



MINUTES

Conference Call
February 13, 2020
9:00 AM

9:00 AM - Welcome: Sheri Butler

Roll Call:

- Dixie State University: Diana Maughan, Tiffany Draper
- Salt Lake Community College:
- Snow College: Paul Tew
- Southern Utah University: Sheri Butler, Trisha Robertson
- University of Utah: Billi Tsuya, Ricio Torres Mora, Mark Russell
- Utah State University: Dennis Kohler, Danielle Anderson, Julie Duersch
- Utah State University Eastern: Jessica Prettyman
- Utah Valley University: Nathan Gerber, Candida Johnson
- Weber: Amy Huntington, Luke Jenkins

UHESA Business

- Approve minutes January 9, 2020 Motion to Approved – Tiffany Draper– Seconded Jessica Prettyman- Approved by board.
- Treasurer’s report – Nothing to report

Institutional reports: – 2 min each

- UVU – Named VP of CIO - Digital Transformation – Kelly Flannigan
- USUE – Voted to be a Chapter of USU Staff Association
- DSU – New Strategic plan – Distinction Polytechnic as part of the vision statement –
- U of U – New safety officer in place and removing silos around campus in regards to safety.
- USU – Excited about the inclusion of USUE
- WSU – State Legislature is looking at paid parental leave and watching that closely:
 - Provided after the meeting: Per our conversation today, I’m just reading it closer, and it looks like the inclusion of higher Ed employees got dropped from the Paid Parental Leave bill HB 153 in the 2020 session. It now just applies to employees in the Executive Branch. I’m guessing maybe they thought they would start with a smaller group and maybe expand it to cover others in the future (?).
<https://le.utah.gov/~2020/bills/static/HB0153.html>
- Snow – Several Functions – new performance review – Meet and Mingle with all of the staff and giving out awards



Discussion Topic: Staff Diversity and Retention

- Snow – Struggle due to limits of diversity in the community
- DSU – Good at recruiting Diversity – but not keeping them very well strongly due culture of the community?
- SUU – Has a diversity and inclusion office to promote inclusion – Also struggle with the social situation due to limited numbers in community
- DSU –Just finished a climate survey, don't have the results from the survey yet – Struggling to get some of the faculty to be willing to attend and support diverse students
- U of U – Creating an anti-racism task force to look at– How they are recruiting? – Why are those with different backgrounds leaving faster? Realizing where the gaps are will help fixing the problem is the idea behind the task force.
- WSU – Work with diverse staff – Attempting to bring in diversity on councils by having them in sub-committee to increase their level of engagement when council positions open.
- U of U – Ricio Torres Mora - One difficulty minority staff are often hourly so they are often not giving the opportunity to be part of committees. How do we become more welcoming once they are there?
- SUU –Ask: Do you think some minorities tend to also not reach out to create a diverse environment since they are so strongly aware of the limited diversity?
- U of U – Rocio felt they were trying to reach across the barrier.
- USU – Danielle Andersen – Looking at ways to remove bias from the selection process. For example Quality of publications rather number of publications – To limit bias against women who have taken time off to raise a family?
- SUU – Some of the difficulties in creating staff diversity is the low salaries that don't encourage relocation.
- WSU – Should we recognize that experiences in other environments can be equivalent to higher education requirements in job descriptions?
- USU – Working into incorporate in to the bylaws that hourly wages have the opportunity to serve on committees and associations
- WSU – Have specific representation of hourly and waged staff

Future meeting schedule

Next Face-to-Face meeting March 27th @ Dixie State

- Topics:
 - 30 minutes - What are your associations doing to get training? Do you have a connection to the HR Group?
 - Organizational structure of each institution
 - Constitution & bylaws, how we are similar and different.
 - How can we help for those that would like to make changes?
 - How are we represented on our campus?
 - How are you connected to faculty senate?
 - What committees are you on?



- What input do we have on policies?