

Staff Advisory Council
Meeting Minutes
May 10, 2012
1:00 p.m.
Harper Center 3027

Members present: Tami Thibodeau, Colette O'Meara-McKinney, Tadd Martin, Liz Shanahan, Susan Chamberlin, Marsha Schlautman, Heather Smith, Colby Bradfield, Kristie Denne, Erin Schnell-Gaines, Laurie Bier, Sandra Leighton, James Dorsey, LeeAnn Crist, Terry Begley, Eddy Butkus, Sharalyn Steenson, Shayla O'Brien, Liz Flaherty

Member absent: Jennifer Larsen

The meeting was called to order at 1:00 p.m. Laurie Bier offered a reflection.

1. Approval of minutes:

The minutes of the March meeting were reviewed. A motion was made and seconded to approve the minutes. All were in favor.

2. New Business:

Alegent. Current CMA employees with dependants who will be students in the fall of 2012 will be covered under tuition remission up to 132 hours. Tax codes are being reviewed to see if tuition will be considered taxable income upon the move to Alegent. Weekly updates will be sent to CMA employees by Dr. Frey. It was suggested that all Creighton employees be offered the opportunity to view those updates and Collette will follow up. Other issues include CMA employees continuing participation in the High School Reciprocal Tuition Program and eligibility of spouses for tuition remission.

University Organization Chart. There is not yet a Provost and the organization has moved from a Vice President of Administration and Finance to a Vice President of Administration and a Vice President of Finance. SAC only represents E-M staff and there was discussion about including A-D because they have no representation on campus. CMA's move to Alegent will also change the Organizational Chart, but for this election cycle we will go with our current Standing Rules, so nominations from CMA for SAC representation will continue. CMA will not be involved with SAC after they become part of Alegent, which may take up to two years. It is time to update the SAC statutes and Tami is willing to sit on the Standing Rules Committee after her term expires in August to complete this work. Other members who will finish after July expressed willingness to continue to serve. Human Resources must be involved because of questions about job classifications. SAC members who are not on the Standing Rules Committee are welcome to participate in this project.

President's emails. There was 62% participation in the Climate Survey. Tami thought the questions were good and is excited to see the results. The Cardiac Center recently participated in and won the American Heart Association's Go Red for Women contest. The photo they submitted is on a billboard at 60th & Center Streets. SAC was part of the Fair Trade initiative, part of the Parental Leave policy, is part of the Provost Committee, represented by Shayla O'Brien, is part of the Strategic Planning Committee, represented by Liz Shanahan, and supported the Volunteer Policy. We are being heard and Tami thanked all for the hard work. Dr. Thomas Coffey has been reelected President of the Faculty Council. The plan for centralized reservations continues to move forward with a goal of standardized start/stop of courses. Since it is expected to go into effect in January, this might be good topic for the fall Town Hall. Starting times of the College World Series games have changed to 4:00 and 8:00 p.m., so campus parking should be less impacted. Turnout for the trip to the Croc Center for the Backpack Challenge was low with five people attending. Filling of the backpacks will occur in July and we must work together to make it successful.

4. Reports:

- Standing Rules: No report.
- Issues: No report.

- Nominations: No report.
- Jesuit Relations: Eddy said that the Jesuit Happy Hour at the Cardiac Center on April 26 was very successful and Fr. Roc O'Conner hopes to have another one in the fall.
- Staff Relations: No report.
- Staff Service: Sharalyn thanked everyone for help with the Backpack Challenge. The goal was met and 5,000 erasers were taken to the Croc Center. There are still 900+ erasers available at the Bookstore and a request for additional purchases will be sent out on JayNet. Thanks to Colby and Sharalyn for all of their work with this successful campaign.
- Treasurer's Report – Sue gave an update.

There will be no speaker at the June meeting so we can discuss the SAC statutes and the August transition. Nominations for the next SAC board will be accepted after the June meeting and there will be a wrap-up lunch in July. Open positions on the Presidential Committees include one for ADA, one for Campus Planning, two for the Status of Women and two for the Benefits Committee. Nominations will be sought after June as staff cannot be on both SAC and a Presidential Committee.

5. Guest speaker:

Fr. Lannon attended the meeting and we introduced ourselves. He thanked the Staff Advisory Council for all that is done for the Creighton community. As he wants one chief academic officer, the Provost search is underway, with Dr. Victoria Roche serving as the Chair of the Search Committee. Fr. Lannon will send an Update this afternoon or tomorrow. The Parental Leave Policy has been approved and is now in force; Creighton is now a Fair Trade school; and the FY13 budget still needs approval. Unless the Board does not approve, merit increases will be given October 1 and the University's contribution to the retirement plan will increase to 6.5 percent. Results of the Climate Survey will be linked in the Update. The report shows many good things, but there is work to be done. Fr. Lannon noted that people have a deep pride in working at Creighton.

Jim said that the Updates are appreciated and Father responded that big issues such as tuition remission are being reviewed so employees can make decisions about family issues such as education. Current CMA employees will be covered for 132 hours for students enrolled in the fall. Tuition remission is just one of the topics being assessed by the workgroups that are being lead by Dr. Don Frey.

Focus groups will take a look at the results of the Climate Survey and flesh out the numbers. Work groups will be created after identifying three or four areas on which to work. It is clear that there has been insufficient sharing and follow up on the past surveys, and improvement of the working situation on campus as much as possible with the resources we have is the goal.

There was a question about growth in the clinic and the teaching sides. There is no plan to increase the size of the medical school nor will there be changes for the University of Phoenix. Alegent will give us good opportunities for patient numbers. Creighton will still work in the Dominican Republic. Father hopes to influence the culture of Alegent.

Eddy requested that the clinics be well represented in all of the talks. Sale of the hospital is rumored. Fr. Lannon said that Alegent has final say about that, but no decision has been made. Eddy talked about commitment to and pride in Creighton and that there are hurt feelings because they are being let go by Creighton. She asked Father to acknowledge that this is a loss for Creighton. Father acknowledged that he had not understood the depth of the emotion in this move. He said that Alegent did a market survey after the announcement and one of the comments received was that Alegent is great at managing hospitals and clinics and Creighton is terrific at patient care.

There is no change in the College of Business transition to the Harper Center as the money has not been raised. The dedication of the Rasmussen Center should be in October and the FitNest will migrate there.

Fr. Lannon asked Liz Shanahan to talk about her perception of the planning process. Liz said it has given her a much wider view of campus. It has a fresh approach and things are moving. Deadlines are kept and decisions are being made. It is intense and energizing. Creighton is moving to a different path and they are deciding where shall we be. Father is pleased with the process and he thanked her.

Fr. Lannon has had some lunches with staff members and asked if those who had attended had found them helpful. It was agreed that they are.

Adjournment: The meeting was adjourned at 3:00 p.m.

Respectfully submitted,
Liz Flaherty
SAC Secretary