



# AGENDA

Conference Call Meeting  
Wednesday, April 15, 2015, 1P.M.

Welcome and Roll Call

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## UHESA Executive Board

Brett McKeachnie, *President*  
Sylvia Bradshaw, *President-Elect*  
Kathleen Briggs, *Secretary*  
Vern Bales, *Treasurer*

## Committee Chairs

Holly Bigelow, *Legislative Committee*

## Delegates

*Dixie State University:* Jack Freeman  
*Utah State University:* (no one)  
*Salt Lake Community College:* Mike Blain, Julia Ellis  
*Utah State University – Eastern:* Vern Bales  
*Snow College:* Carol Jacobson  
*Utah Valley University:* Sherry Harward, Shalece Nuttall, Brett McKeachnie  
*Southern Utah University:* Sheri Butler  
*Weber State University:* Debbie Murphy  
*University of Utah:* Paul Peterson, Jan Lovett

Excused: Mace Jacobson, Carol Jacobson, Andrea Brown, Deb Millet, James Miller

## Minutes

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The minutes of the March 6, 2015 meeting at Dixie State University were approved with no correction.

## Treasurer's Report – Vern Bales

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The process of shifting the UHESA accounts from SUU to USHE is working smoothly. Vern will continue to work with SUU to resolve any issues they have. Checks are being cut and delivered to USHE, including payment for the meeting at DSU in March. Checks should be made payable and sent

to USHE, although any reimbursement requests should be sent to Vern. Questions specific to various institutions were asked and answered. Brett mentioned that James had questions, but he and Vern will work together to answer them.

#### Legislative Committee Report – Holly Bigelow

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In a recap of the recent legislative session, Holly said the biggest frustration was that while public employees were given 3% compensation increase, higher education was given only 2% because we have the revenue opportunity to raise tuition. First, this is frustrating because it means that the State Legislature continues to think it is a good idea to put a portion of the burden of balancing the state budget on the backs of students in the form of tuition increases, and for the most part students are the part of the population that can least afford helping the State to balance the budget. Second, as Brett pointed out, this is difficult because the Board of Regents determines tuition increases before the State Legislature has decided how much to fund employee compensation increases. Of course, it is still good that the State Legislature gave us something. Public Ed proved this year that the State does not react positively if they think that we are not grateful for what we are receiving and think that we are regularly asking for too much. When asked, Weber and the U of U reported getting 2%. It will be useful to know what most of our Universities and Colleges get this year so we can report that back to the State Legislature next year.

If we want to have more impact with the State Legislature all staff, students, and faculty should get more involved in the political process. The best way to have an impact is to either run for office, (which is a huge commitment), or at least for our supporters to become delegates in the local parties. Delegates elect the candidates who represent each party in the elections and have a huge voice in State politics. Holly is willing to facilitate training to any group (students, staff, general public, etc.) if they are willing to become involved; however, in the past few people have demonstrated a willingness to become politically involved. Also, because each year there are new people on the UHESA board, the training we get and pass along to our institutions is not repetitive. Anyone can, and is encouraged to, become a delegate if possible. Delegates are elected in even years for 2 year terms, which means that new members of the board may come on during “on” or “off” years, so it is extra important that UHESA members realize that they can still be politically active even after they roll of their UHESA assignments. Being a delegate generally is a commitment of three days every other year, (one night for the local caucus for delegate elections, one day for the County Convention, and one day for the State Convention). It is also a good idea to talk to our Legislators two or three times each year to remind them to support Higher Ed, (one of these days can be UHESA Day at the Capitol, and one of these days should be in the summer or early fall before the session starts). This may sound like a large commitment, but it is not as intimidating as it sounds.

Holly thanked everyone for their effort and Brett expressed appreciation on behalf of UHESA to her for all of her work.

#### PR/Media Committee Report

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The new site ([www.uhesa.org](http://www.uhesa.org)) is up and running. Please send any suggestions you have to James.

#### Comparison Point Discussion: Evaluations

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After an overview of the survey results, a discussion ensued regarding merit pay based on evaluations and calibration among departments to level it out across campus.

Shari asked for help in getting it going there at SUU.

UVU has looked into merit pay at places like Notre Dame and Wisconsin. Their salary ladders are entirely online with software hosted by People Admin with an evaluation module. Next year UVU will go to the same model that U of U uses.

DSU has a good process, but as yet it's not tied to any merit pay and it has recently stalled because of HR staffing issues. It is still on paper, but should be online. Supervisors were supposed to be required to watch a training, but it hasn't been enforced.

At the U of U budgets are tied to the submissions. Jan said it is problematic because they happen only once a year and performance management must be a continuing effort. They also are allowed to evaluate their supervisors.

Carol said that at Snow College supervisors and employees need to work together. Supervisors have the responsibility to better train their employees.

It was decided that this would be a good topic for a face-to-face meeting once we have had an opportunity to review the survey results.

It was agreed that this matter is closely tied to the HR offices and also that it is worth the effort for the staff associations to push the issue at their institutions to achieve mutually beneficial goals. UHESA's role is more how we can train each other on best practices.

On a related issue, a task force has been formed at the U of U to look into maternity leave not associated with FMLA and also for other family leave such as parental care. Jan would appreciate any information from other schools that could be helpful (jan.lovett@utah.edu). They are hoping for paid maternity leave to avoid having to use sick or vacation to use it. (UVU gets 10 days paid days (father and mother) before they must use sick leave and vacation, draining it if necessary, then using FMLA.

#### Next Month's Comparison Discussion Point: Committees

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Please remember that we should be sharing the results of these surveys and our discussions with the staff on our campuses.

Sherry from UVU suggested that it would be helpful to know how institutions help represent employees short of going to HR. For instance, do the schools have an ombudsmen office?

#### Next Meeting and Adjournment

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May 21, 2015, 1:00 phone call. **Please note that this is a Thursday.**