

UHESA Minutes
August 13-14, 1998

Present: Jeanette Hall (UVSC), Gary Griffin (UVSC), Rebecca Dowdell (UU), Jerry Jensen (UU), Lonny L. Jensen (USU), Leila Neilson (USU), Jim Reese (USU), Sally Meikle (USU), Wayne Stauffer (WSU), Brooke Chase (WSU), Luanne Holden (SLCC), Michael Thurman (SLCC), Sharlee Herbert (SLCC), Melissa Swanson (CEU), Kris Allen (CEU), Jason Llewellyn (CEU), Darlene Severeid (CEU), Linda Rogers (Dixie), Jonathon Morrell (Dixie), and Nate Millward (Snow)

Excused: Representative from SUU

Thursday, August 13, 1998

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

At 1:00 p.m. Luanne Holden, UHESA President, welcomed all those in attendance. Had each member go around and introduce themselves and give a short report on their schools. After introductions and reports, it became apparent that Salary issues are a concern with all of the schools. Rebecca Dowdell (UU) suggested that we consider a letter writing campaign from our Staff Associations. Wayne Stauffer suggested that it would be nice to see some action on this issue. After further discussion, Luanne mentioned that Rand Johnson may be able to help us address this issue in Friday's Legislative Session which he is presenting.

Had a brief discussion about UHESA Web page. Some ideas were to put a link to Legislature so employees can easily find them. Luanne suggested that we put a brief history of UHESA on the web page. Would also be a good idea to put links to each Staff Association's web pages. Any other ideas should be sent to Jonathon Morrell at Dixie College as he is our webmaster.

Minutes were read and correction was made to CEU's tuition waiver policy. Wayne Stauffer made motion to approve minutes. Second was made by Melissa Swanson. All approved.

Financial Statement was passed out for review and approval. Jonathon Morrell made motion to approve Financial Statement. Second was made by Michael Thurman. All approved.

Luanne passed out Constitution and Bylaws and a draft of revised version for members reaction. Luanne went through each section and pointed out recommended changes. The following is a listing of all changes made by members present:

- ▶ Article I change "the Association" to "UHESA" and make it consistent throughout.
- ▶ Article II, Number 4, spell out USHE (Utah State Higher Education).
- ▶ Article II, Number 5, add after employees "of UHESA."
- ▶ Change all bullets to numbers.
- ▶ Article III, Number 3, clarify sentence.

- ▶ Page 2, Article I, Section I, delete number 4. Also change 5 B to only say "Attend all meetings."
- ▶ Page 2 and 3, Article II, Dues section is completely new section. On Number 2 take out "if any". Number 5 correct spelling to Principles.
- ▶ Page 3, Article III, Number 1, switch Spring/Winter to read Winter/Spring.
- ▶ Page 3, Article IV, Rework numbers 2 and 3. Number 4 fist sentence should read Elections shall be held at the close of the summer/fall meeting each year.
- ▶ Page 3, Article V, Section 1, Number 1, at end of first sentence add "in each office."
- ▶ Page 4, Section II, at beginning should read "All Officers shall attend all meetings UHESA."
- ▶ Page 5, Article VII, Change to - Common Parliamentary procedures will be followed for UHESA on all questions. . . .

Corrections will be made and any further input should be sent to Luanne. The Constitution will be presented at next UHESA meeting for finalization.

Break at 3:30 for ten minutes.

Luanne asked members to hand in nominations to Linda or herself before they leave at close of day so that nomination forms can be prepared for voting tomorrow.

At 3:40 p.m. started on Professional Development Session. Presenter was Roger Johnson of SLCC. Mr. Johnson discussed Diversity and the Value of having diversity. The members watched a film on Diversity. Discussed that we should have a common purpose of uniting people. Also the need to develop a common value system.

Meeting was adjourned at 4:45 p.m.

Friday, March 6, 1998

Continental Breakfast and visiting from 8:30 to 9:00 a.m.

Opened meeting at 9:00 a.m. with Legislative Update session presented by Rand Johnson, SLCC Assistant to the President. Luanne told Mr. Johnson that we were interested in finding out how the Board of Regents and Legislatures work together, what we can do as staff associations, and how can we get staff salaries to be a priority?

Mr. Johnson stated that the President is the primary voice at Legislature, but many have a secondary voice, such as himself, that has more time to devote to legislative session. Many of the smaller schools do not have someone in that role which probably hurts them. The Legislature appoints an Executive Appropriations Committee (17 members) to help them with budgets. They are quite powerful and Higher Education has an image problem with this group that needs to be overcome. The Executive Appropriations committee appoints and assigns dollars to other

committees which include Higher Education Appropriations, Public Education, Capital Facilities, etc. Higher Education cannot touch any monies put in these other committees and that is why we see buildings a priorities on our request lists. Two members of the Executive Appropriations committee sit on the Higher Education Appropriations Committee. Mr. Johnson stated that there are two things you never do to the Legislature and the Appropriations Committee. One is don't every lie and the other is don't compromise trust.

Mr. Johnson stated that staff employees could get to know their legislative representative. Talk to them about your concerns and about what they are doing that you approve of. Meet with them on campus and develop a relationship with them. UHESA and Staff Associations should communicate their concerns to the President, and they can also discuss salary issues with their legislatures. Mr. Johnson did mention that he knows salary issues are a concern of the Presidents.

We have three new Regents: Charlie Johnson who is Chair of Board of Regents, Victor Lund, and David Jordan. The Board of Regents are trying to become more active in being a decision making group. They have developed four new task forces which are: 1) accountability, 2) technology, 3) mission of higher education, and 3) funding. Mr. Johnson discussed some things the accountability task force are considering are retention, transferability, quality of instruction, and faculty workload. To date 37 states have adopted accountability measures, and 8 of them are directly tied to funding. Our legislatures are interested in this idea.

Mr. Johnson was then excused and break was taken at 10:40 a.m.

At 11:00 the members all went to Library at SLCC to review web pages of Staff Associations, the Legislature, UHESA Web page, and others of interest. A list was handed out to each member of web sites that might be interesting in. Members are to be back at 11:45 for elections.

Ballots were passed out to be handed in to Linda for counting results. Nominees for President were Rebecca Dowdell (U of U) and Jim Reese (USU). Nominees for Secretary/Treasurer were Sally Meikle (USU), Leila Neilson (USU), and Linda Rogers (Dixie). After counting ballots, President Elect of UHESA will be Jim Reese (USU) and Secretary/Treasurer for 1998-99 will be Linda Rogers (Dixie).

March 1999 meeting will be held at Dixie and August 1999 meeting will be held at USU. Meetings are usually held on the first Thursday and Friday of the Month which would be March 4th and 5th, and August 5th and 6th.

Meeting was then adjourned for lunch and travel home.