

**ACADEMIC SENATE MINUTES****DATE:** April 24, 2025

**PRESENT:** Suzette Nynas  
Jennifer Scroggins  
Heather Thompson-Bahm  
John Pannell  
Paul Pope  
Lamiya Husen (student)  
Tami Haaland (ex-officio)  
Vern Gagnon (ex-officio)  
Leslie Weldon (ex-officio)  
Eileen Wright (ex-officio)

Josh Hill  
Debra Schoenfeld  
Rachael Waller  
Eric Gilbertsen  
Melissa Boehm  
Kurt Toenjes (ex-officio)  
Susan Gilbertz (ex-officio)  
Richard Beer (ex-officio)  
Sam Boerboom (ex-officio)

**ABSENT:** Matt Queen\*  
Sue Balter-Reitz\*  
Melanie Reaves (ex-officio)\*  
\* *excused*

Mel Walker\*  
Vikash Kumar (student)  
Kim Hayworth (ex-officio)\*

**GUESTS:** Malia Soyland  
Paula Highlander  
Austin Bennett  
Joann Stryker

Heather Hanna  
Cheri Johannes  
Katie Moffat  
Jana Marcette

**PRESIDING:** Suzette Nynas, Chair

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Suzette Nynas called the meeting to order at 3:40 p.m. in the Chancellor's Conference Room.

**I. ANNOUNCEMENTS**

The Graduate Hooding is Friday at 5:30 p.m. – RSVP to Sam Boerboom if you are attending.

Commencement is on Saturday; faculty are to arrive by 9:00 a.m. Remember Metra now has the clear bag policy.

Final grades are due by Wednesday, May 7 at noon, but earlier is appreciated.

As we transition out of D2L, incompletes may prove challenging. Communicate with students now to set expectations.

## II. ACCEPTANCE OF MINUTES

The minutes of April 3 were accepted as presented.

## III. WELCOME NEW SENATORS

Melissa Sullivan-Walker, COE

Eric Gilbertsen, City College

Melissa Boehm, At Large

Sue Balter-Reitz, At Large

Rachael Waller, COE (Fall 2025 only for Kari Dahle-Huff's sabbatical)

## IV. ELECTION OF OFFICERS FOR 2025-2026

Nominations for Vice Chair were opened.

Melissa Boehm, John Pannell, and Paul Pope volunteered. There were no other volunteers.

⇒ The group of officers were elected by unanimous consent.

Nominations for Secretary were opened.

Suzette Nynas noted that Sue Balter-Reitz, who could not be here today, volunteered for this role before the meeting.

⇒ Sue Balter-Reitz was elected by unanimous consent.

## V. PROVOST & VICE CHANCELLOR REPORTS

Provost Beer noted we are nearing the end of the faculty hiring process. For the University campus, there were 13 searches for tenure-track positions. Three of those are a definite failed search, 3 are still interviewing, and 1 or 2 are still negotiating with the chosen candidate. For City College, there were 7 tenure-track searches, 1 of which failed. There were also 4 RNTTA and fixed-term searches, 2 of which failed. It was a strong hiring cycle and Dr. Beer will send a list of new hires out next week.

### **Not Attending Cohort Outreach/Early Alert: Katie Moffat**

Ms. Moffat's report is attached to these minutes. They will be leveraging Navigate in a new way to find students who have dropped out of the University or just need some support to get started. Many faculty are already doing this, so please keep that up.

**Budget Update: Heather Hanna**

Ms. Hanna's report is attached to these minutes.

## VI. OTHER REPORTS

None

## VII. ITEMS FOR APPROVAL

Academic Senate Bylaws for Honors Curriculum Committee	updated	4/17/25	Policy
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⇒ Motion by Paul Pope, seconded by Jennifer Scroggins to **approve the Honors Curriculum Committee Bylaws.**

⇒ Motion carried.

AI Policy Draft and Recommendations	updated	4/17/25	Policy
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⇒ Motion by Paul Pope, seconded by Jennifer Scroggins to **approve the AI Policy.**

Basically, if faculty want to use AI in class, they can. If they do, guidelines are listed in the policy. If approved, this will be implemented Fall 2025.

It was noted that if faculty do allow the use of AI, it is up to faculty to make sure students are doing their work and complying with HIPPA, FERPA, and other laws. Furthermore, intellectual property, such as a student poem or a faculty assignment, is essentially given to AI whenever it is put into an AI software. Some of these concerns are not covered in the draft policy.

