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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.



Farewell to President Bienen and Chairman Ryan

On June 4th, students, faculty, alumni and staff paid tribute to retiring President Henry S. Bienen and Patrick G. Ryan, outgoing chair of the Northwestern Board of Trustees, at an all-campus reception in Evanston. The festivities included refreshments, live music provided by student jazz musicians and remarks from campus leaders. Speakers included William Osborn, Chair-elect of the Northwestern Board of Trustees; Dan Linzer, University Provost; Toni-Marie Montgomery, Dean of the Bienen School of Music; J. Larry Jameson, Dean of the Feinberg School of Medicine; Neal Sales-Griffin, former president of the ASG; and Jim Phillips, Director of University Athletics. All remarks cited the many contributions Bienen and Ryan have made to the Northwestern community.



Some of Bienen’s accomplishments during his 14 years as University President* are:

- Applications for admission to Northwestern skyrocketed. Undergraduate applications for fall 1995, the year before Bienen came, totaled just fewer than 13,000. Northwestern this year received more than 25,000 applications, or almost double that of 12 years ago.
- Research funding from outside sources has grown from \$173 million to approximately \$416 million.
- Northwestern’s endowment has more than quintupled from \$1.4 billion in 1995 to more than \$7 billion.
- The University has built major new scientific research buildings on both campuses, new classroom and faculty office buildings and two undergraduate residence halls; has completely revamped and upgraded Northwestern’s athletic facilities; and has undertaken significant improvements to many other academic buildings.
- A total of 17 athletic teams have won Big Ten championships, including three in football and an unprecedented ten straight in women’s tennis. In addition, Northwestern has captured five straight NCAA national championships in women’s lacrosse. During President Bienen’s tenure, Northwestern’s football team has gone to five post-season bowl games.
- The University successfully completed a \$1.55 billion fundraising campaign.

Presentations were made by Georgia Rose, NU Tennis; Eric Peterman, NU Football; Shon Morris, Associate Director of Athletics; and Kelly Amonte Hiller, NU Lacrosse Head Coach.

Several members of NUSAC were also in attendance.

*<http://www.northwestern.edu/Bienenpresidency/keyaccomplishments.html>

THIRTY-SECOND ANNUAL STAFF SERVICE RECOGNITION LUNCHEON

2009 EMPLOYEE OF THE YEAR FINALISTS

Left to right: Lucy Millman, Susan G. Fox, Margarita Chung, Pang-Chiung Hsiang, and Matthew T. Durno. (Not pictured: Thomas Hancko)

May 7th 2009 was a beautiful, sunny day in Chicago; the perfect day for the Thirty-Second Annual Staff Service Recognition Luncheon that was held at the Hyatt Regency Hotel in Chicago. Pamela S. Beemer, Associate Vice President for Human Resources, and Daniel I. Linzer, Provost, welcomed over 100 Length-of-Service honorees, the Employee of the Year finalists, and many guests.

The Length-of-Service awards were presented by Deborah L. Cundiff and Kyle S. Delaney, Chair and Vice Chair, respectively, of NUSAC. Walter H. Oby, a Storekeeper for Facilities Management on the Evanston Campus, was the single honoree at 55 years, followed by Patricia Persaud, Shirley J. Scurlock, Thomas R. Shaughnessy, and Jeannette A. Weimer, all with 40 years of service. Besides these five honorees, 131 additional staff members were recognized for 20, 25, 30 and 35 years at Northwestern. Pamela S. Beemer ended the presentations with an uplifting "Salute to Staff".



Paul L. Corona, Director of Learning and Organizational Development, introduced the Employee-of-The-Year (EOY) program, and described the selection criteria, which included job performance, collaboration, and customer service. He also declared Maudell Lewis, from the Office of Human Resources, as Employee of the Day, for her hard work in organizing the event.

The EOY Finalists were presented by NUSAC members Tara Hunter and Rosie Miles-Jameson.

EVANSTON FINALISTS:

- **Susan G. Fox**, Research Laboratory Manager, Department of Biochemistry, Molecular Biology, and Cell Biology, Judd A. and Marjorie Weinberg College of Arts and Sciences.
- **Pang-Chiung Hsiang**, Lead Systems Programmer and Analyst, Management Systems, Northwestern University Information Technology.
- **Lucy Millman**, Assistant Director, Business Institutions Program, Judd A. and Marjorie Weinberg College of Arts and Sciences.

CHICAGO FINALISTS:

- **Margarita Chung**, Business Administrator, Clinical and Translational Science Institute.
- **Matthew T. Durno**, Associate Director of Donor Relations, Feinberg School of Medicine.
- **Thomas Hancko**, Director of Clinical Operations, Clinical and Translational Science Institute.

In the end, Susan G. Fox was announced the winner from Evanston, and Matthew T. Durno, the winner from Chicago.

