

Spring 2018 Newsletter

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Message from the Chair

Happy Spring Everyone!

. Rhea Banks

The past three months have flown by and I hope that you have all accomplished the goals you set at the beginning of this year. NUSAC has been busy with several events – Conversations with President Schapiro, Blessings in a Backpack, and our Ice Skating Mixers. We will also begin our NUCares Awareness Drive soon. Please consider donating, as the fund supports our fellow staff members in need. We are planning some workshops this summer, so stay tuned for more information regarding those.

Conversations with President Schapiro concluded Thursday, April 12, and we thank all of the staff that sent in questions to make that event a success. NUSAC is here to advocate on behalf of the staff, so our agenda is driven by you. If you submitted a question that was not asked at the event, we will ensure that you still receive a response. Also, feel free to send us questions throughout the year. We hope that the responses given by senior administration provided you with the information you need to excel at Northwestern. NUSAC's main focus is working to make Northwestern the best place that it can be for staff, and senior leadership has been very supportive of our goal. Special thanks to President Schapiro and our panelists – Provost Jonathan Holloway, Executive Vice President Nim Chinniah, Vice President of Student Affairs Patricia Telles-Irvin, and Vice President of Research Jay Walsh. Northwestern Information Technology and University Services were also critical to the planning and promotion of this event. We are extremely appreciative of all the work that went into Conversations with President Schapiro.

Review and dissemination of the Staff Survey results is still happening throughout the University. Not only are results being reviewed university-wide, but also at the school and unit level. Again, we thank all of you that participated in the survey. This was the first survey of its kind for staff, and the information provided will be used to impact change across the University.

Thank you to everyone who submitted an application to join NUSAC this year! We received a record number of submissions, and we look forward to welcoming new thoughts, ideas, voices, and faces to the council.

Lastly, I would like to thank Executive Vice President Nim Chinniah for his service throughout the past four years. He has been a very strong advocate for staff and a true champion for NUSAC. He will be missed, and we wish him the best in his future endeavors.

Sincerely,

Rhea Banks
NUSAC Chair

NUSAC/YourLife Ice Skating Mixers Recap

Staff, faculty, and their families took to the ice on January 18 and February 10 at Norris University Center's outdoor skating rink. Experienced skaters and first-timers enjoyed skating with other staff members and their families as they kept warm with hot chocolate. This event was presented in partnership with Human Resources' YourLife Wellness Program. For more ways to get outside and be active, see the [Physical Well-Being](#) suggestions on the YourLife website.

Conversations with the President Recap

On April 4 in Chicago and April 12 in Evanston, NUSAC had the honor of holding the Conversations with the President. Executive Vice President Nim Chinniah and Provost Jonathan Holloway were panelists at both events. Vice President Jay Walsh was the final panelist on the Chicago campus while Patricia Telles-Irvin, Vice President of Student Affairs, complemented the panel on the Evanston campus.

During both events, President Schapiro mentioned the growth and development that is occurring at Northwestern University. First, he discussed how the research is growing and that he is proud that Northwestern is part of the 62 universities in the Association of American Universities (AAU). President Schapiro reiterated that his goal is that Northwestern reach \$1 billion in research dollars by 2025, if not sooner.

Second, President Schapiro discussed the quality of teaching at Northwestern; not only with the different graduate schools, but with undergraduate education as well. He mentioned that the Undergraduate admittance rate has decreased from 30% to 8% in

the past nine years as he has been president, while the under-represented minorities and women undergraduate student attendees have increased.

Third, President Schapiro touched on the We Will campaign and how it has exceeded its fundraising goal of \$3.75 billion as of this year.

Finally, President Schapiro discussed the endowment spending rate of Northwestern and how the executive council is being proactive to ensure that this rate decreases in the coming years. President Schapiro and the panelists discussed the importance of transparency with the current climate of Northwestern and what changes are being implemented to ensure the University continues to grow and thrive. Attendees were able to ask questions in the remaining 30 minutes of the event, either in person or over email.

Video recaps of conversations can be found [here](#).

Blessings in a Backpack

NUSAC's partnerships with local organizations to help provide children and families with basic life essentials, is always received with generous spirit from the Northwestern community. We had another amazing show of kindness and received enough food for the Blessings in a Backpack organization to send food home with 270 children during their spring break. We also received various school supplies and baby clothing for the Cradles to Crayons organization.

Below is a note from the Blessings in a Backpack organization to Northwestern:

"Thanks so much for getting all the food to Holy Name Cathedral today. Kelly and I are so grateful for your support. The quantity and assortment of the donations was fantastic per usual! We will let St. Malachy know their friends at Northwestern provided support for their spring break this year!"

Thank You! Thank You!"

Chris Hettel, Blessings in a Backpack organization

We would like to thank all of you who made contributions by donating, aiding us in transporting items from campus to campus, and to both organization locations. Thank you again for your help and continued generosity.

NU Cares

Congratulations! NUCares has recently passed the 100th award given since its inception. Thank you to all staff who support this program to assist colleagues in financial need. You can still [donate](#) or [apply](#) for support from the fund.

YourLife

YourLife is Northwestern's wellness program for faculty, staff and retirees, and their eligible family members. A variety of resources are offered to support physical, financial, and emotional well-being.

Upcoming Events

YourLife Fitness Classes: Spring

These on-site group exercise classes support Northwestern's ongoing objective of promoting faculty and staff health and well-being. Classes are co-sponsored by [YourLife](#) and [Northwestern Recreation](#). A variety of free classes are offered each quarter on the Evanston and Chicago campuses. To view the schedules and learn more, [click here](#).