It was cited that even if our policy doesn't have consequences written into it, we still need to have a policy on the books. Universities are losing lawsuits because they do not have a policy on students using AI.

Because of this policy, every faculty member will need to update their syllabi to include a statement that AI is or is not allowed in the course.

⇒ Motion carried with 3 opposed.

Co-Convened (formerly Stacked) Courses Policy	updated	4/17/25	Policy
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⇒ Motion by Paul Pope, seconded by John Pannell to **approve the Co-Convened Courses Policy.**

The subcommittee discovered that Bozeman has a policy for 400/500 stacked courses, which they call “Co-Convened.” Thus, the policy was updated to use that terminology to refer to only 400/500 level courses. This policy does not address any other crosslisting or stacking at the undergraduate level. Next academic year, the Senate will ask all 400/500 level courses to be reviewed and approved—none will be grandfathered—and the courses will be implemented for Fall 2026.

⇒ Motion carried.

## VIII. DISCUSSION/ACTION ITEMS

### A. Second Chance Pell/Prison Education

Tami Haaland, Dean of CLASS, noted the Second Chance Pell/Prison Education project has been running for three years now, and the journey has been convoluted. The Second Chance Pell program is going away, and the federal government kept changing the rules about what a Prison Education Program should be. There are many layers of questions when offering a course at the prisons, which include prison staffing, computer and internet access, instructor overload, etc. This topic will be revisited at the retreat.

### B. Plans of Study Project: Template

The plan of study template was presented again.

⇒ Motion by John Pannell, seconded by Paul Pope to **approve the template.**

⇒ Motion carried by unanimous consent.

The meeting adjourned at 5:06 p.m.

rjrm

# **Not Attending Cohort Outreach**

## **Academic Senate Briefing**

### **Background**

Each fall MSUB counts students in the fall cohort who never attended or stopped attending before census. This proposed new outreach practice will broaden the use of the Navigate platform with more intentionality to identify students who are not attending or engaging in classes prior to census. The first objective is the early identification of students who have never or stopped attending classes and connect them to the support they need to be successful, and when appropriate, provide guidance on how to withdraw to lessen the academic and financial impact.

### **What problems are we trying to solve?**

#### Primary objectives

- Early identification of students who need connections to student support.
- An accurate fall cohort for tracking enrollment, retention, and graduation.

#### Secondary objectives

- Accurate class rosters for faculty.
- Student financial aid adjusted earlier helping both the student and MSUB reduce the Return of Title IV Funds (R2T4) to Dept of Education. Earlier activation of R2T4 reduces the amount students must return to MSUB and would reduce the student collections and cost to MSUB.
- More accurate DFWI rates and better understanding of student performance.
- If a student stops attending class but does not withdraw, they will likely earn failing grades for the semester, thus impacting their future enrollment academic and financial aid eligibility at MSUB or other institutions of higher education.

### **How many students are impacted?**

\*See attachment titled Institutional Research Information for Not Attending, TAB Actual 0 Term GPA Detail

New student fall University and City College cohorts- F'22 = 62, F'23 = 56, F'24 = 52

### **How many students move the needle?**

\*See attachment titled Institutional Research Information for Not Attending, TAB Fall 2024 1 Sem Ret Ex

Three students = .50%

Six students = 1%

### **Estimated impact on performance-based funding**

\*See attachment titled Institutional Research Information for Not Attending, TAB Every Student Matters

Example - For PBF year 2022, MSUB Institutional Research leadership discovered OCHE missed seven students who completed over the summer, once OCHE updated the formula, MSUB received an additional \$218,000 of funding.

## **Proposed enhanced outreach practice through Navigate platform**

### **\*See attachment- Fall 2025 Not Attending Outreach**

Some faculty already submit the “Attendance Concerns: Never Attended” alert. The enhanced outreach practice will leverage the Early Alert Case Management process through primarily staff-led Care Groups by monitoring Canvas login, cross-referencing with faculty teaching The College Experience sections, and Drop for Nonpayment List. We will continue to encourage faculty to submit alerts through Navigate at any point in the semester.

