

Avoid the pitfalls of competition

Many organizations use competition-between departments, teams or individuals-to increase productivity. After all, contests seem like a fun way to achieve a goal. In sports, teams are pitted against each other, and people enjoy the competition. So why not enjoy the same spirit of competition at work? The difference is that in sports, opposing teams aren't expected to cooperate or collaborate after the competition.

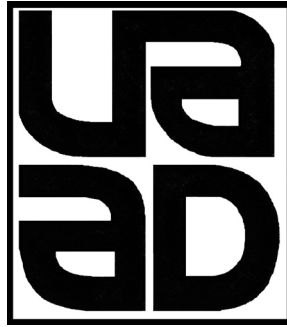
You can have successful intra-company contests without damaging relationships-but only if you work hard to protect your staffers from the downside of competition. Here's how:

Think small. Don't compete for high-stake rewards. Keep contests fun by keeping the prizes fun. People aren't as likely to toss out the relationships they've built for a pizza party as they are for a \$500 bonus.

Compete to beat past performance, such as improving on a safety record, beating a sales goal or improving a customer satisfaction rating.

Offer multiple prizes. When you throw employees into a winner-take-all situation, many people give up almost immediately because they don't believe they have a shot at winning.

Source:Communication Briefings, as adapted from Make Their Day, Cindy Ven-trice, Berrett-Koehler Publishers Inc., (800) 929-2929.



April 2004 :: Volume 18 :: Issue 7

A note from the president

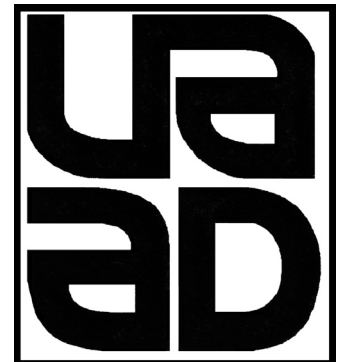
Spring is often viewed as a time of renewal...and it appears spring has now really arrived at UNL, and with it a number of opportunities to "rejuvenate" yourself through several UAAD activities. We have two professional development sessions that will take place in the next thirty days. First, immediately following our April general business meeting on Wednesday April 21st at the Champion's Club we'll have Tim Cassidy (Associate Athletic Director for Football Operations) bring us up-to-date on "What's New in Husker Football"...with Aaron Davis then presenting "Performing Like a Champion" from approximately 1 to 3 p.m. The second professional development session will be jointly hosted with UNOPA and take place the afternoon of May 3. More details will be provided later about this joint event, but please reserve that date and time on your calendars.

I would also suggest that you can rejuvenate yourself (and our organization) by completing the Interest Inventory & Nomination Form that was recently e-mailed to you. Volunteer to participate on one of the many UAAD committees or consider running for one of the officer positions. Please also consider nominating one of your colleagues to run for one of the elected positions. You will find that active participation will have a positive affect on both you and the UAAD organization.

SEE YOU AT THE CHAMPIONS CLUB. We hope to review some suggestions made at our March general meeting regarding UAAD proposed bylaw changes and vote on these amended changes. Your vote is important.

UAAD Update is an official
publication
of the University Association for
Administrative Development

Visit the UAAD Web site at:
<http://uaad.unl.edu>



UAAD General Membership Meeting

March 17, 2004, East Campus Home Ec Building

President Randy Leach called the meeting to order at 11:55 a.m.

Approval of Minutes: Minutes from the February 11, 2004 general membership meeting were approved as written.

Officer and Committee Reports:

President, Randy Leach –

Vicki Highstreet elaborated on the upcoming professional development opportunity who is already scheduled to be in Lincoln next month.

Randy recognized new members and guests.

The membership reviewed the content and meaning of the proposed bylaw changes. A question arose regarding the definition of urgent with respect to the UAAD Board making a decision on behalf of UAAD. A motion was made for the Bylaws Committee to define urgent and come back to the membership with a new proposal. The motion was seconded.

Vice President, Tad McDowell –

Tad announced that presentations will be held across campus allowing as many people/groups as possible to view the serious parking issues the campus will face over the next few years and the potential resolutions available to alleviate some of the parking problems. Parking Services would appreciate hearing everyone's comments/concerns regarding the solutions.

Treasurer, Al Stark –

Please see the next issue of the Update for all the current account balances.

Program Committee, Mary LaGrange –

Reminder that Thursday, April 8 will be the next Chat with the Chancellor at the East Campus Union from noon – 1:00 pm.

