

XII. RETENTION PLAN

Responsible Individuals

The President of Minnesota State University, Mankato previously designated each of the vice presidents and deans as the officer responsible for their respective retention activities. The retention plan of each of the divisions and colleges is attached as Appendix I.

Separation Analysis

The Separation Analysis (attached as Appendix J) includes data from fiscal years 2003, 2004, 2005 and 2006 for all MSU employees. The analysis charts the percent of African American, Asian, Caucasian, Hispanic and Native American males, females and people with disabilities who separated from MSU because they were non-renewed, resigned, terminated or retired. For the purposes of this analysis “non-renewed” is defined as either a fixed-term or temporary appointment that is not continued. Also note that because of the relatively small numbers of people with disabilities and people of color included in the total workforce, data presented in percentages rather than a “head count” format presents a distorted picture. In order to provide a more comprehensive picture, the actual numbers of individuals separated are included.