

Chancellor to speak at Founders Day luncheon

Chancellor Harvey Perlman will be the guest speaker at UAAD's Founders Day luncheon. This luncheon is a celebration of the significant contributions employees make to the university community. This year, UAAD also celebrates its 40th anniversary.

Two awards will be presented: the 2002 Carl A. Donaldson Award for Excellence in Management and the 2002 Floyd S. Oldt Award for Exceptional Service to the University. Both will be presented by the chancellor.

The luncheon will take place in the City Campus Union from 11:45 a.m. to 1:15 p.m. The deadline to order a lunch was Feb. 8; however, you still may attend and bring your own lunch. Contact Rick Haugerud at rhaugerud@unl.edu to RSVP. Additional information: www.uaad.unl.edu.

Update on Web site only

After this issue, the UAAD newsletter will appear on the UAAD Web site only, uaad.unl.edu. Each month, an e-mail will be sent to UAAD members as a reminder to look for the newsletter on the Web. Questions? Contact Connie Walter at 472-8309 or cwalter3@unl.edu

Mark your calendars

"You, Your Money and Your Future:
Financial Freedom"

March 12, 8 a.m.-noon; March 13, 12:30-4:30
see Page 3

Chat with the Chancellor

Thu., April 18, Noon-1 p.m.
East Campus union

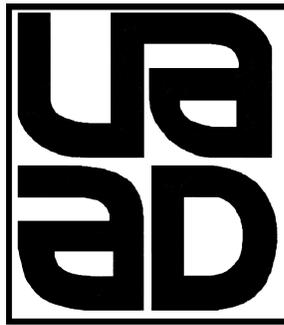
UAAD 2001-02 meeting dates

Feb. 20
Mar. 20
Apr. 17
May 15



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



Update

February 2002
Volume 14, Issue 5

UNOPA, UAAD discuss salary pool

Cindy Bell
Employee Liaison Committee

Members of the Liaison Committees of both UNOPA and UAAD and Roshan Pajnigar from Human Resources met several times to discuss recommendations on salary distribution for fiscal year 2002-03. UAAD sponsored an open forum for members and conducted an e-mail survey. UNOPA members completed a detailed survey of members. Findings of the surveys and discussions lead to the following recommendations:

- An initial amount (to be determined) that would cover at least the increased cost of insurance, parking, etc. will be reserved and distributed equally to all employees. This flat dollar amount would be added to each employee's base pay.
- The annual increases for salary pools for managerial/professional and office/services lines should be combined to create a single pool. Distributions will be made to both

groups of employees from this one combined pool. Annual increases will be determined by the Unit Administrator, or through a joint decision process involving appropriate faculty and supervisors, based upon annual performance evaluations and input from appropriate faculty and supervisors.

- The remaining dollars will be distributed solely on performance.

The difference lies in how money earmarked for salary adjustments will be distributed. Essentially, there is a single dollar amount that every employee receives and is added to the salary base. The remainder of the dollar pool will be distributed to the employees solely based on merit.

The groups believe this will take care of several issues that have been identified for the employees. Studies have shown that salaries of a significant percentage of our employees are compressed into the

Continued on Page 4

Majority respond favorably to pooling salary dollars

Thank you to all UAAD members who responded to the salary pooling feedback e-mail. Seventy-six responded with 61 supporting the initiative to merge office-service and managerial-professional salary raise pools and 15 disagreed.

James Main, UAAD president, and Julie Hagemeyer, vice president met with representatives of UNOPA and Roshan Pajnigar of human resources to share results of our respective polls.

As Cindy Bell mentions in the above article, our organizations have asked

Roshan to relay to her supervisors that UAAD and UNOPA recommend that a dollar figure, yet to be determined, be given to each managerial-professional and office-service employee across the board to cover increased costs of benefits and parking at UNL. The remainder of the dollars would be pooled.

We will keep you posted as we receive responses from Human Resources.

Julie Hagemeyer
Vice-President/President-Elect

UAAD General Membership Meeting

Wednesday, December 19, 2001
Culture Center

Vice President Julie Hagemeyer called the UAAD General Membership meeting to order at 11:58 a.m.

Approval of Minutes: Minutes from the Nov.14, meeting were approved as written.

Committee and Officer Reports:

Membership – Nancy Pittman: Nancy introduced the following new members: Phyllis Tomkiewicz, Tony Beggs, Chris Walsh, Greg Carnahan, Carrie Sills, and Debra Adams.

