



STAFF ADVISORY COUNCIL

Minutes

Tuesday, August 8th 2017

9:00 am, MBSC Chancellor's Room

Present Members:

Deb Brozak, Eric Hager (P.E.), Barb Harvey, Sarah Kole, Steve Lendt, Melissa Malmberg, Beau Malnack, Katie Martikainen (S), Patti Martin, Megan Nelson (V.P.), Lindsey Parde, Jill Russell, Laura Sherwin, Jim Sinclair, Steve Summers, Jill Sutton, Jennifer Walcutt, Thomas Walker (P), Suzanne Withem (T)

Absent Members:

Anthony Flott (P.P.), Matt Shields, Kevin Thibodeau, Kim Harter, Linda Value, Chandra Gustafson, Melissa Boseman,

Guest Speakers: (9:00 - 9:30 am)

Cecil Hicks, Assistant Vice Chancellor for Human Resources

Here to discuss the "Best Places to Work" Survey

"Engagement represents the degree to which employees willingly go above and beyond in their work, advocate for the organization and intend to stay in to the future" [[slide set]]

What changed from last time? Overall score 2015 = 79.98; 2017 = 79.62

So, a small downturn, but that is to be expected with the time in which the survey was given out. The budget issues this year, Reduction in Force topic, A LOT of uncertainty while this survey was out. But Cecil noted it is still important to conduct surveys during this time. It would be false information if we only held surveys when we already knew morale was high. So, why are surveys important?

1. Accreditation
2. Trying to get a pulse; shouldn't matter what is happening on campus when you take the survey, as long as your goals isn't to just get a good score. It's a pulse point.

Employee Profile (slide) – at UNO: over 50% are engaged; BUT from 2015 to 2017 slight shift to disengaged...(1%) small, but still going in wrong direction

NOTE: UNO is in "all large" category when comparing with other survey employers

"I am proud to work here" is most favorable statement among survey takers

Cecil said that what HR hears continually is "where is my development opportunity?" and "Why isn't there a training department?" Right now, there are some things that are offered for managers' training, but UNO doesn't really have a training department. Mostly one-offs, but not large inventory. There is exciting opportunity for partnership with UNMC, so HR is asking SAC to be positive advocates for change. Bring ideas and when classes are offered, please support and encourage attendance

Laura - Training and Development

This area has not had focus it needs on this campus. We haven't had resources put into this area. (SAC has identified this as area of need). UNO HR needs to tap into what other campuses are doing and look for positive collaboration to benefit all campuses. In last 3 weeks HR has been working on changes and they are about ready to kick off a new program. Watch out in the next month for promotions and announcements. The program is called "Re-imagining U" and will have a Course Catalog, similar to a degree program. Links and information for sign up will be out in a few weeks. Re-Imagining U will be offered in sections of 100 and 200 level classes at both UNO and UNMC campuses. They will begin with 9 classes at UNO, hoping to add more next semester. Employees will need to get manager permission before registering. Right now planning for online registration – many classes will be repeated next semester.

Example Courses:

Developing U - Development 101

Trust and Communication 101

UNO/UNMC employees welcome to attend both campus events. There will be 300 level courses focused on Departments – will need to call HR to schedule at special time.

400 level classes only offered once (thought of as electives)

"Power of followers hip" - speaker event

Ethical Leadership

Wellness classes

500 level courses (also viewed as electives)

Equity, Diversity, Inclusion

OUCH classes

Appreciating Difference

American History too through Mexican-American Eyes (at UNMC)

There is also an opportunity for "Tracks," which HR is still working to develop.

Classes will be free, with exception of some 300 level classes (cost incurred by department, probably – \$45 or so). 100/200 level courses will have no cost. HR is hoping to have announcements in MavDaily in next week or two, so keep your eyes out!

Using Googleforms for tracking at the moment – hoping to track longer to see if Canvas or other LMS can help.

Katie Sup-Rezac, Division of Continuing Studies

Big announcement is that the department is going through a name change: Bachelor of MultiDisciplinary Studies Degree, beginning this Fall.

Katie is happy to spend time meeting those on campus – have found that many do not know much about degree, or have misconceptions. Not much about the degree has changed other than the name. The reason for name change is that after speaking with students, alumni, employers, they found that people don't really understand what the degree means. ("General" is kind of misnomer). There are two degree formats for MDS: Students will graduate with one of many concentrations, or 3 emphases, if only one did not best fit their needs.

