Winter 2008

Training and Development News for the Classified Staff

From: CSTDAC
Classified Staff Training and Development Advisory Committee
Email cstdac@uoregon.edu
Web cstdac.uoregon.edu

To: Classified Staff

Training Information

Mentor Groups
- Excel meets in the Knight Library at 10-11:30 am on the last Thurs of each month. Contact is Nargas at not@uoregon.edu
- FileMaker Pro is going through some changes. Contact cstdac@uoregon.edu if you are interested in this group.
- Web Mechanics meets in the Knight Library at 12-1pm on the third Wed of each month. Facilitator is Eric Grape, 6-2378, egrape@uoregon.edu

Human Resources
For information regarding software applications training and other workshops and events offered through HR, go to the Upcoming Training Events website: hr.uoregon.edu/training

Pass the Duck Peer Awards
Here are the recipients of the first moving peer awards. These awards will be 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 Eveland—EMU Business Affairs
Lynn Giordano—ASUO
Marie Greig—Biology
John Kostick—EMU Business Affairs
Kathleen Spangler—Financial Aid
Mike Syljubert from BAO-Cashiers
Donna Williamson—Law School

Don’t wait for the Award to come around, if you know someone who works with you 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 that you value their hard work! Let us know if you recognize someone. We’ll try to put it in our next newsletter.
cstdac@uoregon.edu

Calendar

Martin Luther King, Jr. Awards Reception
January 24, Thursday at 11:30am-1pm
Gerlinger Alumni Lounge

Classified Employees Twenty-Five Years of Service
February 13, Wednesday
Luncheon (by invitation)

Classified Employees Years of Service Reception
March 18, Tuesday at 11am-1pm
Gerlinger Alumni Lounge

Recognition Award for Outstanding Classified and Officers of Administration
April 7, Monday at 3:30-5pm
Gerlinger Alumni Lounge
Nominations go through Human Resources; find more info and nomination forms on the HR website: hr.uoregon.edu

Classified Staff Meeting with the President & Executive Staff
April 8, Tuesday 10-11:30am
Jordan Schnitzer Museum of Art, Ford Lecture Hall
Let us know if you have ideas for discussion topics.
Email cstdac@uoregon.edu or send us a note in campus mail to CSTDAC c/o HR

CSTDAC Membership

Mandy Chong (Co-Chair), Keith Gonzalez (Web Advisor), Conny Isaacs (Co-Chair), Nicole Nelson (Secretary)
Welcome our new members!
Leslie Hinkle, Melodi Jayne, Debby Warren

Contact us if you have questions or input.
Website: http://cstdac.uoregon.edu
Email: cstdac@uoregon.edu
Campus Mail: CSTDAC in HR Oregon Hall

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Table topic question 1: What do you think about the University of Oregon as a public institution?

There was a great deal of discussion on this topic representing a wide range of opinions. Many people felt that there were positives and negatives to the idea of becoming a private university. Here are some of the common positives and negatives.

- It would be cheaper for students due to greater private funding. This is good for those who qualify but not all students are eligible. Many private colleges have a higher cost of attendance than public universities. Currently out of state students pay much more spreading the cost would be equitable when the State does not give enough per student.
- There would be less freedom due to donor control and more freedom from public rules.
- We would have less purchasing power but more flexibility with how the money is spent.
- We would lose creditability with the local community and possibly the international community as well. We would still be a part of the community and less taxpayer dollars would make people happy.
- We could have more freedom to look for contracts out side of the OR Department of Administrative Services and this could help us reach our “green” goals. Public input will keep global & green initiatives growing.

Here are some of the questions people had about this kind of major change. They are mostly questions that can not be answered but we put them here for your consideration.

- What would tuition do?
- What would happen to the Union and our connection to other public employees?
- Would we still let all qualifying Oregon student enroll?
- How would we fit into the OUS system?

Linda Brady Provost and Senior Vice President was not asked for an official position on the University of Oregon’s possible privatization. As a participant in table discussion, she noted that in order for the University to become totally private we would need a $2 billion endowment.

Generally most people believe that there must be balance between public and private. Finding the middle ground would allow the University to be financially stable without sacrificing some of the best qualities of our university.

Topic 2: How is the Current campus growth affecting your position?

