

1. *I'm concerned about the deliveratio website (<http://deliberatio.weebly.com/>). I'm concerned the writers are not considering all the negativity they are airing to alumni, students, and prospective students. Are they also not concerned about defamation of their fellow employees? I'm concerned that it has come to this and that there is no venue staff (in general) can discuss these topics professionally. I would appreciate this being brought to the administrations attention.*

**Answer:** I share your concern about the language, tone, and misrepresentation of the facts in many of the deliberatio blog postings. It is certainly within our colleagues' rights to express opinions and invite debate. I think conversation regarding the strategic planning process is a very positive thing even if we don't necessarily agree on every aspect. We guide our students to be active learners and engage in inquiry of the world around them and their place within it. We should be role modeling that at every turn. There's room for diversity of opinions, questioning, and disagreement. However, I do take exception when incorrect information and opinion are stated as fact. Unfortunately, instead of engaging in dialogue with each other, authors of the blog and of the recent faculty resolution have chosen to play out their differences in a very public setting which can be disconcerting at a minimal level and truly damaging in some cases. Our enrollment, fundraising, and employee morale are not immune to the effects of the article recently published in the local newspaper nor the public blog. I encourage all of us to take advantage of opportunities to learn about and participate in the forward motion of Creighton University through the work you do every day, department meetings, Campus Town Halls, and the variety of campus committees and organizations. Your contribution to the future of Creighton University is very much appreciated. Each and every day I witness the care our colleagues provide to our students and patients. We need to exhibit care and concern for each other as well. In a recent letter to members of the University Relations Division, Vice President Rick Virgin spoke to this discord so sincerely and eloquently, I would like to share a few of his words with you.

**"As a Jesuit university we are asked to embrace the tensions inherent within higher education in today's modern society. That means that not everything we tackle will be easy and straightforward. In fact, it may make us uncomfortable. That's okay, because that's how we are pushed by this culture and the beautiful legacy of St. Ignatius. The challenges we face will often be difficult without an easy answer – like this very moment we're in. I am embracing this tension filled moment and will hold on mightily with both hands. Why? Because I know that there will be moments of grace and charity that will eventually arise from all of what we're experiencing. And when those moments eventually unfold, we will be eternally grateful.**

**I felt compelled to write this note to you tonight because you've heard me say that the work you and I do for Creighton couldn't be more important. Perhaps today that is more evident than it has been before. This moment will require all of us to stand up and speak on behalf of the many good things that we foster, care for, and help flourish with our work. And to be proud of Creighton with all of her beauty and flaws – all at the same time. "**

**Thank you to Chris Karasek, SAC Chair, for granting me the opportunity to respond to this concerned colleague.**

**Sincerely,  
Chris Bradberry, Pharm. D., Interim President**

2. I am in supervisory role and I would appreciate the feedback that my team members would provide me. I have to evaluate them, why shouldn't they do the same for me. Peer reviews would be great as well. Bundle them together and make them anonymous so there is less fear of retaliation and you get honest responses. The ramifications would be an HR review for areas that have major problems. I see areas where managers look out for each other and their work forces are beat down.

**Answer: This response to the answer from HR in last month's communication has been forwarded to Human resources.**

3. *I wasn't sure where else to submit this. I sometimes see cars traveling south on 24th street use the small delivery truck lot as a turning lane. Unless I am mistaken, and it is actually supposed to be a turning lane? But I've seen it cause some issues, however, with other vehicles coming across Cass, those traveling north on 24th street, and for individuals who are also traveling south on 24th street who don't use it as a turning. Maybe a sign to clarify would help?*

**Answer: That curb cut is there because it allows semi's to back into the Brandeis Loading dock and make food deliveries. It was not intended to serve as a turn lane or short cut from 24th Street onto Cass. Having said that, however, some people do use it for that function and Facilities did look into what might be done to remedy that. I've copied Tim Norton and John Baxter so you can get their input. Personally, I'm not sure signage would help and I'm not aware of any major issues or accidents arising from this "right turn" activity.**

**Rick McAuliffe, Public Safety Director**

Rick is correct it is a "pull in" lane for the trucks that deliver food to Brandeis. I have had drivers behind me on 24th Street use that pull out as a right turning lane as I was also turning right correctly at the intersection and luckily each time we saw each other. There is a worn solid line that is supposed to designate that it is not a turn lane. It did not have any significant effect when it was painted. Signage would have to be placed close to it and I am not sure it can happen. We have discussed a slight bump there with hatched lines on it that would discourage drivers from using it as a right turn lane. I am not sure if there is any plans to move forward with that because it has to be low enough so the trucks can cross it easily, but high enough to discourage cars. I believe the thoughts were that it would not work either. I will bring it up again at our department meeting to see if there are any new thoughts.

**John Baxter, Program Manager, Environmental Health and Safety**

#### **5/8/2015 Update from John Baxter**

The last time it was discussed over here in Facilities, it was decided that painting was the only real option. The barriers that can be driven over do not tend to last very long. They start to break and come up off the blacktop. I will bring it up next Monday to see if it can be painted.

