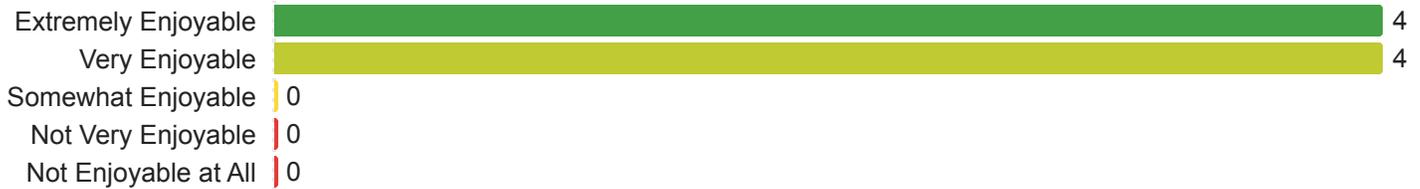


## S2Q2.1 - How would you rate your overall enjoyment and engagement with the council's activities and meetings?

8 Responses



## S2Q2.2 - Please consider expanding on your perceived level of enjoyment and engagement as a member. (optional)

Please consider expanding on your perceived level of enjoyment and engagement as a member. (optional)

The increased engagement with others has helped fill the void of interaction I was hoping to receive in other parts of my day-to-day opportunities. I have a realistic sense of purpose, responsibility, and feel held accountable for the things I commit to and what the Council commits to.

I'm looking forward to meeting SAC colleagues at the upcoming Friday social event.

I think everyone on SAC does a great job of being involved while staying energetic. For me, this leads to very engaging conversation, which I enjoy

The people on SAC are kind and insightful, which makes the meetings enjoyable to attend and engage with. I have tried to be consistently engaged to help drive change and staff support initiatives however I can.

It's nice to see all of the upgrades, and updates to the council.

I've loved the events and working with the people. Our events committee is phenomenal and I value them deeply.

## S2Q3 - Operations, Activities, and/or Focus Is there anything you feel has been missing or could be improved in the council's operations, activities, or focus areas? (required)

Operations, Activities, and/or Focus

Is there anything you feel has been missing or could be improved in the council's operations, activities, or focus areas? (required)

Being in my second year of my first term, there has been too much significant change to suggest a greater improvement. I love that there's more engagement with members of SAC. It's great that we utilize the entire meeting with content and dialogue that has purpose.

## SAC Member Mid-Year Survey - 2024-2025

The inclusion of staff in the CFE Wellness program is a great step. As we're being asked to continually do more with fewer resources, continuation of advocacy in areas of well-being and salary is important - and it has an impact on retention of highly skilled staff. Engagement and competency are the key to efficient and effective student care.

Not off the top of my head. However, this is my first year serving on SAC, so I'm sure there will be things that come up over the next couple of years.

Nothing that I can see. I appreciate the effort SAC takes to improve the work experience of staff members.

I think there's probably some misalignment in my perception of what a group like SAC can/should be and what it is/has been in practice here at UNO. I am not sure if that's something it's incumbent on SAC to change about itself or if I need to shift my thinking.

In my mind, SAC is the closest thing staff has to any sort of collective bargaining group or power for staff on campus, but it feels like we acquiesce that power rather than embrace it. It seems like SAC asks for a lot of permission rather than putting forth its own agenda and driving conversations with university leadership about priorities from the staff perspective. And if that's what SAC is, that's fine. It's just not the shared governance body I perceived it to be.

No

I think there could be more "get to know you" activities at our meetings. I appreciate that there are guest speakers and I've learned a lot from them, but I would also love dedicated time at each meeting (even if that's just 5 minutes) to get to know someone else on SAC.

I am not sure. It seems like it is difficult to get staff buy in for SAC events. When I first started at UNO, the SAC events each semester seemed to be better attended and lauded as bigger events than they are now. Maybe that is just my perception. I am just wondering how we can increase engagement. How do we increase attendance? I think we ARE doing a better job of including employees that do not work typical schedules or cannot actually attend events by offering other programming and directed events / items given to those specific offices.

