



Staff Advisory Council

Council Year 2024-2025



November 12, 2024



Attendance



Agenda

- Call to Order
- [Approval of Minutes](#) (click link)
- Guest Speakers: Counseling and Psychological Services
 - Nicole Naatz, Victim & Survivor Advocacy Services
 - Maida Avdic, University Gatekeeper Program / Suicide prevention
- Guest Speakers: Innovative & Learning Centric Initiatives
 - Myah Lanoux-Nguyen, Director
 - Joe Sparano, Senior Instructional Designer
- Office & Committee Reports
- Campus Events & Announcements
- For the Good of the Order
- Adjournment





UNIVERSITY OF NEBRASKA OMAHA

Counseling and Psychological Services

CAPS offers free, confidential counseling and other services in person, via phone, and telehealth.

CAPS services are available to enrolled students, faculty, and staff.

Hours: Monday through Friday, 8 A.M. - 5 P.M.

Main Office: 101 H&K

Phone: [402.554.2409](tel:402.554.2409)

Appointments are available in Mammel Hall by request.



Staff Advisory Council

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Counseling & Psychological Services

Nicole Naatz: Victim & Survivor Advocates

Advocates serve the needs of victims and survivors of sexual assault, dating/domestic violence, and stalking. This includes those who are directly experiencing violence or friends or family members trying to offer the survivor support.

Advocates provide affirming, empowering, and confidential support for survivors and bring a non-judgmental, caring approach to exploring all options and resources.



Counseling & Psychological Services

Maida Avdic: Suicide Prevention Coordinator

University Gatekeeper Program (UGP)

Suicide prevention gatekeeper trainings are intended to provide general information to help reduce suicide risk through a training program specifically designed for individuals who are not trained and who are not licensed mental health professionals.



Innovative & Learning Centric Initiatives

Myah Lanoux-Nguyen, Director of Strategy & Operations

UNO Microcredentials

- 100% off discount in exchange for feedback.
 - *Excludes* Data Literacy Courses & Stack, and Juvenile Justice Certificate Program
- Feedback sessions will be held in person or over zoom.
- Email innovate@unomaha.edu to get promo code while spots last!

Microcredential Title	Description	Time Limit	Price
Introductory Statistics with Excel and Power Query	Learn to extract, clean, and transform your data with Power Query and derive business insights with Excel's statistical tools.	May 3, 2024 - Nov 15, 2024	\$150
AI Jumpstart: Learning & Exploring with Generative AI	In this micro course participants will explore the ins and outs of Generative AI to help get comfortable with the technology.	Time limit: 21 days	\$49
Communicating in Remote Work Environments	This course provides opportunities to identify and utilize resources for effective communication and building community within remote workplace environments. Participants will build effective...	Time limit: 42 days	\$100
Conflict Resolution	In this course, learners will acquire essential skills to navigate and resolve conflicts effectively in professional and personal settings.	Time limit: 49 days	\$199
Financial Analysis Fundamentals	This course offers professionals without accounting or finance backgrounds an introductory education in financial analysis, establishing foundational knowledge for further...	Time limit: 49 days	\$249
Foundations in Diversity, Equity, Access, Inclusion & Belonging	This credential is for individuals who are learning about the many facets of DEAIIB work in the Omaha area.	Time limit: 49 days	\$99
Improving The Accessibility Of Your Canvas Course	This course equips learners with the knowledge and skills to create an accessible Canvas site, ensuring that all students can experience the course content effectively.	Time limit: 56 days	\$249
Introduction to Open Educational Resources	This microcredential course addresses the role of Open Educational Resources in education and places the OER movement within broader contexts of academic publishing, copyright considerations...	Self-paced	\$351



Executive Committee Updates

- Fund A guidelines and ongoing conversations
- Holiday Closedown Reminders
 - December 23 – January 1 (*5 Floating + 1 Vacation*)
 - Coordinate with supervisors early
 - Submit time by December 17
- FLSA Pending Legislation
 - Questions directed to unohr@unomaha.edu
- Continuing Staff Appreciation Efforts





Continuing Appreciation Efforts

- Campus Survey Summary
 - 95 responses; 11 of which did not participate/attend events
- Future Planning Feedback
 - **Preferred Timing:**
 1. 29 (36%) for "One weeklong event series with additional events throughout the year"
 2. 28 (35%) for "One event each month throughout the year"
 - **Preferred Month:** October
 - **Preferred Day & Time:** WD, 8-10am
 - **Preferred Communication:** MavDaily and SAC Newsletter
- Other Feedback:
 - Suggestions for future appreciation events: include lunch options (hotdogs, burgers, vegetarian items), UNO-themed gifts, prizes, and parking passes.
 - Requests for movie tickets and parking discounts for long-serving employees (20+ years).





