1. The Staff Senate meeting was called to order. The Agenda date was corrected from July 16 to 19. Guests Dagny Mest, Kasia Maison, and Chris Fastnow, Director of Planning and Analysis were present.

2. Minutes from the June 21, 2017 meeting was approved.

3. Guest Speaker – Chris Fastnow highlighted the Planning Council’s recommended objections for focus in FY18. 1) Learning.1 Access, and improve where needed, student learning of critical knowledge and skills, 2) Discovery.1 Elevate the research excellence and recognition of our faculty, 3) Discovery 3, Expand the scale, breadth, and quality of doctoral education, 4) Access 2, Diversify the student body, and 5) Stewardship.1 Attract, develop, and retain the best faculty and staff to achieve our MSU mission. Senators asked question about the Stewardship metrics: increasing the average MSU staff salary to the representative peer market average; increase the average MSU faculty and staff participation in professional development opportunities. The University is coming to the end of the current Strategic Plan and the Council has started to develop the Plan that will start in 2019. Chris requested Senators share their ideas, thoughts, and/or suggestions.

4. New Business
   a. Lunch meeting with President Cruzado, VP Terry Leist, and CHRO Cathy Hasenpflug on the 14th was discussed. Senators appreciated the opportunity to visit and ask questions. Pay cycle and the need for classroom space in Romney remain issues for the University.

5. Committee Reports
   a. ASGL Association of Shared Governance Leaders (academic year) – Staff Senate chair – will meet at the beginning of the academic year.
   d. IUBC and MSU Benefits Committee – Ron Brekke, Kerri Marx, Ramie Pederson, and Sarah Rieger – IUBC will meet in September. Summer WellCheck is coming. The issue of WellCheck for swing shift was raised and will be brought forward to IUBC.
   f. PTAC Parking & Transportation Advisory Committee – Candace Mastel – no update.
   g. Planning Council – Keely Holmes – did not meet.
   h. President’s Commission on the State of University Women – Sylvia Sparkman – did not meet.
   i. Recreational Sports and Fitness Advisory Board (academic year) – Jennifer Nesbitt – on hiatus until beginning of academic year.
   j. Space Management Committee – Milana Lazetich – did not meet.
   k. Tobacco Free Task Force – Peggy Lehmann – did not meet.
Concept, Renne Library Spaces & Technology renovation, Master Planning issues, 
Transportation Master Plan, and a new residence hall site proposal.
m. University Facilities Planning Board – Public Art Committee – Keely Holmes – eagle 
sculpture installation and second floor phase of Garage art.
6. Other Committee reports:
a. 125th Founder’s Day planning committee – ongoing.
b. MSU Leadership 360 Task Force (staff involvement on Dean/Dept. Head reviews) – on 
hold.
7. MUSSA – Sylvia Sparkman and Ramie Pederson - employee satisfaction survey: engagement and 
roadblocks:
a. Compensation - low wages causing staff to work additional part-time or full-time jobs 
and/or utilizing social services programs. President Cruzado stated at the 5/25/17 
MUSSA /Board of Regents meeting where eight MUS campuses shared data from a 
survey with the Regents, President’s Cruzado and Stearns, and members of OCHE, “We 
need to bring the compensation and classification system into the 21st century.”
b. Retention – employee turnover is costly in both the cost to hire but also the onboarding 
programs for new hires.
c. Work load – shrinking departments reduce staff, divide the work load but does not 
compensate the affected staff and/or time to train new employees due to turnover.
d. Measure employee engagement - employee review/appraisal system needs updating to 
align with Strategic Plan, identify staff who directly and indirectly work with students, 
measures engagement, service, and outreach, etc.
e. Work culture – inconsistent use of job tiers, Supervisor’s resistance to growing job titles 
and compensation, etc.
f. Opportunities for advancement or promotion.
g. Training or education to grow jobs
h. Losing institutional knowledge through turnover, attrition, and/or the silver tsunami
i. Team building exercises/events and cross-culture training for departments that impact 
students i.e. Division of Student Success established the Engagement Advisory 
Roundtable (EAR) has distributed Gallup Engagement Surveys to bring valuable ideas to 
address employee engagement then implements those ideas in offices across the 
division
j. Supervisor training - working with their employees and understanding HR guidelines
k. Opportunities for leadership development, mentoring and/or coaching
l. Eroding Health Care Benefits
m. Recognition – four university-wide events indicated positive recognition of employees.
n. Communications
8. Informational Items
a. Joint Professional Council / Staff Senate meetings, check their web page for 
dates and times at http://www.montana.edu/professionalcouncil/.
9. Updates and other business
11. The meeting adjourned at 11 am.

Next Meeting: Wednesday, August 16, 9-11 am in SUB 168