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Oct. 29, 2001

**Contact:** Kathy Crego, director, UM Human Resources Services, (406) 243-6760.

### **UNIVERSITY SYSTEM LANDS GRANT TO HELP IMPLEMENT PAY PROJECT**

#### **MISSOULA—**

The Montana University System has been awarded a \$125,000 federal grant to help put in place a new pay and classification system for classified staff members at state campuses.

The money comes from the Federal Mediation and Conciliation Service, which assists labor and management in resolving disputes and awards competitive grants to encourage innovative approaches for cooperative efforts. The grant request was written by Kathy Crego, director of Human Resource Services at The University of Montana-Missoula. She said the \$125,000 award is the maximum allowed by FMCS guidelines.

The grant will help implement the Montana University Achievement Project (MAP) at Montana State University-Bozeman, UM and affiliated campuses. MAP is a wide-ranging plan to restructure the pay and classification system for MUS classified staff members.

MAP involves more direct understanding by staff of how their jobs relate to institutional missions, goal setting that will give staff clearer expectations about priorities, and two-way communication between supervisors and employees. The plan also should make it easier to reward high-achieving staff members with raises, lump-sum bonuses and other

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compensation. The new system condenses job descriptions into seven broad pay bands to replace the older 25-grade classification system, and it uses pay options that focus on individual achievement and professional development.

The majority of MUS staff members already have voted to accept the MAP system, and Crego said the grant will help ensure a smooth transition. She said much of grant will fund a MAP project director who will oversee the process during the next 18 months.

"The director will make sure the transition process is fair and consistent on all the campuses," Crego said. "The director also will oversee a joint labor-management committee that will manage the process, as well as oversee the development of internal mediation centers, which will be established to handle problems or conflicts that arise with MAP."

The grant also will fund some MAP training and operational expenses and will make available consulting and mediation services to resolve disagreements and conflicts that may arise between supervisors and staff members.

For more information about the grant or MAP, go online to [www.umt.edu/hrs/](http://www.umt.edu/hrs/) and click "MAP Guide/Forms" or call UM Human Resources Services at (406) 243-6760.

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