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University of Montana Staff Senate Meeting
Minutes

University of Montana Staff Senate

3-8-2023

Documents from the March 8, 2023 meeting of the University of Montana Staff Senate

University of Montana–Missoula. Staff Senate

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March 2023 Agenda

Wednesday, March 8, 2023

10 am - 12 pm

UC 225

[Zoom Link](#)

Meeting ID: 978 9431 0819

[Box Link](#)

1. Welcome – Call to Order (5 minutes)
 - a. Reflection
 - b. Roll Call
 - c. Quorum Present
 - d. Welcome Guests
2. Business (30-45 minutes)
 - a. Approval of Minutes
 - i. [February 8, 2023](#)
 - b. Elections
 - i. Vice Chair
 - ii. Historian
 - iii. Secretary
3. Quick Reminders (15 minutes)
 - a. Well check at the end of the month
 - b. Office of Organizational Learning & Development training reminder
 - c. Emails sent out- reminder about putting Staff Senate designation
 - d. Check your paystubs for MFPE dues
4. Committees – *if we have time, if not, updates will go out by email after the meeting* (15 minutes)
 - i. University Committees
 1. Search/Hiring Committees
 2. Week of Excellence Employee Awards
 - a. <https://www.umt.edu/president/events/RecDayAwards/outstanding-staff-award.php>
 - ii. Communication & Visibility
 - iii. Data
 - iv. Professional Development
 - v. Wellness and Retention
 - vi. Scholarship
 - vii. Bylaws
 - viii. Montana University System Staff Association
 - ix. Others?
5. Parking Presentation (30 minutes)
 - a. William Donovan, Director of Parking Services
 - b. Eva Roche, Sustainability Director
6. Enterprise Risk Management (20-30 minutes)



- a. Anta Coulibaly, Director of Internal Audit and Enterprise Risk
7. Public Comment (10 minutes)
8. Adjourn

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9. Welcome – Call to Order (5 minutes)

- a. Reflection
- b. Roll Call
 - i. Present: Ponce, Kurien, Thompson, Kneebone, Kanwischer, Jensen, Andrews, Calenberg, Magnuson, Kiley, Gray, Leggins, Elensky, Schroeder,
 - ii. Absent: Anderlik, Crawford, Elliott, Bales
 - iii. Excused: Carroll, Belanger, Davy
- c. Quorum Present- yes
- d. Welcome Guests
 - i. none

10. Business (30-45 minutes)

- a. Approval of Minutes
 - i. [February 8, 2023](#)
 1. Motion: Magnuson
 2. Second: Calenberg
- b. Elections
 - i. Magnuson: when do elections typically happen?
 1. June, start in July
 - ii. Vice Chair
 1. Nominations:
 - a. Magnuson
 - i. Unanimous vote (11/11)
 - iii. Historian
 1. Nominations:
 - a. Kneebone
 - i. Unanimous vote (11/11)
 - iv. Secretary
 1. Nominations:
 - a. Calenberg
 - i. Unanimous vote (11/11)

11. Quick Reminders (15 minutes)

- a. Well check at the end of the month
 - i. Campus rec is going to try to do free week during the same week as wellcheck
- b. Office of Organizational Learning & Development training reminder
 - i. Jasmine and Zoe have been sending out a lot of info about trainings
 - ii. Specifically training about mitigating stress
 1. Typically expensive, that is free to staff
 2. Synchronous training- first session is three hours

- iii. Comes out through Campus Communications- if you do not receive, reach out to IT about getting access
 - c. Emails sent out- reminder about putting Staff Senate designation
 - i. Add Staff Senate to subject line
 - ii. Resend emails if any outstanding requests
 - d. Check your paystubs for MFPE dues
 - i. Quite a few people who are not dues paying members
 - ii. If you think you are, double check to ensure that those dues are coming out
 - iii. Paystub in Cyberbear
 - iv. Jensen- How do you know how much it costs?
 - 1. Reach out to Brady Schwertfeger- could be a sliding scale based off how much you make
 - v. Will start doing local meetings again- check email for more details
 - 1. Go to website to opt in to emails or reach out to Brady Schwertfeger
 - vi. Magnuson- What are the benefits of being part of the Union?
 - 1. All covered by Bargaining unit
 - 2. But if don't pay dues, you don't get union reps when needed, or vote on bargaining issues
12. Committees – *If we have time, if not, updates will go out by email after the meeting* (15 minutes)
- i. University Committees
 - 1. Search/Hiring Committees
 - a. GLI director- Andrews
 - i. Interviews next week
 - ii. Global Leadership Initiative
 - iii. Moving to Mansfield Library
 - b. Vice Provost for academic affairs- Gray
 - i. Kiley- will this be impacted by the recent updates from the Provost?
 - ii. Unsure at this time
 - 2. Week of Excellence Employee Awards
 - a. <https://www.umt.edu/president/events/RecDayAwards/outstanding-staff-award.php>
 - b. Coco will lead the committee
 - i. Need volunteers to help with this committee
 - ii. Kurien
 - iii. Look into putting this under the Scholarship committee's per view
 - 3. Budget committee
 - a. How they figure out the University budget and breakdown between colleges
 - b. Magnuson- 1050 that is supposed to be coming- is that this year or next year
 - i. Once it passes legislature, it should be immediate- not sure where that lumpsum bonus will be coming from (OCHE, UM)
 - 1. Lassiter thinks OCHE will provide 40%
 - ii. Best thing to do is increase enrollment
 - iii. Gray- HB 13 does lay that out- does not matter where this comes from, we will get that lump sum bonus
 - ii. Communication & Visibility
 - iii. Data
 - iv. Professional Development
 - v. Wellness and Retention
 - vi. Scholarship

