President’s Corner

Greetings Fellow Operating Staff,

I am both humbled and grateful to have been selected by the Operating Staff Council to serve as president this year. We have a superb group of representatives this session and I am excited to see what we will be able to accomplish together. I want to personally thank my predecessor, Holly Nicholson, for her effective leadership and tireless advocacy on behalf of staff here at NIU. I’ve mentioned on multiple occasions how I can merely hope to succeed Holly, I could never replace her. My Huskie journey began in 2007 as an undergraduate student in mathematics as well as a student employee in the HSC Huskies Den. After experiencing a few 900-hour tours as extra help, I was hired full time in 2014 as bowling and billiard center manager, and I currently contribute as night supervisor at the HSC.

I’d like to thank all operating staff members who attended this year’s Civil Service Celebration, as well as those campus leaders who volunteered to serve — a very welcome opportunity to boost morale. The continued success of this event is a true testament to the outstanding efforts of our public relations and activities committee.

One of my main goals this semester is to continue exploring administrator accountability on campus, and bring clarity to the processes surrounding hiring, desk audits and pay component applications. These are difficult subjects to address, but I am pleased to report that due to the continued commitment of President Freeman and her senior leadership team toward shared governance, we have had several meaningful dialogues on these topics.

With the start of a new academic year comes the return of student life to the campus — always a welcome sight as the summer months draw to a close. It’s easy to get caught up in the contagious sense of excitement and positivity our students bring with them, and it serves as a refreshing reminder as to why we are all here. It is important to remember the needs of our students must always come first, but I strongly believe appropriate student support, wise stewardship of resources and gainful opportunity for our staff need not be mutually exclusive.

I look forward to this opportunity to heighten my advocacy for our staff, and am optimistic for what this year has in store. I encourage all civil service staff to reach out to the Operating Staff Council with your ideas, suggestions, and concerns, as we have resources available to you.

Together Forward,
Jeffry Royce
President | Operating Staff Council
Got A.L.I.C.E. Trained, Yet?

The workplace issues committee of the OSC recently had an issue brought to us. The individual said they did not feel comfortable or safe in some of the locations in which they’ve worked on campus. In addition, the individual wished for the entirety of NIU to be trained for possible workplace violence issues. A lofty goal. But, how do you eat an elephant? Answer: one bite at a time.

The WIC researched various smaller avenues that would address the initial issue, but in smaller, bite-size pieces. Any individual after hours not feeling safe is encouraged to contact NIU’s Safe Walk service. Safe Walk runs from 8 p.m. to 4 a.m. every night. You can request a Safe Walk by calling 815-753-9638.

As for the workplace training? Luckily for NIU, our Public Safety department offers A.L.I.C.E. training.

Operating Staff Endowed Scholarship

For many years, the Operating Staff Endowed Scholarship fund has been able to award scholarships to dependents of civil service employees. In order to fund the scholarship, the Operating Staff Council has held events at the Civil Service Celebration such as a dunk tank and pie throwing. This year we asked attendees to bring their change. There was a wishing well and collection jugs at the event. We had signage that said, “Whirl your change to help make a student’s dream come true”, “Give some change to make a change”, and “Change someone’s future.” Through everyone’s generous donations, we received $114.01 in change.

University Expands Tuition Waivers

Two recent changes to employee benefits now provide additional cost savings and more flexibility for employees who are eligible for tuition waivers. NIU now covers 100% of the tuition costs for faculty and staff in programs with differential tuition. Tuition waivers have also been expanded to include more flexibility regarding using credit hours in any one academic year. Both changes required amendments to board regulations which were approved in June.

The move came after members of the Operating Staff Council, the Supportive Professional Staff Council and leaders across campus expressed concern that differential tuition costs added unexpected financial pressures on faculty and staff and limited their ability to pursue advanced degrees.

In another move aimed at reducing financial burdens for employees, the Office of the Bursar worked with Human Resource Services (HRS) and the Department of Information Technology over the summer to ensure tuition waivers were applied early to the accounts of those who submitted them before the semester started. Historically, waivers have been applied after classes began so HRS could verify employment status, resulting in additional fees and penalties.

More information on the employee educational benefit is available on the HRS website niu.edu/hrs/benefits/tuition_annual.shtml.

