

UHESA Meeting #2  
Utah Valley State College (UVSC) and Tele-Conference  
November 3, 2004  
1:00-3:00 pm

WELCOME and ROLL CALL.....Shad Sorenson

Meeting called to order at 1:10.

College of Eastern Utah: no one in attendance  
Dixie State College: Laurie Sullivan, Susan Garner and Rob Snow (legislative rep.)  
Salt Lake Community College: Pat Albertson and Butch Steffen  
Snow College: no one in attendance  
Southern Utah University: Barbara Rodriguez, Annette Murray and Jake Johnson (legislative rep.)  
Utah State University: Marsha Howell (PEA), Jill Ballard (CEA)  
University of Utah: no one in attendance  
Utah Valley State College: Shad Sorenson and Clint Moser (legislative rep.)  
Weber: no one in attendance

BUSINESS ITEMS .....Shad Sorenson

Approve minutes from September 22, 2004

Corrections:

- Bartlett is Nancy's last name presenting info on Fair Labor Trade Act
- Shad Sorenson is spelled Sorenson and he is from UVSC
- Butch Steffen is correct spelling of name and he is from SLCC
- Under UHESA Committee Report, Item #4: Put ?? next to Snow and Weber, CEU's rep's name is spelled Kelli, Rob is contact person at Dixie- scratch out Nelda.

Louise made motion to approve corrected minutes. Pat seconded. Vote to approve minutes was unanimous.

Barbara will make corrections and send them to Shad to post on UHESA website.

UHESA Committee Reports.....Butch Steffen

Election Results and Impact

- SLCC reported there are now two members of the House of Representatives that are employees at SLCC, Mark Wheatley- District 35 and Brent Goodfellow- District 29.
- SUU reported that Bud Bowman was reelected for District 72. He is a strong advocate for higher education.
- The Lt. Governor, Herbert, is from Utah County and is a good advocate for higher education.
- Fred Hunsaker, from District 3, and Scott Wyatt, from District 4 are new. (Butch felt that Huntsman will not make much of a change, but he is with the majority party so it will be a smooth transition.)
- Butch reports that as far as he knows there are 17 new representatives, but the rest are incumbents.
- Pat gave a recap of the governor's presentation held at SLCC, prior to the election, so we could get a feel for the new governor's stand on higher education issues.
  1. When asked about wages and benefits for higher education staff, Huntsman seemed to dance around the issue. His only response was that we realize that the legislature was the one that determined this, but he will support higher education.
  2. When asked what we could get a stronger voice with the Board of Regents and the Legislature, Matheson responded- get involved. It is a two-way street and we just need to become pro-active.
  3. Attendees at this broadcast were: Pat, Dennis Potter from UVSC, and three representatives from SLCC.
  4. Pat said she was in communication with someone at a radio station who would be willing to rebroadcast this for us. Andy Farnsworth is her contact person. He will edit out Governor Huntsman's remarks and rebroadcast those only. UVSC, USU, SUU and Dixie were all interested.
  5. Butch suggested that we send thank you letters to the people who helped put this event together: Nick Burns and Randall Chase from the Salt Lake Media Center at SLCC and the League of Women Voters of Utah. Shad will send a draft of a letter to Butch. Butch will revise it and send it to the SL Media Center people and the Women's League of Voters.

6. Shad wondered what the new governor's stand on the restructure of the Board of Regents was. Butch reported that in the spring Governor Huntsman had stated that he wanted to disband the Board of Regents. This would eliminate the middle man, so to say, as far as determining what institutions can do to develop resources.

7. Amendment 2 passed, allowing institutions to acquire interest in businesses who are involved with research done by faculty at that institution. This will allow more market driven resources. Butch asked everyone to keep their ear to the ground to find out more about "market driven" and how it effects institutions.

#### UHESA Legislative Committee- Update

- Butch encouraged all the legislative representatives to talk to their constituents and get a feel for what the real concerns are on their campuses.
- Each legislative rep should encourage contact with district representatives as time gets closer to the legislative session
- Pat asked when committee selection will occur for various legislative committees (i.e. higher ed, etc.). Butch felt it would be within the next one to two months. Shad pointed out that they would need to elect a new speaker so that would delay the committee selection some. Pat reported that Gladwell is gone so the higher education committee will need a new leader. Butch will find out what he can regarding time schedules and let everyone know as he gets more information.

