

BALLOT FOR MEMBERSHIP IN THE ILLINOIS TECH STAFF ADVISORY COUNCIL



Thank you for participating in the election for candidates who will serve on the new Staff Advisory Council (SAC).

We ask that you please learn about all of the candidates, who are listed in alphabetical order, before choosing up to six staff members to serve on the SAC.

You will be presented with each candidates' /nominators' submission as written. Some candidates have more than one nominator and all comments are included here for your review.

Please Note: When you end your Survey Monkey session, you will not be able to access your ballot again.

The deadline for placing your vote, which can only be done through Survey Monkey, is **Monday, February 22 at 5:00 PM**. The Survey Monkey ballot will close at that time.

If you have any questions, please contact Celia Hammond of OTS by email at chammon1@iit.edu or by phone at x78623.

Staff Advisory Council

Staff Advisory Council Candidates

ALLEE, CURT

Director of Educational and Professional Development, Stuart School of Business Student Affairs
5 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I am nominating Curt Allee to be a member of the Staff Advisory Council at Illinois Tech. I can think of few people more ideally qualified and willing to serve in this capacity. Prior to his current role, Curt worked in human resources for another higher education institution for 5 years and is highly experienced in addressing a variety of employee issues, both faculty and staff, within a higher ed context. In that role, he ran the on-boarding process for new staff, recognition programming, and social and community-building programming. He also has a keen appreciation for how staff engagement enhances the university community and the key role that staff play in university operations. Curt is very enthusiastic about serving the university community in a capacity that will allow him to contribute his background and abilities.

At the Stuart School of Business, Curt is responsible for managing regular meetings and programming for a large staff group. He is highly effective at facilitating group discussions, maintaining agendas, structuring meetings, consistently gathering discussion items and input, and managing time. At the same time, he has introduced elements of levity and team-building that have greatly enhanced the culture of collaboration and the effectiveness of the group's activities.

Having supervised Curt directly for 5 years, I can attest to his consistently prudent judgment and commitment to equity and inclusion. Curt is open and receptive to feedback and is tactful and developmental when delivering feedback. He has demonstrated his ability to work effectively with diverse groups of people at different levels and is a strong contributor to group process and committee work. Curt understands the culture and dynamics of academic environments and can analyze programming and policies for feasibility, financial thrift, and strategic prioritization within this context.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

I believe that Curt Allee is uniquely qualified to serve on Illinois Tech's inaugural Staff Advisory Council. His academic background and continued engagement in the field of Industrial/Organizational Psychology means that his ideas are grounded not just in personal sound judgment but also in theory and scholarship related to organizational issues. Curt is adept at change management, employee training and onboarding, and is experienced at addressing a variety of employee issues with both faculty and staff within a university context. He has copious experience creating HR policies and designing and implementing brand new processes, which will be particularly helpful for this new initiative. Curt demonstrates openness to change, comfort with iterative progress and is undaunted in the face of challenges and difficulties. In addition, Curt has exceptional organizational skills and a remarkable ability to manage and contribute to committee work, large-scale projects, and complex programs.

Having known Curt as a work colleague for over 10 years at several institutions, I can attest to his demonstrated track record of both personal and professional integrity. Having work in a human resources context, Curt understands and values adherence to confidentiality and conducts himself with discretion and sensitivity. Time and again I have observed his ability to remain impartial and his commitment to fairness. He is a strong critical thinker, able to view a situation from multiple stakeholders.

Given his highly relevant professional experience, his applicable academic background, and personal qualities and disposition, I believe that Curt Allee would be an outstanding member of the Staff Advisory Council.

Staff Advisory Council

Staff Advisory Council Candidates

ANDERSON, JACQUELINE

Director, Student Accounting

10 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Submission 1 - Jacqueline is a well driven and dedicated employee. Jacqueline believes in fairness when it comes to her job and the University. She sees a goal and reaches for it and never gives up. She would make an amazing Staff Advisory Council.

Submission 2 - Jackie is a dedicated employee that is cross trained in several departments with the University. She believes in fairness and equal opportunity for both students and staff. She sets goals and follows through to achieve them. I believe she has made a difference for the positive here at IIT.

Submission 3 - Jacqueline Anderson will make a great Staff Advisory Council member. Jacqueline has been an employee of IIT for 10 years. She is dedicated to the university. Jacqueline demonstrates her belief in fairness and equal opportunity throughout her department.

Submission 4 - I would like Jackie to be a member of the Staff Advisory Council because she is a dedicated employee who believes in fairness and equal opportunity for all throughout the university. Jackie is also an advocate for helping the university to remain on track for reaching and maintaining its strategic goals.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Submission 1 - I think Jacqueline can bring lots of ideals that Illinois Tech can benefit from. She is a strong person with an intelligent mind. She is also one of the most fairest and honest person I have met.

Submission 2 - Being a student then employee of IIT, Jackie, I believe, understands the needs and concerns for both students and staff. She always has the university's best interest.

Submission 3 - Jacqueline's knowledge of the University finances through tuition revenue will bring a great benefit to the staff. Jacqueline is also an advocate for helping the university remain on track for reaching and maintaining its strategic goals.

