

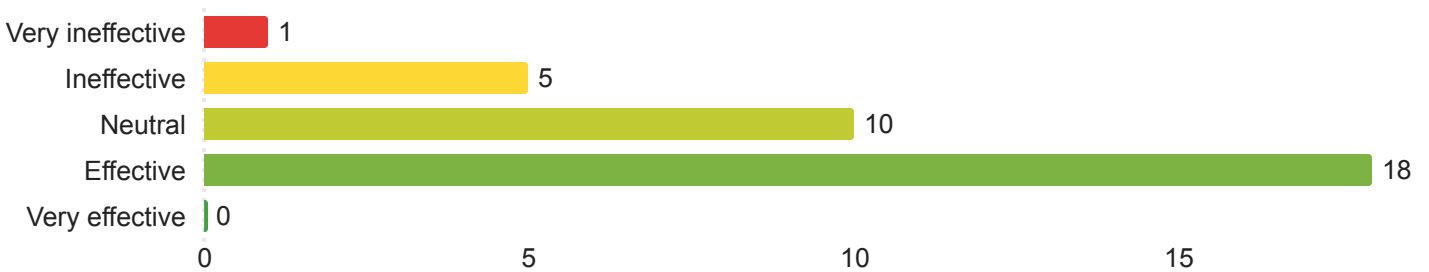
S1Q1 - Overall, how familiar are you with UNO's Staff Advisory Council (SAC) and its functions?

34 Responses



S1Q2 - In your opinion, how effective is SAC in addressing staff concerns and issues?

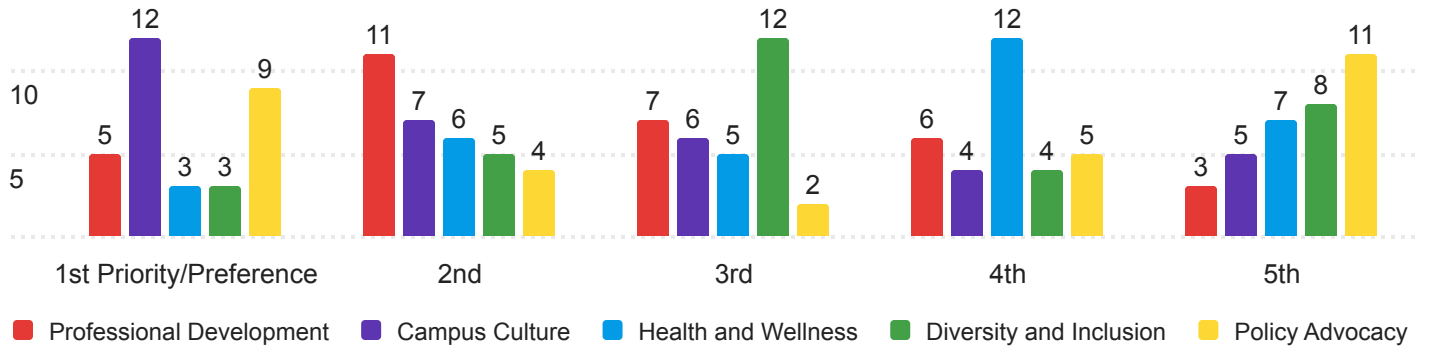
34 Responses



SAC Member Perception Survey - Summer 2024

S1Q3 - What areas do you believe SAC should focus on? Please rank/sort them based on your priority/preference.

