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University of Montana Staff Senate Meeting  
Minutes

University of Montana Staff Senate

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12-14-2022

### Documents from the December 14, 2022 meeting of the University of Montana Staff Senate

University of Montana -- Missoula. Staff Senate

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## December 2022 Agenda

Wednesday, December 14, 2022

10 am - 12 pm

UC 225

[Zoom Link](#)

Meeting ID 950 7850 2656

[Box Link](#)

1. Welcome – Call to Order
  - a. Reflection
  - b. Roll Call
  - c. Quorum Present
  - d. Welcome Guests
  
2. Business
  - a. Approval of Minutes
    - i. [October 12, 2022](#)
  - b. [Reporting Spam and Phishing messages](#)
  - c. UM Employee Wellness Day – January 10, 10 am to 2 pm – Save the Date
  - d. Changes to BOR policies
  - e. Campus-wide communications - UMToday
  
3. Hilly McGahan – ADA Committee Chair
  - a. ADA Barriers
  - b. [Snow Removal](#)
  
4. Brady Schwertfeger
  - a. FOCUS-MFPE Montana Federation of Public Employees (formerly MPEA)
  
5. University Updates
  - a. University Committees
  - b. Search Committees
    - i. [VP of People and Culture](#)
  - c. Montana University System Staff Association
  - d. Others?
  
6. Public Comment
  
7. Adjourn

## December 2022 Minutes

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### 1. Welcome – Call to Order

- a. Reflection
- b. Roll Call
  - i. Present: Carson, Davy, Bales, Leggins, Rasmussen, Thiebes, Gray, Andrews, Carroll, Colenso, Kanwischer, Kiley, Kurien, Magnuson, Thompson, Helms
  - ii. Excused: Ponce, Elensky, Jensen, Kneebone, Calenberg, Knapp
  - iii. Absent: Anderlik, Belanger, Crawford, Elliott
- c. Quorum Present
- d. Welcome Guests

### 2. Business

- a. Approval of Minutes
  - i. [October 12, 2022](#)
    1. Motion: Gray with the caveat that her name is fixed
    2. Second: Andrews
- b. [Reporting Spam and Phishing messages](#)
  - i. Instructions on how to report in link
  - ii. Phishing and spam have been at an all-time high
- c. UM Employee Wellness Day – January 10, 10 am to 2 pm – Save the Date
  - i. Ice rink up soon
- d. Changes to BOR policies
  - i. Dependent tuition waiver approved
    1. 2 dependents at once
    2. Reduced from 5 years to 4 months
  - ii. Some staff still vocalized issues with fees that go along with the tuition with staff
    1. Mentioned that Bozeman does not charge their staff fees
    2. Need to look into if this is a bargained issue
      - a. Question about why these are different
      - b. As staff, can we support political issues
  - iii. Montana-wide remote work policy
    1. Standardization of the policy across all of MUS schools
  - iv. Changes in wording surrounding academic suspension
  - v. BOR meetings and agendas- available on BOR website
    1. Gray will look at agenda and communicate with Senate on how those points may affect Staff
- e. Campus-wide communications – UMToday
  - i. Main means of communication, especially comms from administration
  - ii. Needs to look into the ‘Care Share’ and how that will be shared

