

# Montana State University All Staff Council (MSUASC) Monthly Meeting Minutes

**Date:** April 16, 2025

**Time:** 9:00 AM – 11:00 AM

**Location:** SUB 235

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## I. Call to Order

The meeting was called to order by Molly Lammers at 9:00 AM.

## II. Approval of Minutes

- The minutes from March 12, 2025, were reviewed.
- Motioned and seconded.
- Vote: Minutes were approved unanimously.

## III. Public Comment

- Public comments from MSU staff on the revocation of remote work for the Bozeman campus.
  - Concerns include:
    - The number of workers has increased since 2019 but the number of workspaces on campus has not increased.
    - Campus parking availability, commuting, and loss of valuable staff could be a problem if remote work is revoked.
    - Life factors may prevent staff from being able to come to work and now there are no options to complete work in a remote setting.
    - A loss of workers from sickness or leaving MSU could lead to a larger workload for other staff.
    - Staff members feel that there has not been a rationale or explanation given as to why remote work has been revoked.
    - Worries were expressed about whether MSU-Bozeman campus can accommodate all remote workers coming back to campus.
  - MSU All Staff Council will work on getting clarification, rationale, and something in writing that is more detailed on this new enactment
- A public comment about the content of the MSUASC webpage and the accessibility of resources on it.
  - MSU All Staff Council will begin to make changes to the website that addresses these comments.

#### **IV. Guest Speaker(s)**

##### **a. Jeannette Grey Gilbert – Chief Human Resources Officer**

- Discussed the changes that will be happening to the “Choices” plan for employee benefits
- Shared how these changes will look and how MSU has been dealing with price changes.
- More information about health benefits and insurance can be answered by benefits reps.

#### **V. Previous Business**

##### **• Scholarship Update**

- Open for anyone who wants to apply.
- Scholarship applications will be closed on April 25<sup>th</sup>.
- Applications will be reviewed on May 1<sup>st</sup>.
- This is the first year that these scholarships have been collected through Cat Scholarships.
- There was a change this year where only staff could receive scholarships.
- Scholarships can be used at MUS schools.

##### **• Staff Appreciation Updates**

- Pint glass gifts have been ordered.
- The list of staff who will get meals on their cards is being approved and that will happen soon.

##### **• Elections Update**

- Nominations will open the week of 4/21.
- Information about nominations will be sent out on both 4/18 and 4/21.
- The number of staff that staff members can nominate has increased from 1.

##### **• March Madness Update**

- The top 2 winners from each bracket have been notified and prizes will be sent.
- This was the first year it was open to faculty.
- There was an increase in participants from last year by 30 people.

#### **VII. New Business**

##### **• Work from Home**

- Public comments will be taken to VP Leist and President Cruzado
- MSUASC will work on clarification, rationale, and getting something in writing that is more explanatory for the new enactment.

- **Presidential Gift**

### **VIII. MUSSA Information & Update**

- Relevant news from the Montana University System Staff Association
  - Staff award nominees will be ranked and then selected by OCHE.

### **IX. ASC Committee Updates**

- **D.E.I.B. Committee**
- **Governance Committee**
- **Professional Development Committee**
- **Special Events Committee**

### **X. External Committee Reports**

*Reports will be shared as time allows. Full updates available on SharePoint.*

- a. Budget Council
- b. Campus Sustainability Advisory Council
- c. Classroom Committee
- d. Diversity, Equity & Inclusion Committee
- e. Outreach & Engagement Council
- f. Parking Appeals
- g. Personnel Board
- h. Public Arts & Artifacts Committee
- i. Research Council
- j. Space Management
- k. University Facilities Planning Board (UFPB)

### **XI. Informational Items**

- Staff Thank You Video – TODAY, 4:30pm, Ballroom A
  - Request to stay after?
- Staff awards – April 30<sup>th</sup> @ 9am – Ballroom A

### **XII. Adjourn**

- The meeting was adjourned at 11 AM by Molly Lammers.

**Next Meeting:** May 21, 2025, at 9:00 AM, SUB 235