

Students' Legal Assistance

Funded by the NIU Student Government Association

Respond to:

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Office of Faculty Senate and University Council
Northern Illinois University
Altgeld Hall 103 | DeKalb, Illinois 60115

Re: Supportive Professional Staff Personnel Advisor Annual Report

Dear President Felicia Bohanon, Supportive Professional Staff Council, and NIU Faculty Senate and University Council:

It was an honor being selected as the Supportive Professional Staff Personnel Advisor, in March of this year. I believe my years of advocacy as a private attorney, and for the last nine years, as Director of Students' Legal Assistance serve as a solid foundation for this role. My extensive litigation experience brings a unique perspective in advocating for colleagues, which, I hope, translates into positive outcomes for all parties.

Although I have not yet had any cases presented for review, I recognize SPS Council is concerned with the process of converting SPS employees to Civil Service status. Accordingly, I have been reviewing the State Universities Civil Service Act, and its implementation by administrative bodies ensuring that any reclassification of NIU employees is consistent with statutory intent, and the law. I would also like to increase the visibility of the personnel advisor role, generally. It is a vital resource for faculty, operating staff, and supportive professional staff who feel lost and challenged in an ever-changing employment environment. I want to encourage the use of the resource through partnering with other divisions and departments which could include listing contact information for all personnel advisor positions on webpages promoting employee resources.

I am fortunate to be a member of such a dedicated and hardworking team as SPS Council and wish all of you the best for this academic year. Please contact me with any questions or concerns.

Sincerely,

Joe Lovelace

Not an agent of Northern Illinois University
or any other state agency or institution.