34 Responses

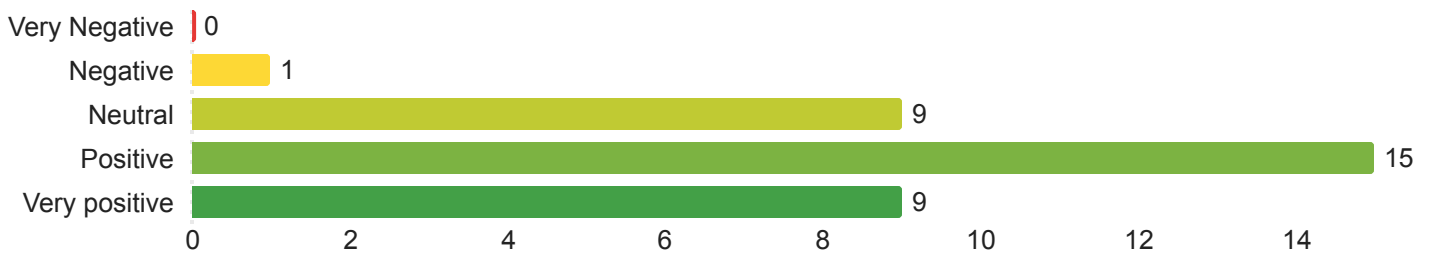


Additional Areas to Focus:

- Resources available to faculty, but not staff
- Staff Pay and/or Benefits (Encouraging clear HR policies on both pay and benefits)
- Equity
- Retention
- Problems brought to our attention from UNO Staff

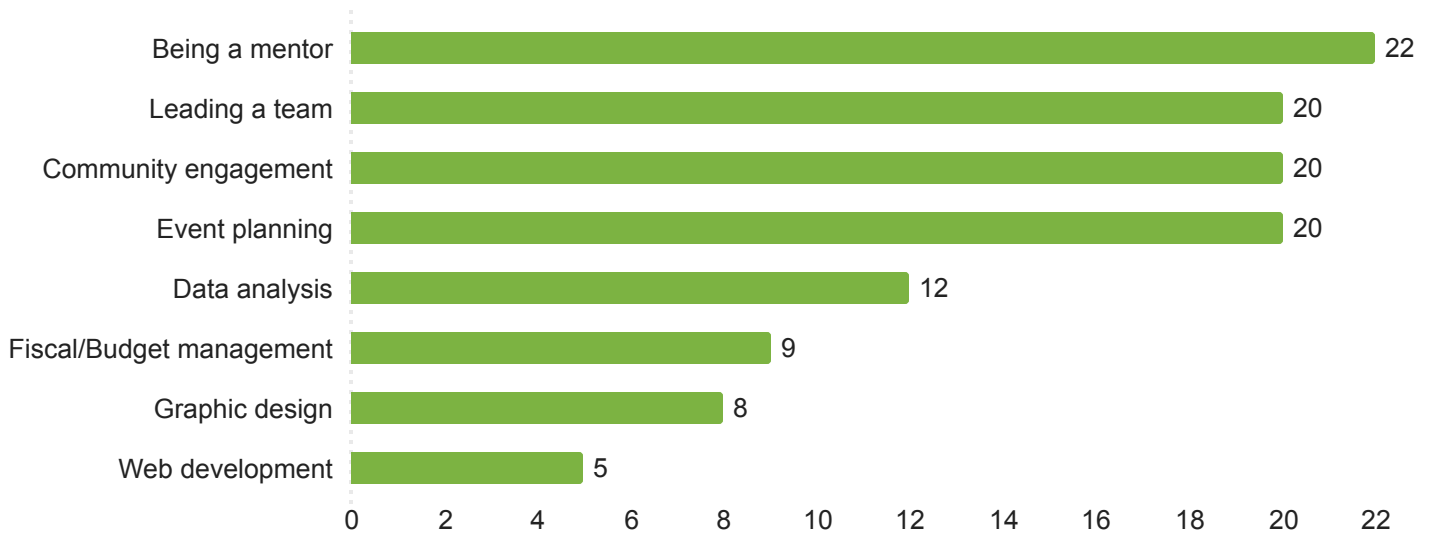
S1Q4 - What is your overall perception of SAC?

34 Responses



S2Q1 - What specific skills or experiences do you have that you believe would benefit SAC?

