

1. What is the ethnic breakdown of our undergraduate and graduate student body? I understand that the President is emphasizing global initiatives, but it would also be nice to see more students of color in our University, not just zip code diversity. We all benefit in a more diverse environment. What efforts are being made to increase diversity?

This information has to be reported annually to the Federal Government and is made public through the Office of Academic Excellence and Assessment, specifically Institutional Research which is one arm of their work. If you go to that link, you will see a link to Factbooks by year. The link to the 15/16 data (16/17 is not yet available) can be found at:

<http://www.creighton.edu/aea/institutionalresearch/factbook/creightonuniversity201516factbook/>

Our director of Institutional Research is Ying Vuthipadadon.

Within it, you will see several links to other facts and figures about student enrollment including the ethnic diversity of our students, both undergrad and graduate, and by school/college. Hope it answers your questions.

As for the concern about increasing the diversity of the student body, I can assure you that Father Hendrickson is very interested in this issue as well. The planning for that process is part of the strategic planning steps that are just now being established, so I would recommend attending the sessions that are being planned, continuing the process that began with the Examen effort last year and is being led by Vice Provost Mary Chase and Law Dean Paul McGreal and starts with two town hall meetings to be held on Oct. 11 from 11:30 a.m. to 1 p.m. and 3-4:30 p.m in the Ahmanson Ballroom on the 4th floor of the Harper Center. I encourage anyone who is interested to attend.

Dr. Richard Rossi, Interim Special Assistant to the President and Liaison to the Board of Trustees

2. Is there an official ombudsperson for staff at Creighton and if so, who is the ombudsperson?

Creighton University does not have an ombudsperson, but rather multiple offices who are available to assist faculty and staff on campus. Human Resources is a starting place and your designated Human Resources Generalist can provide support and advice with many workplace concerns. The Office of Equity and Inclusion is also a resource for faculty and staff and provides resources and resolution to issues of harassment and discrimination in addition to sexual violence, stalking, and dating/domestic violence. Additionally, the Employee Assistance Program is a free, confidential support service that is offered to you. Through this service individuals have access to 24/7 on-line and live professionals for workplace support services, including but not limited, to free counseling with a local provider. Lastly, there is the Ethics and Compliance hotline to report anonymous activities that may involve series misconduct or violation of laws, regulations or University policy.

Websites:

Human Resources: <http://www.creighton.edu/hr/>

Office of Equity and Inclusion:

<https://www.creighton.edu/generalcounsel/officeofequityandinclusion/>

Employee Assistance Program: <https://www.creighton.edu/hr/employeeresources/eap>

Ethics and Compliance Hotline: <https://www.creighton.edu/generalcounsel/compliance> OR via dedicated telephone hotline, 888-256-0478

If you have additional questions about support options, please contact Human Resources.

Janel Allen, Associate Vice President Human Resources

Allison Taylor, Executive Director Office of Equity and Inclusion

3. What is the rationale behind different merit increase percentages for low range, midrange, and high range? Why don't all staff within a particular school who receive the same overall rating receive the same percentage increase? The system seems to be disadvantageous to those who have worked in the same position/same classification for several years and are at the midpoint and beyond in their pay range. How is this just, fair, equitable?

Merit guidelines are based on the employee's performance and salary within the pay range and are designed to allow for continual salary increases without exceeding the pay range maximum.

Numerous factors influence a manager's decision when making merit recommendations. Some factors are the employee's performance relative to his/her peers. Although two employees may receive the same overall performance rating there may be differences in their performance on which the manager may wish to differentiate pay.

Jason E. Gerlt, Senior Compensation Analyst