



**Staff Advisory Council Meeting**  
**Minutes Tuesday, August 14, 2018**  
**9:00 AM | Thompson Alumni Center**

**Present Members:**

Melissa Boseman, Amanda Buker, Melissa Eckstein, Yuriko Doku, Bryson Barth, Brendan Brown, Deb Brozak, Savannah Czolgos, Traci Fullerton, Lupe Green, Emily Hassenstab, Vanessa Hatfield-Reeker, Brevan Jorgenson, Sarah Kole (V.P), Heike Langdon, Steve Lendt, Melissa Malmberg, Beau Malnack (T.), Katie Martikainen, Sarah McGrath, Megan Nelson (P.), Lindsey Parde (S), Trevor Reeves, Jennifer Rock, Erin Safley, Laura Sherwin, Amy Skolaski, Michael Smith, Steve Summers (P.E.), Thomas Walker (P.P), , Alex Zatzabal

**Absent Members:**

Chantel Asselin Dunn, Gabi Duarte, Leslie Franke, Nicole Hecht, Adam Hilt, Courtney Luxon, Jill Russell, Matt Shields, Jim Sinclair, Linda Value, Suzanne Withem

**Speaker (9:10)**

- **Chancellor Gold**
  - Chancellor Gold welcomes the group back to the Fall semester. He has been in his role for a little over a year and has seen major growth in many areas with teams and advisory teams he has worked with. He has also come to understand the UNO Strategic Planning process, which provides a set of pillars, which include; Student-centeredness, Academic Excellence, Community Engagement, and Institutional Quality.
  - There is no update to the budget situation. Gold informed the group that a proposal for the next biannual budget was presented to the board of regents and was approved. Gold considers this budget very conservative.
- We then opened the floor for comments/questions:
  - **Q: Why not a merger between UNO & UNMC?**
    - Gold states that he has no interest in blending the brands of UNO and UNMC. Each of the four campuses have different brand identities. Gold states that we have blurred some of the back offices (HR, procurement, security, and IT) due to financial savings. There also has been new partnerships between UNO & UNMC, giving more opportunities for students at UNO to intern/job shadow at UNMC. The scholarship programs and program work is historical advancing UNO students and is stronger than ever. Gold states that he is always looking at other areas to strengthen UNMC and UNO.
  - **Q: What is in place to protect staff during the budget cut time?**
    - There are policies in place that help protect staff. Budget decisions that have been made are reposition of people, retirement, and most important was not hiring new employees. Gold states that he is dedicated to protecting the workplace at UNO. He has a responsibility to UNO to refresh the workforce.
  - **Q: What is your vision of UNO's research with a conservative budget?**
    - Gold states that here at UNO we must continue to invest in research. While research is expensive to maintain and fund, we need to find new sources of revenue to fund research. Gold knows he is unable to give everyone everything they want when it comes to research funds but knows the importance of investing in certain programs.

- **Q: Will you please address the UNO Climate among staff.**
  - When major cuts happen, it can affect the climate of an organization. Gold states that the university is looking at doing an engagement survey at UNO in order to help improve the cultural. If anyone has any ideas on how to improve the UNO cultural, they can email them directly to his email. Gold has asked Megan to put together a working group to come up with ideas on how we can improve the UNO culture.
  - The following individuals have volunteered for the workings group: Alex, Emily, Katie, Sarah, Vanessa, Thomas, Brendon, Laura, Melissa Hekie, Steve, - Katie Point person
  
- **Q: Will you please address the new healthcare program that will be starting in January.**
  - The whole NU system is switching to United Healthcare in January of 2019. While the University is changing the healthcare operator, the healthcare plan will stay the same. There will only be a 2% disruption with the program change.
  - By switching healthcare operators, there will be a 12 million dollar savings.

### Call to Order

- **Approval of Minutes**
  - No discussion of the minutes or changes.
  - Motion to approve: Heike Langdon, with second from Emily Hassenstab
- **President's Report (Megan Nelson)**
  - We will be doing SAC pictures at our September meeting. Please arrive at 8:30 am for individual pictures. Group picture will follow at 9:00 am.
  - Strategic Planning update
    - Based on our discussion, Megan has organized our strategic plan into a set of goals and long-term ongoing goals
      - Increase Visibility
      - Establish Wellness Program
      - Establish Professional Development Fund
      - Create Staff Appreciation Events
      - Engage with the Omaha community and campus community.
      - Collaborate with Campus organizations to improve campus policies
      - Explore campuswide staff perks.
      -
- **Treasurer's Report (Beau Malnack) - \$ 20,585.35**

### SAC Committee Reports

- **Activities Committee (Vanessa Hatfield-Reeker)**
  - The Faculty & Staff picnic is Wednesday August 29<sup>th</sup>.
  - Activities committee is asking members to sign up to help with the event, promote event, and if anyone has prizes, please give them to Vanessa.
- **Professional Development Committee (Laura Sherwin)**
  - The committee is currently in the process of doing data collection.
- **Elections and Resolutions Committee (Brendan Brown)**
- **Communications Committee (Lindsey Parde)**
  - The SAC polo's has been ordered. They should arrive the week before the picnic.
- **Service Committee (Deb Brozak)**
  - The Salvation Army event was great. Thank you to everyone who volunteered.

## UNO Committee Reports

- UNO Athletics Committee (Matt Shields & Adam Hilt)
- UNO Parking Advisory Committee (Jim Sinclair, Amy Skolaski & Trevor Reeves)
- UNO Wellness Stampede Advisory Committee (Steven Lendt & Courtney Luxon)
- UNO Sustainability Committee (Jim Sinclair)
- Mav Communications Committee (Megan Nelson)
- Inclusion & Equity Team (Suzanna Withem)
- WiSTEM Pro^2 (Alex Zatzabal & Bryson Barth)
- Chancellors Commission on the Status of Women (Sarah Kole & Alex Zatzabal)
  - The committee met to discuss climate issues on campus. A landscape salary survey with job descriptions will be happening.
- Plan Design Committee (Thomas Walker)
  - The committee is working on proposed changes to benefits plan for 2019.
  - This coming year, the plan design is going to stay the same.
  - For the following year, the design is staying the same but have added a new plan with a higher deductible, removed dollar cap on ages 2 and under for preventable care and individuals will have a zero copay for flu shots.

## New Business

### Good of the Order (10:47)

## Adjourn

### Next SAC Meeting

Tuesday, September 11<sup>th</sup>, 9:00 –10:30 AM  
MBSC, Dodge Rooms 302  
MBSC Tour  
SAC Pictures