



Creating a Powerful Voice in the State
of Utah for Higher Education Staff

**UHESA Meeting #97
January 15, 2014
MINUTES**

ACTION ITEMS:

All: Attend UHESA Day at the Capitol on February 6th.

Bruce: Make list of changes for Website and send to Carl

Welcome: Bruce welcomed everyone and called the meeting order at 2:04p.m.

Roll Call

UHESA:	Bruce Barclay, Sheri Butler, Brett McKeachnie, James Miller
Dixie State:	Mace Jacobson, Sylvia Bradshaw
SLCC:	Mike Blain
USU:	Carl Ellsworth
Snow:	Marlin Mason
UVU:	Brett McKeachnie
Weber:	Excused
U of U:	Anna Jolley, Holly Bigelow, Paul Larsen
SUU:	Julie Larmore, Ron Cardon, Linda Liebhardt
USU Eastern:	Vern Bales, Juanita McEvoy

Excused: Kathleen Briggs, Britney Hicken, Alexis Palmer, Jennifer Reed, Ken Richmond

Approval of Minutes of November 15, 2013: Motion by Brett to approve, seconded by Mace, approved unanimously.

Treasurers Report: Jenn was not available today.

Reports from each school

- Dixie: Mace reported that dues will no longer be collected for their organization. They have some left over funds from the dues and they will be determining how they want to use them.
- SLCC: Mike indicated that they are starting their presidential search. The committee is composed Professional development day, faculty association meeting and staff association meeting with training. About 115 people attended. Health and wellness presented their suicide prevention protocol.
- Snow: Working on shared governance issues. Has been meeting with their president. Interim President is Gary Carlston. They will be meeting with him to see if shared governance will continue or what the new direction is.
- SUU: Julie reported that the new president, Scott Wyatt, started working on Monday. Had a forum with faculty and staff on Tuesday and has indicated that he is conducting a 100 day tour where he is meeting and talking with departments across campus. He has been invited to attend all Staff Association meetings/functions and they hope they will be able to meet with him. Looking at employee evaluations again. Student scholarship

applications are going to be coming in by the end of February. Last year they awarded \$10,000 to 8 students. Working on RFP for health care providers. Not anticipating plan changes, but are looking mostly for cost savings. About 50% of the employees are now on HDHP.

- U of U: Anna reported that the UofU: priorities, compensation, funding for Crocker Science Bldg, Infrastructure. VP of government relations has issued an invitation for their staff organization to go to the Capitol.
- USU: Nothing to report.
- USU Eastern: Vern reported that yesterday they had their quarterly all-staff meeting. Pushing for participation at the UHESA day at the Capitol.
- UVU: Brett reported they are reviewing RFP's for health care. Three PACE members involved. The UVU legislative priorities: equity, compensation, Arts Building. PACE hosts a holiday social which was very positive. Working on trying to figure out what is making employees not want to attend the athletic events. There have been some issues with morale among part-time staff. They are conducting some focus groups to see how they can help with morale.
- Weber: No one in attendance.

UHESA Day at Capitol February 6th. Bruce encouraged everyone to read the Board of Regents legislative priorities before going to the Capitol. Holly went over the agenda and issues for the day. Encourage staff who cannot attend that day to contact their legislators via email, text, etc. Bruce asked if everyone has a staff legislative representative and to make sure that all schools have some representation on this day.

- Agenda: 10:00am in the Spruce Room. Guest speakers are still solidifying their schedules.
- Legislative issues: Still working on the letter. There has been a 1% increase 2014, a 2% increase in 2013 and all of these came from tuition increases. Cost of living using 2009 and 2013 indexes shows a 8.54% increase and salary increases average at 5.08% giving an overall pay cut in real terms of 3.7%. Without the tuition increases it would have been even greater. The big point want to make to the legislators is that we are past the point of Crisis Mode. We are no longer retaining excellent employees and it will cost more to replace them and we will be employing less qualified people to fill those positions.
- UHESA Priorities: Increase for benefits 9.5% health and dental, 3% for base compensation not funded through tuition increases.

Website Overhaul

- Bruce would like a page on the website for UHESA council members only that is password protected. We could then place documents on the web that everyone could access to make changes as they occur on their campuses. James said this could be done using a link to a g-mail account to gain access to the Googledoc form for editing. Bruce asked James and Carl to work on this and report on this at the March 19th meeting. In order to work through some of the web issues, (i.e. mobile device apps, etc.) they will need some funding. Carl needs a list of design and functionality changes so he can do a cost analysis to determine how much money will be needed to make these changes. Bruce will get this list made and get the information to Carl. The graphics can be redesigned for approximately \$200.

Change of location for May meeting:

- Bruce proposed that we change the location from Snow College to Weber State to coincide with the Regents meetings in the afternoon.

Institution comparison spreadsheet from Lynette Jensen. Please look at this for accuracy pertaining to your school. This is a valuable document to help each school when they need to compare benefits between schools.

U of U Staff Meeting February 5th: Bruce will be attending the University of Utah Staff meeting at 2:00 PM. Brett will also plan to attend. If anyone else wants to attend on the executive board let me know. Paul will give Bruce some time to talk about UHESA.

Next meeting: February 6th at the Capitol. Next conference call meeting March 19th at 2:00 p.m.

Adjourned at 3:57p.m.