

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	VACANT, 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	A	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	P	Mariah Stoppelcamp, Special Events	E	Danica Weitz, Special Events	P
Susan Andrus, ADA Advisory	P	Katy Owens, Budget Council	P	Jared Leonard, Campus Sustainability	P
McKenna Christensen, Classroom	P	Jonathan Dove, Outreach & Engage.	P	Patrick Baciu, Parking Appeals	P
Monique Hill, PCSUW	E	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.	E
Guests					

I. Call to Order

II. Approval of 09.15.2021 meeting minutes

- a. Huttinga motioned, Andrus seconded, unanimous approval

III. Public Comment

None

IV. New Business

- a. InterUnit Benefits Committee (IUBC) Update - *Jeannette Grey Gilbert, Chief Human Resources Officer*
 1. Quarterly meetings – October meeting is retrospective (review of financial health for last plan year), next meeting in January will discuss any changes to coverage for the next plan year, March is the rate-setting meeting
 2. Jeannette is the representative for Bozeman, along with Frank Kerins from faculty
 3. IUBC advises the Commissioner on the benefits plans
 4. Plan is in good financial health, in spite of increasing health care costs
 5. Enrollment has been steady, which is good, because it pays for the plan (self-funded)
 6. Impact of COVID19 on the plan – vaccinations and testing have been paid for by the government so far; highest cost to our plan has been hospitalizations
 7. January discussion topics will include hearing aids, fertility treatments, and enhanced counseling benefits (considering adding additional visits with zero copay)
 8. Spousal coverage – currently a spouse can only be added at the beginning of your employment or if they experience a qualified life event
 9. Plan holds about \$16M in reserves (to pay future claims) for about 14,000 covered individuals
 10. Pilot plan underway between Blue Cross Blue Shield and Bozeman Health for lower extremity joint replacements (hip and knee) – no requirement for member participation, members can choose whether or not to participate
 11. Choice is important

12. Federal legislation called the No Surprises Act & Transparency will go into effect in 2022 – insurance ID cards will contain deductible and maximum out-of-pocket information
13. Retirement plans – only 20% participation in the 403(B), which is an additional retirement account
- b. Member-at-Large Vacancy – *Kimberly Anderson, Governance Chair*
 1. Gerry Maillet resigned due to workload.
 2. Three responsibilities of this position are Roberts Rules of Order, Pure Gold Reviewer, and executive board attendance.
 3. Anyone interested in taking on Robert's Rules or Pure Gold Reviewer or the entire thing, please contact Julie, Kim or Leslie.
 4. The council will have to vote to confirm someone.

V. Announcements

- a. Roberts Rules of Order
 1. Public Comment – opportunity for non-council members to comment
 2. Informational Items – opportunity for council members to bring up a topic not on the agenda
 3. Point of Personal Privilege – two-minute opportunity for council members to speak about something timely and urgent
- b. Call for Agenda Items
 1. To get an item on the monthly agenda, please notify Leslie prior to the executive board meeting (2nd Monday of each month).
 2. Leslie will send monthly email to call for agenda items.
- c. Newsletter
 1. Will continue to be posted on website
 2. Three council members are being featured each month (in alphabetical order) so staff can get to know who is representing them.
 3. Contact Julie with ideas for articles or to submit an article.
 4. Check out this month's newsletter to learn about EAP (MSU's Employee Assistance Program). The EAP offers so many benefits that most staff aren't aware of.

VI. President's Meeting Update - *Beverly Garrison, Chair Elect*

- a. Board of Regents meeting – discussion of vaccine mandates, but due to state legislation, vaccines cannot be mandated in Montana.
- b. COVID cases on campus fell from 28 to 8 in the past month.
- c. How MSUASC can help – hire students in your department. They are looking for employment.
- d. Minority Student Scholarship – an MSU student would like to start one; perhaps MSUASC can help with this.
- e. Hiring Moratorium – in place through the end of the year, but there are avenues for requesting emergency hires. The requests go to the Office of the Commissioner of Higher Education (OCHE) and are being turned around quickly.
- f. Status of MSU's Daycares – Childcare is not going away. MSU has two childcare centers: Child Development Center and the ASMSU Childcare
- g. Staff Retention Bonus Feedback – intended to be additional compensation for classified employees who continued working during the pandemic. For classified employees because they have fewer options and less flexibility for pay increases than professional employees. Staff appreciated the bonus but were surprised by the taxes. Bonus questions should go to your HR Business Partner. Temporary hires were not included in the bonuses.
- h. Managing the workforce in understaffed departments – Reach out to direct supervisor; they have tools to assist.

VII. Previous Business

- a. Staff Appreciation Update – *Molly Lammers, Special Events Chair*
 1. Umbrellas are too expensive with shipping. Instead, will give seeds in biodegradable planters – multiple varieties; timing will be good for spring; easy to ship to staff off campus.
 2. Random Acts of Appreciation gifts – scarves for fall/winter, tape measures in the spring. Postcards will be sent out in early November; design and wording are being finalized.
- b. Staff Awards – *Julie Clay, Chair*
 1. Nominations for Excellence in Innovative Service Award are due November 2nd. Go to award nomination portal on Provost webpage.
 2. Excellence in Outreach Award is also for staff.
- c. Staff Q&A Update – *Julie Clay, Chair*
 1. Promote the Fall Q&A with Terry and Jeannette so that we can fill the seats in Ballroom A
 2. 28 questions received from staff

VIII. MUSSA Information

- a. Elections results: Chair – Laramie Smovir (Great Falls College), Vice Chair – Brady Schwertfeger (University of Montana)
- b. First order of business is planning what the group wants to accomplish.

IX. Informational Items

- a. Exercise classes and program offers for faculty and staff.
- b. Monthly HR Basecamp series – very helpful; opportunity to talk directly with HR staff about a variety of issues; next meeting is November 15.
- c. Microsoft Mondays (preparation for BOX migration).

X. Committee Reports

- a. Diversity, Equity & Inclusion – *Nicole Divine, Chair*
 - No meetings yet, but staff member who spoke up in Leadership MSU wants to work on creating a Diversity scholarship for students and staff. Committee is meeting with this person on Friday, Oct 22.
 - Working with Nika Stoop about a questionnaire.
- b. Research Council (sent in via email) – *Nick Childs*
 - VPREDGE is sending out bi-weekly research updates to promote cross-campus knowledge of research highlights on campus. These are highlights, not technical, so they are of interest to a broad audience
 - Office of Research Development Director search – This is a new office under VPREDGE that is tasked with assisting faculty in development of their research activities
- c. Space Planning (sent in via email) – *Kimberly Hilmer*
 - This month's space planning vote was conducted via email because there was only one agenda item. We approved a request to move Troop to Teachers into Reid 442, 443, and 444, relocate LIFE scholars to space vacated by the Indian Leadership Education and Development program (Reid 455, 454, and 457) which has lost funding, relocate EEHD graduate students from Reid 454 to Reid 441, reallocated Reid 310 to a EEHD faculty member, and reallocated Reid 311 to a EEHD graduate student with an approved ADA accommodation need. This move is made possible in part because the Science Math Resource Center is relocating to Reid 408, 409, and 412, as that space better suits their needs, and vacating Reid 441, 442, 443, and 444.