ENERGY Nutrition Resource Group

ENERGY meetings provide valuable information and support regarding nutrition and wellness strategies. New members and drop-ins are always welcome, as membership is not necessary to attend the weekly meetings. Feel free to bring your lunch.

- Chicago: Tuesdays, 12:10 p.m. – 12:50 p.m., McGaw Pavilion, Room 2.321
- Evanston: Thursdays, 12:10 p.m. – 12:50 p.m., Searle Hall, Room G.120

ENERGY Nutrition Consultations

The ENERGY Nutrition Resource Group offers free one-on-one 25-minute nutrition consultations with Vicki Shanta Retelny, Registered Dietitian Nutritionist (RDN). Vicki can assist you with setting realistic nutrition goals and will provide you with motivational tips toward future progress.

Consultations are FREE for Northwestern faculty and staff. A questionnaire will be provided before your appointment to assist Vicki in personalizing your consultation. Click [here](#) for registration information.

Mindfulness Meditation

Join YourLife each Tuesday or Religious & Spiritual Life each Friday, for a mindfulness meditative practice.

- Chicago: Tuesdays, 1:30 p.m. – 1:55 p.m., Abbott Hall, Women's Center Suite 1400
- Evanston: Fridays, Noon – 12:25 p.m., Parkes Hall, Multi-Belief Space, Room 204

Financial Wellness Workshops

YourLife and the Retirement Office have partnered with Fidelity to provide a series of financial wellness workshops for Northwestern employees, throughout the 2018 calendar year.

"Identify and Prioritize Your Savings Goals" (For Beginning Savers)

- Evanston: Tuesday, May 8, Noon – 1 p.m., Norris, Wildcat Room 101, [Register](#)
- Chicago: Wednesday, May 9, Noon – 1 p.m., Lurie Research Building, Baldwin Auditorium, [Register](#)

For more information on any of these programs, contact Evelyn Cordero, YourLife Wellness Coordinator at evelyn.cordero@northwestern.edu or 847-467-6246.

Service Excellence Awards

For times when "Thank You" just isn't enough - when a staff member went above and beyond the call of duty to complete a task or meet a goal - there's the Service Excellence Award. Any member of the University community may nominate an employee for the award. The supervisor reviews nominations to confirm that the award is deserved. A staff member may be recognized numerous times, even in a single year (and many have been). Service Excellence Luncheons are held quarterly throughout the year to recognize award recipients.

To nominate a staff member, download a [Service Excellence Nomination Form](#) and email it to Maudell Gaines at hremployeerecognition@northwestern.edu.

Excellence in Sustainability Awards

As Northwestern University pursues its commitment to leadership in sustainability, the Office of Sustainability is partnering with the Human Resources Compensation and Recognition team to acknowledge those who go above and beyond in greening our campuses and our curriculum. Students, faculty, and staff members are eligible for the Excellence in Sustainability Awards and will be recognized at the quarterly Service Excellence Luncheons. Visit the [Office of Sustainability](#) website to learn more about the award and nomination process.

APIDA Staff Affinity Group

Do you identify with the following - Asian, Pacific Islander, Desi American (APIDA)? If you do, we invite you to join ASAG (APIDA Staff Affinity Group). ASAG is a newly formed affinity space open to any Northwestern staff member who self-identifies as a member of the APIDA community - which is inclusive of, but not limited to, East Asian, Southeast Asian, and South Asian diasporic identities, as well as multi-racial and multi-ethnic APIDA folks. ASAG's goals are to provide a space for APIDA staff to build a sense of community and belonging, represent APIDA perspectives in institutional racial and social justice initiatives, and provide opportunities for personal and professional growth.

The affinity group is open to staff across the University, so please feel free to forward this invitation to any colleagues who might be interested. Please contact ASAG@northwestern.edu if you have any questions, suggestions, or would like to be added to our listserv.

sustainNU Earth Month

Tree Planting for Earth Day and Arbor Day

Help plant a tree and learn about our urban forest with the professionals who care for the trees, plants and landscapes on campus. There will be two sessions on April 27, with the first starting at 10 a.m. and the second starting at 12:30 p.m. Join for as much time as you have available, and wear comfortable clothes and shoes that are appropriate for digging. Lunch will be available for participants between sessions. Meet at the Rock, near the entrance to University Hall.

If you have any questions or ideas, or would like to get more involved in any of the activities being planned, email sustainability@northwestern.edu or call 847-467-4286. A calendar of all sustainNU Earth Month events is available [here](#).

NUSAC Staff Organization Spotlight: ANUW

Founded in 1988, the Association of Northwestern Women (ANUW), is committed to encouraging and supporting all those who self-identify as women in administration at Northwestern University that are interested in professional development.

- Support women's careers in administration
- Build networks for exchanging information
- Foster community among female staff members
- Serve as role models and mentors for other women

To attain these goals, we strive to provide compelling, relevant programs for female staff at Northwestern. Our programs range from an annual fall breakfast with a well-known, dynamic speaker on an issue important to women, to brown bag lunches with influential senior officials in administration, to specific skill-building workshops with proven facilitators. Our Mentoring Program and the new Emerging Leaders Program (ELP) provide additional unique avenues for networking and personal growth. Please visit our [events](#) page for more information.

We seek to ensure diversity within our membership and always look to forming collaborative partnerships with other campus organizations. Become a [member](#) today or contact anuw@u.northwestern.edu with questions.

Northwestern University Staff Advisory Council

[Facebook](#)

Contact NUSAC:

Web site: www.northwestern.edu/nusac

E-mail: nusac@northwestern.edu

[LinkedIn](#)

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