

UHESA Meeting #78  
May 11, 2012  
Salt Lake Community College  
9:00 am -2:30 pm

Welcome and Roll Call

Sheri Butler called this meeting to order and the following individuals attended.

<i>Dixie State College:</i>	<i>Sheila Cannon</i>
<i>Salt Lake Community College:</i>	<i>Desi Nielsen</i>
<i>Snow College:</i>	<i>No one in attendance</i>
<i>Southern Utah University:</i>	<i>Sheri Butler and Bruce Barclay</i>
<i>University of Utah:</i>	<i>Jennifer Reed</i>
<i>Utah State University:</i>	<i>Bill Jensen</i>
<i>Utah State University – College of Eastern Utah:</i>	<i>Kim Rasbold</i>
<i>Utah Valley University:</i>	<i>No one in attendance</i>
<i>Weber State University:</i>	<i>Betty Gilchrist, Helen Fink and Kristin Radulovich</i>

Approve Minutes

The minutes from our April meeting were reviewed by the delegates. Bruce made the first motion to approve the minutes with Bill second, and the vote was unanimous.

Budget Items and Other UHESA Business

Jennifer reported that she sent our yearly invoices to Kevin Doney; however, she wasn't aware he wouldn't be in attendance at this meeting. Therefore, she will send out copies by email. Please pay your dues per your budget year requirements.

She reported that there are no budget changes since our last meeting.

Sheri stated that right now we have a healthy budget. Therefore, she felt that if everyone paid their dues, the \$25.00 per person fee for the July conference could be waived. She asked for a vote from the delegates on this issue. Jennifer made the first motion to approve the motion, with Desi second and all in favor.

We discussed our upcoming conference on July 12 and 13 at the University of Utah. Sheri mentioned that everyone who is a current delegate should attend, along with each institutions upcoming president or chair, and president elect or vice-chair. It was mentioned that this conference is very helpful for new presidents/chairs because of the experience of the group. Jennifer will send out registration packets.

Sheri mentioned that Travis Rosenberg has been elected as a State Representative for CUPA-HR. Therefore, he has to resign his position with UHESA. During our conference, a new president-elect, secretary and public relations/media chair will be elected.

She reminded us that UHESA funds can pay for delegates who can't afford the costs of attending our meetings. Please contact Jennifer for information.

### Guest Speaker

Deneece Huftalin, the Vice President of Student Services at Salt Lake Community College (SLCC), was our guest speaker. Those in attendance introduced themselves.

She talked about their mission, which is to be a two year community college that has open access and is affordable for students. They have no plans to become a baccalaureate degree institution.

She shared some interesting facts about SLCC. They have 13 campuses, with an additional one that is an online school. There are three main campuses and the others are specialized. Administration is central to the Taylorsville Campus and they oversee the other campuses. On the other campuses, they have directors who oversee day-to-day operations, with academic deans who run their programs.

They have just purchased 90 acres in Herriman to build another campus, which will open within five years. Their business, industry and energy programs will be located there.

They currently have three buildings under construction, one of which is located on the Taylorsville campus.

Faculty members teaching general education courses move from campus to campus. Specialized faculty members teach on their degree specific campuses.

She reported that they are currently hosting the Men's Region 18 Baseball and Women's Basketball Tournaments on their campus. They have a wonderful athletic program at SLCC, offering volleyball, basketball (men's and women's), baseball, and softball.

They are a commuter campus with no resident housing. There are approximately 30,000 credit bearing students attending classes on the Taylorsville campus. There are a total of 62,000 credit bearing students on all of their campuses. Part of their FTE includes 18 online students; however, very few of their students take all online classes.

Regarding statistics from graduation, she reported that their oldest graduate was 65 years old, the youngest was 18, they graduated 187 veterans, 55% of the graduates were women, and 45% were men.

Each year, they complete a Climate Survey (NILIE) with their employees. When surveyed, their employees mention that they feel connected to the mission of the college. She stated that they have a low turnover of employees because their staff enjoys working there, which can be both good and bad. Using this survey was suggested for all institutions. Desi mentioned that they use the results of this survey in many discussions.

Denise provided a handout regarding student services, their purpose and values. She mentioned that students feel important there even though it is a large campus.

Everyone thanked her for coming, her remarks were very informative.

#### UPEA Representative

Todd Sutton attended this meeting to present information about the Utah Public Employees Association (UPEA). He mentioned that their organization gets involved with legislative issues. They are a non-partisan, non-profit organization and they lobby for staff throughout the state, with 8,000 members statewide.

He explained that staff members in higher education are funded from the general fund, with some exceptions, such as at the University of Utah. Professors are funded from student tuition. Staff are considered to be civil servants, they are not at will employees; therefore, UPEA protects them from undo political influence.

