Northern Illinois University  
Supportive Professional Staff Council Meeting  
UNAPPROVED MINUTES  
Thursday, November 10, 2016  
HSC Clara Sperling Skyroom  
10:00 a.m.

Present: Gail Jacky, Tawanda Gipson, Roselyn Snell, Randi Napientek, Donna Schoenfeld, Sandi Carlisle, Tim Trottier, Jeff Salmon, Erin Reid, Mark Pietrowski, Jack King, Karinne Bredberg, Steve Builta, Edye Cowan, Shannon Stoker, Margaret Myles, Russ Devereaux, Patricia Anderson, Judy Schneider, Brian Walk, April Aronld, Melissa Burlingame, Debbie Pixton, Judith Dymond, Tracy Rodgers, Rachel Xidis, Tom Parisi, Janet Love-More, Tom Viel, Christina Sutcliffe, Debra Boughton, Cathy Doederlein.

Excused: Jeanne Meyer, Linda Watson,

Guests: Sarah Klaper, Jeff Reynolds

Call to Order
The meeting was called to order at 10:02 a.m. by Supportive Profession Staff Council President, Cathy Doederlein.

Doederlien asked for additions to the agenda. Hearing none, she asked for a motion to approve the agenda. The motion to approve the agenda was made by Trottier and was seconded by Love-More. The motion to approve the amended agenda was passed.

Doederlein asked for corrections to the October 13, 2016 minutes. Hearing none, she asked for a motion to approve the minutes. The motion to approve was made by Bredberg and was seconded by Pietrowski. The motion to approve the minutes of the October 13, 2016 meeting was passed.

Guest Speaker

A. President Baker
President Baker answered a series of questions that were prepared by council prior to the meeting.

QUESTION: What can we do as SPS to help President Baker at NIU: Strategic Imperatives?
- Come together as an aligned community and take control of our destiny and reach our full potential. We need to work together collaboratively. We can win by working together. Open channels, have open dialog.
- Develop face to face/Personal relationships with students and each other
- Fair compensation for faculty and staff. We have not been able to do this yet. Do not see FURLOS this year. He is not a fan of this. Same amount of employees today as we did 10 years ago. Maybe down 100 employees and down 7,000 students over last 10 years.
  - PP update will come out in the next couple of weeks.
  - Hiring of 40 faculty lines. We are hiring. Programs that are hiring will be provided to Cathy so she can share with SPS Council.
- Increase NIU education, affordable, etc. Maximize residential campus experience
  - How can we enhance Living
- Grow on research experience

QUESTION: How do the election results impact NIU
- Resources across the university will be released for people. Providing spaces for students to talk. Former president of the Missouri Student Association. How can students become successfully politically active?
- State Level Elections: Not sure if the power struggle has changed to make headway. Has seen a swing on the importance of higher education within legislation. There has been a new person to head the Illinois Board of Higher Education.
• President Baker talked on WTTW with other university presidents. Link to video:
  o Outside the bubble people think we got at 80% budget (last year has a 28% budget, this
    year is a 52% budget).
  o People at the state are starting to hear and understand that killing higher education is bad
    for business
  o Starting to hear we will get a significant remainder of the rest of our budget
  o University of Illinois is trying to make a 5 year deal, and if they do this, they will hold tuition
    increases, and they will allow in more state students.
    i Legislator cannot make multiyear promises in our constitution for next year legislation.
    i This would only be for U of I
    i Lots of anxiety. We need to help our students though this just as we are helping
      ourselves through.

QUESTION: Undocumented Students – what do we know on a state level for these students. Do state
laws still help? DEACA helps us hire these students. Do we know anything to help us moving forward? If
federal level goes back, does state help?
• President Baker will be collecting data and will come back to us with information.

QUESTION: Concerns with lack of resources and counseling available for students. Cultural centers and
presidential commissions are meeting to also discuss it. Also, how do we support faculty and staff to
help students?
• Eric and Verneese will send something to the entire university.
• Have had good numbers of community members to dialogs. We need to bring these dialogs to
  common ground, to action and implementation.
• Pushing efficiency to help the university go forward

QUESTION: Fair Labor Standards Act: How can that impact the university workloads. Can reallocate job
responsibilities on a case by case basis.
• Discussion was had and questions were asked with regard to issues. Encouragement was given
to talking to your supervisor and checking the HR website.

QUESTION: Marketing and admissions and plans to move away from general revenue to tuition?
• We are more tuition revenue right now. To fix for lost revenue, we raised tuition. We hit a
  ceiling, and we cannot charge more. This is why we did PP. To spend money in the right places.
  We are ahead of the game in the state of Illinois.
• We do need to increase our enrollment to help
• Enrollment: We typically think 1st time full time. We are having declining HS grads for the next
decade. We are growing our network to grow this base. Transfers: We are not very focused on
Community Colleges (more at CC than at universities in the state) We need to look at
alternative ways to bring in students. We will have 6 counselors on 3 CC every other day to help
with recruitment. Teach and offer programs at CC (Rockford example). Also looking at
International Programs. Recruiter in China.
• Need to be more tuition dependent, but not due to raising it, we need more students
• Going to integrating marketing and recruiting and alumni (going to help call, write letters,
  recruit, etc)
• Safety — No statistical significance between safety and retention. National recognition.
• Employment reductions might be possible for PP. But this has been taking place already with
  retention.

