

FACULTY COUNCIL
November 8, 2006
SUB 275
4:10 AM – 5:00 PM
MONTANA STATE UNIVERSITY-BOZEMAN, MONTANA
Minutes

Members Present: Amin, Bandyopadhyay, Becker, Catoira, Cherry, Christopher, Dyer, Gipp, Jones, Levy, Lynch, Jacobs, Livingston for Ryker, M. McClure, Neeley, Prawdzienski, Seymour, Taylor, Watson, D. Weaver, Yoo for Zhu

Members Absent: Ag Ed/AOT, Ashley, Bailey, Bennett, Chem/Bio Chem, Croy, Erickson, Idzerda, Johnson, Larkin, Lei, Nursing On Campus, Scott, Stroup

Others Present: Lansverk

Chair Taylor called the meeting to order at 4:10 PM. A quorum was present.

Presentation to the BOR Regarding Salary Comparisons – Chair Taylor

- Using CUPA data (a data set agreed upon by BOR and MSU) the COHE (specifically Kevin McRae) is presenting salary comparisons to the November BOR meeting for MSU/U of M, showing that MSU faculty are not underpaid. The salaries compiled by Kevin McRae used extensive and intensive comparators. The list of schools included as comparators were Cleveland State, Ball State; schools that do not compare the same with student/faculty ratios and research activities as MSU. MSU has more higher paid disciplines (e.g., engineering) and not as many humanities/liberal arts courses as U of M. MSU is Carnegie Class One research institute, thus research intensive. Those criteria may not apply to all the schools Kevin McRae presents in his data. Although we may not want to be compared to medical schools, MSU may not want to be compared to a mix of schools the COHE has chosen, either.
- Some FC members asked to see OSU comparisons. Chair Taylor stated that OSU numbers look completely different and that they use rank and discipline. Last year Provost Dooley distributed data on departmental salaries using OSU data and MSU is 80% overall. It was suggested that OSU numbers be introduced, with the support of the Provost, to the BOR somehow.
- What is the appropriate peer group for comparisons? Different data give different information and some overlap.
- Chair Taylor would like to present his data using CUPA data with extensive comparators, only.

TIAA-CREF/TRS – Chair Shannon Taylor

- There is a consensus across the state that funds from the TIAA-CREF employees are being used to fund the TRS employees. Historically, the only way MSU could begin participating in TIAA-CREF in 1983, was to have new employees fund the older ones. This scenario is similar to the social security conundrum. The new employees are no longer contributing into the old system, TRS, and so TRS now has a large unfunded liability. Therefore, newer employees are paying for the older employees. The original agreement made allowed employees to start TIAA-CREF, but of the 7.5% the university contributes, 2.5% continues to go into TRS. In the 1990's MSU mandated that all new hires had to choose TIAA-CREF; they did not have the option to go into TRS, which is presumably being paid off. Now, 16 years later, 2.5% is still being contributed to TRS. TRS and the PERS have an unfunded

liability of 1.5 billion dollars. Arguing that the state contribution is woefully meager at 5% is valid and should be brought to the legislators' attention now that there is a 90 million dollar surplus. Correctly stated we are under funding employees on TIAA in order to keep the TRS unfunded liability from getting worse than it is. The funds keeping TRS afloat is a state pot of money that is fiscally maintained by the state.

Other – Chair Taylor

- MSU may be purchasing the Story Mansion to house a humanities institute.

The meeting was adjourned at 4:50 PM, as there was no other business.

Signature

Shannon Taylor, Chair

Signature

Gale R. Gough, Secretary