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## S2Q4 - Initiatives, Activities, and/or Improvements What suggestions do you have for initiatives, activities, or improvements for the council for the remainder of the year? (required)

Initiatives, Activities, and/or Improvements

What suggestions do you have for initiatives, activities, or improvements for the council for the remainder of the year? (required)

I think the recent and first optional opportunity to socialize with members of SAC off-campus and outside of work was a nice change of pace. I was able to feel more relaxed and "take off" my UNO hat, if you will.

Please see above - with emphasis on salary advocacy.

I love being involved, so continuing to provide opportunities for involvement is something I would like to see.

SAC Member Mid-Year Survey - 2024-2025

I like the direction our sub-committees are heading. I enjoyed the staff appreciation week in the fall and like the plans for staff appreciation events throughout the spring term. I also like the community engagement plan to encourage volunteering with rewards for doing so.

Now that each university in the system has a SAC, I think it would be wise to consider creating a representative position with responsibilities for communicating with the other SAC bodies to create some staff-focused priorities across the system each year. I think some of the misalignment in what I think SAC should be and how I feel it operates may be due to the fact that some of the bigger issues I think SAC could advocate for are things that SAC at UNO doesn't necessarily have the power to ask for at UNO alone. Even if we want those things here, the power to make changes lies at the system level. And for there to be any hope of impacting things at the system level, we have to be aligned and working in solidarity with the other campus SACs.

I can't think of anything.

For the remainder of the year, I would recommend keeping our goals in sight as we do events and banquets. I am excited about the SAC after hours hang out and am glad that is something we are doing.

Pancake man! Vouchers for discounts at the Bookstore? Or maybe an event with the Bookstore with give-aways, etc? I think we all have been in the bookstore bemoaning the cost of the UNO branded items they sell. Maybe we could partner with the bookstore to have an additional savings day / week for staff members.

## S2Q5.1 - On a scale of 1 to 10, how confident are you that the Staff Advisory Council is meeting its goals and positively impacting the organization?

8 Responses



## S2Q5.2 - Please consider expanding on why you scored SAC's ability to meet its goals and impact. (optional)

Please consider expanding on why you scored SAC's ability to meet its goals and impact. (optional)

With there being so much change and improvement, I don't think I've ever had this level of planning and organization in SAC. I think SAC will be well positioned to complete/pursue their goals this calendar year.

SAC is full of the most hard-working and dedicated people on campus. We do not simply "work" at UNO, we want to be here and make it better for all staff.

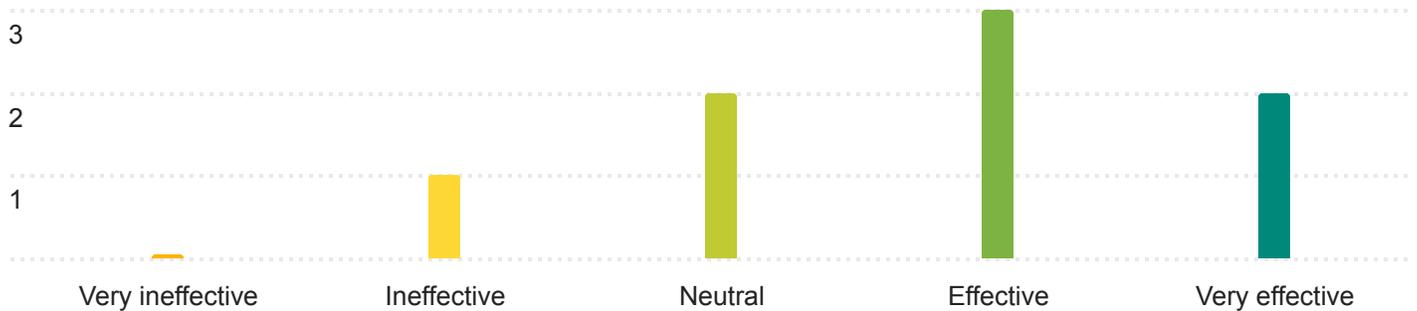
SAC Member Mid-Year Survey - 2024-2025

The only reason it isn't a 10 is the possible impedance of outside forces.

I just feel like it takes so much work to get a "win" when you are fighting against the establishment. Time and again, I feel that staff aren't a priority to the administration.

