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Education: The Journey of a Lifetime

President’s Message

I hope you are all enjoying a little reprieve from the hustle and bustle of the academic year. Summer provides a great opportunity to rejuvenate for the fall. Take advantage of it!!

As we transition from one year to the next, I hope you will take the time to see all of the benefits of our organization, what you can put into, and more importantly what you can get out of it. When you average out the cost of your dues, there is a huge benefit to be had for just $1.25/month! Find a committee to serve on. Attend meetings and workshops. Expand your knowledge base. Volunteer to work the parking lot for one football game. Mingle with members you don’t know at the next meeting. You will not regret the relationships you will make with members from across both campuses. And you will benefit from all of it so much more.

Enjoy the summer and I look forward to seeing you on September 11th at Linda Luedtke’s first membership meeting of the new year!!

—Cathy Robertson, CEOE, UNOPA President 2011–2012

http://unopa.unl.edu/membership/president.shtml

To my UNOPA friends:

Thank you so much for the desk clock and Past President’s plaque I received at the May general membership meeting.

They will both be such a great reminder of the wonderful year I’ve had serving you as President.

Thanks!  Cathy Robertson

Peace, Love, BUNCO – 2012 Summer Social

UNOPA’s Summer Social was held on June 7, 2012, in the East Campus Union. Our activity this year was playing Bunco. There were 40 people registered to play. While playing we enjoyed getting to know each other a bit better along with some snacks. At the appointed time, a prize was awarded for the most buncos, the most wins, and the most losses. We also did a final 50/50 drawing and a drawing for three door prizes.

—Committee: Mary Klucas, Alycia Libolt, Andrea Peterson, and Mikayla Tegler.
POSITIVE ATTITUDES REQUIRE POSITIVE THINKING

Presidential Address by Linda Luedtke

Hi, I want to thank all of you for coming today. I’m excited to be your next president. My theme this year is Positive Attitudes require Positive Thinking. Since I like giraffes and other large wild animals I decided to have a little fun with them to demonstrate positive attitudes. I think all of the animals that I assigned to my elected officers have to have a positive attitude in order to survive in the jungle or Serengeti. So for this next year UNOPA members will be on safari.

I will be leading the way with the help of our elected officers, and board members so pick up your luggage tag, jump in the jeep, and off we go on safari to explore the jungles and serengeti plains of UNL. We will open our eyes and see the beautiful campuses, enjoy the flowers and trees, and remember to thank our landscape workers for the great job they do. We will attend plays, concerts or fine art shows to learn what our students are doing. We will plan to attend several Lied Center programs for a positive experience in the arts. We will say Hi to our friends as we meet them along the way. We will learn about our great university by attending brown bag lunches. We will develop our talents as we volunteer to work on UNOPA committees. Our goal will be not only survive but enjoy our time spent at UNL.

It will take us all working as a team with our positive attitudes to tackle the obstacles in our paths. We will want to use our skills, knowledge and each other to make UNL a better place to work and our work places more enjoyable. If we can overcome the negativity we find and see the positives in each situation our stress levels will be reduced and we will be more productive employees. We will want to come to work, as work will be a haven from the larger jungle that we deal with every day in our personal lives.

I want each of you to be prepared to face the challenges of life with a positive attitude and you can practice that attitude adjustment each day here at work. If you will write down at least one positive thought or action each day you will soon see a list that will make you smile. You will find over time it is so much easier and less stressful to be positive. Review your list of positive thoughts or actions every week. You will notice if you are positive and happy when you interact with others they may decide to emulate you and be positive also. Talk about the good things that are happening in your life. Give someone a compliment and you both will feel good.

One terrific way to recharge your attitude is to surround yourself with positive people as their enthusiasm will be catching.

- A positive attitude has many benefits:
- People actually enjoy being around you.
• You can accomplish so much more when you look at the bright side of things.
• Your creative juices will kick in if you are trying to solve a problem if you tell yourself you can do it.
• Your mental health improves when you think positive.
• Your physical health also improves as a positive attitude can help fight illnesses.