Employee Liaison – Cindy Bell: Cindy has the analysis of the second section of the UAAD survey. Highlights from the analysis will be on the UAAD web page.

Professional Development: Julie announced for Vicki Highstreet that the presentation by Dr. Richard Collins, the “Cooking Cardiologist,” was a success.

Awards – Rachele Setsodi: Rachele had nomination forms for both the Oldt and the Donaldson awards available at the meeting and encouraged all of us to nominate a colleague.

Program – Pam Murray: Pam discussed the joint meeting with UNOPA to be held in January.

Speaker Introduction: Pam Peters introduced Nebraska baseball coach Dave VanHorn.

Speaker: Coach Van Horn talked about the success of the 2001 season – on the field and in the classroom. The Huskers won both the Big 12 League Championship and the Big 12 Tournament – the first time a team has won both in the same season. Four members of last year's team named first team all-conference, and the same four were named to various All-American teams. They had eight players from last year's team, which was the highest in the Big 12.

In the classroom, the team grade point average last year was almost a 3.0, with two or three Academic All-Americans. The Huskers also signed eleven of the fifteen recruits brought to campus during the early signing period. Additionally, they brought in three or four of the best players in Nebraska. Their number one philosophy in recruiting is to go after the best players in Nebraska. Secondly, they go after the best midwestern players. Then, they look nationally.

This season they have already completed four weeks of fall ball and are adjusting to Haymarket Park. Their season begins in February with road games in the south. Coach Van Horn expects to have a good pitching staff and a stronger defense. The coach also said 4,000 season tickets have been sold for the games

The meeting was adjourned at 12:55 p.m.

Respectfully submitted,
Vicki Fisher, UAAD Secretary

Wednesday, January 16, 2002
East Campus Union

President Jim Main called the UAAD General Membership meeting to order at 11:50.

Approval of Minutes: Minutes from the Dec. 19, 2001 General Membership meeting were approved as written. UNOPA President Pat Hust conducted a brief business meeting.

Committee and Officer Reports:

President – Jim Main: Jim requested volunteers to serve on the Nominating Committee and reminded members to respond to Julie Hagemeyer regarding pooling salary dollars for office/service and managerial/professional staff. Responses were due Jan. 16.

Membership – Nancy Pittman: Nancy introduced the following new members: Jill Hyslop-Bohling, Shannon Barratt, Lee Ann Roth, and Sharon Clowser.

Immediate Past President – Duane Mohlman: Randy Leach was the winner of the free Alumni Association membership for the month of December. There has not yet been a winner determined for January.

Program – Pam Murray: Pam announced that UAAD's Founders Day and our 40th Anniversary Celebration will be Feb. 20 in the City Union.

Treasurer – Mike Carlson: Mike announced that the UAAD Foundation account has a balance of \$1340. The checking account has a balance of \$2975, and the Cost Center account has a balance of \$325. Currently UAAD has total assets of \$4640.

Before speaker introductions, there was discussion on various parking issues.

Speaker: Coach Cook discussed “maintaining peak performance,” saying it always is a goal for the Nebraska volleyball team. To achieve this, the Nebraska volleyball team utilizes a simple, three-part formula.

1) Trust: Trust needs to be developed among individuals and the team. In the Final Four, Cook said Stanford had more trust than the Huskers, which led to a Husker loss. You can build trust by talking about it, avoiding cliques, having ample communication and giving your all. Athletes also must see that there is trust among the coaches.

2) Tradition: Tradition is an extension of expectations. There is a general expectation that athletes will dress right, go to class, work hard. Expectations are passed down year to year.

3) Goals: When recruiting, it is important to identify people who will buy into trust and tradition. Coach Cook works with each athlete to set goals. Their goals must be specific, measurable, and nonjudgmental. After the goal setting process, athletes write down their goals and post them and are held accountable.

After a question and answer period, the meeting was adjourned at 12:55 p.m.

