

Resources for Talking about Workplace and Pay Equity

Montana State University Human Resources

Talking about Job Opportunities at MSU

MSU recruitment practices are evolving to respond to the “whole candidate” and actively welcome diverse and non-traditional backgrounds.

- Vacancy Announcements are broadly constructed to encourage diverse applicant pool
- Dual career and family advocate resources for all job candidates
- Guidance for search committees in avoiding unintentional bias

Sharon Stoneberger
Recruitment Manager
X7303

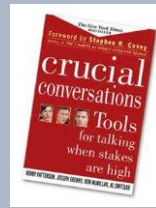
sharon.stoneberger@montana.edu

Tools for Talking when the Stakes are High

Anticipating a key conversation regarding workplace or pay equity? Consider strategies for establishing a safe environment for candid and respectful dialog.

Crucial Conversations Workshop

- ✓ 16 hours
- ✓ \$325/person
- ✓ Open enrollment & team options



Dr. Betsy Webb
Professional Development & Training
x4275

elizabethwebb@montana.edu

Talking about Accommodation for Disability

The Office of Employee and Faculty Relations offers facilitated *interactive dialog* to assist employees/faculty members and managers in developing practical approaches to disability accommodation.

NEW comprehensive webpage
www.montana.edu/hr/disability_accommodation.html

Kasia Maison-Franklin
ADA Coordinator
x2629
k.maisonfranklin@montana.edu

Talking about Pay Equity First Step: Awareness

Upcoming training on compensation programs, policies and practices

HR is refreshing and expanding an overview of our general compensation programs and practices. Training sessions will be announced later this spring.

- ✓ MUS Staff Pay Plan
 - Classified titles/hiring ranges
 - Internal progression
 - Flex pay options
 - Pay plan guidelines
- ✓ Compensation processes for contract employees
- ✓ Guidelines regarding internal and external equity
- ✓ Job descriptions

HR Projects to build better data



Job Categorization (JCAT)

MUS initiative to establish consistent job categories across university system; includes refresh of job descriptions

Compensation Data/Reports

MSU HR initiative to create standard HR workforce/compensation metrics across the university

Sara King
Compensation Manager
x3651
sking@montana.edu

Talking about Work-Life Balance

In conjunction with ADVANCE Project TRACS, Human Resources is establishing a Work-Life Specialist role to serve as a resource for employees/faculty members and managers to explore strategies for work-life balance through MSU programs, policies and practices

- ✓ Maternity leave
- ✓ Parental leave
- ✓ Flexible schedules
- ✓ Leaves of absence

NEW Work-Life Specialist
Kasia Maison-Franklin
x2629

k.maisonfranklin@montana.edu

