

Introduction

Subject: University Human Resources

Policy: Introduction to Human Resources Policies

Effective Date: January 1, 2019

Revised:

Review date: Three (3) years from the Effective Date above

Responsible Party: University Human Resources

1. Introduction and Purpose

The Montana State University *University Human Resources Policies* are applicable to employees of Montana State University to the extent provided in each specific policy.

2. Role of the Board of Regents

The Board of Regents of the Montana University System, and to the extent delegated, the Commissioner of Higher Education, have ultimate authority over employment matters at each of the units of the Montana University System. The authority of the Board of Regents, as provided in the Montana Constitution, is described as follows:

The government and control of the Montana university system is vested in a board of regents of higher education which shall have full power, responsibility and authority to supervise, coordinate, manage and control the Montana University System and shall supervise and coordinate other public educational institutions assigned by law.

[Montana Constitution X, Section 9 \(2\)\(a\).](#)

Under state law, the Board of Regents are granted the power and authority to “appoint a president or chancellor and faculty for each of the institutions of the system, appoint any other necessary officers, agents, and employees, and fix their compensation.” [Section 20-25-301\(9\), MCA.](#)

MSU's *University Human Resources policies* are intended to be consistent with the [Board of Regents Policies and Procedures](#). In case of a conflict between these policies and the policies of the Board of Regents, the Board of Regents' policies will take precedence. If there is a conflict with [MSU Faculty Handbook](#) or a [collective bargaining agreement](#), the Faculty Handbook or collective bargaining agreement will take precedence.

3. Public Employment

MSU employees are employees of the State of Montana. The nature of public employment requires that the university and its employees are transparent and accountable to the citizens of Montana and maintain appropriate stewardship of the university's property and other resources. Accountability to the citizens of Montana in the provision of efficient and effective delivery of the university's educational programs is a commitment of the university. See, [Public Employee Responsibilities policy](#).

4. Responsibility for Policy Implementation

The Human Resources Department provides overall leadership and direction in the establishment of human resource policies and the university's relationship with its employees. The Chief Human Resource Officer shall be responsible for implementing, overseeing, and enforcing the *University Human Resources Policies* of the university consistent with the [Board of Regents Policies and Procedures](#).