



UUSAC Staff News

A University of Utah Staff Advisory Council Publication

Spring 2003

President's Message

Celebrating the professionals who are dedicated, who provide service and who support the attainment of shared, organizational goals

“We must dream,” said Thomas Jefferson, “of an aristocracy of achievement arising out of a democracy of opportunity.” History tells us those organizations, societies, and cultures that made tremendous progress were goal-oriented. Their members were committed, without reservation, to achieving their goals.

Each of us has made a commitment to our profession, department or office. As a member of an organization we have committed our continued dedication, enthusiasm and support to achieving those goals that are valuable and important and that hold meaning for us.

Spring is the season when each of us might consider reassessing our commitments, renewing our enthusiasm, and dedicating our personal energy and attention to the goals within our organization as well as those that we hold for ourselves, personally.

Your involvement is what makes the University of Utah special. You give life to the buildings, the spaces, the departments, the programs. The university continues to thrive because of the unselfish efforts of its members and your ideas and contributions continue to shape our potential for future success. In celebration of all that you do, as a member, and that we do, together, as part of the university, thank you!

Have a wonderful Spring!
Wendy Bailey

Philip And Miriam Perlman Award Staff Award

Darci L. Berg, Executive Secretary and Student Advisor in the Department of Film Studies, in the College of Fine Arts is the recipient of this year's Philip and Miriam Perlman Staff Award. She was honored, recently, at the Young Alumni Association Spring Awards Banquet. The Philip and Miriam Perlman Awards for Excellence in Student Counseling were established in 1979 and are given annually to faculty and staff who have made outstanding contributions to the University through their student advising and counseling activities.

University College Advising News

Region 10 National Academic Advising Conference (NACADA) was held the end of February in Sedona, Arizona. Participants were Leslie Park, Sharon Aiken-Wisniewski, Amy Urbanek, Patrick Newman (University College) and Liz Leckie (College of Humanities).

The NACADA Region 10 Best of Conference Award was recently announced. Congratulations go out to Leslie Park and Sharon Aiken-Wisniewski, University College, University of Utah. They will represent Region 10 at the NACADA national conference in Dallas, Texas this fall. They will receive a \$500 financial award toward their registration and fees.

Sandy McLelland, an academic advisor in University College Advising was selected to receive a 2003 Academic Advising Summer Institute Scholarship. This Institute is co-sponsored by the National Academic Advising Association (NACADA) and ACT., Inc. The scholarship will cover the \$670 registration fee for NACADA members. Sandy will travel to St. Charles, IL (western suburb of Chicago) July 27 – August 1, 2003.

Light Rail Project is A Great Success And Ahead Of Schedule

Construction of the Medical Center Light Rail Extension has created a difficult situation for many of our staff and students as they have tried to get around campus. That is the bad news. The good news is that the end of construction is in sight. Plans are in place - weather permitting - for the roads to be open and functioning by Commencement on May 3rd. Access to Huntsman Center should be without problems on that day.

During the summer months, tracks through the intersections will be finished with the major construction of the TRAX line to be completed by the beginning of Fall Semester in August. After the equipment testing period, there will be a formal opening of the extension in late September. All of this is, of course, is weather permitting. Construction and completion is a year ahead of schedule... hooray!

Watch for some interesting art sculptures at each of the new stations, and enjoy the convenience of this great addition to our campus.

For more information contact,
Katherine Carr, Member of UUSAC &
UPIE, 581-5626

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Change: Its Energy And Momentum

Submitted By: Wendy Bailey

An older Lexus advertisement mentions the company's 'constant pursuit of perfection' when referring to the quality of their vehicles. A poster on the wall of our department conference room reads, "Excellence can be attained if you constantly strive for perfection, and you care enough to do your very best in everything, in every way." Both of these examples suggest change - from a past already written to a future of myriad opportunities, yet to be penned.

