Calendar

2008 Olympic Trials
**June 27–July 6**
Individual events are posted through the Public & Media Relations web page: pmr.uoregon.edu

CSTDAC Scholarship Applications Due
**July 1, Tuesday**
All application materials must be turned in via email or campus mail

First Day of Classes
September 29, 2008

Classified Staff Meeting with the President & Executive Staff
**October 28, Tuesday at 3-4:30pm**
Gerlinger Lounge
*If you have topic ideas for the meeting send them to CSTDAC.

Pass the Duck Peer Awards

Here are the Spring recipients of Pass the Duck Peer Awards. The seven awards are passed on by the recipients to a peer that they feel deserves recognition for a project, excellent work, helping them out, just for having a positive attitude or being a great staffer.

- Bruce Abrahamson, Business Affairs Office
- Pauline Conaway, Facilities Services
- Teresa Crawford, Law School
- Jill Forcier, Law School
- Laura Gerards, EMU Craft Center
- Christi Groves, Johnson Hall
- Polly Habliston, Law School
- Melanie Haley, EMU Facilities Maintenance
- Brian Kimball, Facilities Services
- John Kraft, Facilities Services
- Carla McNelly, Office of Multicultural Academic Support
- Alicia Moccasin, EMU Accounting
- Amy Sabin, UO Card Office
- Martha Schumacher, Financial Services
- Cynthia Shallenberger, EMU Food Service
- Craig Sherris, Housing
- Michie Spradling, College of Arts and Sciences
- Diana Tetro, Neuroscience
- Janie Vaughn, Housing
- Dave Walker, Housing Maintenance
- Thet Mar Win, Moss Street Childcare Center
- Heidi Pohl & Rich Verdugo, Printing Services

Don’t wait for the Award to come around, if you know someone that deserves a special thank you...make it happen. You can write them a nice note, send an email to their supervisor, make them a certificate of appreciation or just give them a pat on the back.

Let someone know you value them!

We have 2 openings for new members contact us if you are interested in joining!
Training Feedback

If you've recently taken a professional training, on or off campus, CSTDAC and Human Resources would like to know about your experience. If you had a difficult time giving feedback directly to trainers, didn’t have time to give feedback or the trainers didn’t ask for feedback now is your chance! Give your feedback so trainers know what to keep, and what to change. With more feedback, trainings can evolve to be more effective tools. All personal information will be kept confidential.

Go to cstdac.uoregon.edu and click on the Training & Mentoring section. The first section has the link to an online form to submit your feedback.

07/08 Scholarship Winner Message

I am grateful to CSTDAC for the scholarship I received last year to further my education. It allowed me to pursue a self-support class not covered by our tuition reduction. The scholarship greatly eased my first term expenses and is a great assistance to me in my pursuit of getting my degree. Thank you to the CSTDAC committee for choosing me for this award, and I encourage all classified staff with goals of furthering their education to take advantage of this great opportunity.

Ariel Bordenave
Biology Department
Secretary
Confidential Application
2008-09 Classified Training and Development Scholarship
Due by July 1, 2008

Name: ________________________________  Department: ________________________________

Phone: ________________________________  Email: ________________________________

Title/Classification: ________________________________

Type of training requested: ________________________________

Contact information for training sign-up: ________________________________

Are you currently enrolled in this class? ________________________________

Amount requested: $ __________ (Maximum $500)  When is the training? ________________________________

How did you hear about this? ________________________________

Please type or write your answers to the following question on separate paper. Attach your answers to this page when turning in or make sure to include this information with your email submission.

1. Provided the committee a brief statement of up to 250 words or less why you need financial help to attend training classes. All information on this application is confidential and will not be used for other reasons than to assist the committee in its selection process.

2. Provide the committee with a brief personal statement of up to 500 words or less. The Classified Staff Training and Development Advisory Committee looks beyond classifications and types of training requested in order to gain insight into the applicant’s individual character. As such, information regarding personal goals, professional goals and career history are helpful. Also include information on how close you are to completing your goals.

If you are selected to receive a scholarship, the committee will pay the agency or department directly for course tuition. Other expenses will be paid to award winners.

