

2-3-2016

UC Transcript 2016-02-03

Northern Illinois University

Follow this and additional works at: <https://huskiecommons.lib.niu.edu/ua-univcouncil>

Recommended Citation

Northern Illinois University, "UC Transcript 2016-02-03" (2016). *University Council Archives*. 7.
<https://huskiecommons.lib.niu.edu/ua-univcouncil/7>

This Transcript is brought to you for free and open access by the Administration & Leadership Archives at Huskie Commons. It has been accepted for inclusion in University Council Archives by an authorized administrator of Huskie Commons. For more information, please contact jschumacher@niu.edu.

UNIVERSITY COUNCIL MEETING TRANSCRIPT

Wednesday, February 3, 2016, 3 p.m.

Holmes Student Center Sky Room

VOTING MEMBERS PRESENT: Arado, Baker, Bauer, Bishop, Block, Bond, Brubaker, Builta, Carlson, Chakraborty, Chen, Conderman (for Vander Schee), Cordes, Dhar, Doederlein, Domke, Elish-Piper, Farrell, Freeman, Gilson, Hanley, Hathaway, Jaffee, Joseph, Khoury, Kreml, Lagioia, Lee, Liberty-Baczek, Long, Macdonald, McCord, Naples, Nicholson, Novak, Olson, Pavkov, Pitney, Riley, Rodgers, Saborio, Sagarin, Scherer, Sto. Domingo, Thu, Towell (for Schoenbachler), Vazquez, Vohra, Wagenecht, Wang, Wood

VOTING MEMBERS ABSENT: Abdel-Motaleb, Adeboje, Campbell, Carey, Deng, Jemison, Mogren, Nissenbaum, Penrod, Schoenbachler, Staikidis, Thomas, Vander Schee

OTHERS PRESENT: Bryan, Coryell, Falkoff, Klaper, Konen, Phillips, Stoddard, Weldy

OTHERS ABSENT: Hoffman, Kaplan

I. CALL TO ORDER

D. Baker: Are you ready? All right, I'm going to officially hit the table here. Here we go. Welcome back. Hope the semester has gotten off to a good start for you. Good to see you all here. Good turnout today. Thank you for being here.

Meeting called to order at 3:05 p.m.

II. ADOPTION OF THE AGENDA

D. Baker: First is our call to order and then the adoption of the agenda. Do I have a motion to adopt the agenda? Someone? Novak and Pitney. Thank you. Any discussion? All in favor?

Members: Aye.

D. Baker: Opposed? Thank you.

III. APPROVAL OF THE MINUTES OF THE DECEMBER 2, 2015 MEETING

D. Baker: We have a motion to approve the minutes? Bill Pitney and Catherine Doederlein. Discussion? All in favor?

Members: Aye.

D. Baker: Opposed? Thank you.

IV. PRESIDENT'S ANNOUNCEMENTS

D. Baker: Can we put the slide with the people's names on it back up there?

P. Erickson: Sure.

D. Baker: A little housekeeping here. Everybody that's got a name up there – these are the voting members. So if your name's up there, you get a clicker, is that right? If your name is not up there, you've got to put it back. The marshall will be around to check I.D.s. No, I'm kidding. Are we good?

All right, here we go, announcements. Shall we start with the budget? Why not? Okay, so interesting times, here's my assessment. There is a big log jam and it's creaking and groaning right now. So in the last few weeks, you've seen a number of things come into play that's got the creaking and groaning going on. The logs are starting to loosen up a little bit and at some point it's going to break. Here's the dynamics that I see playing out. Chicago State announced a couple weeks ago that they will run out of cash in March. So we don't know, does that mean they shut or does that mean they declare financial exigency, or do they not make bond payments and keep paying people or whatever? But there's going to be some kind of serious issue at Chicago State in March. That's rallied a number of stakeholder groups inside Chicago. That's important, and I think this is the first time that many legislators have said: Wow, this is for real, they weren't bluffing. Like we're: Come on, guys, it's for real. So they're the first.

