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University of Montana Staff Senate Meeting
Minutes

University of Montana Staff Senate

11-8-2023

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

University of Montana–Missoula. Staff Senate

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November 2023 Agenda

Wednesday, November 8, 2023

10 am - 12 pm

JET 204

[Zoom Link](#)

Meeting ID: 963 1968 6875

[Box Link](#)

1. Welcome – Call to Order (5 minutes)
 - a. Roll Call
 - b. Quorum Present
 - c. Welcome Guests
2. DEIJ Training with Ali Pepper, Director of Equity, Empowerment, and Prevention (60 minutes)
3. Business (20-25 minutes)
 - a. Approval of Minutes:
 - i. Delayed until December meeting
 - b. Employee Survey reminder
 - c. Cyber Security Training reminder
 - d. Sign up for Leadership focus groups
 - e. WellCheck snack table overview
 - i. Future plans for this endeavor
 - f. Future guests suggestions
 - i. XO Ideas: Procurement, I.T., Dining
4. Campus-wide Committee Updates (10-15 minutes)
 - a. University Committees
 - b. Search/Hiring Committees
 - c. Others?
5. Committee Updates (20-30 minutes)
 - a. Bylaws & Resolutions
 - b. Communication & Visibility
 - c. Data & Survey
 - d. Professional Development
 - e. Wellness and Retention
 - f. Scholarship/Staff Awards
6. Share Your Successes (if time allows)
7. Public Comment (5-10 minutes)
8. Adjourn



November 2023 Minutes

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Meeting ID: 963 1968 6875

1. Welcome – Call to Order (5 minutes)
 - a. Roll Call
 - i. Present in Room
 1. Nicole Krause
 2. Lucy Ruediger
 3. Misty Spooner
 4. Kat Cowley
 5. Kenzie Carter
 6. Frederick Ignacio
 7. Carrie Elensky
 8. Cassidy Tucker
 9. Ashley Smith
 10. Astella Schepp
 11. Glenn Kneebone
 12. Coco Ponce
 13. Trey Magnuson (excused first ½)
 - ii. Present on Zoom
 1. Dominic Beccari
 2. Benjamin Mason
 3. Phil Matson
 4. Will Thompson
 5. Erin Darling
 6. Alecia Gray
 7. Julie Magnuson
 8. Brittany Leggins
 9. Caitlin Malinak
 10. Tiana Jensen
 11. Jennifer Harrington (partial attendance)
 12. Violet Hopkins (partial attendance)
 - iii. Excused Absence
 1. Bobbie Calenberg
 2. Bonnie Kurien
 3. Sarah Corbin
 4. McKennah Andrews
 5. Alex Anderlik
 - iv. Absent
 1. Marissa Badzioch
 - b. Quorum Present

The Heart of the Grizzly



- i. Yes
 - c. Welcome Guests
 - i. Adam Carroll
 - 2. DEIJ Training with Ali Pepper, Director of Equity, Empowerment, and Prevention (65 minutes)
 - a. Highly Identified as a priority on campus.
 - b. Please share with colleagues and promote
 - c. Cabinet will also be doing a JEDI training with Staff Senate.
 - d. Ali Presented the Senate with their training:
 - i. Asked group to Scan QR for Pre-Evaluation
 - ii. Presented on the follow key elements:
 - 1. Terminology
 - 2. Diversity
 - 3. Equity
 - 4. Inclusion
 - 5. Belonging
 - 6. Justice
 - a. Social Justice
 - b. Racial Justice
 - 7. Microaggressions
 - a. Microinsults
 - b. Microinvalidations
 - c. Micro assaults
 - 8. Disarm and Support
 - a. Upstanders
 - i. Direct
 - ii. Distract
 - iii. Delegate
 - iv. Delay
- 3. Business (20-25 minutes)
 - a. Approval of Minutes:
 - i. Delayed until December meeting
 - b. Coco Ponce put a call out for people to consider assisting with Secretary duties while Bobbie Calenberg is short-staffed
 - i. Send offers to volunteer to Coco Ponce
 - c. Employee Survey reminder
 - i. Make sure to get them done. Very important to help direct policy
 - 1. President
 - 2. HR
 - 3. People and Culture
 - ii. Jasmine Link—is the main contact
 - d. Cyber Security Training reminder
 - i. Required for all employees. Make sure to do it.
 - ii. Reach out to IT to get a link if your link isn't working.
 - iii. 17th – you and your supervisor will be notified of failure to complete then possibly restricted access
 - e. Sign up for Leadership focus groups
 - i. Look at the communication regarding leadership focus groups and sign up. Thursday, the 9th of November, needs more attendees.