Discussion on this topic ranged from personal experience to interactions with students. These points represent the most common points made at all the tables.

- Not enough staff for more work
- Administration is growing and support staff should grow along with that
- Increase in student staff disproportionate to expectations
- More work less people causes strains on office environment
- IT staff shortage
- turnover in classified staff due in part to the workload demands and the lower pay for similar positions in private and other State employment
- proactive in making internal promotion the standard instead of the exception
- Slow and unorganized University processes around renovation/expansion
- need more space
- need more money for construction
- growing needs of staff and faculty to have child care
- Staff has less control over how they get things done
- Support staff always feels the hits on the moves, cutbacks, yet not many incentives
- Undergrad growth is at capacity and so is Graduate but University keeps trying to squeeze more in
- Classes are too large for new students
- Some students don’t like being taught by so many GTFs
- Need more training classes for supervisors
- A little training would go a long way for keeping existing systems going well
- Parking is less and less and farther and farther away. Shuttle for employees would be very beneficial. Must have a parking structure, UO & LTD to set up some parking just off campus. Something similar to what LTD has set up with Peace Health Hospitals park and ride at the fair grounds. They have a bus scheduled to run every 15-20 minutes

Kevin Williams the new Public Safety Director said that Public Safety is not sufficiently staffed to meet the current campus profile.

If you have comments or questions about the meeting
notes contact us!
cstdac@uoregon.edu
Campus Sustainability at the University of Oregon
By Frances Dyke Vice President for Finance and Administration
And Steve Mital Sustainability Director

During the four and a half billion years since planet Earth was born continents have been ripped apart, species have been wiped out, volcanoes have billowed enough debris into the atmosphere to blot out the sun, ice ages buried part of the United States under blankets of ice more than a mile thick, and asteroids have bombarded the planet with nuclear force. After each and every one of these disastrous events the Earth recovered. Nothing happening today compares to the massive changes Earth has already experienced. So why all the talk these days about “sustainability” and “saving the planet?”

Our consumption of the energy and material resources of the planet is fundamentally altering the climate. We have already set into motion an unstoppable period of change that will last hundreds of years. How massive the changes will be depends on what we do in the next 10 - 20 years. While the Earth itself will adapt to this dramatic shift, it will wreak massive havoc on the natural systems people depend on. Climate Change will affect how much food we can grow and where. Hundreds of millions of people (mostly in Southeast Asia) will have to abandon coastal cities. And all of us will have to shift from fossil fuels to some other kind of energy source. Clearly, none of this will destroy the Earth itself, but without a great deal of planning, it will have a devastating impact on humanity. “Sustainability” is about anticipating these new environmental conditions and preparing for them in ways that minimize damage to people.

It is stunning how fast the notion of sustainability is sweeping the planet. How many of us heard of greenhouse gases, carbon offsets, and sustainability coordinators two years ago? That’s changing now. Cities, multi-national corporations, and countries are adopting goals and policies that will reduce greenhouse gas emissions. Hybrid cars are everywhere, solar and wind power are on the rise, new markets have been created to buy and sell carbon offsets.

American colleges and universities, including the University of Oregon, are participating in this massive response. We are bringing the full weight of our intellectual and financial resources to bear on this great challenge of the 21st century. Campus sustainability is about realigning the activities of institutions of higher education (teaching, research, public service, operations, and athletics) to be more in tune with Climate Change and other significant environmental issues. There are many opportunities to lead. For example, the Oregon Nanoscience and Microtechnologies Institute is a major new research initiative whose focus on nanoscience will lead to the technological breakthroughs needed to sustain humanity. We can also green the curriculum and train students to think and act in a world with environmental limits. We can make our institutions significantly more energy efficient and transition to carbon free sources of energy.

The University of Oregon has recently stepped up its commitment to campus sustainability efforts. Dave Frohnmayer signed the American College and University President’s Climate Commitment, which sets the UO on a path towards climate neutrality. The Environmental Leadership Program completed a campus sustainability assessment (http://sustainability.uoregon.edu/indicators/). Steve Mital has been hired as the UO’s first Director of Sustainability. His primary tasks are to develop a plan that significantly reduces our carbon emissions, organize a campus sustainability conference for Oregon University System schools, and educate the campus community about environmental challenges and what the UO is doing about them.

