

**Staff Senate Meeting Minutes**  
**Tuesday, April 6th, 2021**  
**9am – 10:00am (Pintler)**

**Attendees:**

<input checked="" type="checkbox"/> _X_Marcia Lubick	<input checked="" type="checkbox"/> _X_Tristan Sewell	<input checked="" type="checkbox"/> _X_Kramer Ungaretti
<input type="checkbox"/> _Debbie Luft	<input checked="" type="checkbox"/> _X_Trisha Southergill	<input checked="" type="checkbox"/> _X_Casey Vanatta
<input type="checkbox"/> _Kinsley Rafish	<input checked="" type="checkbox"/> _X_Kathy Stevens	
<input checked="" type="checkbox"/> _X_Sean Ryan	<input checked="" type="checkbox"/> _X_Angela Stillwagon	

**Minutes Approval:** March 23rd, 2021 minutes

Next meeting: Tuesday, April 20<sup>th</sup>, 2021

1. Visit from Charie Faught – Land Acknowledgement 930am
  - a. Land Acknowledgement Resolution (Staff senate willing to help)
    - i. ~Whereas the Faculty of Montana Tech wish to respectfully acknowledge and honor the Native Americans who lived in the areas now served by Montana Technological University prior to European arrival
    - ii. ~Whereas Land Acknowledgements have become a common practice to promote organizational learning and advance constructive relationships between Native Americans and Institutions of Higher Learning nationwide
    - iii. ~Whereas the Draft of the Strategic Plan described by Chancellor Cook in his February "State of Tech Remarks" included values and goals of vibrancy amongst the student culture, diversity/inclusion, and programs of distinction
    - iv. ~Resolved: The Faculty Senate of Montana Technological University formally recommends that an appropriate Land Acknowledgment process resulting in an Acknowledgement Statement be incorporated into Montana Technological University's Strategic Plan.
    - v. Working on how this would be featured. (Email Signature, Signage, Starting formal meetings with acknowledgement, etc.
    - vi. Amy Verlanic is doing outreach to make sure this is done appropriately
  - b. HB 102, Revised Gun Laws
    1. The Board of Regents meets in March and May. It is unlikely that BOR will decide to take any legal action on any new law at their March meeting, but may decide to challenge one or more newly enacted laws in May or at subsequent convenings.
    2. In the meantime, MFPE fully expects that the Board of Regents will write policy governing firearms on campuses for adoption at their May meeting

-The administration has acknowledged they have concerns with HB 102.

-Faculty Senate meeting with OCHE 4/7 to discuss concerns and wishlist below

1. First preference is OCHE to challenge these new laws
2. Same policy for all schools
3. Training for all (de-escalating situations, etc.)
4. Who's enforcing this policy?
5. When and Where are guns appropriate?
6. Equipment/Security needed? (Windows, Safe rooms, etc.)
7. If nothing happens, possible virtual only office hours from faculty

2. **Budget Report:** [Kramer, Marcia](#)
  - a. Updates: Nothing has changed
3. **Communications/Marketing:** [Angela, Sean](#)
  - a. Group Photo Will be taken on: (Tabled until **summer** until we have new people)
  - b. Updates: starting a staff senate Facebook page to communicate events, pat on the backs, lunch and learns. This could result in more exposure for staff senate events, pat on the backs, etc. We will also have the ability to check engagement on the Facebook page.
4. **Events Committee:** [Kinsley, Tristan, Kathy, Kramer](#)
  - a. Updates: Shooting for an event in May. Meet and Greet in July/Aug. More details to come
  - b. Possible idea is to do something that goes with Strategic Plan (Healthy Campus/Vibrant Ecosystem)
  - c. Campus Food Pantry
5. **MUSSA:** [Casey](#)
  - a. Next Meeting Date: 4/22/2021
6. **New Employee:** [Tristan, Debbie, Trisha](#)
  - a. Updates: Delivering a couple gifts 4/7
7. **Newsletter Committee:** - [Angela, Denise, Trisha](#)
  - a. Newsletter will be published by 4/6 or 4/7.
8. **Senate Governance:** [Marcia, Debbie, Peggy](#)
  - a. Updates on Great Places to work survey:
    - i. Meetings with Great places have started. Faculty wants the survey done in April (Basically before their contracts end) but Staff pushing to do this in Sept. so the survey is really good before sending out. Staff really pushing for delay so we aren't rushing this. No point in rushing when we are spending \$12k on this survey.
  - b. Evaluation Process
    - i. Chancellor wants a 360 evaluation (Peer Review). Everyone agrees that the current evaluation system we have now is not good.
  - c. Shared Governance:
    - i. Professional Development Committee Updates: Book club meeting Thursday, 4/8 (Poore room or Zoom)
    - ii. Executive Leadership Committee Update: no updates
    - iii. Strategic planning committee: working on some initiatives
9. **Scholarship:** [Kinsley, Casey, Angela](#)
  - a. Update application for Fall 2021: Need to check in with Shauna in July so we don't forget
10. **Staff Development:** [Trisha, Kathy, Denise](#)
  - a. Seeking suggestions for topics/presenters
    - i. Will have the 4/13 lunch and learn then pausing to prepare for next year. Trying to shoot for 9 lunch and learns to get ready for next year.
  - b. Lunch & Learns:

Date	Presenter	Topic	Attendees	Additional links sent
3/16		Accessibility Training	21	
4/13/21	Marsha Goetting	Estate Planning		
		Tough conversations		
		Ergonomics		

#### 11. Ask the Senate:

- a. Updates: No new updates

#### 12. Staff Recognition: [Marcia](#), [Kramer](#), [Sean](#)

- a. Updates: Chancellor wants 2 awards: Peer Review and Student nominated award
  - i. Student Award (Outstanding Service Award) Updates: This award will be ASMT driven.
  - ii. Peer Award (Above & Beyond Award) Updates: Not announcing this award until Fall so we are working towards making our review/selection process as good as possible. Staff recognition committee will keep working to improve initial draft or review process
    1. Senators were given a copy of what the staff recognition committee came up with
    2. Recommended that everyone who gets nominated should receive a card acknowledging that they were nominated by someone.
    3. Recommended to find a way to not select some just because someone had the most well written nomination
    4. Senators did like the blinding to take the popularity contest out of it but we do understand you might be able to tell who someone is talking about even if names are taken out

#### **Our Mission:**

As Montana's Special Focus Institution, Montana Technological University provides a transformative student experience by developing leaders and advancing science and technology, with the purpose of benefiting humanity while meeting the changing needs of society.

#### **Our Vision:**

To be the institution of opportunity and innovation.

#### **Our Values:**

1. Students are the reason we exist. They are at the heart of all we do and our commitment to providing them a transformational experience is unparalleled.
2. Diversity, respect, and inclusion are part of who we are. People are our most important commodity and we are steadfast in providing a fair and equitable community where all are valued.
3. We are "Determined Doers." Through collaboration, resolve and fierce determination we value getting things done.
4. Hands-on, applied, and experiential learning is in our DNA; it's what we're about! We provide a supportive and dynamic environment to ensure this is evident in all we do.
5. Innovation, creativity and forward-thinking are integral to who we are. We strive to create an environment where all will flourish.
6. We are one community devoted to excellence.

#### **Our Goals:**

1. Student Success
2. Programs of Distinction
3. A Healthy and Vibrant Campus Ecosystem