

Montana State University All Staff Council Membership

Council Member Name		P= Present E = Excused Absence	A = Absent V = Vacant		
Whitney Hinshaw, Chair	E	Julie Clay, Chair Elect	P	Vacant, Past Chair	V
Kim Anderson, Member-at-Large	P	Megan Lasso, DEI Chair	P	Nikki Tuss, Governance Chair	P
Amanda Tebay, Prof. Dev. Chair	P	Danica Weitz, Special Events Chair	P	Sidrah Watson, DEI	A
Vacant, DEI	V	Kristin Brill, Governance	P	Madison Graff, Governance	P
Diane Robidou, Professional Dev	P	Gerre Maillet, Professional Dev	P	Melisenda Edwards, Special Events	A
Shawn Hudson, Special Events	P	Susan Andrus, ADA Advisory	P	Tia Brown, Budget Council	P
Jared Leonard, Campus Sustainability	P	McKenna Christensen, Classroom	P	Jonathan Dove, Outreach & Engage.	P
Patrick Baci, Parking Appeals	E	Monique Hill, PCSUW	A	Julie Brown, Personnel Bd, MUSSA	P
Colin Shaw, Planning Council	P	Cori Huttinga, PAAC	P	Vacant, Rec Sports & Facilities	V
Nick Childs, Research Council	A	Kimberly Hilmer, Space Managemt	P	Stephanie Breen, TAC	P
Shawn Long, UFPB	P	Candace Mastel, General Member	P	John Ooley, General Member	P
Kyla McNamara, General Member	P			Leslie Schroeder, Program Coord.	P
Guests					
Ariel Donohue, Academic Affairs	P				
Jeannette Grey Gilbert, Human Resources	P				

I. Call to Order

The meeting was called to order by Chair Elect Julie Clay.

II. Announcements

- a. Attendance: Operating Agreement states no more than three unexcused absences in a row. If you are going to be absent, please email Leslie ahead of time.

III. Approval of Meeting Minutes

3.17.2021 minutes were unanimously approved.

IV. Public Comment

None

V. New Business

a. BIPOC Update

Ariel Donohue, Senior Diversity and Inclusion Officer

- BIPOC stands for Black, Indigenous and People of Color
- BIPOC plan – culmination of many conversations with students
- Identifies 60 actions, as well as the people responsible for carrying out those actions
- Newly created Diversity Council will provide accountability for BIPOC action plan
- Three priorities:
 1. Develop Africana Studies certificate program or minor by 2023/2024 – Yves Idzerda
 2. Center for Faculty Excellence trainings on racial equity topics (1-hour trainings with CFE credits) – Dean Adams
 3. More DISC space to support BIPOC (currently DISC supports primarily LBGT) – Chris Kearns, Ariel Donohue
- Check it out at www.montana.edu/diversity/BIPOC/index.html

- Q&A - how do we educate staff about BIPOC? These 3 priorities work with faculty (not staff). Universal microaggressions. Staff need to be aware of these realities for students. Reporting mechanism is a big concern - where do students go to report? Staff should be aware of what reporting mechanisms are and help with the reporting form. Staff can go to DISC events or be a mentor.

b. IUBC Quarterly Update

Jeannette Grey Gilbert, Chief Human Resources Officer

- March 24 – annual rate setting meeting – rates will remain the same (for the fourth year in a row) – great news for MSU employees
- Uncertainty in healthcare, but plan remains strong due to diligent management
- Annual re-enrollment April 26 – May 14
- FLEX rollover amount increased due to COVID (for FY21 only)
- No substantial changes to benefits plans, other than a few enhancements: added to wellness programs, increased the number of outpatient physical therapy visits from 30 to 60 in next plan year, increased contact lens allowance from \$150 to \$200
- Additional Hearing aids will be addressed next year
- Retirement plan – less than 20% of employees are participating in supplemental plan 403B

VI. Previous Business

None

VII. Informational Items

a. All Staff Council Election Process & Timeline – Madison Graff, Governance Committee

- Seven vacancies will be filled through election
- Election begins May 24 and lasts one week
- Current council members will be asked to give a 5-minute presentation at the July meeting to inform new members about all the committees; committee assignments will take place after the July meeting so that new members can begin attending their assigned committees in August
- Governance Committee will work with Leslie to address attendance issues

b. MUSSA Nominations for Board of Regents Award – Julie Clay, MUSSA representative

- Kevin McRae (OCHE) asked All Staff Council for nominations
- Outstanding contributions toward university citizenship
- Award will be presented at the May Board of Regents (BOR) meeting

c. Committee Reports

1. Planning Council – Colin Shaw

- Coordinating with Research Council to discuss Goal 2.1 (developing metrics). Looking at state-focused metrics to see how research goals are impacting the state of Montana.

2. University Facilities Planning Board (UFPB) – Shawn Long

- Last two meetings were cancelled

3. Outreach & Engagement – Jonathan Dove

- Seed grant applications – fewer than prior years, will be awarding in the next few months

4. **Diversity Council – Kimberly Anderson**
 - Looking for staff mentors or sponsors for the Intermountain Leadership Program
 - New student organization called ASIA
 - Chosen Name – pilot program began 4 years ago; especially important for transgender students; a chosen name is a sincerely held name – not a legal name
 - Dean Adams presented BIPOC priority #2
5. **Space Planning Management – Kimberly Hilmer**
 - April meeting was cancelled
6. **ADA Advisory – Susan Andrus**
 - Last meeting was in February – new student representative on committee
 - Implementing new software in classrooms; mask requirements are starting to taper off
7. **Transportation Advisory – Candace Mastel (on behalf of Stephanie Breen)**
 - SPIN and BIRD (e-scooter companies) will both be coming to Bozeman this summer
 - Grant Street – Will it remain closed after Romney remodel and new fitness center construction is complete?
8. **Public Arts & Artifact Committee (PAAC) – Cori Huttinga**
 - Outdoor artwork chosen for Bobcat Athletic Complex (lighted bench by Ivan Navarro)
 - Artwork selected for Romney Hall
 - Artwork locations identified for new Wellness Center
 - Wall wrap installed on third floor of Reid Hall
9. **DEI Committee – Megan Lasso**
 - Roadshow to inform all staff about running for ASC - interact in other ways than just email - give opportunities for people to ask questions
10. **Special Events Committee – Shawn Hudson, Danica Weitz**
 - Almost 50 applications, will decide number of scholarships and amounts at a meeting this week
 - New employee orientation
11. **Professional Development Committee – Amanda Tebay**
 - Lunch on the Lawn – probably in July, will follow COVID precautions, hope to get feedback regarding what kind of Professional Development people would like to see

VIII. Public Comment

None

IX. Meeting adjourned

Lasso motioned, Tebay seconded, meeting adjourned at 10:15 a.m.

Next meeting: May 19, 2021 from 9 – 11 a.m. via WebEx