I know in my own case when I was diagnosed with breast cancer, I knew I needed to have a positive attitude as our three children were young and they needed me. I told myself I would do whatever it took to live and see them grown up. I truly believe that a positive attitude made all the difference in my recovery. I now have 6 beautiful grandchildren to enjoy and our newest one Jenson is here today along with his mom Andrea, my daughter-in-law, and Jennifer, our oldest daughter to help me celebrate. I also have a loving husband of 45 years and I’m sure a positive attitude has helped our marriage endure. I also attribute some of my positive thinking to my parents as they were my inspiration to never give up, to always keep trying and do my best, and to believe nothing is impossible.

Remember only you can determine the kind of day you will have. If you wake up telling yourself no matter what happens during the day, you will have a positive attitude, you will have a much better day. Everyone needs to live each day to the fullest and you will be surprised at what you can accomplish and the joys you will reap.

Almost weekly we hear of changes happening at UNL. We should embrace these changes with a positive attitude. Just because we’ve always done something a certain way doesn’t mean it’s the most efficient or best way. If there is a better way to make our lives easier and have less stress then we need to accept these changes. Just think of the way technology has improved our jobs and our lives. It may take effort on our part to adjust to these changes or learn something new but the results usually far out weight the challenges.

Being involved with UNOPA needs to be one of those positive activities in your life. UNOPA has so many positive benefits from professional growth, to networking, to friendships for a lifetime. I have been a member of UNOPA for 18 years and the friendships I have made by working on committees, working the football parking lot or attending meetings or workshops are something I treasure.

UNOPA brings the people we work with on a daily basis together so we can put names with faces and we feel like they are our friends when we call them for advice or help. This is just one of the many benefits of networking and having the opportunity to work with other members across campus on committees and events.

The professional growth activities are abundant and we all need to take advantage of them whenever possible. I’ve been a member of the state organization NEOPA and the national organization NAEOP for the past 8 years. I have had the opportunity to attend workshops and conferences sponsored by these organizations as well, and I can see firsthand the value in belonging. From the national office, I have received my PSP and CEOE certification. I have made friends in all these organizations and broadened my horizons. Several of our UNOPA members are 3D members (that’s when you belong to all 3 organizations). I want to encourage all our members to learn about these opportunities and Debbie Hendricks is the person to contact as she will be our PSP Director this next year. I also want to congratulate Lola Young as she will be installed as our National President this coming July in Costa Mesa, CA.

UNOPA is an avenue to higher administration and our efforts to make a better place for staff to work and grow in their jobs does not go unnoticed by the Chancellor’s office. I will be meeting with Bill Nunez, Associate to the Chancellor and Director of Institutional Research and Planning, regularly so please bring any concerns to me that you wish to have addressed.
I want UNOPA to be that positive place where our members can develop their leadership skills, build confidence in their abilities while they participate in workshops, meetings, and events that make everyone feel like they can conquer the jungles of everyday life.

In addition to our normal activities I want to let you know that this year we will also celebrate UNOPA’s 50th anniversary. We will be planning a huge celebration to remember all the good things that UNOPA has done for UNL employees the past 50 years. If you have memorabilia or some ideas on how to celebrate this important event please let either me or Marcy Tintera or Linda Arnold know. These two ladies have graciously offered to help with the celebration. I’m sure they could use committee members.

Speaking of committees, as you can see we still need some Committee Directors and lots of Committee Members, so please volunteer!!! I know we are all busy but that doesn’t mean that we can’t make some time for ourselves and have some fun working with other UNOPA members this next year. We can practice our positive thinking together and have a voice at UNL.

In conclusion, please email or call me with any concerns or questions that UNOPA or myself can help you with. I want you to take your special luggage tag with you and hang it in your office to remind you to everyday—Positive Attitudes require Positive Thinking—and enjoy your UNOPA safari trip this year. Also remember that your glass should always be half full not half empty.

