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

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](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](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