- 1) As soon as student concerns are identified: Request faculty to submit “Attendance Concerns: Never Attended” Alerts in Navigate360
  - a. Ideally, faculty submit these after their course has met once or twice
  - b. Early Alert Case Management process engaged
- 2) Beginning Sept. 11, the Retention Director will leverage Navigate360 to conduct additional outreach to students with no Canvas login since the start of the semester
  - a. Early Alert Case Management process will again be engaged, with additional case managers employed
  - b. The Retention Director will cross-reference students on this list with faculty in the College Experience course and the “Drop for Nonpayment List.”

## **Estimated financial impact on students and MSUB**

These totals include any tuition fees, room, board, etc. not paid or refunded due to withdraw dates, or any aid that was refunded but R2T4 processed later, etc. These figures are not limited to new students.

**Spring 2024** – 67 students with a total bad debt of \$159,763.11 as of 7/1/2024

**Fall 2024** – 90 students with a total bad debt of \$199,545.54 as of 2/1/2025

**Spring 2025 to date** – 31 students with balances due for Spring 2025 \$45,010.69 as of 4/2/2025

## **FAQs**

### **How is this process different than the Drop for Non-Payment process?**

This process is designed to reach out to students who enrolled and confirmed attendance (accepted financial aid and student account charges) but have not actively participated in classes through attendance or substantive academic engagement activities as determined by individual faculty.

### **Will a student be withdrawn from a course through this process?**

A student is the only one who can initiate a drop or withdraw separate from the Drop for Non-Payment process.

**Will MSUB remain an institution that does not take class attendance unless a faculty member chooses to do so?**

YES, MSUB does not require faculty to take attendance, change syllabuses, or require an assignment for this process.

This process will target students who may or may not be on the Drop for Non-Payment list. Students on the Drop for Non-Payment list are those who have a student account balance and have yet to arrange a payment plan.

**What is the difference between a student Drop and a student Withdrawal**

Drop – course or courses only, remaining enrolled for semester or future semester.

Withdrawal – total drop of all courses for one semester, may result in Ws for courses.

**How does identifying non-attenders or no shows impact student financial aid?**

**Return of Title IV Funding (R2T4)**

The R2T4 process is used to determine the amount of federal financial aid a student has earned up to the point of withdrawal from their academic program.

**Academic activity** plays a crucial role in the Return of Title IV Funds (R2T4) process.

**Key Points:**

1. **Determination of Withdrawal Date:** Academic activity helps establish the official withdrawal date, which is essential for calculating the amount of aid to be returned. The student needs to have demonstrated academic engagement, such as by submitting an assignment, taking an exam, or participating in an online discussion about academic matter. 668.22(l)(7)(i) provides examples (emphasis added) of activities that are and are not considered academically related attendance: “‘Academic attendance’ and ‘attendance at an academically-related activity’—

(A) Include, but are not limited to—

- (1) Physically attending a class where there is an opportunity for direct interaction between the instructor and students;
- (2) Submitting an academic assignment;
- (3) Taking an exam, an interactive tutorial, or computer-assisted instruction;
- (4) Attending a study group that is assigned by the institution;
- (5) Participating in an online discussion about academic matters; and
- (6) Initiating contact with a faculty member to ask a question about the academic subject studied in the course; and

(B) Do not include activities where a student may be present, but not academically engaged, such as—

- (1) Living in institutional housing;
- (2) Participating in the institution's meal plan;
- (3) Logging into an online class without active participation; or
- (4) Participating in academic counseling or advisement

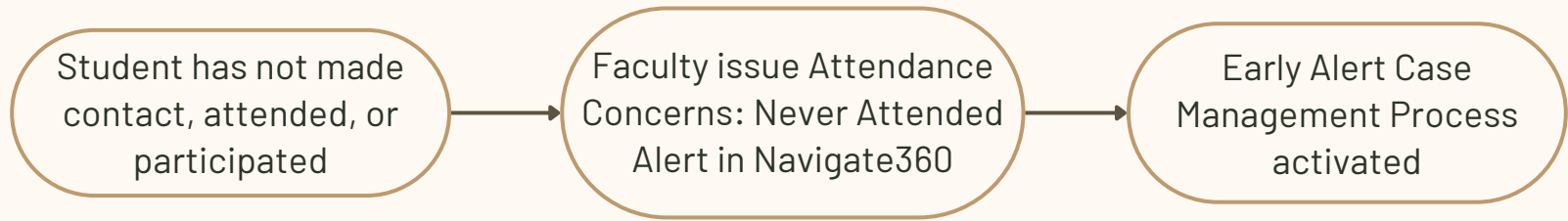
- 2. **Accurate Calculation:** Accurate documentation of academic activity ensures that the R2T4 calculation reflects the actual period the student was engaged in their studies, preventing overpayment or underpayment of aid.
- 3. **Compliance:** Proper tracking of academic activity ensures compliance with federal regulations, helping institutions avoid penalties and ensuring students receive the correct amount of aid.

