Greetings! My name is James Tobin and I’m serving as the 2016-17 Chair-elect for Professional Council. I’m also an Assistant Director for Residence Life.

It’s hard to believe that it’s already November and we’re on the fast track towards the end of the fall 16 semester, but there is still lots going on around the University and lots of important details for all of you to be aware of. A few updates that you’ll find in this newsletter include an update from the Diversity Summit that was held during the first week of November as well as important updates regarding the new FLSA guidelines that MSU is preparing for.

We also have a few speakers that are joining Professional Council over the next few weeks and we encourage you to attend these meetings, if you would like to learn more about what’s happening around the University.

Diversity Summit

On Tuesday, November 1, members of the MSU community including faculty, staff and students convened to share thoughts and ideas during two separate sessions regarding diversity on the MSU campus. The discussions included individual definitions of diversity and various viewpoints about what values, guiding principles and priorities should be included in the MSU Diversity Plan, which will be developed over the next year.

Those in attendance heard from campus speakers about what is currently being accomplished at MSU to support diversity and inclusion, but also where we have room to grow, as well as the University’s future diversity goals. Attendees also heard from Dr. Kim Bobby, who led the workshop portion of the Summit, and from Dr. Rusty Barceló, who kicked off the Summit with ideas regarding what to consider when discussing and fostering diversity.

As President Cruzado stated in her letter to campus, “Diversity is vitally important at Montana State University. MSU is committed to fostering diversity in race, gender identity, age, language, socioeconomic status, religion, political affiliation, sexual orientation and geographical background. Your university is dedicated to creating an inclusive community that embraces a rich mix in the composition of its student body, staff and faculty. Awareness around issues of diversity are appreciated and valued at MSU as essential aspects of the campus community at every level and in every sector of the campus.”

The above values will be incorporated in the framework of the new Diversity Plan as MSU collaborates with American Council on Education Fellow Dr. Eric Lopez, who is currently working in the President’s Office to help MSU integrate diversity goals in the University’s future strategic planning efforts.

If you were unable to attend the Diversity Summit, there will be future opportunities to get involved. Professional Council strongly encourages all members of the MSU Community to partake in this most important discussion on our campus and around the country!
Professional Development Opportunities

November 10 – Not In Our House: Empathy-building strategies to promote a more respectful and engaged classroom and community, 1-3 pm, Procrastinator Theater ***Sponsored jointly by PD&T and the Center for Faculty Excellence***
Presenter: Alanna Sherstad & VOICE Center
Capacity: 100
For the past decade, the MSU VOICE Center has been facilitating educational presentations with students and the greater campus community. In this session, they will share innovative strategies to building empathy and creating more respectful classroom environments for discussions on difficult subjects.

December 8 – Sustainability at MSU, 1-3 pm, SUB 233
Presenter: Kristin Blackler
Capacity: 50
Learn about MSU’s sustainability initiatives and discover ways that you and your department can partner in campus sustainability efforts.

January 12 – Project Management, 1-3 pm, SUB 233
Presenter: Jenny Thuen
Capacity: 50
Adopt a Project Management mindset into your work stream to better manage timelines, deadlines, and deliverables.
Through this session, we’ll discuss who a project manager is, and these 4 key skills you can take away to help incorporate this mindset into your daily engagements:
- Being an agent for change
- Working in complex and dynamic environments
- Cultivating people skills
- Being flexible

TO REGISTER, VISIT: WWW.MONTANA.EDU/HR/DEVELOPMENT/

FLSA UPDATE
On October 12, representatives from Human Resources met with Professional Council to provide an update on the new Fair Labor Standards Act (FLSA) and its impacts on MSU employees. At the time of the meeting, HR was working with individual campus departments to begin identifying employees affected by the new law and to provide guidance to departments and supervisors on FLSA compliance by the December 1, 2016 implementation deadline. A few developments since that meeting include:
- HR has developed optional employee informational sessions throughout the month of November, as well as REQUIRED Supervisor Training in November.
- A website will be regularly updated with information for the MSU Community on the impacts of the new law and answers to FAQs.

http://www.montana.edu/hr/FLSA_info/index.html

Individual employees are encouraged to reach out to their supervisors or departmental contacts if they have questions about their individual status with regards to the FLSA law.
**Upcoming Professional Council Speakers**

**November 9 - - Betsy Asserson, Space Management Committee**

*Betsy will be coming to Professional Council to provide an update on what topics and discussion items are happening with the Space Management Committee. She will be updating PC on what the University is discussing to manage classroom and building space throughout campus.*

**November 30 - - Tracy Ellig, MSU Communications**

*Tracy will be meeting with Professional Council to discuss upcoming priorities and initiatives that will be going through the Legislature and important topics for the MSU Community to pay attention to during the Montana Legislative session.*

**December 14 - - Betsy Webb, Human Resources**

*Betsy will be presenting on a proposed idea of 360 degree evaluations and a new way of annual reviews for upper level administrators. This new way of handling annual reviews has been researched and discussed for the last year and Betsy will be providing an update on this new process. Betsy will also be answering and providing information on upcoming professional development opportunities and ways to offer training throughout the University.*

**Website:** [www.montana.edu/professionalcouncil/](http://www.montana.edu/professionalcouncil/)

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