#### Letter to Legislators

- Butch will put a letter together. He will use the same basic format as the letter last year, but he wants it to be more concise and to the point. He will be sure it is inline with the Board of Regents direction so he will confer with Dave Buhler. He hopes to have the letter out by mid-December.
- If anyone has an idea for a slogan or catch-phrase that we can use sent them to Butch. We need to start building sympathy for UHESA day.
- Marsha reported that they are having a Brown Bag lunch with their new representatives on December 2<sup>nd</sup>. She asked if Butch would have the letter done by then so they could give it to them at the lunch. Clint Mosier asked Marsha to email him their planning ideas for this event.
- Shad requested all contact info for the legislative representatives for each institution. Butch reported that he has that and will send it to Shad. If Shad could put these reps under him as part of the legislative committee on the membership list, that would be helpful, rather than listing them with their institutions. Butch will email info to Shad. Shad will then send out updated membership lists.

#### UHESA Day – Update

- UHESA Day has been rescheduled to Wednesday, February 2<sup>nd</sup>. Caucuses meet on Tuesday and Thursday and Friday is the day for Standing Committees to meet. Butch felt Wednesday would be the best day to allow the most interaction with our representatives. If anyone has any feelings or information to the contrary, let him know.
- Tentative schedule for the day is:
  - 10:00 – 12:00 Pull people off the floor and talk to representatives about issues
  - 12:00 or 12:30 Try to meet with Higher Ed Appropriations Committee members
  - Rest of the afternoon to meet with representatives

Butch reminded everyone that we need to take vacation time when we come up.

Butch has reserved the big room. It holds about 140 people. He feels that gives us enough room to invite all staff to attend. Butch will go up and look at the facilities. He is also thinking about trying to find someone who may donate lunch for all the legislatures. Perhaps each institution could set up a booth or table in the Rotunda area and we could serve lunch and have the representatives mingle with everyone during the lunch time. Butch will check out the facilities, see about donors, work out details and keep us informed.

Please have all legislative reps alert our state representatives that we will be coming.

Butch mentioned that he was going to include faculty senate leaders. Some of the board did not want to include faculty at this event. There was a comment made that faculty didn't like staff. Butch added that this is one of the reasons he wanted to include faculty, to bridge that gap. Most felt they did not want to use this venue to work on that problem,

that it may need to be addressed at the local level—each institution addressing that problem individually.

#### Board of Regents Funding Priorities

- Butch sent out a report to board members earlier this week on the funding priorities of the Board of Regents. The report was put together by Interim President Judd Morgan and presented to the general body at SLCC. Butch asked if we could make an assignment to send a thank you letter to Judd for his work. Pat will do that.
- Pat gave a few highlights from the report:
  1. They proposed a \$53 million budget (**actual request was 35.4 million on-going request for state tax funds, not including compensation. Compensation is the number one priority. If the legislators fund a 3% increase then the actual amount of appropriation would be \$54 million.**)
  2. Operation and Maintenance was included
  3. It appeared they would propose a 1% salary increase (**this is incorrect, the Regents have not pegged any percentage**)
  4. Institutional Funding Correction - \$5 million dollars – SLCC, UVSC and Weber were named as institutions who had funding inequities in the past and this would help amend this inequity of past funding
  5. Benefits – 1-2% increase (benefits increases are estimated at about 8% increase, the 6% difference would be made up from our own salaries)

The Regents approved the budgets and sent it on to the legislative committees for approval.

#### “Hot Issues” on Your Campus Affecting Staff

##### Board of Regents Index Study Discussion

- Pat said the various institutional presidents did speak up in behalf of staff for salaries and benefits. A discussion incurred, but the reality of it was that there was no where to cut funds from to allow for pay increases. 2<sup>nd</sup> tier tuitions was discussed and there was a possibility. Butch interjected that he had heard that 2<sup>nd</sup> tier tuition was delegated for O&M (**this is not correct, 2<sup>nd</sup> Tier Tuition money is used at the discretion of the Presidents to follow the Truth in Tuition Law, recommendations may be made next March**). He also questioned their rationale that there was nowhere to cut the money from. Revenue projections are looking good so they may not need to cut budgets to give raises. Butch finds it interesting that they are taking a 1% stand so early. There is also a substantial rainy day fund.
- Funding for Developmental Education (what some refer to as remedial education) at the higher education level was also discussed. It was determined that this could not be left to the public education system. They (Note: I am not sure who ‘they’ is) were going to draft a letter stating their support for continued support of Developmental Education in higher ed.

