



Staff Association Board Meeting Agenda

August 19, 2020

9:00 am – Zoom

In attendance: Jon Gibb, Megan Church, Deb Millet, Allie White, Sheila Cannon, Chewi Lockhart, Brooks Burr, Kristie Davis, Riley McMullin, and Rose Hill.

Welcome (Jon Gibb)

Guest Presentation – VP Paul Morris

Paul provided updates on our budgets and facilities. Please see the entire report at <https://web.microsoftstream.com/video/fe4d31eb-9f14-46bc-a92a-3f612ca3c2b7>.

- He discussed concerns with COVID and its effects on our mental and physical health. Faculty and staff have concerns about their children and going back to school again. If employees need accommodations to work from home, they need to contact Human Resources and their supervisor to make those arrangements.
- Regarding our budget and finance, Paul stated that the university is secure and resilient so far. We did not lose any funding from spring semester when we shut down in March because classes continued online. Summer enrollment is up from last year and we collected more tuition and fees from that. We received \$3.2 million from the state, which was a cut of \$1.1 million.
- DSU did not cut budgets because we had money from last year to cover the cut from the state. They saved our department funds and those have increased. DSU does not plan to take any department funds.
- Paul explained our revenue source at DSU.
 - 55% of our funds come from the state
 - 45% comes from tuition
 - 60% of our students receive financial aid; therefore, a lot of our tuition comes from federal money
- Fall concurrent enrollment students are still enrolling; therefore, our numbers will increase possibly by 5% to 6% overall, which is great.
- Our freshman class has increased by 450 students and this continues to happen year after year. Enrollment growth is very important.
- Students will have a small tuition increase this fall. We can control tuition; however, we cannot control growth and retention.
- Regarding expenditures, 76% of our budget goes to faculty and staff compensation and 20% (or the remaining amount) is for operating expenses.

- Income tax revenue, sales tax and the economy play a role in how much money educational institutions receive from the state. We will see how this affects us by the year 2022 and even into 2023. Higher education receives funding last and usually DSU gets 5% of the overall funds.
- The Science (SET) building is a \$45,000,000 project at 120,000 square feet. It is on task and we plan to take occupancy in July of 2021. He mentioned that new buildings help with recruiting and retention.
- Campus View Suites Phase II will have 534 beds, which is larger than Phase I with 352 beds. Nearby off campus housing has helped students too. They hope that within five years, Nissan Towers will come down with new dorms built there.
- Installation of the new Burns Arena Video Board is complete.
- A new Advisement and Career Engagement Center is complete on the first floor of the Hazy Building. It has given the building a modern look along with additional remodeling in the Boeing Auditorium too.
- The University of Utah and DSU have joined to remodel classroom space in the Taylor Health Science Building to house the U of U School of Dentistry. They will provide dental work along with our students for campus employees and Medicaid patients. Dental Hygiene students will work with them too.
- We remodeled the old DSU Volleyball locker room into a nicer space for them.
- They demolished several homes on 700 East near the Atwood Innovation Plaza to make room for more parking. They will remove the grass on the north side of this block and then pave the entire area to add 200 stalls. The city plans to add angled parking on the street to the north of the building too.
- Remodeling on the recreation/softball field parking lot will provide 300 extra stalls. We will turf the baseball field to include intermural softball. We are planning a beautification project for the softball field parking lot, in front of the Burns Arena continuing up to the Holland Centennial Commons Building. This removes the traffic problems and provides a pedestrian highway.
- Over the next two years, additional parking will replace the quansite huts behind the facility and tech buildings. In the next year, the WEDU building will come down with more parking added there.
- A new 125,000 square foot building request for classroom space went to the Board of Trustees. It is located just south of the Hazy Building where the Volleyball court is located now.
- The road just west of the Hazy Building and above the softball fields, which ends at the Burns Arena, will be removed and be included in the new parking lot.
- The space committee on campus approves all requests for buildings and remodels.

Information/Action Items

- The board approved the Staff Association Board Meeting minutes from August.

President Gibb's Items:

- 2020-2021 Goals 1) Know 2) Train 3) Excel
 - Jon asked the board to keep track of our goals for this year so that we can measure our success.

- He wants to develop these goals further and print them off for staff.
- Does anyone have any ideas/brainstorm/catchphrase? We did not discuss this further.
- He mentioned that he ordered our SA board shirts. Please take advantage of UMAC's free headshots in September.
- Regarding our possible name change, a study takes place in mid-October. Staff can share their stories with us; however, we must be discreet during this process.
- Jon addressed the subject of flexible work hours with Human Resources and they stated that employees must work with their office and immediate supervisor to make those arrangements. This includes those people who need to work hours outside of the 8 am to 5 pm, Monday through Friday schedule. The overall campus will not go to a corporate structured work place. Administrators want us to be on campus unless there are valid issues. We need to be the eyes and ears of staff with concerns.
- New hires follow the Human Resource formula regarding employee searches and the supervisor makes the final decision.
- Regarding accommodations for women and families such as a day care on campus, the university has addressed this subject before and it requires a study to prove the need before the president would agree to it. It would only be for faculty, staff and students. We would hire a consultant and it could be very expensive. Board members felt that this was something to address and it could take a year or more to implement. Jon will check with administration first and possibly create a campus survey before a consultant is hired.

