



NORTHWESTERN
UNIVERSITY

Staff Advisory Council

SUMMER 2010 NEWSLETTER

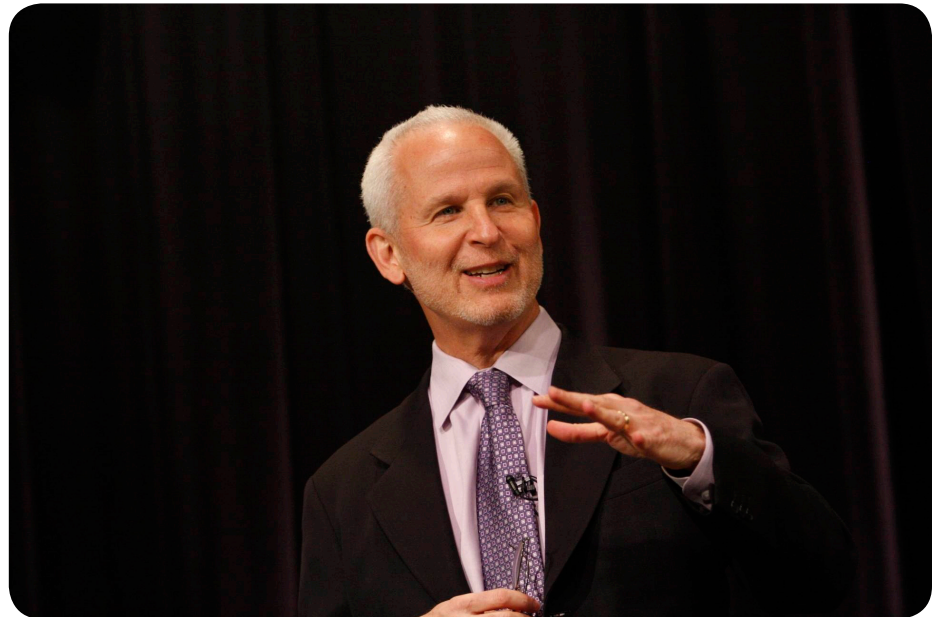
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MISSION STATEMENT

NUSAC is a group of volunteer staff members appointed by the President to represent employee concerns to the University Administration. NUSAC is the voice of staff to the University leaders. We seek input, investigate concerns and address issues that relate to staff. NUSAC formulates recommendations for the University administration and advises in decision-making processes regarding staff concerns. NUSAC is dedicated to maintaining a positive work environment for staff and promoting excellence within the Northwestern community.

CONVERSATIONS WITH THE PRESIDENT



President Schapiro. *(Photo by: Stephen Anzaldi)*

To usher in the new leadership of Northwestern President Morty Schapiro, the Northwestern University Staff Advisory Council (NUSAC) took a new look at the traditional annual president's state of the university address and planned a new approach to solicit feedback from members of the Northwestern community. In previous years, the president of the university would present one address that summarized the key accomplishments of the year. In order to initiate a new level of change in communications between the president and the NU community, building on our new president's strengths and preferences, NUSAC and the Office of the President debuted "Conversations with the President," a series of four events held on April 15-16 on the Evanston Campus and April 27-28 on the Chicago Campus.

Two of the conversations were webcast and two were intended to have a focus on staff-related issues. Senior administration officials were also present at these events in order to serve as additional resources for questions posed by event attendees. From all feedback received at the completion of these events, they were heralded as an important first step in broadening the flow of communication between the president and members of the Northwestern community.

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THIRTY-THIRD ANNUAL STAFF SERVICE RECOGNITION LUNCHEON

Although the weather was dreary on May 11th 2010, the atmosphere was bright for the Thirty-Third Annual Staff Service Recognition Luncheon that was held at the Hyatt Regency Hotel in Chicago. Maudell Gaines from the Office of Human Resources organized another fantastic event. Pamela S. Beemer, Associate Vice President for Human Resources, and Daniel I. Linzer, Provost, welcomed the attendees that included 141 Length-of-Service honorees with over 3000 years of service, the Employee of the Year finalists, and many guests.



