Northern Illinois University  
Supportive Professional Staff Council Meeting  
MINUTES  
Thursday, November 12, 2009  
Sky Room, 10:00 A.M.  

Present  

Guests  
Tim Griffin  

Absent  
Bradley Badgley, Jen Clark, Dan House  

I.  Call to Order  
SPS Council President Cesarek called the meeting to order at 10:05 a.m.  

A. Fransen made a motion, seconded by Roznowski, to approve the agenda with the following addition:  
1. Announcements: Insurance issues.  **Motion passed unanimously.**  

B. Gautcher made a motion, seconded by Benson, to approve the SPSC minutes of the October 8, 2009, meeting.  **Motion passed unanimously.**  

Attendance was taken and a quorum was confirmed.  

II.  Announcements  

A. Ethics Training. Haliczer reported that ethics training is about 62% complete. The training will shut down at 7:00 p.m. on the last day, November 18, and Haliczer encouraged everyone not to wait until the last minute to avoid any potential complication with technology; help desk employees will not be available at the last minute.  

B. Insurance Issues. Haliczer reported that there is an article in the *Daily Chronicle* about the Kishwaukee Health Network and the fact that they have sent a letter of protest to Governor Quinn, State Senator Burzynski, State Representative Pritchard, President Peters, and the head of CMS. They are proposing that if lack of payments continue, they will have to drop out of Cigna. She added that the Insurance Office and the University Benefits Committee have expressed their outrage at the impact the lack of payments has made on employees. If the members of the Kishwaukee Health Network, including Kishwaukee Community Hospital, drop out of Cigna, participants in this plan will be treated as out-of-plan and the reimbursement rate would drop to 60%. She added that there are already reports from employees who are putting off medical
procedures and treatments and there are concerns that employees will be less well
because of this. Haliczer reported that at the University Benefits Committee they will
discuss what they need shared governance to do, but supporting the University Benefits
Committee in any action would be a good start. Fransen made a motion, seconded by
Young, to support the action of the University Benefits Committee regarding health care
issues, specifically the nonpayment of bills. Roznowski noted that the two clinics she
has oversight of accept Medicare/Medicaid and if those do not apply, their charges are
based on a sliding scale and the average fee is $30. **Motion passed unanimously.**
Haliczer asked Council members to provide her with anecdotal stories of people who
are putting off medical treatments because of the nonpayment problem.

C. Faculty/Staff Appreciation. Cesarek announced that the last home football game will be
Faculty/Staff Appreciation night. Faculty and staff may receive four free tickets to the
game. In addition, faculty and staff award winners will be recognized at the game.

D. NIU Annuitants’ Association Meet and Greet. This will be November 11, 4:30 – 6:00
p.m., Barnes and Noble.

E. There will be two speakers at the December meeting, one on the Baccalaureate Review
process, and Becky Lewis from Recreation Services.

F. Changes in Council membership were announced. Bradley Badgley will now be a
voting member with Jill Dunlap as his alternate. And Mazen Nagi will be a new
alternate in Division 1.

III. Committees of the Council

A. Awards.
Haliczer reported that the deadline for the SPS Presidential Award for Excellence is
December 1. She also reported that she has heard nothing more regarding availability
of SPS/Faculty Development Grants. Also during the Awards Committee report, it was
announced that Norden Gilbert will be retiring and he was recognized for his service to
the SPSC and the university and was presented with a gift from the Council.

B. Communications
Xidis reported that the committee discussed a new logo, see report under Old Business.

C. Constitution and Elections
Stang and Mueller will be cochairs of the committee with Stang handling overseeing
constitution issues and Mueller overseeing elections. The committee will continue to
work with Ostenburg on reapportionment for next year’s elections. There was
discussion on whether or not the divisions should be redone for better representation as
some of the divisions are a lot larger than others. Since there didn’t seem to be a
general consensus among Council members, Cesarek asked for an ad hoc committee
to look at the options in more detail. The following Council members volunteered to
serve: Czerniak, Haliczer, Latham, Young. Cesarek asked the committee to provide a
preliminary report at the January meeting.

D. Events
At the November 19 luncheon, Jim Lockard, the faculty representative to the SURS Member Advisory Committee, will be the guest speaker. Cesarek asked Council members to promote this event among colleagues and constituents.

E. Finance
Chemers reported that the Council is spending its budget according to schedule.

F. Legislative
Peska reported that the MAP funding was approved and the funding for Cole Hall and the Stevens Building has yet to be released. He added that there is talk of a tax increase, but that February 1, 2010, would be the first time this will even be on the agenda for discussion. Peska also reported on federal legislation in the proposal stage. The first is the Mental Health On Campus Improvement Act (sponsor Durbin), which would amend the Public Health Service Act to improve mental and behavioral health services on college campuses. The second is the DREAM Act (sponsor Durbin), which is a bill to amend the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 to permit states to determine state residency for higher education purposes and to authorize the cancellation of removal and adjustment of status of certain alien students who are long-term United States residents and who entered the United States as children, and for other purposes. Both of these bills are still in committee.

