



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

**UHESA Meeting 96  
November 15, 2013  
Dixie State University**

**ACTION ITEMS:**

**All:** send budget funding source information to Sheri

Send individual staff representation on campus committees to Sheri

Let Sheri know by November 8<sup>th</sup> if you will be attending the November meeting at Dixie

**PR/Web:** Work on new logo for UHESA – preliminary design(s) by November 15<sup>th</sup> at meeting

**Roll Call**

UHESA	Bruce Barclay, Holly Bigelow, Sheri Butler, Brett McKeachnie, James Miller, Jenn Reed
Dixie State:	Ken Richmond, Chris Gifford, Kathleen Briggs, Sylvia Bradshaw, Mace Jacobson
SLCC:	Michael Blain
USU:	Carl Ellsworth
Snow:	Marlin Mason, Carol
UVU:	Brett McKeachnie
Weber:	Brittney Haycock
U of U:	Paul Larson, Brian Byrd
SUU:	James Loveland
USU Eastern:	Vern Bales

**Visitors:** Senator Brad Last, Representative Evan Vickers

**Welcome:** Bruce welcomed everyone and called the meeting to order at 8:45am. Introductions and roll call. One agenda item change #8, Representative Ipson will not be with us today.

**Approval of Minutes** of October 16, 2013: Motion by Kathleen to approve, second by Paul. Approved unanimously.

**Treasurer's report:** Jenn Reed passed out the budget report. Most dues and conference fees have been paid, there are three schools still not paid but are in process. The current fund balance is \$7,603.58. There will be expenses for this meeting but by the time all schools pay that should leave a balance of around \$7,000.

**Next meetings:** Bruce pointed out the meeting schedule through the end of the academic year is outlined on the back page of the agenda. We have been encouraging members of the UHESA council to attend the Board of Regents (BOR) meetings but our May 16<sup>th</sup> meeting at Snow conflicts with the BOR meeting that same day at Weber. We may want to consider relocating the May meeting to Weber.

**Legislative Priorities:** Holly introduced the legislative priorities for the upcoming legislative session as follows:

- Priorities
  - A. Funding for 3% increase in base compensation
  - B. Funding for a 9.5% increase in health and dental benefits so that no increase is passed on to the employees. (Weber is instituting a health incentive program with a 5 year plan. Their employees participate in a health awareness plan they can get up to 50% off their healthcare costs. This will be implemented on July 1st.)

- C. The above should not be funded through tuition increases,
- D. Higher Education Staff should be treated the same as public employees.
- Etiquette: Holly reminded the group about proper etiquette for discussions with legislative reps
  1. We want them to like us even if we disagree.
  2. We are watching them and we are informed.
- UHESA Day at the Capitol: February 6th.
  - Senator Niederhauser has consented to speak with us and Holly is working on others at this time.
  - Talk to your representatives so that they know your name before we get to the capitol. Remember that personal stories are more interesting to them than form letters.
  - While Legislation is required constitutionally to fund public education and Medicaid, they are not mandated to fund higher education. Which leads to the point that tuition should not be the only means to fill the gap for lack of funding. Tuition increases are putting students in more difficult circumstances financially. The way to get more money into the tax system is to fund higher education to help students graduate which will help them get higher paying jobs which will increase the tax payments.
  - Holly will come up with a list of talking points to discuss with our legislators. It is better to refer to the needs as cost of living rather than lack of benefits.

**Useful websites:** Brett gave a brief demonstration on accessing information from these websites.

- Higher Ed Utah Brett gave a brief presentation on the Higher Ed Utah website [higheredutah.org](http://higheredutah.org). There is an amazing amount of information on this website, i.e. data regarding all institutions, a link to all information from the board of regents. Brett recommended that everyone should make an effort to attend a board of regents meetings. Agendas are on this website. Board of Regent policies are all listed and they affect all institutions. We should know these policies as well as our individual institution policies and how they should be affecting us.
- Utah Legislative website: [www.Le.utah.gov](http://www.Le.utah.gov). Get to know this website. The legislative calendar is listed and shows when any bill will be discussed or voted on. There are recorded videos of each item. This will help you get to know the legislators. You can find out who serves on any committee as well.

**Guest speaker Representative Brad Last:**

Chris Gifford introduced Representative Brad Last who sits on the higher ed committee.