The information contained in this application and the attached materials is true and complete, to the best of my knowledge.

______________________________  ________________________________
Signature  Date

Return completed application to CSTDAC: Via Campus Mail CSTDAC, HR 463 Oregon Hall or Email to cstdac@uoregon.edu
Notes from: Spring Classified Staff Meeting with the President & Executive Staff  
Tuesday April 8, 2008; Jordan Schnitzer Museum of Art; 10-11:30am

Thank you to the many people who braved a very crowded room to attend the Spring Meeting. It was the best turn out we have had in a long time. We hope that all of you will come to the Fall Meeting and bring new people with you. We appreciate all the comments, questions and discussions that people had. Here are the notes from the meeting table topic questions. All information compiled from the meeting has been provided to President Frohnmayer, Vice President France Dyke, and Associate Vice President Linda King. Additionally comments that were directed toward specific individual(s), department(s), or office(s) were sent out directly.

If you enjoyed the Spring meeting...

**SAVE THE DATE!**  
Our next meeting Classified Staff Meeting with the President & Executives is scheduled for:  
Tuesday October 28, 2008, 3-4:30pm in the Gerlinger Lounge

Table topic Question 1 notes: How has the recession and possible budget cuts affected your job and department.
*these notes have only been condensed to represent what was duplicate statements have been removed
**not edited for grammar

- Some say it hasn’t affected their dept at all

**Positives:**
-when economy goes downhill, more people tend to go back to school, to higher education. May take out loans to do so, may mean higher enrollment.

**Overworked:**
-Afraid of drop in performance when expected to do more with less. People are trying their best to do what they can with what they have
-Student workers not being replaced leading to more work for staff
-Open staff positions are putting more work on remaining staff, “no new blood”
-Less travel and development, cannot continue education as need to keep up with current practices (especially risky in health center)
-Longer hours for no pay; working more to keep up
-More work is added to our plates – but nothing is removed
-When we absorb additional responsibilities, we do not have time to strategize on effective ways to perform our jobs

**Morale:**
-Morale is low
-We have no incentive to work harder or time to be creative
-Need training and stress management to not bring down employee spirit/moral
-Food/beverages are incentive for meetings and are nice to have
-Our personal lives are affected when we have to stay late because of staff shortages
- With cut-backs, fewer full time positions, so a concern that all employees retain their health benefits and other benefits

**Money:**
-Afraid of more salary freezes and step increases frozen
-Instead of wage freeze, maybe they (admin) will just fire people
-Afraid it might affect growth of the university in registration and expansion.
-Raising tuition could lower enrollment
-Classified Staff employees are not hit as hard by a declining economy
-Already underpaid
-Unable to purchase new equipment
-Work-study cuts lead to less students who can be hired by some depts
-Cost of living increasing much more rapidly than pay raises
-Professors are being asked to incur their own costs for teaching
-Cannot make offers to compete with larger schools
-Some departments are discontinuing scholarships
-Donations may lower
-Allocation budgets getting tighter
-Supervisors don’t always ask staff for their feedback when they work on budget, can lead to big gaps in daily activity expenses
-International $s may go up as dollar becomes weaker unless turmoil continues
-Less federal and other grant $ for research/programs
-There are concerns that the budget cuts would reduce funding for the “new diversity program”
-Less parents able to support out of state or any tuition
-students taking more loans
-Less loans available
-Potential of closing smaller schools/dept/colleges within the University.

Continued on page 5, Question 2
Question 2
Table Topic Question 2 notes: Do you have campus safety concerns? If yes what are they? If not, why?
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Positive Comments:
- Impressed, had an electrical fire in the building yesterday and DPS and building management handled the incident very fast and corrected problem immediately. (Only at university four months and first instance of safety issue.)
- Security can be called 24/7 for escort
- Campus not regarded as dangerous place
- DPS responds well to calls
- Some staff feel very safe on campus – they like the emergency signals that are placed around campus (alerts public safety)
Some staff have used the free van service when they stay after hours

