



MUSSA Presentation to the Board of Regents November 21, 2008

- MUSSA thanks the Board of Regents and Commissioner's Office for the efforts and consideration thus far of MUS needs that bring us to this stage of the budgeting process
- We recognize the unique economic climate in which we are working, including:
 - Potential tight budget constraints
 - Impact of possible tuition increases on Montana families
 - Recognition of the employee role in stronger student recruitment and retention efforts throughout the MUS
- We seize the opportunity offered by the current environment to enhance the sustainability of the work force on each campus, e.g.:
 - The potential of strong and diverse applicant pools previously unavailable
 - Ability to fill vacant positions
- In the short term, the MUS can expect fewer vacant positions, resulting in:
 1. Enhanced student service
 2. More effective community outreach
 3. Improved intra-campus support
- MUSSA encourages the Board of Regents to consider the following suggestions within a potentially modest pay plan:
 1. particular consideration of lower paid staff
 2. market adjustments for classified staff, faculty, professionals and administrators
 3. eligibility adjustments to maintain a viable dependent premium waiver program
 4. continued provision of comprehensive and competitive benefits
- MUSSA initiatives:
 - Continued MUSSA collaboration
 - Cooperative practice in support of Regent, OCHE, and campus level initiatives
 - Regular collaborative meetings with OCHE, human resource professionals and administrative representatives from each campus
 - Employee recognition programs
 - Pursuits of staff association initiatives on each campus
 - Facilitation of continued effective communications System-wide