



UUSAC Staff News

A University of Utah Staff Advisory Council Publication

Winter 2003

President's Message

As we move towards the 2003 legislative session, I am pleased to have Marcus Trinite, Health Information University Hospital, leading this year's legislative initiatives. Salary, benefits, transportation, non-personnel budgets, enrollment, academic programs and the ongoing nursing shortage are issues directly impacted by decisions that will be made during the upcoming legislative session.

Potentially, there could be more cuts to the U: no raises, increased benefit costs, reduced expenditures, decreased staff, restrictions on enrollment (a major change in University policy), further reductions in the number of employees (with some reduction in services), deferred maintenance of physical facilities, restructuring of academic programs (departmental closures), further reliance on part-time faculty, further increases in average class size, further deterioration in our library holdings, tuition increase, and an increased shortage of nurses.

At this time, I would strongly encourage each of you to contact your representatives and let them know you are a University staff member, that you live in their district and you would like their support for OUR University.

I know that I speak for the entire Council when I say each of us is working diligently to address the issues effecting higher education and staff concerns brought to our attention, and we will continue to do so during 2003.

Wendy Bailey
President, UUSAC

Legislative Update

An Important Message For U of U Staff:
There is power in numbers! Take a proactive approach with your legislators

The State and the University of Utah are in economic turmoil. To help offset the state budget shortfall, the state legislature, in December's special session, has again cut the U of U budget.

Over the past several years, the University of Utah has experienced immense growth in student enrollment, but without increased funding to accommodate the growth. Enrollment increased to nearly 30,000 students last semester, while the number of staff support positions has decreased due to budget constraints. Tuition increases are an attempt to cover the cost of an increasing student population at a time of decreased funding. However, such increases in tuition adversely impact our students and may eventually result in enrollment caps, fewer students, and further loss of faculty and staff.

A state-wide nursing shortage exists. Specific to the University of Utah, the shortage is not because there are not enough applicants. It is because there are not enough faculty to teach those applicants, so scores of qualified applications are turned away. Why? There have been no increases in funding to hire additional faculty. Faculty members must be paid in accordance with national averages. The cost of benefits (medical/dental), which are paid in large part by the U of U, has also increased substantially in the last five years.

Many staff positions have already been eliminated as a way for departments to cut costs. University leaders have been creative in trying to prevent further job loss, but if the cuts continue, a reduction in force (RIF) may be the only option for many. The work will still be there, but there will be fewer people to do it. More work + No more money = More unhappy employees and increased turnover.

It is time for University staff to get proactive. How can you become involved? Contact your state representative and senator and share your concern. If you don't know who your representatives are, you can visit the UUSAC website for a legislative link, or go to www.le.state.ut.us. You are part of their constituency and they want to hear your concerns. Legislators meet for 45 days starting on January 20th and ending the first week of March. *You can be a powerful individual influence!* If everyone at the U gets involved, we can present a united front and be a dominant voice.

If you are uncomfortable about contacting your legislator because you do not know what to say or how to say it, the University of Utah Staff Advisory Council (UUSAC) is sponsoring a class that will be taught by legislative experts in February. Learn how to get involved and be effective when communicating with your legislator. In the meantime, someone close to you has already been impacted by a series of budget cuts. It might be a co-worker, a student, a faculty member or even yourself. Tell their stories to your legislators. Those stories will make an impact.

To sign up for UUSAC's Legislative class
and for more information about getting involved,
please contact
Marcus Trinite @ 581-2324 and/or Christi Neal @ 585-5030.

Volunteer As An Online Mentor The Achievement Advocate Program

Can you fit changing the world into your busy schedule? It's easier now through a wonderful new online mentoring program called Achievement Advocate. Fifth grade students at Salt Lake's west-side Edison Elementary are participating in the program and would love to have you for a mentor! It can make an enormous difference in their lives.

