



AGENDA

Spring Conference
Salt Lake Community College – Miller Campus
Thursday, March 28, 2019
11:00 AM – 4:30 PM

11:00 AM | Welcome, Introductions, and Roll Call – Jenny McConnell and Diana Maughan

Dixie State University – Ali Threet, Cameron Draper, Diana Maughan
Salt Lake Community College – Julia Ellis, David Bower
Snow College – Paul Tew
Southern Utah – Sheri Butler, Kenzie Lundberg, Jim Shakespear
University of Utah – Jenny McConnell
Utah State University – Amanda Castillo
Utah State University Eastern – Vern Bales
Utah Valley University –
Weber State University – Jackie Shafer

11:15 AM | Approval of Minutes from April – Jenny McConnell and Diana Maughan

Paul, Sheri. Minutes approved
Sent Calendar invite for July. 11-12 @ UVU

11:30 AM | Break/Working Lunch

Jenny going to update the bylaws and send it out for voting
Diana update team drive
We need to elect a president-elect and treasurer
Jenny will check those on Slack--Uhesa.slack.com

Introductions:

- Julia encouraged us to remain, genuine and stand up for the staff, and take energy back to schools. Be the individuals Board of Regents can rely on to speak with genuine and understand what is going.
- Jenny spoke with Spencer about us attending Board of Regent open meetings

Attending Academic and Student Affairs Committee:

Ali Threet
Sheri Butler
Kenzie Lundberg

Diana Maughan
Nathan Gerber

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



Attending Finance/Facilities Committee:

Amanda Castillo

Vern Bales

Julia Ellis

Jenny McConnell

Paul Tew

Jim Shakespear

Cameron Draper

1:00 PM | SLCC Speaker, Dr. Roderic Land

What does the Staff Association provide?

- Voice
- Empowered
- Valued
- Equity
- Everyone matters
- Recognition

Why do employees not feel these things

- Power Distance
- A level of defeat
- Deliberately uninvolved
- Communication channels lacking
- Distance
- Individual
- Feel isolated due to race, ethnicity

To improve we must

- Recognize it is a battle
- Reconcile,
- Be welcoming,
- Meet them where they are
- Invite, with genuine intent

Language of job posting should be written for diverse candidates

What does SLCC involvement look like?

- Senior Leadership
- Board of Trustees
- Basically Director of HR
- Meet with President
- Tasks forces usually have staff representative

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DSU: Same as above

- Strong connection with faculty
- Lunch with the president

SUU: Same as above

- Appointed Faculty representative on Staff Association
- Delegate

University of Utah: Same as above

- Staff members cannot be denied the opportunity to be on committee.

Weber State: Same as above

- Send letters to supervisors to encourage them to encourage staff or support staff in serving on the council

2:00 PM | Break

2:15 PM | SLCC Campus Tour

3:15 PM | UHESA business

Amanda Castillo:

- Get campus to share what they are doing
- Resources
- Why we do what we do
- Talk to legislative

How do we buffer the push to performance compensation and performance evaluation
Equity should be pulled out of performance evaluation

Ali going to share format for Director Trainings at DSU.
Management needs training on how to conduct a quality evaluation
U of U doing 360 evaluations-having peers evaluate.

4:30 PM | Adjourn

Some board members attended the Board of Regents open meeting

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Spring Conference

Salt Lake Community College – Miller Campus

Friday, March 29, 2019

8:30 AM – 3:30 PM

8:30 AM | Lite Breakfast, Welcome and Roll Call – Jenny McConnell and Diana Maughan

Dixie State University – Ali Threet, Cameron Draper, Diana Maughan

Salt Lake Community College – Julia Ellis,

Snow College – Paul Tew

Southern Utah – Sheri Butler, Kenzie Lundberg, Jim Shakespear

University of Utah – Jenny McConnell

Utah State University – Amanda Castillo

Utah State University Eastern – Vern Bales

Utah Valley University – Nathan Guber

Weber State University –

9:00 AM | Committee Updates: Treasurer/PR/Leg

Nathan/Treasurer: We have a surplus in the account-- All reimbursements have been turned in—More information coming the middle of April

Kenzie/PR: Everyone has turned in there currently links-

Bylaw updates: - Annual Fees to be \$350—Verbiage for Executive board to be update already voted in.

1. President-Elect is elected annually by a vote of UHESA Board members.
2. Secretary/Treasurer are elected for two year terms by a vote of the UHESA Board members every odd year.
3. Committee chairs are elected for two year terms by a vote of the UHESA Board members every even year.

Sheri Butler motion to approve- Julia Ellis Seconded- Motion approved by board.

Amanda/Legislative:

- Rough draft for guidance on July meeting.
- Amanda meeting with Spencer
- Phone Calls and Face to face meeting with all Legislative Chairs at different institutions

The rest of the day was spent with Board of Regent Meetings. For details on these meetings view Website for Board of Regents.

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