

**UHESA**  
**July 31, 2008**  
**9:30 am**

Those present: Jennifer Evans-Weber State, Butch Steffen-SLCC, Geniva Brooks-CEU, Dan Trujillo SLCC- Vicki Noyes-CEU, Peggy Hoffman –SLCC, Doug Thom-SLCC, Mark Wiesenberg-UVU, Travis-SUU, Lisa Martinez-Weber State, Karen Hoffman-USU, Clint Moser-UVU, Heather Couturier-Weber State, Julie Newland-UofU

Jennifer: She gave the Mission & Vision of UHESA

Budget approved by Vicki Noyes, seconded by Butch Steffen.

Minutes for May 2008 and Nov. 2007 (change, add Geniva in attendance for May and Nov. meetings), change Brett to Brad King in Nov. minutes in the Canyon Mine section, Make the change in the May minutes in the business items SLCC had a 2% cola to everyone and 2% for merit. With modified changes November minutes approved by Butch Steffen with Doug Thom seconding. May minutes with changes, motion to approve Vicki, seconded by Travis.

**UHESA Website:** It is in need of updating. We have needed a host for the website and a manager. SLCC & SUU have offered to house the website but we need someone at one of these institutions to keep our website up. Travis from SUU said they could host the site and he could get the website up and running if someone else could be assigned to keep it updated.

**Lunch: SLCC Pres. Cynthia Bioteau**

We were welcomed to SLCC by Pres. Bioteau. SLCC is made up of 14 different sites with higher education given to over 60,000 students. They want SLCC to be every student's first step, or next step to higher education but never their last step. She said that the more engaged an individual gets in leadership, the bigger the target is on your back. So never take yourself seriously.

Leadership is not the act of one person, but the act of the collective group. You cannot be a leader alone. When leadership is shared, then more are vested in the outcome. As a leader, you see a bigger picture of things. A leader needs to be a risk taker – step back and look at something differently. A leader also needs to have respect for themselves as well as others.

As a leader you are in charge of where your team goes, because you are driving the bus. You aren't a passenger, but are now the driver. Anytime you can bring people in and engage them in problem solving or whatever you are trying to accomplish, they will feel part of the organization or the solution.

The business we are all involved in educating our students, co-workers, families and friends, is the most important thing we can do.

**Presentation:** Larry Christensen on Leadership Roles –

1. Each of us has a unique perspective of what leadership is; thus leadership is what you think leadership is.
2. Most leaders adopt observed leadership practices...they model what they have seen. If they have seen capable and efficient leadership, they are going to be capable and efficient. However, if they haven't, the leadership outcome is often much less than is desired, needed, or necessary. It is the "however" of leadership that is the killer of companies, success, people, and the human spirit.
3. Little real research based leadership training is done to help first time leaders, or second time leaders, third time leaders, etc. Thus most leaders, who are really good workers and people, do what they see other leaders do.
4. Leadership: The 7 Power Roles was originally based on experience and intuition. What was taught seemed right, and in many cases it was right, however, it was not research based.

### **Leadership Overview:**

1. Leadership has two approaches: managerial and visionary.
2. Managerial leaders look to the present and within. They face the day to day challenges of leadership, and keep the company functioning. These leaders are logical thinkers, practical planners, and activators for the present. They see and drive "day-to-day success."
3. Visionary leaders look to the future and outward. They look to the competition, and the path that will take the company forward. These leaders are critical thinkers, strategic planners, and activators for the future. They see and drive "the big picture."
4. Visionary leadership is a talent which cannot be taught. Managerial leadership requires knowledge and skills that can be learned.
5. Leadership: The 7 Power Roles focuses on the skills, knowledge, and attitudes of managerial leaders.
  - A. Leadership as an equal: leader carries equal status as team members, but organizes and facilitates team expectations, work loads, and leads team meetings, coupled with
  - B. The Consensus Approach: "Let's discuss the issues and arrive at team consensus." All issues are discussed and debated until a majority of the team agrees with a plan of action. Team members who do not agree with the majority, accept and uphold the chosen course, and thus supporting the team, and or
  - C. The Facilitation Approach: "How do you want to solve the problem?" The leader allows the team to make decisions and solve problems. The leader's role is to keep the team organized and moving through the decision-making and problem-solving processes.

### **"Croc pond" by Roger Anthony**

Crocodiles not Water lilies (crocodiles are powerful and leaders, water lilies bob up and down without direction).

