

## Supportive Professional Staff Council Meeting

Thursday, October 10, 2019

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

HSC Sky Room

**Approved November 14, 2019**

**Present:** Armstrong, Ballard, Bohanon, Borg, Boswell, Botterman, Boughton, Costello, Davis, Doederlein, Dymond, Edwards, Gipson, Goode, Hochstatter, Kazmierczak, Lyles, Meyer, Miesbauer, Miller, Mooberry, Myles, O’Grady, Olson, Reid, Schneider, Sutcliffe, Xidis

**Excused:** Burchard, Guess

**Absent:** McKee, Mewhirter

**Regular Guests & Visitors:** Trayshon Foster, NNGO 390 Student; Rebecca Hunt, University Policy Librarian; Sarah Klaper, University Ombudsperson; Celeste Latham, Assoc. VP, Human Resources; Jeffrey Royce, President, Operating Staff Council; Sabrina Self, Student Association; Kendall Thu, President, Faculty Senate

**I. Call to Order:** Vice President Bohanon called the meeting to order at 10:00 a.m.

Approval of Agenda, motioned and seconded, all in favor, no abstentions, none opposed.

Motion: Gipson

Second: Botterman

Approval of September 12, 2019 Minutes, motioned and seconded, all in favor, no abstentions, none opposed. Motion: Myles

Second: Edwards

## **II. Guest Speakers:**

### **Dr. Beth Ingram, Executive Vice President and Provost**

Vice President Bohanon introduced Dr. Ingram who briefly spoke about her background in higher education. Ingram and Sarah McGill (CFO) have been visiting academic departments in support of President Freeman’s strategic plan. Ingram affirmed their commitment to shared governance--making sure people feel free to share ideas.

Ingram shared her first impression of NIU as a welcoming and optimistic community and her impression has been borne out in the five months she has been at NIU. Ingram echoed Freeman’s message of doing more with less. Ingram’s message to the council was that we have processes in place that no longer make sense; we have opportunities to re-think how we do things.

If you have ideas or thoughts about processes or decisions that could be localized there are opportunities for you to share those issues. Ingram asked us to find what we don’t need anymore.

In closing, Ingram mentioned the need for financial support for students financially struggling to complete their degree and academic advisement for all students including other academic support services. The floor was opened for discussion.

Council members had many questions beginning with sabbaticals for SPS employees. Ingram suggested this council is in a good position to think of alternative ways—what would work? She suggested looking for other models.

Questions were put about telecommuting; investing more in advising; increasing diversity in faculty and staff; career development for students; attracting international students; keeping Illinois students. Ingram cited costs as the big issue. She urged us to find ways of bringing down some of those costs.

### **Chris Dawe, Director, Recreation & Wellness**

NIU Well Being is an institutional approach to well-being, overall health. It's about creating a culture of well-being through a systemic approach. What is important about the work being done on campus is that it can't be owned by any one area or any one person. This will have to be a groundswell about everyone collaborating.

Dawe is working on a campus-wide Charter for NIU with steering committee members Chad McEvoy, Kinesiology; Brian Smith, Human Resources; Laura Alexander, Human Resources and Matt Streb, President's Office. The charter will encompass the seven areas of wellness: physical, occupational, intellectual, environmental, emotional, social and spiritual. We need expertise from all elements of the university, from all perspectives with everyone on board.

Dawe's PowerPoint, *NIU Well Being, Creating Conditions for Success* was distributed to SPS Representatives, Alternates, Ex-Officios and Guests, allowing us to more fully explore the concept and its beginnings. If you do not have the PowerPoint and would like it, please let Frances know and she will be happy to forward it to you. ([fmitchell@niu.edu](mailto:fmitchell@niu.edu)) 753-7193

