

**Minutes**  
**Operating Staff Council**  
July 6, 2023  
Hybrid Format (Altgeld Hall 225/Teams) – 9:00 A.M.  
**Approved August 3, 2023**

**Present:** Nicole Adams, Zac Birch, Angelica Gutierrez-Vargas, Natasha Johnson, Cindy Kozumplik, Mandy Kreitzer, Frances Mitchell (Administrative Aide), Rave Meyer, Jay Monteiro, Kathy Mosher, Mark Pietrowski, Sara Richter, Mary Schlagel, Jim Slagstad, Linda Srygler, Tracey Ward

**Guests:** Felicia Bohanon, Renata Catlett, Benjamin Creed, Chris Doe, Cathy Doederlein, Patricia Erickson, Patrick Gerhardt, John Hulseberg, Caroline Kosmel, Tiffany Morris, Holly Nicholson, Miriah Ranken

**Absent:** David Rapp, Rob Kerschke, Cindy Robinson

**I. Call to Order**

President Nicholson called the regular meeting of the OSC to order at 9:00 AM

**II. Roll Call**

Attendance was recorded by Monteiro online and in person.

**III. Approval of Agenda**

Birch made a motion to accept the agenda. The motion was seconded by Richter and passed by vote.

**IV. Approval of Minutes**

Meyer made a motion to table the June May 1, 2023, minutes until the August meeting. The motion was seconded by Mosher and passed by vote.

**V. Treasurer's Report**

Yates reported.

- a. There was a \$753 expenditure for journals for Council of Councils in October leaving a balance of \$8,658.
- b. The Civil Service Emergency fund is currently at \$545.42. They are trying to get the balance back up to \$1,000.

Slagstad moved to accept the Treasurer's Report. The motion was seconded by Kozumplik and passed by vote.

**VI. OSC Officer Election** – The following officers were elected for FY 2024

President – Natasha Johnson  
Vice President – Jay Monteiro  
Treasurer – Kathy Mosher  
Secretary – Nicole Adams  
Parliamentarian – Cindy Kozumplik

## **VII. Public Comment – None**

## **VIII. Announcements/Correspondence**

- A. President's Report – Johnson thanked Nicholson for the tremendous job done as president and wished Nicholson the best in leaving the council.
- B. Human Resource Services Update – Doederlein
  - a. John Acardo has official started as our Chief Human Resource Officer.
  - b. There is a new Service Center staff member – Adriana Aumann-Weyenberg.
  - c. HR is still looking for help in Payroll, Classification and Compensation, and Employee Life Cycle.
  - d. Non-represented faculty and staff will be receiving increment notices and will be available in MyNIU starting July 10<sup>th</sup>.
  - e. There was a retirement and pension spam email that went out to some on campus. Please forward it to [abuse@niu.edu](mailto:abuse@niu.edu).
  - f. Pulchratia Lacey and her team responded to the Civil Service audit within the 30-day time frame.
  - g. Liz Guess will be stepping back from the role of Interim Director of HR and now will serve as second in command as Assistant Vice President and HR Chief of Staff
  - h. Pietrowski asked if the trend of moving Supportive Professional Staff (SPS) positions to Civil Service. Doederlein reminded that the state policy states every position is considered Civil Service until it is exempted out by key features that make positions faculty/SPS instead. We are having fewer audit findings because we are being proactive up front.
  - i. There were questions posted in the chat; why if there are three positions open in HR Payroll, why is there only one position posted? Are they looking internally? Doederlein said that they are waiting to be posted so that CHRO Acardo can assess what is really needed and internal positions would need to be posted too.

## **IX. Shared Governance Reports**

- A. Board of Trustees – Creed introduced himself as the new Faculty Senate president and University Council chair and is looking forward to working with OSC this year.
  - a. President Freeman presented on the deletion of four programs: BA in Geography, BS in Geography, MS in geography, and doctorates in Philosophy and Geography. Freeman also submitted a request for name changes of three programs in Geology: BS in Geology Environmental Geosciences, Natural Science and Geology, Doctor of Philosophy and Geology.
  - b. Freeman also presented the recommendations for the 5% across the board salary increment for non-union faculty and staff.
  - c. The BoT approved the appointment of Dr. Carol Sumner as the next Vice President of Diversity, Equity, and Inclusion/Chief Diversity Officer. Sumner was also approved as the Interim Vice President for Research and Innovative Partnerships.
  - d. An additional faculty member was recommended for tenure promotion at the rank of professor.
  - e. Creed referred OSC to online minutes of the BoT for more information.
- B. Supportive Professional Staff Council (SPSC) – No report
- C. Faculty Senate – No report

- D. University Council – No report
- E. Student Government Association (SGA) – No report

## **X. Operating Staff Council Committee Reports**

- A. Elections and Appointments – Johnson thanked all of last year’s officers for their work in the past year.
- B. Legislative Committee – No report
- C. Public Relations/Activities – Meyer reported that discussion centered around ideas for the newsletter.
- D. Workplace Guidance – Srygler reported.
  - a. AFSCME Local 1890 of about 500 members has been working without a contract since June 30, 2023. There were a number of testimonials presented at the last BoT meeting. Not sure if there will be a resolution any time soon.
  - b. Pietrowski had mentioned at the meeting about the roundabout proposed for the corner of Lucinda Avenue and Normal Road and closure of a large portion of Normal Road that the campus should have been poled.
- E. Civil Service Emergency Fund – Srygler reported.
  - a. The fund is back up to \$545. Hopefully more donations will be received when the fall semester begins.
  - b. About \$4,000 has been given out to 21 people.
  - c. Johnson suggested having QR codes developed for giving.
  - d. Donations come from payroll deductions and cash donations. The sources are confidential.
  - e. A question was asked if the donation link had been sent to NIU Today. Srygler said yes. Johnson suggested resubmitting these articles. Johnson also suggested that Morris reach out to the Chamber of Commerce for donations.
- F. Civil Service Celebration Committee – Kozumplik reported.
  - a. There are 359 people currently registered.
  - b. A sign-up sheet was sent out for people to work, please sign up to work.
  - c. The committee is asking that every work cleanup and setup. Please arrive at the HSC ballroom/Capitol Room between 9:00 and 9:30.
- G. Council of Councils Ad Hoc Committee – Kozumplik reported.
  - a. Our swag has arrived. A picture of the journals was put into the meeting chat.
  - b. Kurt Thurmaier will be our keynote speaker.
  - c. We are working on a couple of breakout sessions.
  - d. Council of Councils is open to all OSC members.
- H. Employee Advisory Committee (EAC) – Hulseberg reported.
  - a. The Executive Committee meets tomorrow to set the agenda for next week’s meeting third quarter meeting.
  - b. The third quarter meeting will be held at Governors State University on July 13<sup>th</sup> and 14<sup>th</sup>.
  - c. Hulseberg will obtain all emails from council presidents there for invitations of Council of Councils in October.

## **XI. Prior Business - None**

**XII. New Business** – Johnson asked that people signing up for committees not just sign up to have their name on a committee that they actually do contribute so the load is light for everyone

on the committees. Please look at your schedule prior to signing up, see what is feasible for you, then push yourself outside your comfort zone. If you have been on the same committee for several years, think about trying something new. We are looking for diverse mindsets and a diverse set of people.

**XIII. Adjournment**

Birch moved to adjourn the meeting. The motion was seconded by Kozumplik and passed by unanimous vote. The meeting was adjourned at 9:45 A.M.

Respectfully submitted,  
Jay Monteiro, Secretary  
Operating Staff Council