

System Incentives & Rewards

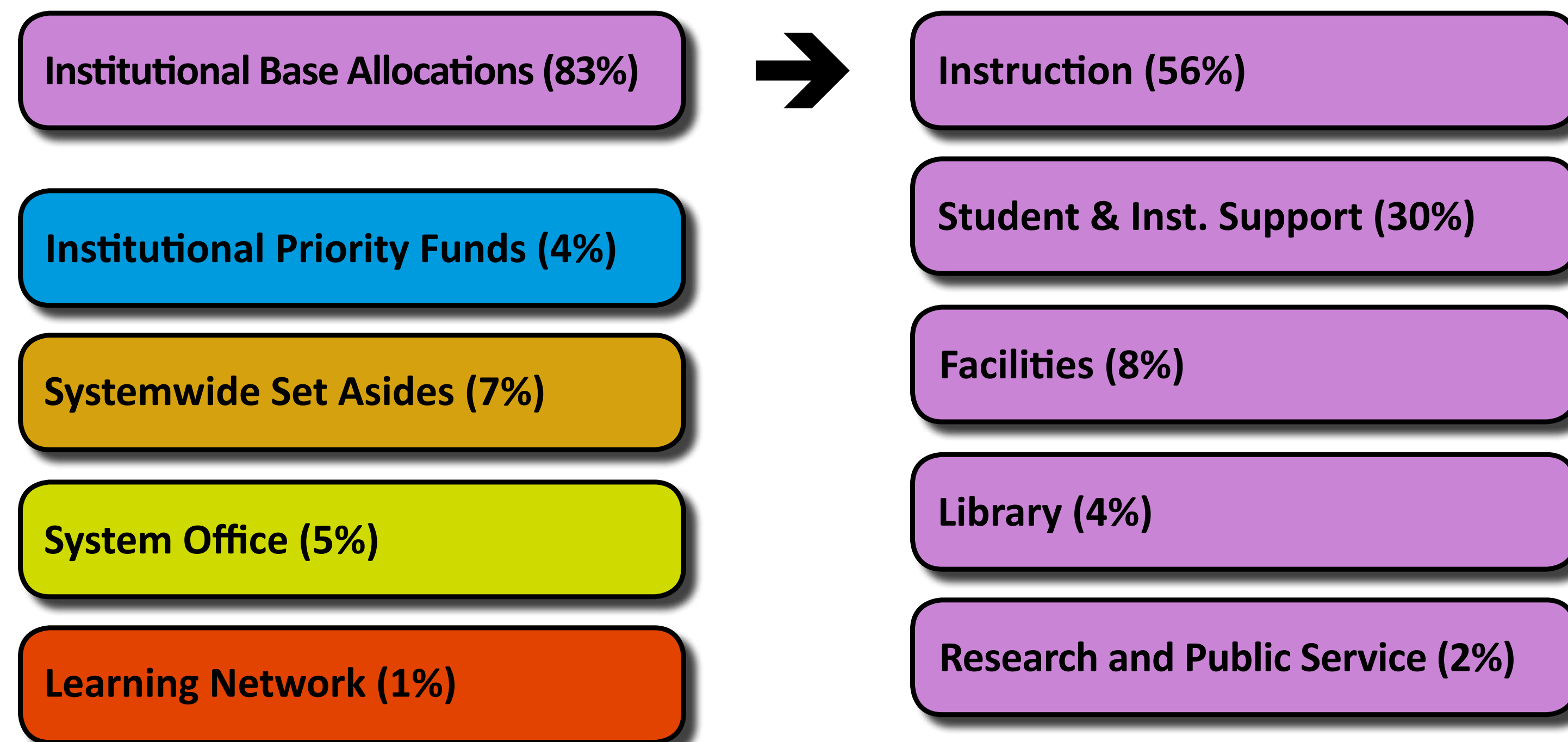
Concepts & Data Provided

Retaining and Attracting Talented Employees (at all levels) Discussion	
Retaining and awarding our best employees	Attracting, hiring, and retaining the next generation
<ul style="list-style-type: none"> • Recognition and rewards (toolkit for supervisors?) • Enhanced achieved and exceptional performance programs (contractual) • “Mobility assignments” • Increased emphasis on supervisory training • Workplace flexibility • Mandatory performance/feedback sessions • Conduct exit and “stay” interviews • Provide an annual total compensation statement 	<ul style="list-style-type: none"> • Expanded training opportunities reaching all levels • Systemwide “stretch” and mobility assignment opportunities • Fresh recruitment strategies • Training for new hiring managers • Respect and appreciation • Professional development opportunities • Enhanced emphasis on affirmative action and diversity • Offer executive and job coaching

In-Meeting Presentations
Allocation Framework, Laura King, 6/11/14
Attracting and Retaining Talented Employees, Mark Carlson, 6/11/14
Overview on Concurrent Enrollment, Kathy Hanon, 6/11/14
State Demographic Trends, Jessica Shryack, 6/11/14

Additional Reading Provided
MnSCU Board Policy 5.11: Tuition and Fees
“Iowa Budget Proposal May Spark ‘Family Feud’ Among Universities,” Quad-City Times, June 2, 2014
<i>The Impacts of State Performance Funding Systems on Higher Education Institutions: Research Literature Review and Policy Recommendations</i> , Dougherty & Reddy (2011)
<i>Performance-Based Funding: The National Landscape</i> , Friedel et al. (2013)
Outcomes-Based Funding Formula, Tennessee Higher Education Commission (tn.gov/the/)

Allocation Framework Design



Attracting and Retaining Talent	
Current MnSCU annual turnover rates	
Presidents (last four years)	50%
Administrators	10%
Deans	33%
MAPE Employees	~18%
Managers & Supervisors	15%
National trend predictions	
Turnover predicted among senior administrators in the next 5-7 years	50%
College presidents expected to retire by 2016	85%