

# November General Meeting

Do you wonder about Antarctica, that mysterious, ice-bound seventh continent? Professor David Harwood will be speaking at November's UAAD meeting about ANDRILL – a multinational initiative to explore Antarctica's role in global environmental change. Lead by Harwood, UNL partners with teams from Germany, Italy, New Zealand and the United Kingdom on this research endeavor. Please join us to hear Dr. Harwood's exciting tales of visits to the Ross Sea continental shelf on Antarctica's coast and the resulting research.

## UAAD Needs Your Help!

What types of programs interest you?

What professional development opportunities are you looking for?

What issues would you like UAAD to address?

At future UAAD meetings, idea cards will be provided at each table so you can help us make UAAD work for YOU. Please take a few minutes at the next meeting to jot down ideas, comments, issues, etc. Thanks.

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

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



# Update

November 2003 :: Volume 18 :: Issue 3

## A note from the president

By Randy Leach  
UAAD President

The presentation made by Justin Evertson on the Nebraska Statewide Arboretum's Community Programs at our October general meeting was excellent... his passion for his work was very evident, his slides were excellent, and the weather was ideal for the tour that followed. I'd be very surprised if anyone who attended the meeting didn't learn a number of new things regarding Nebraska's Statewide Arboretum.

Prior to the presentation, we recommended, discussed and passed a proposal to draft a formal resolution to request that the Chancellor support a change in the Academic Planning Committee (APC) composition to allow full-voting membership for a representative from UAAD. A copy of the resolution that was sent to the Chancellor can be found on the UAAD home page Web site under the special features heading. We had first requested consideration for such membership last spring when UAAD and UNOPA were asked to present viewpoints on the budget cuts that were being proposed. While no comment was given by the APC regarding this request at that meeting, during monthly meetings with the Academic Senate President and Vice President that took place over

the summer we found that they were supportive of our desire to have representation on the APC and gave suggestions on what actions we could take to achieve that objective.

While the APC is the primary campus committee involved gathering information on the impacts of proposed cuts (conducting open hearings with affected and interested parties, and in evaluating and proposing possible alternatives for consideration on budget reductions proposed by the Chancellor's Office), the APC is also involved in many other facets of the university that impact programs, staff and facilities on this campus. We believe that the APC (and the university) would benefit from the additional perspective that could be provided by having a representative from UAAD's managerial/profes-

Continued on page 3



# UAAD General Membership Meeting

October 15, 2003, City Campus Union

President Randy Leach called the meeting to order at 12:05 p.m.

The minutes of the Sept. 17, 2003, general membership meeting were approved as written in the Oct. 2003 (vol. 18, no. 2) *UAAD Update*.

A former UAAD member who recently rejoined was introduced and welcomed.

Randy announced that he had received an invitation from the Chancellor's office to attend a meeting on Thurs. morning, Oct. 16, 2003. The purpose of this meeting is to announce the finalized list of budget cuts, which were precipitated by the most recent round of budget reductions.

Randy announced that we will dispense with the oral treasurer's report. Instead, he reminded members that they can find the treasurer's report in the *UAAD Update*.

Randy reminded members of the *Chat with the Chancellor*, scheduled for Nov. 5, 2003, from noon to 1 p.m., in the Nebraska Union.

Randy announced that Kathy Notter, Employee Liaison Co-chair, has been selected for the Chancellor's Commission on the Status of Women.

Randy briefly reviewed UAAD's desire to have a member on UNL's Academic Planning Committee (APC). He then read a draft resolution, addressed to the Chancellor, requesting that UAAD be given a voting seat on the APC. After discussion, the membership voted unanimously in favor of allowing the UAAD Executive Board to move forward with the resolution.

Mary LaGrange, Program Committee Chair, reminded members that the next general membership meeting is Wed., Nov. 19, 2003, at the Nebraska Union. Professor David Harwood (Geosciences), will talk about the Antarctic drilling program.

Mary introduced the speaker, Mr. Justin Evertson, Assistant Director for Community Programs, Nebraska Statewide Arboretum (NSA). Mr. Evertson spoke about the role and mission of the NSA, and many of the projects the NSA is involved with. After his remarks and slides, he took members on a walking tour of the East Campus Union area.

Meeting adjourned at 1:05 p.m.

## Videos Available

In April 2003, UAAD and UNOPA held a joint panel discussion to inform our members about the issue of domestic partners benefits. This panel discussion was videotaped and is now available for viewing. If you would like to check out a tape, please contact Kathy Notter at 472-5560 or [knotter2@unl.edu](mailto:knotter2@unl.edu).

Continued from page 1

sional or administrative ranks. We also believe that UNOPA representation on the APC would be beneficial. As we receive feedback on this resolution, we will keep all of you informed on this important topic.