Respectfully submitted,
Vicki Fisher, UAAD Secretary

UAAD BUDGET ACTIVITY for FY 2001-2002
Year-to-Date Activity Monthly Report
February 2002

Category		Budget approved 10-2-01		
Revenues —		Budget	Actual	Actual as % of Budget
110	Foundation	\$ 180.00	\$ 105.00	58.33 %
120	VCBF Donation	500.00	500.00	100.00
130	Membership Dues	2,130.00	2,112.00	99.15
140	Workshop Fees	250.00	0.00	0.00
150	Luncheon Fees	300.00	0.00	0.00
160	Oldt Award Reimbursement	250.00	485.21	194.08
170	Interest	20.00	2.84	14.20
180	Misc. (Mugs, etc.)		15.00	-----
Total Revenues		\$3,630.00	\$3,220.05	88.71
Expenses —		Budget	Actual	Actual as % of Budget
210	Prior year expenses	\$ 0.00	\$ 0.00	-----
220	Administrative	200.00	64.40	32.20 %
230	Publicity/Newsletter	850.00	670.26	78.85
240	Employee Liaison	50.00	200.00	400.00
250	Historian	80.00	0.00	0.00
260	Professional Development	900.00	2.47	0.27
270	Programs	800.00	0.00	0.00
280	Nominations/Elections	200.00	0.00	0.00
290	Membership	100.00	21.60	21.60
300	Awards	250.00	0.00	0.00
305	Founders Day	200.00	0.00	0.00
310	Service Charges	0.00	0.00	0.00
Total Expenses		\$3,630.00	\$ 958.73	26.41
Revenue Less Expenses			\$2,261.32	

UAAD ACCOUNT BALANCES Monthly Report — February, 2002

Account	Beginning Balance	Credits/Debits	Ending Balance
UN Foundation	\$1,340.00	\$ 30.00 credit	\$1,370.00
Checking	\$2,885.74	\$130.25 credit	\$3,015.99
Cost Center Acct	\$ 324.65	\$ 57.55 debit	\$ 267.10
Net assets	\$4,550.39	\$102.70 credit	\$4,653.09

Questions: contact M. Carlson, Treasurer, at 2-8459 or e-mail to mcarlson3@unl.edu.

Workshop focuses on financial freedom

Looking for financial freedom?
 UAAD's next workshop may be just the ticket.

"You, Your Money and Your Future: Financial Freedom" will be held March 12, from 8:30 a.m. to noon, with registration beginning at 8 a.m., and March 13 from 1 to 4:45 p.m., with registration beginning at 12:30 p.m. following areas will be covered:

- Debt Free Living (Tue.)
- Basics of Investing (Wed.)
- Financial Planning (Wed.)

The workshop is free to UAAD

members and is \$10 for non-members and UAAD guests.

You must attend both days to receive the sessions listed above. No session will be given twice.

To register, send information to Vicki Highstreet, 55 CRec, 0232 or vhighstreet1@unl.edu.

Include your cost object number if charging to your department and are not a UAAD member, or include a check for \$10 paid to the order of UAAD. Please include your name, department, address, telephone number and e-mail.

Welcome new members!

Welcome new members: Carrie Arehart Sills, Employment Coordinator, Human Resources; Debra Adams, Supervisor, Continuing Studies/Registration; Chris Walsh, Coordinator, Continuing Studies; Greg Carnahan, Marketing/Continuing Studies; Phylliss Geary-Tomiewicz, Director, Payroll; Jill Hyslop-Bohling, Safety Promotion, Environmental Health & Safety; Shannon Barratt, Training/Promotions, Environmental Health & Safety; LeeAnn Roth, Director, NE Career Information System/Ed Psych; Sharon Clowser, Vet. Extension Assistant, Vet. & Bio Sci.

Salary Pool

Continued from Page 1

first quartile of their respective pay ranges. The minimal guaranteed amount recommended will cover the "increased cost" of working at UNL. This also will be a positive step toward increasing employee retention. The merit portion of the salary distribution and merging of the pools should continue to give managers flexibility in recognizing merit.

Both UNOPA and UAAD recommend these proposals for a trial period of one year. The pilot should be reviewed for fiscal year 2003-04.

We have made reference in previous articles and discussions that the results of the UAAD Managerial/Professional survey indicate that, in general, employees at UNL are satisfied with their jobs.

Comparisons were made based on demographic factors including gender, tenure, salary range and department (primary Chancellor/Vice Chancellor reporting relationship) on topics such as, Importance of and Satisfaction with Job Factors, Opinions on Work Climate and Importance of Possible Enhancements to Improve the Work Environment.

The three documents referencing the survey results can be found on the UAAD Web site. The first contains a written analysis of the data, while the second and third contain the tables tabulating the responses. This information has been provided to the Human Resources Office as well as other administrative team leaders. Please feel free to forward any comments, revelations or recommendations that you might have regarding the survey to any of the UAAD Board members.

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