PACE BOARD MEETING
March 15, 2011
2 p.m. -SC213a


1. Position Responsibility Description. Luisa Rogers, as chair of the Nominations and Elections committee asked that all board members write their position profile and e-mail it to her or Alexis Palmer by April 1. Include a short summary of the position (2-3 sentences) and a bullet list of major responsibilities. These will be included in the call for nominations for next year’s elections.

2. Unique Educational Mission. Karen Olsen explained when the PACE Board meets with President Holland on April 1, he would like the board to review the white paper developed from the work of the unique educational mission advisory committee. A copy will be sent prior to the meeting. Subcommittees were on academic programming, faculty qualifications and student transitions.

3. Awards of Excellence. Mike Moon read the proclamation listing PACE Distinguished Employees of the Year:

Full-time employees:
Marilyn Cobb
Andrew Stone
Grant Skabelund
JC Graham
Kirk Young
Michelle Chatterley
Mikki O’Connor
Ron Whiting

Part time employees:
Amy Grubbs – Specialist, Student Health Services
Morris Havea – Retention tracker – Multicultural Center
Linda Helt – Admin Support, Career and Technical Education
KayLynn Palmer – Admin Support, School of Education

Mike also thanked his committee Connie Whaley, Carolyn James and Ursula Sorensen for their work in reviewing nominations and choosing the winners.

4. Wolverine Sighting. Mike Moon reported the Wolverine Sighting nomination information will go live this month, with March being a test to see how well it work. It was presented at University Leadership Council and was well received.

5. Years of Service. Mark Wiesenber reported on discussion on the direction of the Years of Service committee. It is a lot of work for this committee that lasts from January to the event in March or April. PACE Board discussed, and felt it should be discussed with the Years of Service committee, HR and President’s Council. The order of discussion was not as planned, but went to President’s Council at the recommendation of the President. The PACE Executive Board recommended it be housed in HR as it is institutional recognition, and Ron Price agreed. This was also the general consensus of President’s Council. The Years of Service committee also agreed with this recommendation. The PACE employee recognition committee would retain Wolverine Sighting and the PACE Distinguished Employee of the Year recognition as their primary function. Years of Service would be headed by HR with a team of both faculty and staff to plan and implement. Most PACE Board members also agreed with this recommendation. Comments:
- Supported as it really is a big job
- This is an example of a decision that was made before being introduced to PACE
- Noted it was initiated by the executive board to explore, and the communicating came in the wrong order
- Many people think this is all PACE is responsible for. PACE needs to define itself and its role. We represent the voice of staff and make recommendations. If we don’t have this voice, staff will lack that representation
• Should have been on the agenda initially. There is a perception that the PACE board needs more involvement, and not have everything decided by the executive board. Let committees do their work and planning and not have dictated what they can do
• It is helpful and important to have issues that PACE can take to President’s Council or other groups
• Some committee roles have changed based on financial issues
• Committees need more autonomy to make decisions
• Need to be clear what opportunities there are for the PACE board and if we are recommending or responding or both

Mark Wisenberg noted PACE has the opportunity to participating in institutional governance, and can recommend our role. Our institution is growing and changing and PACE operates differently than it has in the past. We can sit back and let our role be defined, or can define our own role.

6. **PACE General Meeting, June 21.** We reviewed dates for a general meeting at last board meeting. We also typically have a lunch meeting for the incoming and outgoing board members. It was proposed that this be at lunch on June 21, with the general board meeting to follow at 2 p.m. Bylaw changes will be presented at the general board meeting, and they will be distributed in advance.

7. **Summer University.** The Summer University committee has offered PACE a table in the commons area for Summer University. Leslie will talk to the nominations and elections committee and the communications committee on interest. Anyone else who would be interested in sharing information should let Leslie know.

8. **Committee Reports:**

   Bylaws: They will be meeting in April to discuss changes to the bylaws. Mark will bring changes to the Mayl meeting to discuss, and have ready for vote at the general meeting.

   Policy Review: Tim said several policies will be discussed at the April meeting.

   Salary, Benefits and Equity: Alexis reported from the benefits committee. She thanked everyone who had responded to their legislators on Senate Bill 6 that outlined changes in benefit costs. Val Hale was pleased with the employee response, and said most were articulate and well thought out. He believes the messages made a difference in the outline of the legislation in receiving money back.

