



UNIVERSITY OF NEBRASKA AT OMAHA

STAFF ADVISORY COUNCIL

Staff Advisory Council Meeting Minutes

Tuesday, January 8, 2019

9:00 AM | MBSC 228 Chancellor's Room

Present Members:

Bryson Barth, Melissa Boseman, Deb Brozak, Yuriko Doku, Melissa Eckstein, Traci Fullerton, Lupe Green, Nicole Hecht, Adam Hilt, Kevin Jones, Brevan Jorgenson, Sarah Kole (V.P), Heike Langdon, Steve Lendt, Courtney Luxon, Beau Malnack (T.), Katie Martikainen, Sarah McGrath, Megan Nelson (P.), Lindsey Parde (S), Trevor Reeves, Jennifer Rock, Laura Sherwin, Jim Sinclair, Amy Skolaski, Michael Smith, Steve Summers (P.E.), Thomas Walker (P.P) Alex Zatizabal

Absent Members:

Amanda Buker, Savannah Czolgos, Gabriela Duarte, Leslie Franke, Vanessa Hatfield-Reeker, Emily Hassenstab, Melissa Horgan, Lisa Medina, Jill Russell, Erin Safley

Speakers (9:00)

- **Cecil Hicks & HR Team**
 - **Esther Scarpello, Benefits Manager**
 - New health insurance started 1.1.19.
 - The following customer service numbers are dedicated lines for University of Nebraska employees.
 - Medical UMR: 1-844-659-5059
 - Dental Amerita: 1-800-487-5553
 - New additions to medical plan include:
 - Preferred Tier – Employee goes to a UNMC provider will get a discount.
 - Infertility benefits covered under both the pharmacy and the medical benefits.
 - Health Risk assessment enhancements include:
 - 0 copay for flu shots
 - Annual preventive care allowance \$400
 - Employees can find more information on the benefits website:
www.Nebraska.edu/benefits.
 - **Laura Wakefield, Employee Relations, Development, & Recruiting Manager**
 - Spring Re-Imaging U courses will be available soon.
 - There is a new administration process/system for the catalog, registration, calendar and survey.
 - HR will be rolling out automated performance appraisals in mid-April.
 - All staff will be on the same annual review schedule – reviews will be due June 30th.
 - There will be an Engagement survey coming out March 25th – April 5th.
 - This will not be a regular survey – data collected will help in improving specific

- department/work areas culture.
- **Lolita Schumacher, Payroll and Compensation Manager**
 - W-2's are available online.
 - Crisis leave is available to employee's
 - Program where employees can donate vacation leave up to 40 hours.
 - If anyone has any extra leave, consider donating to the Crisis leave.
 - Job reclassifications normally happen when employee's job duties have changed more than 70 percent.
 - Process to reclassify job starts with an updated job description, which should be submitted by supervisor. The full job reclassification process takes about 10 days depending on the type.
 - Steps for job classification can be found on the NU Values website.

Call to Order (9:57)

- Approval of Minutes
 - No discussion or changes to the minutes.
 - Motion to approve: Sarah Kole with second by Tracy Fullerton.
- President's Report (Megan Nelson)
 - Next service event is April 14th from 11:00 to 3:00 at Baxter.
 - Gallup focus group is January 24th
 - Executive Elections will take place in May.
- Treasurer's Report (Beau Malnack)
 - Current balance: \$13083.84

Updates from the Following SAC Committees

- Activities Committee (Vanessa Hatfield-Reeker)
 - Spring Event
 - SAC will be hosting a Pancake event for staff on March 14th.
 - Committee will be looking for volunteers shortly.
 - More information to come.
 - Employee/Department Recognition Program
 - Working with HR this month on the Employee of the Month winner.
 - SAC provided a cake and coffee bar with the winners department.
- Professional Development Committee (Laura Sherwin)
 - Survey Results
 - Committee is almost finished analyzing data.
 - The plan is to share the results with Cecil, the Chancellor and the Administration.
 - Will be sharing survey results via MavDaily for everyone on campus this month.
 - Presenting survey results at the Chancellor's Cabinet Meeting on January 16th.
 - Lamarr Womble Event is January 31st at 10:00 am in MBSC Ballroom.
- Elections & Resolutions Committee (Sarah Kole)
 - Update on upcoming SAC Elections
 - SAC Elections are coming up. We will begin taking nominations on January 14th until February 22nd.

New Business

Good of the Order

Adjourn (10:15)

Next SAC Meeting

February 12, 2019, 9:00 –10:30 AM

Baxter Arena Club Lounge

Speaker & Tour: Mike Kemp