

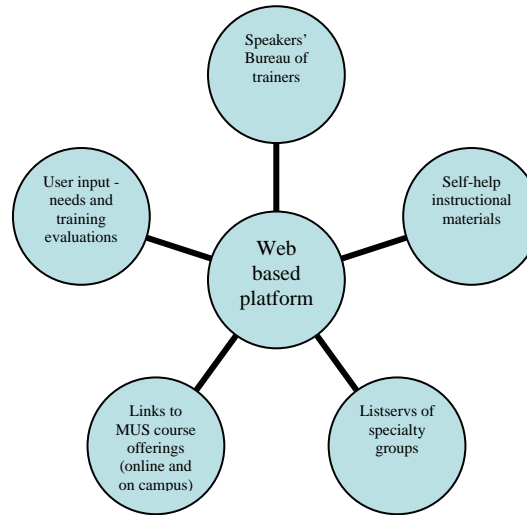
Pooled Resources - from the Classified Perspective at MSU, Bozeman

CEPAC Priorities:

- Serving **MSU's classified staff** across all 193 titles, physical locations and logistical restrictions, through Shared Governance.
- Promoting **MSU as a quality employer** as MSU competes against:
 - Expanding off-campus employment opportunities:
 - 27 MSU classified job listings [93 all listings] vs. 26 for other 7 campuses combined [65 all listings]¹
 - primary reasons for staff searches not producing hires: salary (42%) lack of qualified applicants (26%)²
 - 1 in 7 supervisors report over 5 staff vacancies in last two years²
 - majority of positions vacated are left after less than 3 years' service³
 - increased understaffing
 - Gallatin County house prices 146% of median⁴.
- Progressing **MSU Bozeman's Five Year Vision** through the practice and promotion of Shared Governance.
- Observing **Board of Regents' Strategy:**
 - Educational Attainment • Economic Development • Institutional Efficiency.

The Concept:

Pooling of MUS employee expertise, pre-existing materials, and other available resources, to provide **professional development and training** opportunities for classified staff, and delivered via a single, web based platform.



Input from MSU Bozeman

CEPAC consulted: the departments of Planning & Analysis, Personnel & Payroll Services, ITC, Libraries, and Educational Technology Services (BTC) and, later, President Gamble and Vice President Craig Roloff. The Pooled Resources concept was enthusiastically encouraged as:

- A true exercise in Shared Governance
- Feasible and desirable.

Assistance in realizing this project was offered across the board.

Relevance of the Concept:

- Provides equal access to all staff
- Utilizes various training media (written, in person, on-line), providing for most learning preferences
- Places the responsibility of training at the level of need, with potential for any topic (including supervisor training)
- Preserves institutional knowledge via staff retained, for instance, through increased opportunity or job satisfaction resulting from professional growth
- Incorporates the professional development, training, and career advancement aspects of 9 of the 23 classified tactics⁵ of the Five Year Vision (Goal II)
- Enhances the *complete student experience*, through heightened staff effectiveness
- Presents potential for community involvement
- Exhibits true MUS collaboration
- Maximizes full potential of underutilized MUS resources

¹ MSU Bozeman Affirmative Action data 10/05

² PC / MAP-AC supervisor survey, 2005

³ Data presented to Regents by CEPAC 7/05

⁴ Compensation Study Report t, Regents' Budget Committee 9/2004

⁵ <http://www.montana.edu/upba/vision/fstactics.html>