



UPDATE

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<http://uaad.unl.edu>

Happy Holidays!

December Graze & Mingle

Wednesday, December 19

11:45 am -1:00 pm

Kimball Hall Stage



Join us at the School of Music on the Kimball Hall Stage for hors d'oeuvres, desserts and holiday cheer.

Our traditional December celebration is a time to take a break from the holiday bustle and the inevitable rush to complete projects before the UNL Holiday Close-down.

Why not join your friends at UAAD for a quick lunch, a little fun and the opportunity to reflect on the semester past and look forward to the New Year? Your work will be there after lunch, right where you

left it, and you'll be rejuvenated and ready to take it on.

If you picked up a gift tag for Home Instead Senior Care be sure to bring your gift to this meeting so we can deliver in time for the Holiday.

Please send your registration form and \$5 to Michele Deaton by December 14th.

Registrations forms are available on the UAAD web site: <http://bit.ly/TG5Vs4>

Reward someone you LOVE to work with!

The Carl A. Donaldson Award for Excellence in Management & The Floyd S. Oldt Award for Exceptional Service and Dedication at UNL are great ways to recognize the people you love to work with!

Submit your nominations by February 1, 2013 – awards are presented at the UAAD Founder's Day Celebration on February 20, 2013.

For more information, nomination forms, and contact information see our web site: <http://uaad.unl.edu/awards>

President's Message . . .

Leading Change

As has been the theme throughout this semester, I continue to share bits of information with you regarding how we are to meet the continued changing environment we are now living in. We are faced with hefty goals for increased enrollment, increased dollars, and increased services. The old adage, "if you do what you've always done, you'll get what you've always got," will send us all down the wrong path. How can we embrace change rather than fight against it?

Acknowledging the challenges that exist when trying to make change, and looking at possible solutions we may be encouraged to consider whether we are contributing negatively to the problem or we are consciously looking for potential solutions. If we cannot see the urgency for change it is difficult to get behind the need for such change. If we settle for having past successes, a lack of visible crises, low performance standards, or insufficient feedback from external constituencies we won't put forth the extra effort that is essential for change to happen. If we believe that we're all doing our job "just fine", or that there are problems everywhere and not just in our area, it's easy to stay with the status quo . . . which therefore makes it easy to resist initiatives that come from above.

We have been given a new vision for the stretch between now and 2017. In order to produce useful change to accomplish this vision, we must direct, align and inspire action on the part of a large number of people. Defining our strategies as we align our unit with the campus vision is critical to success. Our description of the vision that Chancellor Perlman has set before us is one that we must provide both understanding of and interest in or we cannot be successful. Will there need to be sacrifices? Yes, more than likely

there will be. But, the sacrifices will not be willingly made unless we think the potential benefits of change are attractive and unless we really believe that a transformation is possible.

As the managerial/professional staff at the University of Nebraska it is our responsibility to communicate UNL's vision in both words and deeds. Nothing undermines change more than behavior by important individuals that is inconsistent with the verbal communication. This change cannot and will not happen quickly, which is why it was stated as a five year process. We cannot wait to get started! Short term goals are critical in order to gain the momentum necessary to succeed in the long term. We must actively look for ways to obtain clear performance improvements, establish congruent goals in our yearly planning, work hard to achieve the objectives to accomplish these goals, and reward the people involved with appropriate recognitions.

Be the leaders in accomplishing our 2017 vision. Begin to anchor your new approaches into your organizational culture. Show others how specific behaviors and attitudes can help improve performance. Ensure that the next generation of leaders really do personify the new approach.

Be the leaders of change!

Enjoy your break! My wish for you is that you are able to spend quality time with friends and family and return to campus "renewed" and "ready" to be the positive change we need!

Vicki Highstreet
UAAD President



Schedule

At-A-Glance

Monthly Meetings
Every 3rd Wednesday

December 19

Annual Holiday Celebration

January 15

UNOPA/UAAD Joint Meeting

February 20

Founder's Day
Oldt & Donaldson Awards
Speaker: Dr. Ellen Weissinger

April 17

JoAnne Owens-Nausler
Looking Ahead & Reaching Back: Lessons In Living For
The Sandwich Generation

May

Year-end Picnic

Professional Development Workshops

November 8, 2012

Paul Wesselmann
Best Work/Best Self: Time and Stress Management for Busy People

April 18, 2013

JoAnne Owens-Nausler
Secure Your Own Mask First:
Managing Your Own Health

UAAD Community Outreach



Be A Santa To A Senior!



