President’s Council Meeting

Date: August 21, 2014 10-11 a.m.  SC213c

Attendance: Marc Archambault, Tyler Brklacich, David Jones, Linda Makin, Steve Anderson (for Cameron Martin), Brett McKeachnie, Fidel Montero, Karen Olsen, Jeff Olson, Frank Young (for Val Peterson), Michelle Taylor, Mark Wiesenberg. Guests: Nancy Bartlett, Bill Erb, Cameron Evans, Amy Grubbs, Taylor Lockwood, Judy Martindale, Cara O’Sullivan, Erick Peterson (Attorney General’s office), Ray Walker

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| 1. Employee Wellness Program Update             | Mark Wiesenberg distributed updated draft with two adjustments:  
  a) Amount of incentive. UMR said a $100 incentive is what we could target for 30% of employee participation. Incentive is more about wellness and outcome, not money. There will be more significant impact and outcomes as additional phases begin. UMR suggested to get 50% participation would require $300 incentive at a cost of $270,000, which is more than is budget. For $500-600 incentive you could get about 60% participation at a cost of $540,000. Discussion:  
  - Is there data that supports? Judy Martindale explained we don’t have data now, but are looking at trends. Past trends have been up and down. The wellness program is a campaign to incentivize outcomes. Our current wellness program has been an honor program, so we haven’t had outcomes. Phase III is where we hope to have more impact on outcomes, with more data from our consultant and vendors on savings expectations. We anticipate a five-year process to get data.  
  - How do we know this will work? UMR has done this broadly over many years, and we are following their best practices, tools and information on how to get a successful program.  
  - Other staff associations around the state have a lot of interest in wellness programs. Weber State has had a high incentive program that has had a great impact. They are under state PEHP who have provided incentives to state employees. It was noted premiums will probably increase next year because of incentives and other cost increases  
  b) Timing. Part of the design is to maintain an awareness level over an extended period of time (to end of April). This also allows opportunity for new employees to sign up as they begin and have time to participate. All employees get one preventative exam, and if they just had one probably won’t want to, or need to do it again right away. Based on feedback, however, incentive award can be shortly after achieving required number of points.  
  - One finding on incentives is people are more likely to participate if they are penalized for non-behavior, rather than incentivized for behavior. Also, the more immediate the outcome, the more likely the response. To address this, under Phase III employees will pay higher premiums if they don’t participate. Also incentive can be given immediately after achieving results.  
  - Legal questions. Under Phase II the university will receive lab work results and outcomes, not by individual, just statistics. UMR will provide trends and information. Under Phase II, spouse will be required to participate for the incentive, which is fairly typical.  
  APPROVED to begin Phase I for health awareness, which will begin October 1. Discussion and announcement of Phase II and III will be discussed in Benefits Committee this year. Phase II and III will be returned to PC for approval. |                                                      |             |
| 2. Student Life and Wellness Branding           | Michelle Taylor asked for input from PC on branding theme of the building—body, mind and spirit, particularly the word spirit and where this branding will be displayed in the building. Amy Grubbs provided mockups of locations and design in four areas of the building – by lounge stairs from 1st to 2nd floor, two areas on the 3rd floor and by the demonstration kitchen/bowling alley. Discussion:  
  - Suggested having focus groups. Plan is to get approval on locations, then do focus group with students and others.  
  - Spirit seems to include all groups  
  - Pictures will be important.  
  - Spirit does not mean spiritual.  
  - Spirit relates to the Reflection Center, which has been very inclusive. Branding relates to emotional health, education, and spirituality  
  Approved to move forward with focus groups and infrastructure approval. |                                                      |             |
| 3. Faculty Convocation and Staff Fall Forum Feedback | Faculty Convocation:  
  - Faculty were more cranky because they felt they don’t have any say or voice  
  - Speaker was great – messages were good  
  - Liked the basic theme – were inspired by the president. Didn’t like the lecturing portion  
  - Wanted more interaction – Q&A  
  - Liked president’s perspective  
  - Concerned the faculty didn’t have enough say in planning convocation (designed by faculty committee). Should have recognized this committee more. Having trouble getting faculty to be on committee  
  - Most did not fill out the feedback form (suggested online anonymous feedback form)  
  - Faculty were not happy they had not got acute equity money. They think if they didn’t get want they wanted, they have not been heard. |                                                      |             |
**4. Holiday Social**

Council members were asked to schedule Holiday Social for December 18 and share this information with their areas. Suggested we have discussion on any holiday closure soon. Governor typically announces a four-hour extra leave for state employees.

**5. Policy Subcommittee**

Council asked to stay for discussion on Policy 162. Violence in the Workplace and Academic Environment. It is for temporary emergency approval. Nancy Bartlett and Bill Erb have worked on the draft policy. It will be returned next week for approval to go to Trustees. They would like legal review before them. Nancy gave an overview – the Clinton administration passed a law called Violence Against Women and reauthorized in 2013, and as a result the Campus Violence Act was amended. Department of Education is increasing its enforcement to ensure a safe, supportive climate. Statistics show 1 in 3 women and 1 in 5 men will be sexually assaulted during their college career. We are required to have policy, process and support. Elements that are included in policy are: ability to inform students, support of faculty and staff with training and development, maintenance of records of alleged violations to report under Cleary Act. They will continue to monitor rules from the Department of Education. Bill Erb added the American College of Health provides guidelines for universities. He has compared this policy with their guidelines and all critical pieces are included. Policy protects the university and its students. Policy applies to students, faculty, staff and visitors. Employees have specific things they must do and things they are encouraged to do. Discussion:

- 4.4.1. clarify that it must be reported for minors
- 4.4. This was based on University of Montana and University of Minnesota policy. There are many tensions in guaranteeing confidentiality. Also reviewed White House task force white paper.

Council was asked to review carefully to determine if it is clear enough to show good faith effort. Temporary emergency policy will be effective September 15. Policy will go through regular process and be final the following September. Cleary Act reporting must be in place by October 1, which is the official campus report for statistics. It provides same standards and time frame for comparison of universities. On October 1, students will receive information on the Cleary Act and other things they should be aware of, which are also on the web. Plan will be put in place for faculty, student and staff training. It was noted this is not just a federal requirement—it can highly impact people’s lives and can be devastating.

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- David Connelly’s comments were right on and he is right that complaining without action is not helping. Dr. Olson will follow up on David C.’s remarks and getting more feedback from faculty
- Staff Fall Forum
- Almost 300 staff participated in the online survey after Staff Fall Forum. Feedback was mostly positive, but were disappointed in attendance with 675 there out of anticipated 800 staff.
- Some indicated they were having staff meetings. VP’s were asked to be adamant about staff attendance
- Some said they only heard about it from PACE and didn’t go because PACE doesn’t do anything for them. Will ask for email or letter from the president indicating its importance
- Feedback will be put on PACE web page in aggregate form
- Biggest complaint was being too long
- Plan some more entertainment while eating
- Have had similar feedback from Summer University. We should focus on positive feedback and not manage from the margins.