A number of community colleges in the state are announcing layoffs. Some are closing programs. Some are cancelling – many are cancelling – low enrollment courses. Most have some kind of hiring freeze on. Now, the 48 community colleges – and that's a lot in the state – are all represented by somebody in the legislature. And those in rural districts get more of their money in the community college budget from the legislature than those in urban districts. In urban districts, there are higher taxing districts for local taxes. So the rural community colleges are dependent more heavily on the state. And as that zero number from the state continues, they're in serious trouble. So it's not just Chicago State or universities, it's community colleges. And if you have one or two or three of those in your district and you're seeing them wither, then there's a lot of political pressure beginning to mount in local districts. So at some point, whether you're Republican or Democrat, and you have these institutions that are critical to your well being, like an NIU or Kishwaukee College in this area, you're going to have to support it. So that's the creaking and groaning that's going on.

So you saw in the senate last week a bill was introduced to support MAP funding in whole in community colleges in whole. And we were asked to support that, and we did it even though we weren't in it. But we did it because we care about our community college system and we care about our MAP recipients. And we thought, you know, yes, that's good – and then we need a budget for the four-years. On the Republican side of the house, as you may remember, the governor suggested a 31.5 percent reduction for the four-years in his original budget. A counter bill came out last week from the house Republicans that was a 20 percent cut for the four-years, a 10 percent cut for the community colleges and flat MAP. So now we've gone from 31 to 8.6 to 20 and 8.6. And that's the creaking and groaning as the dynamics begin to play out on all these districts that have community colleges and universities in them that are now getting close to the edge. As Chicago State's come into vision for people, then they're starting to go, oh-oh what's going on in my district and I need to

kind of figure this out. So that's the dynamics. And I think you will see over the coming weeks – and I don't know if it's going to be quick before the budget talk by the governor in a week or if it's going to have to be after that or maybe after the primaries – but somewhere in there, as reality begins to set in and your local district's institutions are really threatened, then there's going to be some movement and we're going to get a resolution. So I think that's the end game as I see it right now. You can convince me otherwise, but I kind of think that's the dynamics, my best guess from where I see it.

When I do talk to legislators, they say: We care about higher ed, we understand its role, we want money for it. And they usually say: And the other side needs to do something. Regardless of which side of the aisle you're on, they say the other side has to do something. So this will force them coming together. So, that's kind of where it is right now. Al Phillips and Lisa Freeman are here, they've been working hard on the budget all year. As you know, we've had to tighten down a lot of stuff on hires and operations budgets and capital budgets, etc., but it's gotten to the point where we can get through the year and get to the point where we've got a budget to resume our operations in a more normal way. So I feel like we're okay and many of the other schools are in a less advantageous position than we are. So I feel good about that from a selfish perspective; I don't feel good about that in terms of what we're doing to higher education in our state and to our students and the economy. But we'll get there. So any questions?

V. Naples: I don't have a question, but I would like to pass along to everybody here that there are some groups on campus that are making available to anyone who would like to sign one a postcard in support of MAP grants. And you can find them in a lot of different places. If anybody would like some to pass out to their students or make available, then they will be sent to Governor Rauner. And I have participated in helping people to find out about those and sign them and send a message to the governor, and that does seem to be effective. So I would encourage everyone to try to get their students the option to do that so they can try to support MAP grant funding and to show that all the faculty and staff of the university, as well as the students, are behind the students getting the funding they need to continue their education.

D. Baker: Thank you, Virginia, and to remind you, we have about 5700 students that receive MAP funding, and that total amount of funding is about \$20 million a year. It's a significant piece of the student's budget and the university's budget as that flows through, it's a good chunk of money. To remind you again, our operating budget a year ago was \$93 million. So what we don't have right now from the state is that \$93 million plus the \$20 million in MAP money – \$113 million. It's a significant amount of cash.

Now, the presidents of the universities meet on a weekly basis. In fact, right now they're meeting, and I have a representative at the meeting, and they're discussing these various issues. And we've all pledged that, in our local communities, we will lay out the support, as Virginia said, for MAP and for operating budgets. And so on the 11th at 11:00 in Barsema Alumni Center there's going to be a press conference, and we're going to bring local leaders to that. I think Dillon is going to speak, Nate from the S.A. will be there, faculty leaders, staff leaders, community leaders, mayors, chamber leaders, etc. We're organizing that group to get there. And we're going to talk in short segments at this conference about that.

