

## 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.

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### 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.