



UPDATE

Official publication of the University Association for Administrative Development

Volume 25, Issue 7

March 2011

Board of Directors

Elected Officers

Elected Officers

President
Nancy Myers

President Elect
Deb Dahlke

Secretary
Charlotte Frank

Treasurer
Nicki Evans

Executive Members

Historian
Helen Fankhauser

Member-at-Large
Kim Barrett

Standing Committees

Professional Development
Coordinator
Valerie Lefler

Founder's Day
Coordinator
Alfred Stark

Nominating Chair
Randy Leach

Awards Chair
Julie Thomsen

Membership Chair
Jennifer Hellwege

Program Chair
Vicki Highstreet

Employee Liaison Chair
Deb Dahlke

Communications Chair
Sara Weixelman

Webmasters
Al Stark, Michele Deaton

Social Consciousness
Beth Hartman
Angi McAndrew

Bylaws Review Chair
Michele Deaton



<http://uaad.unl.edu>

Looking Into The Future

Innovative Technology Is Working for All of Us!

Tour NET Television - East Campus

Wednesday, March 16

11:45 am - 1:00 pm

Changes in broadcasting that were unfathomable just a few years ago are the reality today. The advent of digital technology has opened new and innovative avenues for how we teach and learn, how we communicate and interact and how we spend our leisure time.

NET Technology Services maintains an infrastructure that supports state government administration through a

video conferencing system, closed circuit television system and a live feed of the Nebraska Unicameral when in session as well as supporting UNL class development and delivery.

Bring your lunch and join your colleagues for an up close look at what NET is all about. Includes a brief tour and a peek inside the NET truck.

<http://www.netnebraska.org/technology/>

Continuous Process Improvement Creating Excellence In Service Delivery

It continues to remain critical to provide quality services with reduced resources. In fact, one of the core values for UNL is 'Excellence pursued without compromise'. Our March professional development seminar addresses this very dilemma.

Dr. Paula Wells will present the concept of continuous process improvement through real life examples and will provide us with a toolbox we can use to meet the challenge.

Tuesday, March 29

1:30 pm - 4:30 pm

Nebraska Union

\$20 UAAD members

\$35 non-members

See <http://uaad.unl.edu> for registration form and details

Please register by March 23

UNIVERSITY OF
Nebraska
Lincoln | University
Association for
Administrative
Development

Serving the Managerial/Professional Staff at UNL since 1962

President's Message

Level III Diversity – Are we there yet?

February marked the accomplishments of African-Americans with Black History month and as March rolls in, we honor the contributions of women. In a recent conversation with a colleague, she lamented the lack of progress in retaining a diverse work. It got me thinking, "Just how far have we come?"

An easy answer might be, "It depends". A better answer would be that we could do more.

IRP just released their 2010-2011 "Just the Facts" booklet, which summarizes UNL accomplishments, facts and demographics for students, faculty and staff. Minority personnel statistics are available for staff, students and faculty.

The number of managerial/professional employees has increased slightly from 1,829 in 2009 to 1,837 in 2010. However, the number of minority M/P employees has decreased slightly, from 240 in 2009 to 235 in 2010. A slight decrease, but not insignificant, given the recent increase in minority populations in Lincoln and Nebraska.

Look around your department. Are your coworkers representative of the diverse demographics in Lincoln? Perhaps there is more to be done to attract and retain minority personnel.

Tamara Erickson, author of "What's Next", states there are three stages of diversity in the workplace. Level One is the desire to attract and retain a more diverse population. Since managers tend to hire people who look and act like them, it is important to define the value diversity brings to the workplace. Awareness of different norms and customs is also key. In addition,

Erickson suggests that organizations look for new talent in new locations and reshape recruiting messages to appeal to new audiences.

In Level Two, the second stage of diversity shifts to a focus on the retention and engagement of diverse populations. Does your department create an environment in which a wide range of individuals feel comfortable, grounded and able to succeed? Or do employees feel isolated and marginalized? Erickson suggests that organizations provide mentors or create career development opportunities. She also recommends the formation of affinity (similarity) groups. Done well, these groups can provide members with access to leadership, serve as a communication channel for key openings in the workplace and create an enjoyable meeting place for colleagues with similar backgrounds or interests.

According to Erickson, Level Three is represented by a fundamental shift in attitudes toward people who are in any way different. In this stage, the rightness of multiple positions is appreciated and the legitimacy and benefit of individuals' differing values views and behaviors is acknowledged. Level Three is represented in one of UNL's core values, Diversity of ideas and people. It means that we acknowledge that the existence of difference is vital to arrive at a full appreciation of an issue and its possible outcomes.

