

### Montana State University All Staff Council Membership

Council Member Name		P= Present E = Excused Absence	A = Absent V = Vacant		
Julie Clay, Chair	P	Beverly Garrison, Chair Elect	p	VACANT, Member-at-Large	v
Kim Anderson, Governance Chair	P	VACANT, DEI Chair	V	Susie Beardsley, Prof. Dev. Chair	E
Molly Lammers, Special Events Chair	P	VACANT, DEI	V	VACANT, DEI	V
Kristin Brill, Governance	P	Madison Graff, Governance	P	Shawn Hudson, Prof. Development	P
Melissa Turney, Prof. Development	P	Mariah Stoppolecamp, Special Events	P	Danica Weitz, Special Events	P
VACANT, ADA Advisory	P	VACANT, Budget Council	V	VACANT, Campus Sustainability	V
McKenna Christensen, Classroom	P	Jonathan Dove, Outreach & Engage.	P	Patrick Baciu, Parking Appeals	P
Monique Hill, PCSUW	A	Julie Brown, Personnel Bd, MUSSA	P	Kristin Blackler, Planning Council, Interim Diversity Council	P
Cori Huttinga, PAAC	P	Tara Sadera, Rec Sports & Facilities	P	Nick Child, Research Council	E
Kimberly Hilmer, Space Management	P	Stephanie Breen, TAC	P	Shawn Long, UFPB	A
VACANT, General Member	V	Tia Brown, General Member	A	John Ooley, General Member, Interim Budget Council	P
				Leslie Schroeder, Program Coordinator	P
Ron Brekke, Retiree Association	P				

**I. Call to Order**

**II. Approval of 05.18.2022 meeting minutes** – Anderson motioned, Lammers seconded, unanimous approval

**III. New Business**

a. First Amendment Rights on Campus – *Kellie Peterson, Legal Counsel*

- Deals with religion (separation of church and government, freedom to practice religion), speech, and assembly
- As employees of MSU, we are the “government”
- If “protected speech” the government can take action, if “unprotected speech” it cannot
- Unprotected speech: threats, libel, slander, inciting violence, shouting and swearing, harassment & discrimination (these must be severe, pervasive, and persistent)
- Hate speech is protected speech
- Reach out to Kellie or Tracy Ellig if unsure about a situation
- Religion is defined as any sincerely held belief
- Cannot use public resources for anything political
- Academic freedom: faculty may explore, research their academic area but may not talk about things unrelated to their work
- MSU Freedom of Expression Policy; when an MSU employee doesn’t agree with an MSU policy they must stay within the system (University president, MUSSA, OCHE, BOR)
- Posters on campus are allowed or not depending on time, place and manner (outlined in MSU Freedom of Expression Policy)
- Protesters don’t have the right to disrupt public speakers sponsored by the university (institutional event)
- MSU has an obligation to protect speakers from hecklers and protesters

- MSU is not responsible for non-institutional events (private parties who rent out rooms in the SUB)
- MSU Legal Counsel advises if things are legal but doesn't give approvals

#### IV. Public Comment – None

#### V. Previous Business

- a. Election Update – *Kimberly Anderson, Governance Committee Chair*
  - Annual election and tiebreaker election are over. New members will be notified today.
  - Internal elections are postponed until July, after the new members have had a chance to learn about the council seats through the onboarding process
  - If your term is ending in June, please consider coming to the July onboarding meeting to explain a little about the committee you served on – thank you!
- b. May Board of Regents (BOR) Update – *Julie Brown, MUSSA representative*
  - Breakfast with the entire Board of Regents, as well as President Cruzado, VP Leist, and MSU-Northern Chancellor
  - MUSSA president presented proposals to the BOR; BOR members were engaged and asked questions
  - Based on his past experience, Chair Lozar provided an example for cost-of-living adjustments in expensive communities
  - BOR is going to work over the summer on their own telework and tuition waiver policies
  - No comments from BOR on the paid winter break proposal
  - MUSSA brought forward proposals from individuals, not from All Staff Councils
  - Staff retention is primary concern
  - Wages for student workers need to increase
  - Military adjusts salaries for cost-of-living inequities; ROTC office has good data it will share with HR (HR is actively tracking cost-of-living effects)

#### VI. Informational Items

##### FY23 Budget Discussion – *Julie Clay, Chair*

- \$12k base budget for FY23
- Spent approximately \$8k on council business, plus another \$5-6k on staff appreciation in FY22
- MSUASC expects to spend entire \$12k budget this year (apart from staff appreciation) because no covid restrictions like last year, so more BOR travel, Catapalooza, and special events opportunities
- Now is the time to request additional funds for staff appreciation program, along with new staff welcome gift program
- New staff welcome gift program is important because New Employee Orientation is now online, so this is a more personal touch
- Council voted to request \$9k additional to cover the cost of the two programs (Garrison motioned, Turney seconded, unanimous approval)

#### VII. Year In Review – *Julie Clay, Chair*

- New Employee Orientation Presentation
- Burnout Workshop
- Tree & Tunnel Tours
- Welcome Back Picnic Giftbags
- Staff Appreciation card (fall)

- Staff Appreciation gift & card (spring)
- Homecoming Decoration Contest (MSUASC only)
- Awarded 9 \$500 Scholarships
- Promoted Discounted Basketball Tickets
- Q&A with VP Leist and CHRO GreyGilbert
- Can the Griz Challenge (MSUASC only)
- March Madness Bracket Challenge
- Leadership MSU Presentation

**VIII. Meeting adjourned at 10:58 a.m.**

**Next meeting: July 20, 2022, location tbd**