MUSSA Meeting – Video-conference
May 11, 2017

Present:
- MSU Billings: Sheri Steiner, Darrel Williams
- MSU Bozeman: Sylvia Sparkman, Korrin Engel, Joan Ford
- Montana Tech, Butte: Peggy Delaney
- Great Falls College MSU: John Cereck, Priscilla Azure
- Helena College, UM: Brenda Johnson, Jesse Pate
- UM Missoula: Maria Mangold, Luke Alford, Judy Wellert

A large number of staff members (947?) completed the Staff Satisfaction Survey state-wide. The survey data will be emailed to the Regents after the May 25 meeting. As MUSSA prepares for that breakfast meeting, Maria described the plan to include both positive and negative discoveries as well as some graphs. The consensus was that the BoR presentation will focus on the compiled responses state-wide instead of the results from individual campuses. Campuses are invited to send Judy a brief statement about the results from their individual campus.

Each campus noted which survey results stood out to them. There was quite a bit of overlap, both on positive points and on negative points.

Positive:
- Teamwork
- Satisfaction with Benefits (health insurance, retirement)
- Job security
- Feeling safe at work
- Opportunities for education & training (on large campuses)
- Supervisors releasing employees for training or campus events
- Contributions are valued
- Enjoy their work
- Employees know how their work supports the mission

Negative:
- Wages
- Having to have outside jobs
- Lack of training to improve in their job
- Opportunities for advancement – career tracks are unavailable
- Not well-informed about current matters affecting staff
- Administration fostering atmosphere of trust
- Not understanding the role of the Staff Senate
- Not encouraged to innovate

Peggy pointed out that campuses lose a lot of knowledge when employees leave their jobs. Retention of employees is a valuable goal. We need to include the turnover rate in our summary to the BoR.

Sherri stated that professional advancement isn’t a given for every job.

The video-conference meeting was adjourned.