HR PROFILES

PLEASE WELCOME BARBARA DAIKER TO THE DEPARTMENT OF NEUROSURGERY!

Barbara Daiker, RN, MA, MS, PhD, joined the Department of Neurosurgery on May 18th as the Director of Clinic Operations and Faculty Practice/Department Administrator.

Barbara came to the University of Minnesota from the Minnesota Medical Association where she most recently worked as a Quality Manager. She received her PhD from Capella University in Business and Technology. Her two Masters degrees are in Educational Psychology (MA) and Public Health (MS). Both were from the University of Minnesota – Twin Cities. Barbara’s Bachelor of Science in Nursing (RN) was awarded by Augsburg College in Minneapolis.

Daiker will use her past experience in collaborating with physician leaders to help align department performance with its business strategies. She will couple that expertise in analyzing patient experience data to enable a “focused approach to performance.”

In her spare time, Barbara is an avid fiber artist. She enjoys weaving, knitting, spinning and sewing. She gardens plants that can be eaten or used for dying fiber. Barbara also enjoys running. She is married and has an 18 year old daughter who is graduating from high school this week; her daughter will be attending Hamline University to study creative writing.

Welcome, Barbara!

PERSONAL HOLIDAY

The end of the fiscal year is quickly approaching. A personal holiday is provided to academic, civil service, and labor represented staff employees in lieu of a scheduled “floating” holiday on which the campus is to be closed. This holiday must be taken during the fiscal year between the dates of July 1 and June 30. It cannot be banked or used outside this period, or it is lost. If you haven’t already used your personal holiday this fiscal year, you will need to do so before 6/30/2015.

For further detail, please refer to the following.

- Eligibility and Guidelines for Use of Personal Holidays for Academic Employees on the Twin Cities and Rochester Campuses (PDF)
- Eligibility and Guidelines for Use of Personal Holidays for Civil Service and Union-Represented Staff Employees on the Twin Cities and Rochester Campuses (PDF)

To check to see if you have or haven’t used your personal holiday, go to the MyU Portal and click on the “My Time” tab to view your balances.

If you have questions or concerns please contact Elsa Stork at ekstork@umn.edu or 612-626-6110
As the 14-15 fiscal year comes to a close this month, the Medical School will again utilize a merit pay approach to implement compensation increases for Civil Service employees. Similar to years past, these merit increases are dependent upon individual performance during the calendar year prior. The Medical School will initiate merit pay increases to employee base salaries based on an individual’s performance review and rating from the 2014 calendar year. The designated merit increases for employees eligible for an increase will align with the individual’s performance rating accordingly:

<table>
<thead>
<tr>
<th>Performance Rating</th>
<th>% Merit Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding</td>
<td>2.5%</td>
</tr>
<tr>
<td>Exceeds Expectations</td>
<td>2.25%</td>
</tr>
<tr>
<td>Meets Expectations</td>
<td>2.0%</td>
</tr>
<tr>
<td>Needs Improvement/ Learning Role</td>
<td>0%</td>
</tr>
<tr>
<td>Below Expectations</td>
<td>0%</td>
</tr>
</tbody>
</table>

Employees will see their new pay rate, reflective of their merit increase on their July 8, 2105 paycheck. Employees, please check your pay history at www.myU.umn.edu.

Please note: Medical School employees hired into an initial University appointment during the relevant evaluation period will have any applicable increase prorated according to the employees hire date. (Employees hired January 1 – June 30 will receive 100% of the calibrated increase; employees hired July 1 – December 31 will receive 50% of the calibrated increase). Employees hired after the current evaluation period (e.g. after December 31, 2014 are not eligible for an increase at the start of the next fiscal year (e.g. June 2015).

The Medical school continues to strive for excellent performance from all employees, and the Civil Service employee group is an important part of the pay for performance culture which we strive.
THE HR Insight

JUNE / JULY 2015

PLEASE WELCOME OUR NEWEST EMPLOYEES
*Faculty, Staff, Residents & Students who started April/May

**PSYCHIATRY**
- Thomas Bushman
- Trisha Horsmann
- Kennedy Minea
- Rebecca Younk
- Kathy Sidla

**NEUROLOGY**
- Rauf Afzal
- Yusaku Kodaka, Ph.D.
- Norritta Rech

**NEUROSURGERY**
- Marie Altendahl
- Bradley Carlson
- Barbara Daiker

**PHYSICAL THERAPY**
- Jerel Mueller, Ph.D.
- Cecilia Prudente, Ph.D.
- Dustin Schlangen
- Jon Schoenecker

TURTLE DERBY 2015
THURSDAY, JUNE 25TH, 10AM – 1PM
UNIVERSITY OF MINNESOTA MASONIC CHILDREN’S HOSPITAL FRONT LAWN

WHAT IS THE TURTLE DERBY?
For 29 years, the Turtle Derby at University of Minnesota Masonic Children’s Hospital has been a popular fundraiser and tradition for patients, families and staff. The fundraiser provides many of the extras that make our children’s hospital a healing place with a heart.

Sponsor one or more turtles and watch your reptile compete for the coveted title! Your turtle could be the grandest turtle of all in 2015. Registration will be held Wednesday, May 27th through Monday, June 8th. The cost is $35 for an individual or family; $80 for a department. Register now!

The summer event takes place on our plaza and is open to the public. Families can cheer on real turtles from the sidelines, play games, indulge in a turtle sundae and much more. For more information, click here

CAMPUS TRANSPORTATION CHANGES FOR SUMMER 2015

REDUCED CAMPUS SHUTTLE SCHEDULE
If you ride the campus shuttles such as the campus connector or East Bank Circulator, it is important to note that there will be a reduced campus shuttle schedule this summer.

- East Bank Circulator
  Buses run from 7 a.m. until 6 p.m. every 20 minutes from Monday, May 18 through Tuesday, September 1. The last bus leaves Jones Hall at 6 p.m. Click here to view the shuttle schedule changes for summer.

PLEASANT STREET CLOSED THIS SUMMER
From May 18 – August 28, Pleasant Street from University Avenue to Arlington Street will be closed to all vehicle and bicycle traffic, due to complete reconstruction of Pleasant Street.

COMMENTS OR SUGGESTIONS
We value your input, if you have any comments or suggestions for our Newsletter please feel free to email us at mmpeters@umn.edu