G. Technology Resources
Ostenburg reported on the luncheon and that there are 21 seats left with 54 registered to date.

H. Workplace Issues
Wyland reported that the committee discussed the same issues that were reported in the October minutes (e.g., added responsibilities, updated job descriptions, equitable pay, desk audits, survey). Benson added that they are discussing different ways to look at the issues still under discussion. Cesarek reported that she received a note from Bottiglieri and he noted that the issues that are being discussed are 1) parking, 2) evaluation of supervisors, and 3) focused survey of SPS employees. She asked if any of these issues should be moved to new business for more in-depth discussion by the Council. Wyland responded that the Council already discussed a more focused survey. Nelson reported that the ad hoc committee will work with the Workplace Issues committee to identify the hot topics for the survey. Haliczer noted that while a focused survey was agreed upon, she also noted that the Council needs to start planning for a larger survey in preparation for the next accreditation visit. Cesarek asked about parking issues in light of recent supervisory changes. Young responded that Parking Services is still restructuring. They are also looking at a new parking deck and/or changing the colors of the existing structure due to use of the deck and complaints that there aren’t enough blue parking spots in the deck. Parking issues were further discussed including the loss of parking spots in the Campus Life lot, the idea of a shuttle from remote lots, and the data Parking Services have that provide them with information on use of the lots. Apperson asked about the concept of a sliding scale for parking permits, especially if the fee increases. She noted that there are employees who are barely making a livable wage and the price of parking is very difficult for them. Cesarek noted that the Operating Staff Council has proposed a tiered structure for parking permit fees, with employees making less than $20,000 annually paying less, and employees making more than $100,000 paying more. Apperson suggested that the Council support the OSC’s proposal for a tiered payment structure for parking permits. Young reported that a representative for the operating staff spoke to the Campus
Parking Committee about a sliding scale. He added that the committee has also compared parking fees with other universities and NIU fees are among the least expensive. In addition, NIU employees are able to park the closest to campus than employees at other universities. Apperson made a motion, seconded by Haliczer, to support the OSC’s proposal regarding parking fees and a proportional or sliding scale. Nelson said that she supports the idea, but would like hear the exact proposal from the OSC. Apperson asked Council members to consider those employees who make a lot less money. Bernoudy added that the Council should trust that operating staff employees are appropriately represented by the OSC. Apperson revised the motion, seconded by Haliczer, that the SPSC support a sliding fee or a tiered schedule or a graduated schedule for parking fees for employees. Czerniak stated that it would help to know what it costs to maintain parking structures and what they do with the fees collected. Young added that at the next Campus Parking Committee they will be discussing the logistics of offering a graduated scale. They will also be looking at how this would affect employees at the top of the salary structure. Perkins asked about other campuses; he only knew of one other campus that offers a sliding scale for parking fees. **Motion passed.**

I. **Vice President**
   No report.

IV. **Old Business**

A. **Sabbaticals.**
   No report.

B. **Grievance Procedures**
   No report.

C. **SPSC Meet and Greet.** Latham reminded Council members that this was discussed at the October meeting and the general consensus was that February would be a good time to hold the Meet and Greet. Gilbert asked how this would differ from the After Hours and Latham responded that it really wouldn’t differ except for the time of day. It was decided to let the Events Committee plan the Meet and Greet.

D. **SPS Logo**
   Xidis reported that the Communications Committee decided on a look that is cleaner and more consistent with the current NIU identity. She provided the Council with three styles that are interchangeable depending on how the design is to be used. Nelson suggested that “Supportive Professional Staff Council” be included in the design. Xidis responded that the design would probably not be used on its own, but she could work on adding that if need be. Nelson made a motion, seconded by Czerniak, to adopt the new SPSC logos. **Motion passed unanimously.**

E. **SPS Identity/ Public Relations**
   Discussion of SPS identity and public relations was deferred in Clark’s absence.

V. **New Business**

A. **University Benefits Committee.**
See discussion under Insurance Issues in Announcements above.

B. Evaluations of Supervisors.
Cesarek brought up the issues of mandatory supervisory training and asked why this seems to have stalled. Haliczer responded that it is still working its way through Human Resources and there seem to be issues with it being mandatory. Roznowski suggested that the training should be part of job descriptions. Cesarek added that there are often concerns about supervisory relationships and also that most employees don’t get a chance to review their supervisors; there are no 360° evaluations. She asked Council members if the Council should push for 360° evaluations along with pushing to get employee evaluations done. Discussion followed regarding the fact that some departments already follow this model.

VI. University Committee Reports

A. Cesarek reported on the last Faculty Senate meeting. Agenda items included a report on the Baccalaureate Review process, textbook titles posted in course schedules, and budget information.

B. Latham reported on the last University Council meeting. Agenda items included Manny Sanchez was reappointed to the Board of Trustees, MAP grants were reinstatement, a new B.S. in Applied Management was approved, the budget is not defined for 2010 and there is $10 billion in backlog of bills at the state level, Ken Zehnder was appointed to Director of State and Local Government Relations, the search for vice president for research and graduate studies proceeds with airport interviews, College of Education Dean Lemuel Watson steps down, a Baccalaureate Review report was made, IBHE Faculty Advisory Committee report was made (the IBHE FAC was impressed to see President Peters speak at their meeting), new faculty appointment has been approved (clinical faculty). The Council discussed the last item. It was noted that this is based mainly on the new Proton Therapy facility and it will go to the APPM, creating a new tiered system for faculty. These faculty will not be required to go through the tenure process, but this will enable the university to attract the personnel needed for clinical and research positions. Haliczer noted that this classification will be similar to temporary SPS since the majority of the salaries will be based on grants.

VII. Adjournment
The meeting was adjourned at 11:50 p.m.

Minutes respectfully submitted by Donna Smith, SPSC secretary