

- 1) As an employee I am a little disheartened that myself and my colleagues are worried about our jobs due to the "Stewarding Our Resources" theme in the strategic plan. However, departments are allowed to spend large amounts of money on catering for department meetings and book clubs. Limiting food seems like a great way for the University to save money.

*Thanks for the suggestion. As part of the stewardship initiative, we expect to provide some general recommendations about opportunities to accomplish cost savings in addition to the specific reductions that will be implemented. While we need to allow flexibility for departments to consider when providing food for events or meetings is necessary, it is clear there are opportunities for reductions.*

*Dan Burkey and Dr. Tom Murray, Co-Chairs of Stewarding Our Resources Goal Category*

- 2) If CU is committed to being Partners in Mission with faculty and staff, how does continuously holding staff in a state of employment uncertainty (annual reduction in staff notices) assist in this call to partner? Are there not other creative approaches the Univ. might take to constrain spending, develop, or think outside the box when it comes to financial decisions as opposed to cutting the staff who probably live paycheck to paycheck already and desperately need his/her position?

*It is important to note that the recent position reduction programs were voluntary in nature. The increasingly competitive environment in higher education requires that we remain vigilant in assessing our costs to help ensure we are affordable to prospective students. The Stewardship Initiative is addressing the challenge through three primary areas that include the workforce, non-salary expenses and budget incentives. The University also recognizes that although cost reductions are necessary, those efforts alone are not a long-term solution. Investments are also being made to increase donor support and pursue growth in selected academic programs.*

*Dan Burkey and Dr. Tom Murray, Co-Chairs of Stewarding Our Resources Goal Category*

- 3) During Founder's Week in February, an email was sent to staff and faculty on the Stewarding of Creighton's Resources, with emphasis on reduction of non-faculty, us, the staff. But there has been no other communication on what the staff reduction process is, what areas will be affected, etc. It has been almost 2 months since the staff reduction email. When can the staff expect communication and transparency of administration conversation on staff reduction process and issue?

*Communications regarding the Stewardship Initiative have included the general announcement of the program on February 9. Two campus forums were held on February 15 and 16 to further outline the initiative. It was then necessary to provide the work groups time to assemble and begin working through the collection and evaluation of data to identify opportunities. An update on the project was distributed on April 20, which included the announcement of two additional campus forums addressing the Stewardship Initiative. These campus forums were held May 8 and 9. Please visit the strategic planning web site to view a recording of the session.*

*Dan Burkey and Dr. Tom Murray, Co-Chairs of Stewarding Our Resources Goal Category*

- 4) The lower level door (on 24th St side) to the parking garage on 24th and Burt St. has frequently been open. The door does not seem to be properly latching unless shut manually. Can this please be fixed to ensure that the garage is secure?

*Facilities Management very recently changed the closer for this door. They inspected it after receiving this request and the door was closing properly. They believe that changing this closer may have taken care of this problem already. If the door is still being found ajar please call Facilities Management and report it.*

- 5) It was icy this morning and it appeared that there was no gravel or salt on the parking lot above the 20th street garage. It was extremely slick. Unfortunately, during two previous storms, I've also arrived to find the lot still untreated or not cleared. The sidewalks looked great and were well prepared - not slick at all. I'm just curious about the plan in place to treat and/or clear the parking lots.

*All areas are treated during a snow or ice event. There are priority areas that are hit first. We try and get to all areas in a timely manner but please keep in mind that we are maintaining 140 acres of land with limited resources.*

*Lou Marcuccio, Associate Director of Facilities Management/Director of Campus Operations*

- 6) Just wondering why the Culligan water machines were removed from our office Kitchens? Was this a money saving measure?

*We actually switched from Culligan to Host for our water service. While there was a cost saving the primary reason we switched was due to service issues. Any area that would like to have water service can do so by contacting me and I will work with them to schedule a time for Host to install a unit.*

*Sheri Bacon, Supply Chain Specialist*

- 7) Wondering why the paper towel dispensers were removed from the restrooms in the lower level of the Reinert Library. The new air driers do not work, they blow cold air and don't actually dry your hands. There is a new automated purell machine outside the restrooms. I was told that was placed there because nobody washes their hands now due to the driers. Please bring back paper towels. They have been proven more sanitary than air driers.

*The paper towels were taken out of the restrooms in favor of hand dryers because students were clogging toilets and urinals with the paper towels causing damage to the plumbing as well as thousands of dollars of damage to books, stakes and carpet. Numerous times there was in excess of 40 feet of paper towels in the lines.*

*Lou Marcuccio, Associate Director of Facilities Management/Director of Campus Operations*

- 8) It's great that Creighton has merit raises to encourage excellent performance, but what about cost of living raises? When was the last cost of living raise and when can employees expect one? How does Creighton justify this?

*Creighton University's compensation pay-for-performance philosophy strives to support the University's mission and Jesuit, Catholic values. As a pay-for-performance employer, Creighton compensates primarily on contributions and the results achieved. This feature of our compensation system provides the capability to recognize outstanding contributions. In addition, this ensures good and enduring stewardship of resources – both people and financial. Salary is only part of our total rewards strategy and program, which includes medical, dental and life insurance; tuition remission; retirement benefits; vacation, sick and parental leave; holidays and extended holiday breaks; wellness, professional development and work-life balance programs; spiritual offerings; and career-advancement opportunities.*

*Molly Billings, Senior Director Human Resources*

- 9) How does Creighton determine the costs of its childcare and preschool center? Majority of the staff and student body cannot afford the current pricing structure.

*The Russell Child Development Center charges tuition rates that are very competitive with other similar centers in our area and throughout Omaha. Our program is one of a prestigious group of centers nationwide which holds an accredited status from the National Association for the Education of Young Children (NAEYC) and high quality care for the children of Creighton students, staff and faculty is a priority.*

*Tuition rates are reviewed annually in anticipation of a new university fiscal year. The planning process includes a market rate comparison conducted each spring to examine current child care rates from across the metro area. We strive to ensure that our budget strikes a balance between fairness to families, equal to or less than similar quality centers, as well as financially responsible as a university department. The University subsidizes the Center by supplying the building, heat and cooling, electricity, and administrative costs. The University also offsets the difference between the Center's income and expenses and continues to invest in maintaining a high-quality child development center.*

*Reduced tuition options are available for Creighton students and qualifying staff. Undergraduate students often qualify for free or low cost tuition through the Nebraska Child Care Subsidy Program. Students who do not qualify for the Nebraska Child Care Subsidy Program may apply for scholarship funds that provide tuition at a 20% discount.*

*Carol Houser, Director, James R. Russell Child Development Center*