Walking in the dark:
- Walking from car to office in the dark, worse in winter when it is darker longer. Both am & pm jobs on campus
- More lighting in parking structures, with more patrols there
- Walking farther off campus or on campus in dark.
- Parking off campus and taking bus – problem returning to your car in an insecure location.
- Campus is adding more sq. ft. expanding to a greater degree into residential neighborhoods. How are we managing the impact to these areas: ie. Increased lighting, foot traffic control on street parking.
- Campus shuttle not available until 6pm.
Parking lots/meters for evening events are oftentimes full – requiring staff to walk further
- Meters are generally hooded for games making it impossible to park in a safe area
- APS nighttime shuttle service available to staff, but they are often overbooked, cannot meet demand, are over budget. Wait even when available may be 45 minutes
- Shuttles perhaps should have running time spread over whole day to midnight.

Tasers/Guns:
- Not in favor of DPS or anyone having guns on campus.
- May tolerate tasers if some sort of training was designed
- Big concerns over new taser policy, including possible use during Eugene08 possible protests
- EPD carries guns & taser, not DPS.

Training:
- More formal emergency training for all classified
- Need better way of safety information distribution and training.
- Don’t know who to consider suspicious enough to report
- Don’t know what or to whom to report (Supervisor, DPS, EPD)

Traffic:
- Alder street – crazy bike traffic pattern
- 13th & Kincaid – dangerous corner, bikes don’t stop & walk
- Bikes, skate boards & cars on streets go too fast maybe more speed bumps
- Bike rules / peds – walking can be dangerous because of running into others

Student concerns with EPD as our security:
- Whatever the change to the Public Safety Dept, the culture of students needs to be seriously considered.
What is now an offence that is put before a panel of peers, becomes a life-long police record. For others, offenses (traffic and otherwise) become offenses that affect insurance premiums, etc.
- Learning environment, this is the place to make mistakes and learn from them. Keep our alcohol intervention classes and processes for MIPs

Personnel:
- Need more safety patrol. Understaffed, poorly paid.
- Concerns were expressed that the available training for DPS staff is inadequate and does not properly prepare patrol staff to deal with potentially violent and aggressive individuals nor does it provide enough skill development to address the behaviors of the mentally ill.
There are increasing numbers of the campus community of concern one those who come from outside the campus community and commit crime and/ on public safety concerns. The ability of public safety to provide timely responses is of major concern. Low staffing levels preclude timely response. Staff must be more proactive in teaching staff to be good observers and have the ability to safely intervene.
- When weapons are brought on campus, how are our public safety officers going to handle such an event?
- Satellite DPS in EMU

Campus-wide safety/emergency plan:
- Will there be a university-wide plan? What is it if we have one?
- Something like a Tsunami alarm as a general alarm, with a global email send afterwards explaining the details
- In the event of disaster or safety concerns how are staff and students accounted for.
- If I have to check an email and/or wait for a phone call I might be in danger before I get that message.

Continued on page 6 Meeting Notes
Meeting Notes
Table Topic Question 2 notes continued
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Boxes:
- Call boxes on new parts of campus, no boxes beyond law school.
- Emergency buttons around campus - do they work? How fast is the response time? Person came into office complaining that had not gotten response themselves - so obviously a problem at one time (a year ago). Noted that DPS has had numerous personnel changes, are striving to improve, may not be the case today.
- Please put “blue whistles” farther away, to reach from parking areas.
- Why can’t they annually inform all employees (old and new) of call box access and locations – not just at new employee orientation.

Security/Building Access:
- Campus community w/keys and letting people in w/o keys after hours
- Using key cards instead of keys
- Cars aren’t secure on campus now
- Concerns about building configurations and lax access controls - includes finding community members sleeping on couches in card-access-only areas, too easy for unknown individuals to wander in.
- Bicycle theft - can no longer bike to campus. Security improvements to encourage not bringing car to work.
- Have great theft concerns. How can we create better environment to protect individual’s personal belongings? (Bikes, Books, Computers, Purses, Gadgets, etc.)
- People feel nervous about weekends & not safe in building

Other Questions and Share Ideas
(Not all extra questions or share ideas were able to be addresses in this newsletter. All additional questions and share ideas were included in the materials distributed to administrators.) **not edited for grammar

Q: Campus should have an all campus calendar
A: From Don Harris Vice Provost & CIO
I recently charged a task force with looking more closely at creating a centralized calendaring system. Upon recommendation of the IT Calendaring Task Force we are exploring unifying the Microsoft Exchange servers on campus. Our next step is to engage in a consulting engagement with Microsoft to determine what needs to be done both in terms of technical and IT security processes. After this a recommendation will be made to senior administration for funding for this project.