I do think that we are impacting campus through events and appreciation. I have had an amazing time of getting to know other staff members and I am so appreciative. I think there is more we can do, which is why I didn't score it at a 10.

### S3Q1 - In your opinion, how effective is SAC in addressing staff concerns and issues? (required)

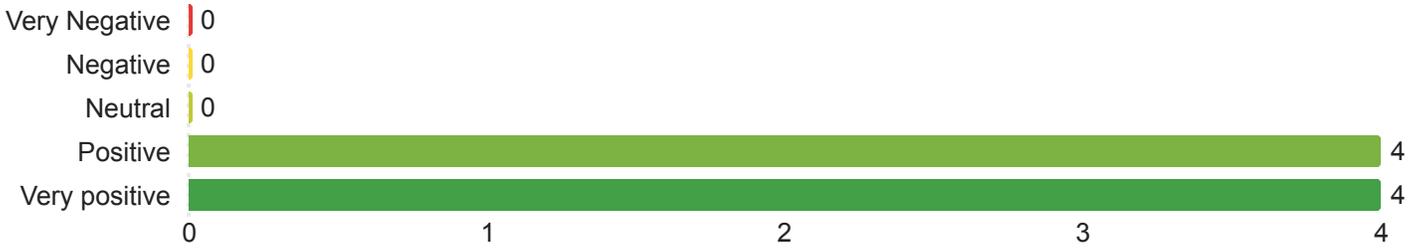


### S3Q2 - What areas do you believe SAC should focus on?

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Professional Development	1.00	5.00	3.38	1.32	1.73	8	27.00
Campus Culture	1.00	6.00	2.25	1.56	2.44	8	18.00
Health and Wellness	1.00	5.00	3.38	1.32	1.73	8	27.00
Diversity and Inclusion	2.00	5.00	3.50	1.12	1.25	8	28.00
Policy Advocacy	1.00	5.00	3.13	1.54	2.36	8	25.00
Other/Not Listed	1.00	6.00	5.38	1.65	2.73	8	43.00

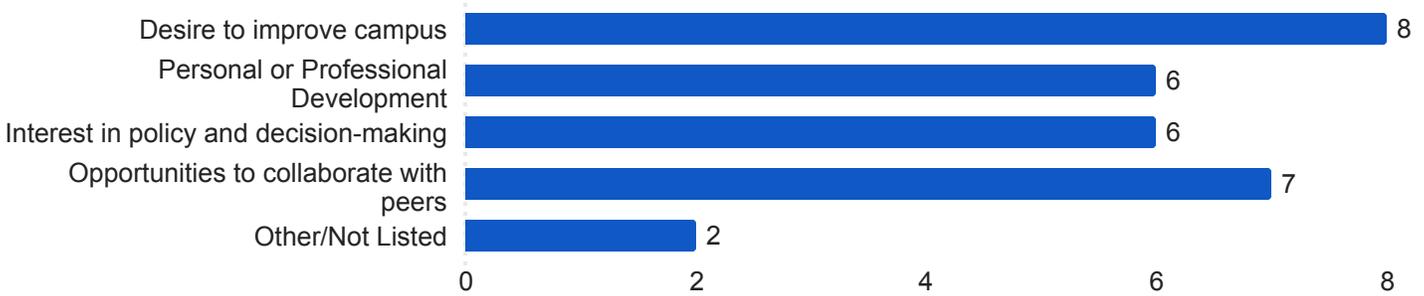
### S3Q3 - What is your overall perception of SAC? (required)

8 Responses



### S3Q4 - What motivates you to contribute to SAC?

8 Responses



### S3Q5 - Are there specific initiatives or projects you are passionate about that you'd like to suggest for the remainder of the year? Future years? (optional)

Are there specific initiatives or projects you are passionate about that you'd like to suggest for the remainder of the year? Future years? (optional)

The current opportunities are sufficient. In future years, continued effort and emphasis on exchange of feedback/opinions of staff with action/support from university administration/leadership.

Salary advocacy and staff wellness initiatives

Not as of this moment. However, I am interested in helping in any way!

Nothing in particular, I like the direction SAC is headed.

