Supportive Professional Staff Council Minutes
Thursday, September 13, 2018
Holmes Student Center Skyroom
10:00 AM to 12:00 PM
Approved October 11, 2018

Present: Adzovic, Ballard, Bredberg, Bulta, Dosier, Dymond, Foelske, Franklin, Gipson, Kazmierczak, Meyer, Miller, Mitchell, Myles, Napientek, Olson, Pietrowski, Reid, Richter, Salmon, Sutcliffe, Teso-Warner, Walk, Watson, Xidis,

Excused: Boughton, Hochstatter, King

Guests: Klaper, Latham

Call to Order: President Doederlein called the meeting to order at 10:01 a.m.

Approval of Agenda, motioned and seconded, all in favor, no objections

Motion: Jeanne Meyer
Second: Debra Miller

Approval of Minutes, August 9, 2018 as corrected

Approval of Minutes, as corrected, motioned and seconded, all in favor, no objections

Motion: Michael Adzovic
Second: Karinne Bredberg

Guest Speakers: Sarah Klaper, University Ombudsperson, Annual Report

Presented her annual report about how many people her office serves and issues that they come to see them about. Rocks messaging was effective. One student actually expressed that it helped her get through a really hard three final weeks of the semester.

Her office is neutral when it comes to cases. Their role is to facilitate options on how to handle their difficult situations. Impartiality fairness and objectivity. They want fair processes and she often advocates about campus policies.

This year her office handled 704 complex cases is up over 130 from last year.

Iowa’s Ombudsman’s office is double our size and serves the same amount of people. They have 2 ombudsman and an admin. We have one ombudsman, one admin and a GA to serve all our constituents.

Most of their referrals are word of mouth, which speaks to their reputation across campus.

Repeat visitors don’t get counted twice. They just keep a record of how many times they return to their office.

The breakdown
262 student
111 faculty
139 operating staff
168 SPS

ALL of those categories had more visits this year.

The budget crisis has definitely led to a physical and mental toll on our employees. 67 people last year had a secondary concern of health. Morale was the key issue clients came to her office about, but that stress led to health issues. What are we going to do at NIU to improve the mind and body to keep us here at NIU? Supervisors need better training. Our employees need more respect. Her office has handled cases where judgment for job tasks is being questioned constantly, employees are being sworn at, yelled at, and mistreated. Human Resources rules need to be clarified so supervisors know how to be effective leaders.
Likewise, they need education on documenting issues with reprimanding bad employees. There is also an issue with salaries. We are losing GOOD people because of policies at NIU.

**Announcements:**

a.) Open House October 8. Be a good NIU steward. Smile and wave folks!
b.) Reminder for Red and Black Huskie Pride Fridays
c.) 5th Annual Unity Walk – September 20, 5PM, MLK Commons
e.) Taste of DeKalb - Sept 23. Napientek informed the committee of this event. It will come after the new 5K race being coordinated in DeKalb. There will be local food vendors and the proceeds go to a local rotary club to help fund a $10,000 grant.

**Committee Reports:**

**Advocacy:** Builta reported that committee talked about goals for the year. Their major concern is the SPS to Civil Service change and how it is handled and how they can advocate for those affected. They are also looking into creating policy on how SPS are evaluated. The web version of the SPS handbook is ongoing. They meet the first Tuesday of the month in Gable hall.

**Awards:** no report

**Communications & Technology:** Xidis helped with distribution of the nomination information but otherwise had nothing to report.

**Constitution & Elections:** Myles reported that our divisions need to be reviewed and the need for adequate representation. They will be sending a call for nominations to fill vacant seats. Several seats for university committees needed to be filled. Nominations were solicited and the following were elected to these committees.

**University Council**

Mark Pietrowski, representative
Watson, alternate

**Affirmative Action & Diversity Resources**

Boughton

**Athletic Board**

Salmon

**Campus Security and Environmental Quality**

Dymond
Kazmierczak

**Parking Appeals**

Olson (elected to fill the seat vacated by Rogers-Tryba)

**Student Conduct Board**

Crane

**University Benefits**

Dosier

**SPS Hearing Board/Grievance**

Moss
Dosier
Hardy
Doederlein
Glick
Builta
Bredberg
Advoziak
Olson
Stroker
Glispe
Seamore
Davis

Meyer moved to accept these nominations, Bredberg seconded.

**Events:** Napientek reported that there would be a lunch and learn at the art museum on Friday, September 28.

**Professional Development:** no report

**Regional Community Relations:** Dymond reported that they are wanting to do a survey twice a year to keep them on track. They want to look at how to track SPS who volunteer around the community, the best to share community events. Jennifer Brooks keeps track of those and is willing to be on that committee. Adopt a fire plug is a new community effort and Jack King is the contact for it. Dymond also would like to see an award for community service for SPS members. She suggested some guest speakers for future SPS meetings. Pietrowski reported that Monday, Sept 24 was the DeKalb County Board public meeting on the wind power initiative. Sessions would be from 1-4:30 and 6-9pm.

**SPS Dependent Scholarship Fund:** Bredberg reported that the minimum requirement for an endowment is now $50,000, which puts the viability of the scholarship is very much in question. With dwindling numbers of SPS, it is harder and harder to keep the fund going.

**Vice-President’s Report**

a.) Committee’s Summary Report – No report

**Unfinished Business**

a.) Search Committee Updates - none
b.) SUCSS Procedure Update – Doederlein reported that our state rep. and that it has been a part of the President’s agenda and finding out what other state universities are doing. Our merit board rep is Jon Butler. Employee Advisory Committee is John Hulsberg. Doederlein and Hulsburg caught Butler up on the concerns SPS people have expressed. Butler has agreed to come to the exec committee meeting to discuss these concerns and come to the October meeting. Meyer said we should put out a call to ALL SPS members to attend the October and November meeting. Public comment today at the BOT meeting, we gave a positive comment about hiring Freeman as president but added comments about the troubling way these are being handled. Audit findings are available online so any position up for changing is on there. If you want to know, you can email HR to find out if your name is on the list.

Thoughts for FAQs? More to add? Questions about ones already online?

c.) 125th Birthday Committee Update

Watson reported for King. Kind managed to get our idea about a cake of Altgeld recommended and the committee seemed excited about it. He also floated the idea of an animatronic president like the hall of presidents at Disney to be at the celebration and talked with a student in Mechanical Engineering to hopefully have at least ONE at the celebration.

**New Business**

a.) Adoption of a Committee for a Common SPS Performance Review process –Builta, Xidis, Boughton, Hochstatter, Myles, Meyer all elected. Sutcliffe moved. Tom Kazmierczak seconded
b.) FIRST READING: Update to Constitution – Myles reported that the make-up of the SPS Dependent Scholarship Fund Committee needs to be amended.
c.) University fees committee will meet on September 28 from 2 – 4 p.m.; October 5 8-1 p.m. and Oct 9 from 10 a.m.-noon. Doederlein will be soliciting nominees and we can vote electronically.

**University Committee Reports**
- Board of Trustees – Today (next is 12/6/18)
- Board of Trustees Committees – 11/15/18
- University Council – 10/10/2018
- Operating Staff Council – 10/4/2018
- Faculty Senate – 10/3/2018

Doederlein asked for a motion to adjourn, Adzovic so moved, seconded by Walk. Meeting Adjourned at 11:55 a.m.

**Representatives:** Please contact your alternate and the SPS Council Secretary, Linda Watson, if you are unable to attend the meeting. **Alternates:** You are invited to attend all meetings.