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University of Montana Staff Senate

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10-11-2017

### Documents from the October 11, 2017 meeting of the University of Montana Staff Senate

University of Montana–Missoula. Staff Senate

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## OCTOBER AGENDA

OCTOBER 11, 2017

MISSOULA COLLEGE – ROOM 122

- I) Call to Order
- II) Roll Call
- III) Quorum Present
- IV) Public Comment
- V) UM Minute
- VI) Approval of Minutes (# \*September minutes)
- VII) Presentation of Financial Statement (\*Financial Statement)
- VIII) Reports of Standing Committees
  - 1) Staff Senate Committee reports (\*) – Committee chair liaison, VP Alford
    - a) APASP ad hoc committee
    - b) Survey ad hoc committee
    - c) Professional Development Committee (PDC)
    - d) Communications and Visibility Committee (CVC)
    - e) Bylaws Committee
    - f) Scholarship Committee
- IX) Discussion
  - 1) Presidential hire – Seth Bodnar
  - 2) Admin Associate II/Media Information Specialist position (Judy Wellert’s former role) (\*Letter to Pres. Stearns)
  - 3) Monthly meetings – SS Pres. & VP with President Stearns and VP for Admin & Finance Rosi Keller (as her schedule allows)
  - 4) Upcoming meetings: XO committee with Cabinet (Oct. 18<sup>th</sup>) and Shared Governance (Oct. 25<sup>th</sup>)
- X) New Business
  - 1) Survey to gather data regarding how lay-offs and restructuring affect staff; preview in Qualtrics
  - 2) Resolutions:
    - a) Staff Senate SB 1 17-18#\*
    - b) ASUM resolutions:
      - (1) SB 10 17-18#\*
      - (2) SB 13 17-18#\*
  - 3) Committee meetings
- XI) Adjournment (#)

(#) Designates that a vote is necessary.

(\*) Designates that additional information has been distributed prior to the meeting, followed by a brief description of information.

# Staff Senate

UNIVERSITY OF MONTANA

## October Meeting Minutes October 11, 2017 Missoula College 122

### Welcome & Call to Order

President Mangold called the meeting to order at 10:00 a.m.

### Roll Call

Attendees: Alford, Armstrong, Atteberry, Bigelow, Bowling, Burgad, Camp, Chiewphasa, Crowley, Csorosz, Domitrovich, Haley, Laine, Lee, Lyon, Maier, Mangold, Morgan, Pavlish, Ramsdell, Wade.

Excused: Baldwin, Lyon, Haley, Lee, McHenry, Minnick, Neal, Sager, Schroeder, Stan

Absent: Heath

### Quorum Present

### Approval of September Meeting Minutes

- These were not sent out for review, so they will be voted on at the upcoming November meeting.

### Financial Report

### Reports of Standing Committees

#### APASP Report

- the final report was shared with the Senate. We tried to have a positive tone but also emphasize the difficulty of losing our administrative support.
- What happens to programs that did not submit reports?
- They are being evaluated only on the centralized data presented.
- Everything is getting reviewed, even if it isn't getting general fund dollars, although those reviews are taking place later. The APASP committee is working through

#### Professional Development Committee:

- Discussion of SS presence at new employee orientation
- developing "invest in yourself" workshops helping with
- Developing mentoring program/relationships. If you are interested in serving as a mentor, please contact PDC.

#### Ad Hoc survey committee

- putting together analysis of the MUSSA survey separating out the UM-Missoula data
- Idea is to have a report and presentation ready for cabinet and other groups

## New Business

- Incoming President Bodnar provided a statement/letter to Staff Senate. It will be sent out to all Senators.

### Advocating for filling our Administrative Associate position. Update from President Mangold:

- Exec officers met with VP Keller. Verbal promise from Mike Reid to fill it. Keller will not sign off on filling the position. We've argued for the centrality of this position to the functioning of SS. We have tried to distribute the duties so it's not too difficult. However, we all have increasing responsibilities in our own job. Rosi would not provide this assurance in writing, but that she promised that she would not take away the funding without prior notice to us.
- Sen Laine wrote a letter on behalf of Exec Officers to send to President Stearns. It has not been sent.
- Maria and Luke now have a standing meeting with President Stearns as the other shared governance leaders have had.
- They met with President Stearns to discuss our concerns with the non-strategic occurrences and layoffs and redistribution of duties.

### Staff Survey

- A new survey to staff will probably be sent to staff to understand our current position. Staff have been taking the hit year after year and we need more information about impacts to staff. Although APASP reports have been completed, they were often not written by staff, from a staff perspective.
- Basically, how have the last few years affected your ability to work?
- Even just gathering this information is somewhat controversial.
- Maria wants more than anecdotal information.
- It will be an anonymous qualtrics survey. (we will be sure to emphasize anonymity)
- We know that responsibilities have diffused slowly to others. Everyone in this room has a story. When we speak with leadership (Cabinet, President) it's more powerful to have these stories.
- **Motion:** Staff Senate develops a staff survey to understand the impact of staffing changes on staff. Senators will have one week to comment and then it will be sent out.
  - **Motion Approved**
- Staff awards and employee recognition day are suggested to be eliminated. Faculty awards will mostly not go away because of how they are funded (donors, etc).

### Staff Senate Resolution SB 1 17-18

- **Motion to adopt approved.**

### ASUM Resolutions forwarded to us (informational):

- Library budget
- UM Allies support

Meeting adjourned at 11:23 a.m.

**NEXT MEETING: November**