



**Staff Association (SA) Board Meeting Minutes
November 16, 2017**

Jonathan:

- Board Agenda/Welcome

Michele:

- Roberta (Did not attend): UHESA Trip questions for Ali and Michele
- P-Card \$80.87 charge that we don't know about, and wondering if any board members know about it

Candi:

- Waiting for a couple of committee's members list, such as Welcome & Events, Legislative etc.

Committee Reports

Welcome & Events

- Katie & Robyn thinking about introducing the topic at the breakfast with the President: "Power of 1"
- Create and advertise T-Shirts (Power of 1) at breakfast
- Jonathan and Michele will announce scholarship at event
- S/A will give the President a topic to discuss as we are one
- Committee meeting at the end of the month
- Introduce logo (waiting on UMAC-Katie will follow-up)) at breakfast
- T-Shirt Pricing
- Corey discussed menu for breakfast /Approved

Awards & Recognition:

- Cari: Candy printed out certificates from last month
- Employee of the semester – Nominations will be send out after Thanksgiving and will be announce at the breakfast
- Mini-Trailblazer nominations – Faculty nominations is send to Nancy & Kelly

- Board of Trustees – Should they be nominated? Should they be recognized? Staff Association may recognize them in a different way other than a mini-trailblazer; with a Trailblazer Award? Or a thank you for their contribution?
- Candi will send Michele this month nominations

Policy & Compensation:

- Nikki: Questions about budget for 17-18 year and equity. Have they been approved?
- Letter of Support about compensation - Issues with multiple position, faculty/staff equity, etc.
- Nov 30th Committee meeting about letter
- Policy: Working on policies and reviews
- Candi: Merit-based raises. Equality is different, and needs to be done first.
- Ali: Based on percentages of how far we are from equity.

Legislative:

- Did not attend

Health & Wellness:

- Healthy Snacks event was a success. We had three presenters – April, Cari & Van
- 20+ people including Faculty attendance
- Recipes & Pictures will be on the website. We definitely want to do the event next semester
- December: Game Day on December 7th 2017 at Zion Room 1-3pm. There will be 6-8 games will be available for participants.

Professional Development:

- Jill: Tech talk in October
- November 28th, 9am & 2pm at Zion Room with Ali Threet
- Email already sent out / send it again next week
- 19 applications dealing with administration bringing training on campus - group 30 - Bryan Flaick
- \$1500 per semester will go to 50 individuals
- Next year will be more maybe \$45,000-50,000
- Follow up survey

Scholarship:

- Did not attend

Dixie Development Day:

- Katie & Robyn: Keynote – Scott Paulman – Leadership work training: “Who we are as individuals”
- Invite him for 05/08/2018
- Still need to survey breakout session ideas

Staff Mentoring:

- Travis will be bringing a new software and S/A will be part of orientation with new employees come in each month.
- Deb & Jonathan meet with Jim about faculty mentoring and it doesn't have traction yet
- Employee turnover for S/A is bigger
- Mentor's training is needed. Create check list and leadership training. What do we need to do as leaders?

Discussion items:

- Compensation Budget Increase (FY15-FY18). Presented by: Bryant, Travis and Paul Morris
 - \$4,025,000 – Salary increases (across-the board, equity, and rank/merit)
 - \$1,560,000 – Medical insurance premiums
 - \$1,075,000 – Adjunct faculty rate increase (\$550 to \$750 per credit)
 - \$6,660,000 – Total ongoing compensation funding increase over four-year period

Information Items: UHESA update, BFF – will be working on website.