Employee of the Year finalists from left to right: Lucy Millman, Elizabeth Adams, Gregory Jue, Patricia Niemeck Georgas, Lori Palfalvi and Sara Thompson. *(Photo by: Jill Brazer)*

The Length-of-Service awards were presented by Lynn Steiner and Roseann Mark, Chair and Vice Chair, respectively, of NUSAC. Gitta Peragowits, Production Control Specialist in Computing Services for Northwestern University Information Technology, and Suzanne L. Zimmerman, Bursar, Office of the Bursar, were both honored for 45 years of service. They were followed by Nancy L. Foiles, Don L. Gabrovich, Freddie K. Lyde, Kathleen M. Melody, and Richard P. Weimer, all with 40 years of service. Besides these honorees, 134 additional staff members were recognized for 20, 25, 30 and 35 years at Northwestern. Morton Schapiro, President

and Professor, ended the presentations with a “Salute to Staff”, adding that, “Staff at Northwestern University are unparalleled.”

Eva Erskine, Director of Human Resources, introduced the Employee-of-The-Year (EOY) program, which recognizes staff members, one each from the Chicago and Evanston campuses, whose service and commitment to the University are exceptional.

The EOY Finalists were presented by Bianca Ramirez, NUSAC

Member, and Colleen Woods-Papke, Staffing Consultant, Office of Human Resources. Pamela S. Beemer had the honor of awarding this year’s winners: Gregory Jue from Evanston and Patricia Niemeck Georgas from Chicago.

Closing remarks were made by Eugene S. Sunshine, Senior Vice President for Business and Finance. He emphasized that the loyalty of the employees is a vital part of Northwestern’s success. Based on the large number of honorees present at the luncheon, there is a lot of loyalty at Northwestern.

EVANSTON FINALISTS:

- Elizabeth H. Adams, Director of Research Administration, Robert R. McCormick School of Engineering and Applied Science.
- Gregory Jue, Program Assistant, Asian American Studies Program, Judd A. and Marjorie Weinberg College of Arts and Sciences.
- Lucy L. Millman, Assistant Director, Harvey Kapnick Business Institutions Program, Judd A. and Marjorie Weinberg College of Arts and Sciences.

CHICAGO FINALISTS:

- Patricia Niemeck Georgas, Program Development Manager, Department of Family and Community Medicine, Feinberg School of Medicine.
- Lori A. Palfalvi, Research Administrator, Department of Medicine, Feinberg School of Medicine.
- Sara E. Thompson, Project Coordinator, Department of Neurological Surgery, Feinberg School of Medicine.

CONVERSATIONS WITH THE PRESIDENT CONT.

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NUSAC looks forward to continuing these conversations in the upcoming year and we are most grateful to everyone who participated and submitted questions.

Missed the “conversation”? You can still view the two web casts online! Go to: www.northwestern.edu/president/conversations-with-the-president.html and click on the link to either event. Or go to the NUSAC web site at: www.northwestern.edu/nusac and click on “What’s New”.



President Schapiro addressing staff, faculty and students in the Great Room, Evanston campus. (Photo by: Stephen Anzaldi)



President Schapiro. (Photo by: Stephen Anzaldi)

Have some comments about the events? We’d like to hear from you so we can make next year’s events better. Whether or not you attended an event, please take our short survey.

Click on the following link and let us know what you thought: www.surveymzmo.com/s/304078/conversations-2010.