Thank you.

—Linda Luedtke, CEOE, UNOPA President, 2012–13, lluedtke1@unl.edu

New PSP Member

Congratulations to Deb Rosenau who just earned her PSP (Professional Standards Program) designation, Option II, Bachelor’s Degree! The PSP designation is awarded by NAEOP, our national organization, to members who enhance their professional competencies through academic programs, conferences, and institutes.

If you are interested in learning more about the PSP program, please contact Debbie Hendricks, CEOE, at dhendricks1@unl.edu or 402-472-9685. Debbie will help you through the submission process.

—Cathy Robertson

Card from 2012–2013 NAEOP President Lola Young

My dear UNOPA friends,

I would like to express my sincere appreciation for the wonderful reception and the suitecase. It takes a village to raise a child and it takes a UNOPA village to make a leader. You are my roots and your strength give me strength.

Each time I pack my suitcase, I will think of my UNOPA friends and take my memories with me.

Again, thank you for your kindness and generosity.

Sincerely,

Lola Young, CEOE

MAY 22 Brown Bag Lunch Workshop

Dr. Dawn O. Braithwaite

We are excited to announce that UNOPA conducted its first Brown Bag seminar May 22 using Adobe Connect. Members who were unable to attend in person were able to log in through the internet to listen to the seminar. Dr. Dawn Braithwaite did a great job with the topic of Communicating Credibility in the Workplace.

The Adobe Connect session worked very well and we hope to use it more frequently in the future to assist members who are not able to attend seminars/workshops. Unfortunately, the communication to the membership regarding the Adobe Connect option did not work properly. We have the problem corrected for the future.

Thanks again to Jane Schneider and Gretchen Walker for getting this set up for us. —Cathy Robertson

“I like nonsense, it wakes up the brain cells. Fantasy is a necessary ingredient in living.”

—Dr. Seuss
YEAR-END REPORTS FROM EMPLOYEE CONCERNS COMMITTEES

1) Campus Recreation Advisory
The purpose of the Campus Recreation Advisory Council (CRAC) is to provide an opportunity for student, faculty, and staff involvement and program control. The Council is charged with the responsibility to:

- Hear cases, judge the validity, and decide the appropriate action to be taken on all protests and complaints appealed to it from the Director of Campus Recreation;
- Advise the Campus Recreation staff as to changes in the interpretation of rules and policies governing specific recreational sports programs and facilities;
- Assist in developing the fiscal year budget request and justification for the Office of Campus Recreation;
- Serve as a sounding board for all Campus Recreation programs, services, and facilities;
- Advise the Campus Recreation staff of additions, improvements, etc. to recreational sports facilities and programs; and
- Other duties as assigned by the Director of Campus Recreation.

The Council met twice monthly during the academic year at 4:30-6:00 PM in the CREC Offices, for a total of 24 meetings. Out of the 24 meetings I attended approximately 20.

Exciting things will be happening since the passing of the “YES 2 Better Rec Centers”. The East campus Rec Center will begin construction soon and site preparation for new Outdoor Adventure Center has begun and building construction will begin in August. Campus is going to look different when students return in the fall!

— LaRita Lang, CEOE, UNOPA Staff Representative

2) Chancellor’s Campus Safety Committee
Tricia Liedle, CEOE, (appointed to complete term of Edie Schlieger, CEOE) was able to attend only one meeting. Edie was emailed asking if she would mind submitting a year-end report, but to-date, no report has been received.

3) Chancellor’s Commission on Environmental Sustainability
Lisa Albers was never contacted regarding meetings, therefore, no report this year.

4) Chancellor’s Commission on the Status of Women
The Chancellors Commission on the Status of Women (CCSW) exists to enhance the status of all women at the University of Nebraska-Lincoln. The membership consists of the Council of Faculty (8 members), the Council of Staff (8 members), and the Council of Students (9 members). The entire Commission meets monthly during the academic year, and each council meets separately once a month. Members of the university community are invited to bring issues of concern to the Commission or any of the Councils, and in turn, the Commission will consider the item for possible recommendations to the Chancellor. The Chancellor meets with the Commission annually, and also attends two meetings of each Council.

