From: CSTDAC
Classified Staff Training and Development Advisory Committee
cstdac@uoregon.edu
http://cstdac.uoregon.edu

*Meetings are the 2nd and 4th Wednesdays of the Month.

Calendar

Classified Employees Years of Service Recognition Reception
March 12, Thursday 11:00-12:30 pm
Gerlinger Hall Alumni Center

Recognition Award for Outstanding Classified Employee and Officer of Administration
April 6, Monday 3:30—5:00 pm
Gerlinger Hall Alumni Center

Classified Staff Meeting with the President & Administrative Staff
April 9, Thursday 10:00—11:30 am
Many Nations Longhouse

*This will be the final classified staff meeting with President Frohnmayer, please plan to attend.

CSTDAC Peer Award winners

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.

Classifieds' Brightest; Frank Haworth-Mobile Equip. Shop
High Score; Denise Stewart-Facilities Services
Sailing Through; Kim Barker--University Health Center
On The Ball; Amy Sabin--UO Card Office
Star Power; Risa Saavedra--Law School
You're #1; Michael Walsh--Business Affairs
On The Road To Success; Connie Zimmerman--Housing

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!

CSTDAC Membership

Dylan Bragg, Co-Chair
Nicole Nelson Co-Chair
Melodi Jayne, Treasurer
Leslie Hinkle,
Shannon Roth
Kathy Cooks, Ex-officio & HR Liaison
Classified Staff Meeting with the President & Administration
Tuesday, October 28, 2008 3-4:30pm

Administration attendees: Robin Holmes, Marian Friestad, Kevin Williams, Allan Price, Frances Dyke, George Pernsteiner, Linda King, Charles Martinez, Kathy Cooks, Dave Frohnmayer

Topic 1: What makes a good university President?

There was a great deal of consensus among attendee’s regarding what traits and characteristics were essential in order to fulfill the role of University of Oregon President. Foremost among those specified surrounded considerations of accessibility by the diverse groups on campus. Attendee’s agreed on several key characteristics; most expressed a desire for someone who is student oriented, approachable, who listens to all equally, a good fundraiser, someone who can connect with a diverse group of people, including students, staff, and faculty, community members, legislator’s and donors. Also expressed was a desire to have someone who is respectful of our campus culture and our local community priorities, a willingness to seek change and someone who seeks to make education attainable for as many individuals as possible by actively seeking to remove barriers to accessing education. All group discussions included the sentiment that the incoming President should be someone who is intelligent, honest, with high standards and integrity. A good president needs to be charismatic, a good communicator and public speaker, someone who inspires others. Again, another key characteristic expressed was for a president who encourages diversity, Pres. con’t from column A advocates for minorities, i.e. women, socio-economically underprivileged, the traditionally underserved populations. Attendees want someone who feels up to the task, who can step into the role of President with self-assurance, and confidence. One person stated that what was important to them was someone who will assess change by using an exacting sense of the metrics. They felt it was important for the President to use metrics to drive decisions for campus, instead of looking at metrics afterwards. Table discussions included the desire for the incoming President to be committed to the University of Oregon, to the culture of the campus and the State of Oregon, many expressed a desire for a President who is a native Oregonian, who will build on the strengths and traditions of the University, but who is also willing to exact change and be able to roll with changing times. A

Matthew Knight Arena Dedication

Saturday’s dedication read like the who’s who of Oregon Alumni, from former receiver Ahmad Rashad, and our most recent graduate Dennis Dixon, to Rear Admiral John Dick the 1939 national champion, still active Oregon fans and UO backers. I had the opportunity to interview Karen Hyatt and Eric Stillwell, 2 of our classified staff who attended the Arena dedication ceremonies on Saturday February 7, 2009. They were part of the community relations task force. I had many questions for them about who came to the dedication and what were the highlights of the day for them. For Eric, the highlight was the listening to the humor and camaraderie of the attendee’s in the Kilkenney family that spanned several generations. For both Karen and Eric, they were touched by the participation of Phil Knight’s grandchildren as they shared in the groundbreaking ceremonies on Saturday. Phil Knight commented that this arena was something that

Recognition Award for Outstanding Classified and Officers of Administration

Human Resources is accepting nominations for the Outstanding Classified and Officers of Administration Recognition Award. The two recognition programs were specifically created to acknowledge excellence in officers of administration and classified employees. We encourage you to take the time to think about your colleagues and coworkers, supervisors and employees and to nominate those who have made outstanding contributions to the UO in the past year. A selection committee comprised of faculty, administrators, classified and student representatives reviews the nominations and selects award recipients using the established criteria listed on the nomination application. Using the criteria outlined in the application the selection committee will base its decision solely on the information you provide on the nomination application and attached letters of support. The award nomination process will remain open until 5 pm on Monday, March 9. Please go to the HR Recognition Programs webpage to obtain the appropriate nomination application and criteria for the colleague that you are nominating or contact Kathy Cooks, kcooks@uoregon.edu or by calling 6-2939.