- vii. Bylaws
- viii. Montana University System Staff Association
- ix. **Chairs of committees- send updates to Coco- will send those out via email to the rest of the senate**

13. Parking Presentation (30 minutes)

- a. William Donovan, Director of Parking Services
 - i. Came to us from the University of Texas in Sept 2022
- b. Eva Rocke, Sustainability Director
- c. Let's Talk about Parking Presentation
 - i. Mix of human psychology, economics, and sustainability
 - ii. Underlying problems
 - 1. Constrained by boundaries- river, mountains, neighborhood
 - 2. New construction
 - 3. Increasing enrollment
 - a. Only a problem when everyone wants to drive to campus
 - 4. We love our green space!
 - a. Lots of things competing for space on campus
 - 5. Long history of undervaluing parking
 - a. Set up pricing system the wrong way
 - iii. Supply and Demand
 - 1. High demand- 8000 students plus employees
 - 2. Very small supply- 4542 spaces
 - a. This includes quick stop, loading, dornblaser and Missoula college
 - iv. Two strategies to address this issue:
 - 1. Increase supply
 - a. Build more parking
 - b. Require certain commuters to park elsewhere
 - c. Get people to walk, bike, bus
 - i. for most of us, changing commuting just one day a week will make a huge difference – no incentives to do so
 - 2. Lower demand
 - a. Make it more expensive
 - b. Make sustainable commuting very easy, fun, rewarding
 - c. Creative incentives to not drive
 - v. Why is parking a sustainability issue?
 - 1. Not just a sustainability issue, but a public health issue
 - 2. Asphalt is carbon intensive
 - 3. emissions impact
 - vi. Solutions
 - 1. Heard from commuter students that parking is an issue
 - a. Impacts attendance and enrollment
 - 2. Helping navigate people to an open spots
 - 3. Launched an app called ParkZen
 - a. Uses crowdsourced data to find spots
 - b. Tells you when a spot opens up and how recently
 - vii. How can we address the issue of supply?
 - 1. 3,300 available to commuters & residents after quick stop, etc.
 - 2. On-campus residents parking permit proposal
 - a. Find a different place for the resident's parking

- b. New permit types: Resident Reserved, Resident remote
- c. Permits selected via lottery, then use waitlist
- d. No oversell, strict enforcement
- e. Frees up about 450 spaces each day
- 3. Key: Encourage on-campus student residents to not bring a car
 - a. No more annual permits
 - i. Switching to semester options
 - b. UDASH service to Dornblaser & Missoula College- Griz Walk will run after hours
 - c. Designated winter parking
- 4. Popular lots will cost more
- viii. Reducing Demand
 - 1. Price is strongest lever for reducing demand
 - 2. UM permit holders are currently incentivized to drive as much as possible even if they don't need to drive every day
- ix. Right now our parking model does not support issues
 - 1. Location-based or more hourly parking is in response to the diverse needs we have on campus
 - 2. Very complicated issue
- d. Comments:
 - i. Kneebone- staff do not have high wages, and have to deal with parking daily as part of their jobs; social stratification of parking is frustrating
 - ii. Ponce- feels as if we are being charged to come to work; disparity between how much someone makes, and how much parking costs
 - 1. Donovan- completely free option: parking at dornblaser and taking the bus
 - iii. Kurien- Parking has become a privilege
 - 1. Donovan- Parking is an economic issue- the ways you can manage parking is through price
 - iv. Magnuson- comes off as de-incentivizing us to come versus incentivizing us to utilize
 - v. Start a box file with questions/ thoughts to share with William Donovan

14. Enterprise Risk Management (20-30 minutes)

- a. Anta Coulibaly, Director of Internal Audit and Enterprise Risk
 - i. Handout that went out with the agenda
 - ii. Want to make this process as inclusive as possible
 - iii. Want to come up with top risks the institution faces
 - 1. Parking should be on this list
 - iv. What is meant by 'Talent management'?
 - 1. We have no formal or standard onboarding for new employees
 - a. Identifying things that are integral to working at UM
 - 2. A lot things say they require training, but no training is offered
 - a. Leggings offered banner training to folks

15. Public Comment (10 minutes)

16. Adjourn

- a. Motion: Jensen
- b. Second: Calenberg