

MSU Within the Community Context

Presentation of CEPAC research
February 8, 2007

History

- MSU's ability to recruit & retain a quality workforce is being challenged to critical levels
- CEPAC is pursuing practical solutions from two perspectives:
 - MSU within the MUS (Pooled Resources & other initiatives)
 - MSU within the community (the focus of this presentation)
- Preliminary findings have influenced the Board of Regents to form a task force

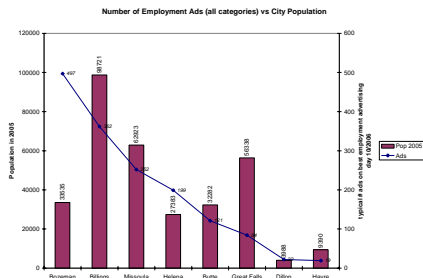
Research Methods

- CEPAC subcommittee studied reports, survey data, newspapers, constituent & community input to
 - Examine how Bozeman differs from other MUS campus cities
 - Suggest ways in which MSU might offer more to the community in this context
 - Identify key areas in which MSU might improve its standing as a quality employer
- Wide distribution of completed report

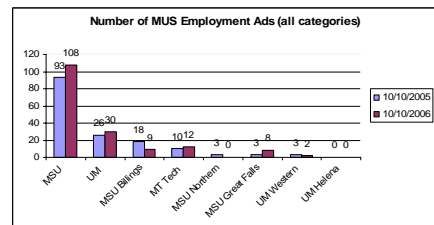
Employment Market

- Workforce volume is dwindling
 - Gallatin Co. in 4th year of full employment (1.9% unemployment 9/06)
- Local economy is growing
 - Some businesses predict workforce growth 19% by 2010
- Businesses are competing in an employee-driven market

Employment Market cntd

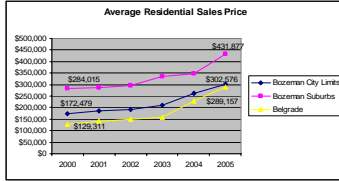


Employment Market cntd



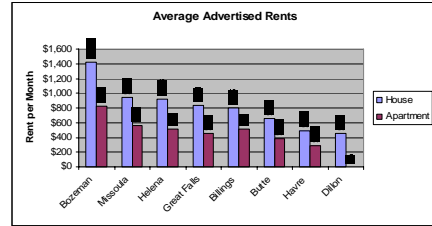
Housing Market

Area house prices have increased at an extraordinary rate:



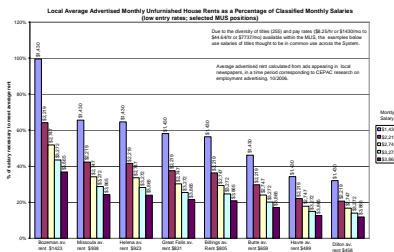
Housing Market cntd

Bozeman rents are higher than in other MUS cities:



Housing Market cntd

Rent could consume 100% of MSU classified salary:



Conclusions

- Local employers are adapting to meet applicant/employee needs to remain competitive
- MSU cannot compete & is reaching crisis point:
 - In its ability to recruit & retain:
 - Lack of flexibility in
 - Compensation
 - Hiring practices
 - High proportion of staff leaving with less than 3 years' service
 - Loss of reputation
 - Emerging compensation inequities within MUS

Recommendations

- MSU could take a leadership role in community-based problem resolution around housing and employment issues
- Community outreach should be expanded to include aspects of the University not currently involved

Recommendations cntd

MSU should examine:

- Salary
- Enhancing the working environment, & morale
- Classified professional development
- Streamlining the recruitment process
- Researching new hire turnover
- Improving the University's image externally
- Maximizing existing advantages