I still feel that something needs to be done with staff pay. Especially with the increases in minimum wage that the state has approved. Entry level job pay is quickly catching up with what a lot of staff are paid around here.

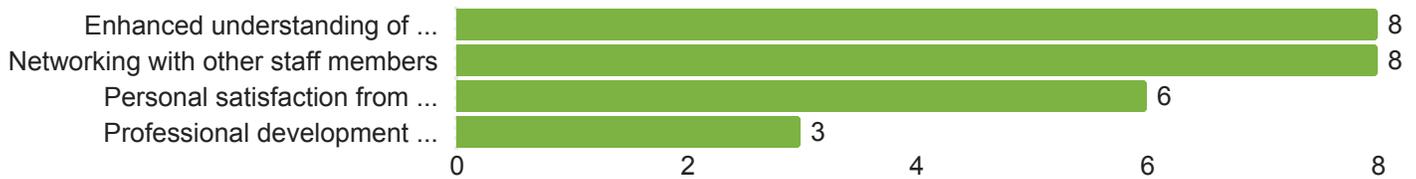
SAC Member Mid-Year Survey - 2024-2025

Definitely keep doing staff appreciation week! Maybe divvy up some of the responsibilities between different committees on SAC so it's not all on the events committee.

I really wish that SAC could find a way to ACTUALLY influence policy decisions. For example, we have been talking about the discrepancy between vacation hour accrual between office/service and managerial/professional for years and yet no movement has happened on this issue. I would also argue that staff are still held in lower import at UNO (and generally in the university) than faculty. Faculty continually get higher pay, more resources, and preferential treatment. Faculty actually have some bargaining power with administration. I would love for SAC to be able to move the dial on important policy issues and finds a way for staff to have more actual power on campus.

**S3Q6 - Which of the following have you gained/increased since the start of this year as a result of your membership on SAC? Select all that apply; (Required) - Selected Choice**

8 Responses



**S3Q7 - How has membership in SAC impacted your role at the university at this midpoint in the current year? (required)**

How has membership in SAC impacted your role at the university at this midpoint in the current year? (required)

With the support of my supervisor, I have kept my university role separate from SAC. My role has not had any change based on my involvement in SAC.

When partnering with colleagues across campus for student care, we've found that we already know one another through SAC. It's a pleasure to work with trusted and competent connections in other departments.

I touched on this previously, but developing strong relationships with other staff across campus is the main way, so far, that being a SAC member has impacted my role.

I feel more connected to SAC members, and as a result, more connected to the campus as a whole. It was great to help be of service to our campus during the staff appreciation week last fall.

The primary impact has been in the area of professional connections and networking on campus, which has already begun to provide opportunities for collaboration in the work I do with supporting students in housing.

## SAC Member Mid-Year Survey - 2024-2025

Not really sure.

It has heightened my sense of responsibility as a member of a larger organization, helped me in my leadership capacity, and encourages me to be the best I can be.

I am still a believer in SAC and our goals and purpose, but have become increasingly convinced that we are really more of social / culture body and should maybe focus on that? I am not sure how much of an "advisory" capacity our body really serves. IF we really believe in that function, maybe we need to develop a government relations committee that works with Victoria Kohout on how to get staff more involved in those things? Or maybe we can work to get more representation on higher level committees at UNO? I am not sure what is actually possible.

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## AQ1 - What additional comments/feedback do you have for SAC?

What additional comments/feedback do you have for SAC?

Thanks to the officers for a proactive and wonderful year.

Nothing at the moment.

I like the direction we are headed.

None

Thank you so much for letting me be a part of SAC. I have had a wonderful time and I'm so thankful to get to work with and get to know such amazing people (on SAC and not). I believe in the mission we have of advocating for and encouraging staff members, and I can't wait to continue to be a part of it in future years. Thank you to our lovely leadership who care so deeply about SAC and have put so much time into making things happen. I appreciate you.

One of my favorite memories in SAC so far (aside from the popcorn deliveries) was meeting Colton at MBSC at 6am to help set up. The dedication to supporting and serving all staff by Colton, Alex, and Ashley makes me want to be a leader, employee, and person.