It's easy! By signing on as an on-line advocate you spend, on average, one half hour per week mentoring a student from your desk or home. From your Advocate Homepage you receive and send messages to your students and respond to their achievement advocate activities. These activities help them set goals, learn about careers, write book reviews and much more. Each time they complete an activity they receive achiever points which translate into gift certificates that help them further meet their goals. You are the encouraging coach to assist them as they work toward their dreams.

You can apply to participate as an advocate at www.achievementadvocate.org. For additional information or questions, you can also contact Mary Tull at 539-1489 or via email at marytull@aol.com. The target start date for the Edison 5th grade program is February 1st.

“Young adults in Utah are encouraged to go to college, but there are too many of them. Some people think the solution to that problem is to raise tuition.”

Senator
Lyle Hillyard

“The \$5 million that was supposed to be generated when the Legislature changed residency requirements for Utah colleges and universities did not materialize and, in fact, some of the schools suffered financial losses.”

Deseret News Staff Writer
Twila Van Leer

“There are those in the Legislature who believe college students are adults and should pay their way through college. There are very few of us left who will stand up in defense.”

Representative
Lorraine T. Pace

Guadalupe Schools Project A Success



Thanks to the generosity of U of U employees, the Guadalupe Center Holiday fund drive was a great success. Patty Walker, Christmas Store Chair at the school, reported that 426 individuals from 160 families benefited from the UUSAC-sponsored drive. Your MAGIC made lots of SMILES appear!

2002 Staff Service Awards

The Staff Service Awards are presented annually to employees who have 25, 30, 35, 40 and more years of full-time service at the University of Utah. Seventy-six employees were honored at the 2002 Staff Service Awards at a special luncheon with President Bernie Machen at the Officer's Club at Fort Douglas on Wednesday, November 20, 2002. Of the 76 employees recognized, Garth N. Peterson, Associate Director of Campus Plant Operations had the most years of service with 40 years. Congratulations and thank you to all these employees for their outstanding commitment to the University of Utah.

Voter Registration



UUSAC Legislative Committee members, Christi Neal and Pat Tsuyuki, provide voter registration information and materials to interested staff and visitors.

Spring Professional Development Workshops

Sponsored by Center for Employee Development

Want to improve your Communication Skills or learn how to Manage Conflict in the workplace? Check out our FREE Workshops. Managers and supervisors can brush up on their skills in such topics as Effective Delegation, Leading Change or Coaching.

To find out more, view the spring catalog at our website under What's New In HR at <http://www.uuhsc.utah.edu/hr/#news> and select Center for Employee Development Course Catalog, Spring 2003. Please note that you will need Adobe Acrobat to open the course catalog.

All classes are held at 420 Wakara Way and are FREE to University of Utah employees. On-line registration is available at http://www.med.utah.edu/hr/training_research/register/. If you have difficulty opening the web links listed above, we recommend that you copy and paste the link into your browser at the address location.

Workshop categories:

- Professional Development
- Organizational Skills
- Quality Improvement
- Leadership Development
- General Professional Skills
- Diversity and Other Awareness
- Customer Service
- Medical Skills

For more information, please contact Myrna Hill at 585-2300.



UUSAC: It's About YOU!

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



Coming Soon Human Resources Employee Assessment Survey

The University of Utah Division of Human Resources will be conducting an Employee Assessment Survey in late February. Your feedback is important in determining what areas in HR need improvement. Results from the survey will provide an overview of HR as well as each individual HR department. Watch for more information on the survey in February.



U of U Athletics In Full Swing

You are invited to come and cheer on your Utes. Faculty and staff receive a 20 percent discount on season tickets. Individual game tickets are also available.

For ticket information, please call 581-8849.

Here is a list of the sports currently in action at home:

- Men's and Women's Basketball
- Women's Gymnastics
- Men's and Women's Tennis
- Baseball
- Softball

Schedules, rosters, press releases and other information on the Utes is available at www.UtahUtes.com.



Several fans cheer on the Utes at a men's basketball game.

