

Anonymous feedback Q & A – April 2015

- 1. Question: I think it is time for the voice of the staff to be heard regarding recent articles in the Omaha World Herald and the Deliberatio blog. I do not appreciate the fact that some faculty are including staff as a whole stating we are in agreement with their views regarding the strategic plan, university governance, and our administration. I believe it is time for a petition/declaration to come from our SAC. I for one, am not in agreement with the faculty views. If you are not happy, leave!**

Answer: The Staff Advisory Council would like to respond to the March 26th Faculty Council's vote of no confidence in Creighton University's strategic plan. The Staff Advisory Council was not consulted on the resolution passed by the Faculty Council. The views of the Faculty Council are not necessarily representative of staff at Creighton University. As an advocate for University staff, the Staff Advisory Council is committed to sustaining a work environment characterized by fairness, justice and respect, including respect for diverse viewpoints.

Staff Advisory Council

- 2. Question: May I make a suggestion regarding the eye care service provider. The VSP we have is appearing very expensive to go for, even at the lowest end it costs about \$200 for a single pair of eye glasses. There is a much economic provider (I am unable to recall that right now as it was from my previous employer) who requires same monthly premium from the employees as VSP but costs only about \$20 for a pair of glasses at the lowest end. I ask you to please look for a better alternative than VSP which would benefit many of us.**

Answer:

- Each optical location runs their own business and decides what range/cost of frames they will have in stock.*
- There are thousands of frames available on the market. The VSP allowance of \$150 for featured frame brands/\$130 for other frames will cover in full almost 45% of the frames available.*
- While frames and lenses can be covered in full, options like progressives or anti-reflective coating will be an out of pocket expense. VSP has the deepest discount in the marketplace on lens options.*
- VSP has added more retail locations to the network, which may be a lower cost alternative to private practice doctors. Newly added eyewear providers include Costco and Visionworks (formerly Eyemasters).*

Tammy Biggs, Human Resources, Director Benefits

3. **Question: At one time there was talk of implementing an annual review of supervisors by their staff - is this still being looked at? If not, why?**

Answer: The current performance review process doesn't include a section where the employee rates or gives input on their supervisor's performance. This is something that may be looked at in the future. With that said, if you feel there is an issue or wish to share a concern, you are encouraged to contact Human Resources.

Our goal at Creighton University is to create a positive working environment and place where people are being developed personally and professionally.

Janel Allen, Director, Human Resources

Anonymous feedback Q & A – January – March 2015

1. **Question: I'd like to see the administration provide an accurate timeframe for when we will get back to 8% contribution by CU into 403B. This question has been posed a number of times at town halls and each time the response is "we are working on it". It's been at least 6 years since 403B contributions was reduced to 5% and ever so slowly working its way back up. I calculated the amount of contribution that I alone have not received from CU and it's significant. It's quite disappointing.**

Answer: The University reduced the maximum employer match in the 403b retirement plan from 8% to 6% effective July 1, 2010. The maximum match was subsequently increased to 6.5% effective January 1, 2013 and increased again to 7% effective January 1, 2014. While there is no formal plan to further increase the matching contribution at this time, we will continue to monitor the competitiveness of our retirement plan design, including the match structure. Let me know if you have any questions or need additional information. Thanks Dan Burkey, Senior Vice President for Operations

2. **Question: The faculty/staff parking located to the east of BIC (special sticker on parking permit called "fence") is always missed by the plows. This happens every year/every time it snows. A call to facilities management is required to get the parking plowed. Those of us who make the effort to get to work during inclement weather are always greeted with unplowed parking in this area resulting in very dangerous situation (hill, fence, alongside a street). We pay a large fee for parking.**

Answer: The grounds crew at Creighton worked long hours Saturday January 31st starting at 10pm and worked until Sunday at 11:30 am. Sent everyone home to rest and

came back in at 9pm and worked again until about noon Monday. Came in Monday and Tuesday night at approximately 9pm to begin hauling all of the snow piles off campus and off of Burt Street. Then they were hit with the next storm on February 4. The goal is to have the campus ready by 7am. The storm that impacted the Omaha area was a major winter storm. In extreme circumstances, such as the one we had this past January and February, please be patient with the grounds crew. They are doing the best job they can while fighting with Mother Nature. Chris Karasek SAC chair discussed the situation with Lou Marcuccio, Associate Director of Facilities Management

3. Question: Multiple times throughout the year faculty and staff bring children to work rather than find appropriate child care. I do not feel bringing a child to the workplace is appropriate for any reason other than a pre-scheduled "bring your kid to work for a half day". The most bothersome issue is when children are brought to work b/c they are sick. Why are people bringing sick kids to workplace and risking the health of colleagues? Today a person brought in a child who has a nasty GI issue!!!

Answer: Creighton University is a flexible workplace and bringing your children into the workplace for a moment or two is not unusual. Creighton University's sick time is designed to support you and your dependent family when sickness requires you to stay at home. However, these types of situations should not disrupt the workflow and at all times the parents should always have oversight of the children. In the event, for isolated incidents, that you need to bring children into the workplace you should always get supervisor approval. If you have concerns about situations other than those previously mentioned then you should go to your supervisor, Chair, or Associate Dean with your concerns. Human Resources

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