This morning I met with the new President Laurie Borowicz from Kishwaukee College. They're facing the same issues we are. They're going to be there. We will get that group together and talk about the impact and continue to have this information known locally so that our local leaders understand it and then it fans out across the state. So all the schools will be participating in this. And, Greg, you were going to send out the lobbying thing?

G. Long: Yeah. Last fall we had the same discussion, and sent to Faculty Senate, as well as University Council, a brief memo that identified basically what some of the parameters are under which we can lobby and advocate for our issues. And so we'll send that back out as a reminder if you don't keep track of that. We'll send it and bother you again. But please follow up.

D. Baker: Good, I appreciate everybody's support. I think our collective action on colloquial leaders as well as at the state level is going to make a difference. And collectively this log jam will move forward and we'll get a budget and thrive. It's great drama in the process, those of you from the theater department.

Okay, let me move on to a couple other things. I'm going to brag about a few things. But before I do that, let's do something really fun. So Ferald Bryan has been our parliamentarian for – anybody want to guess – 20 years. Today we would like to recognize 20 years of keeping this house in order. We have a plaque in appreciation. Ferald, will you come up and I'll read it? So in recognition of, and with gratitude for, 20 years of service as parliamentarian to Faculty Senate and University Council, January 2016, President Baker and Greg Long. Thank you. What is the hardest parliamentarian question you've had?

F. Bryan: Well, when I first began, there was a situation where the chairman – some remember him in philosophy – actually made a motion and seconded it to abolish football. That was a different time, a different place. It was debated but, of course, it was voted down.

D. Baker: That's like when we lost 50 games in a row?

F. Bryan: Something like that. That was one story; I have others. Thank you very much.

D. Baker: Thank you. A few other positive things. Over the holidays you may have seen some news about America's Best Communities competition. Anybody see that? A few of you. So Frontier Communication, the phone company, communications company, had a national competition for America's Best Communities. And communities would write prospectuses about what are the cool things we're doing. Not that we're perfect now, but how are we building community and changing and transforming and becoming best communities. There were 300 applications from across the country. It went through a review process and we made it through that first review process. Then it went through another review process and got down to 15 communities in the whole country. We're one of them. Isn't that amazing? So now we – and there was a cash award for that – now this is the next round of competition to go to a final five, and we've got about three months to put that together and we're very excited about it. And then if you actually win it, the community gets \$3 million. Second gets \$2 million, third gets \$1 million. So we're really excited about that. And there's been a great kind of town gown symbiotic relationship on this. And Frank Roberts from the community at First National Bank has been leading it. They've identified seven projects they're working on. I

want to mention them to you because, if you think you've got a piece to play in that, you know, get involved, feel free.

So the first is to develop an arts, culture and entertainment corridor, a/k/a ACE, and it goes from downtown through campus. So it's sort of the Convo Downtown. And they're thinking a lot of thriving communities really do have strong arts. And we have strong arts in our performing arts areas, for example, or visual arts areas. And we have great student groups. I see our – one of our a cappella groups is in the national semifinals, the Huskie Hunks. Yeah, I know, the marketing department has got to talk to those guys. But it's a catchy name, people remember it. And they did wonderfully well, and they're off to the national semifinals. Congratulations to them, they got second place. So Alex Nerad from the Egyptian Theatre chairs the ABC group on that. And we've identified a liaison for us, that's Paul Bauer. If you've got ideas, hook up with either one of them and share them.

Another one is called Launch Pad Virtual Incubator, and Rena Cotsones from our Division of Outreach and Engagement is working on that from our side. Brett Brown from Burns, Cronauer, Brown is on the other side. And they're thinking about how do you put together virtually incubator kinds of ideas and support systems.

Another is a related idea, DeKalb Co-Works. It's a co-worker space they want to put in town for people that have ideas that – small businesses that they need in a co-working or hoteling space. So Denise Weinmann from Real Valuation Group is the leader from the DeKalb group and Rena Cotsones again from us.

