

## Supportive Professional Staff Council

Thursday, June 11, 2020 Minutes

10:00 a.m. - 12:00 p.m.

Approved July 11, 2020

Teams Meeting

**Attendees:** Anderson, Armstrong, Ballard, Beyer, Bohanon, Borg, Boswell, Botterman, Boughton, Bredberg, Burchard, Click, Costello, Cunningham, Davis, Doederlein, Edwards, Gipson, Goode, Guess, Hendricks, Hochstatter, Kazmierczak, Koenen, Latham, Lovelace, Lyles, Manning, McKee, Mewhirter, Meyer, Miesbauer, Miller, Mitchell, Mooberry, Myles, Nicholson, O'Grady, Olson, Reid, Richter, Royce, Schneider, Solfisburg, Streb, Sutcliffe, Thu, Vinson, Xidis. *(Attendance recorded by Teams program)*

**I. Call to Order:** President Doederlein called the meeting to order at 9:55 a.m. Approval of amended Agenda, motioned, seconded and approved by voice vote. (Movant: Kazmierczak, Second: Mewhirter)  
Approval of May 14, 2020 Minutes, motioned, seconded and approved by voice vote. (Movant: Botterman, Second: Ballard) [Going forward, unless a “Nay” is recorded, “all in favor” is presumed]

### **Doederlein called a moment of silence in support of Black Lives Matter**

#### **II. Guest Speaker:** Matt Streb, President's Office

Streb came to listen and answer questions during this very difficult time. He thanked the Council for helping us get through this historical semester and the Council and all NIU employees for their incredible generosity. Twenty-two thousand dollars donated to the Student Emergency Fund from 500 employee donations.

Streb informed the Council that NIU is carrying a \$39 million deficit. He then addressed the following topics:

**Enrollment** looks fairly strong; up 200 freshmen and down 150 transfer enrollments. Re-enrollment looks better than usual but the expectation is that there will be some decline in these numbers.

**Housing:** For safety, we need to make sure students have single rooms, resulting in a \$3.5 million loss of revenue.

**Auxiliary Services:** We cannot have conferences and events.

**State Funding:** Governor Pritzker signed the budget but there is concern there may be a rescission. Illinois is borrowing from the Federal Reserve and there is no guarantee we will receive any Federal money. A lot depends on the passage of the graduated income tax in November. Also, the State still owes NIU \$25 million.

**Increments:** Unfortunately, there will not be increments for unrepresented Faculty and Staff.

Voluntary Retirement Program: The administration is waiting to see how much money is saved. By the end of the month they will have a good sense of what enrollment will look like. Streb said the administration will make sure they put employees first but there are some difficult decisions ahead.

**Doederlein opened the floor for questions:**

Q: Regarding returning to campus, is there going to be a plan to know what each office is doing in each building?

A: We want to give a lot of leeway to our supervisors and we rely on building representatives. If you work better from the office, come on in. You know your buildings best.

Q: Do we need to invest in temperature taking equipment?

A: Temperature taking equipment is not necessary. You should have masks on hand for yourselves and visitors. Reach out to Central Stores for PPE. If you are experiencing any of the seven symptoms, stay home. We trust you to make the correct decision.

Q: Is the University entertaining the furlough option?

A: All options are on the table and this option could be. We have seventeen unions on campus and we are trying to balance a variety of things. We do not want to do anything we cannot pull back.

Q: Have we considered working with local housing?

A: We normally have 3500 residential students. Now we expect about 2700 who will be housed in single rooms in the Holmes Student Center hotel. Also, freshmen will not be required to live in residence halls.

Q: With a \$39 million deficit more personnel cuts will be coming. Will they be across the board or those not involved in education will take the brunt of the cuts?

A: Yes, there will be other personnel actions coming; the administration will be very strategic, not across the board. In terms of reorganization and personnel cuts, Streb said he would be very surprised if we do not see more coming.

Q: Regular SPS who have been employed less than three years get a six-month notice of non-renewal of their contract; those employed more than three years get a one year notice?

A: I have not heard of anyone talking about changing that. We are not the only institution in this situation. We are in a better position than others. We were very quick with certain things. Leadership teams gave back a certain percentage of their salary saving about a half-million dollars.

Q: What is the time frame for staffing changes?

A: We have not made any decisions. By the first week of July we will have a much better sense of the impact affecting decisions going forward.

Streb reminded everyone that he is available by email or phone to answer questions. He suggested there may be questions you would rather not raise here, so do not hesitate to reach out to him. President Doederlein thanked Professor Streb for his time.

### **III. Announcements:**

**a.) Covid-19 Unit Updates**

Career Services created an A team and a B team. A team works a Monday/Wednesday schedule, the B team works a Tuesday/Thursday schedule, and they alternate Fridays.

