

# MUSSA WebEx Minutes

Thursday, September 20, 2018

11:02 a.m.

## I. Call to Order

- Chair Priscilla Azure called the meeting to order. Those present included:

**Billings:** Sheri Steiner (MUSSA Vice-Chair) and Darrel Williams

**Bozeman:** Ramie Pederson, Jennifer Nesbitt, Katherine Owens

**Great Falls:** Priscilla Azure (MUSSA Chair)

**Havre:** Debra Bradley

**Helena:** Jessie Pate & Hayley Blevins

**Butte:** Peggy McCoy

**Missoula:** Rozlyn Haley

Lisa Hespen from Bozeman was present to take minutes.

## II. Approval of Minutes

- The August 10, 2018 Minutes were approved.

## III. Previous Business

- **Report from SP Committee-**

- ♦ The Strategic Plan Committee spoke regarding the status of the MUSSA Strategic Plan. It was noted Deputy Commissioner Kevin McRae provided feedback to the committee regarding the initial draft of the Strategic Plan and the committee made changes based on these comments. Goal 3 of the Plan will need to be updated. There was discussion regarding what MUSSA, as well as staff senates in general, can and cannot discuss. The main concern was ensuring members did not unintentionally tread into union business. It was noted the main reason for employee turnover at each campus was due to wages, decision making process, lack of advancement, etc. It was noted MUSSA as a whole is trying to change their approach in how they interact with the BOR and OCHE (i.e. asking how they can assist vs. demanding changes). It was decided more clarification regarding the boundaries of MUSSA, and staff senates in general, is needed.

- **Discussion/Questions re: Strategic Plan**

- ♦ It was noted there is a need for clarification regarding what parts of the Strategic Plan would be in direct violation of what members can and cannot discuss within the Plan. Some members questioned whether or not they want to develop something or just work on relationship with BOR. Does MUSSA want the next step to be something they work on as a group that is directed more towards what we can do at each campus, within our boundaries, or just continue to work on the current Strategic Plan? It was noted the Strategic Plan should be looked at as a living document-it continues to change and grow as the group and campuses change and grow. Many would like to see the Strategic Plan focus on student success and retention as well as improving communication with the MUS. Need to keep communication lines open so everyone is aware of what MUSSA is doing and what the goals are. It was also suggested the MUSSA Strategic Plan be

used as a guide for campus staff senates, so all the campuses are flowing in the same direction towards the same goals.

Some members questioned how MUSSA would move forward in regard to implementing Goal 1. It was noted the words “cost-effective” should be eliminated and replaced with “nonmonetary” but keep the goal of employee recognition (no monetary award, only the recognition). Bozeman noted their campus does a lot in regard to employee recognition programs and recommended leaving the goal vague, so campuses can do what they are able to in regard to this goal. Further changes include eliminating wording that point towards a monetary commitment/award (award luncheon or dinner, monetary, etc.).

Members were asked to review Strategy 3 and decide if the whole idea needs to be scrapped or tweaked or moved to Goal 2. Members were also asked to think about ideas to increase staff retention that are within MUSSA boundaries. Again, it was noted members need to be careful how they broach subjects, especially around topics such as wages, career mobility, etc. Another issue relating to staff retention are workloads. How do staff senates assist colleagues without stepping on collective bargaining toes? It was again requested members think about this strategy and how MUSSA can make improvements towards staff retention while working within the set boundaries. Representatives from Missoula noted President Bodnar has been talking about restructuring and noting how people are the biggest investment we spend our money on. It seems to some members that this issue is a concern across the state and there may be support from executive members on campuses.

Any ideas, changes, or corrections should be submitted to Lisa.

#### **IV. Campus Reports**

- Bozeman- Staff Senate held a booth at both Catapalooza and the Staff Welcome Back Picnic and was able to get their message across to campus. Member were able to engage with students, staff, and the community.
- Butte- Preparing for Hall of Fame Weekend and a lot of inductees were walking around campus. Started a clothing drive which benefits homeless individuals in Butte, which currently does not have a homeless shelter. Last year’s drive was a huge success. They are collecting gently used clothing, toiletry items, etc. The first lunch and learn session will be week regarding suicide. The student body president will be attending their next meeting and the senate is excited to get their insight. They are also looking at hosting an angel tree for the upcoming Christmas season.
- Billings- Chancellor Edelman visited with the staff senate. The staff senate is also kicking off their drive for care packages to give to the troops.
- Great Falls- nothing to report.
- Havre- nothing to report.
- Helena- Participated in their 3<sup>rd</sup> annual staff kickball game. It is a great time for staff from all areas to get together, relax, and enjoy each other’s company. The Helena staff senate is also working on developing their own strategic plan/goals.
- Missoula- nothing to report.

*(Note: due to time, some campuses chose to forego providing a campus report.)*

Next Meeting: **TBD**

Meeting adjourned at 12:02 p.m.