Each institution has its own personnel policies. Therefore, in order to help staff, UPEA needs to know what those are before they can work with staff to resolve issues. They are not allowed to strike on bylaws.

Todd mentioned that salary is the most important priority to employees, then health care, and then retirement. COLA is considered to be a pay increase; however, UPEA would rather see merit increases. In order for merit increases to be fair, an evaluation schedule must be in place and favoritism can't play a role in it. Some of the delegates felt that favoritism could be part of the problem. Todd stated that merit pay doesn't go to administration; that is why we have COLA every year. He mentioned that funding or increases are based on five categories: 1) merit, 2) longevity, 3) COLA, 4) general salary, and 5) discretionary. The institutions can do what they want with discretionary funds. Health care is different at each institution.

He briefly mentioned their Star Plan – Health Savings Account (H.S.A). He stated that if employees have a high deductible health plan, they probably have a Star Plan. He stressed that even though their employer has this plan, it doesn't mean that they are saving money, nor are the employees, because there is a premium attached. He explained that with this plan, money gets deposited into the employee's account, which is tax free. When/if the employee leaves their employer, that money is theirs to keep. However, there is a tax penalty if all of the money is taken out prematurely. Todd mentioned that he has an H.S.A. card that he swipes when paying medical expenses, which is very convenient. There are no co-pays and the insurance company pays 80%-20%, with out of pocket expenses maxed out at \$5000.00, at which time the plan covers expenses at 100%. He mentioned that this plan is good for families.

He mentioned the 1% COLA increase that we are receiving this next year. UPEA worked hard to get this for us.

He mentioned that the Board of Regents has been given power that even the Governor can't overrule.

If our institutions have a lobbyist, they are lobbying for the institution and not for the individuals. UPEA does that for us.

Todd referred to their UPEA Public Employee Communicator, which was a small newspaper with information relating to the 2012 Legislative Session. He gave an example of two bills that were stopped on behalf of state employees. One bill was HB 83 - Reimbursement of Legal Fees and Costs to Officers and Employees Act Amendment. "This bill would have prevented an officer or employee from recovering attorney fees and court costs on an indictment or information if, in a court or in an administrative hearing to terminate the officer or employee, the public entity of the officer or employee proves that the officer or employee engaged in the misconduct that formed the basis on the indictment or information." The sponsor withdrew this bill. The other bill was HB 196 – Abusive Workplace Policies Act. "UPEA worked with Representative Stephen Sandstrom on this bill, which requires state agencies to create a policy on abusive workplace environments and provide managerial training. The bill defined abusive conduct as, 'conduct that a reasonable person would find hostile on the basis of the severity, nature, and frequency of the conduct'." This bill will be looked at further to better define it.

Public employees can join this organization; however, they will pay \$6.92 each pay period to become members. Todd mentioned that he would send contact information to Bill and if we wish, our local representatives can come and visit with us about joining. We won't know what they can do for us until we meet with them. To review information about our rights, or if we want to join their organization, please visit their web site at [www.upea.net](http://www.upea.net).

We thanked him for providing such informative information.

#### Group Activity

Desi led a group activity, which included brief campus reports. The following information was discussed regarding staff associations on campuses.

- The topic of split or joint staff associations was addressed. Some institutions that were split have joined as one and they felt that there is more unity now. They also felt that they have more of a voice on campus.
- Having socials or events is a way to unify staff; however, this can be a problem with split associations.
- Someone mentioned that if our associations are working well, they should be left alone. If not, then restructuring may be required. Our main philosophy should be to get people to believe in our philosophy and to get involved. Make it positive no matter the circumstance.
- Staffing association boards was discussed. When there are two associations on campus, it can be difficult to fill vacant positions on boards. Sometimes it becomes difficult to get people involved.

- It was mentioned that some associations have web sites and mass emails that they use to relay information to staff. Staff should feel that their association boards are there to help with issues.
- It was mentioned that supervisor approval should be required for staff to serve on the board of an association.
- Some of the institutions have an annual budget for their staff associations. Other institutions require staff to pay dues to become members. Unfortunately, that means that not all staff are involved in what happens on campus.
- Some campuses have wellness programs for their staff. They are working well and will only get better.
- It was suggested that the staff associations work with their faculty senate presidents on important issues.
- Staff scholarships and professional development were discussed, which vary at each institution. Also, criteria relating to staff awards were briefly discussed.
- USU holds brown bag lunch training sessions. These sessions are taped and sent out to staff on their campuses. Bill mentioned that they could broadcast them over IVC as well.
- SLCC mentioned that they also record their meetings on DVD's and distribute them.

#### Next Meeting

Our next meeting will be a telephone conference call from 2:00-3:00 pm on Wednesday, June 20.

#### Adjourn the Meeting

Sheri thanked everyone for coming. This meeting was adjourned at 2:30 pm.