2-8-2023

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

University of Montana--Missoula. Staff Senate

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The Heart of the Grizzly

February 2023 Agenda

Wednesday, February 8, 2023
10 am - 12 pm
UC 225
Zoom Link
Meeting ID: 967 7276 8651
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. January 11, 2023
   b. Neil to step down as President- discuss what will happen
      i. Election
      ii. From the bylaws:
          1. ‘A vacancy in the Office of the President (Chair) will be filled by the Vice-President (Chair Elect). Other Executive Committee vacancies will be filled by appointment of the Executive Committee and majority approval of the Staff Senate’
   c. Historian position to join XO committee?

3. Kate Duran- Associate Legal Counsel
   a. Fraternization policy feedback

4. Parking resolution?
   a. Sliding scale

5. University Updates
   a. University Committees
      i. Search/Hiring Committees
   b. Communication & Visibility
   c. Data
   d. Professional Development
   e. Wellness and Retention
   f. Scholarship
   g. Bylaws
      i. Needs a new chair and more people
      ii. Needs a lot of work
   h. Montana University System Staff Association
   i. Others?

6. Public Comment

7. Adjourn
1. Welcome – Call to Order @ 10:05am
   a. Reflection
   b. Roll Call
      i. Present: Ponce, Elensky, Schroeder, Kiley, Magnuson, Colenso, Kanwischer, Jensen, Kurien, Leggins, Gray, Bales, Kneebone, Thompson, Davy, Anderlik, Calenberg
      ii. Excused: Carroll, Crawford,
      iii. Absent: Thiebes, Andrews, Elliott
   c. Quorum Present- Yes
   d. Welcome Guests
      i. Misty Spooner - with the college of forestry
      ii. Jes K - program coordinator w/ SARC

2. Business
   a. Approval of Minutes
      i. January 11, 2023
         1. Motion to approve: Magnuson
         2. Second: Thompson
   b. Neil to step down as President- discuss what will happen
      i. From the bylaws:
         1. ‘A vacancy in the Office of the President (Chair) will be filled by the Vice-President (Chair Elect). Other Executive Committee vacancies will be filled by appointment of the Executive Committee and majority approval of the Staff Senate’
      ii. Coco Ponce will move into the position as interim chair- will move into chair position at the end of this term
      iii. Election- only for the rest of this term; will not need be chair at the end of this term;
         1. Any nominations for vice chair? Can think about it; will bring it up again
         2. Table until next meeting
      iv. Vice-chair duties: fill in when the chair cannot make it; attends cabinet meetings; leadership meetings; rounding out the XO committee; helps create the agenda;
   c. Historian position to join XO committee?
      i. Is this something we want to review and possibly add?
      ii. What does this entail?
         1. We were hoping this person could post minutes to the archives; help keep stuff up and running; maintaining archives;
      iii. Review the bylaws
      iv. Table for next meeting as well

3. Kate Duran- Associate Legal Counsel
   a. Fraternization policy feedback

The Heart of the Grizzly
i. UM does not have a policy specifically on relationships between a UM employee and a student
   1. Currently creating one
   2. Want feedback on: https://umt.box.com/s/3j5x86bocppn69njcz3cq4f690d754xn

[Historian note: Listed as Discussion Handout -Student Relationship Policy]

b. Packet from office about new policies and revisions to older policies
   i. Will go through a time period for comments

c. Different approaches to this policy
   i. MSU approach
   ii. Boise approach
   iii. Stanford approach

d. Discussion:
   i. Kneebone: Boise might be best, as it is brief; need to make sure we need to define the term
      ‘relationship’- do we mean romantic?
   ii. Duran: When does a relationship start? Can be a complicated issue
   iii. Kiley: UM is the biggest employer in Missoula; we need to think about how undergrads are
        sometimes not 18; agree that in a supervisory stance, it should not be allowed
   iv. Duran: People are surprised that UM does not have a policy; legal concern about any of these
       policies- it does not capture all non-consensual activities; regulate consensual relationships,
       Montana has a right to privacy;
      1. Students overwhelmingly voted for the MSU
   v. Gray: conflict of interest is the best way to manage things; prohibiting things will probably
      result in things being hidden;
      1. Example- department chair’s kid was in same major; the chair did everything they
         could to make sure they did not get involved in their education
   vi. Duran: there is concern with managing these issues- reporting and creation of this;
   vii. Colenso: gave examples of relationships in her department- there is no recourse
   viii. Ponce: if someone is knowledgeable about a relationship that has not been disclosed, do
        they need to report it?
      1. Would not be a mandatory reporter obligation
   ix. Elensky: Would this go down to a student supervisory level? If a student is in a management
       role, would this cover them?
      1. It’s the authority issue that needs to be worked through; hard to manage when
         graduate students and undergrads are close in age
   x. Kneebone: makes more sense if its faculty; How to you manage it when it comes to revenge?
      1. If a student reports it, there may be disciplinary action against the employee
      2. Enforcement- there will need to be a deep analysis to see what happened in order to
         enforce against an employee; supervisor/HR issue
         a. Don’t want this to come under Title IX; people have concerns
   xi. Thompson: As an advisor, don’t have a lot of power or an authority figure, but have access to
       a lot of different systems, as well as a lot of influence;
       1. Just graduated so still has a lot of friends here, has a sister here; when relationship
          really does need to be defined
   xii. Duran: When relational aspects come into play, it will probably need to be more of a conflict-
        of-interest policy; definitions will be extremely important
   xiii. Elensky: Do we have nepotism policy?
        1. Duran: yes
   xiv. Gray: I think one of the policies gave examples of power dynamics that weren’t direct
        supervision (e.g. counseling; advising)
   xv. Colenso: lines need to be clearly defined;
xvi. Ponce: Maybe we combined MSU and Boise to create a better policy as then it would cover most things
xvii. Duran: it will be the duty of the employee, not the student or of anyone else
xviii. Magnuson: will repercussions be part of the policies?
  1. Duran: it will touch on it broadly
xix. Vote:
  1. Will do an email vote
  2. 4 options: the different policies, and one hybrid
  3. Right now it is just theoretical, there will be a more formal draft later on