In summary, academic activity is vital for accurately determining the withdrawal date and ensuring the correct calculation and compliance in the R2T4 process.

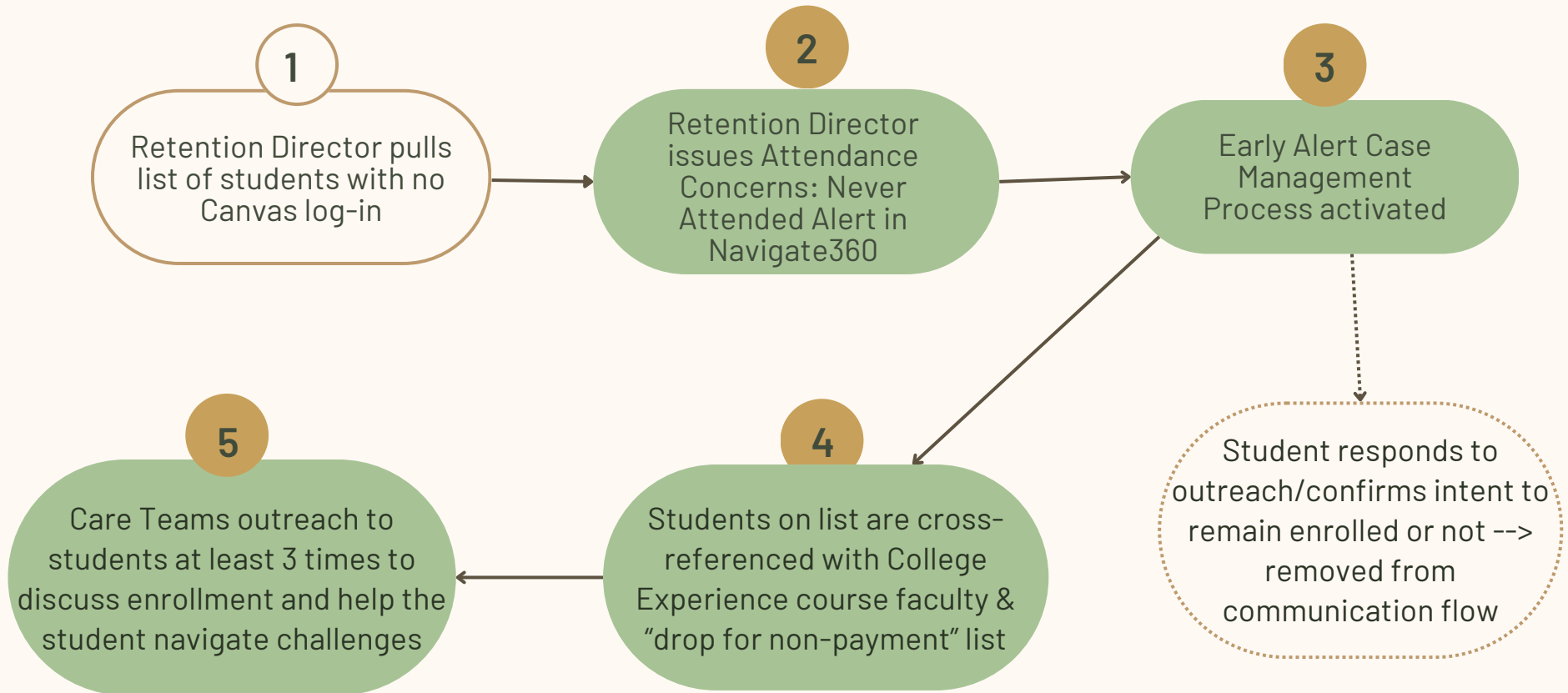


# Fall 2025 "Not Attending" Outreach

## Phase I: As soon as concerns are identified



## Phase II: Beginning Sept. 11



## Count of Students Earning 0.0 Term GPA at MSUB by Various Categories

\*TIV = Return of Title IV Funds

Level	Campus	Enrollment Status	Type	Spring 2022	Summer 2022	Fall 2022	Spring 2023	Summer 2023	Fall 2023	Spring 2024	Summer 2024	Fall 2024
Graduate	University Campus	Eligible to Register	Transfer					1	1			1
			Returning			1					1	
			Continuing	3	1			1	1	1	1	1
		*TIV Unofficial Withdrawal	Continuing			1				1		1
Undergraduate	City College	Eligible to Register	Early College Admit	16	11	24	27	8	20	26	5	27
			New First Time	1		10	3		11	2		1
			Transfer	4		2	3	2	3	2	1	1
			Returning	8	3	7	7	1	4	2	1	2
			Continuing	14	6	12	15	5	12	16	5	9
		Withdraw Student with W	Early College Admit			1						
		*TIV Unofficial Withdrawal	New First Time	3	4	10	8		4	7	1	14
			Transfer	5	1	1	2	1	1	2		2
			Returning	2	1	1	1			1		5
			Continuing	10	1	1	12	5	3	15		7
	University Campus	Eligible to Register	New First Time	5	1	11	3		18	3		9
			Transfer	8	6	5	5		4	8	2	7
			Returning	7	1	8	6	3	4	7	1	3
			Continuing	23	6	20	14	12	22	23	11	15
		Withdraw Student with W	Continuing									1
		*TIV Unofficial Withdrawal	New First Time		5	16	4		9	5		14
			Transfer	3		7	3		6	2	2	4
			Returning	3	3	2	3			2		7
			Continuing	21	4	6	30	1	3	26	1	14

**What impact does including students not actually attending have on retention rate?**

**Using the one semester retention for the Fall 2024 Performance Based Funding University Campus cohort as an example:**

<b>Cohort Description</b>	<b>Cohort #</b>	<b>Retained #</b>	<b>Retention Rate</b>	<b>Difference from Actual</b>
Actual	513	419	81.7%	-
1 Removed	512	419	81.8%	0.2%
