

Quick Takes

ASK NUSAC

Dear NUSAC,
For the first time this year, I needed to refill my prescriptions. I was shocked to see that the prescriptions that cost me \$21.00 last year, now cost me \$45.00. That's an extra \$288.00 a year. What is NUSAC doing about it?

-Name withheld

Dear NUSAC,
I thought I'd take a moment to update you on the change in my prescription benefits now that I've filled almost all of them after the changes that went into effect on January 1, 2001—just as an example.

Of the two prescriptions I refill monthly, one now costs me \$10 and the other \$20. The \$20 charge is due to the fact that that particular medication falls under "Level 1" which means that the price is higher since there is a generic equivalent available.

Now I know that \$30 a month isn't that much to complain about, but it is an increase from the \$10 I was paying for the two of them prior to the changes. The main issue I have is with the \$20 fee. My doctor specifically wants me to have the name brand medication, not the generic. In this instance, the prescription service is interfering in that decision by penalizing me on what I'm charged.

Also, although the service advocates mail-order prescription refills, that is not something my doctor believes in, either. I trust and like my doctor. He has my best interests at heart.

Thanks for giving me this forum to share my thoughts.

-Anonymous

These are just two of many letters and comments we have received as a result of the changes made to the co-pays for prescription drugs this year. NUSAC was strongly opposed to the increased employee co-pay, but this was implemented despite our objections and those of the General Faculty Committee (GFC). We encourage you to review your prescriptions and use the information at http://www.northwestern.edu/hr/benefits/spds/health/rxprograms/2001_rx_copay.html to help assess your new costs. Your physician may be able to help determine if it's possible to reduce these costs in any way, such as by using a generic instead of a name brand. But if this is not feasible you may find yourself paying much more this year for prescriptions.

If you have any concerns about these or other benefits issues, please let us know, as well as your administrators including President Henry Bienen, VP Eugene Sunshine, VP Guy Miller, and Benefits Director Tom Evans.

NUSAC continues to work for improvements in the benefits offered to staff at Northwestern, and we need your input!

Spotlight on NUSAC – Meet Colleen De Luca

Colleen De Luca is the Business Administrator for Preventive Medicine. She started at NU fourteen years ago processing payroll for the Medical School. She lives in Hoffman Estates with her husband and a German Shepherd named Schnapps. While not at NU Colleen enjoys camping and gardening.

Why did you join NUSAC?

I had been on the Medical School's Staff Relations Committee, which has goals similar to NUSAC. A previous NUSAC member then recruited me. I had wanted to take a more active role to make sure staff is represented to the administration, especially staff on the Chicago Campus.

What advice would you give to a new NU staff member?

I would encourage them to learn as much as they can about Northwestern, even if it is not directly related to their current position, as it will help them move up within the University. For personal and professional development, I would also encourage them to take the lunchtime classroom series or classes at the School of Continuing Education.



What is your favorite spot on the Chicago campus?

I like sitting by the lake on a summer day.

What do you think is the obstacle between the Chicago and Evanston campuses?

We as staff members are holding both campus' back from thinking we are one.

We are not that different from each other. Sometimes I think we want to keep ourselves separate.

What is the best camping trip you ever took?

I went to the Grand Tetons with a group of friends for two weeks. We were camped next to a lake at the base of a mountain. The funny part is that we backed into a fire hydrant on the campground! I never expected to see a fire hydrant in the Grand Tetons.

NUSAC

Northwestern University Staff Advisory Council

SPRING 2001



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NUSAC WANTS TO HEAR FROM YOU!

Do you have questions for future columns? Send them to nusac@northwestern.edu with "ASK NUSAC" in the subject line.

Apply to be a NUSAC member!

NUSAC is currently accepting applications for membership for next year's council. NUSAC members are selected from a diverse pool of exempt and non-exempt staff and represent both campuses, various schools and a diversity of departments. Each member of NUSAC brings their own experience, talent, and desire to improve the environment for all staff to the council. The council consists of 18 members who volunteer their time and effort.

Each summer, NUSAC interviews eligible applicants and selects new members to fill vacant council positions for the coming fiscal year. We encourage you to participate on NUSAC as an active member.

NUSAC is a volunteer organization and by committing to participate you and your supervisor agree that some of your work time will be spent attending NUSAC meetings and working on projects on behalf of NUSAC.

Applications must be received by May 11, 2001. Interviews are held during June and July meetings (<http://www.northwestern.edu/nusac/meetings.html>) with the entire NUSAC Council.

To find out more about NUSAC, contact any current member, email us at nusac@northwestern.edu. Or visit our website at:

<http://www.northwestern.edu/nusac> to find information on our mission, current and past projects, and our membership roster.

To be eligible for NUSAC membership you must be:

- A regular full- or part-time staff member with two years of continuous service
- Willing to work as part of a team
- Available to attend monthly general council meetings (alternating between the Chicago and Evanston campuses)
- Available to attend additional monthly meetings for one of three working committees of Benefits, Communications, or Human Resources.
- Willing to serve a three-year term, and are eligible to renew to a second three-year term upon vote of the council.
- Have your supervisor's approval to participate as a member of NUSAC.

HELP NUSAC MAKE A DIFFERENCE!

Fill out application below and send by May 11 to :

NUSAC c/o Carolyn Wharton,
Graduate and Off-Campus Housing, 1915 Maple, Evanston Campus

NUSAC Membership Application

Name _____ Department _____
 Campus Address _____
 Campus Phone _____ Fax _____ E-mail _____
 Starting Date _____ Length of Service _____ Supervisor Approval _____
 Please include a short statement explaining why you want to serve on NUSAC.