April 21 will be the next general membership meeting and will be held at the Champions Club. The meeting will tag team as a Professional Development opportunity. Following a short business meeting, Tim Cassidy, Associate Athletic Director will be speaking on "What's New in Husker Football". Lunch will be catered by the Chances R restaurant. The Professional Development segment, held from 1:00 pm – 3:00 pm will feature Aaron Davis who will be speaking on the subject of football as well – "The Husker You Never Heard of – with a Message You Need to Hear". Cost for the lunch and professional development segment will be \$10 for UAAD members and \$30 for non-members.

The program committee is planning a cookout at Morrill Hall for the May 19 general membership meeting.

Mary LaGrange introduced Carolyn Ducey, Curator of the International Quilt Study Center who gave a short introductory presentation on the Quilt Center followed by a tour.

The general membership meeting was adjourned at 12:20 p.m.

Respectfully submitted,
Cindy Bell, UAAD Secretary

UAAD Monthly Treasurer's Report

Alfred Stark, Treasurer
Current Account Balances — 4/01/04

University of Nebraska Foundation - Cash Balance Activity

Beginning Balance	\$1,745.00
Gifts	<u>15.00</u>
Ending Balance	\$1,760.00

US Bank - Demand Deposit Account

Beginning Balance	\$3,338.02
Expenses	
Donaldson/Oldt Awards	(144.16)
Founders Day Photos	(118.20)
Spring Prof. Develop Room Deposit	(500.00)
Income	
Dues	64.00
Founders Day Meals	358.50
Interest	<u>0.03</u>

\$2,998.19

Total Assets

UN Foundation	\$1,760.00
US Bank	

2,998.19

Total

\$4,758.19

New Employee Orientation

Human Resources recently revamped and improved the New Employee Orientation program.

The purpose is to provide a warm and enthusiastic welcome to new employees; share information on services, benefits and programs; and help employees understand that everyone contributes to making UNL a quality place to work and learn. Research also indicates that an NEO program reduces employee turnover and helps employees reach full productivity faster than those organizations without an introduction.

The goal is to have new employees attend a session during their first 30 days of employment. The sessions take place on Thursdays at 1:30 p.m. Upcoming dates are:

- March 18
- April 15
- May 20
- June 17

General Membership Meeting

11:45 a.m.
April 21, 2004

HR Brown Bags

Tuesdays with H.R., the Brown Bag Lunch series from Human Resources returns with new topics! These interactive discussions will continue to address your Human Resources related questions, and seek to exchange ideas. Please join us for the following one hour sessions held from 12:00 PM to 1:00 PM on the following days:

Human Factor in Good Business Practices
April 20 City Campus Union
April 27 East Campus Union

Behavioral Interviewing

May 18 City Campus Union
May 25 East Campus Union

UAAD Executive Board

Randy Leach
President/President
rleach1@unl.edu

Tad McDowell
Vice President/President Elect
mcdowell1@unl.edu

Cindy Bell
Secretary
cbell1@unl.edu

Alfred Stark
Treasurer
astark1@unl.edu

Dave Morgan
dmorgan1@unl.edu
Kathy Notter
knotter2@unl.edu
Employee Liaison Chairs

Mary LaGrange
Program Chair
mlagrange1@unl.edu

Phyllis Geary-Tomkiewicz
Professional Development
pgeary2@unl.edu

Marilyn Fenton
Membership Chair
mfenton1@unl.edu

Roxane Gay
Publicity Chair
rgay2@unl.edu

Julie Hagemeyer
Past President
jhagemeyer1@unl.edu

Jim Main
Historian
jmain1@unl.edu

Duane Mohlman
Member at Large
dmohlman@unl.edu



Spring Professional Seminar

“What’s New in Husker Football”

Tim Cassidy: Associate Athletic Director for Football Operations



Aaron Davis: “The Husker You’ve Never Heard of with a Message You Have to Hear”

Professional Development presentation:

“Performing Like A Champion”

A powerful, high energy presentation that’s interactive, fresh and yet simple so that anyone can use the tips & techniques to attain greater success professionally and personally.

Wednesday, April 21st, 2004

The Champions Club

11:45 a.m. to 3:00 p.m.

Lunch catered by:

Chances R

Huskies



Detach this form and send with payment

Lunch Includes: Marinated teriyaki chicken breast, seasoned rice pilaf, California blend vegetables, rolls & butter, cherry cheesecake, coffee, tea and iced tea.

Name (First, Last)

Campus Address

Campus Zip

Deadline to register : April 15th
Please return form and payment to:
UAAD Professional Development
401 ADM 0439
Make checks payable to: UAAD

- UAAD Member (\$10) *
- Non-Member / UNL employee (\$30)

* New members welcome.
New member information is available at uaad.unl.edu