33 Responses

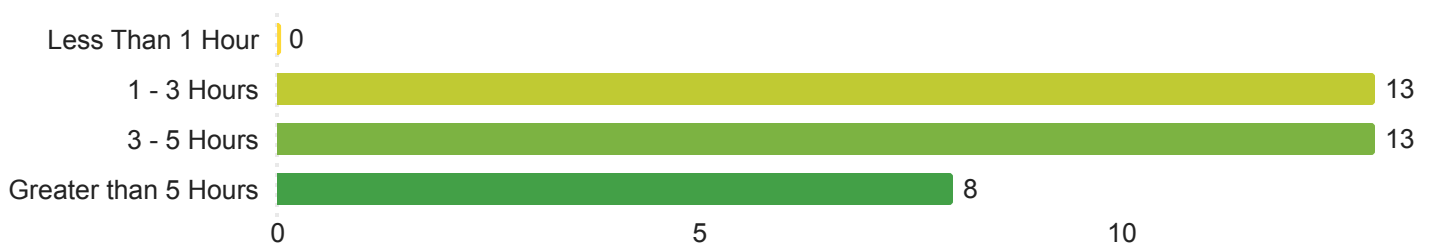


Additional Skills:

- Assessment
- Policy / Procurement Development
- Diversity, Equity, and Inclusion
- Public Policy Advocacy
- Training and Development
- NU System Effort Connections
- Staff Advocacy and Employee Voice (doctoral study/research)
- Research Design / Information Gathering

S2Q2 - How much time per month are you willing to contribute to council activities, outside of the required monthly meetings?

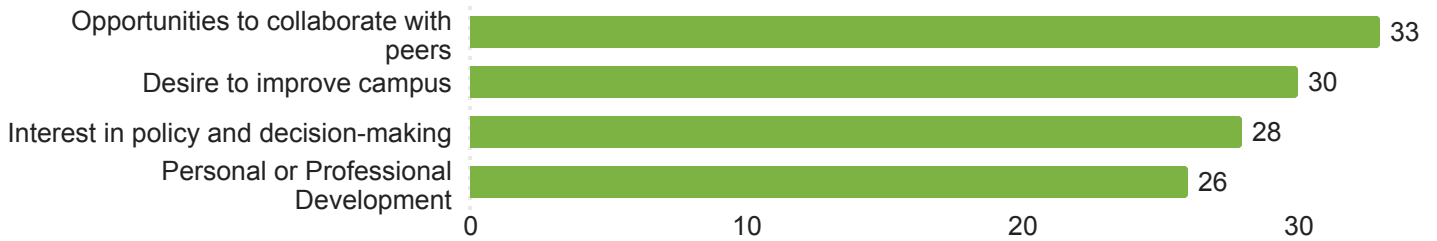
34 Responses



S2Q3 - What motivates you to contribute to SAC? Select all that apply. -

Selected Choice

34 Responses



Additional Motivations:

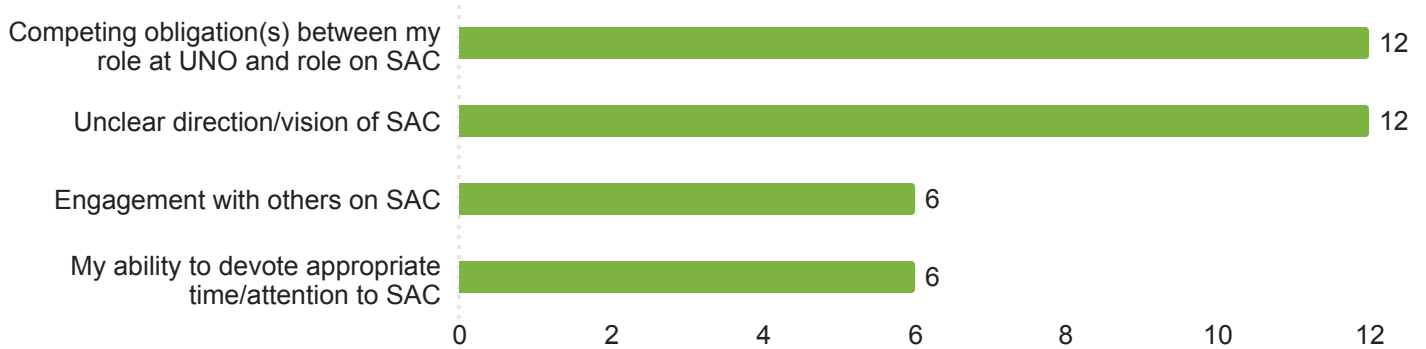
- Network and meet other UNO Staff
 - Learn the culture we are hoping to set
 - To be of service to UNO Staff
 - Lifting UNO Staff voices toward more formal shared governance
 - Being "in the know" about what is going on
 - Connection for custodial, groundskeeping, etc who might not have access to computers and information
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SAC Member Perception Survey - Summer 2024