Announcements
A. Administrative Aide Update
Zac is leaving. Shifted back to nursing. Have been approved to post again. Just expired yesterday. Expecting to be filled in the new year.

**B. Ethics Training through November 15th**

Make sure you complete it.

**C. Pension Town Hall – November 16th at 4:40PM**

being co-sponsored by SPS, Operating, and university annuitants. Make sure to spread the word.

**D. Faculty Staff Days for Basketball**

Men open on the 11th. Next wed night 5:30 and 8. Two holiday double headers 26th of November, and then New Year eve. 2 tickets with your ID and a reduced rate beyond your tickets. Convocation Center 1 mile race on Dec 16 before women’s game. On volcanos a

**E. Next Stem Café –**

and how do you predict and other hot facts. Towards the end, guest speaker, an author about research on his book Ash Fall.

**Committees of the Council**

**Awards**

Parisi gave the report that a notification went out to solicit nominees for Presidential and it is due back December 2. Required is a primary letter and then 3 letters of support.

**Communications**

Xidas reported that event reminders went out and they will send out workplace survey when complete.

**Constitution & Elections**

Jacky reported that we need to replace Debra Miller who can no longer sit on a campus committee. They meet Tuesday at 10:00am. Debs term ends 2017 (end of June). Criteria, must be a regular teacher and UNIV counts. Let Gall know of people who might be interested. Gall will send Communications an email to send to all SPS employees.

Doederlein added that two university committees might be blending together and we might not need to replace Miller. Once decisions are final, we will see if we need to replace, but we will start the process.

**Events**

Burlingame reported that there was a cooking demo that had 12-13 participants. Next event is the Dec social that will take place in the music building lobby. The committee will also reschedule the paint and pour to Dec 14. Min of 8 people are needed for this to happen. January we will be doing the Potluck on Jan 18th during the day for the women’s basketball game. Bowling event will be on ground hogs day.

**Finance**

Boughton reported that her and Betsy met a month ago to transition reporting. Cathy and Debra met about ways to be more strategic with funds. Want to be more intentional with the money. Will review in executive committee.

**Legislative Issues**

King reported that a pension meeting will be held next week by the annuitants association and the event is in the Sandburg Auditorium.

**SPS Dependent Scholarship Fund**

Bredgereg reported that there is $5,298 in the account.

**Technology Resources**

Walk asked if anyone tried to access sharepoint. Since not a lot of individual have yet, he did not have anything to add to the report.
Workplace Issues
Buitla reported that the committee met last week and that they are almost done with the survey. They have a few quick edits that they are making and hope to have a results report in January. They want to look at the evaluation process and want to put together some suggestions.

Vice President’s Report
A. Committees Summary Report
Napientek passed around the report for individual to view and stated that it would be sent out by the communications committee. A few highlights were new parking pay stations that have been submitted to the Campus Life Parking lot. These were moved from the Rec Fields to allow for students to have better access to parking on this side of campus. In addition, it was discussed how all buildings should be going through regular fire drills on campus.

Old Business
A. SPS Compensation/Degree/Certification Policy
Doederlein noted out to the provost to re-initiate the conversation. In roles where it is similar, SPS is not being compensated, and Civil Service is. She would like to keep this on new business.

Burlingame reported that she has some experience in a grievance related to this policy and that some additional language might be needed to help strengthen the proposal.

Discussion was had by the group and it was reported by council that they have heard that Student Affairs has a blanket no to these requests and that we should have more structure process for this. Ex: Sabbatical Leaves, tenure promotion. Central pool of funds that does not come out of a department. So that it can be fairer across the institution.

Burlingame offered to share the recommendations on strengthening the process.

The group discussed how only 1 was approved in the last year and that there has been no record keeping on how many have been filed. Boughton suggested increasing the technology base of the record keeping.

B. SPS Constitution Changes – Second Reading
Jacky shared changes that were made and how cutting number of committees might make it more difficult to find things people want to be a part of. Pietrowski investigated what faculty senate and operating staff do and reported that:
- SPS Professional Development Committee (new creation) Have social events under events, and leadership would go under professional development.
- SPS Regional Community Relations Committee (new creations) Ways SPS can become more involved in the region. Media’s perception in who we are and what we do.
- Own staff fest or partner with Operating Staff.

Xidas thought it might be premature to have a staff fest. We do not have funds like Operating Staff. Doederlein is going to talk to the Operating Staff President about funds and a possibility about not separation of staff events, and not letting people feel undervalued because they cannot attend an event. Also, if they will not allow us to join, what can we do as a staff to bring it together.

The motion to table the discussion was made by Buitla and was seconded by Stoker. The motion to table the discussion on the SPS Constitution Changes was passed.

Adjournment
Rodgers made a motion to adjourn the council meeting. The motion was seconded by Bredberg. The meeting was adjourned at 11:36 a.m.