MUSSA Meeting in Great Falls

May 24, 2017

Present:
- MSU Billings: Sheri Steiner, Darrel Williams
- MSU Bozeman: Korrin Fagenstrom, 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

Maria presented a draft of the PowerPoint that will be used in MUSSA’s presentation of the Staff Satisfaction Survey to the Board of Regents at breakfast in the morning. MUSSA reps made suggestions for changes and each community was assigned a slide with survey data to present to the BoR.

MUSSA Breakfast with the Board of Regents

May 25, 2017

Present:
- MUSSA Representatives as listed above.
- Regents:
  - Fran Albrecht
  - Levi Birky
  - William Johnstone
  - Casey Lozar
  - Bob Nystuen
  - Martha Sheehy
  - Paul Tuss
- Others:
  - Commissioner of Education, Clayton Christian
  - Deputy Commissioner for Communications & Human Resources, Kevin McRae
  - President of MSU, Waded Cruzado
  - President of UM, Sheila Stearns

- MUSSA presented the survey data via PowerPoint.
- Regent Lozar requested we compare our survey data to benchmarks from other institutions. John mentioned the data from the Cornerstone Survey by ellucian. Other national surveys will be explored.
- Regent Bob Nystuen asked us to explore the best practices for retaining employees from other institutions and information on the costs associated with retraining and rehiring. We’ll explore data on that. He asked MUSSA reps to share individual campus data with our staff associations and with our administrations.
- When we mentioned the difficulty having jobs re-classified, Kevin McRae mentioned that workload, minimum requirements, hierarchy of rank, etc., should be considered.
- Other concerns and ideas mentioned by MUSSA reps:
  - working collaboratively and building communities of practice has proved valuable at MSU. Within the Division of Student Success, Dr. Chris Kearns has established the Engagement Advisory
Roundtable (EAR) that is made up of representatives from middle management from each department within the division. The group has been charged to address employee engagement and has distributed two rounds of the Gallup Engagement Survey and met with directors and staff members from each department to talk through their results. These conversations have brought about valuable ideas to address employee engagement that have been implemented in offices across the division.

- cross-training opportunities enable staff to help in a variety of positions
- job sharing and a strategic layoff approach prioritizes retention

- President Cruzado mentioned her embarrassment when seeing a staff member working a second job as a cashier at local grocery store. “We need to bring the compensation and classification system into the 21st century.”
- President Stearns stated OCHE should communicate the relationship between OCHE and the campuses and their relationship with the BoR. BoR holds the key/power and charges the OCHE to implement changes.
- MUSSA members are charged to share information with their respective staff senates and with campus-specific leadership.