S2Q4 - What challenges do you foresee as a member of SAC? - Selected Choice

34 Responses



Additional Challenges:

- Learn and integrate with the team
 - Not knowing my role as a new member
 - Tension with administration regarding challenging topics
 - Sometimes, I feel like things get bogged down and prevents us from accomplishing what we can
 - Perceptions of staff at the University level
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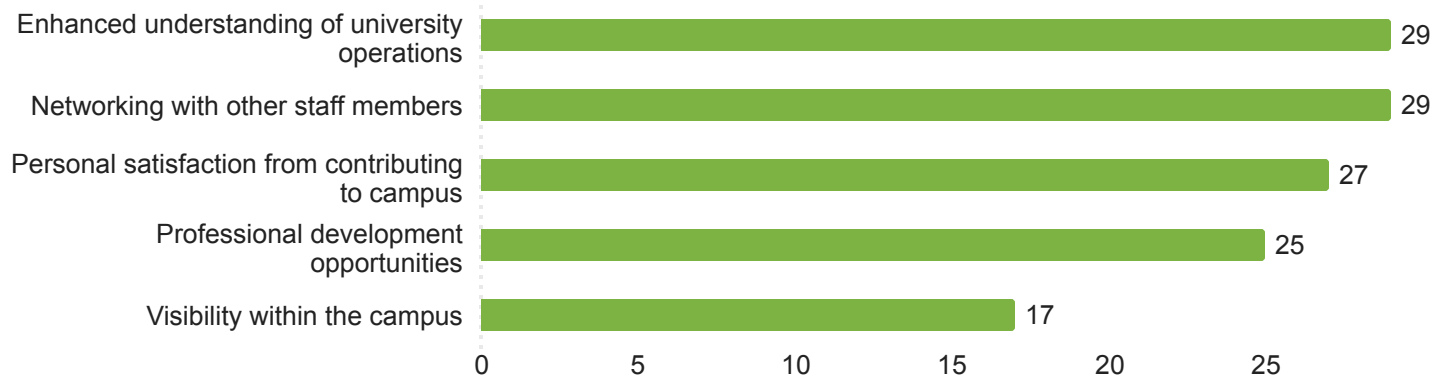


S2Q5 - Are there specific initiatives or projects you are passionate about that you'd like to suggest?

- All Staff Dodgeball Tournament
 - Interview Staff members not in SAC to learn about the hardships they face within their department
 - Policy awareness
 - Management training for those wanting a promotion
 - Career advancement transparency and process
 - Non-monetary benefits to staff on campus or community
 - Continued networking and collaboration across campus
 - Four-day work schedule
 - Bi-weekly pay for exempt staff
 - Staff mentorship
 - Advocacy for staff issues and opportunities
 - Engagement for Campus Community and Greater Omaha community
 - Diversifying staff across all departments
 - UNO Staff Climate survey
 - Salary/Compensation adjustments associated with national labor standards
 - Bringing back staff discounted rate at the UNOCCC
 - More skills-training opportunities and workshops
 - Equalizing hour/salary staff leave (i.e. vacation leave, sick leave, etc)
 - Wellness Center affordability for staff
 - Continuation of MavRide program for students, staff, and faculty
 - Money saving options to help staff - pay is not keeping up with inflation
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S3Q1 - What do you hope to gain from being a member of SAC? Select all that apply. - Selected Choice