This year UAAD will once again provide Christmas gifts to seniors through Home Instead Senior Care.

The deadline for getting your gift to the Community Outreach Chair, Erin Wirth, is December 19th. You can bring your gift to the UAAD Graze & Mingle event OR bring your gift ANY TIME to room 237 in the City Union - the Student Money Management Center.

Gifts must be wrapped.

Please attach the "Be a Santa to a Senior" tag to your gift.

Remember, there is no minimum or maximum amount you need to spend on your gift.

Thank you!

You are making the holidays brighter for one of our community members!

This Month's Focus: Social Wellness



"The ability to perform social roles effectively, comfortably, and without harming others."

<http://wellness.unl.edu/>

The UNL Wellness website asks us to take a Wellness Pulse Check.

Are you engaged in the process of Social Wellness?

Evaluate your own social wellness with this brief quiz.

- Do I plan time to be with my family and friends?
- Do I enjoy the time I spend with others?
- Are my relationships with others positive and rewarding?
- Do I explore diversity by interacting with people of other cultures, backgrounds, and beliefs?

Understand your needs – we are all unique and what one might find important may seem irrelevant to another. Identify what yours are and don't pressure yourself to perform in an area that you don't enjoy.

Reach out – offering friendship to others is a step toward social wellness. Consider joining groups that focus on your interests.

Choose relationships carefully – an abusive partner, an overbearing relative or an insincere friend can cause unnecessary strain on your emotional state.

Don't feel the pressure to conform – conformity is required by society but cooperating with standards and mores doesn't mean changing the person you are.

Learn to communicate effectively – being able to do this is a vital component of social wellness because this is how you initiate relationships in the first place!



UAAD 2012-2013 Membership Roster



Kathy Anderson

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Rebecca Barnes
Ricardo Barrera
Patrick Barrett
Keith Bartels
Kathy Bennetch
Beth Benson
Eileen Bergt
Jessica Bowen
Zac Brost
Sally Buchholz

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Stan Campbell
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Becky Carter
Rod Chambers
Josh Clausen
Valerie Crook

Deborah Dahlke
Jan Deaton
Michele Deaton
LuAnn Detwiler
Kay Dinkelman
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Dodie Eveleth

Helen Fankhauser
Jason Farber
Marilyn Fenton
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Jim Fischer
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Jennifer Gilmore
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Bill Goa, Jr.
Joe Goodwater
Ronnie Green
Jelena Gude

Juliana Hagemeyer
Beth Hartman
Cheryl Hassler
Richard Haugerud
Jennifer Hellwege
Tyler Heng
Holly Henrichs
Vicki Highstreet
Jill Hochstein
Judy Hostetler
Betsy Howe

Cathy Jewell
Casadi Johnson

Debbie Kane
Karen Kassebaum
Gary Kimminau
Shelli Krupicka

Mary LaGrange
LaRita Lang
Amy Lanham
Todd Lanham
Tony Lazarowicz
Randy Leach
Grace Li
Teresa Loseke
Suzan Lund
Cathy Lund

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Deloris Pittman

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Linda Ratcliffe
Alli Raymond
Mary Ellen Reeves
Nathan Ross
Jennifer Rutt

Nancy Schneider
Dan Shattil
Nancy Shoemaker
Janet Sievert
Lynne Smejdir
Dori Smidt
Nicole Smith
Lyda Snodgrass
Allen Specht
Alfred Stark
Mary Sutton

Jolene Tederman
Sherri Tompkins
Melissa Townsend
Barbara Trail

Ruby Urban

Shannon Vaccaro

Gretchen Walker
Sue Walker
Sara Weixelman
Robin Whisman
Jeanne Wicks
Emily Wilber
Karen Wills
Erin Wirth
Wanda Wood