



UNIVERSITY OF NEBRASKA AT OMAHA  
**STAFF ADVISORY COUNCIL**

**General Meeting Agenda – July 14, 2020**

**9:00 A.M. on Zoom**

**Attendance Present:** Vanessa Hatfield-Reeker, Keenan Krick, Rachel Jensen, Rachel Radel, Tracie Anderson, Brevan Jorgenson, Ellen Rice, Charles Fisher, Lisa Medina, Amy Skolaski, Steven Summers, Geri Murphy, Ronita Bolton, Emily Hassenstab, TJ Walker, Andrea Talbot, Heike Langdon, Keristiena Dodge, Yuri Doku, Michael Smith, Thomas Martinez, Kaitlin Carlson, Courtney Luxon, Traci Fullerton, Nikki Hecht, Gloria Marchio, Lolita Schumacher, Mindy Hunke, Katie Sup Rezac, Hanna Wazenride Solberg, Amy Dinh, Shannon Teamer, Alex Zatizabal Boryca, Charley Steed

**Absent:** Sarah McGrath, Bryson Barth, Adam Hilt, Melissa Eckstein, Paola Briones, Nadira Ford-Robbins, Andrew Armatys, Kirsten Case Fuller

Call to Order

Approval of May Minutes- Approved by unanimous consent

Approval of June Minutes- Approved by unanimous consent

Action Item

- Chatham House Rule –“When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.” Motion to approve Charles Fisher, Seconded by Brevan. Motion passes, going forward we will now adopt the Chatham House rule for the main SAC Committee and all subcommittees.

**The rest of the meeting was held under Chatham House Rule. Topics and decisions will be fully and accurately represented but not individual speakers.**

Officer & Committee Reports

- President’s Report
  - SAC is doing outreach to new employees, even though there are not as many as in the past.  
BOR Constituency Meeting.
  - Furloughs were approved at the BOR UNO does not have a furlough policy at this time more to come. A member mentioned there is a UN policy available at:  
<https://nebraska.edu/-/media/unca/docs/offices-and-policies/policies/policies/hr-02-furlough-program.pdf>

- Fall reopening committee work continues. The focus is on how to make staff/faculty and students safe in the fall.
- Treasurer's Report- Current balance \$6,547.68
  - Awards came out \$279 Distribution TBD
  - Speaker Steve Bergeron \$2,500.00 on contract with him, we paid out of the 2019-2020 fund to set up a virtual event at a later date.
  - Tentative plan is whatever we end with they will bump us back to \$20,000
- Community Engagement Committee
  - First meeting last month, few ideas, will narrow down budget and send it off.
- Events Committee
  - Going to have to think outside of the box for upcoming events, working on narrowing down ideas, working on getting a budget together.
- Professional Development Committee
  - Tentative dates for the speaker in September and October. Will meet to figure out alternative options, working on finalizing things as we see how things progress through out the fall.
- Strategic Planning & Culture Committee
  - Working on three working groups within the committee: HR Taskforce, Flex Working Environment, Supervisor Feedback.

#### Action Items

- Officer Election Director of Operations- Kaitlin Carlson, Charles Fisher nominated. Majority rule Kaitlin is the new Director of Operations! Congratulations!!
- University-Wide Committees
  - Went through a list of UNO-wide committees and requested nominations/volunteers. President will help connect those appointed to new committees.
- SAC and UNePlan
  - Motion was made to have all SAC and committees put goals in UNePlan. Seconded.
  - Discussion included: Would create visibility and possible favorable view of SAC by administration that use UNePlan strongly. Is Faculty Senate doing this? Would we be on the same page as them? How much more work for individual committees would this be? UNePlan could be helpful to SAC as a source to see what is going on University wide and there are many things that SAC could and should be aware of to help us implement our strategies. Possibly do this as a pilot program.
  - Motion to amend the motion to call it a Pilot year. Motion was seconded and passed after vote.
  - Discussion continued: What is the downside? What is the upside?

- Vote: The motion passed. We will give the Faculty Senate the heads up that we are going this. We are passing it as a pilot program.
- Diversity, Equity, Inclusion & Access Approach
- Report from discussion in Executive Committee between having an ad hoc committee or asking each committee to include DEAI in one of their goals. Motion was made to require each committee to include DEAI in one of their goals. Seconded.
- Discussion: There was little discussion. General consensus this was important to the mission of SAC in helping all feel welcome working here.
- Vote: Motion passed.

#### Open Discussion

- What Questions Are You Getting After Recent Campus Announcements?  
Clarity on the Furlough policy.  
What will fall look like?
- H&K is open!
- Voluntary Workforce Reduction Policy
  - How does the reduction of hours work, staff is still working over 40hours at a time. Are we still expected to work over 40hours?
  - Voluntary reduction in hours is strictly voluntary. You can volunteer to go to .75FTE
  - What are the negative implications for staff?
  - Fear of mentioning interested in volunteering for reduced hours, does this show that my position is no longer necessary?
  - Might be able to get clarity from administration appropriate to ask for clarity. President is emailing Chancellor about budget will happily work them in for clarification.

#### Announcements

- August 2020 Meeting Guest Speaker: Cecil Hicks
- Committee Budgets & Goals Due to SAC Exec by July 28

For the Good of the Order

Adjourn