

Northern Illinois University
UNIVERSITY COUNCIL PERSONNEL COMMITTEE

February 13, 2024

2:00 p.m.

Altgeld Hall Room 203

MINUTES

Present: John Acardo, Dee Anna Phares, Tom O'Grady, Carol Walther, Shannon Stoker, Chris English

Absent: Wendy Vaughn, Tiffany Morris, Barbara Gonzales

Staff/Guests: Joan Parrish, Shay Wright

Call to Order

Acardo called the meeting to order at 2:00 p.m.

Adoption of Agenda

Acardo requested a motion to approve the agenda. Walther moved. Phares seconded. The agenda was approved with no changes.

Approval of Minutes from September 12, 2023

Acardo requested a motion to approve the meeting minutes from September 12, 2023. Phares moved. O'Grady seconded. The minutes were approved.

Public Comments

There were no requests for public comment.

Follow Up on Student Employment Processing

Current processes were discussed. A member mentioned how it can be difficult to engage in a process when the hiring is far and in between. The chair discussed current avenues being explored to make the process more efficient and streamlined. Discussed proactive approaches the HR team is looking to implement. The committee stated that the students would like more communication on where things are in the process. Advised that students are interested in having more information or estimating how long things will take to process when being onboarded.

Current and Future improvements in HRS

The chair summarized the feedback from the listening sessions. The chair discussed the fall roll out and how HR has begun to revamp processes. Discussion occurred around the future state of HR and the projects surrounding the development of a compensation

strategy, reporting enhancements, and the use of technology to automate and redevelop manual and paper-based processes.

Diversity Statement

The chair brought up a conversation on possible development of university diversity statement for recruitment. The group decided to invite campus partners to the next meeting to engage and discuss the development of this statement. The chair agreed to ask Dr. Bárbara González and Dr. Sumner to join the next meeting and/or to recommend additional colleagues to help support the discussion.

Next meeting Identified and Adjourned

The group agreed to meet next April 2nd at 2. Stoker motioned to adjourn. English seconded.