2 Removed	511	419	82.0%	0.3%
3 Removed	510	419	82.2%	0.5%
4 Removed	509	419	82.3%	0.6%
5 Removed	508	419	82.5%	0.8%
6 Removed	507	419	82.6%	1.0%
7 Removed	506	419	82.8%	1.1%
8 Removed	505	419	83.0%	1.3%
9 Removed	504	419	83.1%	1.5%
10 Removed	503	419	83.3%	1.6%
11 Removed	502	419	83.5%	1.8%
12 Removed	501	419	83.6%	2.0%

Example that every student matters!

FY22 INITIAL ALLOCATIONS FOR REVIEW

Montana University System

FY 2022 Performance Funding Allocation Summary

Campus	Resident FTE (FY19 to FY21 average)	Campus Share of Resident FTE	Eligible \$\$ Amount	PF Metrics Index Score	FY22 Allocation	% of Eligible \$\$ Amt. Received
MSU Bozeman	8,443	37.0%	\$5,556,481	1,041	\$5,556,481	100%
Gallatin College	416	1.8%	\$273,781	1,007	\$270,986	99%
MSU Billings	2,214	9.7%	\$1,457,013	973	\$652,516	45%
City College	586	2.6%	\$385,641	914	\$189,374	49%

Identified 1 summer completer at City College and 7 summer completers at University Campus who were not initially included in metric calculations for FY22 Performance Based Funding. Every student matters!

PBF Detail	City College	University Campus
Initial Index Score	914	973
Initial Allocation	\$ 189,374	\$ 652,516
Initial % of Eligible \$ Received	49%	45%
Final Index Score	917	982
Final Allocation	\$ 192,342	\$ 867,552
Final % of Eligible \$ Received	50%	60%
Difference Index Score	3	9
Difference Allocation	\$ 2,968	\$ 215,036
Difference % of Eligible \$ Received	1%	15%

FY22 FINAL ALLOCATIONS

FY 2022 Performance Funding Allocation Summary

Campus	Resident FTE (FY19 to FY21 average)	Campus Share of Resident FTE	Eligible \$\$ Amount	PF Metrics Index Score	FY22 Allocation	% of Eligible \$\$ Amt. Received	Unallocated \$\$ Amount
MSU Bozeman	8,443	37.0%	\$5,556,481	1,041	\$5,556,481	100%	\$0
Gallatin College	416	1.8%	\$273,781	1,007	\$270,986	99%	\$2,795
MSU Billings	2,214	9.7%	\$1,457,013	982	\$867,552	60%	\$589,462
City College	586	2.6%	\$385,641	917	\$192,342	50%	\$193,299

