Happy new year, UAAD!

President’s Message

Dear UAAD Members,

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Happy New Year! To live in Nebraska one should love the snow, and we have plenty of it to stick around for awhile. Recognize and enjoy the beauty of the crystalline snow as it blankets the barren, brown landscapes of winter!

In December, Amy Ossian created the perfect atmosphere in the Lied Stinehart room for our annual Graze and Mingle. She topped it off with awesome door prizes, two tickets to several Lied events! Haochen Zhang: Van Cliburn Gold Medalist and One Night of Queen, to name a couple.

New Year’s Resolutions come and go, with some of us having more success then others. This year, let UAAD help you make some New Year’s resolutions that are rewarding, and easily achieved:

2. Sign up by Jan. 15th for our FREE, ‘don’t miss event’ Winter Professional Development with Paul Wesselmann on Jan. 20th http://uaad.unl.edu/professionaldevelopment.shtml
3. Attend the Joint UAAD/UNOPA meeting on Jan. 20th

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Upcoming events

Professional Development Workshop with Paul Wesselman
January 20, 2010, 1:15-4:15 p.m.
Nebraska Union, City Campus
Guests $10
UAAD, UNOPA Members FREE

Founders’ Day 2010
February 17, 11:45-1:00 p.m.
Nebraska Union, City Campus
Chancellor Harvey Perlman will speak and present the 2010 Carl A. Donaldson and Floyd S. Oldt Awards. See registration form attached.

See page 3 for a full UAAD program listing!
President’s Message (continued from pg. 1)

5. As a member of UAAD, I have a voice to the chancellor, I have a voice to UNL committees, I have opportunity to network with my peers while attending great programs! I will attend UAAD meetings in 2010.
6. Take a few moments to nominate your worthy co-worker for the Oldt or Donaldson Award by Feb. 1st. http://uaad.unl.edu/awards.shtml
7. Participate in a brief survey to help the board determine why meeting attendance is low. uaad.unl.edu (right side of page.)
8. Visit wellness.unl.edu to discover what UNL has to offer you. Right now, the focus is ‘Shape Up the Nation’.

Here’s to 2010, a year to reach and attain our New Year’s resolutions!

~Helen Fankhauser
UAAD President

UAAD Meeting Attendance Survey

UAAD has seen a dramatic drop in meeting attendance at both general and professional development meetings since September 2009, around 50%! Please help us determine why attendance has dropped by responding to the attendance survey available at uaad.unl.edu. This is YOUR organization and we want it to work for you! We thank you for your time and feedback.

Program Primer: Four ideas for being more effective in your workplace

This month, Paul Wesselmann visits UNL to discuss with us ways we can be more effective in 2010. In today's UAAD newsletter, we offer you this article to help you begin thinking about Paul's topics. Source: http://bit.ly/6EMCxv

I t used to be your workplace identity was tied to your company. “An IBM man” is a phrase that comes to mind. Companies kept track of best practices, hot management ideas, and recent innovations in the business world. Today our identity is separate from our company. We manage ourselves and realize if we don’t care for our career no one else will. We have to stay on top of new ideas for ourselves. So, here are four ideas that you should consider using to guide yourself:

Pick a pace that’s right for you.
Today waiting the typical three to five business days for a package to arrive seems like an unbearable amount of time to some people, and news travels in real time — text-messages sent from parties to bloggers at home, ready to post. Alexander Kjerulf self-published his book, Happy Hour is 9 to 5, because he thought the typical publishing cycle was too long. “I’m an impatient sort of guy,” he says. The book sells well on his blog, and he feels certain he did the right thing, for him.

Fast all the time isn’t right for everyone all the time. Adrian Savage, author of the book, Slow Leadership, writes daily on his blog urging people to accept that often workplace success comes from downshifting into a slow gear for a while.

Sloppy networking leads to sloppy results.
The founders of the professional networking site LinkedIn tell people in no uncertain terms that building a network has to be about people you know well. Yet every day thousands of LinkedIn users invite near-strangers into their network.

Newsflash: People you don’t know cannot vouch for you. People you have not connected with in an authentic way will not be move to help you when you need it. It doesn’t matter how full your LinkedIn account is, or how heavy your Rolodex is, if you haven’t really connected with these people, it’s not a network.