Spring Appreciation Efforts

- Monthly Events: February, April, March
- Themes for Vote:
 - Professional Development
 - Grab and Go
 - Athletics
 - Activity
 - Wellness
 - Family Offer
- Misc. Offerings
 - Discounts
 - Community Engagement Events





Future Appreciation Efforts

- Spring 2025 Feedback to be Collected
- Spring 2025 Staff and Faculty Awards Banquet
- Create Traditions on Campus



Community Engagement Committee Goal #1

Mini Passport Program

- Variety of activities for staff while at work and external opportunities (campus landmarks, blood drives, scavenger hunt – UNO branded etc.). Frame the passport program as opportunities to experience unknown campus and community engagement experiences.
- Variety of activities for diverse staff and various staff time capacities.
- Semester by Semester activities would be provided with check points for each activity and staff submissions ongoing.
- Tracking submission platform: Qualtrics. For uploads and submissions.
- Check in with Lindsay and team on the usage of the Scavenger Hunt as part of the passport program.



Community Engagement Committee Goal #2

Volunteer Events organized for on and off campus participation.

- Staff encouraged to participate as individuals and/or departments
- Leverage existing Volunteer and Civic Engagement programming events with a focus on making an impact on the community.



Community Engagement Committee Goal #3

"Community Corner" in newsletter

- Discussing development of a standing website for SAC Community Engagement committee that could be linked.
- Community Corner: community events and news for staff awareness and participation.



Professional Development Committee Updates

- 25 Applications Reviewed
 - 21 Approved, 4 Waitlisted
- \$25,177 Awarded

- \$14,823 available to award



Professional Development Committee Goals

1. Review applications and fully award \$40,000 budget.
2. Update application process and review committee process.
3. Create employee feedback survey to disseminate post-award.



DEAI Committee Updates

- Katie Welchans and Marshall Kole now serving as co-chairs
- Maddie Pooley welcomed as the newest DEAI committee member!
- Working with SAC Exec on student org funding convo and how staff can best support students impacted by the developments



DEAI Committee Goals

23-24 DEAI Committee Goals:

Explore and advocate for pay practices that meet the needs of both exempt and non-exempt staff

- Some of this may be impacted organically by the slated FLSA exempt rule changes, others include identifying opportunities for staff to select monthly or bi-weekly pay regardless of exempt/non-exempt status

Explore and advocate for hiring/recruitment/interview practices that are accessible and inclusive

- Considering practices beyond ADA compliance in the interview process – What best practices exist that hiring committees may choose to employ in the interview process? Does HR provide guidance on those practices?
- Does this also extend to inclusive mentoring opportunities for staff once they are hired and on-boarded?



Events Committee

Mission

Strengthen Maverick spirit and campus connections through engaging and encouraging as many staff members as possible through meaningful, quality events and giveaways.



Events Committee Updates

Spring Events

- Zoo Tickets (Scavenger Hunt?)
- Monthly Mini's (e.g.)
 - **Valentine's Day:** Candy Gram / We "Loaf" You
 - **Pi Day:** Pies for everyone! / Pie the President
 - **Earth Day:** "You Mean the World To Us" / Seed Giveaway



Strategic Planning Committee Updates

- Goals

- Staff Climate Survey

- Review and make suggestions/clarifications
 - Brainstorm ideas to increase participation in the survey and ways to decrease barriers/obstacle staff might have in completing it.

Gratitude Guide

create a guide of simple ways to show gratitude (People Are Everything, personal notes of appreciation, birthday, work anniversary)



Campus Events & Announcements

Salute to Veteran's Month: <https://events.unomaha.edu/salute-to-veterans>

Native American Heritage Month:

https://events.unomaha.edu/native_american_heritage_month

Professional Development Sessions:

November 12 – UNO FAST: Title IX, Sexual Misconduct & Sex Discrimination

November 13 – UNO FAST: Stay Conversations

November 20 – UNO FAST: Gratitude – the Key to Resilience

December 3 – Healthy Meal Prep Webinar with Chef Alfaro

December 4 – UNO FAST: Time Management: Boost Your Effectiveness





For the Good of the Order

Suggestion Box Submissions

- Staff Appreciation Week Feedback:
- Meeting Accessibility:
 - Requests for all SAC meetings to offer both Zoom and in-person options to ensure accessibility for staff unable to attend in person.
 - Notes for in-person meetings should include comprehensive details for those unable to attend.
- Advocacy and Inclusivity:
 - Concern over perceived lack of support from SAC against administrative actions affecting minority and marginalized groups, citing recent changes impacting these communities on campus.





Attendance



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