# Academic Senate Questions

April 24, 2025

Presented by Heather Hanna & Paula  
Highlander



# How is financial data reported?

- Financial data can be reported in a variety of different ways, including:
  - Budget data – planned financial forecast
    - MSUB Operating Budget, MSUB Budget workbooks, Banner reports, & various other financial reports.
  - Financial data – actual or real financial results
    - Data sets can be pulled with “GAAP” adjustments or without.
    - Audited Financial Statements, MSUB Budget workbooks, Banner reports, & various other financial reports.
  - IPEDS data – a survey that gathers data from every university and college that participates in the federal student aid programs. Data can be compared with other peer and aspirant universities.



# How is IPEDS different?

- Differences in IPEDS data compared to budget and financial data:
  - IPEDS requires an allocation to account for the following expenses:
    - Operation & Maintenance of Plant funds
    - Depreciation
  - IPEDS includes all fund types, including designated, auxiliary, restricted, & plant funds
  - IPEDS data includes “GAAP” funds – used only for financial statements.
  - There are different IPEDS reports – HR, Finance, etc.
  - Helpful as it compares our financial data to other peer and aspirant institutions.
  - But, presents some data differently than financial statements.



# Instructional Expenses

1. What expenses are considered “instructional” other than faculty compensation?

When a new **Index** is created, it is composed of the **Fund**, **Organization**, and **Program**.

**Fund:** identifies the funding source

**Organization:** identifies a unit of budgetary responsibility and/or department

**Program:** designates NACUBO functional classifications for expenditures such as instruction, research, public services, academic support, and institutional support, etc.

[Montana University System Programs](#)





# Personnel Expenses

- **Faculty compensation** includes the following:
  - Employee Benefits
  - Additional compensation, including merit, promotion, overload, and summer session, and grant/research, etc.
  - Department Chair stipends
  - In the budget, they are referred to as “personnel expenses.”



# Non-Personnel Expenses

- Non-personnel expenses include expenses that are NOT related to personnel and include:
  - Contracted Services
  - Supplies
  - Communication
  - Travel
  - Rent
  - Utilities\*
  - Repairs & Maintenance
  - Other
  - Capital
  - Debt\*

\*Non-personnel expense, but would not be charged directly to instructional indexes.



# Management positions

2. How does MSUB categorize management positions and what percent of the general fund goes to management/admin?
  - Most professional contract positions are recruited for based on vacancies.
    - New positions-Position Description Analysis, CUPA Data, MUS System compensation Analysis (IE- CTL Director)
    - IPEDS Data- recognized a discrepancy between our peers, we researched the data and have made a correction. Implementation of recording Federal Standard Occupational Codes (SOC)
  - Budget response



# Percentage of the GF allocated to management/admin

- Budget Response:
- Reporting that syncs HR data from SOC codes and finance/budget data is not currently available.
- Due to labor/time constraints, we do not have the capacity to pull the data manually.
- But, we can show the financial data as it is categorized by account code:
  - 61124 – Contract Professional (Directors, MUS & LOA contracts)
  - 61128 – Contract Administrators (Deans, Vice Chancellors, Asst. VC's, Athletics Director, & Chancellor)



# Percentage of the GF allocated to management/admin

## Budget Response

- Approximately 25.7% of the FY25 General Fund personnel budget is allocated to management/administration positions in the contract account codes 61124 & 61128.

### Compared to GF Personnel Total without Benefits

Program Description	FY25%
Institutional Support	7.2%
Instruction/Academic Support	6.7%
Operation & Maintenance of Plant	1.8%
Public Service	0.4%
Student Services	9.7%
<b>GF Personnel Total w/o Benefits</b>	<b>25.7%</b>

