

Student Affairs Town Hall
Tuesday, May 12
10:00-11:00am

Julie A. Payne-Kirchmeier: Well, good morning, everyone, and welcome to our Student Affairs Town Hall.

Um, I know I can't see you all. But I can see that we have over 200 people with us today. So I am excited to have you all on this platform. Welcome to our Zoom W

big shout out to our Norris Technical Support Team behind the scenes for making it possible to run through this and being there. Not if, but when we get stuck and I'll be sure to let you know. My hope is to be me that will get stuck.

This is a Town Hall format. And while it's not as interactive as we typically can do, we are taking the time to send in some really thoughtful questions. Some of the things we're hearing from you all and things that hopefully we'll be able to address today.

One of the things that is clear in your questions people want to hear a little bit about vision and strategy for the future. So today and I will do my best to cover that at the beginning.

We'll have some announcements and then we really want to talk about remembering Patricia and an activity we're putting together for June 3 in her honor. And then, of course, as we end every one of these with gratitude. But I also want to start a little bit with an acknowledgement and that's this is hard.

And we in Student Affairs can do hard things. This is impacted our world in ways that we couldn't imagine. And when I say this, I mean the pandemic.

It has forced us to think differently in a number of ways. It has impacted *everyone*, it has changed our roles in our lives in fundamentally unsettling ways. And that seems small but it's not small because every minute, every day, something changes and I don't throw that we can do hard things up here, lightly. I don't mean it to be flippant.

What I mean, and I'll borrow a quote here from someone that Todd Adams actually introduced me to and that is Dr. Sarah Boatman who's a former Vice President of Nebraska Wesleyan, "In these hard times, these are the times when Student Affairs shines the brightest." This is what we do really well and it's a lot on top of people living their lives and having to now be teachers and coaches and sometimes academic advisors and chefs and all of the other life things that you're navigating.

But we are uniquely positioned in Student Affairs to tackle these on behalf of our students and it's tr V

h it's TJ0 TITJO id0 (a)4 (n (l)1
c (b)-4(e)lc(f)3 ()-9.9 (5.24n t)-2 (op)TJO Tc 0 Tw (A)T (2 on t)-2a is7A0.004Tc 0.0eah t
navicyou'r

He said, a phrase at NASPA conference a couple years ago that said, “Our job is to believe in other people's children.” And I, I think about that often when it comes to us making decisions and when it comes to us thinking about what are why is for Student Affairs.

We have a vision and a mission but we're called student affairs for a reason we focus on our students and it is an honor to be with them at their most difficult moments and it is a joy to be with them when they are succeeding in a number of different ways and to show up for them at every space in between. And so one of the things I read when I read this quote from Larry is we never give up on them.

Even in these times, we as an example of that – We had a team and many of you on this call, were a part of that team that called 800 students who didn't have a place to go or said they were scared to travel and individually talked with them.

We didn't give up on them. We didn't just say, I'm sorry, you need to just go somewhere else, because we're trying de-densify the campus. We made it a point to reach out to them individually, because we believe in them. And that's important.

I also feel it's important for us to know and acknowledge that as we move into that space, and we think about the next evolution of that we started with the student, and now we're establishing a shared framework and values. Well, people care about what they help to create and this was from Penny Rue. She's the Vice President at Wake Forest. She's the former chair of the NASPA Board of Directors.

And she uses this very specifically when it comes to creating a direction. We have to do this, collectively, I know our Leadership and Community Engagement friends over in Campus Life talk a lot about collective impact. That's what a good strategic plan and strategic direction is it is created as a collective impact and we make it together.

And so when we think about things like our vision, our mission our values, our guiding principles, our priorities, they only work if we create it, not just me.

The next thing we have to do when we have those two things done is that we have – We always believe or hold on, we have to develop and empower our people and this quote by Diane Von Furstenberg (she's a designer I don't wear her but I like her designs on other people), “I have always believed that if you have a voice, you must use that voice to empower others.”

The way I see this showing up is when we develop and empower our staff. So, we have phenomenal stuff and an amazing team here in student affairs and we've seen that power over the previous years, and the things that we've been able to create together.

And so how do we create strategies around that. What a staff development look like for all of us? How do we recruit folks to join our team? How do we reimagine our roles, even so that we are taking the most advantage of the skills and the talents that we have available to us in our team? How do we create conditions then, at every level in the division,

Somebody a couple of days ago offered up a phrase, and I know Lesley-Ann said it, and it may have been

And when I say “we” know that I am a big part of that. And I will absolutely do all of those things, to the best of my ability.