Q: Bigger facility needed for (President’s) meetings, longer time for topic discussions.
A: From CSTDAC
We try to secure a large space for all of our President’s meetings, unfortunately there is not always a large room available. We have considered longer meeting times but have not been able to work that out. With the large number of people involved in the meetings it is difficult to secure time on everyone’s calendar; we will continue to look into this.

**The remaining answers have been submitted by Campus Planning
Q1: Create and alternative transportation raffle for folks who bus or bike or walk to campus…incentive.
A: Good idea! We’d love to hear about what kinds of incentives would be most effective. Stuff related to alternative transportation, like water bottles, lights, one day parking passes, or more general stuff that people like, such as ice cream.

Q2: shuttle service around campus.
A: We have the Bessman Shuttle for people with disabilities, which is also available on a space-available basis for others. UO has studied shuttles on and off for years. As out parking is forced farther from the center of campus, we may move to shuttles, but they are relatively expensive and would result in higher parking fees.

Q3: More covered bike parking by Knight Library.
A: We're working on this, in particular more secure covered parking at Knight Library such as expanding the supply of nearby lockers or building a secure cage.

Q4: Macarthur Court should be replaced with a multi-storied parking structure,
A: We're definitely studying parking structures, but probably not on that site.
We're generally looking at sites with excellent connections to major arterials such
Q: My concern is an already impossible parking situation that is currently being made even smaller. As part of the work force I have to leave my house earlier all the time to find a place to park before I even start my day.
A: Planning and DPS are working on strategies that maintain the current parking supply, but many of these interim and permanent solutions are farther from the center of campus than the lots that are being closed for construction.

Q: Bicycles to rent to ride around campus,
A: Outdoor Program is working on starting up a Bike Loan program that leases bikes to the UO campus community. In addition, some departments who have a suitable parking space have acquired an "office bike" for local errands. This is an effective way of better using our time, getting more exercise, and relying less on petroleum.

Q: The UO has a big voice. I love that we can take LTD free. I encourage the big voices of the UO to use its resources to have LTD put express buses in area where we live. For me Bethel needs an express bus, many of us live out there?
A: UO has historically had a "big voice" in LTD's route planning process, although that hasn't been as consistent in recent years as it should be. Not only do we need to advocate for our riders better, we need a better system to hear from our community about their transit needs. Any suggestions?

Q: Urge UO Administrators to please collaborate with LTD to create more park and ride spaces in connection with the Walnut St station.
A: We're currently studying parking in the Walnut/Franklin vicinity. Bringing back the LTD park-and-ride is one of several options on the table.

Q: Parking for Health Center employees and students, shuttle buses and parking structures.
A: Gosh, three questions for the price of one! For Health Center employees, we try to think geographically rather than by program in our transportation planning, so Oregon Hall, Health Center, and Housing share some of the same concerns. Employees need a place to park, and students and families need short-term parking. See Q2 above for shuttles, Q11 below for structures.

Q: The university needs more parking.
A: In general, overall, the UO has been increasing supply for some time. There have been some temporary disruptions due to construction that we've accommodated as best we can, but we measure demand and try mightily to ensure that there is always parking available on campus, although not as close as you might like (and we don't mean Autzen Stadium). We'll continue to monitor demand, and try to ensure that supply exceeds demand.

Q: More parking please, either by building up or going underground.
A: Parking structures are either really expensive (above ground) or outrageously expensive (below ground). If we build a lot of structured parking, your parking rates will go up proportionally. We are in the process of building some structured parking at the College of Education, and we'll be building more in the future.

Q: More bike parking
A: We add more bike parking almost every year, and we're glad to add more. We welcome specific suggestions.

