



STAFF ADVISORY COUNCIL

Minutes

Tuesday, January 9th 2018
9:00 am, Maverick Landing

Present Members:

Melissa Boseman, Deb Brozak, Kim Harter, Sarah Kole (V.P.), Steve Lendt, Melissa Malmberg, Beau Malnack, Katie Martikainen (S), Lindsey Parde, Laura Sherwin, Jill Russell, Jim Sinclair, Steve Summers, Jill Sutton, Kevin Thibodeau, Jennifer Walcutt, Thomas Walker (P), Suzanne Withem (T)

Absent Members:

Anthony Flott (P.P.), Barb Harvey, Patti Martin, Megan Nelson (P.E.), Matt Shields, Linda Value

Guest Speakers: (9:00 - 9:20 am)

Jill Russell

Jill discussed the Higher Learning Commission (HLC) Accreditation that is coming up. There was a 10 minutes video shared that can also be found on the website and a one-page handout. Accreditors will be visiting campus March 5-7. There will be a group of about 5 people from other colleges and universities in the region, holding open meetings and asking faculty/staff/students questions to validate the information we have provided to them. The focus is *evidence* of the work our report claims.

In October 2016 there was a systems portfolio sent to HLC that covered standards of the accreditation. An updated report was sent in December 2017; this visit is to confirm our December report.

This is important because the accreditation standing is what allows us to provide financial aid to our students.

Question from Jennifer: When was the last time we had a full blown accreditation?

Answer: The cycle we are on now is an 8 year process. The last one would have been in 2010. We are hoping to move to a new pathway instead of AQIP, which would allow for continuous quality improvement and only 3 areas of focus.

Question from Jennifer: What is the difference?

Answer: Right now we are being asked to cross-reference standards, and they do not align that well. Hopefully the change would streamline our operations. Jill also referenced the HLC criteria on the handout, showing how some standards cross-reference within themselves. It was also noted the Board of Regents matches their criteria to align with this, so in the long run this helps consistency with expectations.

It was also noted that all accreditations are "ramping up" their expectations.

Question from Steve Lendt: When is the visit?

Answer: March 5-7. The agenda is being worked on, as Jill is managing 5 people's schedules. But, she hopes to have more detailed schedule soon.

Question: What can SAC do to help?

Answer: visit the website. If you have any data or notes on how you are working on continuous quality improvement, please share on the website or send directly to Jill so they have more data to work with. Encourage your departments and office staff to do the same.

Tour of Maverick Landing (9:20 am)

Maverick Landing is connected to, but separate from, the Scott Crossing Housing. It acts as a secondary study area, social landing, and café space for students on Scott Campus. Maverick Landing also hosts some student services such as a satellite writing center.

Call to Order

Approval of Minutes

- No discussion of the minutes or changes.
- Motion to approve: Thomas Walker; seconded by Laura Sherwin

President's Report – Thomas Walker

Thomas said the Chancellor congratulated us on the good work so far this year. Still excited for and supportive of SAC. Thomas shared SAC goals of 2 internal events, 2 external/fundraising events, and perhaps 2 more with the students (collaborate with Student Government). Still working on finalizing the idea of a \$20,000 budget for next year. Next place to pursue is online donations with the Foundation. Currently working with Suzanne and whoever takes Treasurer next year for this option for fundraising. Still looking into the Ink Recycling Program.

Community updates: Megan had her baby 3 days ago: Emmeline Pearl. Mom and baby are happy and healthy. Chandra Gustafson has left UNO. She earned her Long Term Care Administrator's license and has gained employment in that field. Not sure that we will fill her seat or wait until the election cycle, as elections will open soon.

Treasurer's Report – Suzanne Withem

Current balance of \$1,096.78 (no change)

Eraser Program: We are past the 50% mark of our goal for eraser fundraising. There are hopes that the first week of classes will help us meet the goal for the 15th. Reminder, the goal is to raise money for 7,000 erasers by August (January 15 goal is 3,500 toward that).

Committee Chair Reports

- **Professional Development Committee – Megan Nelson**
 - As Megan is on maternity leave, Thomas will be taking charge of this committee.
 - Right now, the focus is on Re-Imagining U, but what more can we focus on or work for? The majority of SAC members have participated in at least one session. All had positive experiences. Sarah Kole suggested linking the sign up to our website to encourage enrollment.
- **Elections Committee – Sarah Kole**
 - There is a new timeline drafted; handouts were shared. The process is proposed to move up a bit to allow more time for nominations and the voting process. As we are going in size to a committee, of 40, we thought the extra time would be nice.
 - Question from Laura Sherwin: Will these votes be for officers or just for members?
 - Answer: New members. They will begin in June, so are not immediately eligible for officers. Thomas added that it was voted on last year that new members could not be an officer, but that the outgoing members would be able to vote on officers.
 - Question from Steve Lendt: How will we share this information?
 - Answer: MavDaily, mass email, website. Mostly, personal communication. Everyone on SAC should be thinking of good people to nominate, and sharing the word that nominations are open. We are also open to other ideas, but primarily word of mouth will be most successful.

