

November 17-18, 2016

ITEM 173-102-R1116
Personnel Policy Revision

THAT

The Montana Board of Regents revises board policy 711.2, 702.5, and board-approved guidelines for contract administrative personnel, expanding options for multiyear contracts where prudent for employee recruitment, and raising the typical maximum for a performance or recruitment bonus by \$10,000 (from \$5,000 to \$10,000).

EXPLANATION

Background

Board of Regents Policies 711.2 and 702.5 govern employment contracts for certain administrative personnel. These policies limit employment contracts to a maximum term or duration of one year, with the exception that a commissioner's or a president's initial contract upon hire may be for two years.

The recommended revision to Policy 711.2 would permit an initial contract term of up to two years for a vice president, provost, chancellor, vice chancellor, or two-year college dean, after which no subsequent contract term may exceed one year. The recommended revision to Policy 702.5 would permit an initial contract term of up to three years for a commissioner or president, after which no subsequent contract may exceed one year.

Board-approved salary guidelines for contract professional and administrative personnel provide authority for compensation in the form of a board/commissioner-approved bonus for two exceptional reasons: reward for exceptional job performance, and; incentive for recruitment when a bonus is necessary to secure the hire. The recommended revision to the guidelines would establish a \$10,000 maximum for a performance or recruitment bonus (which has been established as \$5,000 since the guidelines were adopted by the board in May 2006).

ATTACHMENT

Attachment #1 – BOR Policy 711.2 Revision