Submission 4 - Jackie will be bringing to the table 10 years of service to the university throughout various departments. She is also a member of Student Success Committee as well as various other committees.

Staff Advisory Council

Staff Advisory Council Candidates

BARBIAN, JANESSA

Coordinator, External Events & Summer Conferences, Event Services
2.5 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I believe it would be an honor to represent my department as a part of the larger university community. I would like to be a part of the staff advisory council because it would allow me to interact with other Illinois Tech Staff members whom I might not usually work with. It would also allow me to learn about issues and concerns in other areas of the university. While being a part of advisories at other institutions I have always appreciated the insight that comes from problem solving with different campus partners, I feel this would give me a similar opportunity.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Being a newer member of the Illinois Tech community I feel I could bring fresh eyes to the table and higher ed issues. I have worked in higher ed for over six years in different areas and I think that experience could be valuable. In my current role I work with a wide range of people from university departments to external community group. I would love to bring that perspective to the group.

Staff Advisory Council

Staff Advisory Council Candidates

BUTTERFIELD, TARA

Budget Manager, Lewis College of Human Sciences

10 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Tara is an amazing asset to the Illinois Tech community. Her wealth of knowledge has helped me as well as many others in our college. She is on top of every policy, guideline and law that governs our actions, and she makes it much easier for us all to represent our respective departments with pride. I believe that Tara has our best interests at heart and provides useful information when it comes to dealing with issues that affect staff.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Because Tara has been with Illinois Tech for 10 years, she is well aware of the way things work and is often able to provide much guidance to other staff (as well as faculty & students) on how to proceed for the best outcome. Her advice is truly invaluable. The council would benefit greatly from her input.

Staff Advisory Council

Staff Advisory Council Candidates

CHATELLIER, AMBER

Program Manager, Information Technology Management
2.5 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Amber is an asset to her department. As my former supervisor, I can attest to the attention to detail, the priority and respect she provides students and staff in her department. Additionally, she supports her co-workers, faculty and staff and is a necessary resource for faculty and key department players. Amber is also a strong advocate for understanding and promoting current and accurate policies and procedures. She is perceived as an authority on these matters by faculty and staff and is often sought out for advice. She treats her role seriously, holding personal pride and accountability for her role's representation departmentally and university-wide. Amber's knowledge of student requirements is unprecedented. Last semester, she had nearly 350 graduate advisees, in addition to her other responsibilities as a Program Manager. She strives for collaborative and cohesive working environment interdepartmentally. I believe as one of the largest growing programs at the University, Amber would be a fresh and expert voice for the student perspective, while learning a great deal as an inaugural Staff Advisory Council Member.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Amber is energetic, diligent and a team-player. She strives to improve communication within her department and across other departments and to promote the success of IIT. I have never known anyone from another department to have an issue with her and she is very agreeable, knowledgeable and maintains a strong pillar to drive ITM's and IIT's success. She believes in collaborative and cooperative work environments and gets along well with anyone she encounters. She has previous job knowledge from working at other campuses. Amber is level headed and strives to help achieve the best solution to a problem. I think this is the perfect committee for her to listen and learn, in addition to promote and share. She is a passionate advocate, but at times is shy to express her thoughts in a larger fashion. I think this would be a great step in the direction of her personal leadership development and to benefit IIT due to her representation.

Staff Advisory Council

Staff Advisory Council Candidates

GRIFFIN, KYLLIAN

Head Men's and Women's Swimming and Diving Coach and Aquatics Director, Athletics Office
2 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I would like to see Kyllian as a part of this committee because of his grasp of big picture items at the university as well as his thoughtfulness and creativity. He would complete whatever tasks assigned to him in the committee in a complete and productive manner. He has taken on various roles in the Athletic Department and has always been a consensus seeker rather than someone who just throws his ideas on the table and expects others to accept them. He is a good problem solver and has a natural and positive curiosity about the way things work. He also is a strong listener and would be a good interpreter of people's needs and suggestions.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

He would bring a strong work ethic and a desire to improve the working environment at Illinois Tech in a way that represents people's views. While he will bring solutions and ideas to the committee, he would not dictate his own will onto anything. Kyllian has observed well in his time at other institutions and would bring best practices to issues and concerns on this campus. He would not come in with an "athletics only" mindset but work to do the best thing for all staff. His listening ability and discernment would be great assets to the committee. While he has not been here as long as some others that might be considered, his freshness of thinking would benefit the group.

I wholeheartedly recommend him for this assignment and hope that you will strongly consider him. He would be well worth it.

Staff Advisory Council

Staff Advisory Council Candidates

HAYNE, MELISSA

Senior Counselor, Financial Aid

2.5 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Melissa is at the point in her career where she is ready to take on more challenges. She is a dedicated employee and has established herself well at the institution in her tenure here. Melissa is a smart, ambitious employee. Her involvement outside the department will connect her to a wider breadth of issues and grow her engagement on campus. Participation in the SAC will likely help retain this talented employee. Further, she is well prepared and professional, which will likely lead to positive interactions with the fellow SAC members and the president.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Melissa is great at seeing the bigger picture as well as diving into detailed issues. This skill-set will allow her to give the time and attention necessary to day-to-day concerns brought to the council, while maintaining the connection to the larger campus community. Melissa's educational background (higher education) will further impact her ability to serve on the council since she holds knowledge of the inter-workings of a campus. Melissa takes her work serving students seriously. I know she will bring the same level of attention and care to the issues brought to her as a council member. This will lend her to serving university staff well since they will be heard and know they have an ear to listen. Finally, Melissa is extremely organized. This will allow her to balance her workload in financial aid alongside the council responsibilities with ease. As her supervisor, I have full confidence she will serve the staff well as the skills mentioned have been demonstrated in many ways within our office.

