Northern Illinois University
Supportive Professional Staff Council Meeting
UNAPPROVED DRAFT MINUTES
Thursday, February 9, 2017
HSC Clara Sperling Skyroom
10:00 a.m.

Present: Patricia Anderson, April Arnold, Steven Builta, Melissa Burlingame, Sandi Carlisle, Russ Devereaux, Cathy Doederlein, Judith Dymond, Scott Foelske, Tawanda Gipson, Emily Hochstatter, Gail Jacky, Sandy Lopez, Janet Love-Moore, Margaret Myles, Randi Napientek, Peter Olson, Tom Parisi, Mark Pietrowski, Debbie Pixton, Erin Reid, Stephanie Richter, Tracy Rogers, Jeff Salmon, Judy Schneider, Christina Sutcliffe, Tim Trottier, Brian Walk, Linda Watson, Rachel Xidis.

Excused: Debra Boughton, Karinne Bredberg, Jack King, Roslyn Snell

Absent: Jeanne Meyer, Shannon Stoker

Guests: Sarah Klapier, Greg Long, Julie Ann Read (with her CLCE 390 students), Laura Alexander and Jeff Reynolds

Call to Order
The meeting was called to order at 10:05 a.m. by Supportive Professional Staff Council President, Cathy Doederlein.

Doederlein asked for the following changes to the Agenda:

Under Announcements, add h.) Search Committee for Chief of Staff for President Baker.

Unfinished Business a.), b.) and c.) moves to occur after New Business;

New Business a.) Discussion of Baker Report moves to take place before Unfinished Business.

Doederlein asked for motion to approve amended agenda, Debra Pixton moved to approve, seconded by Gail Jacky. Motion to approve the amended agenda was passed.

Doederlein asked for corrections to the January 12, 2017 minutes. Hearing none, she asked for a motion to approve the minutes. Patricia Anderson moved to approve, seconded by Margaret Myles. Motion to approve the January 12, 2017 minutes was passed.
Committees of the Council

Awards
Watson reported on the SPS Presidential Award winners. There were 17 nominations. We reviewed resumes submitted, significant contributions to NIU, support for minorities, professionalism, their professional development and involvement in committees across campus within their profession. Watson announced the award recipients.

Motion to accept from Margaret Myles, seconded by Gail Jacky, all in favor, none opposed, no abstentions. Motion to accept Presidential Award winners carried. Doederlein thanked the committee. It is an honor to be nominated. Please keep the names of the winners quiet because they have not been announced.

Communications
Xidis reported other awards coming out Friday. Also the survey was sent out.

Constitution & Elections
Jacky reported that we do need to have someone to replace Ann Petty Johnson on the Parking Committee through June 18. The committee meets the second and fourth Tuesday at 1:30 p.m. and sometimes takes an hour or a little more. If you know anybody that might be interested, let me know.

2/22-3/3

Events
Burlingame thanked everyone for the Pot Luck. It was very successful. It was really well attended, good food and good conversation. This will probably be my last meeting as Events co-chair. I’m moving to a new location out of Division 5.

March 6, Anthropology Museum; March 21 Art Museum; April 3, Pancho’s 5-5:30 in Sycamore (former Cabana Charlies) afterward social.

Doederlein thanked Melissa for her service to the Supportive Professional Staff Council.

Finance
 Boughton not able to be here today. No report

Legislative Issues
No report

SPS Dependent Scholarship Fund
The President's Commission on the Status of Women has a call out for
nominations for three awards. Nominations are due February 27.

Unfinished Business
a.) SPS Compensation/Degree/Certification Policy
Doederlein: SPS is having continuing conversations with Celeste Latham.

b.) FLSA Overtime Rule: Nothing to report.

c.) Program Prioritization: No update

New Business
a.) Discussion of 12/22/16 Baker Report to questions.

Doederlein asked if anyone had any questions or anything you want stronger
clarification on, we can take as item of discussion to share with Faculty Senate
and University Council. Beginning in March Jeff Reynolds and I are both here so
we can hear your feedback.

Is there any discussion on questions asked? Any additional questions, any
requests for additional clarification? Please feel free to share with me or Jeff
Reynolds.

April Arnold: We feel strongly to be behind this president. The Board of Trustees
would have been looking at that. He is our leader and we stand behind the
president. This is an important decision at this time.

Goal Setting Exercise for 2017
We really want to have some goals. Think about what the answers would be. I
want to open with the first question, what are our greatest challenges? Think
more within this university and divisions.

Gail Jacky: I think one I see the most for SPS is that we tend to oversee how
things operate and people leave, and no one comes in to replace them, we end
up taking the additional work of that position as well So that you are being asked
to take on more and more responsibility including committee work. My job used
to be four jobs. .

Mark Pietrowski: We have regular and temporary and not enough protection.

April Arnold: We have been put in positions of great responsibility and no power
in trying to make a difference.
Melissa Burlingame: Breakfast/dinner/lunch voucher

Tom Parisi: It used to be that anyone who opted out of health insurance would get a stipend.

HR: We are under state insurance, CMS. NIU cannot create its own policy.

Mark Pietrowski: ice cream voucher, ice cream day

Stephanie Richter: Make the acknowledgment of colleagues more visible.

Randi Napientek: Create a list of things that we are looking at as a benefit.

Erin Reid: Little things in this area have proven successful. Monthly pot luck theme; fun with paint days—we all contribute. That one hour we are just a bunch of colleagues having a good time. Leaders are there. Charitable opportunities. November and December seems to always present charitable opportunities. Finding a family in need and donate.

Randi Napientek: Meals on Wheels is an example.

Tom Parisi: Telecommuting from home once a month or once in a while.

HR: There is Work from Home on the website.

Dress Code: Casual days, ie. “casual for a cause”.

**Recruitment and Retention:** How can SPS help?

Participate in open forums, being a friendly face.

Randi Napientek: Welcome packet, tickets, etc.

April Arnold: How we on-board people is not as great as it should be. It is overwhelming to do that. Could HR give us a skeleton that areas could work from?

Cathy Doederlein: Working group on-boarding. What are we doing now? It’s a mishmash. What are our suggestions? I will share all of these.

Christina Sutcliffe: Volunteer mentoring.

I could not see the woman that said: I love NIU. That feeling seems to have dwindled a little bit.