Staff Advisory Council  
Meeting Minutes  
Thursday, November 12, 2009  
1:00-3:00 pm  
Skutt Student Center 104  

Members Present: Cathy Anderson, Lee Ann Crist, Jimmy Carter, Karen Farias, Celeste Hubbard, Beth Krause, Jennifer Larsen, Ann Luteran, Tadd Martin, Toni Parsley, Taunya Plater, Jan Schnack, Tami Thibodeau, Annette Thomas, Colleen Warin  

Members Absent: JoAnn Wilde; Eddy Butkus; Luann Miller  

The meeting was called to order at 1:00 pm. Beth Krause offered reflection.  

1. Approval of minutes:  
The minutes of the October meeting were reviewed. A motion was made for approval with minor changes to the wording of Item #2, Issues paragraph, Line #4. The motion was seconded, all were in favor.  

2. Reports:  
- Treasurer:  
  - Taunya presented the treasurers report for the committee’s review.  
- Staff Relations:  
  - Jimmy reported that Staff Relations is working on the Forum plans. Refreshments and door prizes have been arranged. Announcements are being prepared. The committee would like to ask participants to bring items such as detergent, soap or clothing to benefit the Siena Francis House as they have learned these are urgently needed items at this time. The committee will be meeting briefly prior to the forum to finalize preparations for this event.  
- Nominations:  
  - Tami reported that 2 nominees were recommended to complete Deb Russell’s term on SAC. Karen & Tami will write the 2 nominees and ask them to submit information about themselves for consideration. When received, the names of these 2 candidates will be forwarded to Fr. Schlegel for consideration. He will make an appointment to fill this opening.  
  - The nominating committee will be meeting on December 9 to begin preparation for the spring SAC election and rookie of the year nominating processes.  
- Issues:  
  - There were no issues presented at this meeting.  
- Staff Service:  
  - Celeste reported that 14 people participated in the staff service event at Little Sioux Boys Scout ranch on October 23. Taunya had prepared a slide show from the photographs taken at this event and shared it with the committee.  
  - Celeste reported that the Martin Luther King committee would like to attend an upcoming SAC to provide information about the MLK celebration activities and encourage participation in them.  
- Standing Rules:  
  - Beth continued our discussion and review of the Standing Rules. We were able to conclude this review. The revised policy will be finalized and posted.  

3. Guest speakers:  
- Father Schlegel -  
  - Fr. Schlegel opened his discussion by thanking SAC and all university staff for their service to Creighton noting our mission could not be conducted without each of us.
o He noted that we (the university) had anticipated a difficult financial future a year ago and proactively took measures to improve the situation. At this time, these preemptive steps have resulted in a brighter outlook on our current and future standing. Our enrollment is up and the standing of the university appears stable. He anticipates within 12-18 months there will be a budgetary solution to the economic downturns we experienced last year.

o Father spoke of the Jay-net and asked the committee to try the new Creighton Today for a few weeks (it just rolled out today) to see if it satisfies the void created when Jay-net news was discontinued. If it isn’t adequate, we can revisit the issue of Jay-net news.

o Father opened the meeting for questions. He was asked if he anticipated wage increases would continue to be frozen in 2010 or if staff might anticipate a wage increase. He reported that there are plans for a wage increase in 2010.

o Father was asked about the Tenet agreement. He responded that this agreement is very important to Creighton University as 58% of our entering freshmen indicate an interest in the Health Sciences, so our medical school is a draw for our undergraduate programs. For this reason a healthy medical school is important to the university – father reported that the medical school is much healthier this year than it was at this time last year. The Tenet agreement offers a 2-year renewal – they are calling this an “evergreen” agreement as it will be continuously reviewed and evaluated keeping the contract fresh. The Creighton physicians will be very important to this agreement. Currently there are plans to hire 10-15 more primary care physicians.

o Possible upcoming expansion and construction, staff lunches with Father, staff appreciation for the benefits offered at Creighton were also topics of discussion with Father.

  • Jeff Branstetter

  o Jeff reported that Human Resources is looking at the issue of training and development of staff and how to improve this effort perhaps by using e-learning tools. A survey of staff has been conducted with approximately 800 responses. HR will next be asking managers and supervisors for their thoughts on this topic and will be asking leadership to consider this as well. HR will then do a comparison of these responses and do a study of what might be done to improve in this area.

  o The committee offered some thoughts on what types of problems are being experienced in attending the current staff development offerings. Jeff asked the committee to review the Best Places to Work Survey on this topic and send any additional comments on to him.

4. New Business:
   • Because of lack of time, no new business was discussed.

Adjournment: There being no further business, the meeting was adjourned at 3:07 pm.

Respectfully submitted,
Celeste Hubbard
SAC Secretary