roger Barber; Montana State University – Northern

THAT:

Upon the occasion of the retirement of Professor Roger Barber from the faculty of Montana State University – Northern, the faculty wishes to express its appreciation for his years of dedicated and valued service to the University, the College of Technical Sciences, and the State of Montana by recommending that the rank of Professor Emeritus be conferred upon him by the Board of Regents of the Montana University System.

EXPLANATION:

Roger Barber joined the faculty of the Department of Business at Montana State University – Northern (then Northern Montana College) in 1980. He advanced through the academic ranks at Northern and was promoted to full Professor in 1990. During his 23 years of service to the university, Roger has shown himself to be a strong advocate of the institution, dedicated to the success of his students.

A native Montanan, Roger was raised in the small farming community of Denton, Montana. After high school, Roger went on to earn his bachelor's degree in Journalism from the University of Montana in 1967. He returned to UM twice to earn both a Masters degree in Business Administration in 1971, and a Juris Doctorate degree in Law in 1983.

Prior to joining the faculty at Northern, Professor Barber taught for four years at the School of Business Administration at the University of Montana – Missoula. He also worked as a researcher and consultant for the 1972 Montana Constitutional Convention, served on the staff of United States Senator Lee Metcalf for fourteen months, and worked on a research project titled 'The Indian Civil Rights Task Force'.

Professor Barber came to Northern Montana College where his career flourished as he became a strong influence both in and out of the classroom. In his time at Northern, Professor Barber held a number of administrative positions, including a four-year term as Chair of the Business Department, Acting Dean of the College of Technical Sciences for one year, and Provost & Senior Vice Chancellor for four and a half years.

January 10, 2008

ITEM 138-2802-R0108

Authorization to Confer the Title of Associate Professor Emeritus of Computer Information Systems upon Roger Stone; Montana State University – Northern

THAT:

Upon the occasion of the retirement of Associate Professor Roger Stone from the faculty of Montana State University – Northern, the faculty wishes to express its appreciation for his years of dedicated and valued service to the University, the College of Technical Sciences, and the State of Montana by recommending that the rank of Associate Professor Emeritus be conferred upon him by the Board of Regents of the Montana University System.

EXPLANATION:

Roger Stone joined the Computer Information Systems faculty at MSU-Northern in the fall of 1988. Roger graduated from the College of Great Falls with baccalaureate degrees in Business Administration and Religious Education, and was then hired to teach computers at the Great Falls Vo-Tech Center. He came to Northern after teaching for five years at the Great Falls Vo-Tech Center. Roger completed his Masters degree in Business Administration/Information Systems with City University in Seattle Washington and maintained professional certification in Software Engineering and Management through the Institute for Certification of Computer Professionals (ICCP).

In his time at Northern, Roger served as vice president of the MSUN MEA-MFT Local 4048 for three years and was subsequently elected to two consecutive terms as President of the faculty union. Roger was active in faculty governance throughout his career, including participating in strategic planning and organization efforts that resulted in the strategic plan currently in place at Northern.

Roger was able to maintain and improve his technical knowledge and expertise despite the rapid paced evolution of technology in his field by attending a number of industry workshops and training opportunities. As a result of his new expertise, Mr. Stone developed a networking and security option for the CIS degree, bringing a new level of attention to this critically important area of computer technology.

Roger was active in the Montana Actors Theatre, starring in two productions for that group on the Northern Campus. He was also an active fundraiser for student organizations and for the university as a whole. He served as a principle

investigator to establish an Internet Business Incubation Center and was successful in procuring a \$260,000 grant from Oracle Corporation for classroom use.

The award of Associate Professor Emeritus to Roger Stone would give thanks and significantly recognize his 19 years of service to MSU-Northern and 25 years to Montana Higher Education.

January 10, 2008

ITEM 138-102-R0108 **Approval of Labor Agreement for faculty at Montana State University – Northern**

THAT: The Montana Board of Regents approves the labor agreement between the Montana University System and the faculty union at Montana State University – Northern.

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

ATTACHMENTS: Memo

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: January 10, 2008
Re: Item 138-102-R0108

I recommend approval of the following labor agreement. The agreement covers faculty at Montana State University – Northern.

Revisions to the previous labor agreement:

- **Normal Salary Increases**
October 1, 2007 (retroactive) – 3% salary increase.
October 1, 2008 – 3% salary increase.
- **Workload**
Approved release time for university business will be calculated in credits and recorded as faculty member teaching load.
- **Academic Calendar**
Change the start of the academic year from “four working days prior to scheduled Fall freshman orientation” to “five working days prior to the first day of scheduled classes.”
- **Pre-budget bargaining**
The parties agree to begin pre-budget bargaining no later than February 1, 2008, for the FY 2010-11 Biennium.
- **Occupational Experience**
Two faculty members who earned doctoral degrees several years ago while employed at MSUN will receive reasonable base salary increases according to a new formula that was derived in 2005.
- **Office Hours**
Each faculty member will post his or her office hours in a prominent/accessible location.

January 10, 2008

ITEM 138-103-R0108

Approval of Labor Agreement for faculty at the University of Montana – Missoula College of Technology.

THAT:

The Montana Board of Regents approves the labor agreement between the Montana University System and the faculty union at the University of Montana – Missoula College of Technology.

EXPLANATION:

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

ATTACHMENTS:

Memo.

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: January 10, 2008
Re: Item 138-103-R0108

I recommend approval of the following labor agreement. The agreement covers faculty at the University of Montana – Missoula College of Technology.

Revisions to the previous labor agreement:

- **Normal Salary Increases**
October 1, 2007 (retroactive) – 3% salary increase.
October 1, 2008 – 3% salary increase.
- **Merit Awards and Department Chair Stipends**
Make the proportion of faculty who are eligible for merit awards similar to the proportion who are eligible on UM's four-year campus (in other words, increase the annual number at the COT by one – from five to six). Make the department chair stipend amounts consistent with stipends at the four-year campus (\$2,900 per academic year in the smallest departments; \$3,400 per academic year in mid-sized departments; \$3,900 per academic year in the largest departments).
- **Titles / Ranks**
The titles of instructor “Level I, Level II, Level II, and Level IV” will be replaced by traditional university ranks (instructor, assistant professor, associate professor, professor) upon completion and Provost approval of department-level unit standards.

DRAFT

Agenda

Community College Trustees and Board of Regents Luncheon Discussion

Meeting Location: Park Plaza Hotel
22 North Last Chance Gulch
Helena, MT

Date: January 11, 2008

Time: 11:30 a.m. to 2:00 p.m.

Time	Agenda Topics	Notes
11:30 – 11:15	Introductions	
11:15 – 11:45	Focus Question <i>How can the Montana University System and Community Colleges build stronger partnerships that will benefit our students and communities?</i>	
12: 00	Lunch <ul style="list-style-type: none">• Continue discussion• List possible action items	
2:00	Adjourn	