33 Responses



Additional hopes:

- A self belonging to campus and the community
- Greater visibility with leadership
- Advocacy for policy changes/awareness
- See our progress or change happen!
- Assist in improving the working lives of UNO Staff members

S3Q2 - How do you think membership in SAC will impact your role at the university?

How do you think membership in SAC will impact your role at the university?

I think it will bring me increased awareness into the workings of campus and how I can attribute that knowledge to my current role.

Getting out of my office and working with others personally makes me a better employee to have those connections. I better understand the needs, concerns, and processes at UNO and can communicate this information to those in CPACS and in my office. I want to be a part of building a campus that is connected and being a SAC member is a good start to making this happen.

Hopeful it will lessen the gap between HR and various departments

It will provide a useful insight as to what challenges are occurring and how we as staff are working towards a solution.

SAC will allow me to make more and stronger connections campus wide. I believe it will be a great opportunity to show my skills and hopefully lead to professional growth and development.

SAC Member Perception Survey - Summer 2024

I think it will help me learn to maneuver the system to better position myself to make changes

Being a part of the SAC allows me to develop leadership and organizational skills. I have opportunities to work on various projects, lead initiatives, and collaborate with diverse teams.

I will have a greater understanding of University operations. I will also have greater connections to other staff on campus.

Membership will aid in networking and visibility on campus, but I hope it will also impact all advisors collectively with policy changes and visibility of front-line staff members and culture.

Help me be more knowledgeable about university funding / business. Help create connections with other employees.

More collaboration and understanding of other departments on campus

It will allow me an opportunity to network and connect with others which beyond my department enabling growth in my career development

I think my membership in SAC will impact my role at UNO by allowing me an opportunity to foster stronger relationships with others across campus. Also, by learning the “why” behind many of the policies and procedures on campus.

I think that being a part of SAC will improved my role here at UNO by giving me opportunities and experiences I would not have otherwise. I gain more insight into the college and how that works. I take this back directly to both of my major roles here on campus and to the local schools we work with in dual enrollment.

Participation in structured committees helps me grow teamwork skills and strategically plan projects.

I think it will help me shape change and be a part of decision making.

Being able to advocate for staff at UNO in areas that I see are lacking in my role at UNO.

I think it will help grow connections and access to other departments with whom we can collaborate with

Positively — a stronger network creates stronger departments.

Being able to collaborate on tasks with people that want to contribute.

I believe that SAC will continue to equip me with the skills, relationships, and means to become a more impactful person not just to UNO, but the communities I serve and will serve in the future.

I need to be careful how I am involved with SAC because of my position.

I hope that it allows me to contribute more significantly to the staff community and experience on campus.

I will be more than happy to set my time aside and complete the impacted role or task post the regular work hours.

SAC membership probably will not impact my role at UNO outside of networking with other SAC members.

Very positively! I'm an academic advisor in the Division of Continuing Studies and we pride ourselves on being good campus partners given that our students focus their studies on a multitude of topics that require us to work closely with others across different offices. Being a part of SAC will be help immensely in getting to know more campus colleagues.

Being a point of contact, and improving my knowledge

It is my hope to get more connected to UNO and be part of increasing engagement, collaboration, and connection between UNO staff members.

Will help create touch points for engagement across campus.

I think I will learn more about campus and create better relationships for myself and my UNO department.

S3Q3 - What are your expectations for SAC in supporting members?

What are your expectations for SAC in supporting members?

Transparency in the goals of SAC and the goals of the individual members.