Communications Officer Update/Report—Website (Allie White)

- Allie posted our committee assignments on the web page. Jon suggested a couple of changes from his lists.
- She provided a link to Neogov too, which was a request from Travis Rosenberg.
- She will include our headshots once those are complete.
- Allie will list our upcoming events too.

Treasurer/Budget Report (Kristie Davis)

- We received \$10,000 from the President and our balance is now \$12,152.00. Kristie is working with Roberta to learn more about our budget.

Committee Reports / Assignment Updates / General Questions

Scholarship (treasurer, Kristie Davis & Brooks Burr)

- Our fall scholarship recipients are Gina Gottfredson, Career Coach, and Barbara McAllister, Prometric Testing Center Proctor. They receive \$600 each. Her committee will chose two more staff employees for spring semester. Kristie thanked all staff for their support to the scholarship fund.
- Six people signed up for employee giving at our barbeque. Spencer Brooks, a Senior Accountant in Business Services, won the giveaway for new sign-ups in the employee giving campaign. Kat Preiss, Administrative Assistant for the Healthcare Diagnostics and Therapeutics Department, won the giveaway for current participants in the same campaign. She gave a

special thanks to Athletics and the Alumni Association for their generous donations for the giveaway prizes.

Welcome & Staff Mentoring (Chris Gifford & Megan Church)

- Megan mentioned that they plan to add more people to this committee. She reported that Deb and Ali visited with three new employees today and they plan to do some more on Friday.

Events (Chewi Lockhart & Wendi Bulkley)

- Jon stressed the importance of staff attendance to all campus events and games.
- We scheduled our upcoming staff events as follows. Allie will add these to our web page and Chewi will get them advertised.
 - Thursday, September 24 – Staff Opening Social – 1 to 2:30 pm – Burns Arena. We can self-distance there. President Williams will speak and then there will be time for the staff association board too. This is a grab bag lunch event with games.
 - Thursday, January 14 – Breakfast with the President – time and location TBA
 - Thursday, April 29 – Faculty/Staff Appreciation Luncheon – time and location TBA
 - Thursday, May 20 – Staff Closing Social – time and location TBA

Awards & Recognition (Deb Millet & Sheila Cannon)

- Deb reported that they are busy delivering mini-trailblazer awards.

Legislative (Riley McMullin)

- Riley mentioned that he would stay in touch with Henry Walton about the name change study. He thought that we should invite Henry to come to our Staff Association Board Meeting in February rather than January.

Health & Wellness (Wendi Bulkley & Anilee Bundy)

- Nothing to report.

Professional Development (Megan Church & Sheila Cannon)

- Megan mentioned that her committee would meet in September and plan on monthly events.

Service (Allie White)

- Allie's committee met and are planning on something in September; maybe help DSUSA with masks as needed.

Dixie Development Day (Ali Threet & Rose Hill)

- We are planning to resurrect our plans from last May.

Compensation (Jon Gibb)

- Jon mentioned the salary hiring range and the use of discretionary funds. When these funds do not go to employees, it goes to administration to use. We might look into using these funds to incentivize employees to increase their knowledge (training /degree) and give extra money to them for that position.
- Jon mentioned annual vacation payouts. President Williams does not think that we have money in an account to payout vacation time. Jon will check with Travis too.
- Advanced degree support is for faculty only. Right now, the only way for staff to get a benefit is if a degree was required for their job.

Policy Steering (Rose Hill)

- Nothing to report.

Our next board meeting is Wednesday, September 16 at 9 am through Zoom.

The following are suggestions for individuals to present at our board meetings.

- **Provost Lacourse presentation on the strategic plan**
- **Future opportunities – Henrie Walton (February), Del Beatty, Others???**

Upcoming Events for 2020 – 2021

- Opening Social: September 24 from 1:00-2:30 pm in the Burns Arena
- Breakfast with the President: Thursday, January 14 – time TBA
- Director’s Training: Tuesday, September 15 from 2:00–3:30 pm via Zoom
- Faculty/Staff Appreciation Luncheon: Thursday, April 29 – time TBA
- The Great Race: TBD
- Rock The Mall: TBD
- Dixie Development Day: TBD
- Closing Staff Social: Thursday, May 20 – time TBA
- Professional Development: TBD
- Health & Wellness Activities: TBD