- Sarah has created a SmartSheet form online for nominations. There will also be a paper options, but hopefully for the majority the online process will be easier and more convenient.
- Thomas reiterated the importance of current members to nominate new members.
- Question from Laura Sherwin: How will we know what positions are open? (so we don't nominate someone who isn't actually available)
 - Answer: with the restructure of 50% Managerial/50% Office/Service, this should help alleviate that issue. Also, it can be harder to tell who falls under what category, so the overall idea is just to nominate good people. More than likely they will be a good candidate.
- Thomas also reminded everyone that the rule has changed so members can return after one year off. So, there are some who rolled off that year that are now eligible. Hopefully this can help carry momentum into the new year.
- Question from Katie: Are we concerned about the large influx of numbers this year, and then every 3 years running into a cycle of losing/gaining so many new people?
 - Answer from Thomas: He believes it will organically balance out after a few years. There may not be 40 this year, there will be some who self-select off...
- Question from Sarah: Is there any benefit to asking the new members to attend the May meeting?
 - Answer: We can invite guests, but need to make clear they cannot vote.
- Question from Steve: When will nominations be available?
 - Answer: January 16th
- Question from Steve: When will officer nominations be open?
 - Answer: January 16th is just for officer nominations. The form can be the same for everyone because we do not need to indicate the silos from before.
- Question from Jim: Are there plans to meet with other groups on campus and let them know more about SAC?
 - Answer: Nothing now, but that could be something we look into.
 - Thomas said there will be posts on MavDaily and emails.
- **Resolutions Committee – Sarah Kole**
 - Sarah passed out a print copy of the resolution. The focus is changing the committee structure. The proposal is that there are co-chairs to each committee, which will hopefully distribute responsibilities better, and engage members more. There is also some restructuring in the groups (e.g. combination of elections and resolutions committee). There was an addition of the service committee, as activities and fundraising are different.
 - Article VI focuses on each committee focusing on their own 2 goals each year (to be determined by the committee)
 - Thomas added the focus of having “members as leaders,” that Megan is a main person for this drive in change and hopes to build upon this platform next year.
 - Sarah commented on a similar idea of making member accomplishments part of what we celebrate each meeting (e.g. graduations, births, promotions)
 - Vote: motion from Thomas, seconded by Steve
 - Motion passed unanimously
- **Communications & Publications Committee – Katie Martikainen**
 - Call for help with website. As we are hoping to use a single voice and ask people to visit the website for information, it will take many eyes to notice updates and changes. Please visit frequently and share your ideas with Katie.
 - If you are comfortable with the back-end of UNO's website, we could also use your help to make updates.
- **Activities Committee – Suzanne Withem**
 - In reference to earlier discussion of eraser drive, Suzanne encourages all to get to the bookstore. Reminder it may be busier this week because of start of class. But, you can

always offer to take the monies from your coworkers and make the trip (easier for them to donate this way). Big thank you for Eric for helping set this up before he left.

Updates on the following committees

- **UNO Athletics Committee Meeting – Thomas Walker**
 - Nothing to report (no meeting)
- **UNO Parking Committee – Kim Harter**
 - Kim was absent from this meeting. There was no parking meeting, but will have updates in February
 - Jim gave a reminder about the change in pricing for electronic parking and that there will be another charge station in the East Garage Parking soon.
- **UNO Wellness Stampede Advisory Committee – Steve Lendt**
 - Nothing new to report
- **Mav Communications Committee – Thomas Walker**
 - 3-page handout from Thomas
 - Highlights: Shared Admissions Application 2.0 for August 2018; OrgSync is converting the Engage; there is a mobile app for self-guided tours. Jennifer said it is up and running
- **Inclusion and Equity Team – Suzanne Withem**
 - The Free Speech Policy document is still under consideration (December 2017). The general discussion is about where it is okay for students and public to demonstrate (“free speech zones”). Pros and Cons: we can control what is happening, but also difficult because of the high sensitivity. Tim Wise is invited by UNO to speak, but the offer is being held until this policy is in place. A lot of this is in response to the fall 2017 incident on UNL’s campus. Suzanne voiced concerns that the staff are not protected by the Union, so can lose jobs over this type of incident. Dr. Benjamin-Alvarado has encouraged all staff to collect ideas and perhaps present them as a group instead of as an individual (this would make it harder to pick apart individuals).
 - Similarly noted, Ben Shapiro has been considered to invite as a speaker. We will probably see more conversations about Free Speech and having conservative platforms given equal air time to Liberal speakers. While you may not personally have a political stake in the game, it is worth paying attention to as it can affect how we operate as a university and academe in general.
 - Civil Discourse Society – Dr. Benjamin-Alvarado is spearheading this idea to have all spectra come together to have conversations about contentious issues. To have good conversation, not debate.

New Business/Good of the Order

- Laura Sherwin spoke about the Chancellor’s Commission on the Status of Women (CCSW). They are working on a document about workplace climate change. Examples they are tackling include lactation rooms in more buildings, insurance coverage for birth control, and the “stop clock” for faculty. They have had a meeting with Deb Smith-Howell and Dan Ship. The document for changes has been well-received with administration now looking at implementing some of the recommendations (on a “5 year plan”). One of the topics also covered was climate for staff/professional development. Disparity on what is available for staff – depending on what department you are in it can be difficult to even get support to attend Re-Imagining U sessions. (being told to use lunchtime hours to attend).
- Laura also followed up on her earlier request regarding workplace governance. In CPACS, staff have voting rights; at IS&T they are changing by-laws. Not full voting rights yet, but on track.
- Thomas thanked everyone for the work so far and expressed excitement for what lies ahead. The next meeting we are calling “Strategic Planning.” We want to focus on what SAC can set for goals for next year. Please come prepared with ideas.

Adjourn – 10:18am

Next Meeting:

February 13th – 9:00am-10:00am, Mammel Hall, 113

No guest speaker (Strategic Planning session)