So with that, hopefully that helps address some of the questions about vision, direction. We'll get more clarity with this as we move forward. We will leverage our Student Affairs Council in these conversations, we'll come back to the full divisional team in the coming weeks and months so that we can gain clarity around that.

as they look to travel home, needed emergency assistance, to technology to be able to flip to a virtual academic and student environment. We also fully funded financial aid for the entire rest of the spring quarter for our students so that they didn't get impacted in negative ways And we paid out federal work study grants for students who qualify for federal work study. So there was a lot thTJ0.002 Tcj-0.004Tc 0.004Tw [ent2 (s)-1)-6Tc i6Tc004T Tw [id04T [of)3 (t)-2 [de)4nt)-2 (s)-1 (w)2 (h)-

toward the end of a fiscal year. We have no travel, which actually does help us save some dollars, but that was put in place, primarily due to restrictions from the government. And there's not a lot of places to travel to right now, and we want to make sure that we're protecting our staff on university business for sure.

And then the difficult news that was shared yesterday about furloughing about 250 staff campus wide and reducing our reliance on temporary staff. It's really hard. We know that we had to be intentional with those decisions and we had to be fast with it and confidential with it to protect those individuals primarily. And just know that it is never where we want to go. But we don't go there unless it's something that we feel is necessary for us to protect the workforce long term. And that they're furloughs and not layoffs is a more positive and hopeful sign of what's to come.

The other thing that is real difficult we know is the no retirement match for employees through the end of this calendar year. That that's a hit. That's an investment hit individually. And we know that, but the number of jobs that it saved was significant. I think (this is this is me talking, not the President or the Provost or the Senior VP)..I think the furlough numbers would have easily hit around the thousand mark had we not made that decision. The other thing is that it hits everyone, not just staff. And one of the things that we that senior leadership was really clear about is that we have to share this burden across faculty and staff. It can't just be staff.

And then the senior leadership took salary reductions, those were not imposed, those were things that collectively we decided to do together because it was the right thing to do.

tv (os)nu (r)-7 (os)- [(W)4D 7 >>Bin

you know, ethical and right decisions by you know refunding athletic fees and room and board, but when you do that what happens is our revenue sources are like cash to us like it would be your own paycheck. And when we don't have enough revenue coming in, it is really difficult than to support the level of expenditures that we do have across the division.

So what then happens is (and this phenomenon will be seeing university wide), but when you don't have the cash to support the expense then what do you do? You use your savings or what we have here at th

otherwise would. So we do have some natural ebbs in our expenses which are trying, which kind of soften the revenue shortfall. But again, collectively as we continue to look forward and try to be creative and have an understanding of time where we do want to spend money to our priorities that will be really helpful as we learn more about how the next fiscal year is going to settle out.

Julie A. Payne-Kirchmeier: And I'm going to add to that because you know, she'll..she'll never thank herself, but there's no way we would be where we are and have our arms around this, as well as we do, if it wasn't for Lori. And so we're thank you so much for your leadership on this and to your entire team. I know that Sheila and David Hartman and Vadal and Gigi and Brian Druley and a whole host of other folks, Michael over in Norris have just come together to really help us think these things through. And to be able to pivot so quickly. So thank you for that. And to all of those folks I mentioned and more that I am certain that I am not mentioning by name, and I apologize for that.

Lori Gordon: Yeah, absolutely. And again, we do appreciate everyone's help and support and just to ditto everything that Julie said the Student Affairs team. We're also here to answer your questions.15 Td(que)rh te()Tjoakd terque, b-2 (S)-4he4i). b-2 (2 (hi)-15 Td()-2 (hi)-2 (2)-15 Td()-2 (hi64i)-2

Selena LeSure (she/her): Yeah. Good morning Student Affairs. In terms of support of our staff, there are a few things that you can do to help our colleagues through this situation.

The first I want to call to mind is NU Cares which many of you are already familiar with. However, it is a fund that staff can contribute to that allows our furloughed impacted staff to apply for a one time grant to help support them.

Also, I want to encourage you to reach out to staff – continue those relationships and also where you see the opportunity to provide resources through our employee assistance program remind them that that program is available for them as well as anyone in their households.

Julie A. Payne-Kirchmeier: Thank you Selena. And then you know if you have personal relationships with folks, as I said in the email, relationships don't end – They don't just because a furlough happens and we have every intention of calling folks back once you know we make it through this time. So as more questions come up, please keep them coming. I don't know if we're gonna be able to know where furloughs happened across campus or not. Selena, I'm not aware of any process yet, but we're still in the middle of notifying right now. So, things could shift.

Selena LeSure (she/her): Correct.

Julie A. Payne-Kirchmeier: Yeah. So as we know more, we will absolutely share more with you because we do know that partnerships are important for our work so.

We also had a question or several after yesterday's announcement about retirement benefits. And as I said earlier that decision by the university was it..was it...saved a tremendous number of jobs across the campus becaaa14(s)-4 (b)-4crosos

Selena LeSure (she/her): Correct.
omirs cTJ042 Tc -0.002 Tw Tdh)2 (is)1a FTJ5 0 Td[id)2 (e).