That we do our best to consider, include, and act on the behalf of all campus staff to the best of our ability.

hmmm, not sure about this one....

The expectation I have for SAC in supporting members is to be able to listen to what they are saying and the concerns they have.

I hope that the members of SAC are a supportive group of people who want to lift each other up. We are the current voices representing the UNO staff and that comes with a responsibility to challenge ourselves and the policy around. Hopefully we can help make UNO better than before and let voices be heard.

Being understanding of the time commitment and asking others to help with the leg work of some initiatives.

SAC should actively advocate for the needs and concerns of staff members, ensuring their voices are heard by the university administration. This includes representing staff interests in decision-making processes and policy discussions.

I am willing to be on service in any way that I can.

I expect transparency and accountability across all members. As a group designed to support all staff, the sharing of information is important and holding one another accountable helps the entire council make progress toward our goals. Relatedly, I hope for a unified vision that all members can see themselves moving toward and contributing to month by month.

Clear expectations. All members support events and initiatives. Finding ways to support other staff members and events across campus

N/A - I'm coming in with an open and mind and ready to learn

I have no expectations at the moment.

I don't have an extensive list of expectations for SAC in supporting members. I would hope for meals or snacks at each meeting and the opportunity for everyone to have their voice heard as far as SAC events go.

I am not sure yet.

Work to eliminate cliques and popularity contests. Encourage committee work that engages all members of each committee so committee assignments result in contributions from all member--tasks that each person can undertake to contribute to the committee's efforts.

I don't have any expectations.

SAC should be the collective voice of all staff across campus and look to advance priorities that are important to said staff.

Transparency, valuing differing opinions

Be available, be open to suggestions, and be patient.

Be a voice for the voiceless

SAC Member Perception Survey - Summer 2024

I expect SAC to be present in all conversations where the wellbeing and future of staff members is being impacted and/or discussed. If advocacy is in the name, the organization needs to deliver.

Being an advocate for SAC initiatives. Participate in majority of meetings and events.

In my mind, SAC will have debates and likely disagreements behind closed doors, but any public facing proposals or efforts put forward by SAC should be offered as a united front.

I am just hopeful of open communication and learn better to gain more personal and professional development.

Just being able to properly balance my responsibilities in my work place with SAC obligations.

To listen to our constituents

My expectations are that each member and those in leadership are supportive, kind, understanding, and have a growth mindset.

Provide opportunities to be in decision making rooms that impact staff.

I hope SAC welcomes and understands diverse workloads and helps members use their specific skills.

S3Q4 - How would you like to see SAC improve its engagement with campus?

How would you like to see SAC improve its engagement with campus?

More small events on both Dodge and Scott campus with low commitment to increase awareness and engagement. President "Office hours" to give space for asking questions of the president and get clarification on current efforts and SAC commitments.

We do need to have a more systematic way of spreading information. The newsletter is a huge step in the right direction.

Meetings should be in different locations each month to broaden representation.

I feel like SAC has been working engaging the campus, but with reason changes due to budget cuts it has been a challenge.

I enjoy receiving emails from SAC. It would be nice to see SAC more actively present and engaged within the community of Staff. I have enjoyed going to the events hosted throughout the year, but other than that, I am not quite sure I know exactly what SAC gets to do.

Perhaps, increasing membership. Have members go out to other areas to engage and actually TALK to other staff members to learn about their concerns.

SAC should maintain open, transparent, and consistent communication with all staff members. This includes regularly updating staff on council activities, decisions, and opportunities for involvement.

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Not sure yet, as I just joined.

SAC Member Perception Survey - Summer 2024

More frequent communication/transparency about progress on initiatives. Many staff don't know what SAC is working on, or how their voice might be added to the conversation (i.e. when/where public meetings take place).

More info shared about the work in strategic planning, etc. more advertisement of events and community service efforts.