Closing statements were made by Eugene S. Sunshine, Senior Vice President for Business and Finance, and the honorees and guests returned to work after an enjoyable afternoon of good food, music and well-deserved staff recognition.

UPCOMING EVENTS

Morton Schapiro Presidential Inauguration

Tentatively scheduled events

Thursday, Oct. 8

Evening

Celebrate Northwestern

Dinner reception and performance

Friday, Oct. 9

Morning

Inaugural symposium: “Big Ideas and Challenges” – Morton Schapiro and *New York Times* columnist and Pulitzer-prize winner Thomas L. Friedman

3:00 pm

Inauguration ceremony and all campus reception
Deering Meadow, Evanston campus

Evening

Inaugural student concert

Saturday, Oct. 10

Morning

Tailgate at Wildcat Alley

11 a.m.

Northwestern football vs. Miami of Ohio at Ryan Field

For more information

<http://www.northwestern.edu/inauguration/>

Leadership Book Club

HRD915 - Leadership Book Club

Participants meet for occasional 50-minute bag lunch discussions of selected books on leadership. Membership is free.

Current Book: ***Quiet Leadership: Six Steps to Transform Performance at Work***

Quiet Leadership is an excellent and rich book that can profoundly affect the way we interact with people in (and out of) the workplace, particularly those we lead.

In order to get the most from it, **let's spend our session discussing Pages 1- 100 and Pages 187-232.** (if you want to read the whole book – great!)

As the group is interested, we can schedule another lunch hour to complete the rest of the book.

Reading the assigned pages is required to attend the session.

Dates:

8/20/09 12:00-12:50pm Ev Norris 104 Free

8/25/09 12:00 -12:50pm Ch Wieboldt 262 Free

<http://www.northwestern.edu/hr/training/leadership.html#coach> to register

& WORKSHOPS

HR Workshops

Grace Under Pressure

HRD660 August 27th (one half day)

<http://www.northwestern.edu/hr/training/workplace.html#grace>

Deal with stressful situations with composure and a clear mind after you take this exciting, interactive workshop. Watch actors demonstrate how easily we can become reactive in work-related circumstances – and how easily we can quell our emotions to remain calm, open, and effective.

Leader as Coach

HRD970, August 19th and 26th (two full days)

<http://www.northwestern.edu/hr/training/leadership.html#coach>

Coach your team members to realize their potential and achieve outstanding performance. A Master Certified Coach will work with you, teaching practical skills in this powerful two-day workshop. Learn a brain-based coaching approach to create a team of engaged, positive, and productive staff.

“HOW THE NEW HR CAN HELP YOU & YOUR CAREER”

BROWN BAG LUNCHEON



NUSAC sponsored a Brown Bag lunch hour presentation titled “How The New HR Can Help You & Your Career” held on April 14th and 15th. It was a standing room only crowd on both campuses with a total of over 160 in attendance. NUSAC provided pizza on a first come, first served basis, making it even easier to attend over lunch.

Eva Erskine (director of HR services) and Donnie Wynn (HR staffing manager) introduced themselves, as at the time, Eva had only been with the university five months and Donnie five weeks. They discussed the new infrastructure of HR Services, the changes and enhancement to the staffing process, and the focus on customer service. Two of the ongoing HR projects are an updated employee handbook and working on getting 100% compliance from all employees filling out the new conflict of interest form.

One of the changes seen right away is that the HR department on the Chicago campus has unlocked their doors and is now more accessible to employees.

HR answered several questions from the audience about Cobra, leave-at-large and professional development before time ran out.

We thank the attendees who took the time to respond to a post Brown Bag survey we sent out in June. Sixty-five percent of those taking the survey found the Brown Bag useful but felt that it could have covered the topics of career advancement and professional development better. We recognize these topics continue to remain a concern for the staff. We received great feedback and this will help us with our future Brown Bags and interactions with Human Resources.

Thanks to the Kellogg School of Management for providing the space in the Jacobs Center and Wieboldt Hall for both luncheons.

NUSAC GIVES BACK

The NUSAC Gives Back Committee is dedicated to providing philanthropic and humanitarian opportunities for Northwestern staff, faculty, and students. The committee strives to support and strengthen families, children and individuals in our local Evanston and Chicago communities, and, in turn, to foster our own Northwestern University community. The Committee started one year ago when a Council member, Natasha Dennison, had a personal experience with an individual who was in need. Natasha realized the potential that Northwestern University possessed in supporting their local communities, and she brought this idea to the Council. NUSAC Gives Back is planning various outreach drives this coming year, including collecting school supplies, food, hygiene products, winter coats, holiday gifts, home starter kits, and books. Please look for upcoming announcements for these events!