4. *The other issue I've experienced with the one way lane is at the curve at Becker hall, where the exit from the parking area behind Kiewit hall merge. I believe a yield sign for those who are exiting the lot to the east onto the curve/lane would be helpful. I was recently rounding the curve with a line of cars behind me and an individual pulled out of the parking lot in front of us. Thank you*

**Answer: I'll visit with the officers who work in that area and also the shuttle drivers who drive that route every 20 minutes to see if they are having problems with this also. Rick McAuliffe, Public Safety Director**

5. *"The views of the Faculty Council are not necessarily representative of staff at Creighton University." What are the views of SAC since this has been brought up? In days past, staff didn't have to worry about losing their jobs, making fewer to do more, they could concentrate on doing their jobs and not waste their energy on fear. I thought I worked at Creighton (a Jesuit university) and not CHI.*

*Why would SAC have a view on this? Faculty (that have benefited from the strategic plan) that haven't agreed with the faculty on the council have been nasty and mean. I have heard a few arguments that have made a few people very uncomfortable.*

**Answer: The Staff Advisory Council serves as an advocate for staff (e-m employees) at Creighton University. The Staff Advisory Council shall "advise the President in matters affecting the general welfare and working conditions of all members of the staff. The Council shall serve as a channel for better communication between the staff and the administration". The members of SAC take this charge very seriously. We have worked hard to allow for better governance for staff. Thanks to Dr. Chris Bradberry, the President's Advisory Board meetings have been restructured to allow for staff to have a voice at this meeting. With the creation of the "anonymous feedback form" we are allowing the voice of staff to be heard. I will be taking the concerns above, regarding fear, job security, and workload to the President's Advisory Board meeting on Monday, May 11. The members of SAC will continue to keep the channel open for communication to the administration of Creighton University. I encourage all staff to keep the communication flowing. Chris Karasek, SAC Chair**

6. *I would like to suggest that the Staff Service Awards presentation be moved to the Spring Break Luncheon. They used to be presented at the Staff Christmas Luncheon then were combined with the Faculty Awards presentation. By moving them, the faculty presentations could go back to including family members present and the staff presentation would have more staff present to cheer their colleagues on. An added benefit would be to relieve the Jesuits of having to come up with a theme each year. (!)*

**Answer: Thanks for your question. We welcome feedback from the campus on recognition and rewards programs. As you may know, Father Lannon wanted to combine the service award recognition for both faculty and staff to increase collaboration and support "One Creighton." We agree having additional faculty and staff attend the recognition event is important. Efforts to increase attendance of area leaders and colleagues to congratulate the honorees at next year's event would create a better sense of comradery campus wide. We are happy to discuss this further but believe the Spring Break Lunch, sponsored by the Jesuit community, is a wonderful event that deserves our full attention. Thank you again for your feedback as we seek to improve events and recognition opportunities for our people. Jeff Branstetter, Associate Vice President for Human Resources**

7. *Staff who took the retirement option last year received their full salary for Fiscal 15. With that ending for Fiscal 16, is any of that money going to be invested into the current staff salaries? If we don't invest financially in our staff, we are going to lose good people who want to be here but cannot financially sustain themselves and/or their families.*

**Answer: In addition to providing an opportunity for interested employees to transition to retirement, the staff retirement incentive supported our strategy to demonstrate stewardship by reducing costs. Along with academic program growth, cost reductions provide resources for our strategic investment priorities, which include providing fair compensation to staff and faculty. As such, the reductions will help fund the fiscal 2016 merit pool and employee benefit programs. Dan Burkey, Senior Vice President for Operations**

8. *Since Billy Blues is closing (sad, sad face) - where will staff and faculty be able to go for a 'sit-down' type of meal service? Billy Blues was a great place to be able to take guests for lunch on campus, reserve for various school functions - both faculty/staff and student types of functions - or just be able to go have lunch when we needed to get out of the office and wanted lunch somewhere a little nicer than Skutt. Will there be another place on campus opened to fill this need? Thanks!*

**Answer:** Thanks for sharing this inquiry. I'll be sharing additional information about the food service changes at the President's Advisory Board on Monday. The options that exist other than Wareham Court in the Skutt Student Center include Starbucks, which will be in the Student Center on level 1 behind the Fireplace Lounge, the Java Jay in McGloin, and for faculty, the Faculty Commons is available. We will no longer have a restaurant concept with waitstaff and bar service, but will continue to offer our many meeting spaces as options for receptions and other gatherings for staff, faculty and students.

The decision to convert Billy Blues into a dining hall centered around two primary factors. The first being the repurposing of the Harper Center and the higher concentration of undergraduate students that are required to be on a meal plan being in that space. The second is that Billy Blues has never been able to cover its operation costs since opening in 2008.

**Tanya Winegard, Vice Provost for Student Life**

9. *I have had a couple of new staff members ask about availability of shredding services for their personal documents. I have submitted this before, and hope this can be a new event. Would Shredding Solutions partner with the university to offer a free shredding event annually, or maybe even twice a year? In this day of increasing identity theft and fraud, this likely would be well received by the Creighton community.*

**Answer:** This message was forwarded to Ed Dupree, Assistant Director of Purchasing and Mary Duda, Chemical Coordinator and Sustainability Manager, Environmental Health and Safety. We will keep you posted.

10. *Tracy and Tim, we appreciate all that you are doing to organize feedback from the Faculty and Staff regarding digital strategy. However, I think you erred in offering incentives to faculty and staff. Staff, (who work for under market salaries) were offered a \$25 prize voucher at the bookstore. Faculty, (who are paid 3x+ of staffers), were offered an iPad mini valued at \$499. Staff are routinely thanked at public gatherings and told that our efforts are highly valued. Most of us work at the University not for money or tuition remission, but because we value the students and contribute extra effort to make that experience valuable for the Creighton families. I believe you missed an opportunity to publicly show that the staff contribution is equally valued to the faculty contribution, as is often stated. It might have been better received if you had offered the same incentive to both groups (1 iPad mini and 1 voucher). Thanks for your attention to this matter.*

**Answer:** Thank you for speaking up. The discrepancy was recognized and has already been rectified. The change will be evident in a survey reminder going out to staff later this week. We value ALL the efforts, input and feedback from faculty, staff and students.

**Tim Brooks, Vice President and Chief Information Officer, DoIT**