Pooled Resources - from the Classified Perspective at MSU, Bozeman

CEPAC Priorities:

• Serving **MSU’s classified staff** across all 193 titles, physical locations and logistical restrictions, through Shared Governance.

• Promoting MSU as a **quality employer** as MSU competes against:
  
  • Expanding off-campus employment opportunities:
    - 27 MSU classified job listings [93 all listings] vs. 26 for other 7 campuses combined [65 all listings]¹
    - primary reasons for staff searches not producing hires: salary (42%) lack of qualified applicants (26%)²
    - 1 in 7 supervisors report over 5 staff vacancies in last two years²
    - majority of positions vacated are left after less than 3 years’ service³
    - increased understaffing
  
  • Gallatin County house prices 146% of median⁴.

• Progressing **MSU Bozeman’s Five Year Vision** through the practice and promotion of Shared Governance.

• Observing **Board of Regents’ Strategy**:
  - Educational Attainment
  - Economic Development
  - Institutional Efficiency.

The Concept:

Pooling of MUS employee expertise, pre-existing materials, and other available resources, to provide **professional development and training** opportunities for classified staff, and delivered via a single, web based platform.

Input from MSU Bozeman

CEPAC consulted: the departments of Planning & Analysis, Personnel & Payroll Services, ITC, Libraries, and Educational Technology Services (BTC) and, later, President Gamble and Vice President Craig Roloff. The Pooled Resources concept was enthusiastically encouraged as:

• A true exercise in Shared Governance
• Feasible and desirable.

Assistance in realizing this project was offered across the board.

Relevance of the Concept:

• Provides equal access to all staff

• Utilizes various training media (written, in person, on-line), providing for most learning preferences

• Places the responsibility of training at the level of need, with potential for any topic (including supervisor training)

• Preserves institutional knowledge via staff retained, for instance, through increased opportunity or job satisfaction resulting from professional growth

• Incorporates the professional development, training, and career advancement aspects of 9 of the 23 classified tactics⁵ of the Five Year Vision (Goal II)

• Enhances the **complete student experience**, through heightened staff effectiveness

• Presents potential for community involvement

• Exhibits true MUS collaboration

• Maximizes full potential of underutilized MUS resources

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¹ MSU Bozeman Affirmative Action data 10/05
² PC / MAP-AC supervisor survey, 2005
³ Data presented to Regents by CEPAC 7/05
⁴ Compensation Study Report (Regents’ Budget Committee 9/2004
⁵ [http://www.montana.edu/upba/vision/fstactics.html](http://www.montana.edu/upba/vision/fstactics.html)