



## Staff Association Board Agenda October 17, 2018

### Upcoming Events

- Breakfast with the President: Thursday, Jan. 24, 2019 (8:30 a.m.-10 a.m.)
- Closing Staff Social: Wednesday, May 15, 2019 (Noon-1:30 p.m.)
- Dixie Development Day: Thursday, May 9, 2019 (8 a.m.-2/3 p.m.)
- Faculty/ Staff appreciation luncheon April 25, 2019 (11:00 am to 1:00 pm)
- Directors Training November 9<sup>th</sup> (9:00-10:30am) Ken Beazer Director's best practices

### **Welcome: (Ali)**

Introduction of Diana Maughan as UHESA secretary

Welcome to President's Williams

There will be a second meeting next week, doodle poll will be send out

### **Communications Officer update/ report—Website (Tiffany)**

Updated committee members

Have access to staff association email

New website is updated but not live, staff association will review it and send approval or questions/concerns

### **Secretary update/ report (Alli)**

Minutes have been approved

### **Treasurer Report:(Roberta)**

### Guests Presentations

- President Williams (Addressing the Board)
  - Discussion about mini-trailblazer awards (congratulations for adding faculty senate)
  - Legislation Audit (tuition performance, board of trustee and regent governance)
  - Have as many students register before they leave in May, so we can focus on recruitment during the summer, freshman students.
  - Discussion about construction and structure on campus.
  - Requesting new housing, get rid of Shiloh and have a new building
  - Jason Booth & Ken Beazer working on fundraiser for us to enter Division II
  - 2018-2019 benchmark
  - Student fee increase discussion
- Doajo Hicks (Addressing the Board)
  - Formal Investigation review on MH, Dr. Webb and Dr. Peterson
- Andrea Brown (Enrollment Presentation)
  - Data to Headcount and FTE (15 credits undergraduate and 10 for graduate)
  - Detailed comparison of enrollment for Fall 2018
  - For more data information about enrollment, graduation rates, etc. at ir.dixie.edu
- Jason Booth (Addressing joining Division I)
  - FCS – 63 scholarships
  - WAC approached DSU to join
  - Trustees requested a feasibility study in order to join Division I
  - DI venue standards are often the biggest hurdle

- Athletic concerns: WAC is considering adding football, football will be an independent source
- Financial Impact: institutional and athletic revenue increases such as tuition, waivers, state appropriations and student fees, game guarantees, tickets, NCAA and WAC revenues, sponsors and boosters
- Tuition and waivers are giving to students at this time. The new model will be scholarships, but still finding a way of how waivers or scholarships for students.
- Academic Impact: DI academic standards are more rigorous, scholarship increase, completion & retention increases.
- Nov. 6 open forum for students, Nov. 7 town hall (Cottom Room) for faculty & staff and community members

## **Committee Reports/ assignment updates (Ali)**

- Welcome & Staff Mentoring (Jonathan & Spencer)
  - Committee is meeting with new employees every month
- Events (Corey & Chance)
  - Event went really well
- Awards/ Recognition (Tiffany)
  - Mini-Bison has arrived and will start working on new nominations
- Legislative (Cameron)
  - Science building is # 1 priority
- Health & Wellness (Ali & Alli)
  - Doug Sainsbury won the award for the Longest Drive event on Oct. 24<sup>th</sup>.
  - Nov. 1 Healthy Snacks
- Professional Development (Tyson)
  - No update
  - Questions about the Professional Development \$750 fund deadline
- Scholarship (Roberta)
  -
- Service (Bart)
  - Dove Center
  - Reach out to Karyn Wright about volunteering services
  - Children's Justice Center
- Dixie Development day (Jonathan & Michele)
  - No update
- Compensation (Allen & Sylvia)
  - No update
  - Ask Nikki for emails to members
- Policy (Nikki)
  - Policy 359 Early & Phased Retirement:
 

Travis Rosenberg has asked for stakeholder input from the Staff Association before sending Policy 359 through for the Policy Review Process. Most of the policy changes are associated with moving the original policy into the new template. There were no changes to intent, just wording clarification and moving/combining sections to fit in the template. However, there were two areas that now name specific departments that are involved with those processes. Nikki Dang would encourage the board to reach out to Human Resources and Payroll specifically to ensure those duties listed in the policy are, in fact, current practice. Travis Rosenberg needs any comments back to him so that he can submit the policy to begin the review process on or before November 5th. Please let Ali Threet know if you have any comments she should take back to him.
  - Policy 372 Corrective & Disciplinary Action
 

There have been a large number of comments regarding this policy, mostly from faculty that want a faculty specific policy. Conversations in Policy Steering have led to the Faculty being asked to rewrite Policy 371 to include corrective and disciplinary action in line with other related institutional policies. Travis Rosenberg, as steward of 372, is proposing that 372 be opened for an additional 14 day comment period where a staff only and a combined version are included for comment. Final approvals for 372 would then be put on hold until the April meeting with that review period being the deadline for faculty to update 371. If 371 is successfully submitted, 372 staff only would be

submitted for final approval. If 371 is not completed by that deadline, 372 combined would be submitted for final approval.

Sylvia Bradshaw noted that for the current 372, there have been very few if any comments from staff. It would be good, even if staff were in agreement, to have comments submitted that show that agreement. There is also concern that separating out faculty and staff for conduct issues is the wrong move going forward.

If you have comments, please be sure to watch the current and extended comment period for this policy and have your information submitted before the deadline.

## **Information Items**

- Recap Opening Social – Chance, Corey
- University Council Minutes – Ali
- UHESA Meetings Recap – Sylvia & Diana
- AFT Follow Up - Sylvia
- Policy 359 - Nikki
- Director's Training – November 8<sup>th</sup> - Ali
- Meeting w/ President (What should we bring up with him?) - Ali
- Additional Funds – Ali & Roberta
- Grama Request – Sylvia
  - Request to Michele McDermott about Grama request.

**Next board meeting: November 14, 2018 - HCC 550**