Greetings!

Welcome to NUSAC News Spring 2019.

Within these pages you will find updates on numerous projects designed with you, the outstanding staff of Northwestern University, in mind. We are delighted to report that through the efforts of the NUSAC Benefits Committee, staff can contribute to NU Cares online. I hope that you will consider making a gift or perhaps increase your gift to NU Cares.

NUSAC’s Outreach Committee continued to work with the Blessings in a Backpack organization to provide food for children in both Chicago and Evanston who receive meals at school. During breaks, these kids rely on the generosity of contributors to organizations including Blessings in a Backpack for their meals. The donation boxes at our array of drop-off locations on both campuses reflected the compassion of our staff as the contributions piled up. Thank you for supporting this effort.

Our HR committee, in partnership with the University’s Office of Human Resources will offer a workshop this summer on both the Evanston and Chicago campuses. “Advancing Your Career at NU” will begin with a keynote address from Samir Desai, Executive Director of Learning & Organization Development at Northwestern, and cover topics such as internal job searches, transfer policies and promotions, resume and cover letter writing, and networking at Northwestern. Take a look inside this issue for more information about these workshops offered on July 24 in Evanston and July 31 in Chicago.

We are in the process of filling several available seats on NUSAC and we look forward to sharing information about our new members in the next newsletter. Please stay in touch with us and check out our website for links to programs, workshops and opportunities to connect with NUSAC and the greater Northwestern community.

Sincerely,

Kimberley Cornwell
Advancing Your Career at Northwestern

Are you looking to advance your career at Northwestern University? Do you know about the available resources ranging from navigating the career site for internal job searches to transfer procedures, resume building and networking?

As Northwestern strives to employ and retain a dynamic and diverse staff composed of lifelong learners; career development and advancement tools are essential for staff in order to progress in their careers. These are important parts of meeting both university and individual goals.

On July 24 (Evanston campus) and July 31 (Chicago campus), NUSAC and the Office of Human Resources are hosting a career development workshop for staff: “Advancing Your Career at Northwestern”

The event will begin with a keynote address from Samir Desai, Executive Director of Learning & Organization Development. After the keynote, breakout sessions will be facilitated by Human Resources staff members on the following topics:

- Internal Job Searches, Transfer Policies & Promotions
- Resume & Cover Letter Writing
- Networking @ Northwestern
- Effective Interviews

**SAVE THE DATE**

**EVANSTON**

JULY 24

9AM - 12PM

**CHICAGO**

JULY 31

9AM - 12PM
Weinberg Staff Advisory Board

The Weinberg Staff Advisory Board (SAB) is comprised of staff members from across disciplines who act as a liaison between the administration and Weinberg College staff in an effort to further a positive and enriching University environment and work-life.

The Weinberg Staff Advisory Board is committed to three core functions:
• Building a strong and supportive staff community
• Promoting and advocating for staff professional development
• Providing input on Weinberg College’s strategic planning and implementation that maintains the interests of the staff and recognizes meaningful staff contributions towards a successful institution of higher education.

Each year the Weinberg SAB organizes events, tours Northwestern points of interest, and selects the winners of college staff awards. Membership on the board is voluntary, each member commits to a two-year term with an optional third year.

Please contact the board with any questions:
weinbergstaffadvisoryboard@northwestern.edu

Staff Engagement Survey

Across the University, schools and units continue to take meaningful action to address the results of the Staff Engagement Survey. Throughout the summer and fall, school and administrative unit leaders and their Staff Survey Engagement Champions developed action plans specific to their results to enhance the staff experience.

Additionally, the four cross-University action teams met with Executive Sponsors Jonathan Holloway, Craig Johnson, and Pam Beemer to present recommendations to implement University-wide. Our leaders recognize there are positive changes we can make with our staff and that it is extremely important to continue to support this work.

Please visit the Staff Survey website for additional information and resources. You may also direct questions and comments to staffsurvey@northwestern.edu.
Staff Affinity Groups

The University actively strives to attract and retain a diverse and exemplary workforce. The Office of Institutional Diversity and Inclusion supports various affinity groups that aim to enhance the personal and professional development of staff, foster a sense of community and help create a workplace where everyone can thrive in a safe and comfortable place.

Below you will find current University-sanctioned staff affinity groups. Click through these websites to learn more about them.

- **AHEAD** (Association for Higher Education Administrators’ Development)
- **ANUW** (Association of Northwestern University Women)
- **ASAG** (Asian Pacific Islander Desi American Staff Affinity Group)
- **BPN** (Black Professionals Network)
- **UNIDOS** (Latinx Professionals Coalition)

Who We Are

The Northwestern University Staff Advisory Council (NUSAC) serves as an advisory voice and change-agent for Northwestern staff in matters related to community development, professional opportunities and workplace concerns. This is accomplished through active engagement with staff, the University President, the Office of Human Resources and various senior administrators.

Take the [NUSAC survey](mailto:nusac@northwestern.edu) to help us gauge what staff initiatives the Council should focus on.

