

General Assembly Meeting Agenda
September 14, 2021
9:00 am
CEC 205 and [Zoom](#)

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

Consent Agenda

These are unusual times, and the Staff Advisory Council is dealing with a significant number of topics that affect staff and require discussion. To create a space for dialogue, I propose a consent agenda. If any items require discussion, they can be removed from the consent agenda and discussed separately. The consent agenda can be found on the second page and includes the regular officer reports.

Meeting Agenda

- I. Call to Order
- II. Formalizing Staff Development Opportunities (Senior Vice Chancellor Sacha Kopp and Marlina Davison) – 10 minutes
- III. Approval of Consent Agenda (in lieu of officer reports)
- IV. Flexible Work Survey – Heather Leas – 10 minutes
- IV. New Business
 - A. NU Sick Policy
 - B. COVID Leave (time permitting)
- V. Guest Speaker: Chancellor Joanne Li (10:00 a.m. – 10:30 a.m.)
- VII. Announcements/For the Good of the Order
- VIII. Adjourn

Consent Agenda

President's Report

- Established meetings with UNL, UNMC, and UNO counterparts
- Several meetings with leadership on the following topics:
 - [Inclement Weather Policy](#)
 - Strategies:
 - Support Chancellor Li in her discussions with the President's Office
 - Narrowly define 'employees with alternative worksite capabilities'
 - Covid Leave
 - [NU Sick Policy](#) (please see attachment)
 - Professional Development opportunities
- Received SAC representation on the search committees for the Assistant Vice Chancellor for HR and the Associate Vice Chancellor for Diversity, Equity, Access and Inclusion.
- Request approval of budget and committee goals (we did not have a quorum via online voting)

Treasurer's Report

- Full SAC balance is available

Professional Development

Action Items Completed:

- PD Fund Applications
 - PD Fund Submissions reviewed
 - 18 applications
 - 16 grants funded
 - 1 grant declined because of ineligibility
 - 1 grant application request for additional information
 - Total appoint awarded: \$10,785
- UNO Staff Professional Development discussion
 - Created list of opportunities we'd like to see UNO offer for staff development or opportunities that are already offered but might not be advertised or known by everyone.
 - Started list of possible name change for Center for Faculty Excellence (CFE) to be inclusive of staff in the Academic and Student Success sectors.
 - Survey development and distribution soliciting feedback from SAC members about professional and career development.

Action Items In-progress/Pending:

- Re-evaluate / Update Application Process
 - Update SAC PD Description, Award Details, Funding Requirements

- Discuss Application/Review Cycle
- Create PD Fund Application Scoring Rubric
- Update Marketing Materials
 - Template emails, postcards, etc.
- Formalize SAC PD Processes document including information on steps to follow at the beginning of each academic year as well as FAQs for future years and committee members.

Strategic Planning and Climate Committee

- Team met on 09/04/21 including: Traci Fullerton, Heather Leas, Bethany Hughes and Sarah Heimerman
 - Stay Interviews were discussed: Group asked about how do those involved avoid filtering? How does the process re-engage the dis-engaged? Assessments on a certain basis? Data identified by # years of service?
 - Remote Work/Hybrid Work: Is there an objective Strat planning can do to keep this topic important to leadership. Discussed how to channel to a solution with positive solution versus a venting exercise. What are the mutual beneficial aspects of working from home?
 - Fragmented communication-how can strategic planning develop or promote better communication?
 - Discussed perceived time frame of communication across campus- too little, too late
 - Consistency of message across centers and administrative units, lack thereof personally experienced
 - Differences in processes between different units Why the difference?
 - Paternity leave policy, not consistent. Ex: HR policies interpreted differently across campus. Subjective interpretation that causes ambiguity->animosity between units
- 09/02/21: Collaborative effort under the Chancellor's Commission for Gender and Equity (4 campus leave policy under discussion: asking for 12 weeks leave that does not go against peoples sick/vacation leave). Kirsten Case Fuller is in loop with the status of the 4-campus leadership. Looking for a unified voice. There is a proposed policy but the group is looking at comparable policies across other campuses. Chancellor either has or will receive the recommendation. Kirsten will get our group looped in to the G&E commission so we have updates. *Kristen has sent this information to me and I have connected with Ferial Pearson who provided dates for upcoming CCSGE meetings. Sharing this with strat plan team to see if we have a volunteer who would like to attend.*

Community Engagement Committee

- No report items at this time.

Events Committee:

- Dates:
 - Wed, Oct 13, 7p-9p, inside MBSC (for shift workers)
 - Thurs, Oct 14, 11a-1p, inside HK
 - Thurs, Oct 14, 11a-1p, outside Mammel (with drive-by pickup for WFH)
- Food:
 - 1 grab-n-go meal per person
 - 1 bottled drink per person
 - Menu pending
- Cost: \$11.50/pp inclusive
- Swag:
 - We have items from past events, such as branded pizza cutters and other swag, that will be available on a first-come, first-served basis. Due to the higher food costs associated with boxed meals vs the traditional event buffet, we are unable to offer new branded swag for this event.
- Qualtrics survey will be going out soon to gather numbers, dietary needs, and date/location choice.