Welcome to spring (I think). I am excited that we begin to celebrate forty years of NUSAC’s work on the Northwestern campus(es). Some NUSAC members have been spending time at university archives as we begin to finalize plans for events and celebrations throughout 2013. We are also taking this opportunity to develop an updated NUSAC strategic plan, by-laws and mission.

At the beginning of the year I was glad to see we moved past some major issues that could have negatively impacted staff as it related to the fiscal cliff discussions. The university continues to be able to offer tuition benefits to employees without any increase in staff members’ tax rates over previous years (and the tax relief is now permanent). Employees will continue, where eligible, to work with their financial professional to take advantage of tax credits related to education, and the uncertainty of which tax brackets would change was resolved.

NUCares has continued to be a vehicle to assist our fellow staff colleagues who have experienced some temporary financial hardship. Thanks to the generosity of staff and faculty at the university, the fund has been
able to award over 18 grants out of the over ten thousand dollars contributed. If you would like to give to NUCares you can do so by using the form on the site.

In addition to working with university administration to understand the short and long term impacts of fiscal and health care reform, NUSAC has been busy with some of our usual work. This holiday season we partnered with Marillac House, Infant Welfare Society, the Feinberg Staff Relations Community, and other organizations to donate food, clothing and school supplies to fulfill holiday wishes, and to provide staff an opportunity to give back to the community. There are other events in the works for the spring, including an initiative with the Greater Chicago Food Depository.

Upcoming programs for this spring include Coffees with the President and Conversations with the President. These are great opportunities for you to ask any questions or share any concerns you may believe that the President can address. In addition, the NUSAC website is an excellent way to share questions and concerns directly with NUSAC.

I hope you have a great spring quarter and Happy 40th Anniversary NUSAC!

Dr. Timothy W. Gordon  
NUSAC Chair  
Associate Dean for Student and Alumni Services  
School of Continuing Studies

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**Reflecting on 40 Years of Accomplishments**

On September 1973, NUSAC was created by President Robert H. Strotz in response to the desire of non-academic staff members to have greater voice in University decision-making processes pertaining to employment conditions.

Originally composed of 15 staff members (25 members currently) from Chicago and Evanston campuses we have been actively improving Northwestern University for all employees since the beginning. So, what has NUSAC done? Here are just a few employee "benefits" that NUSAC has spearheaded and helped to create throughout the years.

1973-1979
- Along with President Strotz, initiated "State of the University" addresses on both Evanston and Chicago campuses. He then proposed they be annual affairs
- Presented suggestion from a staff member that the University remain closed for an extra day (Dec. 31) during the holidays in order to conserve fuel and energy. Suggestion accepted
- NUSAC made it possible to convert two sick days per year to personal days

1980-1989
- First Edition of the NUSAC newsletter was released (1980)
- The Recreation Committee organized racquetball classes, which met twice a week that were filled to
capacity

- Option for direct deposit of paychecks was offered to staff
- Secured personal floating holidays and Flex Week for staff

1990-1999

- Secured five weeks of vacation after 20 years for exempt and nonexempt staff
- Created a referral list for child care
- Changed NU job listing to include exempt salaries and grade listings
- Established a shuttle bus service between Chicago and Evanston campuses

2000-2009

- Participated in the University’s re-accreditation process
- Continued to work with the Benefits Department on the transition to the new online healthcare enrollment system and the changes in the structure of the healthcare plans (2006)
- NUSAC newsletter switched to electronic form instead of a printed version (2007)

2010-Present

- Conversations with the President: Helped changed the event formerly known as the State of the University to a new name (Conversations with the President) and a new, livelier format; turned it from an event on one campus (with a videocast on the other campus) to separate dates on both campuses with a live webcast.
- Helped create Coffee with the President event: six small, informal meetings (3 on each campus) where 10-15 staff are invited to meet with the President and talk about whatever concerns them
- NU Cares Launched: Supported the development and launch of NU Cares
- Worked alongside HR to make Dr. Martin Luther King Jr. Day an official University-recognized holiday every year, starting in January 2013

NUSAC 40th Anniversary Panel

Please join us for a panel discussion, moderated by President Schapiro. This panel will explore the past 40 years of service and the future of NUSAC. This discussion will include past NUSAC chairs from a number of different decades. The event will be held at and webcast for members who are not able to join in person.