Staff Advisory Council

Staff Advisory Council Candidates

HORNE, LISA

Human Resources Associate, Human Resources
8 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I believe myself to be a great candidate as a member of Illinois Tech's Staff Advisory Council for the following reasons: I am a loyal and committed staff member dedicated to excellence on a daily basis; I am optimistic, even-keeled, professional in my demeanor and posture; I possess a distinct depth of business acumen in a variety of disciplines. I am emotionally intelligent; I believe in Illinois Tech's Mission and Vision, and more important, its values and core principles; I have experience from two different perspectives as a stakeholder - that being one as a staff member and the other as a student; I possess a great deal of positive energy; I am consistent in my endeavor to provide excellent customer service to internal/external clients; I am a great team player who adapts to change in a seamless manner; and finally, I am a champion for any causes that will contribute to the overall success of Illinois Tech, both now and in the future.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Lisa is an integral part of the HR team. Her experience and diverse knowledge collaborating with all business units, both staff and faculty, provides valuable knowledge to support the Illinois Tech mission. Lisa provides exceptional customer service to a variety of constituents. As a first point of contact within the Human Resources department, Lisa is exposed to comments, suggestions, and concerns that impact Staff and Faculty employees.

Lisa has a proven ability to work collaboratively across all functions with all levels of an organization. As a member of the HR team, she will add value to provide ideas with creativity and innovation. Her overall knowledge of Illinois Tech will make her an asset to the Staff Advisory Council.

Staff Advisory Council

Staff Advisory Council Candidates

HOSEA, ROSALIND

Office Coordinator, Controller's Office

9 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Submission 1 - Roz has a great depth of knowledge of the needs of staff on campus. She has a well rounded cohort of connections at IIT, from marketing to parking, facilities, and more. She is also willing to bring up issues to administration without filter - she can share information as a messenger and get key issues to the President as a result of her campus contacts. Roz took an interest in this role as soon as it was posted and she'd be willing to participate for the 2 years.

Submission 2 - Rosalind is a "people person." Rosalind's customer service skills allow her to communicate well with other departments throughout the university. Rosalind has been with IIT for nine years, she is a dedicated employee.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Submission 1 - Roz' connections on campus are numerous. She has a good ear to the ground on staff concerns and has the ability to filter out noise to only bring pertinent issues to the President. She also is a confidant for many people so she will have a wealth of knowledge on what the staff actually care about at a level from entry to above.

Submission 2 - Rosalind's coordinator skills within the Controller's Office will make her a great benefit to the staff.

Staff Advisory Council

Staff Advisory Council Candidates

JAHEN, SALVADOR

Coordinator, Event Production, Event Services

1.5 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Being both a student and a full time employee gives Salvador the ability of seeing both sides of the issue. Not only is Salvador responsible, he is personable and does not have conflicts with other staff members. Salvador is tactful in response to any issues that might arise and handles himself with up-most professionalism.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Having the ability to look at matters from a student and employee point of view gives Salvador an advantage. Salvador also works in environment where he is the face of Event Services, and has met most if not all staff members at this university at one time or another. Salvador is also a natural leader.

Staff Advisory Council

Staff Advisory Council Candidates

MCGHEE, JACQUELINE

Department Coordinator, Psychology

3 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I would like to nominate Jackie McGhee because she is very hard working intelligent person that is dedicated to her career at Illinois Tech. I like her as a person and I enjoy working with such a competent person. She is a great asset to Illinois Tech. Being engaged with a program like SAC will help her feel more involved with Illinois Tech and give her a deeper commitment. Everyone that works with Jackie immediately understand how much she does for her department and for the university. Last year she was awarded the Lewis College of Human Sciences internal employee of the year award. She has the respect of everyone that comes into contact with her.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Jackie's position as department coordinator gives her the opportunity to work closely with staff members, students and faculty. She is an engaging person and has an ability to get others around her to open up and speak honestly. Jackie has been here long enough to have an understanding of what it means to be a staff person at Illinois Tech but not so long as to think that we cannot improve the quality of our working environment. On a daily basis she is required to problem solve, complete multiple tasks and work with a multitude of personalities - some of which are difficult people. She would be an ideal representative of a staff person and an effective committee member.

