



“A Unified Voice”

Minutes

UHESA Meeting September 17, 2014

<p>Welcome/Roll Call Sylvia/Andrea</p>	<p>Officers – Sylvia Bradshaw, James Miller, Bruce Barclay, Vern Bales, Holly Bigelow Dixie –Jack Freeman, Mace Jacobson, Andrea Brown Snow – Carole Jacobsen SUU – none USU-E – Vern Bales UVU – No one U of U – No one SLCC – Michael Blain WSU – Debbi Murphy USU – No one No quorum.</p>
<p>Treasure’s Report Vern</p>	<p>Vern has been in contact with Angie and is transferring funds. This will soon be taken care of. If you have any reimbursements get them to Vern and he’ll take care of them. He will get a report of dues (who’s paid and who hasn’t) and he needs to invoice schools for the July conference.</p>
<p>Legislative Committee Report Holly</p>	<p>This is the best month to contact your senator and representative. This is an election year and a great time to cozy up to them because they want your vote. If you are not registered to vote please do and send information out to your institutions. Have them get to know their representatives and senators. <u>Resources for information:</u></p> <ol style="list-style-type: none"> 1. Go to vote.utah.gov to see a sample ballot of your area. 2. Go to le.utah.gov, then see “Who represents me?” (left bottom of the screen) and enter your address. 3. If you are a registered voter, you can go to www.vote.utah.gov . The legislation page on UHESA.org has a link.
<p>PR/Media Committee Report James</p>	<p>Nothing to report</p>
<p>USHE/Regents Relationship</p>	<p>Knowing he would be absent from this meeting, Brett had given Sylvia a letter outlining information he had received from Spencer</p>

<p>Brett (via proxy)</p>	<p>Jenkins, Assistant Commissioner for Public Affairs for the Utah System of Higher Education and the Utah State Board of Regents. Sylvia noted the main points of the letter:</p> <ul style="list-style-type: none"> • Spencer welcomes the opportunity to interface with us. • There is a weekly newsletter that Assistant Commissioner Jenkins encouraged us to subscribe to, the link being located in Brett's letter. Once you click on the newsletter scroll down to the bottom right and subscribe. • We are able to submit something to be featured in the newsletter. Maybe Holly could write something regarding legislative issues. Maybe Brett could write an overview of who we are and what we do. • We can't interact with the legislature as a representative of USHE. UHESA has not been given that authority. • Spencer Jenkins will attend our next meeting at Snow. The letter also mentions that Commissioner Dave Buehler may be able to come speak to us at some point. <p>There was a discussion about if we have the authority to speak for UHESA at the Regents level. How do we address the Regents as UHESA with a unified voice? It was decided that Brett would be that voice.</p>
<p>Comparison Point Discussions: Compensation Sylvia</p>	<p><u>Weber</u> – The WSU HR office just restructured the salary grades based on Higher Ed or non-education equivalent comparisons. The findings indicated that there were 30 people across the university getting paid too little. The grades are wider and there are fewer grades now, creating greater flexibility within the grades. Compensation is 1.5% allocated money to deans and Vice Presidents to award for merit pay. Each area has a different process for determining who gets it.</p> <p><u>Dixie</u> – Link to compensation website has jobs and grades. The job descriptions are out of date (have not been updated since 2001). Their HR officer stated that an employee could be less than minimum grade (90% equity – internally). HR reports directly to the President and they use several surveys to use as comparisons. As staff, their biggest concern is with whom DSU staff are being compared to. CUPA has a new survey. Compensation is adjusted 2% for each year of experience (as a new hire). Evaluations have</p>

	<p>never been tied to compensation. As of July 1, 2014 a new evaluation system has been put into place requiring evaluations to be done on all full time staff employees between Nov. 1 and Jan 15 of each year. An ad hoc committee along with staff association committees is working on a proposal that will tie valuations to compensation in the near future. Of course, funding will always be the underlying factor to its implementation.</p> <p><u>USU/Eastern</u> – The current compensation website doesn't tell you much. Faculty does have a career ladder. The university covered the increase in benefits costs for 2014-15. Employees do have evaluations, but they are never used for compensation increases.</p> <p><u>Snow</u> – Their strategic plan includes 4 areas for a merit increase and recommends trying to give employees 3% raise each year. Supervisors are allowed to see their employees' pay information. They do not have a ladder system. A quarter of the evaluation plays into merit pay. Website: Snow.edu – search strategic plan</p>
<p>Next Month's Comparison Point: Health Benefits Sylvia</p>	<p>Suggestions for next month's discussion point about health benefits:</p> <ul style="list-style-type: none"> • Is dental included with medical? • What % employees pay verses institution (90/10). • There was legislation that said we had to be pay at least 10%. <p>Lynette has done some research on wellness benefits. We'll try and get that data as well.</p>
<p>Next Meeting Carol Jacobson</p>	<p>October 24, 2014 at Snow College</p> <p>Carol will work on getting information to us regarding available hotel accommodations.</p> <p>Business professor as a guest speaker in a presentation entitled "Playful Persuasion".</p> <p>James moved the meeting be adjourned.</p>
<p>Action Recap</p>	<ol style="list-style-type: none"> 1. Find out who your representatives are. Contact them by phone, email, or regular mail. Let them know who you are and that you care about higher education. You represent yourself and not UHESA.

-
- | | |
|--|---|
| | <ol style="list-style-type: none">2. Look at putting together an article for Spencer's newsletter (Brett).3. Send Kathleen any other suggestions regarding health benefits for next month's meeting. |
|--|---|
-