SAVE THE DATE! SUMMER BROWN BAG

How will Changes in Health Care Affect YOU: Perspectives on the Impact of Health Care Reform

Evanston Campus, Tuesday, August 10, Noon-1pm
Location: ITW Classroom, Ford Design Center, (2133 Sheridan Rd)

Panelists:

Pamela Beemer, Associate VP for Human Resources
Russell Robertson, MD, Chair of Family Medicine, Feinberg School of Medicine
James Schroeder, MD, Senior Associate Dean for External Affairs, Feinberg School of Medicine

Chicago Campus: Wednesday, August 11, Noon-1pm
Location: Searle Seminar Room, Lurie Building, first floor (303 E. Superior)

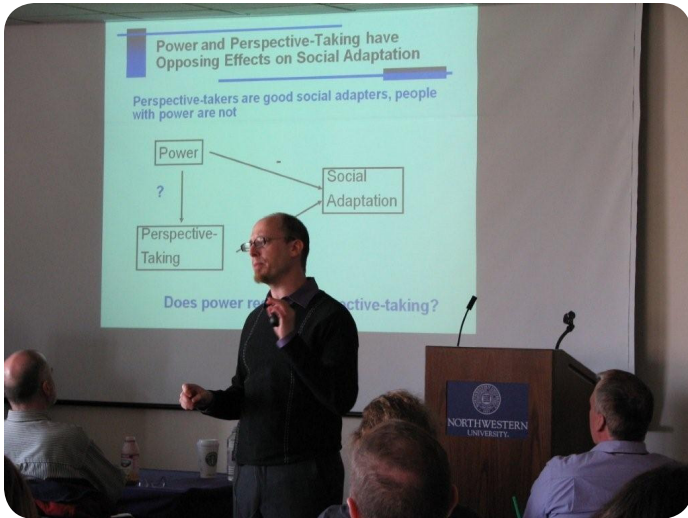
Panelists:

Pamela Beemer, Associate VP for Human Resources
James Schroeder, MD, Senior Associate Dean for External Affairs, Feinberg School of Medicine
James Sipkins, MD, Assistant Professor, Clinical Department of Medicine, Feinberg School of Medicine



More information is available on our web site at: www.northwestern.edu/nusac.

SPRING BROWN BAG SUMMARY



Adam Galinsky. (Photo by: Elizabeth Rauch)

question of whether sex differences are rooted in biological distinctions between men and women or differential levels of social and organizational power. He also discussed ways to harness the good in power (the energizing force to make the seemingly impossible possible) while minimizing its psychological and social deficits.

We thank all of the attendees who took the time to fill out the Brown Bag survey. To help us better plan for future brown bags, we surveyed attendees. An e-mail was sent to about 117 attendees on the Chicago and Evanston campuses; 52% completed the survey. A summary of the results follows:



Staff attend the NUSAC Brown Bag luncheon in Evanston. (Photo by: Elizabeth Rauch)

- Presentation of faculty research (similar to this brown bag): 93%
- Healthcare reform: An explanation of healthcare reform and its impacts: 69%
- Topics related to current events (e.g., partisan politics in Washington, surge in Afghanistan from economic/historical/sociological perspectives): 67%

We received great feedback and will use this to help us with our future Brown Bags.

NUSAC sponsored a Brown Bag luncheon titled “When, Why and How Does Power Corrupt?” This was held on both the Chicago and Evanston campuses on April 12th and 13th. There was a good turnout for both events with 60 attendees in Chicago and a little over 100 in Evanston.

The talk explored how power fundamentally changes how people see and approach the world. As a result of these processes, sometimes power corrupts leading to egocentric and selfish behavior, but sometimes it uplifts, leading to noble actions and words.

Adam Galinsky (Professor of Management and Organizations at the Kellogg School of Management) addressed the provocative



Adam Galinsky addressing Evanston campus staff. (Photo by: Elizabeth Rauch)

What was the main reason for attending the brown bag?

The majority of attendees came for the topic (72%), with most of the remainder coming for the speaker (25%).

What is the preferred time for starting the brown bag?

Slightly less than half of respondents (44%) prefer to begin at noon, with 38% having no preference.

Were handouts preferred?

41% of respondents stated that no handout was necessary, followed by 38% who preferred a link to a pdf online.

Interest in upcoming topics.

