



MINUTES

Conference Call
Friday, April 19, 2019
10:30 AM – 11:30 AM

10:45 AM | Welcome, Introductions, and Roll Call – Jenny McConnell and Diana Maughan

Dixie State University - Cameron Draper, Diana Maughan
Salt Lake Community College - Julia Ellis
Snow College - Paul Tew
Southern Utah University - Sheri Butler, Jim Shakespear
University of Utah -
Utah State University - Amanda Castillo, Julie Duersch, Annette Petersen
Utah State University Eastern -
Utah Valley University -
Weber State University -

10:35 AM | Approval of Minutes – Diana Maughan

Motion to approve Julie and Seconded by Julia

10:40 AM | Treasurers Report – Nathan Gerber

Nathan did not attend

10:45 AM | Elections

Reminder - please send in nominations to Jenny by June 15th for President-Elect and Treasurer positions. It is stated in the bylaws that delegates can be assigned by the University and they can be elected to positions, so nominations do not have to be from the standard delegations.

10:50 AM | Legislative Update – Amanda Castillo

Report on Phone meeting with Spencer Jenkins on April 9, 2019:

- Legislative update slides from the March Board of Regents meeting, see attached.
- Provided report on “Swirling”:

<https://higheredutah.org/pdf/reports/2017-5-Swirling-Joe-Curtin.pdf>



Questions to consider for future Q&A:

1. How does USHE recommend that UHESA works and engages with the Legislatures?

Recommended we build credibility, make our goals easier to understand. This group has the capacity to do great things and represent a very large base of employees. Suggested that membership could extend to marketing and legislation at each institution.

2. We are working on a guidance directive for UHESA that will include general “best practices” and then some specific institutional information. Do you have any “best practices” resources we could pull from, and are there certain topics you believe we should cover?

We could work on uniformity across institutions using the Guidance Directive we are developing. Guidance Directive to include Legislative Management Council and organization chart/flow chart for Legislative Representatives. Recommend that Legislative Representatives meet every couple of months (with PR directors). How to deal with resistance?

Provide clear processes to take decision making from the UHESA board meetings to each of the institutions Staff Association meetings. Suggested survey processes that each institution could implement. Great if we were asking the same questions on the same timeline. Build a platform to become a stronger, unified voice of the system wide process. Guidelines that show coordination will help build trust and buy-in from board of regents.

3. Since we just finished the 2019 session, are there any early priorities or goals already on USHE’s radar?

There are probably 2 to 3 Legislative issues (other than compensation) that UHESA could provide feedback on each session. For instance, Student safety & wellness, Access, need based scholarships (perceptions). Helpful to know where Staff members are on these issues and what they are doing to assist with these issues.

Great if we could develop some priorities. Poll Staff Associations for hot issues across the state. Could be broad issues like “Swirling” of Transfer students (how do credits transfer and why across state institutions). Looking at items with high resistance/high persistence.

Link above: <https://higheredutah.org/pdf/reports/2017-5-Swirling-Joe-Curtin.pdf>

General Higher Education Policies: <https://higheredutah.org/policies/>

Look at R-805 Policy, Women and Minorities in Faculty and Administrative Positions:
<https://higheredutah.org/policies/r805-women-and-minorities-in-faculty-and-administrative-positions/>

Remember to check Slack often for important conversations and information...Thank You!



HR Directions at the system level Family Leave R928, Leaves of Absence:
<https://higheredutah.org/policies/r928-leaves-of-absence-health-related/>

4. USHE creates the Higher Ed Newsletter, is there anything UHESA can do to develop content?
Any content would likely be welcomed. Work with Melanie Heath, Strategic Communications (from Spencer's office) on ideas for content.

5. In general, would letters of support from UHESA be beneficial moving forward?
Yes, it would still be helpful if the UHESA board could take input from the staff associations to vote on key viewpoints and develop a letter that could be provided to Spencer Jenkins or the USHE Chairman. Letter could provide different viewpoints of how a problem could be solved, taking into consideration the different campus structures/limitations.

Thought it would be great if we weighed in more on issues. Good example is the 2.5% pay increase.

6. Does USHE host special events with institutional contacts outside of board of regent meetings that would be helpful to attend?
We could host our own. Legislative Representatives from each institution get together monthly. Not an open meeting. Informal phone call. Amanda would like to have a call on May 13 th with legislative representatives to discuss the Board of Regent meetings hopefully having the Full Council call after the Board of Regents.

11:30 AM | Adjourn

Future Meeting Schedule

Sending out a pool to change dates for summer phone calls to something other than Friday.

Conference Call @ 10:30 AM – Monday, May 13th

- Who is going to attend Board of Regents meeting at Snow College?
- Agenda will be available the week prior: <https://higheredutah.org/agendas/>

Conference Call @ 10:30 AM – Monday, June 17th

- Evaluations on:
 - Dixie possibly present on evaluations at conference
 - NEOGOV purchased by Snow for performance tracking, Onboard piece as well.
- Legislative
- Telecommuting policies
- Send any additional ideas to Sheri

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Face to Face Meeting @ UVU – July 11th -12th

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