

1. **Question:** Regarding the staff feedback questions about how pay raises are decided. Mr. Branstetter's answer was informative, but it leaves some issues unanswered. Even in an environ. where funds aren't limitless, shouldn't raises act to some degree as a motivator? How is someone who "meets expectations" motivated knowing that s/he may receive LESS as an "outstanding" employee? There used to be cost of living increases. How can a % that doesn't even meet that increase be "merit"? Less & less motivates?
2. **Question:** Pay increases should serve as a motivator. Question 4 from last month indicted that meets expectations should not get less than an exceeds. I don't understand that rationale. If a meets expectations gets same or more than an exceeds expectations then where's the motivation to give an effort above and beyond what is expected? Overall, increases were terribly disappointing this year and there's a great deal of frustration. In future will more clarity be provided in a proactive way?

***Answer to question 3 & 4: Please call Human Resources to discuss.***

3. **Question:** The top levels of the parking garages are for staff/faculty and were designated as such so that in the winter the levels could be cleared of snow. On December 1st the top level of the 20th Street Garage was covered in ice. It had not been cleared very well. For those who have mobility issues this poses a danger. I realize that there is a lot of ground to clear on campus but can't they make the top levels a priority? I have seen plenty of people fall in the past because the level was icy.

***Answer: The snow event on Monday 11/30 was timed such that snow removal had to be performed while the campus was filled with faculty, staff, and students. This makes it especially difficult to clear parking areas as they are full of cars, limiting the amount of area that can be cleared. Grounds staff came in early on Tuesday 12/1 to apply deicer, knowing that there would be ice and packed snow in some of the parking areas. A staff member arrived at the 20th Street garage at 6:35am on Tuesday and applied deicer to the ice on the top deck. This is the earliest this area was able to be treated on that day, as there are higher-priority areas on campus that are treated first. Please also know that, because of the coating on the top levels of the parking garages, we are required to use rubber cutting edges which do not scrape ice and packed snow from the surface as well as the steel blades we use in other areas. In addition, we must use deicing products very sparingly in order to minimize corrosion of the steel rebar that affects the structural integrity of the garage. Complicating the issue even more, the exposed undersides of the parking decks result in more freeze/thaw cycles, meaning that the deicer that is applied is often not as effective as it is in other areas. We are investigating deicing products that claim to be less corrosive to the structure to determine if there is a more effective product to use on these structures. Best regards, Jessica Heller | Landscape Supervisor, Facilities Management | NAA Certified Arborist***

4. **Question:** I'm very pleased to see the leadership from Jim Berscheidt in UComm. It seems as though that department is really coming together. I am curious about the use of the university seal vs. the university crest. The crest is meant to be used for the Office of the President, yet I've seen it on non-presidential items, such as diplomas. Can we get some clarification on if the university seal (Creighton brothers) is being phased out or still kept for official documents, such as diplomas and transcripts

**Answer: *The University's crest will be primarily reserved for Fr. Hendrickson moving forward, and University Communications and Marketing (UCOM) is beginning the process of identifying where else it is used. As far as the existing seal (Creighton brothers), UCOM is continuing to evaluate where it is used, and no decisions have been made regarding its future. Thanks, JIM BERSCHIEDT, Chief Communications and Marketing Officer, University Communications and Marketing***

5. **Question:** I am writing to express my concern about automatic payroll deposits. I am on payroll for monthly pay. The 1st sometimes fall on a Saturday, which has never been an issue, however payroll wasn't deposited until the following Monday one month. HR was contacted and the response I received was payroll would be processed on the Federal Reserve schedule. This is a concern for those of us who have auto debits set up for say mortgages and incur overdraft fees. Can something be done?

**Answer: *Banks also process automatic payments on the Federal Reserve schedule and do not charge an overdraft fee if a deposit is dated the same day as a scheduled withdrawal. As was previously announced, we are converting the monthly paid faculty/staff pay date to the last working day of the month effective December 2016. This change will improve service and reduce instances of pay date waiting times. If you have concerns about dates occurring prior to December 2016, check with your bank and consider adjusting your automatic debit schedule if necessary. Tom Drzaic- Payroll***

6. **Question:** Service Award Gifts are ridiculous. I know Creighton probably gets a huge discount through Borsheims; but I believe that at least staff would like something more practical. Can't something be done about this??

**Answer: *In 2014, we did review other recognition and reward providers. Based on that review, the decision was made to continue with Borsheim's as our vendor for the near future. It is challenging to gratify every recipient's gift preference, however each year Borsheim's updates their gift offerings to ensure that there are a variety of items in each service tier that will appeal to our diverse workforce. This includes adding jewelry, apparel, appliances, décor and more. If you have specific gifts ideas that are not on Borsheim's list, please let us know. Creighton values the service and contributions of faculty and staff. We hope that those reaching a service milestone are pleased with this years' selection. We are always open to feedback and suggestions at [hr@creighton.edu](mailto:hr@creighton.edu). Jeff Branstetter, Human Resources***

7. **Question:** Why is such rampant disparity allowed to exist between exempt and non-exempt employees? Exempt employees are able to take a long lunch and go to a fitness class. Non exempt are not able to do so with 30 min lunch. Exempt employees work from home on bad weather (and sometimes beautiful weather) days. Non exempt don't have such luxuries but show up in all kinds of weather. Exempt take classes during the day. Non exempt find it much more difficult to get approval to do so. Disparity abounds.

**Answer: *There may be reasons related to specific job responsibilities that impact lunch or class schedules and whether employees are able to work from home. In many of the departments I visit or the HR team visits, we do not see or hear of "rampant disparities" on campus. If these exist, please contact me or a member of the HR team and we are committed to address and resolve any disparities that exist. Jeff Branstetter Human Resources***

8. **Question:** The new digital measures software is going to require AA's to input all faculty members CV information by January???? Not all office workers are AA's and have far more responsibility. This is completely unreasonable as some CV's are up to 60 pages long. There has been no communication or training.
9. **Questions:** Only three days notice of this meeting. This is a burden to AA's. We are requesting your attendance at a training session for the Faculty Activity Database on Thursday, November 19th from 12:00pm – 4:30pm, lunch will be provided. This session will occur in the computer lab in Criss II room 216. You will also have the opportunity to begin entering data into the database while in the company of your peers and most importantly, have the ability to ask questions as they arise.

**Answer next month**

10. **Question:** Can you find out the rationale behind changing campus group fitness class times? Previously there were daily classes that began at 5 p.m. As an hourly employee who gets off at 4:30 this allowed time to change clothes and get to class. Now classes begin at 4:40 (no way to get there on time) or 5:30 (who wants to stick around and wait after a long day at work). There was always good turnout at the 5 p.m. classes I used to attend. I'm no longer participating in group fitness b/c of time changes.

**Answer:** *next month*