The responsibilities of the Commission and each of the Councils are as follows:

- To advise the Chancellor on University matters and policies relating to women and on such other matters as may be appropriate.
- To advise such other members of the campus administration as the Chancellor deems appropriate.
- To suggest to the Chancellor issues relating to women that should be part of the campus administrative agenda.
- To communicate to the Chancellor the perspectives of women on University policies and decisions.
- To assist the Chancellor in addressing issues related to women.

This was my second year of a three year term on the Commission and served as the chair of the Staff Council. We had several projects that carried over from the 2010-2011 year. Included below are highlights of the projects that have been the most active this year:

1. It was brought to our attention that UNL is out-of-date with respect to its adherence to the policies that govern lactation spaces on campus. We have the Chancellor’s full support in moving forward to improve the status of the rooms that do not comply with the federal guidelines. All semi-private rooms were inspected (as they were some of the worst offenders of the federal guidelines). Signage will be added to all the semi-private spaces to help lactating women find the approved spaces. In addition, three of the semi-private spaces (3 out of approximately 8) are already being revamped and several more are on a list to revisit over the summer. The private rooms will be inspected over the summer for compliance as well.

2. Our lactation policy itself is also out-of-date (found on the CCSW website, or by clicking this link: http://www.unl.edu/ucomm/chanccllr/policymemoranda/Lactation_policy.pdf). The council of staff has drafted a new policy based on new federal guideline language that was submitted for approval to the Chancellor’s office.

3. Knowledge, or lack thereof, of leave policies (especially maternity leave and benefits) has been an issue that the council of staff has encountered many times over the years. We are currently working with two representatives from Human Resources to develop a yearly or
YEAR-END REPORTS FROM EMPLOYEE CONCERNS COMMITTEES – CONTINUED

twice yearly workshop about leave policies with an emphasis on family friendly policies and where to find them.

The following projects have been identified as areas to explore over the next year:
- The economic impact of the price of parking on campus for low income earners.
- Sick/vacation leave accrual rates of office/service women and its connection to their ability to take maternity leave, attend pre-natal and post-partum appointments.
- Inconsistency in use of Administrative Leave for professional development opportunities.
- RIF processes and their impact on the individual and her/his family.

Additional concerns/ issues raised by other councils (students and faculty) include:

The ADVANCE grant is meant to spread awareness of family friendly policies at UNL. The grant is specific only to those policies that pertain to faculty. As the grant comes to a close the full commission has an interest in expanding that to cover staff as well (and also to be sustained financially).

Dual Career Couples: The faculty are also interested in doing more to help dual career couples (not only those couples comprised of two potential UNL hires but also those with one partner/spouse looking for employment in Lincoln more generally. The Staff Council has taken an interest in making sure this is inclusive of staff as well as faculty.

We ended the year being potentially short two members on the Staff Council because two members were the subject of reorganization within their departments and were RIF’d. We are hoping they will find employment at UNL and will continue serving on the Staff Council. Even if these two are able to continue, we will still have at least one opening on the council. Please consider serving in this capacity. Serving on the Commission is a great way to network with others on both campuses that you might not otherwise have the opportunity to. It also provides a way to learn more about what is going on campus-wide and to have a direct voice to the Chancellor.

—Mary Guest, CEOE, UNOPA Representative

5) U-Wide Benefits Committee

The U-Wide Benefits Committee meets twice a year unless something arises. At our October meeting we went over the NUFlex schedule, costs and distribution. The Health Risk Assessment Survey was reduced this year from four weeks to three weeks and coincided with the NUflex enrollment. Employees taking the survey which will be offered only on-line will receive enhanced wellness and preventive services benefits in 2012.

