



“A Unified Voice”

Minutes

UHESA Meeting October 24, 2014

10:30

1. Welcome, Introductions, Roll Call (Brett)

Present:

- Brett McKeachnie, *President / UVU*
- Carol Jacobson / Snow
- Karren Nichols / U of U
- Sheri Butler / SUU
- Jared Wilcken / SUU
- James Loveland / SUU
- Holly Bigelow, *Legislative Rep / U of U*
- Todd Hugie / USU
- Michael Blain / SLCC
- Julia Ellis / SLCC
- Debbie Murphy / WSU
- James Miller, *PR & Media Rep / Dixie*
- Adam Szymanski / DSU
- Andrea Brown / DSU
- Sylvia Bradshaw, *President-Elect / DSU*
- Bruce Barclay, *Past President / SUU*

2. Treasurer’s Report (Brett) – Vern was unable to attend so Brett gave the rundown of financial issues. USU Eastern has some policy restrictions that make it hard to run our funds through their accounting system. We are looking into utilizing USHE to host them. Running the funds through USHE will lessen the burden on whoever holds the treasurer position. Jenn Reed at Utah is helping in the interim.

3. Legislative Committee Report (Holly) - Vote on Nov 4th. Your vote counts when voting for state elected officials. Go to vote.utah.gov to see a sample ballot, voter registration, guide with candidate lists, and contact information. Go to state senator and representative and give them a call. Introduce yourself and ask about their stance on higher education and staff compensation. Ask the questions now and it will stick in their mind going into the election. Figure out who represents you if they are not up for election and contact them for lunch or a phone call. Respect their time but do contact them, they WANT people to call.

4. Board of Regents Report (Brett, Bruce) Brett announced that Assistant Commissioner Spencer Jenkins was not physically able to join us for the meeting because he was called to the governor’s office to discuss the budgets for the upcoming year. He did, however, join us via Google Hangout at 1:30 PM for a discussion. Bruce explained the Regents’ top priorities for the upcoming year. They are compensation, mission-based funding, performance funding, enhanced research at the research universities (USU and U) and statewide programs (enhanced cybersecurity and Regents’ scholarships).

See the following link: <http://higheredutah.org/regents-approve-2015-16-budget->

[priorities](#)

A conversation ensued regarding the Performance Funding priority. Andrea explained that this type of funding usually starts with the university setting specific goals (retention, quicker remedial sequence, etc.) Goals are quite directed. Funding is then dispersed to the university if the goals are met. The university then has autonomy as to how the funds are dispersed within the university.

Related to the compensation item and specifically the Pay for Performance part of that, Todd Hugie mentioned that performance money seems to usually go to faculty not the staff. Holly Bigelow said that if the COLA index goes up 3% and we are given a 1.25% then pay is essentially in a 1.75% deficit. If this happens repeatedly (as it has) in a 5 year period, compensation could easily be near a 10% deficit. The Performance Funding is a way to encourage increased performance for a "possible" lower deficit in pay – NOT an increase of any kind. Compensation would have to be brought to equity first to be considered and actual "raise" or increase.

Bruce left this topic on a happy note mentioning that at least compensation is the top priority so it is still being recognized as a problem necessitating a solution.

Brett's parting comments on this topic were, "get educated", meaning to familiarize ourselves with the legislative website and the regents' website.

- 5. PR/Media Committee Report (James)** – James encouraged everyone to join and participate on the UHESA LinkedIn site. Bruce has placed several good articles and encouraged others to do so as well.

James presented two different templates for the website and mentioned he is still exploring options for hosting the site. SUU has hosted it for the past few years and while someone from that school was maintaining it there was not a problem. Now that the web manager is no longer an SUU employee, there is a security conflict and it would be best to find an off-site host to avoid this problem for all UHESA schools.

Andrea Brown made a motion to host the UHESA website offsite and pay for the service if needed through the UHESA budget to facilitate continuity as position changes occur in the Board, which Todd Hugie seconded. With unanimous agreement, the motion was passed.

James Loveland made a motion to accept the "red" design which Karren Nichols seconded. With unanimous agreement, the motion passed.

James also encouraged everyone to post to Facebook and Twitter to raise awareness of UHESA. The LinkedIn site is for the UHESA Board conversation and Facebook and Twitter are to be used publicly.

11:30

Comparison Point: Health Benefits (reports by school)

	<ul style="list-style-type: none"> • See Health Benefits Comparison Spreadsheet for collected data. • Julia Ellis from SLCC gave a correction about vision coverage. There is no vision coverage except for a 50% discount on safety glasses for areas required to use them. • Brett asked if everyone was generally satisfied with their respective providers. All agreed that they were generally satisfied and appreciative of the plans offered. • Andrea asked which schools had self-funded insurance plans. Dixie is the only one that did not have a self-funded plan. • Brett mentioned that the problem they have at UVU is getting employees to take responsibility for managing and understanding their health benefits. • Michael Blain said that SLCC hosts a benefits fair that is very helpful in understanding the healthcare plan.
<p>12:30</p>	<p>Russ Johnson, Head of Summer Programs at Snow College “Play: The New Leadership Secret That Changes Everything”</p> <p>Be the roller coaster rider with hands in the air! It is amazing what happens when play integrates with work. There is a widespread misconception that if you are having fun you are not working.</p> <p>The opposite of play is depression. Society doesn’t value play; it is reserved for childhood. Organizations that don't integrate play are less productive and disengaged. He gave examples of successful companies that see the value of play (Google, etc.).</p> <p>Russ suggested incorporating the following habits:</p> <ol style="list-style-type: none"> 1. Find play in the system. 2. Give permission to play. 3. Pursue productive play. 4. Extend play boundaries. 5. Have fun and involve the customer. <p>To summarize,</p> <ul style="list-style-type: none"> • See the funny. • It's okay to play. • Be playful. • Scale play. <p>He encouraged everyone to “Be play Leaders!!”</p> <p>Russ has recently released a book that is available on Amazon entitled, “Play: The New Leadership Secret That Changes Everything”. http://www.amazon.ca/Play-Leadership-Secret-Changes-Everything-ebook/dp/B00M8HN4G0</p>
<p>1:30</p>	<p><u>USHE/Board of Regents relations with UHESA</u></p> <p>Guest: Spencer Jenkins <i>Assistant Commissioner for Public Affairs</i></p> <p>Spencer explained the budget process. It starts in May for foundational pieces</p>

	<p>but the real work begins in June. Approval is in Sept, followed by a meeting with the Governor (such as the one held the day of this meeting at Snow College) and on to the legislature.</p> <p>Once in session, the first couple weeks are budget oriented. Equity was the big push last year. Compensation is the push this year. Spencer referred to the same document referenced by Bruce earlier, outlining budget priorities:</p> <ul style="list-style-type: none"> • A 3% increase is proposed - 25% is through tuition, 75% from State. • Distinctive mission goal attainment allows institutions to use funds for mission-based funding such as expanding capacity, technology, improvements related to general education, etc. • Performance-based funding is meant to be outcome-based. It is a popular vehicle among other states. There is a pot of money the state allocates depending on certain requirements the institutions must meet to qualify (i.e. developmental math, the number of graduates/degrees). They are requesting 5 million dollars to be put toward performance funding. There is a system-wide matrix plus 1-2 goals from each school. <p>He said this year's budget is easier to talk about because there are five main areas.</p> <p>Spencer asked UHESA to provide him with 2-3 talking points about compensation to help get the conversation going regarding staff compensation.</p>
1:45	Swag exchange
Next Meeting	November 19, 2014, 1:00 via conference call

Adjournment (Brett)