



AGENDA

Monthly Meeting

Friday, March 31, 2017 | Dixie

8:15 Welcome and Roll Call -

Dixie State University – Robyn Whipple, Katie Armstrong, Andrea Brown, Sylvia Bradshaw, Michele Tisdale

Salt Lake Community College –Gus Calder, Julia Ellis

Snow College - Jim Kittelsrud

Southern Utah University – Stuart Bunker

University of Utah – Jenny McConnell, Jim Logue

Utah State University – Christine Ballard, Tammy Firth

Utah State University – Eastern – Kiersten Fausett, Vern Bales

Utah Valley University – Shalece Nuttall, Brett McKeachnie, Nathan Gerber

Weber State University – Ameila Williams

9:00 Presentation - Dylan Matsumori

PowerPoint will be distributed.

10:00 Business – Bylaws – Andrea and Vern

Andrea sent out the bylaws for UHESA. The only changes we need is under II.Finances, to change to \$350 from \$200. There was discussion as to why we would include the amount in bylaws. Jan talked about putting in a clause, or stating that dues will not to go up by more than 10% annually. Treasurer would hold onto this in the treasurers report. This could be made a part of the report. Is there another place that the amount is posted, other than in the minutes? What would happen if the board changes, where would the history be? Concern with the fluid of the board. Question about how historic dues have changed. This is the only time that we are aware of. Brett has been here the longest, and this would be the first change in that time. Assumption that dues have been at 200 for awhile. Any strong concerns one way or another? Leave it in, to have the record. Brett suggested that if we had documents/procedures and it was documented there, but all we have is bylaws and procedures, there are no other procedural documents, following the best practices document.

All institutuions represented on the UHESA board, will pay the dues. The fee would allow two representatives from each school to attend the meetings and be covered. If more from the school come, then the institutuion would pay for the lunch to have those extras to attend. Votes would be and always remain two.

With the best practices document that we are looking at creating, we should outline where the fees are going generally. We would need to document why the fees increased from \$200-\$350. Vern will put together a document that would outline in general what membership dues cover, why there would be an increase. Some of those reasons including the travel for the executive board that may not be covered by the institutions. Jan researched bylaws in which the fee was included in the bylaw, with either a note that the board sets the amount each year, and the board votes, or a note that includes that fees would be included. The increase in the annual fees, are due to changes in the billing structures, where the dues and annual meeting expenses are now included in the annual fee rather than an annual fee and then annual meeting. We could work towards creating the document next year, that will be online and available, have procedural documents. Shall not increase more than x percent. 10% a year since we started.

Motion by Vern to take bylaws as written. Seconded by Robyn Whipple. 18 in favor, zero opposed.

10:40 Regent Board Committee Meetings (Academic and Student Affairs or - Finance and Facilities)

Academic/Student affairs: Talked about the different populations and their completion rates, the problems with low income attending and completing, limited English proficiencies attending and graduating at a very low rate. Went through and approved the degrees that were presented by Weber, Dixie, SUU, and USU.

Finance/Facilities: Discussed different funding methods, overall bottom line seemed positive, education received more than what was expected. Talked about the pro-rated funding. Two buildings last year, three building this year. What happens next yet if the economy tanks? Unclear about the future in proposing funding for buildings. Encouraged schools to make a proposal for next year and see how it goes. They discussed credit rating, bonding, etc. Reports will be online shortly.

Helpful to have this meeting in conjunction with Regents. Suggest that the March meeting follows with Regents. Need to discuss what meetings are needing to be held and where: Weber, UVU, Snow.

Regents at Weber in Sept. Chat with them to see about hosting at this time. Look for 2018 to see when at UVU. See if we know when the next is going to be

July 27/28 at SUU (trying to see Shakespeare festival)

Legislative Update and Review - Stuart Bunker

Higher education did get a 2% increase for salary. The performance based funding from Ann Milner, the idea being behind it that if we provide better quality graduates, we should get some tax revenue from that. Still needs to be flushed out through regents and trustees. The number of students, dept. of workforce services top 20 occupations for the year, and graduates graduating with expectation of job, as well as growth within those majors determine the institutions slice of the pie. STEM, computer science, and construction management. May not effect staff, but could with advisors. Approval of degree programs are no longer determined at regents level, goes back to the vetting body, and then back down to the board of trustees and won't have to be approved at the regents level anymore. This will change the academic/student affairs portion of the Regents meeting.

Changed the makeup of the Regents size. Now each school will choose three names to submit to governor, and then the governor will choose one from each school. There will be one from the student body.