Q: Concerns about sufficient parking, especially if work day starts mid-day and extends to 11pm. Last year forced to park in far outer parking lots, with new construction constraints, concerned about being able to park at all. There are many circumstances where the bus or bicycling are not feasible options. University has been a bit cavalier about announcing yet another parking lot closing for construction. Even if the new basketball arena has underground parking - what are we doing in the meantime.
A: Finding close-in parking at mid-day is and will remain a challenge. Providing it can only be done by building very large amounts of parking in the central parts of campus which causes other problems. You might try other strategies that get you closer: LTD park-and-ride, drive-and-bike from a remote lot, and so forth.

Q: Set up shuttle service to use the Autzen stadium parking lot. People are frustrated with the high fees for permits and not finding a place to park. There is no count of permits issued versus spaces available.
A: There is currently very direct bus service from the Autzen area to campus. The 79X is non-stop from the corner of MLK and Kinsrow to University Station. We could run our own shuttle, and we're considering it, but it wouldn't get to campus any faster than LTD's.
There are also issues around extensive use of the lots at Autzen that need to be resolved.

Q15: Is it possible to designate certain reserved parking places on campus that employees can put in a request for a 1 day pass for the day they have a doctor appointment or special appointment so they can have a place to park for just that day. I can pool, but once in a while I need to drive because I have an appointment. Also, to promote people parking off campus. Maybe a shuttle could be designated to drop someone off for an appointment and then up later, kind of like ride source or one of those special services.
A: This is a very creative idea, and can provide a good incentive for people who normally use alternative transportation. DPS and Planning have been discussing incentive programs and, we hope, you'll see some action soon.

Q16: My concern is with parking, there’s are not enough parking now – what’s going to happen when they take another parking area away, sold more permits then spots to park, budget cuts.
A: As described above, we will continue to monitor parking and make adjustments to ensure that parking is available, although perhaps not as close as you would like.

Q17: Alder street – crazy bike traffic pattern
A: Yes, but Alder makes a very important bike connection from south Eugene to campus. Various improvements have been proposed (including diverting cars off of Alder south of 15th. The College of Education project will fix two of the more dangerous intersections later this year.

Q18: 13th & Kincaid – dangerous corner, bikes don’t stop & walk.
A: Yes, that's a very congested area. We're not aware of a high accident rate, so perhaps the congestion makes people more aware and cautious. We welcome any suggestions about improving that intersection, but it's a City street, so improvements have to be worked out with them.

Q19: Bikes, skate boards & cars on streets go too fast maybe more speed bumps
A: We've had some success with raised crosswalks (like on 15th) and other methods to slow traffic and provide protection and security for pedestrians. We're willing to discuss more such measures on our campus streets (University, E. 13th, E. 15th, etc.), but we have to work with the City on the public streets on the edges of campus (Kincaid, Alder, Agate, 18th).

Q20: Bike rules / peds – walking can be dangerous because of running into others
A: We have extensive dismount zones. What we lack is adequate information, signage, and enforcement. We're looking at several options to improve signage and information.

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**A message on Parking from the Classified Staff Training and Development Advisory Committee (CSTDAC):**

As a training and development advisory committee our primary responsibility is the provision of staff training and career development opportunities, for this reason we are not able to act on many of the concerns funneled to us. Parking on the University campus is one of the areas that CSTDAC has no control over.

For parking issues CSTDAC can only forwards comments. We want to encourage individuals to send your comments and concerns directly to these departments and committees.
- Campus Planning Committee (a committee of the University Senate) send to: 1295 Franklin Blvd.
- Campus Planning Office send to: 1295 Franklin Blvd.
- Department of Public Safety send to: 1319 Straub Hall
- Safety Committee (a committee of the University Senate) send to: Onyx Bridge

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**Be a CSTDAC member**

We have two open positions on the Committee. This is a great way to meet new people, gain valuable experience and contribute to the university community. Meeting are held every second & fourth Wednesday at 12-1:30pm, location can vary. Contact us if you have questions or are interested in joining CSTDAC.

Email: cstdac@uoregon.edu or contact a co-chair
Mandy Chong mchong@uoreogn.edu & Nicole Nelson nnelson@uoreogn.edu