The 2009 award recipients will be honored at a reception on April 6, from 3:30-5 pm in Gerlinger Lounge.
Have you been to the CSTDAC website lately?  
http://cstdac.uoregon.edu

- Take a look at some of the features and services offered. A new calendar of training sessions, important dates, and CSTDAC sponsored events is now available.

- Curious about what CSTDAC does? You can find current and back issues of our newsletter on the site by clicking "News & Events."

- If you missed the fall meeting with President Frohnmayer and Classified Staff, click "President's Meeting," and check out the photos. See your co-workers enjoying coffee and conversation with senior administrators and guest speaker OUS Chancellor George Pernsteiner.

- Have you attended an on-campus or off-campus training, workshop or professional development class recently? Send us your thoughts and feedback by clicking on "Training Feedback," and filling out the form. Your comments will help us make recommendations for future training programs and suggest improvements to existing ones. If you filled out a comment sheet or feedback form at your training session, those comments aren't usually routed to CSTDAC. Filling out CSTDAC's online form is quick and easy, and any information helps us out!

his son Matthew would be very proud. He pointed out that this community is an enthusiastic supporter of Oregon Athletics and the University of Oregon. Coach Ernie Kent made a brief appearance before leaving to join his team for a game at Mac Court. President Frohnmayer comments included a brief timeline of the past 10 years of work on this project and likened the experience to “pulling molars with pliers”, he concluded with the comment that it was a “great day” to see the project at its “fruition”.

Topic 2: Have you started to notice the affects of increased enrollment? Are you able to keep up with the demand more students has on your job?

This topic received a greater variation of responses depending on the role of the staff, many classified staff are in supporting roles and have limited direct student contact, among those who work with students directly or provide direct student support services there was a noticeable increase in workload considerations, increases in recycling by-products, difficulty accessing campus parking and bus service overwhelmed with the increased ridership. Some departments are swamped with work, not enough man hours, and staffing not trained to manage the increases in enrollments and students on campus. Simply not enough physical space on campus for the many people who are attending. Campus safety
Pres. Con’t from page 3 column B

concerns included problems with property crimes and theft, more visibility on campus by DPS, and adding funding for them to recruit more safety personnel.

Staff who work in the classrooms and labs expressed concern that they have space limitations that the labs cannot accommodate the number of students, the scheduling of their lab times conflicts with other coursework to a greater degree than in the past. Also expressed, was the concern that we are being asked to do more with less revenue, yet with the increased enrollment we should be seeing increased departmental funding and increasing to staffing to meet the demands generated by having more students on campus. Most staff agreed that existing employee’s needed to be compensated at a level that is more in line with the workload and responsibilities of the people doing the work. Some attendees felt it would benefit the student experience if we had more online course offerings as well.

Many staff who were in attendance expressed concern over lack of adequate planning for the increases in our student population. Suggestions include finding better predictors, considering limiting enrollment, increasing availability of scholarship funding. Among the other concerns is the lack of equipment and computers and other technology aids, the increased activity on campus in the student recreation and sports functions.

A specific question was posed for management consideration; Are classified staff being ungrateful? Or are they just wanting to be included in the benefits? Classified staff are stuck in their positions, and when effort is made to move to a different position they find there is significant resistance in the current campus culture to internal development of the OS generalist. This concern was echoed by facilities personnel, there is not adequate effort on campus to cross-train staff for lateral movement. Can an employee move to more qualified classification and have greater opportunity to explore employment options on campus. It is also nice to take pride in your job, do it well, and also be compensated for the work performed.

Upcoming Training Opportunities

Interested employees can register for a variety of courses in Business Affairs.
The Business Affairs Office has a Calendar posted on their main page that lists all upcoming trainings. Staff can participate in these trainings with the consent of their supervisor.

Upcoming Trainings website:
http://hr.uoregon.edu/training/upcoming.php
*pre-registration is required for trainings listed on the HR upcoming training’s website.

Polishing Your Written Communication Skills

03-02-2009, 10 am - noon
Bean West Conference Room
Words - so innocent and powerless as they are, as standing in a dictionary, how potent for good and evil they become in the hands of one who knows how to combine them. ~Nathaniel Hawthorne
THIS IS A TWO-PART WORKSHOP. PART 1 IS MARCH 2 AND PART 2 IS MARCH 9 AT THE SAME TIME AND LOCATION.

Participants are welcome to bring a document that they would like to work on in the class.

Objectives
Participants in this intermediate-level workshop will learn about:
* Introducing a topic so your readers will want to read more
* Organizing information for maximum impact
* Getting a better grasp of punctuation marks - including the dramatic em dash, the slippery comma, and the mysterious ellipsis
* Simple and clever ways to make your writing more clear and persuasive
* Key UO policies and procedures addressed in this seminar: (where appropriate)
* Grammar and Style Guide at http://des.uoregon.edu/cp_grammar.html