

MSUASC Monthly Meeting Minutes

Wednesday, March 20, 2024

9:00 am – 11:00 am

SUB Ballroom B

All Staff Council Membership					
Jonathan Dove, Chair	X	Molly Lammers, Chair-Elect	X	Vacant, Past Chair	
Lisa Yarnell, Member-at-Large	X	Vacant, DEI - Chair		Aurora Dreyer, Governance - Chair	X
Vacant, Chair Professional Development		Kayla Lee Special Events Chair	X	Maggie Schmutz DEI Member	X
Teri Nightingale, DEI Member	X	Vacant, Governance Member		Hunter Young, Governance Member	X
Holly Hillis, Professional Dev. Member	X	Vacant, Professional Dev. Member		Alisha Downs, Special Events Member	X
Julie Watson, Special Events Member	X	John Ooley, Budget Council	X	Stephanie Breen, Campus Sustainability (CSAC)	X
Mackenzie Spence, Classroom Committee	X	Samantha Van Horssen, Outreach & Engagement	X	Patrick Baciu, Parking Appeals	X
Polly Kogel, Public Arts & Artifacts	X	Kristin Blackler, Planning Council	X	Nancy Pedersen PAB & MUSSA Chair	X
Kimberly Hilmer, Space Management	X	Elizabeth Olson, Research Council	X	Evan Greenwood, UFPB	X
Genevieve Burmeister, General Member	X	Vacant, General Member		Shawn Hudson, General Member	X
Guest: Ron Brekke	X	Visitor: n/a	X	Beverly Garrison, Program Coordinator	E

- I. Call to Order
- II. Approval of Minutes February 21, 2024, approved.
- III. Public Comment
- IV. Speakers
 - A. Tracy Ellig, VP University Communications, Free Speech on Campus
 1. Number one takeaway: If you encounter anything vaguely like a First Amendment or free speech issue, call Tracy Ellig, VP of University Communications, or Kellie Petersen, Legal Counsel.
 2. Council Members asked questions and presented scenarios that Tracy then went on to unpack.
 3. Recommended reading, Free Speech on Campus, New Edition, Erwin Chemerinsky & Howard Gillman. p. 111 Quick Reference Guide. What Campuses Can and Can't Do.
- V. Previous Business
 - A. Elections - *Aurora Dreyer*
 1. The Governance Committee is planning meet-and-greets simultaneously with nominations. The goal is to broaden campus involvement in the nomination process and awareness of the opportunities available as a council member.
 - B. Staff Awards- *Jonathan Dove*
 1. Several nominations were received for each award. The nomination packets have been sent to the respective selection committees for review.
 2. Call for Council Members to volunteer to be on the selection committee for the Excellence in Innovative Service Award
 - C. Remote Work Debrief- *Jonathan Dove*
 1. JD & ML have met with administration across campus to talk about suggestions and concerns
 - a. HR, to stay aligned with the BOR policy, is not considering any additional campus policies.
 - b. Suggestion for clear and additional communication about remote and hybrid work. How it works at MSU. MSUASC received support in putting together a round table with staff and supervisors who have successfully navigated the process.

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- VI. New Business
 - A. Attendance Options & Procedures- *Jonathan Dove*
 - 1. In-person attendance is preferred.
 - 2. Having your camera on increases the face-to-face feel of our meetings
- VII. President's Meeting Update *Jonathan Dove & Molly Lammers*
 - A. There was a robust discussion with the President and VP Leist over the concerns of staff presented by JD and ML. The President and VP Leist encouraged JD and ML to continue bringing staff concerns and appreciation to these meetings. JD called for any items from the CM and encouraged emails as well.
- VIII. MUSSA Update – *Nancy Pedersen*
 - A. The fair application and interpretation of the Remote Work Policy across MUS were discussed.
 - B. Discussion of U of M resolution for equal pay across all campuses.
 - C. MUSSA Staff Survey questions.
 - D. Discussion introduced the idea that professional staff do not receive the same bonuses and scheduled pay raises as classified staff. Professional staff work directly with BOR for pay raises; some have not received a pay increase for 5 years.
 - E. The idea of a Bullying Policy was introduced.
 - F. On April 18th, our Council will choose two nominees from the received nominations to forward to MUSSA for consideration for the Annual Regents' Award for Excellence in University System Citizenship.
- IX. Informational Items
 - A. Jeannette Grey-Gilbert, CHRO, has agreed to be a speaker at one of our upcoming meetings for a Q&A.
 - B. Frank Kerins, JJCBE, Retirement Contribution Presentation, scheduled for the April meeting
- X. ASC Committee Updates
 - A. Governance Chair *Aurora Dreyer*. A Governance Committee member resigned from MSU, resulting in an open position. Lisa Yarnell has volunteered to assist with the Election Sub-committee.
 - B. Special Events Chair *Kayla Lee*
 - 1. If you are participating in the March Madness Bracket, 10:00 am, Thursday, March 21st, is the deadline for completing your bracket. Forty participants last year, so far, we are up to 160 for this year.
 - 2. Working on Staff Appreciation
 - 3. The Staff Scholarship application deadline is March 30th. Encourage your constituents to apply.
- XI. External Committee Reports – as time allows. Reports are posted on SharePoint.
 - A. Budget Council – John Ooley
 - B. Campus Sustainability Advisory Council – Stephanie Breen
 - C. Outreach & Engagement Council – Samantha Van Horsen
 - D. Parking Appeals – Patrick Baciu
 - E. Planning Council – Kristin Blackler
 - F. Public Arts & Artifacts Committee – Polly Kogel
 - G. Research Council – Elizabeth Olson
 - H. Space Management – Kimberly Hilmer
 - I. University Facilities Planning Board (UFPB) – Evan Greenwood
- XII. Open Council Member Discussion
 - A. Elizabeth Olson, do we have the ability to broaden the criteria for the Staff Awards? JD provided the background for the MSUASCs role with the Staff Awards. These awards used to be managed by the Provost's Office. This year, the task of managing the nominations was moved to MSUASC. The awards belong to other departments across campus that set the requirements for those awards.
 - * Academic Advising Award, sponsored by the Office of Academic Affairs
 - * Diversity and Inclusion Excellence Award, sponsored by the Office of Diversity and Inclusion
 - * Excellence in Innovative Service Award, sponsored by the President's Office
 - * Excellence in Outreach Award, Outreach & Engagement Council, Academic Affairs and MSU ExtensionJD & LY offered Employee of the Year and Pure Gold as another avenue for recognizing staff.

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B. Hunter Young, is there an opportunity to expand the number of awards? Four awards for a staff of 1,900 is a small ratio. HY suggests an award to recognize entry-level professionals who have been with the university for less than five years. It seems like it would improve employee morale, improve staff retention. JD opened the topic to further discussion at the next meeting. JD noted that the council would need to research the process for creating new awards and securing funding for those awards.

XIII. Adjourn

Next Meeting:

Wednesday, April 17, 2024

9:00 am – 11:00 am

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