

MONTANA

TECHNOLOGICAL UNIVERSITY

S T A F F S E N A T E

Meeting Held: 27 SEPTEMBER 2022 / 2:00 PM / SUB 105 Mountain Con

Next Meeting: 11 OCTOBER 2022 / 2:00 PM / SUB 105 Mountain Con

Attendees

President: Kinsley Rafish ☒, **Vice President:** Jenna Snow ☒, **Treasurer:** Marcia Lubick ☒, **Secretary:** Casandra Welsh ☒

Senators: Debbie Luft ☒, Mike Haldane ☒, Natasha Chadwell ☒, Shauna Goodell ☒, EX -Tara Kloker ☐

Agenda

Last Meeting Follow-up

1. Staff Retention
 - Questions went out Thursday 9/22/22
 - Feedback from questions: Flexible schedules and extra time off
 - Group Discussion: Cash out PTO, Supervisor training, Attend academic conferences, Professional development, Floating holiday, Holidays more aligned with faculty, Increase laughter and fun (why not!)
 - Schedule meeting with Ron Muffick.
 - Invite both Dr. Cook and Ron to discuss feedback from questionnaires and non-monetary solutions to increase staff retention

New Business

2. Review and reassign sub committees
 - Select a chair for each committee. Everyone who is able to participate in the committee will sign up due to our small size of Senators
3. **Budget Report:** Marcia
 - Business Account- \$1,100.00
 - Chancellor's Fund- \$2,500.00
 - Staff Senate Fund- \$ 360.50
 - Foundation Fund- \$8,720.00
4. **Communications/ Marketing:**
 - Everyone hang up flyers to promote Slainte Fundraiser- Spread the word that everyone is welcome!

5. Events:

- Staff Senate Meet and Greet: Wednesday October 19th 5:00 at Slainte
 - Do we want to have a raffle for those who attend?

6. Employee Recognition

- New Employees (Mentor with a Senator):
- 17 new staff members
- Need to schedule lunches
Thursday, Oct 6th Mentor with a Senator will be hosted by Shauna and Natasha.
Thank you both!

*Proposal for Mentor with a Senator- 1st Thursday and 3rd Tuesday of every month this will provide a little time between weeks? Please review the calendar for feedback and discussion.

- Six Month:
 - 3 staff members have completed 6 months and need gift cards

Previously Supervisors have been contacted on an independent basis regarding Mentor with a Senator and the feedback has been tremendously positive. Jenna mentioned contacting most Supervisors to provide an overview of Mentor with a Senator instead of individual phone calls.

7. Senate Governance:

8. Ask the Senate:

9. Scholarship:

- Need to schedule a meeting asap

10. Report Outs:

- Leadership Team:
- Professional Development (LEAD):
- Faculty Senate Updates:
 - Confidence and Professionalism Recovery (PCR) Plan

Natasha and Shauna agreed to participate in the PCR with Charie Faught

Whereas Montana Tech is an institution with a long history of academic excellence, with its graduates in high demand in all employment sectors;

Whereas current students (and their parents) and future students are our main priority;

Whereas Montana Tech benefits from a strong reputation with alumni and employees;

Whereas enrollment and retention are essential for both our short term and long-term viability as an institution;

Whereas we are currently experiencing the following issues that impact our institution's short term and long-term viability: accountability and governance, trust, and communication;

It is moved that we as the Faculty Senate form a subcommittee to draft a Confidence & Professionalism Recovery Plan with specific recommended actions and time frames to improve accountability, communication, and foster transparency to increase trust. Further, the goal of the subcommittee will be to provide the draft of the plan to the Faculty Senate by October 1, 2022 and present the plan for Faculty Senate review and approval.

- ASMT Updates:
 - Sold KSMS radio station
 - Final papers are being signed October 12th
 - Sold for \$45,000 ASMT get to keep the money
- MUSSA Updates:

11. Staff Recognition:

- Pat on the back
- Awards

12. Round Table: