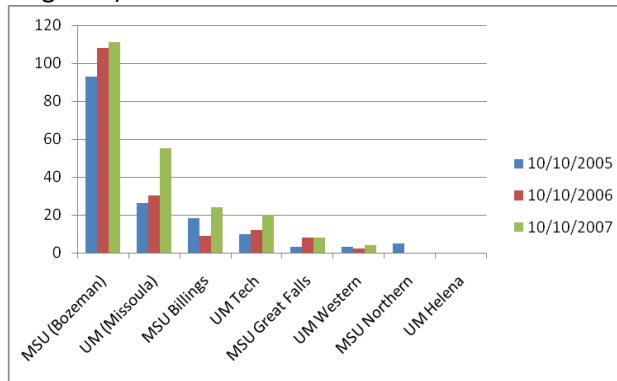


Classified Recruitment & Retention Information Update Since 11/2006 :



- **External issues** adversely affecting the MUS' ability to recruit & retain classified staff are largely unchanged:
 - ◊◊Low area unemployment ◊◊Uncompetitive salaries ◊◊High living costs
- Applicant preferences remain similar:
 - ◊◊Salary ◊◊Benefits ◊◊Life/work balance ◊◊PD&T ◊◊Supervisor reputation
 - ◊◊Career advancement
- Most campuses have seen an increase in on-line vacancies postings (all employment categories)

www.montana.edu/mussa



- Some housing markets have softened, others have risen; but cost differentials remain

○ **Rents** (2-4 bedroom, unfurnished houses, no acreage)

current av rent as % of 10/06	City	Av Rent as per Local Newspaper Ads	Hrly Pay Needed for Av Rent to be Affordable*	
98%	Bozeman	\$1,389	\$26.61	*30% of salary
not recorded	Belgrade	\$1,135	\$21.74	
105%	Missoula	\$989	\$18.95	
115%	Billings	\$927	\$17.76	
103%	Great Falls	\$860	\$16.48	
81%	Helena	\$748	\$14.33	
99%	Butte	\$650	\$12.45	

Members:

Staff Association, MSUNorthern

CEPAC-Staff Senate, MSUBozeman

Staff Senate, MSUBillings

Staff Senate, UMHelena

Staff Senate, UMMissoula

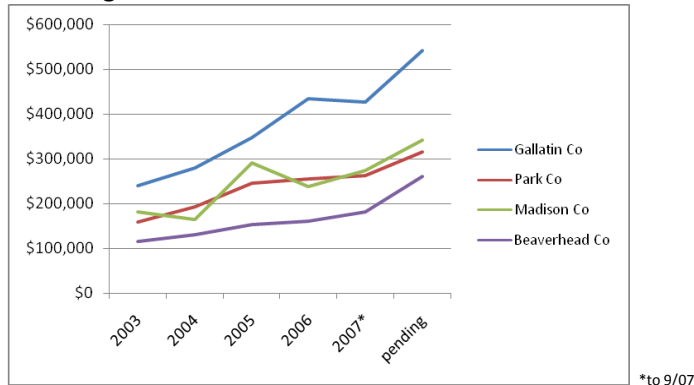
Staff Senate, UMWestern

Affiliated Members:

Staff Representatives, MSU-Great Falls CoT

Staff Senate, Montana Tech

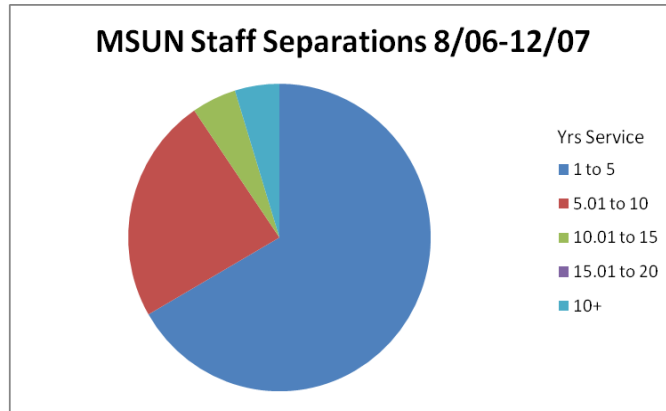
○ **Average Real Estate Sales Prices** (Gallatin Association of Realtors)



Missoula area median YTD at 11/4/07 \$220,000 , up from \$178,822 in 2004 (Missoula Organization of Realtors). Low income housing level defined as \$30,800 (Missoulian 22/07).

• **Examples of Some Internal Issues**

MSU Northern: Separation of staff is a MUS-wide concern. Job titles of the 21 staff who left MSUN, or are leaving, MSUN 8/06-12/07 break down 10% classified professional; 29% secretarial/clerical; 5% technical paraprofessional; 5% skilled crafts; 52% service maintenance (predominantly custodial and food service workers).



UM Missoula: Many components impact the employee’s decision making process. However one issue that impacts the MUS as a whole is an ageing workforce.

- Proper planning and succession management can create a cross functional environment, promote employee satisfaction, and mitigate institutional memory loss.
- UM Missoula currently employs approximately 2,600 full time employees, including administrators, faculty and staff. Approximately 64% of The University of Montana employee base is made up of employees who were age 50 or greater as of November 9, 2007.
- The average years of service, age 50 or greater, is 8.08.

Following is a table of active employees participating in retirement plans: this table shows the Years of Service for each of the major groupings, offered as an indicator only of what the future may hold:

Years of Service	10	15	20	25	30	30+	Total
Staff	714	223	182	95	64	34	1312
Faculty/Admin	103	14	54	49	54	87	361
	817	237	236	144	118	121	1673

MSU Bozeman: Most MUS campus cities are strong in the common prerequisites for continued economic growth: educated workforce; natural resources/quality of life; communications. MSU’s environment features:

- Extremely competitive labor and housing markets
 - 407 newspaper ads vs. 256 next highest, *Billings Gazette*; local businesses employing recruitment initiatives
 - Challenge to MSU’s ability to build institutional knowledge
 - 23 (2%) classified employees earn \$26.61+/hr (average affordable rent, above); 115 (11%) earn \$21.55+ (City of Bozeman Workforce Housing minimum eligibility threshold of \$45,000. *Bozeman Daily Chronicle*, 7/17/07)
- Leadership and collaboration opportunities within the community.

MUSSA Recognizes:

Student recruitment and retention, maintenance of a quality educational experience, and the Universities' role in economic and workforce development are critical to the MUS mission. All require sound infrastructural and employee support.

MUSSA Supports:

- The recommendations of the OCHE Recruitment & Retention Task Force including:
 - Recognition that "one size doesn't fit all" in meeting individual campus needs
 - Pre-budget planning and associated concepts
 - The pursuance of non-salary initiatives
 - Board of Regents/OCHE opportunities working with the PEPB Subcommittee

- Further recruitment suggestions:
 - An independent identification of each campus's competitors (per job title)
 - Enhanced community collaboration in resolving local employment and training issues
 - Development of marketing strategies
 - Including job fairs and appropriate targeting
 - Dispelling erroneous perceptions about the MUS as an employer

- Further retention suggestions:
 - Continued development of existing strategies
 - Marketing the value of the benefits package
 - Mentoring
 - Professional development and training
 - Flexible pay options
 - Enhancing employee recognition programs