

ITEM ITEM 153-108-R1111
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Memo

To: Board of Regents
From: Kevin McRae, Associate Commissioner
Date: November 3, 2011
Re: **ITEM 153-108-R1111**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the Associated Faculty of Montana State University for the **tenure-track** faculty bargaining unit.

The agreement includes:

- Normal salary increases of 1% plus \$500 in October 2011 and 2% plus \$500 in October 2012 for eligible faculty members.
- Resources for limited, strategic, individual salary adjustments based on merit and market, consistent with MSU's past practices and comparable to merit and market practices on other campuses.
- Tenure and promotion procedures consistent with MSU's past practices and comparable to practices on other campuses.
- Standard provisions on management rights, union rights, faculty rights and working conditions, academic freedom and responsibility, intellectual property, etc.
- Standard grievance and arbitration provisions culminating in final and binding arbitration.

Regents have received and reviewed a copy of the complete collective bargaining agreement, which may be obtained from Kevin McRae (at 444-0327 or kmcrae@montana.edu).