I hope we all can do more to embrace the benefits of diversity. Let's make a solid effort to increase minority employment in the managerial/professional ranks.

~Nancy Myers



2010-11 Program At-A-Glance



Monthly Meetings Every 3rd Wednesday

Wednesday, March 16

Tour NET and learn about new broadcasting technology.

Tuesday, March 29

Continuous Process Improvement seminar.

Wednesday, April 20

Pending...

Wednesday, May 18

Spring picnic!!

Newly elected officers installed.

How old is 50 years?

Some think it's very old but some might say it's only the beginning!

We hope to be the bridge between both through the celebration in 2012 of UAAD's 50th year as an organization.



The committee to put together this fabulous celebration is forming now, and you can be a part of history in the making. Please contact Deb Dahlke at 472-6285 or ddahlke2@unl.edu

Revisions proposed:

Mission Statement Vision Statement By-Laws

UAAD membership will be asked to consider revisions to these statements and to applicable by-laws prior to the April general meeting.

The proposed changes will be emailed to members 30 days prior to the April meeting and implementation requires approval by a three fourth majority vote of the members in attendance at the meeting.

<http://uaad.unl.edu/bylaws.shtml>

Lincoln Literacy Council 5Bucks4Books campaign received \$85 from UAAD!



UAAD will not be sponsoring a charity drive during the month of March but we would like to suggest that you consider purchasing a membership or making a donation in support of NET.

<http://www.netnebraska.org/>

Coming up!

April - Husker Cats
May - Camp Co-Ho-Lo

UAAD Social Consciousness
Committee - Angi McAndrew
and Beth Hartman.

News From The Faculty Senate

Several UAAD members represent this organization on various committees throughout campus. In our efforts to keep the membership informed, we report a summary of recent events in the committees where UAAD has representation.

For the UNL Faculty Senate Meetings UAAD's President Elect represents UAAD. The last monthly meeting was held at the beginning of February and the items of interest to UAAD members include moving UNL forward as part of the BIG 10, budget projections and approving the Academic Planning Committee (APC) ballot for a vote at the March meeting.

The Chancellor presented information showing that UNL has many opportunities to continue to improve

services and operations at UNL, when comparing UNL to other peer institutions in the BIG 10. In five years the Chancellor suspects improvements will be evident through the efforts of all across campus.

Currently, the Governor has recommended the University's budget be kept flat for the next biennium. This is good news, and although budget cuts will still be necessary, they will not be as deep.

In March the Faculty Senate will vote on a ballot which will expand the number of faculty positions on the committee and include allowing representation of one member from UAAD at the APC meetings to voice concerns regarding budget changes affecting staff salaries. ~Deb Dahlke

The Chancellor's Committee on Wellness

The Chancellor's Committee on Wellness is charged with fulfilling the needs of the University community in regards to emotional, physical, social, environmental, occupational, spiritual, and intellectual wellness. The Wellness Committee seeks to provide opportunities for everyone to learn more about what it means to be well at the University.

Opportunities are provided to allow

University employees to give back to their departments and become ambassadors for wellness. The ambassador program allows employees to receive wellness updates and pass them on to their departmental coworkers.

Check out the website <http://wellness.unl.edu> for other upcoming events and announcements.

~Brian Keiser

UAAD Is Looking For Talent

It's time once again to fill out the UAAD Interest Inventory form. This is your opportunity to run for office, nominate a great candidate or serve on a committee. There are plenty of opportunities for both short term and long term commitment. Please take a few minutes to fill out

the inventory form by clicking on the following link. If you attempted before and were unsuccessful, the issue has been taken care of and we have extended the deadline to Wednesday, March 9. For information regarding officers and committees see the UAAD web site. ~Randy Leach

<https://adobeformscentral.com/?f=kJ9DQaa329Cw2T5cmHpKUG>

The Academic Planning Committee

The Academic Planning Committee is charged with formulating and recommending to the Faculty Senate, the Colleges, and to the Chancellor goals for UNL in the areas of education, research and service. The duties of the committee are complex and expansive.

The Academic Planning Committee (APC) is provided for in the University By-laws. It is a committee made up primarily of faculty and academic administrators.

In 1992, the scope of the committee was expanded to recommend change in programs, including elimination of existing programs. The APC assists the Chancellor in seeking remedies for a financial exigency, caused by financial circumstances beyond the control of UNL. Procedures to be Invoked for Significant Budget Reallocation and Reductions is the document which governs the way in which the APC makes recommendations to the Chancellor. Recently, the document has gone through extensive revision and is now on the way up the administrative ladder for approval. Hopefully, it will be accepted by the Board of Regents soon. One key feature of the

proposed Procedures revision is the consultation process, which allows all parties (faculty, staff and students) the opportunity and the time necessary to explore and offer alternatives before administrative decisions are made.