On a different topic, as you can see from information in this UPDATE, our next General Meeting is Nov. 19 at 11:50 a.m. at the City Campus student union. I would also like to mention that our format for the business portion of our meeting is changing. We will attempt to shorten this portion of the meeting by not presenting Treasurer's reports and other information that is already contained in the UPDATE. Instead, we will present business items and issues of importance to the entire UAAD membership, leaving more time for the meeting's invited speaker and any questions the membership may have for our guest speakers. Please plan on attending the next meeting and bring a guest along.

---

### General Membership Meetings

11:50 a.m.

November 19, 2003

---

### UAAD Monthly Treasurer's Report

Alfred Stark, Treasurer

Current Account Balances —11/01/03

#### University of Nebraska Foundation - Cash Balance Activity

Beginning Balance	\$1,670.00
Gifts	<u>15.00</u>
Ending Balance	<b>\$1,685.00</b>

#### US Bank - Demand Deposit Account

Beginning Balance	\$3,448.66
Dues	564.00
Interest Earned	<u>.03</u>
Ending Balance	<b>\$3,448.66</b>

#### Bursar Account

No Activity or Balance

#### Total Assets

UN Foundation	\$1,685.00
US Bank	<u>4,012.69</u>
<b>Total</b>	<b>\$5,697.69</b>

## 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:

- Nov. 20
- Jan. 15

All sessions are at the Nebraska Union, City Campus. Employees attending New Employee Orientation may park at the 17 and R streets parking garage. Employees may use a temporary parking permit. Free shuttles will take them from the garage to the Union at 14 and R streets. Employees may bring their own snacks and beverages.

To make a reservation, arrange for accommodation assistance, or for information, contact Nanda Ramanathan, Department of Human Resources, 472-3106 or 472-3101, or email [rramanat@unlnotes.unl.edu](mailto:rramanat@unlnotes.unl.edu). Employees also may refer to the online information at <http://busfin.unl.edu/hr/neo.htm>.

---

## UAAD Executive Board

Randy Leach President/President <a href="mailto:reach1@unl.edu">reach1@unl.edu</a>	Phyllis Geary-Tomkiewicz Professional Development <a href="mailto:pgeary2@unl.edu">pgeary2@unl.edu</a>
Tad McDowell Vice President/President Elect <a href="mailto:mcdowell1@unl.edu">mcdowell1@unl.edu</a>	Marilyn Fenton Membership Chair <a href="mailto:mfenton1@unl.edu">mfenton1@unl.edu</a>
Cindy Bell Secretary <a href="mailto:cbell1@unl.edu">cbell1@unl.edu</a>	Roxane Gay Publicity Chair <a href="mailto:rgay2@unl.edu">rgay2@unl.edu</a>
Alfred Stark Treasurer <a href="mailto:astark1@unl.edu">astark1@unl.edu</a>	Julie Hagemeyer Past President <a href="mailto:jhagemeyer1@unl.edu">jhagemeyer1@unl.edu</a>
Dave Morgan <a href="mailto:dmorgan1@unl.edu">dmorgan1@unl.edu</a> Kathy Notter <a href="mailto:knotter2@unl.edu">knotter2@unl.edu</a> Employee Liaison Chairs	Jim Main Historian <a href="mailto:jmain1@unl.edu">jmain1@unl.edu</a> Duane Mohlman Member at Large <a href="mailto:dmohlman@unl.edu">dmohlman@unl.edu</a>
Mary LaGrange Program Chair <a href="mailto:mlagrange1@unl.edu">mlagrange1@unl.edu</a>	



## Five lessons on teamwork from observing geese flying.

As each goose flaps its wings it creates an "uplift" for the birds that follow. By flying in a "V" formation, the whole flock adds 71% greater flying range than if each bird flew alone.

*Lesson: People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another.*

When a goose falls out of formation, it suddenly feels the drag and resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power of the bird immediately in front of it.

*Lesson: If we have as much sense as a goose we stay in formation with those headed where we want to go. We are willing to accept their help and give our help to others.*

When the lead goose tires, it rotates back into the formation and another goose flies to the point position.

*Lesson: It pays to take turns doing the hard tasks and sharing leadership. As with geese, people are interdependent on each other's skills, capabilities and unique arrangements of gifts, talents or resources.*

The geese flying in formation honk to encourage those up front to keep up their speed.

*Lesson: We need to make sure our honking is encouraging. In groups where there is encouragement, the production is much greater. The power of encouragement (to stand by one's heart or core values and encourage the heart or core value's of others) is quality of honking we seek.*

When a goose gets sick, wounded, or shot down, two geese drop out of formation and follow it down to help protect it. They stay with it until it dies or is able to fly again. Then, they launch out with another formation or catch up with the flock.

*Lesson: If we have as much sense as geese, we will stand by each other in difficult times as well as when we are strong.*

*Note: Lessons from Geese was transcribed from a speech given by Angeles Arien at the 1991 Organizational Development Network. It was based on the work of Milton Olson.*