

Students' Legal Assistance

Funded by the NIU Student Government Association

Respond to:

P.O. Box 19
DeKalb, Illinois 60115

Attorney at Law
Joseph D. Lovelace
Director

(815) 753-1701 Office
(815) 753-1781 Fax
jlovelace@niu.edu

July 31, 2023

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:

I have completed my first year as the Supportive Professional Staff (SPS) Personnel Advisor. It is an honor to serve in this capacity and use my years of advocacy for the benefit of colleagues. The Personnel Advisor role includes:

- Advising SPS members about the personnel policies and procedures within the university and the courses of action open to SPS members;
- Advising and assisting SPS members who are experiencing difficulties with the personnel process;
- Advising and assisting SPS members dissatisfied with personnel decisions;
- Observing the workings of the personnel process and to recommend needed changes or clarification;

Although it has been rather quiet, I have assisted two SPS members. One case dealt with the way the University sought to improperly impose personal responsibility on a staff member and the other case, which is still pending, deals with personnel decisions. My contact information is listed on the Supportive Professional Staff Council website which should connect me with more Supportive Professional Staff in the coming year.

In terms of advocacy, in the coming months, I plan to meet with members of the Department of Human Resources and the Office of General Counsel so that I can outline strategies for personnel confronted with transitioning from Supportive Professional Staff to Civil Service Staff.

Thank you again for allowing me 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