

UHESA Meeting #19

Weber State University

August 10, 2006

8:45 a.m. – 4:30 p.m.

BREAKFAST and WELCOME FROM PRESIDENT MILLNER

Weber State University President F. Ann Millner welcomed the group. Introductions from each institution were given. President Millner then opened it up for a Q&A session where she entertained inquiries from the group.

WELCOME and BUSINESS ITEMS.....Laurie Sullivan

Meeting called to order at 9:30 am.

College of Eastern Utah:	Geniva Brooks
Dixie State College:	Laurie Sullivan and Darwin Gifford
Salt Lake Community College:	Butch Steffen and Steven Lewis (Thursday only)
Snow College:	Mike Jorgensen, Jim Kittelsrud and Carol Jacobsen (Friday only)
Southern Utah University:	Barbara Rodriguez, Bruce Tebbs and Eric Tait
University of Utah:	no one in attendance
Utah State University:	Jill Ballard (CEA), Karen Hoffman and Rory Weaver
Utah Valley State College:	Merrill Oyler and Clint Moser
Weber State University:	Jennifer Evans (PSAC), Bob King (PSAC) and Nancy Meador (CSAC)

- Approval of Minutes from July 12, 2006 meeting
Jill made a motion to accept minutes with correction to the legislative discussion about H.B. 7.
Mike seconded. Vote was unanimous.
- Review and Approval of Financial Report
This was tabled until later in the conference.

Attendees were asked to review Delegate information from each institution and give corrections to the secretary, Jennifer Evans.

See attached amendments to the Constitution and Bylaws. For clarification wording was added to designate the Treasurer as a three year position on the board, with the UHESA financial account rotating to the institution at which the treasurer resides.

All changes were motioned, seconded. Vote to accept was unanimous.

A discussion was held about whether or not the ATCs should have representation on UHESA. It was unanimously decided that they already have representation with UEA and public schools and at this time we would not be adding seats on UHESA for ATCs.

Some discussion was held about the pros and cons of having one staff association vs. two staff associations. Some history was given of various institutions and how they are set-up.

TEAMBUILDING THE DR. FUN WAY.....Dr. Gary Willden

UHESA members participated in a 2-hour outdoor ropes and teambuilding course, led by Dr. Fun. The group conquered team activities by working together. Bob King photographed the activity and provided all attendees at the conference with a CD of photos from the teambuilding event.

BREAK FOR LUNCH

During lunch we had drawings for prizes supplied by various institutions.

Reconvened at 1:30.....Legislative guest Dirk Anderson joined us for lunch.

UHESA LEGISLATIVE COMMITTEE.....Butch Steffen

Butch handed out the UHESA Legislative Sub-Committee annual report for 2005-06 which included:

- Detail of participation in legislative activities
- Copy of the Governor's Action on Bills for the 56th Legislative Session
- Higher Education Plan for Utah by Jon Huntsman, Jr.
- Copy of H.B. 7, the Repeal of Exemption From Nonresident Tuition, sponsored by Glenn Donnelson
- Copy of H.B. 82, Education Information Technology Systems, sponsored by Kory Holdaway

Butch introduced our guest speaker:

Mr. Dirk Anderson – Higher Ed Policy and Budget Analyst, Governor's Office of Planning and Budget.

Mr. Anderson gave a handout including an organization chart for the GOPB and a graphic representation of how the budget process works for general and higher education in the State of Utah. Some points of interest from his presentation include:

- UHESA represents 20-25,000 staff. The process of how salary ## are distributed was covered, including faculty retention monies affecting staff salaries.
- What we've learned is that there's not enough money for Higher Ed. Mr. Anderson is an advocate for Higher Ed – he meets with school Presidents to understand their needs. They show him their priorities, and proposals, which he likes to contain no logical holes.
- The Governor's priorities right now, based on information shared at a cabinet budget retreat included how higher education affects the economic impact of the state – it's economic development. Math and Science education are big – we need more teachers in these areas.
- Christine Curl is the Governor's advisor on education – and has a mostly public education background.
- The funding system in the State of Utah for Higher Ed is more political than process.
- In most cases, to get our UHESA priorities realized, we need to kick, scream and yell, then say please. UHESA should seek our priorities, in this order:
 - First talk to the President of your institution
 - Second, speak with legislators and/or legislative leadership for those areas that don't have a lot of pull in the legislature.
 - Approach Dirk Anderson with priorities
 - Approach Spencer Pratt, Legislative Fiscal Analyst
- We should attend all Board of Regents meetings. As a group we feel the BOR needs to kick and scream more in our behalf.
- We should attend Higher Ed Appropriations Committee Meetings
- There is a State surplus of over \$300 million this year, however, there is an appropriations or spending limit. State Statue has set that expenditures year over year can only grow by a certain %. Income growth is not included in that, but it could be added back into the statue. We should check into the state code if one of UHESA's priorities is to get income growth included. Or, as part of the spending limit, we could push to get higher ed taken out. We could approach Spencer Pratt on this matter.
- Anyone wishing to contact Mr. Dirk Anderson can do so at dirkanderson@utah.gov or dirkanderson@gmail.com

Senator Greg Bell was scheduled to appear, but due to a mix-up in his schedule he came to WSU a day early for the conference and was unable to come back the next day.

FINANCIAL REPORT.....Barbara Rodriguez

Barbara shared UHESA's financial with the group. A beginning fund balance transfer budget was shared, showing invoices, expenses and revenues for the previous year. Ending fund balance as of August 2006 is \$1,968.92. 18 individuals attended the Annual Conference and all monies have been sent to WSU to cover registration fees. UHESA dues, in various amounts, are still owed by Dixie, SLCC, UofU, UVSC and WSU.

Jennifer motioned to accept the financial statements and Geniva seconded. It was unanimously approved.

ELECTIONS.....Jennifer Evans and Laurie Sullivan

Nominees for President-Elect: Jennifer Evans, Bruce Tebbs, and Clint Moser

Nominees for Secretary: Jill Ballard and Gevina Brooks.

No Nominees or Election for Treasurer: Barbara Rodriguez is fulfilling a three year term.

Motion to close nominations was made and seconded. Vote was unanimous.

Each nominee was asked if they would be willing to serve.

Ballots were distributed. Barbara and Laurie counted ballots. Results are:

President-Elect: Jennifer Evans, WSU
Secretary: Jil Ballard, USU

PUBLIC RELATIONS SUBCOMMITTEE.....Jennifer Evans

Jennifer mentioned the need to recommit our PR and Web Sub-Committee for the coming year. It was mentioned that during the previous year, Teresa McKnight from USU, the chair of the sub-committee, resigned of her duties.

A motion was made to nominate a new chair of the sub-committee. Nancy Meador, of WSU, was nominated and unanimously voted upon to be the new chair of the PR/Marketing sub-committee. Geniva Brooks was nominated and unanimously voted upon to be the co-chair. Jennifer Evans will contact Teresa McKnight to introduce Nancy and get things rolling. We'd like to update the officers on the website, post new photos of all staff association president's (with bios), update last years minutes, etc.

Current year officers need to send a short bio to Nancy Meador to be included on the website.

Meeting adjourned at 4:30 pm and will reconvene on August 11 at 8:30 am.

Dinner BBQ and Outdoor games will be held at the Community Center in University Village at 6:30 p.m.

UHESA Meeting #19 (continued – Day 2)

Weber State University

August 11, 2006

8:30 a.m. – 1:30 p.m.

BREAKFAST and BUSINESS ITEMS.....Laurie Sullivan

Meeting called to order at 8:30 am. Bob King introduced speaker Dr. Chatelain.

POSITIVE ENERGY.....Dr. Randy Chatelain

Dr. Randy Chatelain, from the department of Child and Family Studies, gave a presentation on positive energy. He spoke about a new religion he has converted to. You may have heard of the prophet, his name is Plato. There is only one scripture “Life Must be Lived as Play. –Plato” Points from his talk included:

- The Universe is made of protons, neutrons and electrons.
- Positive Energy is a +1, +3, +5 above 0, whereas negative energy is a -1, -3, -5 below 0.
- The greatest power in life is the power to choose. Life is a choice!
- You are always in a state of energy. You have the power to choose which kind of energy.
- My head isn’t always my best friend.
- Happiness isn’t at the end of the road, it’s along the path.
- I can out happy their attempts to be miserable. You don’t have to be in a negative unit even if other are.
- Each day represents 60 units of 15 minutes each (awake time). Each unit is a choice. Charge yourself with positive energy. Live in the now – the moment of choice. Don’t go back an live in past units and don’t spend all your time thinking about future units.
- Mountain Biking Metaphor about drive and direction.
- “Only happy people on the boat.” If you are having a bad day then we let you off on the beach. And we may or may not be back for you.
- The present is your gift – don’t step in dog poop from the past and stink up the now. Live in the current unit.
- If I can be happy now, then I’ll be happy in 5 years no matter where I am.
- We spend way too much time on doubt and fear.
- “Comparing is the cancer to happiness.”
- I am Responsible for the energy I bring to the situation and/or the relationship

UHESA’S FUTURE.....Mike Jorgensen

Election results were announced. Mike led the group in developing a meeting schedule for the 2006-07 school year. Laurie will set up the UEN conference calls for the year.

- 2006-2007 Meeting Schedule was developed as follows:
 - Monthly conference call meetings on the second Wednesday of each month from 1:00 – 2:00 p.m. (Excluding November, February, May and August)
 - September 15th 1:00 – 2:00 pm
 - October 11th 1:00 – 2:00 pm
 - November 17th 10:00 am – 2:00 p.m. at Dixie (possibly Pine Valley Cabin)
 - December 13th 1:00 – 2:00 p.m.
 - January 10th 1:00 – 2:00 pm
 - February 6th – 9:00 a.m. – 1:00 p.m. at Capital – UHESA Day at Legislature
 - March 14th 1:00 – 2:00 pm
 - April 11th 1:00 – 2:00 pm
 - May 16th 10:00 a.m. – 2:00 p.m. at UVSC
 - June 13th 1:00 – 2:00 pm
 - July 11th 1:00 – 2:00 p.m.
 - August 9-10th 2-day annual conference at USU (possibly Bear Lake)

Goals for next year were determined to be:

1. Get the legislative sub-committee more involved. It was determined a co-chair should be working with Butch to learn the ropes of the legislative process. Rory Weaver was nominated to serve. Rory motioned and Barbara seconded. It was unanimous.
2. Formally observe legislative meetings and get ourselves recognized as a body – get UHESA represented on all committees.
3. Get name tags and/or buttons made for UHESA members to wear to distinguish ourselves at committee meetings.
4. Attend the board of regents meetings to represent UHESA – when those meetings are held on your individual campus.
5. Get thank you cards made with the UHESA logo.

Legislative Goals/Priorities for 2006-07 will be discussed at our September meeting. We need to get on the stick quicker with our letter to the Legislature.

HOT ISSUES.....Laurie Sullivan

Institutions shared 'hot issues' affecting staff in an idea share. Issues mentioned and discussed include:

- Tuition Waivers – issue raised by Laurie Sullivan from Dixie.
 - It was asked that each institution please come to the September meeting with information on what tuition benefits are received under the umbrella of employee benefits. Specifically, information is to be shared about how tuition waivers are handled for dependent children. Do they include fees and books? Full tuition or ½ tuition? Etc.
- Overtime Pay for Hourly and/or Non-Exempt employees – issue raised by Darwin.
 - Do non-exempt employees at your institutions receive overtime pay when the 40 hours they worked during the week includes holiday/sick/vacation time? What about comp time? If comp time is not used after 90 days is it lost or do you pay it in time and a half?
- Public Service Retirement – issue raised by Merrill at UVSC.
 - Wanting to know about the police departments at each institution – do they have a 20 year or a 30 year public service retirement?
- Staff Sabbaticals – information shared from SLCC.
 - SLCC has a policy for staff sabbaticals. Only one staff may utilize the benefit each year. Staff may take 1 year sabbatical and receive 65% of their full-time pay for that year. SUU has some type of staff sabbatical policy as well.

Mike Jorgensen shared with the group an article printed on August 11, 2006 in USA Today, titled something like "Panel recommends over hall of Higher Education."

BREAK FOR LUNCH

During lunch the annual meetings were officially adjourned.

Institution representatives left after lunch at 1:30 p.m.