Have a comment, question or concern? Contact us at [nusac@northwestern.edu](mailto:nusac@northwestern.edu).
Conversations Show a University on the Rise

Northwestern President Morton Schapiro delivered his annual NUSAC-sponsored State of the University address on April 11 in Evanston, reiterating many of the themes he emphasized the previous week on the Chicago campus: Northwestern is on a solid financial track; continues to climb the rankings both nationally and globally; and seeks to equalize the undergraduate experience as a top priority.

President Schapiro touted the University’s rise in both federal research funding and reputation, but also focused on the human side of the equation. He said he hoped that a part of his legacy will be the improved relationships between the president’s office and both the Faculty Senate and the Northwestern University Staff Advisory Council (NUSAC).

Read the full story here >
Northwestern Staff Golf Outing - July 25

Join us this summer at the 2019 Northwestern Staff Golf Outing at the Chick Evans Golf Course, co-sponsored by NUSAC and Northwestern IT.

The outing will be held on Thursday, July 25, with everyone teeing off in a shotgun start at noon. The cost will be roughly $35/person, which will include greens fees and an electric cart. If you are interested, please fill out this registration form no later than July 11.

Filling out the form indicates a high likelihood that you will attend. Once you register, you will be sent an electronic meeting invitation so the event appears on your calendar. After registration closes, those attending will be sent information about tee times and pairings.

This year we will be using a scramble format to play in order to broaden our flexibility in matching people up in foursomes. If you’re not familiar with the scramble format, click here for more information.

A few reminders about the event:
Though this event is sponsored by two Northwestern organizations, it is still a grassroots effort to have fun and build community, so vacation time for the 25th must be arranged with your manager in advance just as you would any other time you will be away from work.

• You will be responsible for your own transportation and expenses. (The $35 will be payable when you arrive at the club on the 25th.)
• You don’t have to be a scratch golfer, or even know what your handicap is, but every participant must have their own clubs, know the rules of the game, and have some experience playing.
• We will be playing a scramble format this year, combining a continuum of skill sets in each foursome, and attempting to match foursomes by overall skill levels. If you would like to play with a friend, please let us know. We will attempt to accommodate all such requests within the overall commitment to balance the foursomes. If we are unable to accommodate these requests, we will notify you in advance.

If you have questions, please contact Brian Daly (7-5155), brian.daly@northwestern.edu.

Spread the word in your community, and grow the outing! We look forward to seeing you on Chick Evans’ fairways in July!
YourLife is Northwestern’s wellness program for faculty, staff, retirees, and benefits eligible family members. YourLife seeks to create and sustain a culture that educates, motivates, and empowers faculty and staff to adopt and maintain healthy lifestyles.

Take advantage of a wellness program this spring!

- **Fitness Classes** – These on-site bi-weekly fitness classes are free and accommodate all levels of ability. Visit [YourLife Fitness Classes](#) to view the spring schedules.

- **Nutrition Consultations** – These 30-minute one-on-one consultations with Vicki Shanta Retelny, Registered Dietitian Nutritionist (RDN), are free for all faculty and staff. **NEW**: Consultations are now available online! [Learn more.](#)

- **LifeCoach** – [LifeCoach](#) is a personalized and holistic free coaching program available through the [Employee Assistance Program](#). Coaches can help you identify and work toward achieving your personal and professional goals such as: career satisfaction, financial management, work life balance, parenting, and more. Sessions are unlimited. Visit [LifeCoach](#) and [FAQs](#) to learn more.

- **Financial Wellness Webinars** – These webinars are provided by TIAA. Webinars cover a variety of topics from tax planning, understanding Medicare, estate planning and much more. [Learn more.](#)

Join the [YourLife mailing list](#) to receive weekly event updates. Contact [Evelyn Cordero](#), Wellness Coordinator, with any questions about wellness programs.
Work/Life & Family Resources

The Work/Life Office provides programs, services and consultations to help you and your family navigate life’s challenges and opportunities. Available programs and services include:

• **Senior & Adult Backup Care** – Northwestern offers a subsidized, in-home senior and adult backup care program through Care.com, for when regular care for your senior and adult loved ones falls through. Utilize a subsidized rate of $6/hour, up to 5 days per year. [Learn more.](#)

• **Child Backup Care** - Paying for backup care, especially on late notice, may be stressful. Northwestern created a Backup Care Reimbursement Program to help offset some of this cost. Staff may receive up to $25/day, up to 6 days per academic year. [Learn more.](#)

• **School Visitation Policy** - Staff members may take school visitation time off from work to visit their child's school for conferences or classroom activities for a total of eight hours in a school year, but no more than four hours on any given day. You must request this time off in advance and may be required to provide documentation regarding the need to take time off. [Learn more.](#)

• **Neighborhood Parents Network (NPN)** – NPN is a non-profit 501(c)3 that connects a diverse community of families with the resources they need to navigate parenting in the city of Chicago. NPN has increased their membership discount from $10 to $15 off their $55 annual membership fee for Northwestern staff. [Learn more.](#)

Visit Work/Life & Family Resources to learn about the many available programs and services.
QUIZ: Which Building Am I?

1. The entrance to this building is much different from what we see now.

2. This building was located where the Segal Visitors Center now stands.


4. This building was razed to make way for Leverone Hall.

5. Northwestern’s first science building. Razed to make room for Kresge Hall.

6. This building formerly housed the Guild Room (pictured) on its second floor.