1. The meeting was called to order at 11:05 by MUSSA chair, Priscilla Azure.
2. Priscilla announced results of the 2017-18 electronic elections. Priscilla was elected as MUSSA chair and Ramie Pederson was elected as MUSSA vice chair.
3. Roll call & Introductions. Representatives introduced themselves, how long they have worked at their campus, position held, and role within their Staff Senate or Representation group.
   a. Billings – present was Staff Senate chair, Sheri Steiner and vice chair, Darrel Williams.
   b. Bozeman – present was Staff Senate chair, Sylvia Sparkman and vice chair, Ramie.
   c. Butte – present was Staff Senate President, Angela Stillwagon and Vice President, Peggy McCoy. Ex Officio, Peggy Delaney was out of town
   d. Great Falls – present was Staff Senate chair, Priscilla. Newly selected Senate representative, Laramie Smovir was unable to attend.
   e. Havre – present was AFSCME President, Deb Bradley.
   f. Helena – present was Staff Senate President, Brenda Johnson. Vice President, Jessie Pate was unable to attend.
   g. Missoula – present was Staff Senate chair, Maria Mangold. Vice chair Luke Alford was unable to attend.
4. Held over from the August agenda, Maria lead the discussion on campus updates regarding goals for 2017-18 and MUSSA survey, campus-specific data, progress.
   a. Billings – met and discussed survey results with the Chancellor. They have been focusing on turnover data requested by the Regents at our May meeting. A common format for collection and presentation of this data was requested.
   b. Bozeman – met with the President and discussed Bozeman specific data. Items from the survey and brainstorming by Senators produced a long list of items of concern. A Senate sub-committee is reducing this list to key themes. A HR/Legal Counsel Task Force which includes staff representation is reviewing and rewriting MSU's HR Policy last reviewed in 1992, eta for approval is May.
   c. Butte – met with the Chancellor, Provost, and VP of Administration and Finance to present the results of the survey noting key issues. Focusing on retention issues and developing a longevity recognition program would be beneficial for their campus.
   d. Great Falls – met with the Dean regarding the survey. They began their first steps in forming a Staff Senate last year. This year the focus will be on drafting a constitution and bylaws, and getting new board members involved in the organization.
   e. Havre – AFSCME leadership reviewed the MUSSA survey and needed time to consider what if any action they would pursue. Their current focus is on contract negotiations.
f. Helena – the College is in the process of hiring a new CEO and facing budget issues. Progress on addressing professional development and compensation concerns are on hold until a new campus leader is hired.

g. Missoula – Senate members continue to drill down through the survey data. Progress on the survey is being impacted by the process of hiring a new University President and replacement of their Staff Senate administrative support position.

5. Priscilla noted that MUSSA meetings with the Board of Regents are scheduled 2018 for January and May. For 2017-2018 using the MUSSA survey will continue our story or message of what and how staff contribute to student success to the Regents.

   a. She asked what MUSSA members wanted to do for the January 11-12, 2018, meeting at Helena College UM or OCHE offices. MUSSA members wanted to maintain the momentum started at the May meeting with the Regents. It was suggested that with the MUS budget reductions and winter driving conditions the best options would be to either have a video conference meeting or submit a written report. The group requested the office investigate what the Regents and OCHE office would prefer.

   b. What would be presented to the Regents at the January meeting was discussed. At the May survey presentation, the Regents keyed in on three items that they wanted to know more about. 1) employee turnover - Sheri will email a draft of data Billings has gathered as a starting point for a standardized format that all campuses would use to gather and report turnover to the Regents. 2) benchmarking data regarding staff engagement and retention, and what each campus identified as priority items for their campuses - Joan will work with Planning and Analyses to identify benchmarking materials. 3) what each campus found to be their concerns from the survey and how they would prioritize them.

   c. May 24-25, 2018, MSU Northern, Havre – presentation of campus outcomes and goals from MUSSA survey 2017. To be discussed at a future MUSSA meeting.

6. Members requested that the office email a Doodle poll with perspective dates for selection of the next teleconference meeting.

7. Meeting adjournment at 11:55 am.