Unsure - I think I need to understand what has been done to know where improvements can be made

I need to understand how involved SAC really is with the campus before making recommendations

I'm not fully aware of what SAC does as far as engagement on campus, besides the events they do every once in a while. Maybe that could be a start to improving engagement with campus - by advertising more to increase awareness of the awesome things SAC does.

Maybe a survey out to staff, how do they feel we are doing? What can we do to improve? Are there any problems that they feel we need to work on (ex. daycare cost went up over 26% in 5 years while staff pay increase 5% in that same time). What are our staff needs? What are their concerns? We need to connect with them more.

In the departments I have worked in, there isn't a standard for reports out to the staff of those departments. Our work, and even our presence is largely invisible or may not seem relevant.

I'd like to see more events that are different (no longer do the pancake man or picnic)

Further grow membership and have staff participate.

I'm not sure yet - I think continuing to be present and approachable

Find ways to engage staff members that aren't part of SAC to make them feel as if this organization accurately represents their thoughts and feelings.

Developing leadership and professional development opportunities.

As a campus with it's own series of silos and pockets, intersection among units/departments could help unify staff who may otherwise be reluctant to get involved. Further, SAC is positioned uniquely to support efforts, events, and opportunities of other units/departments across campus.

Better communication. Even email communication amongst SAC has been unreliable. Be more of a voice for campus.

Annual surveys and assessment of the staff experience at UNO coupled with policy proposals to advance efforts that would support and retain staff on campus.

May be we could have a little more engaging sessions department by department to have a deeper understanding of the needs of staff in various different roles.

Possible presentations to departments/colleges about SAC and opportunities through SAC (like Professional Development).

Can't think of any improvements!

Having more outreach so that other staff know what we are working on, and what our goals are.

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I think there could be more opportunities for staff to connect with each other, and does not need to be limited to food-based events only (although I certainly love those as well!).

Reaching out to diverse staff, being more visible at campus and community events.

SAC Member Perception Survey - Summer 2024

More involved with the administration, even if it's an appearance or in support of. You don't hear much about SACs operations unless it's the events.

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

What additional comments/feedback do you have for SAC?

None at this time. I think UNO is about to go through more and drastic changes in the next year and SAC needs to be there to support and advocate for those who will be affected by the changes.

I would love for SAC to feel less like an organized clique and more like an open invitation for any and all

I think SAC is doing the best we can with the amount of support we have received.

I am excited to see everyone at the next meeting. Looking forward to doing some good work!

From my past experience, it seems that the Staff Advisory Council (SAC) lacks a clear vision on what we are trying to accomplish. A clear vision is crucial for effective communication with the university administration and staff members. It provides a framework for articulating the council's goals, actions, and achievements. Without it, communicating the council's purpose and progress becomes challenging, resulting in diminished support and trust from the broader community. By addressing the lack of a clear vision, the SAC can enhance its effectiveness, foster greater engagement, and drive positive change within the university community.

I am very passionate about staff advocacy and am completing a doctoral program in educational leadership surrounding this topic. All comments shared in this survey are because I have high expectations for SAC and because I am confident the group can reach them.

Excited for another year!

N/A - very excited to start serving!

I am excited for the opportunity, thank you!

I look forward.

I'm excited to be part of it!

I'm looking forward to see the changes we can make as a group. Given the budget crisis that the university system is going through I'm cautiously optimistic that we have the ability to be a catalyst of change...it may take some time though...

Are hotdogs served in a hotdog bun a taco, sandwich, or something else?

SAC needs to find initiatives, keep with them and not change year to year as that does nothing for supporting the campus.

Hopeful to learn more about what we can do. I am just starting to learn more about SAC.

It is disappointing to have spent several months each year revising the bylaws. I felt that was time that could have been used working on actual staff issues.

I am truly grateful to get to be a part of a committee that cares for UNO and wants to improve connections and development for its employees. I love UNO and I can't wait to connect with more people.



SAC Member Perception Survey - Summer 2024

I hope SAC does some great things this year!
