Montana State University All Staff Council Membership

<table>
<thead>
<tr>
<th>Council Member Name</th>
<th>P = Present</th>
<th>E = Excused Absence</th>
<th>A = Absent</th>
<th>V = Vacant</th>
<th>Notes</th>
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</thead>
<tbody>
<tr>
<td>Julie Clay, Chair</td>
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<td>VACANT, Member-at-Large</td>
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<tr>
<td>Beverly Garrison, Chair Elect</td>
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<tr>
<td>Kim Anderson, Governance Chair</td>
<td>P</td>
<td>VACANT, DEI Chair</td>
<td>V</td>
<td>Susie Beardsley, Prof. Dev. Chair</td>
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<tr>
<td>Molly Lammers, Special Events Chair</td>
<td>P</td>
<td>VACANT, DEI</td>
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<tr>
<td>Kristin Brill, Governance</td>
<td>P</td>
<td>Madison Graff, Governance</td>
<td>P</td>
<td>Shawn Hudson, Prof. Development</td>
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<tr>
<td>Melissa Turney, Prof. Development</td>
<td>P</td>
<td>Mariah Stopplecamp, Special Events</td>
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<td>Danica Weitz, Special Events</td>
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<td>VACANT, ADA Advisory</td>
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<td>VACANT, Budget Council</td>
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<tr>
<td>McKenna Christensen, Classroom</td>
<td>P</td>
<td>Jonathan Dove, Outreach &amp; Engage.</td>
<td>P</td>
<td>Patrick Baciu, Parking Appeals</td>
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<tr>
<td>Monique Hill, PCSUW</td>
<td>A</td>
<td>Julie Brown, Personnel Bd, MUSSA</td>
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<td>Kristin Blackler, Planning Council, Interim Diversity Council</td>
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<tr>
<td>Cori Huttinga, PAAC</td>
<td>P</td>
<td>Tara Sadera, Rec Sports &amp; Facilities</td>
<td>P</td>
<td>Nick Child, Research Council</td>
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<tr>
<td>Kimberly Hilmer, Space Management</td>
<td>P</td>
<td>Stephanie Breen, TAC</td>
<td>P</td>
<td>Shawn Long, UFPB</td>
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<tr>
<td>VACANT, General Member</td>
<td>V</td>
<td>Tia Brown, General Member</td>
<td>A</td>
<td>John Ooley, General Member, Interim Budget Council</td>
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<tr>
<td>Ron Brekke, Retiree Association</td>
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I. Call to Order

II. Approval of 05.18.2022 meeting minutes – Anderson motioned, Lammers seconded, unanimous approval

III. New Business
   a. First Amendment Rights on Campus – Kellie Peterson, Legal Counsel
      • Deals with religion (separation of church and government, freedom to practice religion), speech, and assembly
      • As employees of MSU, we are the “government”
      • If “protected speech” the government can take action, if “unprotected speech” it cannot
      • Unprotected speech: threats, libel, slander, inciting violence, shouting and swearing, harassment & discrimination (these must be severe, pervasive, and persistent)
      • Hate speech is protected speech
      • Reach out to Kellie or Tracy Ellig if unsure about a situation
      • Religion is defined as any sincerely held belief
      • Cannot use public resources for anything political
      • Academic freedom: faculty may explore, research their academic area but may not talk about things unrelated to their work
      • MSU Freedom of Expression Policy; when an MSU employee doesn’t agree with an MSU policy they must stay within the system (University president, MUSSA, OCHE, BOR)
      • Posters on campus are allowed or not depending on time, place and manner (outlined in MSU Freedom of Expression Policy)
      • Protestors don’t have the right to disrupt public speakers sponsored by the university (institutional event)
      • MSU has an obligation to protect speakers from hecklers and protesters
• MSU is not responsible for non-institutional events (private parties who rent out rooms in the SUB)
• MSU Legal Counsel advises if things are legal but doesn’t give approvals

IV. Public Comment – None

V. Previous Business
   a. Election Update – Kimberly Anderson, Governance Committee Chair
      • Annual election and tiebreaker election are over. New members will be notified today.
      • Internal elections are postponed until July, after the new members have had a chance to learn about the council seats through the onboarding process
      • If your term is ending in June, please consider coming to the July onboarding meeting to explain a little about the committee you served on – thank you!
   b. May Board of Regents (BOR) Update – Julie Brown, MUSSA representative
      • Breakfast with the entire Board of Regents, as well as President Cruzado, VP Leist, and MSU-Northern Chancellor
      • MUSSA president presented proposals to the BOR; BOR members were engaged and asked questions
      • Based on his past experience, Chair Lozar provided an example for cost-of-living adjustments in expensive communities
      • BOR is going to work over the summer on their own telework and tuition waiver policies
      • No comments from BOR on the paid winter break proposal
      • MUSSA brought forward proposals from individuals, not from All Staff Councils
      • Staff retention is primary concern
      • Wages for student workers need to increase
      • Military adjusts salaries for cost-of-living inequities; ROTC office has good data it will share with HR (HR is actively tracking cost-of-living effects)

VI. Informational Items
   FY23 Budget Discussion – Julie Clay, Chair
   • $12k base budget for FY23
   • Spent approximately $8k on council business, plus another $5-6k on staff appreciation in FY22
   • MSUASC expects to spend entire $12k budget this year (apart from staff appreciation) because no covid restrictions like last year, so more BOR travel, Catapalooza, and special events opportunities
   • Now is the time to request additional funds for staff appreciation program, along with new staff welcome gift program
   • New staff welcome gift program is important because New Employee Orientation is now online, so this is a more personal touch
   • Council voted to request $9k additional to cover the cost of the two programs (Garrison motioned, Turney seconded, unanimous approval)

VII. Year In Review – Julie Clay, Chair
   • New Employee Orientation Presentation
   • Burnout Workshop
   • Tree & Tunnel Tours
   • Welcome Back Picnic Giftbags
   • Staff Appreciation card (fall)
• Staff Appreciation gift & card (spring)
• Homecoming Decoration Contest (MSUASC only)
• Awarded 9 $500 Scholarships
• Promoted Discounted Basketball Tickets
• Q&A with VP Leist and CHRO GreyGilbert
• Can the Griz Challenge (MSUASC only)
• March Madness Bracket Challenge
• Leadership MSU Presentation

VIII. Meeting adjourned at 10:58 a.m.

Next meeting: July 20, 2022, location tbd