A list of possible topics was presented and respondents were asked if they'd be likely or unlikely to attend. The top 3 topics that respondents answered that they'd be *likely to attend* were:

HR COMMITTEE REPORT TO STAFF

This year has been one of fruitful collaboration between NUSAC's HR committee and the Office of Human Resources (HR). In the last few years, there have been substantial personnel changes in HR, including the addition of: Pam Beemer, Associate Vice President for Human Resources; Eva Erskine, Director of Human Resources; Anne Fish, Director of Benefits; and Lori Anne Henderson, Director of Work/Life Resources. Others were also hired as the focus of HR began to shift to be even more responsive to employee needs. For NUSAC, this means that we have had an opportunity to build a new foundation for our work together.

The NUSAC HR Committee always reserves some time at its meetings for discussion with Pam and Eva about HR-related current issues and upcoming developments. The development of a good working relationship with HR has resulted in this Committee becoming a sounding board for HR's ideas. When HR wants some feedback on how a change might affect or be perceived by staff, they generally talk to us. In addition, we are able to bring up issues of staff concern – transparency, support for internal promotion, and career paths at the University – and work with HR to see which items we can immediately focus on and which items may require more incremental change over time. This Committee has found that we can have an open dialogue with the current leaders of HR. While we don't always agree and don't always have the same priorities, we know that we are respectful of each other's perspectives and that we can continue to work together on our mutual interests. There were three specific areas that both NUSAC and HR focused on this year:

1) More transparency in the salary grades and ranges. This is a complex issue because of varying school practices and the incredible number of job titles.

Two processes are underway in HR to move toward more transparency. Job titles for many positions were evaluated and some were combined to have more meaning. HR is asking hiring managers to list the job grade and minimum salary on all job postings.

2) Supporting internal promotions. HR made a change in the job posting system so they could differentiate an internal candidate from external. They are also more closely monitoring internal promotions.

3) Developing career paths for employees. The move toward fewer and more standard job titles was a first step. The "Manage Your Career" series is designed to help staff assess their strengths and evaluate the skills needed to obtain the next job in their career. By series end, participants are offered a list of NU mentors.

HR often describes career advancement at Northwestern University by using the career lattice metaphor. The lattice refers to the flexible advancement path of an employee that combines lateral and vertical moves in many directions. This lattice could also describe the mentoring opportunities nestled within various staff organizations and university departments. In the next edition of the NUSAC newsletter, Paul Corona will write about the concept of the NU Career Lattice. In the upcoming year, the NUSAC HR Committee plans to explore how to develop a mentoring network through a focus on career progression, networking, skill sets, and recognition of excellence.

UPCOMING FALL COURSES

Learning and Organization
Development Course Offerings for Fall
2010

HRD665 Maximize Your Strengths

November 9, 9 AM - 4 PM
CH, Wieboldt 109

According to a Gallup poll, only 37% of Americans felt that knowing your strengths versus your weaknesses would help them improve the most. But due to the growing interest in positive psychology, we're increasing our awareness that a strengths-based approach to development and excellence is more powerful and practical. The key to developing your strengths is to first identify your natural talents. This workshop will set you on the path to express and contribute your talents to help you achieve a higher level of performance and satisfaction at work.

HRD670 Customer Service Techniques
September 23, 9 AM - 4:30 PM
CH, Wieboldt 309

October 5, 9 AM - 4:30 PM
EV, Norris 206

This workshop teaches techniques for creating and maintaining positive work relationships with students, faculty, and staff.

HRD615 Managing Up: A Partnership Involving Expectations, Success, and Continuous Improvement for You and Your Boss
October 28, 10 AM - NOON
CH, Wieboldt 109

November 10, 10AM - NOON
EV, Norris 208

A harmonious, productive workplace relationship with your manager is one of the most important factors in your job satisfaction and success. If you work well and communicate effectively with your boss, you're more likely to remain at your organization and sustain your success there. This highly interactive workshop can help you learn how and why.

Find out more and register at www.northwestern.edu/hr/training.

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