



UNIVERSITY OF NEBRASKA AT OMAHA
STAFF ADVISORY COUNCIL

General Assembly Meeting Agenda

December 14, 2021

9:00 am

CEC 205

This meeting will be held under Chatham House Rule. Topics and decisions will be fully and accurately represented but not individual speakers.

In attendance: Tracie Anderson, Andrew Armatys, Rachel Redwyn, Paola Briones, Katilin Carlson, Angela Collins, Marlina Davidson, Keristiena Dodge, Yuriko Doku, Nadira Ford-Robbins, Traci Fullerton, Kim Harkins, Nikki Hechts, Sarah Heimerman, Bethany Hughes, Mindy Hunky, Gloria Marchio, Lisa Medina, Geri Murphy, Rachel Radel, Lenae Reeves, Ellen Rice, Kevin Roy, Lolita Schumacher, Chris Scott, Chelsea Sullivan, Katie Sup Rezac, Hanna Wazenried Solberg.

Absent: Rachael Jensen, Victoria Kohout, Heather Leas, Thomas Martinez, Stephanie Neumann, Josh Nicol-Caddy, Mike Smith, Andrea Talbot

Guests: Steve Kerrigan, Mary Hoylman, Charley Steed

I. Call to Order 9am

II. Welcome Steve Kerrigan

- Questions about equity in pay and treatment of staff.
- better promotion of initiatives from HR.
- HR at other places get a bad RAP. Our team has been really supportive, and excited they have a leader again.
- HR Staff are above and beyond.
- Subject matter training is needed.
- Thoughts on Student Employment not being managed by HR.
- Communication needs to be more transparent.
- SK: Dr. Li charged me with working on partnerships and breaking down Silos.
- Will partnerships with UNMC continue? ie: admin professionals day?
- Some partnerships with UNMC made us feel like we were losing our identity. Uniqueness of institutions.
- SK: We need good change management plans. Not just doing it because someone else is doing it.
- Morale is down. Thoughts on how to retain employees?
- SK: need to leverage total rewards as well as salaries. That goes for recruitment and retention. need to be unafraid of innovation. Investment of money into staff is a good thing.
- Sick leave policy inequities for O/S and M/P
- Love to hear you talking about younger people. Would love to see some 401k education for younger people. One benefit of working here is flexibility. Work from home, etc. Need more specific education/advising for folks with retirement, etc.



III. Approval of Minutes. Motion, second, No Discussion. Passed.

II. President's Report

Strategic partnerships. AAC- formalizing partnership, regular meetings.
NU Campuses. University of Nebraska Advisory Board.
Regular meetings with Student Body President.

III. Treasurer's Report. \$20,226.04

IV. Committee Chair Reports

- A. Community Engagement Chair
 - a. Wrapped up clothing drive. 128 items. 25 coats, 42 gloves, hats, socks, scarves, sweatshirts.
- B. Events Committee Chair
 - a. Pause until next semester. brainstorming fun ideas pending policy changes.
- C. Professional Development Chair
 - a. 27 applications awarded. \$24000
 - b. 5 denied for ineligibility.
 - c. 3 voided due to cancelations or resignations.
 - d. Continuing to work with SVC Kopp for staff pro dev.
 - i. Gallup
 - ii. Fellowships
 - iii. Micro credentials
- D. Strategic Planning and Culture Chair
 - a. Continue to gather responses on communication forms.
 - b. developing orientation structure for new SAC members.
 - c. bylaws updates.

IV. New Business

- A. Website Re-do
 - a. just needs a refresh.
 - i. showcase output

V. Old Business

- A. Snow Day Policy
 - a. Internal and external concerns with policy as written. Does not pass.
 - b. At this moment, HR04 stands as written. Talk to your supervisor. We want supervisors to be flexible.
 - c. Some supervisors don't treat employees well. Segue into supervisor training discussion.
 - d. Pandemic has negated social skills



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- e. Lack of consistency in AWA approvals. – will weather policy application going to stay consistent?
- f. Motion for staff advisory council to simplify approach and language around operationalizing inclement weather policy. Second 29 in favor, 0 opposed. Motion carried.

VII. Announcements

Hanna W-S- Kudos.

VIII. Adjourn 10:26am