So we also got a questions about essential personnel and what that means. And the one thing I'll preface with before I turn it to Selena is, essential personnel right now continues to shift and how we define essential personnel continues to change. In part because we're in a global

got an essential personnel letter early on, know that Selena and Irene basically did all of those to send to you. So thank you for those papers, that's very helpful.

All right – We also got questions about staff and students safety. Really focused on things like, How are we going to ensure that our staff are safe when we start returning to campus? And, what are the things that we need to be concerned about? And, so what I'd like to do is invite Todd and Jeremy and then we'll pull in Bob Palinkas, so you're going to see four of us now. Hi Jeremy. Hi, Todd.

Todd Adams: Hello.

Julie A. Payne-Kirchmeier: Is Bob there to? I see his box – So we'll start with Todd and Jeremy. And so when we...these two folks (and several folks that are on this call quite frankly) are involved with a lot of planning and we'll get to return to fall planning here in just a moment...But the questions really talking about staffing student safety are about once we return or as we're returning, what are some of the things that we are doing. And so whether Todd or Jeremy, you want to start, I will turn it over to you.

Jeremy Schenk: Well, Todd, I'm happy to maybe start with the university principles for planning and then I'll turn it over and you can add to that piece, but as we've looked at the planning framework for the fall, one of the..some of the overarching principles that have been in place for how we look to reopen – our top principle is safety first...first and operation second.

~~Thursday, 2014-08-07 11:40 AM~~

it shows folks what the structure is to get to a point where we might have a more full operation on campus, albeit in maybe a dual modality as we've already mentioned.

You can see at the top with our planning, it's going to be led by the Provost and our Senior Vice President but to that end, three groups have emerged to look at this from distinct lenses. One in particular is around structure and process – how we're organized – What things do we need to be aware of in the new environment to allow us to function, knowing that that may change just a bit.

The middle one, and this is a place where a lot of us in Student Affairs are involved, and I think we're many of you (and we mentioned Council next week), but I would suggest a large number of us will be involved over the next many months and that's a return to campus and safety work group and Julie is a part of this (she's being led by Luke Figora again. And it's really at (a)4ea2 (nP (e)4ve)2 (n

a fundamental part of the of this entire process, and as Todd said there are folks on this call, and I don't just mean the folks that are on the panel, but in the division that are scattered throughout a number of these different committees, so we're leveraging our talent and we'll do that even more with the student experience. So thank you, Todd, for that.

We also got a question about commencement. So Jeremy and Kelly have been working really hard to shift from an in-person to a virtual environment as has their entire collective team and a number of people in the Division of Student Affairs that support this. So, Jeremy in like 15 seconds or less, the question really was about, are we really going to bring all those people into a space to be in the same location with each other? I think that's what I saw – like isn't that putting all your eggs in one basket if you put all the senior leaders in one room?

Jeremy Schenk: Yeah, that that will not be happening. We will be...the virtual ceremony, we're aligning our planning with state and federal guidelines. There will be a mix of pre-recorded and live segments. There's a safety plan in development with Risk and the Department of Safety and Security and Commencement. And the final number of the people in the room and on the stage is still to be determined, but it'll be governed by both public health guidelines and personal choice. It will be a much smaller segment of the overall university leadership.

Julie A. Payne-Kirchmeier: Yea. Thank-You Jeremy. And I really do appreciate the question, though, because the question was one coming straight out of care and concern and so thank you for that, as somebody who is typically on the dais up there, I appreciate the care and c2 (s)-1 (up (up t)-2 (he(t

I'd like to thank the SALT members who were here and helping us think through and answer some of these questions and you are free to reach out to any of them in this process.

And then I do want to close with remembering Patricia. We sent home a card and a little dragon fly pin to everybody's home address that was on record for the division. I'll say if you didn't get one, the mail has been a little slow in places of please let Ronnie know and we will make sure to get you one – We'll do a supplemental mailing or figure out a way to get it to you quickly.

But June 3 it will be one year since Patricia has passed, and we want to make sure that we are remembering her. And so we're inviting all of you, and the entire Northwestern community, the community of Student Affairs and other universities and people that knew her to either wear something that reminds you or inspires you about Patricia, post a picture of yourself on June 3, tag social media accounts. But use the remembering PTI hashtag or if it's better for you to just sit and remember her on that day in a way that's meaningful for you we encourage you to do so.

She's made such a difference for all of us. She's made such a difference for our field, and most importantly, our students that we want to make sure the day does not go by without her being recognized.

And, and finally, thank you for everything that you've been doing, for everything that you will continue to do to help us move forward through this time together. I can say that this webinar is being recorded and it will be transcribed and translated into Spanish. So that, and then we will post that and let you know in the snapshot when it's available so that folks can revisit it and just grab onto more information or if you need to go back to a certain spot you can do that and reflect a little bit more.

But please don't hesitate to reach out to any of us, any of the SALT members please connect with each other. Please keep taking care of each other. And thank you again for everything that you're doing to help our students during this time.

Have a phenomenal day.