Staff Advisory Council

Staff Advisory Council Candidates

MCHUGH, LOUIS

Computer Systems Manager, School of Applied Technology
3 years of service at Illinois Tech (Mies/Rice Campus, splits time 50/50)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I think Louis would be a great addition to the Staff Advisory Council because he is highly invested in Illinois Tech, is a strategic thinker, and is a strong leader in his role within the School of Applied Technology. Louis offers a unique voice for the council because he has seen Illinois Tech through several lenses; he is staff, he has taught as adjunct faculty, and he is a graduate one of our Masters programs. All these roles provide input into how to continue to develop the Illinois Tech community. Additionally, Louis has the perspective of working at two distinct campuses, each of which provides a very different staff experience.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

I think Louis is well-equipped to provide innovative and practical input into issues that impact the staff at Illinois Tech. He also has an opportunity to provide a voice to issues at a remote campus that often doesn't see the same staff resources readily available as are present at the Mies Campus. Additionally, Louis is a natural problem solver. He is very thoughtful and, on a daily basis, finds ways to navigate relationships with staff, faculty, and students, as well as to distribute resources in a way that meets the needs of all.

Staff Advisory Council

Staff Advisory Council Candidates

MICKELSON, KERBY

Associate Director of Occupancy and Technology, Residence and Greek Life
1.5 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Kerby has a strong work ethic and valuable ideas about improving the quality of work-life policies for staff. She understands the value of employee input in the work place. When she hears colleagues voice their concerns, she takes the time to listen and understand their perspective. Kerby is quick to think of various possible solutions and helps point her colleagues toward the right resources. In joining the Staff Advisory Council, she would be an advocate for her colleagues.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Kerby's professional and educational background has brought her to IIT with a unique perspective on what works well and what could be improved. She's already worked hard to build stronger interdepartmental connections in an effort to improve relationships across campus for her role as a staff member, as well as personal experience. As a member of the Staff Advisory Council, Kerby will continue to have a strong impact on improving staff support, as she's already demonstrated in her 1.5 years with IIT.

Staff Advisory Council

Staff Advisory Council Candidates

MONROE, ARIANA

Director of Administration and Finance, Chicago-Kent College of Law Administration and Finance

3 previous years of service as Assistant Director of Financial Aid and Loan Counselor, Chicago-Kent College of Law Financial Aid

4 years of service (in current position) at Illinois Tech (Downtown Campus)

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Ariana manages the daily operations of the Admin/Finance department and interacts with faculty, staff and students on a daily basis. She is consummate professional, extremely thoughtful, analytical, reasonable and fair. She is well liked and trusted; many staff seek her counsel for guidance and advice. She understands the big picture and what's necessary to achieve the mission of the school and university. I believe Ariana would be a great representative on the SAC and highly recommend her for this role.

Staff Advisory Council

Staff Advisory Council Candidates

MOSS, KIMBERLY

Manager, Sponsor Billing, Student Accounting
4 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Submission 1 - Kim has a great heart. She is a good listener and she can distinguish what is personal and what is professional and not selfish. She has a heart and mindset for people and is always looking, working, and thinking of way to solve and make work place a better environment for all involved.

Submission 2 - I believe Kimberly would make a great member of the Staff Advisory Council due to her professional assertiveness. She would fight for fairness and equal opportunity for the entire IIT Community.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Submission 1 - A wealth of knowledge, a level head, and a good ear. Kim is a person who can hear beyond anger and hear the root of the problem. She is the type of person I could tell my issues to, and trust her to convey them exactly how I said them and felt.

Submission 2 - I believe Kimberly knowledge of the students wants and needs will make her a great benefit to the staff.

Staff Advisory Council

Staff Advisory Council Candidates

MOZINA, MEGAN

Director, International Initiatives & Strategic Alignment, Office of the VP for Student Access, Success, & Diversity Initiatives (SASDI)

4 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Submission 1 - Ironically, I hate the word hate. I judiciously reserve the word for how I feel about dictators, American football, and apathy. While we luckily do not need to worry about dictators or American football at Illinois Tech, we do need to worry about apathy - a contagion that can easily spread through a population, often unnoticed until it is too late. Since humans are inherently curious, passionate creatures, I believe that apathy is a result. In a work context, it can result from a variety of sources, anywhere from not having stimulating work to not feeling valued.

I would like to be a member of the Staff Advisory Council, because I feel that through it, I can help get at the root of what causes apathy among staff members. I like solving problems, and I love proactively preventing them. Working through these problems would hopefully help staff members feel valued, which would hopefully result in greater passion for their work - and therefore greater productivity, staff retention, service to students and alumni, and more.

One of my favorite parts of my job is collaborating with colleagues in other departments across the campus, though such collaboration does not come without its challenges. Selfishly, I would hope that through the Staff Advisory Council I could help provide a voice to those who feel that they do not have one, which may result in greater job satisfaction from some colleagues and therefore better opportunities for collaboration in my work. Universities are inherently siloed, but I enjoy and thrive on cross-campus collaboration where we need to solve problems that impact a diversity of people in different ways.

I genuinely care about the success of the Illinois Tech community, whether it is the success of individuals (students, faculty, staff, alumni, neighbors), the entire university, or the Chicago area. I am among a very fortunate minority who has loved every job I have ever had (not necessarily every aspect of any job!), though this job is my favorite. Especially now that I am a working parent, my friends and family have asked me over and over why I do not look for a job at an educational institution closer to my home, since there are a multitude. They would understand why I stay at Illinois Tech if they could relate to my passion for my position, my department, and this inspirational student body. I want to help this university that I love and to help other staff members feel the same way as I do.

