

Employee of the Year Celebration

The 27th Annual Staff Recognition Luncheon was held at The Drake Hotel on April 14, 2004.

Over 90 staff members were honored with long term service awards, including one 50 year employee, Walter Oby from Facilities Management. There were 6 Employee of the Year finalists, three from each campus.



The Chicago finalists included Todd Leasia—Director, Office of Research Safety, Eve Veis—Coordinator, Feinberg, Honors Program in Medical Education and Lillian Zeidenstein, Admissions Assistant, Feinberg Graduate Medical Education.

The Evanston finalists were Nancy Anderson—Residential Colleges Coordinator, Residential Colleges Administration, Susan Olson—Research Associate, Center for Circadian Biology, and Florence Sales—Secretary 2, WCAS Psychology. Continued on Page 4 ...

KinderCare to operate a Center near the Chicago Campus

Northwestern University and national childcare provider, KinderCare Learning Centers, have made an arrangement to guarantee spaces for Northwestern-affiliated families at the provider's proposed childcare center just two blocks south of Abbott Hall. NU-affiliates will have priority enrollment over community access to the center's proposed 112 space facility, which will serve children ages six weeks to 5 years. To meet the high demand for infant and toddler care in the area near the Chicago campus, the majority of the spaces will be designated for the six-week to 36-month age groups. The KinderCare at Northwestern University facility is expected to be operational in early 2005, depending on permits and construction. Additional information about construction schedules and enrollment will be shared as it becomes available.

NU is working with the national childcare provider's KinderCare @ Work division, which specializes in creating customized childcare benefits for its clients to help to foster a balanced work/life culture. KinderCare @ Work has developed on-site childcare

programs for 46 organizations including The Cleveland Clinic Foundation, Drake Center, LEGO Systems, Inc., Universal Orlando, GlaxoSmithKline and the University of Rochester Medical Center. The division also partners with close to 100 other companies to provide specialized childcare services. In total, the parent company, KinderCare Learning Centers, Inc., operates 1,245 childcare centers across the country.

The childcare initiative follows similar efforts in Evanston with the continued association with the McGaw YMCA Child Care Center to provide childcare services for the University community. Since the program's inception three years ago, the number of children of NU families has increased from 20 to 83.

For more information about KinderCare Learning Centers, visit <http://www.kindercare.com/home.php3> or contact Katie Krauch of the Office of Work/Life, Child & Family Resources at (847) 491-3612 or email k-krauch@northwestern.edu.

Quick Takes

NUSAC organizes President Bienen's State of the University Address

President Henry S. Bienen delivered the annual state of the university address on Tuesday, May 4, 2004. President Bienen reflected on the past year and discussed future opportunities for Northwestern. Topics of the address included the success of campaign Northwestern, the state of the budget, student enrollment, employee of the year award winners, service award recipients and various students who received honorable fellowships and scholarships. There were also two major announcements in the address. The first was the revenue that may be generated by a new drug compound developed by Professor of Chemistry Richard Silverman. The second was the contract the university recently signed with KinderCare to open a childcare facility close to Northwestern's Chicago campus.

After concluding his address, the president took questions from the audience on various topics including university space planning, the new financial

system, wage increases for the upcoming year, benefits, the relationship between the city of Evanston and Northwestern, increasing socioeconomic diversity among students, parking issues, and disaster preparedness. If you are interested in viewing the President's full address including the question and answer session, you can find it online at the president's page. at <http://www.northwestern.edu/president/addresses/index.html>.

The full text of the address was published in The Observer and may be found online at <http://www.northwestern.edu/observer/archive/> under the May 6th edition.



Recap on Career Development Brownbags

Over 200 Chicago and Evanston staff attended two NUSAC-sponsored brown bag seminars on career development. In February, Lonnie Dunlop, who is Director of University Career Services, presented the first seminar, which was called "Taking Charge of Your Career." Dr. Dunlop went over an interesting career planning "model" that has three components: a self-assessment of our individual skill and knowledge; an assessment of the changing workforce and work settings; and an analysis of our personal decision-making styles. Using the model as a guide, we can begin taking responsibility for our own career development.

In April, a trio of NU human resources staff presented the second workshop, called "Navigating the

NU Job Market." After participating in a fun get-to-know-you exercise, we learned about ways we might make our current jobs more interesting and rewarding, and then learned about NU's internal transferring policies and procedures along with ways we might present ourselves as strong candidates. The HR experts also presented sample interview questions, including questions we might want to ask when interviewing for a new job, and questions we might be asked. We also got some great resources. The HR staff who lead this brown-bag seminar were Leigha Kinnear, Manager of Training and Development, and Gail Higgins and Kimberly Morris, HR Consultants.

Meet NUSAC

Spotlight on Rebecca Griffiths



Rebecca Griffiths has been a staff member at NU for 5 1/2 years. She currently works in the University's main library on the Evanston campus as the Personnel Specialist and is Vice-Chair of NUSAC. Prior to this position, Rebecca worked an internship in central Human Resources while in graduate school. Most of her career has been spent in higher education and her prior higher ed experience has included Student Affairs and Residential life. She previously work at Depaul University as a Graduate Residence director and has worked at the Illinois Mathematics and Science Academy and the University of Illinois at Chicago.

How long have I been on NUSAC?

I will be going into my 4th year in September 2004 – or the first year of my second term.

Why did I join NUSAC?

I joined NUSAC because I wanted to facilitate change on a higher level at the university. During my time here, staff have expressed concerns about issues that can't be changed at the department level, but need larger organizational attention. By participating in NUSAC, I can add insight to university decisions that affect staff and help create a more enjoyable workplace.

What do you like best about being on NUSAC?

What would you like people to know about NUSAC?

I most enjoy the opportunities I have to present ideas and alternatives to the university administration through staff suggestions. Much of what we do is a result of a staff member asking a question or making a suggestion we haven't yet thought of. What I would like staff to know about NUSAC is that we can't do our job without you. It's important for staff members to communicate with us. We are your voice

to the administration and we need your participation in both addressing the problems and creating solutions. You as a staff member may think of things we've never thought of, and no idea is too crazy. We can always take an idea, shape and mold it, and hopefully make it into something that would work for the staff.

Which NUSAC accomplishments are you most proud of?

Recently there have been several major accomplishments of NUSAC. While the push for these initiatives or changes started before I came to the council, I think I am most proud of the intercampus/shuttle bus service and child-care initiatives that were an impetus of the council.

What do you enjoy doing outside the office?

I spend much of my leisure time outside. I particularly enjoy playing 12" softball and will go a Cubs game whenever I can. Go Cubbies! I'm always looking for something new to do. I love to try new things. I also enjoy spending time with family and friends and taking road trips on my motorcycle.

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Congratulations to Employee of the Year winners!

CHICAGO EMPLOYEE OF THE YEAR

Eve Veis—Coordinator
Feinberg
Honors Program in Medical Education.

EVANSTON EMPLOYEE OF THE YEAR

Florence Sales—Secretary 2
WCAS
Psychology