Confessions of a Rookie

Rookie: Tammy McFeely

Office Support Specialist, Counseling and Consultation Services, hire date: May 6, 2019

Tammy happens to love working for Counseling and Consultation Services because it is such a positive and caring environment. She really adored the Rob Zombie concert at the Lake County Fairgrounds. However, her favorite place in the world is Gatlinburg, Tennessee. I wonder if the Zombies ever roamed in Gatlinburg? Tammy says that corny jokes will make her laugh…anyone got a good one for her? Oh! How about this one? A dung beetle walks into a bar and says, “Is that stool taken?” Tammy is so cool. How cool is she, you ask? Well, she is part of a pinup community and a published pinup model. “I attend zombie concerts, compete in contests, do photo shoots, and we raise money for various charities.” WOW! But she is still a down-to-earth girl because, “Every year on Christmas Eve I allow my family to open one gift — a pair of new Christmas jammies. I’ve been doing it for 30 years and my adult children still look forward to it and now I am thrilled to continue the tradition for my granddaughter.” However, when you ask her what the best compliment she ever received is, she will tell you, “That I have done a great job raising my children and that they have grown into amazing adults.”

Good job, rookie!

If you would like to be in a future installment of Confessions of a Rookie, please email Rave at RMeyer@niu.edu with your name, title and hire date.
**Employment Changes**

### July 2019

**Welcome New Employees:**
- Jazmin Acosta, Child Development Supervisor – Child Development and Family Center
- Matthew Birtell, Program Assistant – Intercollegiate Athletics
- Kay Castor, Program Coordinator – Curriculum and Instruction
- Aiden Ethington, Program Services Aide – Family Violence and Sexual Assault
- James Fitzpatrick, IT Technical Associate – Infrastructure Services
- Shannon Forney, Extension Program Coordinator – Lorado Taft Operations
- Veronica Jackson, Child Development Supervisor – Child Development and Family Center
- Jeffrey Johnson, Office Manager – History
- Robin Mahaffey, Architect II – Architectural/Engineering Services
- Christopher Muasher Kerwin, Building Service Worker – Building Services
- Emily Payne, Program Coordinator – University Recreation and Wellness
- Melissa Perez Romero, Child Development Supervisor – Child Development and Family Center
- Sarah Prescott, Program Coordinator – Libraries
- Eva Richards, Editorial Writer – Alumni Services
- Brian Scott, Laboratory Mechanic – College of Liberal Arts and Sciences
- Tony Stella, Building Service Worker – Building Services
- Christopher Tessarolo, IT Support Associate – Infrastructure Services
- Brenda Woolbright, Building Service Worker – Building Services

**Separations:**
- Andrew Beebe, Office Support Assistant – University Honors Program
- Destiny Bons, Maid – Holmes Student Center
- Lorry Ekstrom, Culinary Worker III – Campus Dining Services
- Benjamin Flores Diaz, Police Officer – Public Safety
- Morgan Haas, Police Telecommunicator – Public Safety
- Jeremy Jorgensen, Police Officer – Public Safety
- Laura Kucik, Intramural and Recreational Coordinator – University Recreation and Wellness
- Katja Marjetic, Library Specialist – Libraries
- Adeolu Oyebode, IT Support Associate – College of Liberal Arts and Sciences
- Ashley Palmer, Office Manager – Asian American Resource Center
- Travonna Rhodes, Maid – Holmes Student Center
- Jose Rivera, Instructional Development Specialist – Faculty Development
- Freddy Segura, Cartographer – Geography
- Robin Sims-Quick, Office Administrator – Enrollment Management
- Jingzi Zhang, IT Technical Associate – Office of Information Security

**Retirements:**
- Michael Rains, Building Service Worker – Building Services
- Karlie Fisher, Health Education Coordinator – University Recreation and Wellness
- Donee Spizzirri, Administrative Assistant – College of Visual and Performing Arts
- Nicole Greenlee, Accounting Clerk – Holmes Student Center
- Mark Hanks, Program Coordinator – Vice President Research and Innovation Partnerships
- Teja Harris, Residence Hall Attendant – Public Safety
- Cruz Hord, Building Service Worker – Building Services
- Collin Jaeger, Program Coordinator – Biological Sciences
- Laura Lagreid, Program Adviser – College of Engineering and Engineering Technology
- Melynda Lewis, Security Guard – Public Safety
- Karen Mantz, Office Manager – Foreign Language and Literature
- Ashley Marroquin, Child Development Supervisor – Child Development and Family Center
- Brian Murphy, Procurement Officer Specialist – Procurement and Strategic Sourcing
- Kelly Ostrom, Internal Auditor Assistant – Internal Audit
- Skyler Ross, Food Court/ Snack Bar Supervisor – Campus Dining Services
- Patricia Schroeder, Building Service Worker – Building Services
- George Smith, Snack Bar Attendant – Campus Dining Services
- Elizabeth Squires, Program Coordinator – Health Studies
- Ashley Talbert, Snack Bar Attendant – Campus Dining Services
- Taylor Weinheimer, Chief Clerk – Family Violence and Sexual Assault
- Brittany Wereminski, Program Coordinator – College of Education
- Rachelle Wilson, Anthropology Curator III – Anthropology
- Angela Wojdak, Events Coordinator – Convocation Center

