

Montana State University All Staff Council Membership

Council Member Name		P= Present E = Excused Absence	A = Absent V = Vacant		
Julie Clay, Chair	P	Beverly Garrison, Chair Elect	P	Gerre Maillet, Member-at-Large	P
Kim Anderson, Governance Chair	P	Nicole Divine, DEI Chair	P	Susie Beardsley, Prof. Dev. Chair	P
Molly Lammers, Special Events Chair	P	Skip Anderson, DEI	P	Kurt Friedemann, DEI	P
Kristin Brill, Governance	P	Madison Graff, Governance	P	Shawn Hudson, Prof. Development	P
Melissa Turney, Prof. Development	E	Mariah Stopplecamp, Special Events	P	Danica Weitz, Special Events	E
Susan Andrus, ADA Advisory	P	Katy Owens, Budget Council	P	Jared Leonard, Campus Sustainability	A
McKenna Christensen, Classroom	P	Jonathan Dove, Outreach & Engage.	P	Patrick Baciu, Parking Appeals	P
Monique Hill, PCSUW	P	Julie Brown, Personnel Bd, MUSSA	P	Kristin Blackler, Planning Council	P
Cori Huttinga, PAAC	P	Tara Sadera, Rec Sports & Facilities	P	Nick Child, Research Council	P
Kimberly Hilmer, Space Management	P	Stephanie Breen, TAC	P	Shawn Long, UFPB	P
Kyla McNamara, General Member	P	Tia Brown, General Member	P	John Ooley, General Member	P
				Leslie Schroeder, Program Coord.	P
Guests					
Ron Brekke					

I. Call to Order

II. Announcements

- a. If you are contacted by the media, please do not answer questions unless you are very well informed about the issue. It is best to refer questions to University Communications (Tracy Ellig or Michael Becker).

III. Public Comment

None

IV. Approval of 08.18.2021 meeting minutes

- a. Ooley motioned, J. Brown seconded, unanimous approval

V. Previous Business

- a. Chosen Name Update – *Eric Wold and Julie Clay, UIT*
 1. Program goes live October 21st.
 2. Webpage: montana.edu/uit/chosennameproject
 3. Email: chosenname@montana.edu
 4. Request form will be in MyInfo, with an option to update your email address also to reflect your chosen name. Chosen name will be updated in Banner and will be searchable. Legal name will still be on file, because it must be used for taxes and payroll.
 5. No departmental charge for changing email address. Replacement CatCard or Student ID will be the normal charge to the individual.
 6. No limit to the number of times a person can change their chosen name.
 7. Legal Counsel reviews chosen names. Legal has been involved in this project from the beginning.
 8. Forty (40) different systems across four campuses have been updated to support the chosen name program.

- b. Annual Planning Update – *Julie Clay, Chair*
 1. Professional Development offered to be responsible for the monthly newsletter and the Staff Resource Guide – thank you!

2. Leslie will send an email to all council members asking them to prioritize the ideas that came up in the annual planning portion of the August council meeting.
- c. Staff Appreciation Update – *Molly Lammers, Special Events Chair*
1. Four separate appreciation projects will be undertaken this year:
 - Individual postcard to each staff member – this will be student-designed; delivered around November 9
 - Spring gift – umbrella with ASC logo – hand-delivered to each office; around March 1
 - Random Acts of Staff Appreciation – pick 10 random names of staff who will receive a handwritten note and token of appreciation; begin in September and continues monthly through June
 - Blank card design for communications and thank you notes
 2. \$9k budget for the spring gift (based on 2,000 staff), so no need to ask President Cruzado for money. No wasted money on a gift box or gift bag. Umbrellas will be hand-delivered so we will get live feedback.
 3. K. Anderson motioned to accept the staff appreciation plan as presented. Divine seconded. Discussion ensued regarding cost of student design work. Julie will add \$500 to the budget for the projects. Bookstore (Blank Canvas) is helping us. Vote: unanimous approval

VI. New Business

- a. Fall Q&A with Terry Leist and Jeannette Grey Gilbert – *Julie Clay, Chair*
1. Session will be live-streamed as well as in person. 300 seats available in SUB Ballroom A.
 2. November 2nd from 1-2 p.m.
 3. An email will be sent on Monday, Sept 20 asking staff to submit questions to msuasc@montana.edu. Deadline to submit questions will be October 15.
- b. President's Meeting Update – *Beverly Garrison, Chair Elect*
1. Parking fees – By Montana law, university parking has to be self-sustaining, so it is funded through permit sales and parking tickets.
 2. Fitness Center fees – Students will fund the Wellness Center, but the gym (fitness center) is self-funded. Faculty, staff, and retiree fees used to be lower, but the legislature determined the university must charge fees in line with the private sector so MSU is no longer allowed to give discounted rates.
 3. Temporary housing for staff – There is no longer faculty and staff housing at MSU; the name has been changed to University Student Housing (USH). Instead, MSU is focusing on compensation to help ease expenses.
 4. College of Nursing gift – This will provide funding for 5 Montana campuses; joyful news!
 5. Questions from the council:
 - Job vacancy rate is high (currently 145 postings) – will MSU consider salary increases?
 - Is the hiring moratorium continuing? Some departments have found it hard to get approval to post a job.
 - Classified staff get longevity pay, but letters of appointment don't – why?
 - Faculty and students are protected by a mask mandate, but staff are not – is there a plan to protect staff?

VII. MUSSA Information

- a. COVID - no more federal or state COVID leave available, mask discussions
- b. MUSSA elections
- c. MUSSA representatives will attend the October Board of Regents meeting

VIII. Committee Reports

- a. Special Events & Recognition – would like to provide one activity per month. October is Homecoming month and the theme is Bobcat Family Reunion. Staff upload photos of Bobcat Spirit. Homecoming royalty candidates choose the winners. Winners receive a prize.
- b. Diversity, Equity & Inclusion – no meetings yet
- c. Transportation Advisory Council – no meetings yet
- d. ADA Advisory Council – no meetings yet
- e. University Facilities Planning Board – no meetings yet
- f. Outreach & Engagement Council – welcomed new members, Excellence Outreach awards, reviewing seed grant proposals (grants will be awarded in July now, instead of the spring)
- g. Diversity & Inclusion Council – meets tomorrow
- h. Planning Council – meets next week
- i. Budget Council – meeting quarterly this year, first meeting in October

IX. Informational Items

- a. All Staff Council submits nominations for the Excellence in Innovative Service Award. Time to begin collecting nominations for staff members who go above and beyond. The award process goes through the Outreach & Engagement Council. Leslie will email members with details for gathering names of nominees.
- b. Welcome Back Picnic gift bags – MSUASC provided three fun gift bags for the picnic.
- c. Grand Openings and Groundbreakings are opportunities to show support for MSU and to mingle with staff.
- d. Julie has had discussions with the U of M Staff Senate president regarding a resolution which would require everyone to wear masks at U of M.

X. Public Comment

Discussion on mask requirements, including the possibility of sending out a poll to survey staff regarding the mask policy. Is there still a place to leave comments on the COVID website? How can we get a pulse of staff concerns? We encourage staff to comment in appropriate venues. All Staff Council is obligated to support all sides, whether we personally agree or not.

XI. Meeting adjourned at 11:08 a.m.

Next meeting: October 20, 2021 from 9 – 11 a.m. in Plant Bioscience Building - room 108