Source MSUB Budget Data



# Percentage of the GF allocated to management/admin

3. How have these percentages changed over time, especially over the past 10 years?

Compared to GF Personnel Total without Benefits

Program Description	FY16 %	FY17 %	FY18 %	FY19 %	FY20 %	FY21 %	FY22 %	FY23 %	FY24 %	FY25 %	% Change FY25 vs FY16
Institutional Support	5.8%	5.9%	6.1%	5.8%	5.5%	7.0%	6.6%	6.6%	6.8%	7.2%	1.5%
Instruction/Academic Support	7.5%	7.6%	7.4%	7.1%	7.7%	8.9%	8.2%	7.1%	6.9%	6.7%	-0.8%
Operation & Maintenance of Plant	1.1%	1.2%	1.1%	1.1%	1.1%	1.3%	1.2%	1.5%	1.3%	1.8%	0.6%
Public Service	0.8%	0.8%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	0.4%	-0.4%
Student Services	7.8%	7.5%	7.6%	7.7%	8.0%	8.7%	9.0%	8.9%	9.4%	9.7%	1.8%
<b>GF Personnel Total w/o Benefits</b>	<b>23.0%</b>	<b>22.9%</b>	<b>23.1%</b>	<b>22.7%</b>	<b>23.3%</b>	<b>26.9%</b>	<b>26.1%</b>	<b>25.0%</b>	<b>25.2%</b>	<b>25.7%</b>	

Source MSUB Budget Data



# Instructional Expenses in the General Fund (Budget) History FY16-FY25

Program Description											% Change
	FY16 % of GF Total	FY17 % of GF Total	FY18 % of GF Total	FY19 % of GF Total	FY20 % of GF Total	FY21 % of GF Total	FY22 % of GF Total	FY23 % of GF Total	FY24 % of GF Total	FY25 % of GF Total	FY25 vs FY16
Institutional Support	9.9%	9.3%	9.6%	9.6%	9.6%	10.7%	11.4%	10.3%	10.1%	11.0%	1.1%
Instruction/Academic Support	62.1%	62.5%	61.6%	61.5%	59.5%	55.7%	54.2%	54.5%	56.4%	55.9%	-6.1%
Operation & Maintenance of Plant	14.6%	14.4%	14.9%	15.1%	14.8%	15.5%	15.3%	15.9%	14.6%	14.2%	-0.4%
Public Service	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	0.8%	0.9%	0.9%	0.4%	-0.5%
Student Services	12.6%	12.9%	13.0%	12.9%	15.3%	17.2%	18.3%	18.4%	17.9%	18.5%	6.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	



Questions?

**Be Brave. Be Bold.** *Become.*





## **Academic Senate**

**April 24, 2025**

### **Administration and Finance**

Food Service RFP response being reviewed.

RFP for Vending & Pour Rights has closed. Responses will be reviewed.

Working with community to create a plan regarding our pool usage, rental rates and discussion of age of pool/timeline to sunset the pool. Pool will be inspected this summer by a pool certification official.

Meeting with Barnes and Noble First Day Complete Steering Committee to discuss BNC

### **Business Services**

Fiscal Year End is almost here – please watch for announcements regarding FYE deadlines.

#### **Parking**

The lease with Intermountain Health for Parking will be signed soon. They will lease most of the Virginia Lot (The Foundation and renters will still have their spaces), NE Poly Lot/North Row, North Apsaruke Lot, and (35) spaces on the third floor of the Parking Garage, fifty-five (55) spaces on the 5<sup>th</sup> floor of the parking garage. Intermountain Health will coordinate with our campus to install signage.

### **Facilities**

The YSHB retaining wall has been rebuilt.

The LI 231 remodel is complete. Demolition and construction will start on LI 152 May 7<sup>th</sup>.

### **Finance**

#### **Budget**

FY26 budget submitted from departments. Vice Chancellors/Chancellor are reviewing workbooks.

Reviewing tuition and fee forecast for FY26

Review of LOA and MUS for contract renewals

FY26 workbook reviews by department request

Axiom processing starts

#### **Finance**

FYE Schedule

Administrative Assessments & Space Rental Project

Insurance Reimbursements

Non-Capital Inventory Reports for Departments

Capital Projects Spreadsheet

Q3 Athletic Camps

### **Human Resources**

Benefits Annual Enrollment period is April 24 – May 15, 2025.

### **IT**

Emails with confidential information (SSN, Tax ID, Driver's license, and Passport number) will be blocked in outgoing email. Incoming email is not affected.

IT is moving the student ListServ service to a hosted platform which should help with email delivery to students. We continue to work with the other three MSU campuses on proper email configuration/hygiene.

New Dell models are nearly ready, and we'll be reaching out to employees on the rotation list soon.