- iii. May have a 'staff specific' box in the email
  - iv. Andrews- how do we make sure that people are subscribed? Remembers that when she first started working, she had to subscribe to the email
    - 1. Will need to follow up on making sure it goes to everyone, but pretty certain it does go to anyone
3. **Hilly McGahan – ADA Committee Chair- not able to make it after all**
- a. ADA Barriers
  - b. [Snow Removal](#) – interactive map;
    - i. Jen Sauer is the one who makes these maps- if you see anything that needs to be added/changed, contact Jen: [jennifer.sauer@umontana.edu](mailto:jennifer.sauer@umontana.edu)
  - c. Reporting barriers that there are on campus- administration
  - d. Kurien- do people know what ADA barriers are?
    - i. Yes, it could be places where wheelchairs cannot fit
    - ii. Includes snow
    - iii. Mobility impairments- think of people who can't walk up and down stairs
    - iv. But also electronic issues- people who can't read computer screens
    - v. ADA includes all sorts of disabilities
    - vi. Colenso: Question about how do we know if things we send out can be read on a screen reader
      - 1. Kurien- there are accessibility checkers
      - 2. <https://www.umt.edu/accessibility/electronic-accessibility/checklists/default.php>
      - 3. <https://www.umt.edu/accessibility/electronic-accessibility/guidelines/documents/default.php>
      - 4. Carson will reach out to OOLD to see if they can put on a training
  - e. Lots of different kinds of barriers- could be based off physical issues; based on sex; grievances; etc.
    - i. Reporting form: <https://www.umt.edu/accessibility/report/default.php>
    - ii. Can report anonymously or on behalf of a student
    - iii. Don't think about it as a complaint- think of it as helping UM
4. Brady Schwertfeger- not able to make it after all
- a. FOCUS-MFPE Montana Federation of Public Employees (formerly MPEA)
5. **University Updates**
- a. University Committees
    - i. UAAC- Year 6 report is due next year and in the process of updating and making sure it is up to date
      - 1. Question about how the new academic renewal process will affect the accreditation process
        - a. Hopefully Provost Mahdavi will be able to speak to Staff Senate about these changes
        - b. Latest email mentioned that there will not be a split of H&S, but different schools underneath
  - b. Search Committees
    - i. [VP of People and Culture](#)
      - 1. This will be a partnership with the president
      - 2. This will NOT be the new HR director- they will be working with HR

- a. Will be in charge of the Title IX office
- 3. About building culture- retaining staff
  - a. Main idea of this job was about culture
  - b. Will be in charge of rectifying this
- 4. How do we do staff development
  - a. Training surrounding this so people don't feel stuck
- 5. This position is about staff
- 6. All candidates but one have some sort of tie to Montana
- 7. There will be a qualtrics survey for feedback on candidates
- ii. Dean of Students- Sandy Curtis will be
- iii. VPEII- working through applications- will have decision by Friday
  - 1. Hopefully will be starting at the beginning of the year
  - 2. Will oversee UM summer, mansfield center
  - 3. Main mission will be enrollment processes
- iv. Associate Director of OOLD will start in January
- c. Montana University System Staff Association
- d. Others?

## 6. Public Comment

- a. None

## 7. General questions

- a. What is going on with the swastika-like tiles on Corbin?
  - i. There has been back and forth conversation about these for the past 5 years- 2019 there was a movement to remove the tiles
  - ii. Quick summary:
    - 1. The tiles are not Nazi swastikas, the legs rotate to the left with dots between them
    - 2. There is no evidence that the architect was a Nazi or a supporter
    - 3. There are several testimonies that indicate that we should not remove them because these symbols are common to a number of cultures and have meanings opposite to what the Nazi party used the swastika for.
    - 4. In contradiction to the above most people see the symbol and relate it to Nazi-ism and the holocaust
  - iii. Carson will meet with Gray about information- send to Senate
    - 1. Statement that supports ASUM? Resolution?
    - 2. Magnuson would like to have more information about it from an expert or hear about what ASUM wants
    - 3. Carroll- doesn't think staff has a role in this
      - a. Gray- thinks it's a Diversity, equity and inclusion issue
  - iv. Needs some sort of closure around it
- b. Winter recess? Did this ever go anywhere?
  - i. It is considered a benefit so it has to be bargained
  - ii. Still with the union at the moment
  - iii. Will ask Brady to chime in when he can make it to the next meeting
  - iv. Kiley: Would be a cost savings for the university

- v. Davy: Would staff just take no pay? Or would they need to take annual leave?
  - 1. It would be considered something we don't have, which is why it needs to go through bargaining more

## 8. Adjourn

- a. Motion: Magnuson
- b. Second: Thompson