

Minutes

November 17, 2020

2:00-4:00 pm

SC213C/TEAMS

Attendance – Chris Medina, Kim Schollenberger, Nate Mathis, Nathan Gerber, Gus Pacchiega, Alex Gebers, Ashlyn Robb, Julia Escobar, Kristen Nuesmeyer, Beka Grulich, Kellie Hancock, Dalene Rowley, Todd Olson, Michael Snapp, Zach Hoskin, Savannah Olsen, Kylee Keele, Bonnie Mortensen, Ransom Cundick, Natalie Healy, Alison Jensen, Natalie Shelley, Silvia Lobendahn, Chase Schetselaar, Jakell Larson, Ben Burk, Beth Reid, Marilyn Meyer, Linda Makin, Chad Johnson, Stacy Fowler, Trish Baker, Collin Craig, Candida Johnson, Megan Densley,

Absent – Bjorn Engebretsen (sent Chase Schetselaar in his place) Anne Arendt

Welcome, Approval of Minutes, Administrative Updates

- ***PACE Administrative AVP- Marilyn Meyer***
- ***Faculty Senate (Anne Arendt)***
- ***UVUSA (Bjorn, Engebretsen)***
- ***Minutes – October 2020 minutes stand as approved***

New Business

Discussion on Great Colleges to work for survey

A lot of the focus areas in the survey are conversation based. Employees want more conversation from PACE, Quarterly town hall, emails for single issues, want more emails when big things happen, allow employees to have more of a voice. Really like being able to go to virtual meetings, like when the leaders are talking real issues and would love to see that on the PACE level.

- Work on meaningful and effective communication from PACE.
- Sometimes Cabinet says things that need to be worded more carefully because there have been times when it is offensive
- Employees value time with co-workers. Supervisors are looking down on time spent “chatting” with co-workers
- Meaningful recognition –
- More conversations and more communication and want a genuine conversation instead of being talked at.
- UVU employees want to feel heard and like they are allowed to be a part of the solution/discussion.
- Divide into focus groups for individuals who have interests and feel safe to be frank in the group. There is a feeling that retaliation will happen, or they can’t be honest. We need to promote a place of trust and respect that PACE will be a voice along with HR to get a group going.
- Changes that affect me are discussed before being implemented – Reassignment of work, leaders, and such are not being discussed beforehand they are being told after the fact and expected to follow through instead of being able to discuss solutions and give input.

What does flexible work look like to you?

There is a feeling that some take advantage of weak leadership working remotely. Needs to be managed by supervisors who can handle this. There are many employees who appreciate the opportunity to work from home. They feel they are more effective and feel that work from home is a

great option at this time, and would like to see it available even when a pandemic isn't the cause of it. It allows more flexibility to take classes during shift. Allowing employees to take a class without having to use leave, letting them make up the time by adjusting work schedule. It allows for the employee to work when they are productive.

Committee Reports

Benefits (Trish Baker): "Perks" Would like to explore different ways to communicate those to employees and maybe other things we can add to the list.

Bylaws and procedures (Natalie Shelley): Recently sent to committee chairs their area of policy, please look over and let them know if changes need to be made/discussed.

Elections (Stacy Fowler): Will come with positions that will be filled next year so that we can start promoting in our areas and around campus.

Employee Recognition (Natalie Healey): Looking to move the sightings awards to green bucks. That will happen shortly.

Events (Kylee Keele): Hoodies in place of Social, there will be a drive through pick up for the gifts and those who cannot come to that we will mail them out.

Marketing and Communication (Collin Craig): Will be working on getting the PACE wall in ballroom updated.

Legislative Affairs (Jakell Larson):

https://www.uvu.edu/universityrelations/docs/legislative_fast_facts_2021.pdf

View this link to see the priorities that have been submitted to legislature for 2021. Legislative reps and student reps will be on the hill, others will view online. At December meeting give a tutorial on how to see the different meetings online.

Policy Review (Ben Burk): Policy 104, Advisory Boards. Comments collected by PACE were discussed and approved as PACE's official response

Professional Development (Michael Snapp): looking to modernize Staff Development Fund, will report at next meeting.

Service & Scholarship (Kellie Hancock): During Holiday break there will be info going out to request student nominations for scholarships.

Wolverine Pride (Chris Medina): Waiting to hear if any sporting events will happen.

Action Items:

Jakell give training on how to access legislative website. January 19th

Senator Reports – Thank you all for your input in the Great Colleges to work for survey, no other senator reports at this time.

Academic Affairs:

Finance and Administration:

Institutional Advancement:

University Relations:

Student Affairs:

Planning, Budgets & HR:

Important dates

Extra day off for Thanksgiving, Campus closed Nov 25-27, enjoy your holiday

Next Meeting:

Minutes taken by Ashlyn Robb

Meeting dismissed at: 3.50 p.m.