   There were four options presented at President’s Council from recommendations of the benefits committee:

   Option 1 – All increases be to premiums, which would take a family plan from $40 to $150 a month, or an increase of 9-1/2%, which is low because of good management and being on self-funding. PACE or Faculty Senate did not recommend this option.

   Option II – 80/20 split on costs, with maximum increasing. Shifted some costs to end users, but kept monthly premiums under $6- per family

   Option III – 85/15 split with a similar deductible and co-insurance maximum of $5000 per family per year. Some reserves would be used to fund.

   Option IV – combination of other options.

   PACE recommended shifting costs with the least impact to employees. These recommendations will be reviewed by President’s Cabinet in relation to SB6, institutional budget cuts, and other compensation. With three years of no compensation increases, this kind of increase in benefits is hard to take. The university administration is looking at ways to lessen the impact. Comments:

   • When legislation was passed, there were many rumors on what the medical benefit would cost employees. Board members would like to report. It was explained that we don’t know yet, as there are many pieces of the equation that have yet to be decided. Top priority will be to soften the effect for employees, but there will be an impact.

   • One option that will be discussed for future is having a low and high premium option

   • One thing that historically comes up in discussion is the past decision that was made to put funding towards benefits rather than compensation. We could choose to put more towards compensation in the future, but would have to be willing to give up some on benefits. We also much keep in mind retention, equity and merit, which are areas where PACE can have a voice.
• Mark and Alexis have discussed drafting a letter about issues such as the UTA bus pass, retention and other compensation issues.
• Discussed the UTA bus contract increase and the decision of the students to no longer subsidize. Bus pass was $20 a year, and will now go to $226 a semester for a pass without TRAX option.
• Question was asked if we are being impacted by the release of the hiring freeze at BYU. 1 employee has taken a position at BYU. This does become a retention issue that must be considered.
• Parking and retirement are both issues that will be affected employees in the future. We must look at ways to retain and attract the best employees moving forward.
• When we became university and was given $10 million for that purpose, this money was taken away, plus more the following year for budget reductions.
• Mission based funding bill will impact future funding for the institution. Our local legislators fought to make this as positive for UVU as possible.
• As benefits, bus passes, etc., increase in costs, it will become more difficult to hire new people and handle the additional growth without being able to attract the quality employees we want and need.
• How do we meet the Regent plan to increase graduates if we cut services and quality?
• Tuition waivers will remain as is.
• Under the Obama health care plan, married dependents under the age of 26 can be brought back under employee insurance starting January 2012, but this needs to be elected in the upcoming open enrollment. Any questions should be directed to Irene Whittier. Pregnancy will be covered for eligible dependents, but newborns will not be covered. PACE Board members were encouraged to solicit feedback from their divisions immediately to either Alexis or Mark to include in a letter to administration.

Social: Social committee is working on an event after the movie on the last day of Summer University, which will include a dessert bar.

Legislative Affairs: Clint is excused as he needed to participate in a UHESA meeting that was recently called. PACE Board was asked to refer to today’s memo from President Holland for an update.

9. Senator Reports

Academic Affairs: Ursula reported after input from their Senators, ashtrays were removed from outside the library. Tim Rowley added there is a proposal from the Space Committee to create a non-smoking zone around the library because the air intake funnels this air into the building.

Administration: Brett asked for feedback on marketing for the migration to Outlook. Response was positive.

University Relations: They are working on Commencement and award events, in addition to the upcoming issue of UVU Magazine.

Student Affairs: Jared reported there had been multiple accidents by the soccer field, and Jim Michaelis responded quickly with a sign, which has helped a lot.

He reported Athletics receives numerous requests to purchase Wolverine apparel. WalMart is the only place off-campus where this is available. They are working on an on-line store, and noted the Bookstore has some on-line apparel, but not much. They have found a company that produces the clothing, and would give them 20% of the royalties. They are working with the vice president, but he requested when the decision come to President’s Council, it would be well for PACE to advocate for this. Bonnie added they get calls from alumni with requests for clothing.

Executive: Teresa Taylor in the Budget Office has been selected as valedictorian for the School of Business. Hoagies with Holland is April 21 at noon in the ballroom.

HR: Mark reported HR has been authorized by President’s Council and the communicated committee to have its own way to communicate to employees that will work similar to UVYouNeed to Know. Names were discussed at the last board meeting, and one chosen will be “HR Matters”. This will be for important HR-related messages only, and he said to let those within your divisions know that these will be items of importance to employees and should be read.