

MSUASC Monthly Meeting Minutes

Wednesday, April 17, 2024

9:00 am – 11:00 am

SUB 235

All Staff Council Membership					
Jonathan Dove, Chair	X	Molly Lammers, Chair-Elect	X	Vacant, Past Chair	
Lisa Yarnell, Member-at-Large	X	Vacant, DEI - Chair		Aurora Dreyer, Governance - Chair	X
Vacant, Chair Professional Development		Kayla Lee Special Events Chair	X	Maggie Schmutz DEI Member	A
Teri Nightingale, DEI Member	X	Vacant, Governance Member		Hunter Young, Governance Member	X
Holly Hillis, Professional Dev. Member	E	Vacant, Professional Dev. Member		Alisha Downs, Special Events Member	X
Julie Watson, Special Events Member	X	John Ooley, Budget Council	X	Stephanie Breen, Campus Sustainability (CSAC)	A
Mackenzie Spence, Classroom Committee	X	Samantha Van Horssen, Outreach & Engagement	X	Patrick Baciu, Parking Appeals	E
Polly Kogel, Public Arts & Artifacts	X	Kristin Blackler, Planning Council	A	Nancy Pedersen PAB & MUSSA Chair	X
Kimberly Hilmer, Space Management	X	Elizabeth Olson, Research Council	X	Evan Greenwood, UFPB	X
Genevieve Burmeister, General Member	X	Vacant, General Member		Shawn Hudson, General Member	E
Guest: Ron Brekke	X	Visitors: Audrey Capp & Daniel Foley	X	Beverly Garrison, Program Coordinator	X

I. Call to Order

II. Approval of Minutes - April 17, 2024

III. Public Comment

IV. Speaker *Jeannette Gray Gilbert, CHO.*

Annual Choices Reenrollment opened on April 16 and concludes on May 15, 2024. There are minimal changes this year, but there are changes to the Flexible Spending Account (FSA), which requires annual enrollment. The maximum contributions and the rollover amount have increased.

Remote work. JGG started with an overall refresher of the Remote Work Policy and some of our practices, fenceposts, as you will.

- Our Land Grant Mission ties us to this place
- We are a traditional undergraduate institution, delivering instruction in person, which uniquely affects the way faculty and staff work
- No current pandemic or emergency work orders
- Hierarchy of rules: Montana State Law, BOR Policy, MSU Formal Telework Policy
 - Montana State Law, certain offices must be open at specified times, applicable to all state agencies.
 - The board has said explicitly that the Montana University System is considered a state agent, so offices must be opened and staffed, influencing where work is conducted.
 - A state law, interpreted by the Commissioner's Office, states only contract employees can work from out of state. Another way to say this is that classified positions must be staffed on campus, and staff members may not reside/work in another state.
- Board Policy states remote work is not a right, and not every position is eligible

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Additional fenceposts,

- The default work arrangement expected by the MUS is for all employees on campus and in person.
- Remote work can't impede, reduce, or negatively impact the quality of instruction or service to coworkers in the community.
- Remote work can't replace or accommodate other situations.
- Student, front-facing positions are not conducive to remote work.
- If questions remain or your supervisor has questions, access your HR Business Partner. Employees can contact HRBP or Employee Relations directly, together with their supervisor or separately.

V. Previous Business

VI. New Business

- A. Staff Appreciation Proposal: Each staff member's Cat Card should be loaded with one free meal at a dining hall. MSUASC would contribute \$8,000, and other departments have agreed to make up the balance.

Discussion: Has there been any consideration of an alternative for auxiliary staff with a meal plan as one of their benefits/the same for culinary employees? *Options were considered. However, it was noted that the message is important here— that you are seen and appreciated, and we are glad you are here. Include suggestions for using their meal.*

What about staff who are not located on campus? *There will be a separate proposal for these staff.*

The proposal for allocating \$8,000 for this year's staff appreciation was approved unanimously.

VII. President's Meeting Update *Jonathan Dove & Molly Lammers*

Staff Appreciation

MSUASC Elections

Staff Scholarship Funding

Employee Recognition Ceremony

Keep up the excellent work!

VIII. MUSSA Update—Nancy Pedersen

At the last meeting, they spent time preparing for the MUSSA BOR Breakfast, discussed the Regent's Award for Excellence in University Citizenship, and debated whether MUSSA wanted to send a letter of support to the U of M Staff Senate regarding their Equal Pay Resolution.

Council voted to send ITEM B and ITEM C (Anders Groseth, Undergrad Admissions and Registrar, Tony Campeau) to MUSSA for consideration of the Regent's Award for Excellence in University Citizenship.

IX. Informational Items

- a. Recognized Mackenzie Spence was nominated for Employee of the Year and the Excellence in Innovative Service Award

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X. ASC Committee Updates

- A. Governance Committee – Aurora Dreyer. Election update. Thirty nominations, 8 of which are volunteers. Nominations close on Friday. Seventeen positions are available. Voting is scheduled for April 29 – May 3.
- B. Special Events Committee – Kayla Lee.
March Madness Brackets, four winners will be announced in an email this week. Kayla has delivered their prizes already. There were 195 participants.
Staff Scholarships, noting the President donated \$5,000 to the fund. Three awardees will be included in the email mentioned above.

XI. External Committee Reports – as time allows. Reports are posted on SharePoint.

- A. Budget Council – John Ooley.
 - Recommends the council invite Megan Lasso, Chief Budget Officer, to speak to the council.
 - Overview of the last BOR meeting topics
- B. Campus Sustainability Advisory Council – Stephanie Breen
- C. Outreach & Engagement Council – Samantha Van Horssen
- D. Parking Appeals – Patrick Baciu
- E. Planning Council – Kristin Blackler
- F. Public Arts & Artifacts Committee – Polly Kogel
- G. Research Council – Elizabeth Olson
- H. Space Management – Kimberly Hilmer
- I. University Facilities Planning Board (UFPB) – Evan Greenwood

XII. Open Council Member Discussion

- A. Lisa Yarnell attended the Accessibility Coalition Meeting. Janet Simons, our ADA Coordinator, and Michael McNeil, the Director of Disability Services, also attended. The discussion focused on what is in place for students and staff and meeting Graduate Students where they are regarding off-site placements.
- B. Alisha and Mackenzie are on the 1st Generation Committee. They are holding their first inaugural 1st Generation Graduation Celebration on May 2nd. They have secured funding to provide graduates with blue and silver cords to don with their regalia.
- C. April 10th – 11th, MSU hosted the spring Art Market in SUB Ballroom A. Most of the exhibitors were students; however, seven staff members also had booths this year. \$24,000 was raised, of which \$21,000 goes back to the artists.
- D. Audrey Capp, Director of Communications, would like to coordinate with the council to suggest a group presence to present to the council on critical topics that Communications will be rolling out this fall.
- E. Polly Kogel, when is Campus Cleanup? The second Wednesday in May from 10:00 am to noon.

XIII. Adjourn

Wednesday, May 22, 2024

Next Meeting:

9:00 am – 11:00 am

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