In 2010, the Faculty Senate voted to include the presidents of UAAD and UNOPA as APC members during Phase One, Two and Three of the Budget Reallocation and Reduction process. The proposed Procedures document recommends that the presidents of UAAD and UNOPA shall vote only on budget reduction matters, not on other academic planning or academic review concerns of the committee. However, when the new Procedures are accepted, non-academic staff will be represented and be given an opportunity for input into the Budget Reallocation and Reduction Process.

Please keep in mind that not all personnel reduction (RIF) goes through the APC process. Some departments reduce their personnel due to the end of soft (grant) money or for other “non APC” reasons. However, if UNL is faced with a budget crisis again, UAAD will have a voice.

~Nancy Myers



Emergency Loan Fund Advisory Committee

The Employee Assistance Program (EAP) administers the Employee Emergency Loan Fund to assist UNL employees in financial crisis. The Fund was established at the urging of many campus organizations, including UAAD, and it was funded by donations from UNL employees. Members of the Emergency Loan Fund Advisory Committee are called upon when EAP staff members have an eligible applicant for a loan.

Committee members represent a broad spectrum of employees and campus departments. EAP contacts a cross-section of the committee, and shares information about the loan request without sharing information that would identify the applicant. Committee members discuss the request and determine whether or not the loan should be granted, sometimes suggesting additional actions that the applicant must take prior to approval or during the course of repayment.

For more information on eligibility or the application process, you can visit the Employee Emergency Loan Fund website, <http://hr.unl.edu/eap/loan.shtml> or call the EAP at 472-3107.

~Sally Buchholz

Remembering Julie Poykko-Post



Julie Poykko-Post, a senior grants coordinator with UNL Sponsored Pro-

grams and a UAAD member, passed away on January 26.

She received the Vice Chancellor for Research Invaluable Service Award while with Sponsored Programs.

Julie was a board member and for-

mer president of the Interfaith Housing Coalition, an organization that offers affordable housing for low-income persons in downtown Lincoln. She was a member of the Lincoln Little League Board of Directors and was active in the Unitarian Church.

Memorial services were January 31. Memorials can be sent to the Interfaith Housing Coalition.

2011 Founder's Day Celebration Carl A. Donaldson & Floyd S. Oldt Awards

Bill Nunez, Rik Barrera



2011 Carl A. Donaldson Award recipient, Ricardo S. Barrera

Since 1998 Rik has served as the University of Nebraska Lincoln Business Manager for the George W. Beadle Center for Genetics and Biomaterials Research. He is also a retired U.S. Army Lieutenant Colonel with over 30 years of service in business, management, leadership, human resources and education fields. Rik oversees the day to day operations of the business center encompassing six major university departments, with over 35 faculty, and numerous other resident activities. He received his Bachelor of Arts in Sociology from the University of Arizona, and Master of Arts in Management and Human Relations from Webster University – St. Louis MO.



Rik Barrera, Alecia Kimbrough, Amy Lanham,
Barry Shull, Kathe Andersen

Also nominated for the Donaldson Award were William (Bill) Goa, Jr. - Sr. Associate Director - Campus Recreation (not pictured) and Alecia Kimbrough - Assistant Dean - Business and Finance - College of Arts and Sciences.

Also nominated for the Oldt Award were Amy Lanham - Sr. Assistant Director - Campus Recreation and Barry Shull - Facilities Director for IANR.

2011 Floyd S. Oldt Award recipient, Kathe Andersen

Kathe serves as the Publications Coordinator for the Hixson-Lied College of Fine and Performing Arts. She grew up in Omaha, but left the state to pursue her journalism degree at Northwestern University in Evanston, Ill. Following graduation, she returned to Nebraska and began working at UNL in September 1993 for the newly formed College of Fine and Performing Arts. Her position has grown along with the College. She is now responsible for the external relations of the College, including alumni and donor relations, editing the alumni magazine and newsletter and coordinating special events and projects, such as the Nebraska Young Artist Awards and College Honors Day. In 2004, she and colleague Lucy Buntain Comine of the University of Nebraska Foundation secured a \$10.3 million donation from UNL alumnus and entertainment icon Johnny Carson and helped plan the dedication weekend for the Johnny Carson School of Theatre and Film in 2007.

Bill Nunez, Kathe Andersen

