CEA Board Meeting Minutes  
TSC Room 225B  
December 4, 2008 – 11:00 am

Conducting Meeting: Craig Miller

In attendance: Craig Miller, Enid Kelley, Pat Anderson, Debbie Tidwell, Kevin Johnson, Taci Watterson, Jennifer Barton, Maren Seamons, Marla Boyer, Ronda Callister

Excused: Karen Hoffman, Heidi Harris

1. Approval of Minutes – Kevin Johnson motioned to approve the minutes. Jen Barton seconded. One note was made to clarify if the State of Utah does indeed provide time off to employees for volunteer service. Minutes were approved.

2. Report from Dr. Ronda Callister – Dr. Callister presented information on a “Caregiving Policy” (Policy number 366) that is in the proposal stage.

Dr. Callister believes that faculty has an extremely difficult time in using sick leave or short term disability for the birth or adoption of children. Concern was expressed that classified employees are only allowed 6 weeks off. There was concern that it was not equitable for all employees. This policy would allow faculty to have a semester (aprox.16 weeks) off with pay, whereas professional and classified employees only receive 6 weeks. Most classified employees don’t have the choice to take additional time off unpaid. They don’t have the financial flexibility that faculty with higher salaries have. The faculty proposal includes the financial support of central administration who would cover the majority of the cost. It was clarified that this policy would be for male and female but that they must be the primary care giver of the child. It was expressed that faculty could take Short-term disability, but Dr. Callister felt that this creates a division and this policy is designed for women on tenure track to assist them in the tenure process. The Caregiving Policy would only apply to faculty if it is approved and it would then become part of faculty policy. Dr. Callister suggested that if CEA or PEA would like a similar proposal, we begin the process for our own employees.

3. Committee Reports & Assignments

Salary & Benefits Kevin Johnson

Caroline Shugart gave their committee a case study that gave evidence that exercise release time saved companies money. They also received copies of benefit studies from Cornell and Boise State and will try and put in a proposal for a similar policy. They would propose a 2 hour time block typically in conjunction with lunch hour. This policy requires that you use a university facility during work
hours. They would like to make it university wide. They are still working on gathering information on volunteer leave time.

Employee Enhancement Maren Seamons

Ski Night is set for January 15th. The biggest concern that they have is that we have to pay $150 in sales that night to the cafe or make up the difference. They don’t think it’s going to be an issue, but to be aware of the minimum limit just in case. The registration form is already up on the CEA website. Tiffany from ASUSU is also going to distribute it to her organizations. They will put up a banner advertising this on a wire in the TSC for 3 days during the second week of January. There will be several mass emails go out to the CEA and PEA employees. Maren asked for contact with the Faculty Senate. The request to include the scholarship money in the ticket price was readily accepted by Beaver Mountain. They will take all the money and will return the $2 to the scholarship funds.

Employee Relations Heidi Harris

No report

Scholarships Pat Anderson

There have been no additions to the scholarship fund this month but 2 people have added for next month and she wanted to make sure the board members are also contributing.

Media & Public Relations Jennifer Barton

The newsletter went out in December. The next one will go out February or March. Information on UHESA and the Forum will be on the next newsletter.

Employee Recognition Taci Watterson

Her committee met and will hit the pavement in January. January will be the 3rd quarter to give out the Employee of the Quarter award. It was suggested that it would be best to award this early in the month. They have a person already selected.

Kevin Johnson motioned to adjourn. Taci Watterson seconded. The meeting was adjourned.

Next Meeting: January 8, 2008