Change provides opportunity for growth. Such opportunities are found everywhere, often requiring one change after another - some good, others not so. Anyway we look at it; change is all around us. We can't steer clear of it. If you don't think there is that much change, think of everything that has happened in your life during the past week. You will almost certainly find at least 4-5 things that have changed in your life, family, or job. Change is happening so fast in every aspect of our lives, that it might seem very overwhelming at times. As much as in any industry, health care is in a state of perpetual change. Though many of these changes have been and can be challenging, they don't have to be intimidating or agonizing. With the right outlook, the proper technical

skills, and an open mind, we can open our arms to accept the challenges change brings us and rise to excellence.

Today's hurried pace of change plainly suggests that we can't count on "the way it's always been done." Certainly the adage "if it isn't broke, don't fix it", no longer applies either. With new technologies, cutting edge research, and medical breakthroughs in healthcare, the practice and philosophy of medicine are changing daily. That means that the knowledge and skills we've depended on in the past have, or will soon, become outdated.

You can make change work for you by first recognizing that change is going to happen. Then identify what your reaction to change. How we act in response to change will determine what action we take. Once we have arrived here, we need to take a few moments to think about where we want to go and keep a clear image of our goal(s) before us. If we don't, we won't get there. To paraphrase Mary Kay Ash, "If you think you can or you can't, you're right." In other words, if we don't believe we can make the changes necessary to rise to excellence, we never will.

UUSAC Visits The Capitol

As you are probably aware, the state legislature has cut higher education budgets, and everyone is feeling the strain. After an initial cut, it was proposed that state higher education institutions absorb an additional 2% budget cut. While that may not sound like much, it is a hefty - and much needed - chunk of money. The University of Utah was not in a position to withstand this, as another cut would eliminate the chance of even modest cost-of-living pay raises and also increase the possibility of reductions in force. UUSAC members got pro-active and visited the state capitol February 26th, 2003, to discuss higher education with legislators and to ask that they hold higher education harmless.

Kim Wirthlin, the Health Sciences legislative advocate, and Nancy Lyon, the University of Utah legislative advocate, joined us and gave a briefing about the processes at the capitol. We learned how to find our legislators, how to effectively introduce ourselves and

gain their undivided attention, and also how to best get across our desire that higher education budgets not be cut further. All members who attended talked to at least one of his or her legislators; Kim and Nancy were immensely helpful in coaching us through the conversations. Because Kim and Nancy prepared us well and walked us through the process, the experience was interesting, informative and surprisingly easy. Those UUSAC members who attended wish to extend their greatest appreciations for their assistance on that day.

Thankfully, the additional 2% budget cuts did not occur, and we think our "hold higher education harmless" message got through. However, there is much to do for next year's legislative session. Watch for future announcements about how you can get involved!

For more information contact Marcus Trinite,
Chair, Legislative Issues Committee, 581-2324

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The Word On The Wind

By : Kevin Emerson

HAVE YOU HEARD? Many students on campus are asking ASUU and the administration to create another student fee! Why?

Terra Firma, (the University of Utah's student environmental organization) has partnered with The Land And Water Fund of the Rockies (a local non-profit environment law and policy organization), to encourage the University of Utah to join other universities across the nation in buying pollution-free electricity! Their reason is simple: according to the EPA, traditional electrical generation is the largest source of industrial air pollution in the nation.

The U of U Wind Power Campaign is focused on 1) educating students, staff and faculty about the health and environmental impacts of traditional, fossil-fuel-based electricity generation, 2) promoting green pricing programs, such as Utah Power's Blue Sky option, as well as 3) soliciting campus-wide support to encourage the U of U to support wind power, the world's fastest growing energy resource.

We have been busy this year with press events, a panel discussion, meeting after meeting, plenty of discussions with students, faculty members and staff as well as a great rally! Salt Lake City Mayor, Rocky Anderson has lent his strong support throughout our campaign. We have set up our wind power table at a number of locations around campus including the Union Building, Marriott Library and Heritage Center, weekly, to generate student awareness and support and to collect student signatures supporting our proposed one dollar "wind power fee". Based on her conversations with students, Elise Brown, a Terra Firma member and Co-Coordinator of the U of U Wind Power Campaign, said "many students don't seem to know about the harms of using coal-based energy, but when they find out, they're more than willing to pay the proposed fee of one dollar per semester."