Submission 2 - Megan Mozina is an integral part of the Office of the VP for SASDI. She has proved to be a leader in our office, mentoring junior staff members and students alike. Megan has seen this office go through many transformations and is a steady voice of reason and knowledge in times of change. Megan not only works effectively to promote collaboration in our office and across the university. With a passion for international education she brought together 9 offices across the university who work with international students to create an informal International Committee. She makes a point to meet as many people, staff, faculty and students to have the best pulse on the university's climate. While this council is to advise the President on staff areas of interest and concerns it would be a mistake to not mention her work with students. She has supported all of the Syrian initiative students, who see her as a confidant, and acted as an adviser to the Engineers Without Borders student organization. From my time with Megan it is clear that as a council member she will work tirelessly to represent the voice of the staff at Illinois Tech.

Staff Advisory Council

MOZINA, MEGAN (continued)

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Submission 1 - Both my experience and my personality allow me to be able to uniquely contribute to the Staff Advisory Council.

As for my experience, I can compare the situation of staff members from the variety of institutions at which I have worked across a multitude of cultures. I have worked at a large state university, at a medium sized mostly liberal arts university, and now at a small technological university; I have worked for the U.S. government and for a foreign Ministry of Education; I have worked or studied in five different countries across four continents; and I have navigated the differences of working in such different domestic cultures as that of Washington DC, Madison, and Chicago. Additionally, a primary focus of my master's degree was the study of higher education administration. I have seen a wide span of how staff were treated and how they felt, what support was provided to them and what leadership did, what shut them down and what motivated them. This diversity of experience would allow me to offer a broader perspective of how to serve my colleagues at Illinois Tech.

Additionally, I am accustomed to and thrive on cross-campus collaboration, something that will be essential for the success of this council. I have helped start and/or led at Illinois Tech an international group and a Career Services CPT Revamp team, as well as less work related groups such as a parents' lunch group and "French Lunch" (for language practice).

More recently, I am personally aware of the needs of staff members who are young professionals, as well as those who are figuring out their work/life balance as they transition into parenthood.

In terms of my personality, I feel that I could offer a lot to the Staff Advisory Council because of how others tend to feel toward me and because of my own personal drive. In general, I have always been told that I am friendly, approachable, and a good listener. If my homes are any indication of my personality, every single place I have ever lived has been described as "cozy" by at least a visitor or two; I like to think it is less of a euphemism about the size of my homes, as it is about how I try to create a welcoming and comfortable environment. I think that staff members would feel comfortable talking to me about problems that they want represented at the Council. I also think that staff members would trust that I would advocate for them, because I am a proactive, hard-working, passionate individual. As a sometimes overly frugal person and as a self-identified "recovering perfectionist," I do realize that there are instances that finances and time, among other factors, may limit what we can achieve. These personality characteristics could be just as helpful to the Council as would be my drive to help my colleagues and the university.

Submission 2 - Megan Mozina brings a wealth of knowledge from her years of higher education. Her work in international education and around the world continues to prove to be a benefit for the SASDI office and the university at large. Furthermore, Megan has an incredible eye for understanding the need and importance of strategic planning. You can see this in the planning for and delivery of international initiatives, creating strategic plans and conducting strategic reviews within our department that spanned four offices under SASDI: Career Services, New Business Development, Global Leaders Program and Student Employment. She also took the lead in SASDI to compile information and create a yearly annual report. She brings her skills on problem solving and organizational processes to the Office of the VP for SASDI that inform decision-making and strategic direction on an institutional level. This is something that she can bring to the Staff Advisory Council.

Staff Advisory Council

Staff Advisory Council Candidates

NEAGLE, ERIC

Access Services Librarian, Chicago-Kent College of Law Library
10.5 years of service at Illinois Tech (Downtown Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Eric has a calm and even temperament. He understands the give and take required when working in a group environment. Colleagues know Eric to be approachable and open-minded when they seek his input. I believe Eric's experience working in several academic institutions gives him a good understanding of how an institution functions as a whole. He understands the relationship that must be developed and maintain between departments, schools and campus for the whole institution to be successful.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Eric projects self-confidence, authority and enthusiasm that has helped the library meet the changing needs of the law school and the university. He is an analytical thinker which allows him to identify the real problem, and develop a reasonable solution instead of fixing a symptom.

Staff Advisory Council

Staff Advisory Council Candidates

NOWLIN, SHAVONN

Residence Hall Director, Residence and Greek Life

1 year of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Shavonn is respectfully outspoken, has high energy, an upbeat personality and believes IIT is a great place to work. She is always willing to lend an ear or a helping hand and is passionate about making a difference for our students. Shavonn is young enough to believe all things are possible but old enough to realize that most of the time, there are processes and procedures that must be followed to accomplish your goals.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Shavonn's enthusiasm is contagious and there is not a shy bone in her body. Her presence on the committee will represent a voice for our young professionals who have not been at IIT long enough to become jaded and complacent. I believe she would be a great asset to the committee.