The vision and dental 2-year plans were eliminated in 2012 so that employees can now enroll or disenroll in the plans every year. In addition, employees will be required to designate their tobacco/nicotine states for voluntary life insurance annually instead of every two year. These changes will make the enrollment more consistent and less confusing.

We did not meet in April of this year. Our next meeting will be this coming Fall 2012.

—Diane Wasser, CEOE, UNOPA Representative

6) Employee Emergency Loan Fund Advisory

On January 20, 2012, I was included in a telephone conference call so I could listen (but not participate) in a vote over the phone for a client wishing to receive a loan from the Emergency Loan Fund (ELF). A regular meeting of the Advisory Board had not been scheduled as of that date so I wasn’t able to officially vote.

On February 17, 2012, I attended my first Advisory Board meeting. This meeting was basically held to train me and another new member of the committee on the operation of the ELF. I did get to meet several other members of the committee and learned some of it’s history. We did not discuss any particular case.

I am now qualified to participate in a phone discussion and vote, but I have not been contacted to do so.

—Jan Wassenberg, UNOPA Representative

7) Faculty Senate

The Faculty Senate met nine times this academic year. I was able to attend six of those. Their agendas varied from committee reports and Executive Committee elections to invited speakers such as President James B. Milliken, Tom Osborne, Vice Chancellor Prem Paul, and Dan Duncan. Chancellor Perlman attended the fall meetings to give brief updates to the faculty and answer related questions. You can find minutes of each Faculty Senate meeting and each Executive Committee meeting on the website: http://www.unl.edu/asenate/welcome.htm.

I found representing UNOPA at the meetings was a valuable and insightful experience. I learned more about various faculty responsibilities to the university as a whole, and wrote about some of the meetings in the UNOPA Notes newsletter.

—Linda Ratcliffe, UNOPA Representative

8) James V. Griesen Exemplary Service to Students Award

As UNOPA President, I was invited to sit on the selection committee for the James V. Griesen Exemplary Service to Students Award. This was previously known as the Chancellor’s Exemplary Service to Students Award, and the
name was changed in honor of Dr. Griesen on his retirement as Vice Chancellor for Student Affairs.

The award is administered through the Office of the Vice Chancellor for Student Affairs by Dr. Timothy Alvarez. Members of this year’s committee included: Dean Joan Giesecke (committee chair for this year), Dr. Timothy Alvarez (Assistant Vice Chancellor for Student Affairs), Barbara LaCost (Faculty Senate), Cathy Robertson (UNOPA), Deb Dahlke (UAAD), Stephanie Lee (undergraduate student representing ASUN), and Samantha Mosier (Student Affairs Graduate Student).

In late January, I was notified that seven nomination packets were posted on the Award Blackboard site and ready to be reviewed. All UNL employees are eligible for nomination. This award was established to acknowledge extraordinary and sustained performance by individuals serving UNL’s students, and is accompanied by a $1,500 stipend provided by private funds made available through the University of Nebraska Foundation.

The selection committee met in early March to review the nominations. All of those nominated were truly deserving of this award, and the selection was difficult. It was the decision of the selection committee to award the James V. Griesen Exemplary Service to Students Award to Dr. Aaron Duncan, Director of Forensics - Communications Studies, for his sustained efforts in devoting time and energy above and beyond his assigned responsibilities to serve students here at UNL.

—Cathy Robertson, CEOE, UNOPA Representative

9) Parking Advisory Committee

Parking Committee meetings were held in the Parking and Transit Services conference room, 625 Stadium Drive. Meetings were usually once a month: October 10, November 14, December 5, January 20, February 13, March 2 (was not able to attend), March 12, and April 20.

