

UHESA Meeting #4
Capital Hill, Salt Lake City, Rm 140
February 2, 2005
11:15 am – 11:50 am

WELCOME and ROLL CALL.....Shad Sorenson

Meeting called to order at 11:15 am.

College of Eastern Utah: Geniva Brooks
Dixie State College: Laurie Sullivan, Susan Garner, Jackie Freeman and various staff
Salt Lake Community College: Pat Albertson, Keenan Adhock, Lou Brecht (legislative rep) and Butch Steffen
Snow College:
Southern Utah University: Barbara Rodriguez, Annette Murray and Jake Johnson (legislative rep.) and various staff
University of Utah: Jim White (legislative rep)
Utah State University: Milton Johnson, Marsha Howell (PEA), Liz Allred (legislative rep.) and various staff
Utah Valley State College: Shad Sorenson and Clint Moser (legislative rep.), and various staff
Weber: no one in attendance

BUSINESS ITEMSShad Sorenson

Approval of minutes tabled until next meeting, March 16, as minutes were not sent out in time for members to review prior to travel.

Institutional Reports

Shad handed out copies of the Institutional Reports. They are very incomplete and he requested that everyone still continue to compile information so we can update the reports.

UHESA Committee Reports.....Shad Sorenson & Butch Steffen

Legislative

1. Introduction of Staff Legislative Committee Chairs
Several committee chairs were present and heartfelt congratulations was given to each in appreciation for all the planning and preparation of staff and events prior to UHESA Day at the Capitol: Jim White, UofU; Jake Johnson, SUU; Liz Allred, USU; and Lou Brecht of SLCC.
2. Shad clarified information on the hand-out cards
Shad apologized for the final printing of the cards. The printers somehow ended up with the next to last final draft. They had hoped to separate out salary from health and dental benefits, but UHESA wanted to ask legislators for a priority vote of a 3% salary plus benefit increases- we wanted to emphasize that not only do we want a salary increase approved, but we want funding for health care and dental benefits funded also. If they don't our salary increase will simply be eaten up by added benefit costs.

There are many salary inequities on all our campuses. We are asking for an additional \$5 million to help institutions with salary inequities.

There is a large number of new student growth that has been unfunded at our institutions over the years. This lack of funding has had to be compensated for out of student's tuition. We are asking that the tuition funds from new growth be given to the institutions to help with expenses.

Butch reported that Governor Huntsman would like to see higher education come in line with public education by having a 2% cost of living adjustment (COLA) written into the budget annually. If this had been in place, we would have had a 6 increase over the past years, rather than a 1% increase. The cost of this for public education is \$1.7 billion out of \$8 billion, cost for higher education staff would be \$600 million

Jim White reported that over the past three years the average increases are as follows:

Cost of living (in Utah) –	up 9.2%
Average salary (private sector and all others) –	up 5.9%

Higher education (salary regulated by legislators) up 1%
Doug Tom from SLCC's Political Action Group reported that average increases in salaries over the last ten years has been 3.8%

Butch asked that we all do three things:

1. Write a personal note (or at least an email) to each legislator you visited with today to thank them for their time and thoughtful consideration of our requests. Please do this within 24 hours. Send comments to those you wanted to meet with, but were unable to.
2. Continue to keep in touch with your legislators. Keep this first on their minds. This is not over yet.... It is a long time until final voting and approval is final.
3. Attend Board of Regents meetings whenever possible to let them know our concerns and that we are interested and care about their choices and decisions. (Next meeting was scheduled for St George on March 17-18, but may change to April 21. Dixie College will keep us informed of dates.

Representative Patricia W. Jones spoke briefly to UHESA. Pat is on the Higher Education Appropriations Committee. Points of emphasis:

- She is an advocate for all public employees (she worked at the U of U for \$1.60/hour in 1970's so she knows the plight of being underpaid)
- She will support our efforts to push for 3% salary increase
- Email or call her with any concerns

“HOT ISSUES” on YOUR CAMPUS AFFECTING STAFF.....Round Table

Dixie Susan wanted to thank all those who have contacted them regarding the flooding disaster that hit the St. George area in January. They were all very touched by the expression of concern and caring. SLCC is doing a fund raiser for flood victims and Susan wanted them to know that Mark Peterson is the contact person on campus for that.

NEXT MEETING TIMES.....Shad Sorenson
Wednesday, March 16, 2005—UVSC at 1:00 pm

Meeting adjourned at 11:50.