**August 2019**

**Welcome New Employees:**
- Gaytha Adams, Snack Bar Attendant – Campus Dining Services
- Kelly Black, Business/Administrative Associate – College of Visual and Performing Arts
- Brianna Brooks, Residence Hall Attendant – Public Safety
- Ashton Calvin Dsooua, IT Technical Associate – Testing Services
- Nelima Crawford, Snack Bar Attendant – Campus Dining Services
- John Curran, Security Guard – Public Safety
- Jacob DaSilva, Program Assistant – Gift Planning
- Christy DeLaire, Program Director – Anthropology
- Rafael Diaz Jr., Residence Hall Attendant – Public Safety
- Aubrey Duman, Program Coordinator – Student Involvement and Leadership Development
- Geno Cabral, Event Coordinator – Convocation Center
- Kenton Clappaddle, Information Technology Associate Director – Procurement and Strategic Sourcing
- Jaysen Curran, Manager – Application Services
- Chelsea Deus, Administrative Assistant – President’s Office
- Monica Eggbrecht, Immigration Specialist – Vice President International Affairs
- Cassandra Ethridge, Collection Assistant – Manager – Bursar
- Silvia Ginting, Program Coordinator – Faculty Development
- Joshua Hall, Office Support Specialist – College of Education
Employment Changes  (continued)

Scott Hawk, Building Service Worker – Building Services
Cruz Hord, Building Service Worker – Building Services
Alexander Jones, IT Support Associate – Operation Services
Brittany Lawrence-Cockrell, Program Adviser – Orientation and Family Connections

Jordan Scott, Residence Hall Attendant – Public Safety
Amber Shafer, Building Service Worker – Building Services
Demetrae Smith, Office Support Associate – Center for Black Studies
Jennifer Van Ewyk, Assistant Program Director – Student Involvement and Leadership Development

Melanie Vidlak-Herrmann, Admissions/Records Representative – Admissions Systems and Processing
Jasmina Wheeler, Residence Hall Attendant – Public Safety
Jennifer Young, Child Development Supervisor – Child Development and Family Center

Service Awards

July 2019

5 Years
Kelsey Johnson – College of Business
Mariann O’Malley – Development Administration
Alice Fileski – Engineering Technology

10 Years
Lorraine Propheter – Web and Internal Communications
Christine Tluczek – University Recreation and Wellness

15 years
Sandra Bonebright – Campus Dining Services
Catherine Watson – Bursar
Passion Williamson-Bandele – College of Health and Human Sciences

20 Years
Diane Alberts – Faculty Development
Courtney Harms – Registration and Records
Susan Martinez – Controller
Karen Smith – Human Resource Services
Bonnie Webb – Bursar

30 Years
Janene Boyer – Child Development and Family Center

35 Years
Douglas Ball – Integrated Media Technologies
Patricia Erickson – University Council

August 2019

5 Years
Jessica Brown – Residential Dining Service
Justin Caballero – Residential Dining Service
Tyler Christopher – Architectural/Engineering Services
Beata Esparza – Building Services
Carlos Garcia – Sponsored Programs Administration

10 Years
Mark Hazelton – Building Services
Matthew Lalowski – Building Services
Timothy Lange – Building Services
Sarah Leis, Decision – Support and Analysis
Handayani Lensi – Residential Dining Service

15 years
Richard Mathesis – Heating Plant
Kendra Nenia – Family Development and Family Center
Anna Pelta – Outreach, Engagement, and Regional Development Division Administration

20 Years
Melinda Davis – Chemistry and Biochemistry
Dawn Galbreath – College of Liberal Arts and Sciences
Stephanie, Kummerer – College of Liberal Arts and Sciences
Thomas Schmauch – Infrastructure Services
Clint Strever – Building Services
Jeffrey Strohm – University Marketing
Debra Ward – Health Services

25 Years
Judy Dreska – Application Services
Patricia Kee – Leadership, Educational Psychology and Foundations
Maryann Lalowski – Communication

30 Years
Donna Martin – Sponsored Programs Administration

40 Years
Ellen Franklin – English