Staff Advisory Council

Staff Advisory Council Candidates

NUNEZ, ALFRED

Alumni Engagement Consultant, Undergraduate Admissions
13 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

As a staff member for over 14 years, I have been involved with various offices across the university and listened to concerns, comments and complaints from various staff. When the Quality of Worklife was created I was happy to serve and saw the opportunity to improve morale and staff environment. Seeing the committee evolve over the years the one piece missing was to have a voice in changes that effected policy and procedures for staff. While I continue to enjoy working on the social aspects that make up the Quality of Worklife I would like to be part of a team that has the ear of upper administration to not only bring complaints but be part of positive changes across the university. Having been involved in the recruitment of new students, assisting current students and now working with alumni I see that satisfied staff are important to the continued success of our students.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

My experience working with various departments across the university allows me to have a close relationship with staff and have a good sense of their issues.

Staff Advisory Council

Staff Advisory Council Candidates

OPDYCKE, ANITA

Associate Vice Provost, Student Health & Wellness

3 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I would like to have the opportunity to sit on the staff advisory council to be able to exchange ideas, dialogue, and insight on behalf of the staff at IL Tech. I believe the Staff Advisory Council can serve as a platform to enhance the work environment within our campus community. It would also be an opportunity to engage with other like-minded university leaders. The Staff Advisory Council, I believe, can serve as a support structure for continuing communication amongst staff to higher level administration. The opportunity to collaborate and further invest in the mission of the University is also important to me. I feel, if given the opportunity to serve, that I would be able to contribute holistically to the campus community outside of my role at Student Health and Wellness.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

I believe that I can bring strategic, yet realistic ideas to the table. I have the lens of a new(er) employee yet at the same time a few years of experience at a leadership level. This balance could be valuable when considering different viewpoints and perspectives. I also have an innovative and creative lens that may help problem solve and develop realistic solutions. Lastly, I believe I have the desire to contribute my time, energy, support and creativity to the University. I am very proud to work at IL Tech and hope I am able to have the opportunity to give back. Thank you.

Staff Advisory Council

Staff Advisory Council Candidates

PERSON, BEATRICE

Academic Program Coordinator, Chemical and Biological Engineering
19 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I would like to be a member of the Staff Advisory Council because I believe we are at a critical time in the university in which, we need capable and competent people who can represent diverse viewpoints across a wide spectrum of topics. I believe that I am able to discuss many of the concerns that involve current administrative and economic issues and I will work with other staff to create effective and positive outcomes. I feel the council could have a positive impact on the university, and it will help to enact changes that would enhance the morale and pride of the staff. Everyday I interact with staff members at different levels, along with students and faculty, and I enjoy getting to know people and collaborating with different staff on projects. I attend university events and I believe it is important to support and acknowledge staff that are committed to enhancing the university's reputation and brand to a level that will be sustainable for many years. The staff are the gatekeepers that insure the academia policies and procedures are followed, and we enable the growth of Illinois Tech to continue to move forward to support the Strategic Plan 2014-2019. The staff are an integral part of the Illinois Tech community, however we may not always get the support and recognition that we deserve, I would like to change this perception.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

I believe that I am in a unique position, as an alumnus and a full-time employee who could help to bring a diverse perspective that would benefit the university in many ways. I am passionate about improving the low level of morale for many staff, which I believe has diminished during the past few years. I believe that many of the staff who work hard in their positions may not feel appreciated and do not receive adequate reward or encouragement. If accepted, I will work with other committee members to improve the low perception of how staff perceive upper level management within the university and to create a sustainable Illinois Tech. I am proud of my years of service here and I appreciate the opportunity to obtain my graduate degree. While working and going to graduate school I gained invaluable experience and knowledge that can never be measured. It would be an honor to serve on the Staff Advisory Council and be able to contribute in such a positive way to the future of Illinois Tech.

Staff Advisory Council

Staff Advisory Council Candidates

SCHALM, MARTY

Senior Graphics Designer, Marketing & Communications
9 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

As a senior graphics designer whose accounts include Illinois Tech Undergraduate Admission (UGA), Marty Schalm spends his entire workday at his computer or in project meetings. One would hardly know that Marty is in the office - he's a diligent and dedicated employee who keeps his focus to the task at hand. A perfectionist, he doesn't release a proof until it is to his complete satisfaction - and is rarely asked to redo any of his projects.

However, when our office has staff or client meetings, Marty shows his other side, excitedly voicing his opinions and sharing his good ideas without hesitation, exemplifying the adage "Still Waters Run Deep." And his coworkers listen. I believe Marty has much to offer the university even beyond his design talents.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

I believe Marty Schalm would be a valuable asset to the new Staff Advisory Council for these reasons:

- 1) Marty is passionate about Illinois Tech and wants to serve on SAC.
- 2) Marty is a strategic thinker. His job requires him to come up with a visual representation of a client's message for an intended audience with the aim of producing a desired outcome. Marty's many Illinois Tech clients have come to respect him for his artistic decisions.
- 3) Marty knows the importance of having an individual's best interests at heart and excels at customer service. For many years he has had a significant role in helping to coordinate the university's Commencement; on the day of the event he is one of the first volunteers to arrive and one of the last to leave.
- 4) Marty understands higher education, having been employed in the field for nearly all of his working life. Before coming to Illinois Tech he worked at the University of Notre Dame and would be able to offer SAC a rich range of staff experiences from within the private school sector.