April 25, 2013 – Evanston Campus
12:00 PM (immediately following Conversations with the President)
The McCormick Tribune Center, McCormick Forum
1870 Campus Drive

Conversations with the President
Join fellow staff, faculty, and students in a conversation with President Morton Schapiro on the state of Northwestern University.

The first of this year’s two 90-minute forums will be on the Chicago campus. This Conversations will be held at 10:00 a.m., April 23, in Hughes Auditorium in the Robert H. Lurie Medical Research Center. The second will be on the Evanston campus. The Evanston event will be held at 10:00 a.m., April 25, in the McCormick Tribune Building Forum.

Both events will be webcast live, and all members of the Northwestern community are invited. If you are not able to attend in person, you may participate by viewing the webcast and/or submitting questions or comments to nusac@northwestern.edu.

Users can test their webcast connection and access the webcast on April 23 at http://www.northwestern.edu/president/speeches/conversations-with-the-president.html

The Conversations with the President are a collaboration of the Northwestern University Staff Advisory Council, the Office of the President and the Faculty Senate.

We hope to see you at one of these events.

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**NUSAC Recruitment**

NUSAC solicits applications for membership annually beginning in March. This year’s application period ended March 31 with applications at an all-time high for the council. We thank all interested staff for their applications and will be looking forward to interviewing the selected candidates in May. We understand that with busy Northwestern schedules every employee may not be able to complete an application by the deadline. NUSAC accepts applications all year round but applications may be held for later vacancies.

NUSAC also has a Member-at-Large designation, intended to allow a limited role for former NUSAC Council members and University staff in good standing. The purpose of this designation is to provide access to skills and abilities that may be needed beyond what is available on the 25-member Council. The names of individuals who are interested in assisting the Council as a Member-at-Large are kept on a special list and contacted by the NUSAC chair to assist with specific, time-limited projects based on their interest and availability. Members-at-Large are not official Council members (do not attend meetings/nonpublic NUSAC events nor receive NUSAC internal correspondence). If you are interested in becoming a Member-at-Large, please contact the current NUSAC chair (see Council Members tab for chair name and e-mail address) or e-mail the NUSAC e-mail at nusac@northwestern.edu with your request.

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**NUSAC in Social Media: LinkedIn and Facebook**

NUSAC has developed a presence on social media sites LinkedIn and Facebook, to encourage all Northwestern staff to communicate and network with each other. Northwestern staff do not need to be a member of NUSAC to participate in these sites.
The LinkedIn and Facebook groups are called “Northwestern University Staff”. Northwestern staff may use both sites to network and communicate with their colleagues, and to promote their own social and professional activities for employees of Northwestern University.

NUSAC Members

2012-2013 Executive Committee
Dr. Timothy W Gordon, NUSAC Chair
George Nejme, NUSAC Vice Chair
Apryl Schlueter, NUSAC Secretary
Margaret Mersch, NUSAC Treasurer

2012-2013 NUSAC Members

- Rhea Banks
- Lot Bercasio
- Susan Corwith
- John Doyle
- Daphne Fair-Leary
- Janelle Gaudio
- Tracey A Gibson-Jackson
- Regina Gleyzer
- Jonathan Greene
- Derek Gundersen
- Tavaras Hardy
- Jeff Henderson
- Erica Honeywood
- Ann Knauth
- Steve Lee
- Michael Martinez
- Rosie Miles-Jamison
- Susan Morris
- Tina Shontz
- Thongsy Singvongsa
- Kay West

Our Mission Statement

“The Northwestern University Staff Advisory Council (NUSAC) serves as an advisory voice and change-agent for Northwestern staff in matters relating to community development, professional opportunities and workplace concerns. This is accomplished through continuous interaction and engagement with Northwestern staff, the University president, and various senior administrators as it pertains to areas within the University which impact staff.”

Northwestern University Staff Advisory Council
Web site: www.northwestern.edu/nusac
Email: nusac@northwestern.edu

Northwestern University ®