The Heart of the Grizzly



1. This will help professional development committee
- f. WellCheck snack table overview
 - i. Lots of engagement and interactions
 - ii. Lots of leftovers that were donated to the Food Pantry
 - iii. Write up posted in GrizHub
 - iv. Future plans for this endeavor
 1. Recruitment will be big for Spring
 2. Scholarship will be important for Spring
- g. Future guest suggestions for Senate Meetings
 - i. XO Ideas: Procurement, I.T., Dining
 - ii. Astella Schepp – IT would be good and how the transition of digital platforms taking place in the future would be good to know
 - iii. Ashley Smith– would like Sean Blair back from HR to discuss more issues
 1. Coco Ponce– new liaisons will be giving sessions on HR issues and questions that will be starting in the near future.
 - iv. Frederick Ignacio – Facilities Director
 - v. Ashley Smith – Rec Center Director
 - vi. Trey Magnuson – Admissions Director
 1. Coco Ponce– Maybe Admissions and Academic Affairs can come together
 - vii. Frederick Ignacio – Housing Director
 - viii. Trey Magnuson – Senate should take a Field Trip to Flathead Biological Station
 - ix. Coco Ponce– will keep group updated with guests
4. Campus-wide Committee Updates (10-15 minutes)
 - a. University Committees
 - i. Ashley Smith - UAAC - University assessment and accreditation committee
 1. Focusing on first generation, Native American, transfer and incoming new students with the grad program
 - ii. Carrie Elensky – Finance – updates coming
 - iii. Coco Ponce– Diversity Advisory Council
 1. Neurodivergent students and supporting them
 2. Search for the Branch Center manager in UC
 3. Corbin Hall tile ceremony and review of website for the tiles
 - iv. Coco Ponce – University Leadership
 1. Spoke mostly on People and Culture developments
 2. 3 new employees for HR to serve as liaisons
 3. Alecia Aarons and claims of harm investigative process. Office Of Conflict Policy and Resolution
 - v. Alecia Grey – Co-worker is on Vice President of People and Culture search committee.
 1. Rolling process for the search
 - a. Currently reviewing new candidates
 - b. Continuing to receive new applications
 - c. Conducting Interviews
 - d. Site interviews coming soon
 2. Coco Ponce – be aware that they are using a staff member as part of the search committee. They are a subject matter expert and that they will be giving updates to the Senate XO team. The staff member is Sara Herman.
 - b. Search/Hiring Committees
 - i. Astella Schepp – Business Management

The Heart of the Grizzly



1. Two academic advisors for the undergrad level
 2. Graduate programs advisor will be posted soon
 3. Waiting to post office assistant / administrator coordinator
 - ii. Ashley Smith - Business
 1. Sport management individual hired who will be starting a sports management and marketing program
 2. Managing marketing positions
 3. MIS with cybersecurity
 - iii. Nicole Krause – Financial Aid
 1. Associate for customer service
 2. Loan coordinator
 - iv. Glenn Kneebone – Mansfield Library
 1. Time to call out that in four years on the Library Dean search has not move forward to even an initial search stage.
 2. Must be noted for history that it is not acceptable to have an interim status for so long when the leadership of the position impacts the work of so many staff members.
 - v. Tiana Jensen
 1. – ELES Coordinator for search?
5. Committee Updates (20-30 minutes)
 - a. Bylaws & Resolutions
 - i. Alecia Grey
 1. Committee has not met
 - a. Very busy workloads prevented meeting
 - b. Communication & Visibility
 - i. Mini Food Drive
 - ii. Volunteer opportunity for football game with Kenzie Carter and Bear Necessities.
 - c. Data & Survey
 - i. Frederick Ignacio
 1. Survey – with so many surveys coming out, decided to reach out to those doing surveys so they can be put in to more of a comprehensive report
 2. Room Audit – Space committee on campus is unknown if they will work with the committee on sharing the data.
 - a. Trey Magnuson – Who do they report to?
 - i. Coco Ponce – Nobody, may be a stand alone entity. Couldn't find any
 - ii. Coco Ponce – Head Registrar may be the Chair– Maria Mangold.
 - b. Caitlin Menelik– Reid Humphry is on the committee
 - d. Professional Development
 - i. Ashley Smith
 1. Cassidy reached out to get all the classifications of staff on campus
 2. People working on space for meeting
 3. Working on budget
 - a. Coco – pat yourselves on back. Very tangible and focused. Positive. Meaningful.
 - ii. Tiana Jensen typed it up.
 - e. Wellness and Retention
 - i. Meeting with Leann Sullivan Crowley. Consultant hired to get UM on track for a people and culture division. Alecia praised her work. Some key points brought up are:
 1. HR has lost the 'human' part of HR and is all focused-on policing processes

The Heart of the Grizzly



- a. HR was cut to the bone, like most department, and is down to the 'connective tissue'
 2. Payroll is afloat, but personnel are battered
 3. Pain point is between the Job offer and people in the chair
 4. Pay must get better
 - a. Asked for HR and President's support to have a tool to compare pay vs. market
 5. Posting 3 partner positions
 - a. Problem solvers for day-to-day issues
 - b. Recognizing HR is broken
 - c. Getting this in place and bringing customer service back
 - d. Onboard new employees
 - ii. Comment – Will Thompson – Who do we talk to about not getting paid on time, bad pay rates, etc.
 1. Coco Ponce – Hopefully the new positions will help but it is a wait and see
 - a. Sean Blair said to reach out to him for any questions and he made that clear in our meeting. Reach out to him.
 - b. Union
 2. Nicole Krause – had to work with Sean directly with her group when they had issues
 3. Alecia Grey - used the ASK HR email because it emails everybody and that seemed to get movement when individuals were not responding back
 4. Coco Ponce – CC Coco or the Union to try to get movement
 5. Astella Schepp – Sean was responsive and on top of things
 - f. Scholarship/Staff Awards
 - i. Email the updates as Bonnie is on excused absence
6. Share Your Successes (if time allows)
 - a. Alecia Grey – MUSA
 - i. Reached out to BOR asked if we could meet more regularly. Was approved and the commissioner will be meeting with them in December or January
 - ii. Looking at all the survey data and comparing with each campus.
 - b. Carrie – Can the Cats. UM Dining is looking at donating \$3,000 and you can donate money at dining locations.
 - i. Coco – Food Pantry a topic of conversation at major meetings over the last month and a half.
7. Public Comment (5-10 minutes)
 - a. Trey Magnuson – Leslie Webb was talking about their committee and faculty senate has committees. Shouldn't we be working together?
 - i. Ashley – Diverseness make great groups together
 - ii. Coco – Faculty Senate is very academically focused but it would not hurt to reach out. Finding out what committees are out there and who is on them. See if there is collaboration potential.
8. Adjourn 12:06 pm
 - a. Motion – Trey Magnuson
 - b. Second – Frederick Ignacio