A fourth one is DeKalb Food Hub, and that's run by Dan Kenney from DeKalb County Community Gardens. I know many of you work with Dan, great person. So here's the idea. There's all these gardens that people have with fresh local foods, right? And one of the problems is it's hard for them to distribute to restaurants and grocery stores and whatnot. If you could bring it all to a hub and use that as a distribution center, then there's some logic to that and you can have the economies of scale so there's a predictable supply chain for the people who want to purchase it. So Dan's working on that, and Lisa is our contact along with Anne Birberick, I guess.

Smart Space. How many of you go to the STEM Fest at the Convocation Center? Does anybody participate? Some of you have worked it, right? Amazing. We had, what, 7500 people go through there this year in one day doing all kinds of hands-on STEM stuff. Lots of communities have these discovery centers or STEM centers or STEAM centers when you add art to it. It's a place for local students or regional students to visit, for families to go to. If you have been to the new library addition, it's amazing, there's all that hands-on kind of stuff there, so this is in the STEAM area. So this would be to build a facility, so it's STEM Fest all year round. And it could also be a place for our faculty to do research and outreach activities and for our students to intern and whatnot. Marilyn Bellert is the chair of that group, or the CEO, they call it. So while she's part of our organization, she's doing it for ABC. And then Marc VanOverbeke from the College of Education is on the education side, so I'm excited about that.

They also want to do a better job of branding and marketing the local area. Like NIU, I think DeKalb is undervalued and one of those best-kept secrets. Who knew we were one of the top 15 in

the country, right? So there's a marketing effort there. Cohen Barnes from Sundog IT is heading that. Brad Hoey is our our liaison to that group.

And then finally, to do all this kind of work, you need good leadership in the community, both in the profit and not-for-profit sectors, and so the community would really like to build a leadership institute. Matt Duffy from the Chamber is the lead there, and Lisa and Renique Kersh from our Office of Student Engagement and Experiential Learning are the links back on the other side.

So, good stuff. So I am really happy with this collaboration and you can see the sparks flying when these people get together and think about, ooh, we could have our student groups do this and I can see a research opportunity there, and the community is excited because we haven't reached out to them in this way before, and I didn't know you guys did that. It's really exciting. So I hope the students can be heavily involved in these activities as well. I think it's a great opportunity.

We may also add some issues into it around diversity and our ongoing conversation. Vernese Edghill-Walden, our Chief Diversity Officer is going to do facilitations of community dialogues around a variety of multi-cultural issues. Another bragging point, you may have seen over the holidays, the NCAA awarded us the 2016 National Diversity Award. In fact, the NCAA flew me down to San Antonio to their national conference, and they held a big luncheon. I didn't know what to expect, I hadn't been to one of these luncheons before. There were about 3,000 people in the room to give us the award, for lunch, and one keynote speaker to praise us, and that was Condoleeza Rice. And they put together a wonderful video and they're splicing in pieces of her talk, you know, like probably 15 seconds, but they're splicing her stuff into this video. When we get that we'll post that and share it with you. That was a wonderful recognition for the diversity work Athletics is doing in athletics in campus and then more broadly into the community. So we're making strides there, and, in today's society, there isn't much more important topic than that, and all the pieces attached to it.

Jill Zambito, Director of Student Involvement and Leadership Development, will also lead a Proudly DeKalb Student Task Force and that will begin on February 24. That's an avenue for the students to get involved. So a lot of good stuff going on there. I'm really excited. So some good stuff happening in spite of the budget.

And one other good thing I wanted to update you on was the spring enrollments. So we were down but we weren't down as much as we were in the fall. So we were down about three percent in the fall, and we're about two-and-a-half percent this spring, right? So you would have expected three percent fall, three percent spring, right? But we did a little bit better. And how did we make that up? Well, we were up in retention in almost every category. And I think the retention rate was 88.5 percent for the freshmen from fall to spring. That's the highest in – I asked them to pull the last five years – it's the highest in the last five years. So last spring it was at 87 percent, so we went up a point and a half to 88.5 percent. And Eric and I monitored that – the dropouts by week all fall – and we were ahead all the time all the way through. And I wondered, did it all come at the end like we're about the same and a whole bunch of students quit for whatever reason, you know, they didn't know what the state budget was was going to do to them. No, it was pretty steady, we were good the whole semester through. So something you all are doing is working. All that work we have been talking about, you can see it starting to gain traction. Congratulations to all of you for that 1.5 percent increase.

