

University Council MINUTES
Wednesday, April 11, 2018
8:30 AM - 9:30 AM
SUB 233

Members:

Waded Cruzado, Daniel Adams, Kenning Arlitsch, Kregg Aytes, Michael Babcock, Charles Boyer, Matt Caires, Kylar Clifton, Leon Costello, Tracy Ellig, Chris Fastnow, Brett Gunnink, Alison Harmon, Cathy Hasenpflug, Maggie Hayes, Robert Hawks, Bob Hietala, Karlene Hoo, James Joyce, Chris Kearns, Greg Kegel, Ron Larsen, Ilse-Mari Lee, Terry Leist, Shelley McKamey, Bob Mokwa, Chris Murray, Kim Obbink, Ramie Pederson, Kellie Peterson, Renee Reijo Pera, Nicol Rae, Jyl Shaffer, Sarah Shannon, Jerry Sheehan, Royce Smith, Dan Stevenson, Cody Stone, James Tobin, Susan Wolff

I. Call to Order
President Waded Cruzado

President Cruzado called the meeting to order at 8:30 AM.

II. Approval of Minutes for March 7, 2018

The minutes were circulated. President Cruzado called for a motion to approval. Royce Smith provided the motion; Terry Leist and James Joyce seconded. The minutes were approved unanimously.

III. University Wide Information/Announcements

Last week MSU concluded the search for the JJCOB Dean. President Cruzado thanked Dean Aytes for a job well done, as well as Alison Harmon for her incredible work and service on the search committee.

Council on Councils Day is today. We will begin holding this meeting in April every year.

IV. Old Items
A. Medical Amnesty Policy
Kylar Clifton, ASMSU President

Kylar Clifton shared that he has met with various student groups regarding this policy. He has heard overwhelming support for this policy and hopes it passes today.

Chris Murray recognized Kylar Clifton's leadership on this policy.

Brett Gunnink commented that he is very supportive of the policy. He indicated that he hopes that the messaging of responsibility is also a part of this initiative.

President Cruzado called for a vote; the motion passed unanimously.

V. New Items

A. Freedom of Expression Policy

Kellie Peterson, Legal Counsel

The changes of this policy came from a working group that was put together consisting of people across campus, including faculty and staff. This update will be posted for 30 days. Kellie Peterson invited people to send her comments over the course of the next month.

Matt Caires asked if this is a four-campus policy. This is a MSU Bozeman campus policy, as it interacts with the Bozeman facility use specifically. It is a nice place for the other campuses to start though, if they so desire.

President Cruzado indicated that this policy will come back to University Council on May 2nd, 2018, for a vote.

B. HR Policy Revisions

Leslie Taylor, Associate Legal Counsel

Cathy Hasenpflug, Chief Human Resources Officer

Cathy Hasenpflug shared that HR has been working on various policy revisions for quite a bit of a time now. She recognized a team of ten people who have been working on this endeavor. They are mentioned below:

Core HR/Legal team

- Leslie Taylor, Counsel
- Cathy Hasenpflug, CHRO
- Susan Alt, Director Employee Relations and Administrative HRBPs

Campus workgroup

- James Tobin, Professional Council
- Kerry Evans, University Services
- Kim Hilmer, College of Letters & Science
- Mary Fran San Souci, Extension Services
- Martha Peters, College of Nursing
- Milana Lazetich, Staff Senate

Project objectives

- Comprehensive review and update of Personnel Policy and Procedures Manual
- Over 70 policies reviewed
 - current legal and regulatory environment
 - Board of Regents (BOR) policies
 - MSU human resources practices
 - **Project outcome**
- 8 new policies
- 16 major revisions

- 8 retired policies
- All relevant documents and policies are posted on the Proposed Policies page. <http://www.montana.edu/legalcounsel/proposed/index.html>
- **Ongoing Policy Summary** describes each policy and any material changes made to the policy with links to the existing policies.
- **Table of Contents** shows how the new HR Policies will be posted on the website with links to other university policies that affect employees such as Conflict of Interest.
- The **Human Resources Policies** are grouped and posted for review in pdf format.

VI. Informational Items

A. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

Dr. Franke Wilmer, Professor, Political Science

Dr. Wilmer was invited to present to the Council by President Waded Cruzado due to Dr. Wilmer's work with the President's Commission on the Status of University Women (PCOSUW). This work is being discussed due to the momentum of advocacy against women's unequal status at MSU, in Bozeman and in the country.

Dr. Wilmer is advocating for the Cities for CEDAW Ordinance.

Please show up on Mother's Day on May 14th at the City Meeting to support this endeavor.

VII. Public Comment

President Cruzado opened the opportunity to share public comment. There were no public comments.

VIII. Updates

Royce Smith congratulated our faculty member who was recognized by the Guggenheim Foundation.

Dean Nic Rae shared an update on his College's month, which is celebrating the 125th Anniversary in April.

President Waded Cruzado shared that we are currently accepting nominations for the 125 Anniversary event, "Extraordinary Ordinary Women of Montana State University." These nominations are due at the end of April. The event will be taking place on Friday, November 2, 2018.

NOTE: The next University Council meeting is scheduled for Wednesday, May 2, 2018, from 8:30 AM - 10:00 AM.