MY VISIT TO QATAR

By Deborah Cundiff
Chair
NU Staff Advisory Council

One of the highlights of my tenure with NUSAC was a trip in March to the Qatar campus of Northwestern University (also known as NU-Q). I was honored to be invited, as the chair of NUSAC, to attend the official opening ceremonies of the NU-Q campus. The trip was sponsored by the Qatar Foundation for Education, Research, and Community Development, and I traveled with a group of approximately 80 NU faculty, staff and students from O'Hare to Doha, Qatar. The NU campus is located in an area of Doha called "Education City", and five other American universities have campuses there as well.

The group from Northwestern toured Education City, went on several sightseeing trips, and even took a ride on an old fishing boat which allowed us to view the amazing skyline of skyscrapers, many still under construction. Everyone thoroughly enjoyed the wonderful Mediterranean food that we feasted on throughout the week. The highlight of the trip was the opening ceremony which included a banquet, speeches by President Bienen and several Deans and university leaders, and performances by Northwestern Musical Theater students who joined us from Evanston. We were also introduced to students from the NU-Q campus. Her Highness Sheikha Mozah Bint Nasser Al Missned, the chair of the Qatar Foundation, also attended the event.

It was definitely a once in a lifetime trip, and I am grateful for the opportunity to have experienced it. I think that what I will remember most is the warm welcome that we received, particularly from the NU-Q staff. I especially want to thank Grant Upson from NU's Qatar support office, and David Albanese and Kim Theodore from the HR department at NU-Q.

DOHA, Qatar --- The opening of an "important chapter" in the history of Northwestern University began today (March 23) when officials from the University and the Qatar Foundation for Education, Research, and Community Development formally marked the opening of Northwestern's campus in Doha. For details, photos, videos, and stories see: <http://www.northwestern.edu/newscenter/stories/2009/03/qatar.html>



Environmental Tip of the Day:

Be sure to turn off your lights and log off and shut down your computer when you leave. Besides saving energy, you are practicing good data security habits!

Laura Amsden
l-amsden@northwestern.edu
Feinberg School of Medicine

Anita Chase, **Co-Secretary & Communications Co-Chair**
a-chase2@northwestern.edu
Feinberg School of Medicine

Deborah Cundiff, **Chair**
deb@northwestern.edu
McCormick School of Engineering

Kyle Delaney, **Vice-Chair**
k-delaney@northwestern.edu
McCormick School of Engineering

Natasha Dennison
n-dennison@northwestern.edu
Weinberg College

Tina Espina
t-patricio@northwestern.edu
Feinberg School of Medicine

Tara Freeman
t-freeman@northwestern.edu
University Residential Life

Susan Fox, **Human Resources Chair**
s-fox@northwestern.edu
McCormick School of Engineering

Dauphine Gregory
dauphine-gregory@kellogg.northwestern.edu
Kellogg School Admissions

Roseann Mark
rmark@northwestern.edu
University Relations

Rosie Miles-Jamison
rlm795@northwestern.edu
Comprehensive Cancer Center

George Nejme, **Co-Secretary & Communications Co-Chair**
gjn485@northwestern.edu
McCormick School of Engineering

Elizabeth Rauch
e-rauch@northwestern.edu
Kellogg School

Patricia Rodriguez, **Benefits Chair**
p-rodriguez@northwestern.edu
School of Education & Social Policy

Vera Shively
vps@md.northwestern.edu
Feinberg School of Medicine

Lynn Steiner, **Treasurer**
lynn-steiner@northwestern.edu
Feinberg School of Medicine

Joann Taylor
j-hinz@northwestern.edu
Feinberg School of Medicine

...A Few Questions for President Henry Bienen

We had a few light hearted questions for President Bienen about achieving his success at the school and what's next for him. He graciously took the time to answer our questions

NUSAC: What do you feel are some changes you have made to improve the role of staff at Northwestern?

BIENEN: We have improved staff benefits quite a bit, especially pension ones. At a time of austerity we have not had major layoffs

NUSAC: Would you like to mention some of the staff that have been especially helpful to you in your role as President?

BIENEN: I have had great help from many people but I'd like to specially mention my close personal staff: Doris Stack; Judi Remington; Rochelle Jones; Vince Geraci; Vangie Johnson; Alex Stein; Jim Richards; Larry Jones. Doris and Larry are now retired.

NUSAC: What is your motto or the ideas that you live by that have helped you to become such a success in your field and achieve so much?

BIENEN: If I have a motto or core principle it's "To Thine Own Self Be True".

NUSAC: When you read the *Daily Northwestern*, which section/article do you turn to first?

BIENEN: I read the sports section first; same for the Chicago Tribune and the NY Times

NUSAC: The School of Music is being renamed the Henry and Leigh Bienen School of Music – what are your favorite types of music to listen to?

BIENEN: I like jazz, folk, classical - just about all kinds of music. Leigh and I are very honored by the naming of the Music School

NUSAC: After you retire, what is the first thing you plan to do in "retirement" (after perhaps sleeping late, or taking a vacation)?

BIENEN: I don't plan to retire but to start right in on new jobs. I don't like much sleep.