Staff Advisory Council

Staff Advisory Council Candidates

SCHUTZ, ALEXA

Assistant Director for Marketing, Graduate and Professional Admission
2 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Submission 1 - Alexa is a fairly new employee who will provide a fresh perspective to the group. She is always full of good ideas to improve our office and genuinely cares about her fellow staff members. She takes professionalism and teamwork very seriously and has a terrific understanding of how individual goals might fit into IIT priorities and strategies.

Submission 2 - The past 2.5 years at IIT have been a blessing for my personal and professional growth. Since the beginning, I sought out ways to be active in the IIT community, something nobly in my office ever really has. I have been a staff member and then a staff advisor on two trips with IIT Alternative Spring Break, a mentor for the Boeing Scholars, commencement and PhD hooding volunteer and a leader in our office for our Planetary and Personal Wellness Committee (PPWC); this committee seeks to promote a healthier "work lifestyle" along with engaging our staff across three offices and in what IIT has to offer as well as green initiatives. In addition, I am in the MPA graduate program and graduating in May 2016. I have an understanding of what it's like to be a Stuart graduate student as well as a staff. I have been through an office restructuring since I started and have seen what great management can do for not only an office and it's morale but for the growth of our university. I built new bridges between departments and glued the severed ones back together. My strength is my positivity and curiosity - I use it to engage others and learn with open ears.

I would love this opportunity so I can openly speak on my experience as a staff but also a student on how I feel Illinois Tech can improve as an organization so other staff can have a positive working environment. I want all staff to feel fully committed to IIT, it's goals for growth, but also make them aware of the amazing opportunities for them to become more engaged on campus. I'd like to meet these staff who are already committed to IIT through this Council - I know I'm not the only one and would love a chance to get to know them and their ideas for a better IIT. In short, I want to be a part of the team that can make fellow coworkers proud to work here and to be able to recruit or retain remarkable workforce talent to take us beyond.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Submission 1 - Alexa has superior communication skills and could help other offices as well as the committee. She is a favorite both in the office and with our faculty partners, and I would like to see her ability to bridge the gap between faculty and staff be utilized more extensively. Alexa's constant air of positivity will provide a general sense of congeniality to the group.

Submission 2 - I deal with the marketing and communications for graduate programs in my role in admissions; I'd love for this team to understand how admissions helps us get to our strategic goals. Previously I've proposed a "take your coworker to work day" (as silly as it sounds) to understand what other people in different departments do in their role and also to meet them in person. Being in Grad Admission, I had no idea what Undergrad Admission did differently or similarly; if we have a growing understanding of what our fellow colleagues do but also the struggles they endure as well, the ability for effective collaboration or help is limitless - not only can this foster new relationships but can help IIT grow into a true, cohesive community, making it an even more enjoyable place of work for all.

Staff Advisory Council

Staff Advisory Council Candidates

SIMMONS, ANNIE

Executive Assistant to the Dean, College of Architecture
10 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

10 years of employment here at IIT I have some insight on how the staff raised questions and having the desire to understand how we as staff could have a strong voice in decisions across the University. Growing the balance between strong staff growth and corporate stability are some key components to a successful organization. Joining this committee will give me a chance to be one of the strong voices for staff and give me a sense of investment within the university. I have a desire to grow the relationship of the staff and the leaders across the university. This is the exact platform where I can share my ideas and I can assist the general staff population with the assistance of the other great committee members.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

My most unique attribute is passion. I have a strong desire to helping others; I am determined to bridge any gaps because the stance of the staff are important to me. In addition, I have a very creative mind; my abilities and my ideas are unique and actionable.

Staff Advisory Council

Staff Advisory Council Candidates

VIZZA, CARL

Executive Director, Office of Professional Development

8 years of service at Illinois Tech (Mies/Rice Campus, splits time)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

After creating and growing many organizations, I have recognized that we are only as good as the staff/team in place. Accelerating the team to higher levels not only provides more efficiency in processes but also creates camaraderie between people and organizations that transcends the organization to provide positive and healthy attitudes and lifelong friends. The formation of the SAC is an excellent idea that has tremendous opportunity to mold and shape our team into a high-performing team that I would love to be part of.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

I believe my 30 years of experience in corporations from developing products, managing many teams in other countries and creating companies lends itself to creative solutions that encapsulate the essence of the SAC.

Staff Advisory Council

Staff Advisory Council Candidates

WASIK, ROSE

Administrative Manager, Stuart School of Business Dean of Administration
2 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Rose is a very level headed and conscientious person. Both faculty and staff go to Rose to "get the job done!" She considers all aspects and consequences when trying to solve problems in the department or when creating processes for better efficiency in the Stuart School. I feel that Rose would be a great person on the Staff Advisory Council because of these qualities. She will not only listen and present problems to the council accurately she will also offer well thought out solutions to the Council for consideration.

