



'Jacket Leadership Team Meeting Minutes November 15, 2022

Meeting facilitated by Vice Chancellor for Student Access and Success Dr. Kim Hayworth and began at 2:00 pm.

Process for Fundraising for MSU Billings:

MSUB Foundation President and CEO Krista Montague distributed a draft of a new process outlining how foundation assistance should be requested for fundraising. The purpose is to share priorities, achieve transparency, and avoid conflicting activities related to fundraising. Krista will continue to accept feedback on the process once the group has had a chance to read and consider it.

Krista also invited everyone on campus to the annual holiday open house to be held at the MSUB Foundation office on December 6th starting at 5:00 pm.

Giving Tuesday is November 29th; the focus this year is the Student Crisis Fund. A donation match of up to \$3600 was pledged by the Morton H. Meyerson Family Foundation.

DEI Council Update:

Dr. Jennifer Lynn and Dr. Ana Diaz spoke about the work that has begun by members of the MSUB Diversity, Equity, and Inclusion (DEI) Council. They have been assessing the different languages spoken on campus, have held some safe zone training sessions, are drafting a land acknowledgement statement, and have been working with the Center for Teaching and Learning on programs on DEI pedagogy. One of their goals is to hire a permanent DEI Director.

Engagement Survey Results:

Director of Institutional Research Joann Stryker provided an overview of the differences between the two student engagement surveys used by MSUB, the National Survey of Student Engagement (NSSE) and the Community College Survey of Student Engagement (CCSSE). Joann discussed why it can be beneficial to departments and colleges to analyze the results of engagement surveys, and how to navigate dashboards in Tableau to sort results based on various parameters.

American Indian Minority Achievement Council Update:

Director of the Native American Achievement Center Sunny Day Real Bird presented on the structure, membership, and brief history of the American Indian Minority Achievement Council (AIMA) of which she is a member. The council's recent work has been directly related to DEI work and retention and graduation initiatives that are ongoing on campus.

Relationships with Students Policy Update:

Director of Human Resources Paula Highlander addressed some of the concerns that were raised during the previous 'Jacket Leadership Team's first reading of the Relationships with Students Policy draft. There is supportive language in parallel MUS policies that answers some of the questions raised regarding the definition of "power", conflicts of interest, and other relationships that do not include students but may be the source of conflict. Discussion followed.

Take 30 Task Force:

Vice Chancellor for Student Access and Success Dr. Kim Hayworth gave a brief overview of the "Take 30" campaign encouraging students to commit to thirty credits per year to graduate in four years. She discussed the need for a "Take 30" dedicated task force to create and share a full campaign with financial aid advisors. The task force will be chaired by Retention Director Katharine Moffatt, and include representation from New Student Services, Career and Employment



Services, Financial Aid, and Advising. Dr. Jennifer Lynn suggested adding faculty representation, and Katharine Moffatt suggested adding student representation to the task force.

Pure Gold Nominations:

Vice Chancellor Kim Hayworth encouraged everyone to nominate MSU Billings employees for the weekly Pure Gold Awards recognized by President Cruzado. Remember to have a picture and a few paragraphs of explanation for the person nominated, and we will have great representation from Billings!

Holiday Lighting Ceremony:

Interim Vice Chancellor of Administration and Finance Leslie Weldon announced that planning is underway for the first annual Holiday Lighting Ceremony. Families are invited to see the lights and enjoy music, holiday cookies and cocoa, and our mascot Buzz. The festivities will be on December 1st at 5:15 pm on the south-facing steps of the administration building.

Retention and Graduation Progress Report:

Provost Sep Eskandari presented a progress update on the various metrics targeted by the Retention and Graduation Plan including current fall to spring retention numbers for specific populations, and MSUB's numbers in comparison to peer and aspirant institutions. He reminded everyone that goals and progress reports are meant to be informational and not punitive.

Retirement Announcement:

Provost Eskandari announced that he received a letter of intention to retire from Librarian Darlene Hert effective at the end of the calendar year. The Provost remarked that he has felt very fortunate to work with Darlene and congratulates her on her retirement after more than 30 years of working at MSUB. A party is planned for December 2nd. An interim Librarian will be appointed and announced.

New Director Introduced:

Vice Chancellor Kim Hayworth introduced Dillon Diffenbaugh, the new Director of the Center for Engagement. Dillon is well suited for this position and welcomed by the CFE staff. He began in his new role on November 14th.

Meeting adjourned at 3:30 pm.