The purpose of this type of degree is to help students keep the credits that have already been awarded. The general demographic for MDS student is that they have taken time off and maybe moved around to a lot of schools. 66% of their students are 22-34. MDS has a large military audience, with an office at Offut Airforce Base. This degree will help students move on to a graduate degree or whatever else they are looking at. On average MSD students can graduate in 3 semesters, or terms.

Katie's office generally does not recruit to UNO employees, because there are many options out there. They DO reach out to UNMC, though.

Call to Order

Approval of Minutes

- No discussion of the minutes or changes.
- Motion to approve: Jennifer Walcutt, with second from Sarah Kole

President's Report – Thomas Walker

- Thomas will be meeting with Chancellor Gold tomorrow and the Regents on Friday. More to update at the next meeting

Treasurer's Report – Suzanne Withem

- No official update. Suzanne has yet to receive the hard copy in her mailbox.

Committee Chair Reports

- Professional Development Committee – Eric Hager
 - This group will meet after the start of school/staff Picnic
 - Thomas noted it is nice to see the support and programming presented today from HR; potential for SAC to promote. Thomas said he plans to attend at least one session to see what they are like, and encourages all SAC members to do the same.
- Elections Committee – Megan Nelson
 - Nothing to report
- Resolutions Committee – Megan Nelson
 - Brought off the table: resolution for outgoing members to vote on the Executive Committee (Megan distributed wording)
 - Motion from Thomas Walker
 - Second from Steve Lendt
 - Unanimous vote in favor for the resolution
- Communications & Publications Committee – Katie Martikainen
 - Nothing to report
- Activities Committee – Suzanne Withem
 - Picnic (Suzanne and Eric)
 - There is an electronic sign-up for volunteering. Eric passed out the flier that communications came up with. That image will be used in MavDaily for announcements. Patti will send out a digital flier for all of us with some wording for the invite; Katie to follow up with constituent list reminder.
 - Volunteer REQUIREMENT for SAC – please sign up for at least 2 hours (set in 1 hour shifts right now). If you have signed up and would like to change your volunteer time, let Suzanne know.
 - Encourage your coworkers to join you!
 - Games/Activities: We are borrowing games from Jennifer Walcutt (MBSC) – Beans bags/cornhole, Jenga, Connect 3
 - Photobooth: Complete Weddings is donating their time and supplies. Will be much more professional (and hopefully fun). Attendees will be able to leave event with photo strip
 - There will be the Giant O and selfie sticks from the library (Beau)
 - Backpack Stuffing
 - Great success!
 - Still continuing this afternoon and Friday will be distribution. You can still sign up for either time slots.

Updates on the following committees

- **UNO Athletics Committee Meeting – Thomas Walker**
 - First meeting will be later in August
- **UNO Parking Committee – Kim Harter**
 - Kim absent; no updates
 - Reminder to all to buy your parking passes!
- **UNO Wellness Stampede Advisory Committee – Steve Lendt**
 - Have not met yet
- **UNO Sustainability Committee – Steve Summers**
 - There is a new campus map coming out that will include the bus stops and a “how to get to campus” transportation fair at HPER
 - Aside from sustainability, Steve wanted to mention how helpful Brandon at Food Services has been in organizing the Picnic. We really need to find opportunities to show appreciation to that team.
- **Mav Communications Committee – Thomas Walker**
 - Met recently. There has been a CMS upgrade (website backside). The website will operate the same, but new look to the administrative work.

New Business/Good of the Order

- Employee of the month is back! Barb Harvey let us know it will be announced in the MavDaily tomorrow. Chancellor Gold will not attend, but Cecil will be there with a lot of the HR staff
- Laura Sherwin asked Thomas if at his meeting with the Chancellor, if he would push the increase in size for SAC agenda. Thomas is working on a resolution for the expansion (will need to be voted on to make official). New members would be added in at the annual voting period.

Adjourn – 10:03am

- Motion – Thomas Walker, Second – Sarah Kole

Next Meeting:

September 12th – 9:00am-10:00am, CEC 127

Guest Speaker – Harold Sargus, Nebraska Business Development Center