



Major Accomplishments

- Approved to merge into one Staff Association effective July 1, 2017 (based on voting results from ESA and Classified Staff Association (CSA) memberships)
- Created a DSU Staff Professional Development Committee and awarded \$15,000 (one-time funding) to 21 staff members for professional development
- Implemented “Mini Trailblazer Award” - a monthly staff recognition program
- Partnered with the CSA on major initiatives, committee work and events
- Represented the staff as an active **Voice** on campus; worked to improve the **Climate**; created and improved **Professional Development** opportunities for the staff

Committee Accomplishments

- **Awards and Recognition Committee**—Recognized 245 colleagues with Mini Trailblazer awards during the academic year
- **Compensation/Policy Steering Committee**—Twenty-nine policies approved, including Staff Compensation Policy (parity with Faculty Salaries Policy)
- **Health and Wellness Committee**—Held 11 major activities (with three activities sponsored by Human Resources), including “Tracking Thursdays,” fall and spring step challenges, yoga and service drives
- **Legislative Committee**—A 2% compensation increase for faculty and staff along with an 8% health insurance increase
- **Welcome and Events Committee**—Held three social events this year (Fall Opening Social with a meet-and-greet bingo activity, the Annual Breakfast with President Williams, and an End of Year Closing BBQ)
- **Professional Development Committee**—Held 6 sessions for “Professional Development Tuesdays” and the second annual Dixie Development Day

ESA Mission Statement

To create a powerful voice for Exempt Professional Staff at Dixie State University (DSU); to work to advance equality, benefits, salaries, status of employees and improve working conditions; to facilitate communication, understanding, and cooperation; to promote the professional growth of its members.

ESA Employee Awards

- Fall 2016 Employee of the Semester—**Steven Roberts**
- Spring 2017 Employee of the Semester—**Travis Rosenberg**
- Employee of the Year (Dixie Award for Distinguished Staff Member—Exempt)
Dave Mortensen





2016-2017 ESA Board

ESA Board Members

2016-2017

- President – Katie Armstrong
- President-Elect – Jonathan Morrell—Welcome and Events Committee
- Past President – Andrea Brown—Professional Development Committee
- Communications Officer – Candi Pierce—Professional Development Committee
- Secretary/Treasurer – Deborah Decker—Awards and Recognition Committee
- Board Member (Year 1) – Cari Heizer—Health and Wellness Committee
- Board Member (Year 1) – Daneka Souberbielle—Welcome and Events Committee
- Board Member (Year 2) – Josh Thayn—Compensation/Policy Steering Committee
- Board Member (Year 2) – Jared Johnson—Legislative Committee

ESA Budget

Beginning Balance	\$ 5,753.00*
	(*includes \$528 budget carryover from 2015-16)
UHESA Membership and Travel	\$ 1,873.16
Staff Events/Welcome Visits	\$ 2,141.10
Awards and Certificates	\$ 272.16
Shirts and Supplies/Professional Development	\$ 180.50
Health and Wellness	\$ 109.74
Ending Balance	\$ 1,176.34*
Other expenses: ESA contributed a \$100 donation to the DSU Veterans Memorial from an additional account	
Dixie Development Day 2017 (Beginning Balance)	\$ 15,000.00
Food	\$ 2,647.76
Swag and Marketing	\$ 1,050.00
Conference Expenses	\$ 376.74
Speaker Fee and Travel	\$ 5,472.50
Ending Balance (Estimate—Pending final expenses)	\$ 5,453.00

Thank You.

Thank you to the ESA board members, committee members, University leadership and all University staff who helped make the 2016-2017 year a success.

A special appreciation to Andrea Brown for her exemplary staff leadership at DSU over the past few years and her leadership at the state level as the Utah Higher Education Staff Association (UHESA) President for 2016-2017.



Andrea Brown, 2016-17 ESA Past President and UHESA President; 2015-2016 ESA President

Stats

- Twenty-five (25) new ESA members and personally welcomed 13 out of the 25 through four visits.
- Thirty (30) nominations for the Fall Employee of the Semester Award; 11 nominations for the Spring Employee of the Semester Award
- Nearly 36 million steps walked in fall step challenge; about 124 participants (nearly 40 million steps) in the spring step challenge
- About 150 employees attended the second annual Dixie Development Day
- Hosted 6 sessions of Professional Development Tuesdays with 171 participants