

**UHESA Minutes**  
**Dixie College, Burns Arena**  
**March 9 & 10, 2000**

**In Attendance:** Jerry Jensen (U of U), Terry Merrill (Snow), Leila Neilson (USU), Teresa McKnight (USU), Karren Schick (WSU), Brooke Chase (WSU), Jim Cook (U of U), Gary Griffin (UVSC), Luanne Holden (SLCC), Melissa Swenson (CEU), Sally Meikle (USU), Jan Egbert (USU), Jim Reese (USU), Darlene Cowley (USU), Annalee Hall (USU), Linda Rogers (Dixie), Cyndy Smith (Dixie), Merrill Oyler (UVSC), Bill Moody (SUU), Mark Hamilton (SLCC), Ross Taylor (Dixie), Mike Thurman (SLCC).

**Excused:** Wes Brinkerhof (SUU)

***Thursday, March 9, 2000***

Luncheon at 12:00 noon along with check in and name tags received.

At 1:00pm Jim Reese, UHESA President, welcomed all those in attendance and asked for a motion to approve minutes of August 5-6, 1999 meeting. Motion to approve with changes was made by Merrill Oyler and second on motion was given by Gary Griffin. All approved.

Jim then had each member introduce themselves and tell which institution they were from and their role in their staff associations.

Jim introduced Lorin B. Jones, Republican for Senate District #29 (Washington and Iron Counties). Lorin stated that this was the toughest legislative session that he has attended. He spoke for several minutes about the great success Public Education had had at the legislature this session. It was very clear that he did not understand the difference between Higher Ed and Public Ed, and that our organization represents Higher Ed. He was redirected to address Higher Ed issues. He felt that the rally made a good point to the legislature. He stated that next year is Higher Ed's year. He suggested that we make personal contacts with the legislature. Gary Griffin commented that we (staff associations) need to be more vocal. Merrill Oyler asked Lorin if he would help us (Higher Ed) to get the message out to the legislature on the needs in Higher Ed. He stated that he would be glad to help. Bill Moody is concerned that now Dixie is a four year school that SUU and Dixie are jockeying for students. He had heard rumors that there will only be one school soon. Lorin recommended that both schools administrations get together. Mark Hamilton stated that it is felt that the legislature gets bad/misinformation from the Board or Regents. Jim Reese stated that Higher Ed is losing good people and he feels that Higher Ed is being over looked. What can we do all year long to be recognized. Lorin stated again **CONTACT YOUR LEGISLATURES**. Jan Egbert questioned the decision to extend the bond on the highway to fund education and the decision by the legislature to not fund this way. Lorin stated that this was due to high interest costs and not wanting to re-bond.

Linda Rogers distributed the UHESA budget. The balance is \$777.66 which does not include this conference fees. Anticipated expenses for the March 9 & 10 conference was \$30.00. A motion to approve the budget was given by Melissa Swenson and second was made by Annalee Hall. All approved.

A brainstorming session 2000 legislative Session "So What Just Happened?" was conducted from 2:00 - 3:00pm

Luanne stated that Higher Ed was given a 4% increase for compensation, \$2.3 million for salary equity, \$1.5 million for benefits. The \$1.5 million will cover a 5% benefit increase per employee. State employees were given a 4% increase for compensation plus additional funding for benefit increases. The following is the intent language from S.B.1, as it is written: " It is the intent of the Legislature that any salary increase be distributed to faculty, professional and classified employees in an equitable manner.". Jim received a response letter from Commissioner Foxley re: salary and benefit issues. A copy was distributed.

Break from 3:00pm - 3:15pm

A continuation of the brainstorming session was held from 3:15pm - 4:30pm.

Meeting was then adjourned.

### ***Friday, March 10, 2000***

Jim started the meeting at 9:00am. He turned the time over to Mike Thurman (SLCC) for his presentation on "Humor Your Stress. Mike distributed a Gizmos Worksheet that he had everyone fill out. He then divided the members into groups of threes and distributed a Structural Changes puzzle. Each team was asked to make different geometric shapes using the same puzzle pieces. He then gave each member a picture of an actor or actress and asked them to write a caption for each relating to our association and/or UHESA. A few of the pictures are attached. Mike showed a video tape by Loretta LaRoche entitled "Humor Your Stress - Jest for the Fun of It". Loretta stated that stressed spelled backwards is DESSERTS. We all love desserts. Loretta made the following statements: The glue of life is loving support. Call waiting should be called "Call Rude". Guilt: the gift that keeps on giving. Women are whiners, men are minors. Bring music into your home, it brings life. Lack of humor in your life leads to depression.

She shared the following eight steps of enlightenment:

1. Lighten Up (giggle at yourself daily).
2. Light the way (smile, fake it 'till you make it).
3. Step Lightly (zip here and there, twirl).
4. Discover your inner light (count your blessing, pray, listen to your inner self, sing out loud).
5. Delight in yourself (pleasure yourself with art, nature, music, give others an opportunity to serve).
6. Lighten your load (give up doing everything, call in well).
7. Speak Lightly (yell wee, tada).
8. Become a Beacon of Light (be more optimistic, become your own hero).

