

DRAFT

MINNESOTA STATE UNIVERSITY, MANKATO BOARD EARLY SEPARATION INCENTIVE (BESI) PRELIMINARY PROPOSAL

❖ Eliminate Position(s) & Not Replace

Scenario 1: Academic departments where student hour production per FTEF is below the academic standard line (see data book), or where non-replaced retirements have already been a part of the college and department planning, such as to address budget cuts

BESI Payment: Payment of ___% of employee base salary

Scenario 1: Non-faculty positions

BESI Payment: Payment of ___% of employee base salary

❖ Eliminate Position(s) & Replace

Scenario 1: Academic departments that meet or exceed standard measure, per data book, where anticipated market hiring value is less than current incumbent base salary

BESI Payment: Up to ___% of the anticipated annual first year base salary savings value

Scenario 2: Non-faculty positions where there is a budget savings due to reorganization

BESI Payment: Up to ___% of the anticipated annual first year base salary savings value

Scenario 3: Division / Department propose savings through reorganization (University will consider these potential opportunities)

BESI Payment: Up to ___% of the anticipated annual first year base salary savings value

GOAL: Cost of BESI will be recouped within one (1) year, and proven long-term salary savings beyond that first year