As an Administrative Manager, Rose is keenly aware that performance and productivity are increased when staff are happy at work and their accomplishments are recognized. Based on her performance in Stuart with initiating changes while continually recognizing the efforts of those that report to her, I believe her energy and ideas would be welcomed by the Staff Advisory Council.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Rose would bring 2 years of experience of problem solving and creating efficient solutions at the departmental level to the Staff Advisory Council. She does not make rash decisions and carefully plans out all steps in finding solutions to problems. She is a good listener which is a necessity in the Staff Advisory Council role. She will bring an accurate, unbiased account of the situation and will work with the Council to find a long term sustainable solution that benefits all employees. Rose's vibrant personality, excellent organizational skills and problem solving abilities would be an asset to the Staff Advisory Council.

Rose is not a "yes" man she tells it like it is and if the issue needs a resolution she works hard to find solutions that are fair to all involved. Rose manages the student assistants in the Stuart School as well as 2 full time administrative assistants. She is a fair and motivating manager and her direct reports truly like working with her.

Rose likes to get things done. She will aid the Council in coming up with resolutions as quickly as possible. She will offer insights on making IIT a better place to work and she will contribute her experience and abilities to creating a great Staff Advisory Council

Staff Advisory Council

Staff Advisory Council Candidates

WATKINS, ANDREA

Associate Director, Federal Work Study Program, Student Access, Success, and Diversity
1 year of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

I would like to nominate myself to be a member of the Staff Advisory Council, I have been employed with Illinois Tech for a little over one year, I was in the Financial Department, as Associate Director of Compliance, and now I am a staff member in student Access, Success, & Diversity Initiatives and Career Service for Student employment. What inspired me to nominate myself was the speech from Provost Bronet, during the inauguration, when she mentioned the Illinois Tech Community, and how we should be a family. When I started with Illinois Tech, I originally felt like an outsider, no friendly smiles or a hello, but when I heard the speech I felt like yes, this atmosphere is going to make a positive culture change soon, that will make a profound impact on the Faculty, Students, and Staff and I want to be a part of the change, in helping us move forward. So I am applying because I know that it is important, to make all feel like they are a part of this wonderful institution, and being a member of the Staff Advisory Council, I can help address concerns and issues as a new employee to IIT, and hope to institute some positive outcomes for the future. I have been in Higher education for twenty years, and I know that the staff is the support to the foundation of all great Institutions.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

I believe that my experience would be an asset to the council, and a positive voice for the staff. I could provide invaluable knowledge to the council from my years of experience. I would work hard for the University Staff and give 100% to ensure issues and concerns are addressed. I am passionate about success, loyal, motivated, and committed to excellence.

Staff Advisory Council

Staff Advisory Council Candidates

WILLIAMS, AESHA

Assistant Director, Financial Aid

8.5 years of service at Illinois Tech (Mies Campus)

* Why would you like to be/Why would you like your nominee to be a member of the SAC?

Submission 1 - I am thrilled that President Cramb has chosen to establish a staff council. One reason I would like to be a member is because I want to give back to the IIT community, and this is a great opportunity to do so. IIT has a very dedicated staff with vast experience and years of service, each with an important and unique perspective. I have been that employee that feels as though their voice is ignored or inconsequential, and I want to ensure that all staff have the opportunity to make their voices heard. An engaged staff will ensure a strong and passionate body to support new initiatives in the exciting future ahead for IIT.

Though I have worked in two departments on campus, I have had little opportunity to work with staff beyond my own office bubble in either role. I'd like to be involved with IIT on another level, and help bring about positive change. Being a member of the staff council would allow me to cultivate new relationships on campus, and may help in breaking down silos that often baffle students. It will also help with my own professional development. With a diverse representation of council members, we may be able to make IIT a better place not only for staff, but students as well. I would be honored to have the opportunity to represent and be of service to IIT's staff.

Submission 2 - Aesha is a committed employee and well versed in campus issues. She is not afraid to speak up when something isn't working and is good at weeding through detailed issues. She also has a great desire to learn more about how things work and asks relevant and thoughtful questions before proceeding.

* What do you believe the nominee could bring to the table for the benefit of Illinois Tech Staff?

Submission 1 - I have a strong attention to detail, which may be important depending upon what initiatives the council undertakes.

I highly value honesty and integrity, as well as a willingness to roll up one's sleeves and pitch in. I have a strong desire to make sure that those who wish to express concerns and suggestions to the council feel comfortable doing so without fear of retaliation.

As a committee member, chair and elected officer in the Illinois financial aid association, I have been able to solicit ideas from the membership and help translate these into action. My experience in the state organization has also given me the opportunity to collaborate with a number of people with differing priorities and concerns, which will be an asset on the council. I possess an open mind and a willing spirit; given that this is the inaugural council, members will need to be willing to be open to change and uncertainty which I am comfortable with.

Submission 2 - Aesha's ability to listen to the students she serves is a true asset in financial aid. This skill would serve her well on the staff council as she would take the concerns presented to her very seriously and give people her time. She is good at researching complex issues and this would allow for preparation in any task the committee is preparing. Aesha's interest in higher education has led her to pursue this area for her graduate coursework, where she has been exposed to many functions around campus. This knowledge would be great for the committee to tap into as well.