• Winter 2003 •

Fire and Ice: U of U Winterfest 2003 to Warm Campus on February 6th Call for Entries for U of U Winterfest Teams

Jan. 13, 2003—Utah winters can be bitter cold, but competitive winter sports, piping hot drinks, chili and open-fire warming stations are sure to thaw even the coldest of people. All will be a part of this year's "Fire and Ice: U of U Winterfest 2003," scheduled to take place on Thursday, February 6, on the Olpin Union Patio, where entertainment and drawings for free prizes will be held throughout the day. The U's Olpin Union, Student Affairs and Human Resources departments will sponsor the event.

"Winterfest is a great way for diverse individuals and organizations on campus to come together to have fun in the spirit of competition," says Frank Chacon, assistant director of the University's Olpin Union and chair of the Winterfest committee.

U students, faculty and staff are invited to organize teams to participate in either ice sculpting or winter relay competitions (or both). Some teams will create ice sculptures, using hand tools or cigarette lighters—no electric or battery-operated tools or blowtorches will be allowed. Other teams will participate in either a morning or afternoon session of winter sports relays. Each team member of the winning teams from the ice sculpting and sports relay competitions will win a DVD player. Second place team members will also receive substantial prizes. Everyone who registers to participate in the competitions will receive a commemorative Winterfest gift.

The schedule of "Fire & Ice: U of U Winterfest 2003" events is as follows:

9:00 a.m. - 2:00 p.m.—Free beverage service of cider, coffee, cocoa

9:00 - 11:00 a.m.—Ice sculpture competitions, exhibit and jazz music

10:30 a.m. - noon—Professional ice sculptor exhibition

11:00 a.m. - 1:00 p.m.—Lunch served. Bread Bowls with chili or soup will be available at minimal cost

11:00 a.m. - noon—Winter sports relay competitions

Noon-1:00 p.m.—Live entertainment

1:00 - 2:00 p.m.— Winter sports relay competitions

2:00 - 3:30 p.m.— Free observation jazz workshop with jazz vocalist Claudia Acuña, Olpin Union East Ballroom

7:30 p.m.—Jazz vocalist Claudia Acuña, Kingsbury Hall.

For tickets, call 801-581-7100.

Drawings for free prizes, including stays at the University Guest House and gift certificates from local merchants, will be awarded throughout the day on the Olpin Union Patio.

For more information on the event, call 801-585-6898.

Winterfest features a winter sports relay competition.



Wellness Survey

The University of Utah and UUSAC (Staff Advisory Council) is committed to offer a comprehensive wellness program to benefit the faculty, staff, and their families. While there are a variety of programs promoting wellness in general at the University, we feel there is a need to offer a specific program for the employees of the University at this time. SWAB (Salaries, Wages and Benefits, a sub-committee of UUSAC) needs your input to begin preparation on a proposal for a wellness program that will benefit all. Your participation in completing and returning this survey will assist our efforts to bring a wellness proposal forward.

1. What does wellness mean to you? _____

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

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

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

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

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

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

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

9. Would an incentive program influence your decision to participate in a wellness program? If so, what type of incentive would influence you? _____

10. Further ideas or suggestions. _____

If you would like to participate in the preparation of the wellness proposal, you are welcome to attend the SWAB meetings. SWAB meets at 2:00 p.m. on the third Tuesday of the month in room 311 of the Union Building.

Please return your survey to:

Mark Stevens
Plumbing Shop
UNIVERSITY SERVICES
1795 E. South Campus Drive, Rm. 228
or any other UUSAC representative in your area
no later than February 21, 2003.

If you have any questions, please feel free to contact a member of the UUSAC committee.

A publication of
U of U Staff Advisory Council

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Christine Boone, Recorder	585-3952
Nancy Christensen, Communications	581-6751
Sheri Gordon, Communications	587-9619
Mark Stevens, SWAB	581-8292
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If you have story ideas or comments regarding information in this publication, please contact Nancy Christensen at 581-6751 or nancy.christensen@m.cc.utah.edu.

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www.utah.edu/uusac

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UUSAC

Wendy Bailey, President
c/o Hospital Administration
5A224 UHOSP
Salt Lake City, UT 84112