

BOARD DISCUSSION Item d.

Summary of topics for discussion between Regents staff and PEPB (Postsecondary Education Policy and Budget Subcommittee) on 12-13-07.

The Subcommittee has asked the staff of the Legislative Fiscal Division and the Office of Commissioner of Higher Education (OCHE) to draft a joint “shared policy goal” for improving faculty and staff retention in the Montana University System (MUS).

This is a great opportunity for the MUS to communicate its needs and interests in regard to employee recruitment and retention.

Topics the Legislative Fiscal Division has requested for presentation by OCHE and for Subcommittee discussion include:

- How bad is the turnover rate and what is the target rate?
- Who is leaving? Why are they leaving? What is the impact on the MUS mission?
- Where are employees going? (*What states, institutions, employers?*)
- How is the state pay plan applied in the Montana University System?
- How do union bargaining agreements create differences in how the state pay plan is applied? Where does this occur?
- How are faculty contracts typically structured? (*Explain promotions through faculty ranks, merit, market – compare and contrast with state jobs outside the MUS.*)
- What is the MUS benefits package? (*Focus on health insurance, retirement and pension, staff tuition waiver, dependent tuition waiver.*)
- Are salary and benefits decisions made differently for those employees who are funded from the Current Unrestricted Fund as opposed to those funded from Restricted/Designated/Auxiliary funds? (*For example, those funded solely by private foundation grants and/or federal grants?*)

OCHE staff will ask campuses for data and support in gathering information to address these topics.