The opposite is true as well. If you build a strong network, its effects will ripple. Josh Boltuch, Elliott Breece and Elias Roman spent their last semester at Brown University launching Amie Street, a new model for selling music online. They had no marketing budget to get the word out, but they did have their network.

“We sent a few hundred emails to friends and family.” The crux of the marketing pitch? “We told everyone that a requirement for being our friend is to sign up for our site.” A few weeks later, without saying anything to the founders, someone told Mike Arrington about Amie Street. Arrington has one of the strongest networks in startup America. Getting your start-up on his blog TechCrunch is like getting your book on Oprah. And there was Amie Street, right there on Mike’s blog one day. The next day, Amie Street had thousands of registered users. What can we learn from this? That solid networks make solid results.

Get away from jerks or become one.
If you want to enjoy your work, surround yourself with people who are enjoyable. Most people can tell an obnoxious person right away. But even in light of one of those horrible interviews, candidates often tell themselves they can work with jerks and not be affected.

“If you think you are going to change them, it won’t happen. It’s easy to resist at the beginning, but if you work with one you’re going to become one” too, says Bob Sutton, professor at Stanford University.

Rude interactions have five times the impact on your mood that positive interactions do. Sometimes you can encourage rude coworkers and bosses to be more positive. But not if you’re dealing with the worst cases.

How can you recognize those types you need to get away from? Sutton says they are addicted to subtle putdowns, interruptions and they use sarcasm as a way to make a (supposed) joke.

Respect your unconscious decision-making skills.
When you try to make a well-formed, thought-out decision, you will probably do a bad job unless the information in front of you is very limited, according to Ap Dijkstra, professor of psychology at Radboud University Nijmegen in the Netherlands.

He found that in situations with a lot of variables, like which soccer team will win the World Cup, people consider too much irrelevant information—which city the game is in, for example—at the expense of more important information—such as the track records of the teams.

The good news is that our unconscious minds are very good at processing lots of information. We have known for a while that trusting our gut is a good idea. But Dijkstra’s research (subscription required) shows that sleeping on a problem gives your unconscious time to sift through information and actually makes our gut decision better.
**2010 UAAD Program**

Paul Wesselmann  
January 20, 2010, 1:15 - 4:15 p.m.  
Nebraska Union, City Campus  
UAAD, UNOPA Members FREE  
Guests $10

Paul Wesselmann lives in Madison, Wis., where he operates a speaking and training company. Every week, Paul distributes an inspirational email, Ripples, that offers inspiration and practical motivation to over 20,000 subscribers around the country. Paul holds degrees in psychology and higher education, and his adventures include having been a support group facilitator, volunteer coordinator, radio talk show host, and his college mascot.

**Founders’ Day 2010**  
February 17, 11:45-1:00 p.m.  
Nebraska Union, City Campus

Our annual Founders Day Program is Wednesday, February 17, 11:45-1:00 at the Nebraska Union, City Campus. Chancellor Harvey Perlman will be the speaker and he will also present the 2010 Carl A. Donaldson and Floyd S. Oldt Awards. Please sign up, whether eating the buffet or not, using the registration form found in this newsletter or at the UAAD Web site, http://uaad.unl.edu

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**Summary of the November Meeting of the Chancellor’s Commission on the Status of Women**

By Tish Roland,  
UAAD Member on the Staff Council

In November the Staff Council of the Chancellor’s Commission on the Status of Women got to meet with the Chancellor. During this meeting we asked for a banner that says “Staff Council”. This will be used when we do an activity that the Staff Council is sponsoring.

We also asked the Chancellor if we could have educational brown bags for the staff. An example would be to develop courses with Human Resources that will help educate employees about University policies, such as maternity leave, family medical leave and other related policies. He was supportive of this idea and encouraged the staff council to coordinate with UNOPA and UAAD. The staff council also asked about Brightline training. This training dealt with on the job harassment. He stated that supervisors were close to 100% compliant in taking the course and faculty were at 10% compliance. We asked if this training was to continue and he stated that he is going to look at other training options, to include a face-to-face option. We also discussed the new Family-Friendly Policy brochure that was written for faculty. We discussed that it is really focused on faculty and that there needs to be one that focuses staff. We also reviewed the lactation policy & spaces and family wellness changes to the health insurance.