Butch wondered what had resulted from the Classified/Professional and/or Exempt/Non-Exempt issue. He felt we needed to be unified when we talked with legislators and told them who we were representing. Shad felt that when we talked to our representatives, we could simply state that we are members of UHESA representing a specific institution. Laurie also felt we could simply say we are staff.

#### Other

Butch also wanted to address a couple of items that was brought up at the last meeting.

- He talked with Linda Smith, his contact person for the video on how to contact your legislators. Linda is no longer associated with the Coalition for People With Disabilities. They are not sure how to go about obtaining a video or DVD. Butch will continue to work on this.
- Retirement Issues – this topic has been put on the back burner for now.

Shad asked Annette if Jill Whitaker had been invited to attend the meetings. Annette said she knew Jill was very busy, but it would probably be good if she could attend and thought it would be best if Shad invited her to do so. Shad will get in touch with Jill. [Note: Jill has been asked to be the webmaster for the UHESA website]

Butch wanted to bring to our attention that UHESA was organized in 1994. This is our ten-year anniversary.

Laurie asked if any campuses had heard anymore about the Richness Index surveys? No one had heard anything. Laurie reported that they had a meeting with their Human Resources (HR) people yesterday.

Pam, from Dixie's HR, had a report that indicated that all institutions seemed pretty equal on insurance benefits.

Pat commented that they are in the process of revising their constitution and by-laws. She wondered if part-time employees were included in the various staff associations:

SUU – only has one association and it includes all staff, part-time and full-time

USU – their staff associations only include contract staff, part-time not included.

Dixie- has two associations: Exempt Staff Association and Staff Association. The part-time staff employees chose to remain in the Staff Association (non-exempt).

Barbara asked if any institutions had been given any additional time off during the holidays.

- Dixie- staff employees have off from December 22 thru January 3. This is paid time off. There will be skeleton crews working, but those that work during the holidays will be allowed to take the time off at a later time.
- SLCC- staff employees have off from December 22 thru January 3. December 24 and December 31 are paid holidays, the rest of the time was given to staff as paid time off.
- USU- staff employees have December 24, 27 and 31 off as paid holidays. They also are given off three additional days as paid time off. [Note: After the meeting, staff were given December 28 through January 3 off as paid time off-- except for December 31, which was a paid holiday.]
- UVSC- staff employees have December 24, 27 and 31 off as paid holidays. The entire campus will be closed the 28 through the 30 and staff will be given those days as paid time off.
- SUU- staff employees have December 24 and 31 off as paid holidays. The staff will be given two additional days as paid time off that they can take anytime between December 20 and December 30.

Barbara made a motion to adjourn the meeting. Laurie seconded. Unanimous to adjourn at 2:30 pm.

Next meeting will be held January 12 at 1:00 pm.



**MEETING - AGENDA**  
**November 3, 2004**  
**1:00 p.m.**

**Utah Valley State College**  
**Conference Call: 866-256-5096 Password: 6224**

[www.usu.edu/uhesa/](http://www.usu.edu/uhesa/)

Welcome and Roll Call	Shad Sorenson
Business Item	Shad Sorenson
- Approve minutes from September 22, 2004 Emailed: Attached to Agenda	
UHESA Committee Reports	Butch Steffen
-Legislative	
UHESA Legislative Committee-Update	
UHESA Day-Update	
Letter to Legislators	
Board of Regents Funding Priorities	
Election Results and Impact	
-Public Relations	
Newsletter	
“Hot Issues” on Your Campus Affecting Staff	Round Table
- Board of Regents Index Study Discussion	
Next/Future Meeting Agenda Items	Shad Sorenson

**Thank YOU for attending. Drive home safely.**

**Future Meeting Schedule**

January 12, 2005  
(UHESA Legislative Day - TBD)  
March 16, 2005  
April 27, 2005  
June 22, 2005  
August 4&5, 2005

*All meetings will be available via conference call*