We're working as hard as we can to help make it possible for the University of Utah to take a leadership position in our community, state and region in representing the importance and feasibility of clean, renewable energy.

Kevin Emerson received a degree in Environmental Studies from the University of Utah in summer 2002, he co-directed Terra Firma during his senior year.

If you'd like more information about the U of U Wind Power Campaign, or if you'd like to help, please visit www.utah.edu/green or contact Kevin at 918-5697 or kevin@techforpeople.net.



<http://historyimages.com/>

One isn't necessarily born with courage, but one is born with potential. Without courage, we cannot practice any other virtue with consistency. We can't be kind, true, merciful, generous, or honest.

Maya Angelou (1928 -)



UUSAC: It's About YOU!

Check us out at: www.utah.edu/uusac/

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Wellness Survey Results

As promised, here are the results of our survey on wellness. Out of about 15,000 staff members, we received feed back from 44 of you. I hope that it was a good cross section of staff, because the proposal that we come up with will be based on those responses coupled with what finances we can come up with.

1. What does wellness mean to you?

Being in good physical, mental, emotional, and spiritual health. 46%
Being healthy. 35%
Feeling good. 12%
Preventive medicine/not having to see a Dr. 7%

2. What would you like to have included in a wellness program?

Physical fitness/exercise. 33%
Nutrition program. 21%
Stress relief/ stress management. 12%
Other things mentioned were preventative medical, incentives, free flue shots, water aerobics weight management, discounted/free classes, counseling, body fat testing, massages, yoga, tai chi, coaching, and aerobics.

3. What obstacles prevent you from participating in wellness activities offered at the University?

Time restrains. 33%
Not on campus. 23%
Don't know what's offered. 12%
Cost. 12%
Nothing. 7%
Motivation. 5%
Disabled. 2%
Classes are indoors. 2%

4. What suggestions do you have to facilitate change of these obstacles?

Not sure/nothing. 21%
More classes/HPER open later in summer. 16%
Set up facilities off campus. 12%
Reduced fees/ free classes. 12%
Email and fliers. 12%
Other suggestions were hold classes outside, shuttles from off campus sites (Research Park), hold classes after work, have a flexible work schedule, have something for off campus sites, and work in groups.

5. Do you prefer campus based wellness activities of outside facilities? Why?

Campus. 42%	Convenience. 42%
Off campus. 35%	Convenience. 35%
Both. 23%	

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6. What time would be best for you to participate in a wellness program if offered on campus?

Early A.M./before work 23%	During lunch 28%	Any time 5%
After work/early evening 51%	Late evening 7%	no time 9%

7. What time would be best for you to participate in a wellness program off campus?

Early A.M./before work 21%	During lunch 7%	Any time 12%
After work/early evening 42%	Late evening 16%	no time 12%
Week ends 12%		

8. Would you like the wellness program to include family members? Why?

Yes 84%	No 5%	No opinion 12%
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9. Would an incentive program influence your decision to participate in a wellness program? If so, what type of incentive would influence you?

Yes 86%	No 14%
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Paid for unused sick leave, transfer sick leave to vacation time, pins, vacation time, discounts on insurance, discounts at the book store, discounts on classes, paid time for working out, movie tickets, money, tee shirts, water bottles, spa treatments.

10. Further ideas of suggestions.

Massages, weight watchers at noon, something at UNI, free passes, discounts to health clubs, keep asking employees opinions, have a focus group to foster support for those who want to participate.

University of Utah Center For Employee Development

The Center for Employee Development (CED) is committed to providing professional learning opportunities for University of Utah employees through workshops, programs and resources. Employees can register on-line for any of the classes.

Most classes are **free of charge** to University of Utah employees.

Look for the summer list of classes coming soon.

<http://www.hr.utah.edu/ced/>

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U of U Staff Advisory Council

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UUSAC

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