The planned meeting time is for 1½ hours. Meetings generally follow this agenda:

- Call to order and roll call.
- Approval of past minutes.
- Open Forum – These are scheduled for each meeting for visitors to bring issues to the attention of the PAC.
- PAC review of appeals of decisions made by the Parking Appeals Committee. Motions to deny or reorder another hearing by the Parking Appeals Committee. We did review one case that was denied based on finding no evidence of a lack of due process.
- UNL PAC business
- Director’s report – Dan Carpenter keeps the committee updated on what is happening on the campus in regards to transportation and parking.
- Summary of the Chance Management Advisors, Inc. report on providing solutions to parking and transportation.
- We looked at the fee proposal to transition service to StarTran in FY 2013.
- Other business discussion. We discussed the parking permit fee. It was recommended that parking permit fees for student non-reserved surface, reserved surface, and garage be increased by $2 per month for 2012-13, and that faculty/staff non-reserved surface and reserved surface parking permit fees be increased not less than $1 per month and faculty/staff garage parking permit fees be increased by $20 per month per year for 2012-13.
- Other member business
- Adjourn

—Sally Hawkins, UNOPA Representative

10) Parking Appeal Committee

So far we have had only one meeting. It was held on November 7, 2011 @ 2pm at the Parking & Transit Services Offices. There were 2 parking appeals brought forward at that time. One appeal was for a parking meter violation. The appeal stated that their vehicle could not have been there at the said time and date. UNL Police report described the vehicle and license plate. The committee had a discussion and it was decided that the appeal could not prove that their vehicle was at another location at the stated time and date. The appeal was denied.

The other appeal was for a Handicap Parking violation. UNL Campus Police provided a picture for documentation. The appeal claimed that his employees were using his vehicle at that time. The Committee's unanimous decision was that this person should hold the employees responsible for the parking violation. The appeal was denied. Further meetings will be held on a need to basis.

—Belva Harris, Marsha Yeldon, and Diane Wasser, CEOE, UNOPA Representatives

11) Wellness Committee

The Wellness Committee met on the second Thursday of the month from 2–3 pm at the City Campus Union and the Jackie Gaughan Multicultural Center. The committee met for six meetings and I attended five meetings.

The role of the Chancellor’s Committee on Wellness is to assist in establishing and maintaining a healthy and well campus environment. It is the responsibility of the Committee to develop the mission, goals and objectives for health and wellness programming at the University of Nebraska-Lincoln as well as review and advocate for future planning proposals and programming for students, faculty and staff.

The charges of the Chancellor’s Committee on Wellness are the following:
Review current wellness programming at UNL and develop plans to improve coordination and promotion of those efforts.

Review Faculty and Staff Health Risk Assessment (HRA) results and recommend appropriate wellness programming to address the needs of all employees outlined in the survey.

Develop a proposal for the implementation of a full-fledged wellness program for the UNL community.

Develop a strategic plan for future wellness programming (3-5 year plan).

The committee meetings are chaired by Kimberly Barrett, Wellness Coordinator, UNL. The meetings are structured in three parts: 1) Topics for Discussion; 2) Wellness Updates; and 3) Wrap-up. Wellness Ambassadors training/support and the committee budget are examples of discussion topics this year.

The Wellness Committee sponsors and oversees numerous Wellness Initiative activities and projects. Examples of the Wellness Initiative progress this year are the following:

Wellness programming focused on the top interest areas and risk factors of the 2011 UNL Health Risk Assessment data results: nutrition, physical activity, weight management and health screenings.

Well on Your Weigh - Weight loss/management program
Live Healthy Nebraska 100-day Challenge & Fall Wellness Challenge
UNL Wellness Fair - nine onsite health/wellness screenings offered
Nutrition series/workshops and healthy cooking seminars
UNL Wellness Initiative Recognized:
Governor’s Excellence in Wellness Sower Award
Live Healthy Nebraska - 100 Club
Provided work-sessions/trainings for more than 60 Wellness Ambassadors.

The 2011-12 year was a great year for the Chancellor’s Committee on Wellness and I felt privileged to be the UNOPA Representative. Thank you UNOPA! I truly enjoyed being the UNOPA Representative on the Chancellor’s Committee on Wellness.

— Deb Lawrence, UNOPA Representative