**Student Council Summary:** An open meeting was held last week. They are working on solutions to provide more resources to students, especially after their first year. Freshmen are often overwhelmed by the amount of information given to them during their orientations and no follow-up is ever offered. Many don’t know of the campus and community resources available to them.

**Faculty Council Summary:** The first open forum was held on November 4th. The two primary issues discussed were maternity leave and the development of a “help” web page for UNL. The council will ask Evelyn Jacobson to attend their next meeting. The next open forum will be held December 2nd at 11:30 am in the City Union.

“About Lincoln” Website: Andy Schadwinkel from University Communications was in attendance to hear the Commissions ideas for this new website called “About Lincoln”. This web site will be available at the UNL website to give people coming to UNL a site to get information about Lincoln. The Commission members gave Andy a lot of feedback on this site.

**UAAD is seeking nominations for the Carl A. Donaldson Award & Floyd S. Oldt Award**

UAAD is pleased to announce that we are accepting nominations for the 2010 Carl A. Donaldson Award for Excellence in Management and the 2010 Floyd S. Oldt Award for Exceptional Service to the University.

These awards are presented annually to managerial/professional staff at the UAAD Annual Founder’s Day meeting which will be held on February 17, 2010. The award recipients each receive a plaque, a $1,000 stipend and a one-year membership to UAAD. Nominations are open to University employees who meet the award criteria which can be found on the UAAD web site. Nomination materials are due by February 1, 2010.

All nominees are recognized at the Founder’s Day luncheon on February 17th. Nomination forms and criteria are available at http://uaad.unl.edu. If you have any questions, contact Julie Thomsen, Awards Committee Chair, at 472-9333 or jthomsen2@unl.edu.  
**Hurry! Nominations are due February 1, 2010.**

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**DAIRY STORE ICE CREAM!**  
Bring a non-UAAD member and get a coupon for buy one, get one free!

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**NEW @ UAAD MEETINGS:**

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**Curious about construction projects on campus?**

Go to the Facilities Management and Planning website at http://fmp.unl.edu, and click on the Construction Schedules under Facilities Planning and Construction.

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The University of Nebraska–Lincoln does not discriminate based on gender, age, disability, race, color, religion, marital status, veteran’s status, national or ethnic origin, or sexual orientation.
UAAD FOUNDERS’ DAY
Wednesday, February 17, 2010 - 11:45 a.m.
Nebraska Union, City Campus

Chancellor Harvey Perlman will present the
Carl A. Donaldson Award for Excellence in Management
and the
Floyd S. Oldt Award for Exceptional Service to the University

Please return your reservation by Wednesday, February 10.

Name _________________________________ Phone _______________________
Campus Address ________________________ Zip _________________________
E-mail ________________________________

__ I will attend and eat the buffet ............................................................... $10.50

Soup and Salad Buffet: Tossed spring greens, fresh fruit salad, pasta salad, grilled
Greek chicken, served with broccoli cheese soup and rolls. Make checks payable to
UAAD.

__ I will attend and will bring my own lunch.

Coffee, Ice Tea and Water will be provided for everyone.

Please return this form with payment, checks payable to UAAD, by February 10 to:

Alfred Stark
204 Miller Hall 0713
472-5615
ASTARK1@UNL.EDU
Joint UAAD/UNOPA Meeting
January 20, 2010

Guest Speaker
Paul Wesselmann

“Less Stress, More Sanity: Creating a Fresh Start in 2010”

Wednesday, January 20, 11:45 am – 1:00 pm
Nebraska Student Union – 14th & R Street

Please return your reservation by Wednesday, January 13, 2010

Name ___________________________ Phone ___________ Zip ___________
Campus Address ___________________________ ___________ Guest _________

_____ Beef With Noodles $10.00
Tender chunks of choice beef in a savory mushroom sauce served on a bed of egg noodles
with glazed baby carrots and a roll Make your check payable to UAAD

_____ Spinach Lasagna $10.00
Served with steamed broccoli and an Italian bread stick.
Make your check payable to UAAD.

_____ I will be attending the meeting but do not plan to eat the catered meal.

Meals served to the table with coffee, iced tea, and water.
Water will be provided for everyone.

