MUSSA
Minutes
September 7, 2016, Video Conference

Present:

Billings: Tiffani Gallant
Bozeman: Sylvia Sparkman, Korrin Engel, Joan Ford
Butte: Peggy Delaney
Great Falls: Carol Berg, Cheryl McGee
Helena: Brenda Johnson, Jessie Pate
Missoula: Maria Mangold, Judy Wellert

After introducing themselves, attendees shared positive impressions of the May meeting with the Board of Regents and Commissioner. They appreciated the way the tables were arranged which allowed for better opportunities to converse with the Regents. They felt the meeting went smoothly. Clarity for requests for BoR actions is needed. Maria will draft a letter to the BoR to share MUSSA impressions of the meeting and remind them of the responsibilities they accepted. She welcomes everyone’s feedback on that letter before it is sent.

Since the Board of Regents meeting is in Missoula in mid-November, Maria and Luke will see if they can meet briefly with them to describe MUSSA’s initiatives/goals for the year. If any other MUSSA reps are in Missoula then, please plan to participate in that meeting, if it happens.

Campus Staff Association Goals:

Billings: Survey on staff satisfaction; explore ways to improve communication and programs; partner with faculty

Bozeman: Establish a scholarship for classified staff and Professional Council dependents; have more meetings with Professional Council (staff members hired through letters of appointment); establish relationship with staff who are moving into the classified staff category

Butte: Improve staff visibility and respect; celebrate staff successes; survey the staff to determine issues of concern; provide more support for new employees; encourage staff professional development at lunchtime programs and through service on University-level committees

Great Falls: Communicate with the dean to seek direction for the staff association; improve participation by staff; increase collaboration with Faculty Senate

Helena: Reach out to community, specifically a school across the street from campus, with activities that benefit that school; increase morale with social functions among all College employees

Missoula: Improve communication among employees and with shared-governance organizations; improve customer service; increase respect and opportunities for professional development among employees; promote UM’s recruitment

Common themes:
- Communication among staff and among shared governance associations
- Surveys to discover concerns and perspectives of staff
- Programs to boost morale

Executive Order Discussion:
After being cautioned to not discuss salaries with the BoR, MUSSA could still demonstrate what effects low salaries have on staff. Human Resources input on one campus seems to demonstrate that good-faith negotiation is unlikely.

Action Items:
- Share past and proposed surveys (all)
- Draft letter to BoR (Maria)
• Forward MUSSA website (Judy)
• Explore possibility of using Box or Moodle for discussions/sharing (Judy)