- Representative Last explained the current economic situation in the State. While it has been a difficult time for education in the State, he explained that why public ed has been held harmless throughout this time and higher ed has not. Initially this year, the state thought there would be an increase in tax revenues, but it does not appear that will be the case. There will likely be one-time funding for education, but it does not appear that there will be any increase in ongoing funds.
- He discussed the BOR funding priorities and indicated that it looks like what the BOR was hoping for was an increase in funding. Don't get your hopes up. Final revenues estimates are not available until the end of February which is about half way through the legislative session.
- Representative Last was asked why employees of higher ed were not treated the same as those in public ed or other State jobs. He explained the way the State looks at funding state employees vs. Higher ed employees. State employees must be looked at in a different way from those in public or higher ed. Public education does have private funding from property tax, Higher ed has the ability to generate funds through tuition. There is no way State employees can generate more revenue.
- Question, where do you see higher ed in 10 years? The body of the legislature is made up of a wide variety of individuals who all have conflicts of interest regarding how things are funded. This is what makes the legislature great. At the end of the day, they all go back to their regular life and careers. Education is one of the highest priorities in the state. One frustration to Brad is that there are no formulas for how the money is distributed to Higher Ed. The legislature is working on

developing a better method (formula) for distribution. Higher ed needs to become more aware of what the needs in the work force really are and drive students to those types of degrees. STEM is a big initiative at this time. Currently in the northern Utah area there are about 20,000 unfilled jobs in the area of technology.

- Utah is becoming more and more a desirable place for businesses to locate their businesses. The regulatory framework of Utah is very favorable toward employees. We have good work ethics, lower wages, lower cost of doing business with regard to power are all draws.
- Encouraged each of us to get to know the members of the higher education appropriation committee and the members of the general education council and get to know our representatives; get their cell phone numbers before session begins. Legislators may not know about something that is very important to you. You can help them understand better if you contact them, not by email, during the session. Texting and brief phone calls are helpful. Keep communication brief and very specific.

**Presentation:**

Max Green of Equality Utah spoke with us via Skype and gave a PowerPoint presentation and answered questions on becoming a citizen lobbyist. [max@equalityutah.org](mailto:max@equalityutah.org). Many of the points he went over have been taught to us by Holly and other legislators who have visited us.

Lunch break. Discussion of news at each school

- Dixie: President is retiring. No more staff dues, staff association is being funded by university, working on making Dixie a smoke-free campus. Just about there and ready to take to BOT meeting
- SLLC: President is resigning. New power transformer worked with Conoco to get.
- Weber combining two staff associations into one. Working on the inauguration of new president. In the last BOT meeting they have established an LGBTQ advocacy on their campus.
- USU Eastern: working hard to get staff more involved.
- USU: EDUroam is a growing federated wireless access which had already been implemented at UofU, and they are working on it at USU. KUALI is a new technology that if successful has a lot of potential. Working on making registration less difficult so that the network does not crash as much during that time.
- Snow: working on EDUroam too. President is working on shared governance with staff. Staff were allowed to have input in a recent hire.
- UofU: making good inroads on gaining for recognition for staff association on campus. President of University has reinstated having the staff council to lunch at his home. Employee appreciation day was held in September. It was poor weather and attendance was down by about 25% with only about 3500 staff attending. They are finding that most employees don't understand what the staff council does and are trying to educate the campus.
- SUU: In the final stages of amending a policy regarding reviewing new or revised policies and making it a requirement that all policies be reviewed by the staff association prior to final approval. Final candidate for the new president should be announced before Thanksgiving. Held a recent legislative forum that included a training on the legislative website. Staff annual evaluation process is being reviewed. Currently the professional and classified staff evaluation forms are very different and they are trying to bring in more unity to the evaluation process.
- UVU: Planning, budgeting and accountability process begins next week. Brett has submitted a four year strategic plan from the staff association as part of this process. New mission statement with long-term goals. Hopefully this can help educate the staff about what the association does for them.

Request: Bruce asked everyone to let him know when they are having meetings and a member of UHESA executive council will try to attend.

Senator Evan Vickers presented at a public forum for all staff at Dixie. There were a few staff in attendance as well as the members of this committee. It was informative and educational. He

addressed many of the same points as Representative Last.

Meeting adjourned at 3:00 p.m.