Staff Senate Minutes
Wednesday, April 18, 2012
9:00 – 11:00 a.m.
SUB Room 232

Attendance Code Key: X = Attended  A = Apologies for Absence  Staff, Joan Ford, was present.

I. Call to Order

The meeting was called to order by chair, Kevin Thane. Guests, Dennis Defa, Bob Lashaway, Bob Putzke, and Kurt Blunck, attended the meeting.

II. Approval of Minutes of February 15 and March 21, 2012, Committee Reports and Old Business

Approval of minutes, committee reports, and old business were tabled to accommodate the guest speakers.

III. Guest Speaker

A. Dennis Defa, Chief Human Resource Officer, joined the Senate meeting at 9:00 a.m. Dennis talked about his first 100 days as the CHRO. He reviewed his past employment experience and noted that he has held the same job but in different locations and currently is on a steep learning curve. He is amazed at the dedication and longevity of the MSU employees and the commitment to the institution. Human Resources is working as a distributed model which tells him there are unmet needs. Based on his experience he noticed that MSU doesn’t have an HR department; it operates more like a Personnel office.

Some challenges are to shift the HR focus to being proactive rather than reactive, as well as understanding and streamlining the signature process. It is important to consider “What can we do?” to create change within the framework and structure of the university system.

Some opportunities for him and HR are to upgrade their technology and automate processes. The classification pay plan is not a one size fits all; it should be flexible and allow managers to manage their operations.

His “to do list” includes spending more time working with the Commissioner, focusing the Regents pay strategy toward paying a “living wage” verses a minimum/maximum compensation rate, and when a personnel issued arises deal with the individual instead of making new rules for everyone. All in all he is moving forward, learning a lot, and looking forward to making positive changes.

B. Bob Lashaway, Associate VP University Services, Bob Putzke, Director University Police, and Kurt Blunck, Manager Parking Services, joined the Senate meeting at 10:15 a.m. The reason for their attendance was to discuss the deficiency in parking that the new College of Business building will create, consideration for the building of a parking garage on the north side of campus, and a corresponding increase in parking fees to pay for the proposed parking structure. To pay for the parking structure, parking permits would increase by $8, each year, for four consecutive years, beginning in July 2013. The group also plans forums to discuss the parking garage with other MSU constituent groups, the students, and the community.

For more information on Facilities Planning, Design, and Construction at Montana State University link to: http://www.facilities.montana.edu/pdc/.

IV. Motion to Adjourn

A motion to adjourn was made at 10:42 a.m.

Next meeting, May 16, from 9:00 to 11:00 a.m. in SUB 232