Student Conduct is working alternate weeks.

**b.) Unit Updates: Black Lives Matter Conversations/Activities**

Mewhirter reported ally training is going on tomorrow at noon and it will be recorded.

Center for Black Studies put out a statement on their site (and on **Instagram NIU\_GSRC**) that tonight they are holding a virtual Town Hall for Black students. An opportunity for students to voice opinions. There have been protests in DeKalb almost every day. Groups are organizing and there are many things happening. Black Studies is putting a lot on Instagram. Students can network via various university and student led organizations, such as:

**Dream Action** on facebook

(<https://www.niu.edu/undocumented/dream-action/index.shtml>)

**Pre-collegiate Upward Bound** is involved with various groups

**ADEI** <https://www.niu.edu/affirmative-action/>

**Faculty Senate:** Kendall Thu reported the Faculty Senate is working on a letter to students and also planning a Town Hall. He added that they are moving along with changes to shared governance—to 6/18 BOT.

**See also,** Professor Joseph Flynn's book "*White Fatigue*" Recommended.

**c.) NIU Athletics** – Virtual Victor E. Bash, June 10-19

**d.) Parking Refund** – to re-direct refund to student emergency fund reply by June 15 – later extended to July 1, 2020.

**e.) Officer and Committee Elections:** Vice President, Secretary, and Treasurer are elected by the Council and committee selections are made at the **July** meeting.

The Council President is elected by SPS employees at large.

**f.) Ombuds Open House:** Jun 19 11 AM - Jun 26 Stop by the virtual Office of the Ombudsperson and say "hi," check in, or ask a question. We miss seeing your faces!

**g.) Ombudsperson Workshop: June 19-26 11:00 a.m.** Interactive workshop/recognize when bullying is happening

#### **IV. Committee Reports**

**Advocacy:** no report.

**Awards:** no report

**Communications & Technology:** no report

**Constitution & Elections:** The election results are in. Thanks to all who participated in the voting. We still need representation for Division 1, (CLAS). We are thrilled to report that Catherine Doederlein will be continuing as our President for the next two years.

**Events:** no report.

**Professional Development:** no report.

**Regional Community Relations:** no report

**SPS Dependent Scholarship Fund:** no report

**V. Vice President's Report:** VP Bohanon reported two updates: (1) Student Conduct Advisory Board reported developing training for hearing board members and the formation of a Restorative Justice Committee, (2) Parking Appeals Committee reported: "Parking Office will resume ticketing operations effective 1 August 2020. Public Safety is currently enforcing parking regulations for reserved and handicapped spots.

*[There is no definitive decision about parking pass enforcement on August 1 according to Parking Services. An inquiry went to Rebecca Hunt for verification.]*

Rebecca Hunt is the SPSC's Campus Parking representative; Libraries Advisory Committee representative, and University Policy Librarian. Anyone concerned about parking may contact Dr. Hunt.

#### **VI. Unfinished Business:**

- a.) Search Committees Updates/Ad Hoc Committee Updates - none
- b.) SUCSS Procedure Update: Process is continuing. Maybe John Butler for July

#### **VII. New Business:**

a.) Draft Resolution – Voluntary Pay Reduction/Voluntary Furlough  
Doederlein asked for a motion to accept then discuss. Meyer so moved, seconded by Borg. Doederlein opened the floor for discussion. Doederlein presented the differences in the SPSC's resolution and the OSC's which this council supports. The SPSC draft calls for a voluntary "give back" rather than a "pay reduction" in consideration of the potential negative impact on future retirement income and medical benefits. Being no further discussion, Meyer called for a motion to accept as written. A voice vote ensued, all in favor, none opposed, one abstention. The motion passed. Resolution accepted as written. OSC President, Jeffrey Royce, thanked the Council.

### **VIII. University Committee Reports**

Board of Trustees – 6/18/2020 – FY 21 Budget Flat (may be streamed)

Board of Trustees Committees – 8/20/2020

Faculty Senate – 9/2020 Revised Structure

Operating Staff Council – 7/9/2020 (moved from 7/2)

University Council – 9/2020 Revised Structure

Student Government Association – 9/2020: Bradley Beyer introduced himself as the new SGA Senate President. He expressed appreciation for our talking about Black Lives Matter. He reported the SGA released a letter about solidarity, police brutality and systemic racism. They are working on other ideas of support.

### **IX. Adjournment**

Doederlein called for a motion to Adjourn. Myles so moved, seconded by Gipson.

All in favor, none opposed. The meeting adjourned at 12:00 p.m.

Respectfully Submitted,  
Frances Mitchell