4. Parking resolution?
   a. Sliding scale for employees based on their wages
   b. Anyone interested in drafting a resolution addressing parking?
      i. Will first come to senate for approval, then shared governance, then maybe to MUSSA to get to BOR;
      ii. Will need to outline the sliding scale
   c. Kaimin article from Bill Donovan:
      i. His goal is to sell different employees different rates based on location of parking lot
      ii. Will also look into the oversell of parking passes
   d. Gray: would love to have Bill Donovan and Eva Rocke come speak, as there is movement in these areas already; before any resolution, the senate needs to have more information
   e. Kurien: Parking has been an issue since she started; bring in the people who know what is going on, or what has been done; don’t want to repeat the same mistakes; there could be plans for more parking in the works;
   f. Consensus- have parking come and talk to the whole senate with more information
      i. Come to the next meeting with ideas on how to solve this issue
         1. Ex. Carpool website so people know who to carpool with
   g. If there is ever any interest about other resolutions:
      i. Bring to XO committee; bring together a group to write resolution; then voted on by full senate
      ii. Past resolution examples:
         1. ASUM brought forth to dining: eliminating plastic bags, not putting straws in visible spots
         2. We could also look at what ASUM has done, and support those issues
      iii. It’s important that our records show what our staff senate wants/ supports
         1. It will be archived forever, so people can see what UMSS supports

5. Corbin tiles
   a. President has met with several Jewish community leaders
   b. Tiles will stay up, but will place a plaque next to them with a QR code linking to more information
      i. Don't want to white wash history
      ii. Better to use tiles as a learning opportunities
      iii. Every November, there will be an educational talk about these issues with the Jewish community
      iv. They are not swastika
   c. Will see more info about this resolution out later this month
   d. Gray: Who will be in charge of upkeep?
      i. Ponce: President’s office partnered with different community members

The Heart of the Grizzly
6. University Updates
   a. University Committees
      i. Search/Hiring Committees
         1. VPPC: no one was hired; instead it is internalized - a new sector will be created: a group of four will come together: HR, OOLD, Title IX, Deputy Chief of Staff
         2. Director of Office of Sponsored Programs: have applicants, will start to review soon
         3. Director of SARC: will start at the end of the month
   b. Communication & Visibility
      i. Anderlik: Still working on website- send suggestions, additions, etc.
      ii. Staff Senate is hosting the DHC event on 2/24
      iii. Any other fun get togethers- send ideas to Alex
   c. Data
      i. No one on data committee
   d. Professional Development
      i. Started a box folder for a mentor program, and what that would look like
         1. Did reach out to HR to see if this is a possibility
      ii. Brainstorming document for other ideas
      iii. Meet with Jasmine (OOLD) at the end of the month for more ideas and how to collaborate
   e. Wellness and Retention
      i. Looking at HR websites, making sure links are intact
      ii. Working with Amy Kinch
      iii. Get more information out to staff about benefits (health insurance, etc.) and perks
   f. Scholarship
      i. Information up in UM Box
         1. Update on where we are at
      ii. Reached out to those who have donated in the past
         1. Housing donated $1000
         2. UC donated
         3. Police usually donate a parking pass
         4. Presidents office- followed up with questions
      iii. We need to promote this better to get more applicants
         1. Need to put it in UMToday
         2. Would like help with ideas on how to promote
            a. Maybe have Union send out info on it?
      iv. Deadline: March 1
         1. Maybe request deadline is extended
      v. Only have 2 qualified applicants
   g. Bylaws
      i. Needs a new chair and more people
         1. Past chair stepped down
      ii. Needs a lot of work
         1. A lot of outdated information
         2. Want to be more inclusive
         3. Revisions would need to be passed by the full Senate
      iii. Best place to do impactful changes
      iv. What if we assigned pages to people?
         1. We all edit it, and submit our input
2. Helping with wording
   h. Montana University System Staff Association (MUSSA)
       i. In the spring is when MUSSA gets to meet with BOR- chose to meet in the May meeting
       i. Others?
           i. When collaborating with other departments, make sure you are stating it’s for Staff Senate
           1. Be mindful of other’s departments and jobs, respectful of their position; make sure
              its collaborative not demanding;

7. Public Comment
   a. Jess: excited to hear about the fraternization policy; would recommend people to look into more
      training, education, etc.

8. Adjourn
   a. Motion: Magnuson
   b. Second: Thompson