

LEGISLATIVE INITIATIVES

Board of Regents' Strategic Initiatives

Spring 2012

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Faculty & Staff Support

Description:

Support faculty and staff to ensure the Montana University System can recruit and retain the capable personnel who are necessary to deliver high-quality education and student services.

Rationale:

- 1) A university's or a college's ability to recruit and retain capable faculty and staff correlates to the competitiveness of the employing organization's compensation levels and benefits.
- 2) Professor salaries in the Montana University System rank lowest in the nation.
- 3) Entry-level wages (hiring rates) for support staff in the Montana University System rank relatively low compared to similar jobs with other public and private sector employers in Montana.
- 4) Failed searches for faculty positions increase the cost of education for students when resulting cancellation of courses lengthens the time necessary for graduation.
- 5) Vacancies in support staff positions cause longer lines for students in need of services.

Ideas/Concepts/Funding:

- Commitment to investment in faculty and staff compensation through advocacy for a state employee pay plan
- Ongoing analysis and strategic action to address the most critical compensation pressures (e.g., retention for faculty and staff who receive offers from other employers, mitigation of severe salary or wage inversion)
- Continue to provide faculty and staff a meaningful role in institutional and system decision making

MUS Strategic Plan:

Success Agenda: Faculty & Staff Support

http://www.mus.edu/data/StratPlan/18_Appendix_A_Success_Agenda.pdf