



## 2013-2014 STAFF & COMPENSATION WORK PLAN

**Committee members:**        **Regent Major Robinson, Committee Chairman**  
                                         **Regent Angela McLean**  
                                         **Regent Todd Buchanan**  
                                         **Regent Fran Albrecht**

Committee staff:                Kevin McRae, Deputy Commissioner for Communications & Human Resources

This work plan shall guide human resource efforts in support of faculty, staff, contract professional, and contract administrative employees. The Montana University System strives to recruit and retain capable personnel to serve the educational needs of Montana's students, families, employers and the public.

### **Goal #1:**

**Secure strong state funding of the Montana University System to ensure that students and the public are served by capable personnel in educational facilities that are conducive to teaching, learning, research, and service.**

**Objective:**        Work effectively with the Governor and the Legislature toward meaningful state support for higher education in the general fund appropriation act, a state employee pay plan, and the state long-range building program.

**Short-term (12 months):** Maintain good communication with representatives of the executive and legislative branches with a focus on a strong position in the executive budget proposal to the next Legislature.

**Long-term (12 to 24 months):** Complete a successful legislative session in 2015 and emerge from the state budget process with adequate resources for high-quality education in Fiscal Years 2016-2017.

## **Goal #2:**

**Provide Montana University System personnel with opportunities to communicate their views on staff and compensation issues before the system's budget request is submitted to the Governor.**

**Objective:** Collect input from faculty, staff, contract professional, and contract administrative employees in a number of ways to provide the Board of Regents with relevant information before the Board presents the system's budget request to the Governor's Office of Budget and Program Planning.

**Short-term (6 months):** Solicit feedback from MUS personnel on relevant staff-and-compensation questions for the Board to review before making related budget decisions. Respect the role of exclusive bargaining agents as sole spokespersons where faculty and staff are represented by labor organizations. These opportunities may take the form of questionnaires, public comment periods at Board meetings, or designated listening sessions apart from scheduled Board meetings.

**Long-term (12 to 24 months):** Coordinate the MUS lobby in the 2015 Legislature with advocates for education and labor to promote a clear and effective message through the legislative session. Beyond the 2015 legislative session, coordinate the communication into productive collective bargaining.

## **Goal #3:**

**Maintain effective labor relations with unions representing 3,500 faculty and staff on matters of collective bargaining, including wages, hours, salaries, and other terms and conditions of employment.**

**Objective:** Bargain in good faith with exclusive representatives and seek additional union input in a variety of ways.

**Short-term (6months):** Work with labor representatives on opportunities for faculty and staff in collective bargaining units to provide the Board with input or feedback on staff-and-compensation issues before the budget request is submitted to the Governor.

**Long-term (12 months to 24 months):** Work with labor representatives through the 2015 Legislature and through the 2015 collective bargaining season toward successful outcomes for the Fiscal Year 2016-2017 biennium.