NOTE: After the meeting adjourned, Shad and Barbara discussed the lack of appropriate financial record keeping for UHESA. Barbara expressed her concern being called treasurer, and feeling some responsibility when she has NO financial records at all.

Barbara is going to begin paperwork to obtain tax-exempt status and open an account at Wells Fargo Bank. Barbara, Shad and Laurie will get together to reconcile the UHESA account and compile a report. Once we have this cleared up, monthly reports will be included with the minutes.

Shad agreed that one of his goals this year was to get financial records current.

	A	F	G	H	I	J
1	UHESA Institutional Report Fall 2004 (3rd					
2		SUU 2003-04 Info, will update as info becomes available				
95	Pat Albertson, President patsy.albertson@sicc.edu					
96	http://www.sicc.edu/pages/257.asp					
97	Snow					
98						
99						
100	SUU					
101						
102						
103	USU					
104	Marsha S. Howell, PEA m-howell@purchasing.usu.edu					
105	Milton Johnson, CEA					
106	Uou					
107						
108	UVSC					
109	Candace Marks, President					
110	www.uvsc.edu/commrgs/pace					
111						
112	Weber					
113						
114						
115	Fund Raising					
116	Staff is involved in raising funds for the institution?					
117	Staff is involved in bringing grants/contracts to institution?					
118						
119	Teaching (Reported from Human Resources)					
120	Number of staff members teaching at least one undergraduate course -10					
121	Number of staff members teaching at least one graduate course					

	Utah	Utah State	Weber	SJU	Snow	Utah State	CEU	UVSC	SLCC
Operating Expenditures and Revenues by Object									
Regular Faculty	\$ 69,942,592.00	\$ 48,695,682.00	\$ 22,917,951.00	\$ 10,013,335.00	\$ 5,884,286.00	\$ 4,736,446.00	\$ 3,418,601.00	\$ 19,410,324.00	\$ 16,098,300.00
Adjunct / Wage Rated Faculty	\$ 9,629,308.00	\$ 5,953,944.00	\$ 6,287,614.00	\$ 1,025,296.00	\$ -	\$ 1,220,356.00	\$ 720,098.00	\$ 8,158,135.00	\$ 9,807,800.00
Teaching Assistants	\$ 8,884,746.00	\$ 611,788.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Executives	\$ 7,740,037.00	\$ 3,798,470.00	\$ 1,845,064.00	\$ 1,717,104.00	\$ -	\$ 546,673.00	\$ 561,791.00	\$ 2,367,164.00	\$ 1,175,200.00
Staff	\$ 80,904,115.00	\$ 47,711,112.00	\$ 21,344,770.00	\$ 7,657,045.00	\$ 5,100,546.00	\$ 4,846,971.00	\$ 2,728,584.00	\$ 19,476,458.00	\$ 17,121,600.00
Wage Payroll	\$ 14,445,169.00	\$ 4,177,285.00	\$ 2,528,015.00	\$ 1,648,061.00	\$ 783,354.00	\$ 198,073.00	\$ 633,605.00	\$ 2,615,011.00	\$ 4,778,500.00
Total Salaries and Wages	\$ 191,545,967.00	\$ 110,948,281.00	\$ 54,923,414.00	\$ 22,060,841.00	\$ 11,768,186.00	\$ 11,548,519.00	\$ 8,062,679.00	\$ 52,027,092.00	\$ 48,981,400.00

Change in Salaries and Wages for Full-time Faculty, Executives and Staff									
	\$ 4,757,602.32	\$ 3,006,157.92	\$ 1,383,233.55	\$ 581,624.52	\$ 329,544.96	\$ 303,902.70	\$ 201,269.28	\$ 1,237,618.38	\$ 1,031,853.00
									\$ 12,832,806.63

Employee FTE Count for Fall 2003

Appropriated									
Regular Faculty	972	736	445	216	113	93	69	347	310
Adjunct / Wage Rated Faculty	242	32	108	17	50	110	12	487	491
Teaching Assistants	386	202	0	0	0	0	0	0	0
Executives	40	26	14	20	5	7	12	24	14
Staff	1,974	1,215	617	244	139	136	77	558	466
Wage Payroll	573	319	100	109	127	61	44	183	441