She also stated that clowns can help heal...wear a red nose sometimes. In your home, have a humor night. **Celebrate life when ever you can!!** A copy of the video can be purchased through [www.stressed.com](http://www.stressed.com).

Jim thanked Mike for his presentation.

Luanne thanked Linda Rogers for organizing the conference.

Jim asked what can we (UHESA) do until the August UHESA Meeting. The following ideas and suggestions were given. Ideas were generated from the previous day brainstorming sessions:

1. Hold a Rally on Martin Luther King day.
2. Support a bill (salary/equity). (Linda Rogers)
3. Educate the legislature.
4. Check the voting records of the legislatures.
5. Act NOW!
6. Get politically involved. Attend a caucus meeting. Get nominated. (Merrill Oyler)
7. Send thank yous to the legislature.
8. Page on UHESA website (Luanne & Linda)
9. Let UHESA be a united front to support issues. (Jim Cook)
10. Look at other organizations that will support UHESA (example: UPEA) (Jim Cook)
11. Invite commissioner of USHE to a UHESA meeting. (Jim Cook)
12. Continue to support that benefits be funded separate from salary (Merrill Oyler)
13. Keep staff associations members informed at all institutions. **\*\***(Karren Schick)
14. Improve communication channels (UHESA newsletter).
15. Identify and support key players in the legislature. (Gary Griffin)
16. Write a follow up letter to the legislature.

**\*\*** A copy of a brochure that was sent to all U of U staff by Jim Cook, (U of U) was distributed. It was titled "Do you think we need higher staff salaries at the University of Utah?"

Jim asked the members to vote on five of the above issues that they felt needed to be addressed first. The following issues were on top of the list:

1. Check the voting records of the legislatures.
2. Educate the legislature.
3. Continue to support that benefits be funded separate from salary.
4. Identify and support key players in the legislature.
5. Write up a following up letter to the legislature.

Bill Moody proposed a motion to create a standing committee of UHESA members for documenting, publishing and researching the voting records of the legislature related to Higher Ed. Jim Cook made a second on the motion. It was approved by all. Leila Neilson nominated Bill Moody as the Chair of the Standing Committee. Bill accepted the nomination. Jim Cook seconded the nomination. Volunteers were asked for. Committee will be as follows:

Luanne Holden (SLCC)      Jim Cook (U of U)      Merrill Oyler (UVSC)



**UTAH HIGHER EDUCATION STAFF ASSOCIATION**

**UHESA Winter/Spring General Meeting  
Dixie College  
Burns Arena-Colonels Room  
March 9 & 10, 2000**

**AGENDA**

**Thursday, March 9**

- |             |   |
|-------------|---|
| 12:00 Noon  | Luncheon<br>- Check in, Name tags, Introductions                              |
| 12:45-1:00  | - Approval of August 1999 minutes<br>- UHESA business<br>Review of budget     |
| 1:00 - 1:30 | Senator Lorin V. Jones, District 29<br>"Behind the scenes at the Legislature" |
| 1:30- 2:45  | Discussion<br>2000 Legislative Session "So What Just Happened?"               |
| 2:45-3:00   | Break   |
| 3:00-4:30   | . . . continuation of earlier discussion                                      |

**Friday, March 10**

- |             |  |
|-------------|--|
| 8:30-9:00   | Continental Breakfast  |
| 9:00-10:30  | "Humor Your Stress"<br>Presenter- Mike Thurman, SLCC           |
| 10:30-10:45 | Break  |
| 10:45-12:00 | Discussion<br>"What can we do until the August UHESA meeting?" |
| 12:00 Noon  | Lunch - Goodbyes - Travel safely!                              |

DIXIE COLLEGE  
SUMMARY OF BUDGETS AND EXPENDITURES  
CONTROLLABLE BUDGET AMOUNTS  
AS OF 03/08/00  
(FRS-SUMMINST) - SCREEN 019

DESCRIPTION	BUDGETED	CURRENT MONTH ACTUAL	YEAR TO DATE ACTUAL	ENCUMBERED	BUDGET BALANCE AVAILABLE
ACCT: 9-93094 UHESA					
		* ROGERS, L			
Current Expenditures					
OPERATING BUD POOL	777.66	.00	.00	.00	777.66
COPYING COSTS	6.75	.00	6.75	.00	.00
SUPPLIES	5.72	.00	5.72	.00	.00
Total Current Expenditures	790.13				
TOTAL FOR ACCOUNT 993094	790.13	.00	12.47	.00	777.66
		.00	12.47	.00	777.66

DIXIE COLLEGE  
EXPENDITURE DETAIL  
FROM 07/01/99 TO 03/01/00  
03/08/00  
(FRS-MONDETAIL) - SCREEN 023

OBJECT CODE	DATE	REF	DESCRIPTION	AMOUNT
ACCT: 9-93094				
COPYING COSTS	09/08/99	JE20021	ADMIN XEROX	6.75
SUB-TOTAL 3310				6.75
SUPPLIES	08/31/99	BK28049	BUS AFFAIRS/UHESA	5.72
SUB-TOTAL 3700				5.72
*TOTAL ACCOUNT 9-93094				12.47