1. We need to be who we really are without pretending.

2. Living up to the essence of integrity which is being and standing by what I believe. Integrity is wholeness, completeness, reliability. As leaders it is one thing to teach a certain thing, it is another to live it, but the greatest by far is to be open and humble and admit when we are wrong.
3. The greater the trial or tribulation, the greater the blessing right around the corner.
4. Every moment man is changing by a degree the world, by the power of radiating. The more we are out of line with who we really are with the power of the human spirit, the more powerful the negative radiations that go out. We spend so much time working on our attitude than we don't concentrate on radiating our personalities.
5. Leadership is all about living in the role of integrity. Life is a state of radiation and absorption. Communication is about leadership and leadership is about communication. Patience is a wonderful leadership trait. The portal to integrity is to be humble. True leadership is mentoring and helping to change lives. We would rather have the pain of what we are use to than to risk pain of trying something new with leadership changes. True leadership is constant change. Success and encouragement as someone is changing. It takes self discipline for this transition. The greater the desire, the greater the change. Value gives you the desire or the vision which gives you the power to change. The leadership quality is to show value for the change.
6. When we harbor unforgiveness it weakens the human-being. Don't forget to forgive oneself and the environment. If what you achieve does not culminate in peace, happiness and joy it isn't true success.
7. Leadership is all about encouraging change through transition. Make allowances for the individual perspectives of others. No one can take away our attitude of how we deal with things in life.

**Nominations:**

Treasurer: Jim Kittelrud-nominated by Travis Rosenberg, seconded by Karen Hoffman

Secretary: Heather Couturier nominated by Karen, seconded by Mark Wiesenberg.  
Travis Rosenberg nominated by Mark Wiesenberg, seconded by Vicki Noyes.

President Elect: Butch Steffen nominated by Karen, seconded by Doug Thom. Geniva Brooks nominated by Vicki Noyes, seconded by Butch Steffen.

Vicki suggested that the nominations cease, it was seconded by Butch.

Meeting adjourned at 4:30 pm

Dinner at park at 6:00 pm

August 1, 2008  
9:00 am

### **Representative Kory Holdaway:**

Whether in Public or Higher Ed, it is the staff that keeps things going. The work you do is too important for us to be lax in. The importance Higher Ed plays is it is the economic engine for the state. Anytime he can talk to other legislatures to invest in education and not appropriate, he does. The problem right now is attendance is either flat or down, so it is hard to get legislatures to want to appropriate money to Higher Ed. One of the problems that are causing this is the economy. He has tried to increase the awareness for the opportunity for scholarships and grants. This next legislative session the revenues are coming in behind what we wanted. It won't be like the last couple of years where we received more money, but will be a leaner year. We need to help Legislatures understand that it is an investment in Higher Ed. We need to help our staff recognize that we are helping students to become better individuals in their lives. Jennifer suggested to Representative Kory that the state give higher Ed a lump sum of \$1200-\$1500 per employee, like they did for Public Ed. He suggested that we try and push this in the next Legislative session as he feels that it is a great idea. Representative Spencer Pratt is the analyst to look at staff retention and Rep. Holdaway will contact him with this suggestion.

### **UHESA business:**

Thank you to Jennifer, Jill and Barbara for all their service in UHESA

Election results:

Secretary: Travis Rosenberg

Treasurer: Jim Kittelrud

VP Elect: Geniva Brooks

Butch will remain as our Legislative Liaison

### **Positives on our campus':**

Uof U: HR instituted web md: if you sign up on their website and fill out a profile, then you receive up to \$40.00 off per month on their medical plans.

SUU: Staff President receives: \$3000 per year for a 1 year term, with Sec. receiving \$1200.00 per year for 1 year term.

UVU: Staff President receives \$1500 per year for a 2 year term, with Sec. receiving \$500.00 per year for a 2 year term.

Weber/CEU: Healthy Utah, 3 hours a week allowed for exercising on campus. An Employee potluck breakfast with the winning table receiving 4 hours off for personal leave.

SLCC: Training with release time. Presence on President's council

UVU: Employee can receive 8 hours of volunteer leave that is run through the staff assoc. The employee applies for this and it is presented to the staff assoc. for approval.

Weber: Award an employee of the month from their staff assoc. and give them a purple bag that is filled with many items (donations from bookstore, tickets to performing arts, and many departments throughout campus donate different items to this). It is awarded at a staff meeting. This is a great recognition for the employees.

SUU: They have a professional improvement training committee that includes any staff that wants to attend.

USU: We have a week of activities for all classified employees to attend: a basketball tournament for any employees to participate in, a coffee break where all money earned goes to scholarships, a brown bag forum with a special speaker and the culminating event is the banquet that bosses pay for their classified employees to attend.

Clint would like us to begin talking about the good things we are doing on our campus's each month when we meet and talk and then look at possibly implementing these on our own campus'. We will track these things.

**Meeting schedule for this coming year:** Conference calls will be the 2<sup>nd</sup> Wed. of each month at 1:00 pm.

**Annual conference:** SUU (July30-31)

**Site meetings:** CEU (May 15th), Weber (Nov. 14<sup>th</sup>)

Butch relies on each institutions legislative reps to feed things back to Butch and he will send info to them and they should pass this information on to our staff assoc.

Meeting adjourned