What can you do to get more involved? Our chief short-term goal is to reduce our carbon footprint. Anything you can do to cut emissions will help. Turn your computer off when not in use. Wear a sweater and turn down your thermostat. Take advantage of the alternative transportation provided by the UO. Give the bus a chance! If we all commit to these kinds of simple changes, we could reduce the 77 million pounds of CO2 the UO puts into the atmosphere each year by 10 – 20 percent.

Duck ID
By Noreen Hogan

Every day we all use many different information systems including email, calendaring, Banner, the Data Warehouse, Blackboard, and others. Besides the systems we use for work, many of us use the Internet at home for online banking, online shopping, and other personal business transactions, many of which require logging in with a username and password. Keeping track of usernames and passwords for all these various systems is a difficult task. UO Information Services created Duck ID to provide a common username and password for accessing campus services and to reduce the number of usernames and passwords you need to maintain.

continued on page 4, Duck ID
Dear Diary,

Last night was another sleepless night for me. I am really worried about safety on campus. I realized the other day that I do not always notice when strangers are in areas where only employees are supposed to be. I am very busy; there are many times I don’t leave my desk and spend hours at a time looking at a computer monitor. This makes me feel disconnected from those who work around me.

Maybe I should go to work tomorrow and take the time to walk through my work areas and introduce myself to my coworkers. I am so busy all the time, I never really have time to walk through my work areas. I decided that I am going to ask my supervisor to spend some time at our staff briefings sharing information about how we can all become more aware of our safety.

I think I heard of something on campus called “safety awareness”. I wonder if it can help me feel less scared and passive. And what about dealing with some weird emergency??? I mean, in the event of an earthquake or some other bizarre event, does anyone have the knowledge to make sure we are all OK? What about an evacuation? Or a fire?

Diary, I don’t even know where to locate the fire extinguisher or other emergency stuff. I read somewhere on the Internet that there are things you can do to be more aware of possible risks in the workplace. I remember that I should take notice of strange behaviors, and tell my supervisor when something throws up a red flag on my “safety radar”. I know that to help keep things safe for me, I need to just treat each person I run into with respect and courtesy. Well, perhaps this is a good start. I really want to feel at ease at work.

Thanks, diary, for listening. I can always count on you!

Training Survey Responses

In our Fall issue we asked people to send us their opinions on the RAA training program offered through Human Resources. We had 13 responses:

1. Have you taken RAA training? 46% Yes, 54% No
2. What trainings have you taken? Office Suite, Outlook, Excel, Word, Student Supervision, QuickBooks
3. How useful is/was the training? 3.33 average rating, 5 being best.
4. Would you take another training from RAA? Of the people who had taken RAA training 37.5% Yes, 50% No, 12.5% Maybe
5. Do you like web based training (trainings that are done from an on-line source that do not require you to attend training in person)? 3.5 average rating, 5 being best.

For information regarding software applications training and other workshops and events offered through HR, go to the Upcoming Training Events website: hr.uoregon.edu/training

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Duck ID is part of a larger Identity Management project. The first phase of this project was put into production in late August 2007. At that time we totally replaced the technology infrastructure used to manage your UOregen.edu computing account, now called Duck ID, along with the system that verifies your password when you log in to central services such as email, the wireless network, and Blackboard.

So far, the majority of changes have been in the invisible infrastructure that provides this login or authentication service. One of the more visible changes is a new web application (https://duckid.uoregon.edu) that you will use to change your password and view information about your Duck ID.

The next phase of this project will be to expand the use of Duck ID to log in to additional campus services, further reducing the number of different passwords you’ll need to maintain. See http://it.uoregon.edu/help/duckid/index.shtml for additional information about your Duck ID.

Safety Issues on Campus

Kevin Williams, the new Director of Public Safety, attended the Fall Classified Staff Meeting with the President and Executive Staff. During discussion about campus growth he stated that Public Safety is not sufficiently staffed to meet the current campus profile. He also stated his staff has a greater workload than is appropriate for the job.

Mr. Williams would like to train staff to enhance their skill in the observe-and-report protocol to enhance overall safety on campus. When any safety trainings are announced CSTDAC will post information on our website.