

INITIATIVES & SURVEY HIGHLIGHTS

JUNE 2024

2023-2024 SUMMARY

The Staff Advisory Council, established in 1973, promotes communication between staff and the chancellor. SAC has 40 elected members, representing UNO's diverse managerial/professional and office/service staff.

Professional Development Fund:

The results of a 2018 staff survey confirmed a need for funding to promote professional development among staff members. In 2020, \$40,000 in funding was allocated annually for SAC to distribute to staff members seeking professional development.

In 2023-2024, the Professional Development Committee, a subcommittee of the Staff Advisory Committee, awarded \$40,000 to staff members to pursue professional development opportunities. (At the time of this report, \$1,850 is not yet processed pending final processing.)

- The committee received a total of \$68,711.60 in requests to support professional development for staff members.
- The committee awarded \$40,000 and denied \$28,711.60.
- A total of 61 staff members requested funding. Of the 61, 30 were approved and 31 were denied. (Of the 31 denied, 21 were denied because of no more funding was available.)

Survey:

In summer 2023, the Staff Advisory Council disseminated a survey to all staff members on campus with the intent of continuing and supporting initiatives for staff across UNO. The survey results informed the initiatives identified for 2024-2025. A summary of results are included on page 2, including areas of strength and risk.

Staff Appreciation:

The SAC Events Committee hosts two events annually, one in fall and one in spring.

- The Fall 2023 Annual Staff Picnic was on September 27. The event hosted 475 people at a cost of \$9,246.50
- The Spring 2024 Pancake Man was held on March 7. The event hosted 256 people at a cost of \$3,049.97.

In addition to events, SAC donated \$150 to Employee of the Month each month and three \$500 recognition awards to staff members. Thanks to a private donation, we gave six additional \$500 recognition awards this year.

2024-2025 SAC INITIATIVES

The 2023 survey informed the following initiatives SAC has identified as priorities for 2024-2025.

Staff Appreciation Week: We are exploring ways for a dedicated week of staff appreciation sometime in the fall semester.

Coaching & Mentoring: The survey identified a strong interest from staff for wellness coaching and a mentorship program. We are discussing the possibilities of replicating these offerings to staff that are currently available to faculty through CFE.

Community Engagement: Our goal is to increase collaboration with campus and community partners through a variety of engaging activities and programs.

SUMMER 2023 SURVEY SUMMARY

In summer 2023, the Staff Advisory Council disseminated a survey to all staff members on campus with the intent of continuing and supporting initiatives for staff across UNO.

Purpose: The goal of the survey was to focus SAC efforts strategically to best serve our constituents and to provide feedback to 1) help SAC plan future activities; 2) take a high-level “snapshot” of the current campus climate and UNO culture from a staff perspective.

Survey Dates: The survey was open between July 12 and August 4, 2023 and promoted via University Communications and internally by SAC.

Approach/Methodology:

- SAC developed questions based on initiatives for the year as well as key campus topics related to staff members. Questions were a mix of free-response and multiple choice.
- Survey was administered by SAC PD Committee via Qualtrics.
- Minimal demographic information was collected and responses were anonymous.

444

staff members
completed survey

45%

response rate
of staff members

KEY TAKEAWAYS

What type of professional development opportunities would you like to see SAC involved with?

- Staff Wellness Coaching (184)
- Professional Speakers (170)
- Staff Mentorship Program (167)
- CliftonStrengths Workshops and Coaching (133)

These results determined top SAC initiatives for 2024-2025

In the last year, have you considered looking for a job outside of UNO?

- Yes: 49.3% (219)
- Prefer Not to Answer: 10.1% (45)
- No: 26.8% (119)
- Blank: 13.7% (61)

Low pay and compensation identified as the highest risk (131 respondents)

WE ASKED STAFF MEMBERS TO INDICATE THEIR LEVEL OF SATISFACTION WITH THE FOLLOWING:

Benefits (407): The majority of respondents are satisfied with the benefits, with nearly 77% expressing some level of satisfaction. Only a small percentage (14.25%) are dissatisfied.

Compensation (409): Satisfaction with compensation is almost evenly split. About 45.48% are satisfied, while 44.74% are dissatisfied, indicating a significant area for potential improvement.

Recognition (405): Recognition has a mixed response, with 39.26% satisfied and 25.43% dissatisfied. The high neutral response (34.31%) suggests ambivalence or indifference among many respondents.

Response/Transparency (405): There is a significant amount of dissatisfaction (31.86%) with response and transparency, with only 35.56% satisfied. Similar to recognition, there is a high neutral response (32.59%).

Working Conditions (408): Working conditions are viewed positively, with nearly 70% satisfaction and only 16.42% dissatisfaction. This indicates a generally favorable perception among respondents.

WHAT DO YOU ENJOY MOST ABOUT WORKING AT UNO?

The leadership in my area really cares about me as a person and also wants to help me grow professionally.

I enjoy working behind the scenes to help students further their education.

As an undergraduate, graduate student, and now full time staff person for 10 years I love UNO. I am very passionate about what happens here and the great things we do.