

AGENDA

October 17, 2017

1:00-3:00 pm

SL114

Attendance – Jennifer Agla, DaSheek Akwenye, Stephanie Albach, John Bair, Jon Barclay, Andrea Calaway, Daniel Delgadillo, Cameron Evans, Stacy Fowler, Nathan Gerber, Beka Grulich, Kellie Hancock, Justin Hansen, Candida Johnson, Brett McKeachnie, Bonnie Mortensen, Shalece Nuttall, Nikki Scott, Mindy Swenson, Craig Thulin, Valarie Wells, Irene Whittier, Mark Wiesenberg, and Lisa Williamson. **Absent** – Gary Griffin, Darel Hawkins, Amie Huntsman, Linda Makin, Tena Medina, Trevor Morris, Kristen Nuesmeyer, Katty Perez, Jason Terry, and David Tobler. **Guests** – Giovana Alisa and David Connelly.

Meeting Assignments

- Committee members review Policy 638, 654 and 655 and have stage 2 comments by Nov. 10
- Committee to write statement to encourage Faculty and Staff relationships
- Shalece and Craig will communicate about PACE/Goodwill, Kellie will find coordinator, and Judy will provide list of participants to help create committee.

Welcome, Approval of Minutes, Administrative Updates

PACE Administrative AVP-Linda Makin/Mark Wiesenberg

- PACE proposed the holiday closure that was approved. The messaging has gone out that we will be closed the last week in December. Part time employees can work 123 hours Dec 1 – Dec 23.
- Accreditation visit is coming up. You are encouraged to attend the meeting that applies to you:
 - Staff – October 26 at 10-11 AM in FL 120
 - Faculty – October 25 at 3-4 PM in FL 120
- PBA begins after the accreditation visit, you are encouraged to attend. PACE will not have PBA request this year.

UVUSA Representative-Tanner McQuivey

- Next week M-W political action week, President will be speaking 2 PM I Reagan Theater
- October 28 is make a difference day, with various workshops
- October 31 is dance insomnia in UCCU Center
- Club Expo is in early November
- John Rhys-Davies Senate Speaker on November 9

Approval of Minutes

- September 19 minutes stand as approved

Policy Review

- ***Policy 654, David Connelly, Faculty Merit Pay.*** A plan was drafted 4 years ago that was rejected. It is tied to performance annual reviews. Merit based on teaching, since teaching institution.
- ***Policy 638, David Connelly, Post-Tenure Review (regular).*** This policy is required. Policy mirrored after Utah State. Policy sets up mechanism for review. Based on annual review, and done in a five year cycle. If you do anything that misses for more than two years you have to go through the tenure process. Post tenure does not address conditions of termination.
- ***Policy 655, David Connelly, Graduate Faculty (Regular, Limited Scope).*** Clarified language to be any tenure track faculty to serve on the graduate council.
- **Committee members review Policy 638, 654, and 655 c and have stage 2 comments back by November 10.**

New Business

- ***Goodwill Discussion.*** Judy Martindale attended PACE to provide information regarding the goodwill association for PACE to make a decision to move it under PACE. Judy provided historical information. It is the only event that includes faculty and staff, and is meant to distribute goodwill throughout the campus. It is not state funds so it rolls over every year. PACE has

representation from each area. Goodwill expresses our solidarity. Judy will get a list of those who are donating, to help create a committee. Craig noted Faculty senate will push from their perspectives and encourage participation. Still need HR to support and promote in the new employee orientation. **Motion passed to collaborate with faculty senate and take on goodwill.** Shalece and Craig will send out communication to faculty and staff regarding Goodwill moving under PACE. Judy is willing to present goodwill at faculty senate. Kellie will find coordinator and Judy Martindale and Linda Moore (accounting) will help with the transition.

- **Student Success Manifesto.** Shalece asked for feedback on the Student Success Manifesto which she will take back to President's Council.
- Mark Wiesenberg invited PACE and Faculty senate to write something to encourage their relationships. Committee to include Brett McKeachnie, Bonnie Mortensen, John Bair, DaSheek Akwenye, and Craig would provide 2 or 3 to represent the faculty.
- **UVU Culture Discussion**
Mark Wiesenberg requested feedback for the employee onboarding experience based on questions President Holland asked. What is UVU's culture and how is that going to take place? When you think of UVU culture what do you think of? (Family, closeness with connected campus, culture of commuter campus, inclusive, welcoming atmosphere, and President Holland helps set the tone, especially as a "longer length" president). Mark noted the culture conversation moved very quickly to the student experience and away from the employee which speaks to the core of the core. Additional comments can be sent to Mark Wiesenberg.
- **New onboarding welcome packet** will roll out on January 1.
- **Strategic Plans (Advocate, Unify, Communicate and Involve)**
 - Advocate: Need help from communicate, supervisor training and PACE buy in, additional leadership training for staff, PACE forums (how to do it successfully), familiarity you're your PACE representatives (train senators on role & reach out to personally to people in areas), suggestion box, and education on how and for what we advocate.
 - Unify: Involve the "non-traditional employees," goodwill, bridge the gap between faculty/staff, new staff employees. (Those who aren't on campus 8-5).
 - Communicate: We need to talk more, close the loop, discuss social media channels, move into myuvu, and reach out to groups instead of waiting for them to come to us.
 - Involve: Goodwill, focus on events (even existing events), # on WC goal?, scholarship goal?, summer U?, Legislative process and TIMS.

Committee/Senator Reports

- Cameron Evans, Flu shots on campus tomorrow, next month is fire science
- Jennifer Agla, Benefits, working through RFP, please send any concerns
- Jennifer Agla, Events, Halloween decorating contest ends on Monday. Currently only 3 submissions. Suggested not listing the # of votes.
- Jennifer Agla, Events, Holiday Social on December 14. Entertainment and Dinner. Asking for donation of children books. Shalece requested they start publicizing now.
- Irene Whittier, 86 wolverine sightings in September. Shalece made PACE aware of PELC's request for the distinguished awards. Faculty senate and students and PACE will come together to have similar vetting process so if supervisor doesn't approve it won't go forward.
- Daniel Delgadillo, Professional Development, November 10 at 2-3 "happiness advantage"
- Brett McKeachnie, Bylaws/procedures, needs email responses on the procedures. Had discussion in august to use headcount or FTE and it will affect how the constitution or by-laws is changed. Approved to use headcount.
- DaSheek Akwenye, Wolverine Pride has 10 nominees, people nominating each other. Will meet next month as a committee to start a selection process. Appreciation dinner on November 9.

Upcoming calendar items

- NWCCU Accreditation October 25-27
- All Staff Meeting- October 26 10 AM-11 AM

Next Meeting: November 21, 2017 at 1-3 PM in SL 114