Higher Ed day at the hill, one aspect that did not go great was we could not get a legislature to come and talk with us. Need to look at this sooner and earlier. One thing that went great was being up there the same day as USHE. We should look at doing this again as a default, chat with them earlier so we can get a voice and be involved more. Some documentation would be great for next year, have a timeline, PROCEDURES manual. Stuart will go ahead and do this.

Talked about finding a legislature from each house to recognize UHESA and plan to move from one spot to another. Students were there at the same time we were, do we collaborate with them? Get to know others that are going up and tag with them (students) or anyone who is going to be there.

If we can get a senator lined up early, before the session starts, have a set a questions that we want to address or have a discussion-attack early in November or December getting in touch with people early. What are you mission, goals and priorities and how can we help you with it? Staff side would like to do what we can to promote in education, how can we help you?

SLCC had their college representative come in that talked about things that passed that effected higher education. Would like to have the list that is given to presidents and institutional liaison, try to get in fall, beforehand so we can be helpful. Have our legislative reps work with the institutional rep to do this early. Can Spencer give us this list? High education legislative update get these in November. Something to look at.

Had the liaisons from the schools come and talk rather than the legislative. This way we can see how the session would affect staff. (UVU, SLCC, SNOW all have representatives at the capitol). Could get someone to come in and talk with us. Also meeting with Evan Vickers. Invite him to the summer meeting have someone from Weber talk to us while we are there, to make sure we are starting on legislative stuff early.

Institutional Updates -

Success at institution/activity/procedure that has gone well at the institution, why it was successful, what it did for staff at institution.

Dixie-Breakfast with the president. Talks to staff, different positions as why they are so important and why they are important at the institution and how it is vital to the role of the institutions! He had feedback from students who had great feedback from students as to how staff helped him. Give awards here, update for the association as what did in fall and what is coming up, such as the merger of the staff associations. Overwhelming support to combine the associations; create new structure, constitutional bylaws and policy. They will know by end of day March 31, about the combination. 75% of voting members in both associations.

USU- Merged associations July 1, 2016. Rewritten bylaws, members were unaware of the role of the staff association. Goal to make it more aware. Had their first social, combined event that they merged. Annual luncheon, give out awards. New university president was appointment, were invited to participate in the presidential search. Comes to the meeting for first 5 minutes.

UVU- Making progress with meeting with meeting with the President – meet quarterly. Reporting line change, AVP of Finance and Administration; now VP of Budgeting and Planning. Questions – President Term serve a 2-year term. The president, left 2 months into her 2-year term. Only SLCC has a President who serves a 2-year term. It has caused some problems. They have some good ideas on how to move forward and try to fix it.

Wolverine Pride Chair left and Secretary left their terms – looking at having a secretary as part of a person's job duties (through the reporting lines). Constitution and Bylaws has been updated. Never had a constitution. The board can make changes to the bylaws. BFF – going to work with recruitment – they have a non-traditional rep.

USU-Eastern-Health benefits-Fling into spring, 5-year challenge, facts, up lifting facts and info to motivate employees. 7/8 teams of four. Dining services is involved; community has a spin class, water aerobics that staff can use. Organized faculty vs. staff game softball.

SNOW-Staff association is a little different from the rest of the schools. They do not do a lot that others do. Sit on few committees (council, grievance, and salary-compensation). Goal from Presidents: determine some form of reasonable comparison numbers of position salaries. Who falls below 80% of midpoint? Were able to give all staff up to 80% of midpoint. How do you handle the compression, new hires? No mechanisms to move up. Moving target. Different Presidents have different personalities.

SLCC-Have pushed to get more recognition for the part-time staff. Have years of recognition for part-time staff, and adjuncts. Recognition event paper award and gift from the catalog based on the years you have. (PT –FT, look at having leave accrual based on years of service, instead of new) Key is to increase morale, not decrease

SUU- University decided to add compensation piece to strategic plan. Association has a sub-committee, and association is on the committee with VP finance, and faculty senate. Met with president/vps to determine how to allocate the 2%, cola/equity/merit, they are more involved in those conversations. Staff of the month award, bookstore gives money, and then parking services get a reserved spot.

University of Utah-annual staff excellence awards, criteria will match the pillars that the university has established. Buy in regarding maternity leave president and academic staff. If there is something UHESA wants to work on, the paid leave bill in the legislature. Supportive with staff scholarships. Food truck rally funding for staff. (Find places where we can have a place to raise money-like pizza pie) Staff appreciation day.

Next phone meeting is April 19 at 2:00.

Next in person meeting will be July at SUU July. Bring an item of SWAG for each person that you bring!