



Staff Advisory Council Meeting Minutes

Tuesday, April 14, 2020

9:00 AM | Zoom

Present Members:

Alex Boryca, Amy Skolaski, Bryson Barth, Brevan Jorgenson, Courtney Luxon, Hanna Wanzenried Solberg, Heike Langdon, Katie Sup Rezac, Keristiena Dodge, Kirsten Case, Lisa Medina, Nikki Hecht, Shannon Teamer, Steve Summers, Vanessa Hatfield-Reeker, Geri Murphy, Traci Fullerton, Yuriko Doku, Michael Smith, Rachel Jensen, Jill Russell, Amada Bunker, Thomas Walker, Laura Sherwin, Emily Hassenstab, Mary Hoylman.

Call to Order (9:30 AM)

- **Approval of Minutes**

- No discussion or changes to the minutes.
- Motion to approve by Kirsten Case. Seconded by Heike Langdon.

- **President's Report (Steven Summers)**

- Steven met with Rachel from the Chancellors office to talk about the heat map. Opportunity to talk about compensation and workload.
- Steven and Vanessa will have an opportunity to speak to VC Ewald on April 30th about the budget for next year. Hoping for an increase in the budget, while considering the money that we did not spend this year on some of the events that we were unable to hold.
- Planned meeting with Chancellor Gold on May 26th to update him on where SAC is currently at. Great time to introduce him to Vanessa who will be taking over as SAC President next year. Also, meeting with SVC Kopp on May 28th to talk about issues concerning staff as well and some of the academic side of that. CCSGE, WiStem, Faculty Senate and Faculty Union are meeting with Chancellor Gold on June 1st as part of the compensation initiative. Continuing to move forward with Senior Leadership for the 2020-2021 year.

- **Treasure Report (Sarah McGrath)**

- * Current Balance – \$11,208.00.
Expenses year to date- \$9734.00

Contract for the PD Speaker has been signed. Decision to have the speaker expense on this year's budget. Hoping to reschedule the speaker for this Fall.

SAC Committee Reports:

- Events Committee (Melissa Eckstein)
At this time, we will not be rescheduling the Pancake Man and will reschedule the speaker. The Fall may be too packed to have the Pancake Man along with other scheduled events. The committee decided to wait to bring the Pancake Man back in the Spring of 2021.
- Professional Development (Laura Sherwin)
Met with Chancellor Gold and delivered the final report of the PD fund. He will be talking to President Carter this month to secure funding to make the program permanent at UNO. Hope to hear something back from him by Mid May. If the funding is secured, that would be the money for the next fiscal year starting July 1 going forward.
- Community Engagement(Heike Langdon)
Committee is having a zoom meeting to continue planning for future events. With covid, events were unable to be held this spring. Not sure what fall is going to look like, would like to do something fun to welcome people back to campus.
- Strategic Planning (Thomas, Kiersten)
Meeting later this week to review any changes or updates to the Bylaws. Should have ready to vote on at our next meeting.

UNO Wide Committees:

Laura and Alex as part of CCSEG had a meeting with Cecil and Lolita from HR earlier this week. Asked questions about the Salary Equity Study that the University is in the process to get ready to do. University wide although, the data will not be shared across the campuses. Still in the formative stages of hiring a third-party company to come in and collect data and do a statistical analysis on that data for staff only. The effort has been stalled with the covid virus going on. Initial interest was to talk about salaries, job titles and compensation and how these works together across the system. Chancellor Gold was very supportive. What was found was that the process they are going to take on the study will be done by Central Administration on Protected Classes and nothing right now, about job titles and descriptions. The study will be looking at outliers. Groups looking at how the study could be more comprehensive. Cecil is our point person at UNO. Limited in scope but a good step. We need to keep supporting and working for more campus specific initiative.

Heat Map (Thomas Walker)

Issues with staff around retention, general culture and way people feel around campus. Talking about the need to have a more robust HR department here on campus due to the loss of full time leadership; split Chancellor, Business and Finance, Dan Shipp and losing Phil Covenington, all of who would have led the charge on policy issues had they been full time at UNO. Not just leadership issue or HR issue, that they are intertwined.

New Business

Elections for next year: 2021 Cohort

Announcement of 14 new members going out in the next all staff email. Believe everyone has accepted their positions. Names have been sent to the Chancellor for his approval based on our Bylaws. Once the approval comes, we will be able to send out the list of new members on the all staff email. Great group coming in for next year.

Faculty Senate Recommendations (Laura Sherwin)

Faculty Senate is working on drafts on a couple of policies at UNO for approval; Lactation standards across campus and Children in the Workplace. Asked for SAC's input and feedback. The drafts were sent out for members to review before the meeting. Faculty Senate is asking if we would review the proposed new policies and support the changes by writing a letter of support from SAC. Want to bring these new potential policies to UNO leadership for hope to become new policies on the UNO campus.

Discussion: Email Laura with changes or recommendations

Lactation Support: By vote, approved by all membership to support of the Lactation Policy moving forward.

Children in the Workplace: Concerns were brought up during our discussion. Could be unfair to those on campus who do not have an office to bring their children. Wonderful if they would look at a long-term solution for expanding childcare on campus, to be more inclusive of someone who needs a day or two and not the entire semester. More discussion needed to move forward.

SAC Award Update:

Above and Beyond: Janice Fink
Unsung Hero: Tony Packauski
SAC Recognition Award: Charley Steed
Spirit of Service: Not yet announced

Watch for bylaw proposal changes to be sent out for review. SAC will be voting on the proposed changes at the May meeting.

Good of the Order:

Communications (Charlie Steed)

Communications is looking for students who are stepping up during this time, who could be highlighted for doing some good in the community. Please pass along any student names to Communications.

Thank you to all of our members who have completed their 3 year term serving on SAC. Your dedication has impacted not only this Council but also UNO and its staff members.

Steve Lendt
Jim Sinclair
Lindsey Parde
Laura Sherwin
Steven Summers

Adjourn (10:30 AM)

- Motion to adjourn by Heike Langdon. Seconded by Amy Skolaski.

Next SAC Meeting

Tuesday, May 12, 2020

9:00-10:30 AM

Zoom Meeting