



# UPDATE

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UNIVERSITY OF  
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Lincoln

## November Program: Downtown Lincoln's Master Plan and UNL

**P**olly McMullen, President of the Downtown Lincoln Association will present an overview of this blueprint for improving the downtown community. Bring your lunch and questions on Wednesday, November 9 from 11:45 AM to 1:00 PM at the Nebraska Union at 14th & R Streets on City Campus.

The Downtown Lincoln Association serves its downtown constituents and the Lincoln community by providing leadership, marketing, management,

economic development services and events to ensure a vibrant, inviting downtown.

### Silent auction items include:

- Two University Theatre 5-admission passports (value \$80-100)
- Two Lied tickets to Arlo Guthrie, Nov. 11 (value \$70)
- Auction to benefit local non-profit organization.

For more information, contact Linda Ratcliffe, program chair, at 472-3965. ☎

## Put In The Big Rocks First!

### *A lesson in time management*

**I**n "First Things First," Stephen Covey tells a story that one of his associates heard at a seminar. The seminar presenter pulled out a wide-mouth gallon jar and placed it next to a pile of fist-sized rocks. After filling the jar to the top with rocks, he asked, "Is the jar full?"

The group replied, "Yes."

He then got some gravel from under the table and added it to the jar. The speaker jiggled the jar until the gravel filled the spaces between the rocks. Again, he asked, "Is the jar full?"

This time, the group replied, "Probably not."

The speaker then added some sand and asked, "Is the jar full?"

"No!" shouted the group.

Finally, the speaker filled the jar to the brim with water and asked the group the point of this illustration.

Someone replied that you could always fit more things into your life if "you really work at it."

"No," the speaker replied, "that's not the point. The truth this illustration teaches us is: If you don't put the big rocks in first, you'll never get them in at all."

What are the 'big rocks' in your life? Your children, your loved ones, your education, your dreams, a worthy cause, teaching, mentoring others, doing things that you love, time for yourself, your health, your significant other. Remember to put these BIG ROCKS in first or you'll never get them in at all. If you sweat the little stuff (the gravel, the sand) then you'll fill your life with little things you worry about that don't really matter, and you'll never have the real quality time you need to spend on the big, important stuff (the big rocks).

So, tonight, or in the morning, when you are reflecting on this short story, ask yourself this question, "What are the 'big rocks' in my life? Then, put those in your jar first. ☎

# NU Values:

## Changing the Way the University Thinks about Pay and Performance

### What:

The University of Nebraska is changing its perspective on employee pay and job responsibilities for Managerial/ Professional and Office/Service staff through a program called NU Values. NU Values is a compensation system that establishes work competencies and focuses on identifying and rewarding effective performance in relationship to established job characteristics.

### Why:

NU employee surveys have indicated that there is a desire to develop different approaches in determining pay, and to create new ways of thinking about career growth, performance expectations and performance evaluation. Leaders have indicated that they needed more flexibility in rewarding good performance. The current NU classification and compensation system needs to be updated in order to adequately reflect changing job markets, employee skills and abilities.

### What this means for employees:

No one's pay will be decreased and no one should expect a pay increase as an immediate result of implementing this program. Instead, NU Values will change how jobs are defined, how performance is measured and how pay is determined. Defining jobs and recognizing performance will establish a framework for career pathing, training and development and performance management. NU Values is an open, flexible system that will present employees and supervisors with clear objectives and paths for career growth. Its goal is to empower employees to increase personal responsibility for job accomplishments.

### What this means for supervisors:

Supervisors are key to the success of NU Values. They will take an active role in defining jobs and implementing career growth, training and development and effective performance management. Supervisors will utilize communication and coaching skills and have a greater interactive leadership capacity within their unit. NU Values enhances creativity, decision-making and flexibility in career management for both the supervisor and the employee.

### What this means for administrators:

Utilized properly, NU Values will increase effectiveness and efficiency of staff, actively reward individual and

team strengths, address weaknesses and align individual and departmental activities with organizational priorities and directions. In many cases compensation decisions that were previously made by the Human Resources department will now rest with a department or college.

Administrators will take an active role in supporting supervisors and employees in recruiting and retention, career growth and development, performance management and increasing effective communication. Organizational unit leaders and administrators will be responsible for making decisions that are in

compliance with employment laws, regulations and University policies.

### Examples of how positions and pay may be affected with NU Values:

- **Advancement.** Pay increase in same Job Family Zone
- **Promotion.** Job change to a higher zone in same Job Family
- **Transfer.** Position change in same Job Family in different organizational unit
- **Career change.** Reassigned to new Job Family
- **Performance (merit) increase.** Increase separate from annual increase from legislative appropriations and based on work performance
- **Salary Decisions.** Based on available funding, market data, internal equity within unit and employee competencies

For additional information, please contact Human Resources or visit the NU Values website at <http://hr.unl.edu/general/nuvalues.shtml>. All employees are encouraged to view the orientation module at this website.

### Mark Your Calendar

James Stubbendieck

Director, Center for Great Plains Studies,  
and UNL Professor of Grassland Ecology

presents

### “Nebraska’s Dynamic Natural Landscape: A Photographic Study”

A slide presentation on the changes of the state’s  
landscape from the 1860s to the present.

Wednesday, December 14

11:45 AM - 1:00 PM

1155 Q Street, Hewitt Place, 6th floor

Catered lunch of soup and assorted breads  
with pre-paid reservation (brown bag welcome).  
Please bring desserts to share.