### **III. Announcements:**

- a.) SPS Representatives to University Committees-balloting during meeting today-write in yourself
- b.) Huskie Pride sculpture unveiling today at noon.
- c.) Open House: October 14 and **November 11** – Remember to wear **Red and Black**
- d.) Community Engagement Excursion to Bronzeville – **October 19**: A guided tour of the DuSable Museum of African American History and the historic Bronzeville neighborhood. Lunch at Pearl's Place—a soul food restaurant. \$25/Students; \$50/Faculty, Staff and Community Members.  
[https://registeruo.niu.edu/iebms/wbe/wbe\\_p1\\_main.aspx?oc=40&cc=WBE4017061](https://registeruo.niu.edu/iebms/wbe/wbe_p1_main.aspx?oc=40&cc=WBE4017061)
- e.) STEM Fest Volunteers Needed – **October 19**
- f.) NIU Homecoming Week – October 19-27
- g.) Rededication of Dr. Martin Luther King, Jr. Bust – **October 25** at 4:00 p.m. MLK Commons
- h.) STEM Cafes: **November 5** (Measles) **December 3** (Berimbau)
- i.) Center for Governmental Studies 50<sup>th</sup> Anniversary Conference – **November 7**
- j.) Erbert and Gerbert's Sandwich Shop open at Stevenson – Faculty/Staff Meal Plan

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

**Advocacy:** Ballard reported the committee met and talked about what they want to do next year. Next meeting is November 5 where they plan to develop a survey about issues we are having and how to find solutions to address them.

**Awards:** No report.

**Communications & Technology:** Xidis reported the group photo will be posted soon.

**Constitution & Elections:** Doederlein reported four new Alternates who responded to her invitation to join the Council: Eric Armstrong; John Boswell, Aline Click and Jennifer Manning.

**Events:** Sutcliffe reported. The committee is planning a November Potluck. The Holiday Party is scheduled for December 17 but they have no decision about location yet.

**Professional Development:** Gipson reported the committee is focusing on sabbaticals and distributed a questionnaire. Ten completed questionnaires were turned in at today's Council meeting. (copy attached)

**Regional Community Relations:** Dymond reported their survey is in Qualtrics and the committee is reviewing it before it goes out.

**SPS Scholarship Fund:** Hochstatter reported the balance is \$5970.25. There have been no new donations in quite some time; if you are interested, there are three ways to donate: online, printable pledge agreement and payroll deduction. See all at <https://www.niu.edu/spsc/scholarship/index.shtml>

## **V. VP Report:**

Bohanon reviewed highlights of the Campus Security and Environmental Quality committee report on the guest registration system; the use of the fire alarm system for tornado warnings is being investigated; the SAFE mobile app has been released. Students, faculty and staff are encouraged to download it. The minutes of the CSEQ's September 18 meeting are attached to the October VP report in SharePoint at <https://niuits.sharepoint.com/sites/spscreprsalternates2018-2019> in the "Activity" section.

## **VI. Unfinished Business:**

- a.) Search Committee Updates – nothing to report
- b.) SUCSS Procedure Update: the que is at 130. Celeste updated Council.
- c.) 125<sup>th</sup> Birthday Committee Update: Grant awards decisions made and candidates notified.
- d.) Priorities for the Council 2019-2020: Doederlein called on members to share any issue on people's minds. (1) Diversity of Faculty & Staff; (2) Student Support. Doederlein will be adding to this list.

## **VII. New Business:**

- a.) First Reading – Article VII, Section 10 – Membership of Scholarship Fund Committee: one additional SPS employee not on SPS Council; one member from the Financial Aid and Scholarship Office.
- b.) SPS Service Award discussion. A proposal has been made to move the SPS-Faculty Service Award ceremony from April and making it an evening event in the Fall. The Operating Staff service awards ceremony is held in May. Also under consideration is combining the Operating Staff and SPS presidential awards into one ceremony.

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

Board of Trustees – 12/5/19  
Board of Trustees Committees – 11/14/19  
Faculty Senate – 10/30/19  
Operating Staff Council – 11/7/19  
Student Association – Senate 10/27/19 5:00 p.m. (Sky Room)  
University Council – 11/6/19

**IX. Adjournment:** Doederlein called for a motion to adjourn, Davis so moved, seconded by Ballard, all in favor, Meeting Adjourned at 11:45 a.m.