Notables

NUSAC sponsors President Bienen's State of the University Address

The President's annual State of the University Address was held on the Chicago campus February 13, and on the Evanston campus February 14. Both sessions were very well-attended with approximately 110 faculty and staff members at the Chicago address and approximately 200 attendees at the Evanston address. President Bienen highlighted a variety of topics and then answered questions posed by audience members and NUSAC members asking on behalf of faculty and staff. To view and hear the address and Q&A please visit <http://www.northwestern.edu/about/bienen.html>

NUSAC thanks those faculty and staff who attended the event and submitted questions to NUSAC. Your participation in the State of the University address contributes to its continued success! While we were unable to ask all the questions that were sent to us, they all serve to make us aware of the issues that concern you most. In addition, we do forward all questions to the appropriate party for the response.

The Evanston address was webcast live for the first time in the history of the State of the University! We welcome your feedback on this form of transmission: *Did you watch the presentation via Webcast? In a group setting? Was that more convenient than attending it live? Would you watch a live webcast broadcast from the other campus?* Let us know what you think and send us your ideas regarding how this event may best serve you. Send your comments to nusac@northwestern.edu with a subject line of 'State of U Feedback'.

Brownbag Events for Spring

Bring a lunch! We'll provide coffee and cookies.

Chicago Campus

May 30, 2001
Meet Jake Julia
Associate Vice President for Change Management
12:00- 1:30 p.m.
Lutkin Hall

Take this opportunity to meet and talk with Jake Julia, Associate Vice President for Change Management. Learn about projects his office has recently been involved in, and provide your input on how this new office may benefit staff.

Evanston Campus

May 22, 2001
Ask Gene Sunshine
Senior Vice President for Business and Finance
12:00 - 1:30 p.m.
Purdue Room, First Floor Norris Center

Want to know where the University is headed? Do you have questions or ideas that you'd like to share with NU's senior administration? Join us as we talk with Eugene Sunshine, senior Vice President for Business and Finance.

Staff Recognition

Luncheon at Drake Hotel Honors Staff

The twenty-third annual Staff Service Recognition luncheon was held at the Drake Hotel on March 28 and hosted by Human Resources and NUSAC. This is the second of two annual events which recognize staff for their service to Northwestern. The other is the Service Excellence Reception held earlier in the year. The formal luncheon provided the opportunity for fifty-seven staff to join their supervisor and a guest for some deserved time off, and to be publicly recognized for thirty-five, thirty, twenty-five, and twenty years of service to the university.

The Employee of the Year Award was also presented at the luncheon. This provides the opportunity for any peer or supervisor to nominate a deserving staff member for special recognition based on factors including job performance, professionalism, specific job accomplishments, working relationships, customer service, and willingness to take on additional responsibility. This year, employees from a number of schools and departments were nominated.

Evanston Finalists included: **Edward Bevan**—Speech; **Dianne deHaseth**—WCAS; **Susan Fox**—WCAS; **Sharon Lee Jacknow**—MEAS; **Betty Modlin**—MEAS, **Ann Stuart**—MEAS; **Douglas Troutman**—Medill.

Chicago Finalists included: **Margaret Bruns**—School of Law; **Wilbur Hudson**—IT; **Deborah McCarthy**—School of Continuing Studies; **Theresa McClain**—University Services Business Office; **Eugene Nobles**—University Services Shuttle Bus; **Yogesh Patel**—Medical School; **Carolyn Kelley Williams**—Medical School.

All finalists were awarded a plaque and a \$100 savings bond. The Evanston Employee of the Year is Edward Bevan from the School of Speech and the Chicago Employee of the Year is Margaret Bruns from the School of Law. Edward and Margaret each received a plaque and a \$1000 savings bond. **Congratulations to all the deserving staff honored at the luncheon!**

Salute to Staff

Below is an excerpt from a speech given at the Staff Recognition Luncheon by Michael Weston, Vice President and General Counsel. NUSAC wishes to share Mr. Weston's comments with all staff at Northwestern.

In the 23 years these luncheons have been held, more than 700 staff members have been recognized for service of 20 years or more.

Through thick and thin; through good budget years and bad; through SES and other computer adventures; through ComEd outages; through three presidents, three senior vice presidents for business and finance, and innumerable deans and department chairs; and even through Y2K, we have stuck with it.

What accounts for that? In some ways it speaks to the special nature of a university. All of us can be proud to work for an organization that meets a public need; an organization whose research, teaching and public service represent, in fact, the highest order of excellence.

In other ways, the long service of so many of us speaks to the special kinds of people who have chosen to make their careers here. People who recognize the need for change and have the energy to effect that change. People whose basic nature makes them reach out to find new solutions for old problems. People who truly care about the welfare of those around them. People who take immense satisfaction in a job well done.

All of us in this room, and in turn the many hundreds of other staff not present today, represent the best Northwestern has to offer.

Exactly what do we offer? One way to answer that is to imagine Northwestern without staff:

- Without staff, our graduates would have no assistance getting jobs; but that wouldn't matter because they wouldn't have transcripts either. But that's OK too, because there would have been no one to recruit applicants and admit them as students in the first place.
- Without staff, there would be no telecommunications, no internet, no world wide web access.
- Without staff, no buildings would get painted, offices and labs would not get cleaned, and we would be walking around in knee-high grass.
- Without staff, critical utilities would grind to a halt and we would have no heat and no air conditioning.
- Without staff, faculty would have to manage the details of their own research, feed and care for their research animals, and clean their own glassware.
- Without staff, there would be no Campaign Northwestern and thus no need for more buildings recognizing our generous donors. (If nothing else, that would improve the parking situation.)
- And finally, without staff, there would be no payroll, and none of us could retire because retirement plan contributions would not have been made.

So, for all the staff does and for the way it gets done, I am proud to salute all of us. Let's give ourselves a hand!