

Shepherd University Board of Governors
October 13, 2005
Agenda Item No. 5

STAFF CRITICAL RETENTION DESIGNATION

Shepherd University currently employs 234 full time staff and 130 full time faculty. The University is authorized to employ up to 10% non-classified employees who either report to the President or have unit-policy making authority, and to employ up to 10% additional non-classified, critical retention employees. The University currently has 21 critical retention positions among a total of 56 non-classified positions.

The Facilities Management Department has run ads for a classified certified grounds supervisor position for several weeks. A serious, well-qualified candidate has not been found to fill this position. Management skill-sets have been a problem for the Department in the past. Shepherd contemplates running new ads, which are not specific as to classified or non-classified status, for a certified grounds supervisor. Board approval is sought to make the hire as non-classified, critical retention status, if the President determines that such designation is necessary to set a compensation level sufficient to find an appropriate candidate for the position.

The following resolution is recommended for adoption by the Board:

RESOLVED, that the Shepherd University Board of Governors authorizes the use of critical retention status, if deemed necessary by the President, for the position title certified grounds supervisor.