

# CEPAC-Staff Senate

## MSU Recruitment & Retention Initiatives Update

Board of Regents' meeting 9/19/07

### Internal Issues figures given offer an indication of the terminations situation, and are not a definitive statement of turnover

- Classified headcount is dwindling (1180 in FY04, to 1091 –preliminary headcount – in FY07)
- Individuals leaving MSU remain at 11.4% of headcount (last two years)
- In FY07, positions vacated where incumbents left MSU with less than 3 years' service in that position, reached 64.9% of the total number of positions vacated by employees leaving MSU in that year (87 out of 134 positions vacated)
- Classified searches numbered 301 in FY07 (270 -FY04, 277 -FY05, 276 -FY06). The number of searches does not reflect new hires (e.g. aborted searches, multiple hires)

### External Issues

- Full employment in Gallatin County – last 5 years (1.4% 7/07)
- High cost of housing continuing to factor in MSU's ability to recruit and retain
  - Competition within growing Bozeman area employment markets

#### **Local Employee Preferences**

Salary  
Life/work balance  
Benefits  
Communications  
Employee recognition  
Professional development  
Ability to use skills  
Employer reputation  
Manager/supervisor reputation  
Career advancement  
Workplace location

#### **Local Employer Initiatives**

Increase in wages (some locality pay considerations)  
Flexibility; club membership; day care; pets at work  
Medical insurance, pensions  
*Other initiatives to attract applicants:*

Job fairs  
Hiring bonus incentives

#### **MSU Status Update**

Improved advertising  
Streamlined application process in the pipeline

### CEPAC-Staff Senate Activity

- ✓ Consultation with OCHE Task Force rep (with MUSSA)
- ✓ Progressing the *Pooled Resources* PD&T facility (with MUSSA)
  - Staff interest and priorities identified, and inventory under collection
- ✓ Continued interaction with constituents and colleagues to ensure appropriate focus
  - *Employee Experience* research <http://www.montana.edu/wwwcepac/eepage.html>  
Interactions with new and seasoned staff gathering opinion on topics including:
    - Ways to assist new hires
    - Providing for the needs of the job – at different career intervals
    - Employee recognition
    - Mentoring, and Communications
    - Most valued aspects of working at MSU
  - CEPAC-Staff Senate *360 performance review*
- ✓ On-going research into MSU's standing as an employer within the local market ("*MSU Within the Community*") <http://www.montana.edu/wwwcepac/msu-community.pdf>
- ✓ Promoting community awareness (housing, employment, and economic issues)
  - Shared Governance partnership involvement in MSU/Town meeting
  - CEPAC-Staff Senate attendance of community discussions
  - Regular perusal of newspaper and community study group/government reports
- ✓ Pursuing the implementation of research outcomes through Shared Governance