Please return this form with your check payable to UAAD (if necessary) to:
Vicki Highstreet
55 CRec, 0232
Phone 472-4771 Email: vhighstreet@unl.edu

Register separately for the Professional Development Workshop from 1:15-4:15 pm with Paul Wesselmann –
UAAD Professional Development Workshop - January 20, 2010


Could you handle a stress-reducing, energy-infusing afternoon with your colleagues and one of the warmest, wildest speakers you are likely to encounter? Many of us who are “professional helpers” are better at helping others than we are at taking care of ourselves, and it is time to grab a little enhancement for us! We are going to examine five specific actions that will help you take better care of yourself WHILE you accomplish more for others: Goal setting, Role modeling, Esteem building, Attitude adjusting, and Time/stress managing: GREAT! You are guaranteed to leave with a fresh outlook on your work and life.

**January 20, 2010**
1:15-4:15 p.m.
Student Union – city campus

Cost:
- UAAD/UNOPA Members: FREE!!
- UAAD/UNOPA Guests: $10
- Join either organization prior to the event and YOU CAN COME FOR FREE!!
- The $10 registration fee may be applied to anyone wishing to join UAAD; and any **NEW** members wishing to join UNOPA

**Registration Deadline: January 13, 2010**

For more information call or email Vicki at 2-4771 or vhighstreet1@unl.edu

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**UAAD Professional Development Registration Form – January 20, 2010 (deadline Jan. 13)**

Name: ___________________________ Department: ___________________________

Campus Address: ___________________________ Campus Zip: _______ Campus Phone: ____________

Registration Category (Check One)
- UAAD Member: _____ UNOPA Member: _____ FREE
- UAAD Guest: _____ UNOPA Guest: ______ $10

Please apply my $10 to membership into
- _____UAAD _____UNOPA New Member ONLY

Method of Payment: Check method of payment and provide necessary information where appropriate.
- o Cost Center Number, charge to: ___________________________
- o Cash
- o Check (Number: ____________) Make check to: **UAAD**

Include payment with this registration form and mail to:
Vicki Highstreet, UAAD Professional Development Chair, 55 CRec, 0232

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**Office Use Only:**
Member _____ Guest _____ Amount Paid: $ _____ Date:
Method of Payment: Check: _(#)________ Cash: ________ Cost Center #: __________________________
Brownbag Lunch Series:

Ethics Across the Disciplines

Join us once a month for conversation about ethics in context. You bring your experience, expertise, and interest in ethics; we'll bring your lunch!

**SPRING BROWNBAGS:**

**January 20th:** The Ethics of Double Blind Studies, led by Dr. Alan Kamil & Dr. Deborah Brown
(12:30-1:30 in the Nebraska Union)

**February 25th:** The Selling of the University, led by Dr. P. Stephen Baenziger
(12:30-1:30 in the Nebraska Union)

**March 25th:** Responding to Plagiarism, led by Dr. Jitender Deogun & Dr. Charles Riedesel
(12:00-1:00 in the Nebraska Union)

**April 15th:** The Ethics of Data Selection, led by Dr. Tracy Frank
(12:00-1:00 in the Nebraska Union)

Sponsored by UNL's Robert J. Kutak Center for the Teaching and Study of Applied Ethics

The Ethics Center promotes ethics across the disciplines at UNL. As part of our mission, we are hosting brownbag lunches throughout the academic year. These monthly lunches provide an interdisciplinary forum for university faculty, students, and staff to discuss relevant case studies that highlight ethical questions arising throughout the disciplines.

If you would like to attend one of these brownbags and would like us to supply a lunch, please email Steven Swartz at swartz@unlserve.unl.edu at least five days before the scheduled event. Or, if you prefer to bring your own lunch, just show up.

For more information about these brownbags or other Ethics Center events, opportunities and resources, please visit our website:

[ethics.unl.edu](http://ethics.unl.edu)