Non-Appropriated									
Regular Faculty	775	86	13	1	2	0	1	1	11
Adjunct / Wage Rated Faculty	496	6	0	14	11	3	1	0	39
Teaching Assistants	429	197	0	0	0	0	1	0	0
Executives	3	3	0	0	0	0	1	2	0
Staff	6,526	658	207	158	32	30	31	160	136
Wage Payroll	1,419	782	168	130	64	119	75	425	333

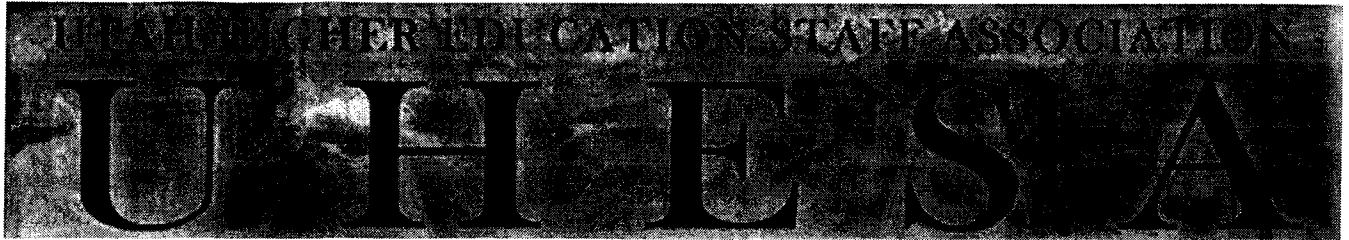
Total									
Regular Faculty	1,747	822	459	217	115	93	70	348	321
Adjunct / Wage Rated Faculty	738	38	108	32	61	114	13	487	530
Teaching Assistants	816	399	0	0	0	0	1	0	0
Executives	43	29	14	20	5	7	12	26	14
Staff	8,501	1,873	824	403	171	166	108	718	602
Wage Payroll	1,992	1,101	268	239	191	180	119	608	775
Total employees	13,837	4,262	1,673	911	543	560	323	2,187	2,242

Average Salary Comparison by Institution for Staff only									
	\$ 40,984.86	\$ 39,268.40	\$ 34,594.44	\$ 31,381.33	\$ 36,694.58	\$ 35,639.49	\$ 35,436.16	\$ 34,904.05	\$ 36,741.63

Percent of Employees by Object									
Regular Faculty	13%	19%	27%	24%	21%	17%	22%	16%	14%
Adjunct / Wage Rated Faculty	5%	1%	6%	4%	11%	20%	4%	22%	24%
Teaching Assistants	6%	9%	0%	0%	0%	0%	0%	0%	0%
Executives	0%	1%	1%	2%	1%	1%	4%	1%	1%
Staff	61%	44%	49%	44%	31%	30%	33%	33%	27%
Wage Payroll	14%	26%	16%	26%	35%	32%	37%	28%	35%

Percent of Salary Funds by Object									
Regular Faculty	37%	44%	42%	45%	50%	41%	42%	37%	33%
Adjunct / Wage Rated Faculty	5%	5%	11%	5%	0%	11%	9%	16%	20%
Teaching Assistants	5%	1%	0%	0%	0%	0%	0%	0%	0%
Executives	4%	3%	3%	8%	0%	5%	7%	5%	2%
Staff	42%	43%	39%	35%	43%	42%	34%	37%	35%
Wage Payroll	8%	4%	5%	7%	7%	2%	8%	5%	10%

NOTE: FTE count does not reflect salary budget - perhaps they were paid from non-appropriated funds?



**Legislative Executive Meeting- AGENDA
February 2, 2005**

www.usu.edu/uhesa/

11:00 a.m.

Welcome and Roll Call

Shad Sorenson

Business Items

Shad Sorenson

- Approve minutes from January 12, 2005
Emailed: 1-Feb-05 (Barbara R.)
- Institutional Reports
Emailed: 1-Feb-05(Shad S.)

11:15 a.m.

UHESA Committee Report

Butch Steffen

-Legislative

1. Introduction of Staff Legislative Committee Chairs
2. Discuss Legislative Action after UHESA Day
3. UHESA Legislative Day Housekeeping Items

11:40 a.m.

“Hot Issues” on Your Campus Affecting Staff

Round Table

11:55 a.m.

Next/Future Meeting Agenda Items

Shad Sorenson

Thank YOU for attending. Drive home safely.

Future Meeting Schedule

March 16, 2005
April 27, 2005
June 22, 2005
August 4&5, 2005

All meetings will be available via conference call