Now, we were were still down, though, right? We were down in the fall and we're down this spring. So, we've got to turn that around. Across the state I'm seeing applications down at most universities, and you can see why. You know, looking at the state budget, if you're a student thinking about going to college and you're looking at the standoff, you're wondering what's going on. Should I be going to a public in Illinois? The answer is yes, we're open, we're doing great things, we're winning national awards, you can have a fantastic education here, you will get a fantastic education here. By the way, we were up 28 transfer students over last spring. We had 28 more than last spring. So, thanks to the admissions group for their hard work reaching out and getting those. Anything else from you on that area, Eric?

E. Weldy: Just from the standpoint of increasing enrollment, one of the first initial things that has to happen is improving retention. And so I've just been very pleased the past two and a half years of just of the work that the faculty have been doing, that the staff have been doing. And so it makes me feel really good from the standpoint of, you know, making a dent in the enrollment despite what's happening around the state.

D. Baker: Yeah. If you change a percent or two on retention with 20,000 students, you're making an impact, and you're changing lives. It's not just fiscal, it's our moral obligation to help the students succeed that can succeed. So, thank you for doing that. Okay, any questions on any of that? That was a lot of announcements.

V. CONSENT AGENDA

VI. UNFINISHED BUSINESS

- A. Proposed revisions to NIU Bylaws [Article 14.5](#),
University Faculty Senate Officers –Pages 3-4
SECOND READING – ACTION ITEM

D. Baker: Let's move on to the agenda. First item is the unfinished business. And actually as we go to that, can we do an experiment? Let's make sure all of our clickers work. I want to make sure that we're in good shape there. You ready, Pat?

L. Freeman: Review the instructions?

D. Baker: 1 is yes, 2 is no, 3 is I don't care. No, that's not what it is.

L. Freeman: You have to turn it on –

D. Baker: Oh you have to turn it on? Just push 1, that's it. 1 turns it on. Let's all practice and press 1 and see how many we actually have. This is a way for us to see is about our quorum as well. Ready? Go. Are we ready, Pat? Okay, go. And then a little A should come up with a smiley face under it. Did everybody's work? Everybody get a smiley face? Okay, 52, is that right? Congratulations. All right, now you're armed and ready. All right, Greg, we've got some unfinished business. Can you help us with the clean up on the second reading?

G. Long: Okay. I welcome you all back as well. As far as unfinished business goes, under VI. A. Proposed revisions to NIU bylaw, Article 14.5, University Faculty Senate officers, there's a description on pages 3-4. This is our second reading on the item. We need a motion to approve. Janet Hathaway. Second? Bill Pitney. All right, discussion.

B. Jaffee: In reading this language, I guess I have a simple question, which is other than the issue of what we habitually do in this body, what's wrong with the original language?

G. Long: Because we haven't followed it since 1999. And so is there an argument to be made for why to make a change from what we're currently doing back to some regulations that were written 15 years ago?

B. Jaffee: Well, I think they're interesting. I for one didn't realize that this was the actual policy. Now that I know, I think it sells itself.

G. Long: How do you mean by that?

B. Jaffee: Because it make a lot of sense.

G. Long: You're saying the revised policy?

B. Jaffee: No, the original language. The original language. I think it's very serviceable language because we're electing a president of Faculty Senate from faculty senators, who serves as executive secretary in this body, not as president. And so why wouldn't the authority for that election rest with Faculty Senate as was apparently always the case?

G. Long: As written.

B. Jaffee: In law.

G. Long: Other comments, questions? Yes, question?

Unidentified: Call the question.

G. Long: Call the question? Okay. On this because it's a bylaw amendment, we'll need 42 votes in favor. If it's to pass. Excuse me, 41 to pass. So if you're in favor of this, push 1. If you're not in favor, vote number 2. And if you abstain, vote 3. Are we ready, Pat? Okay, if you would, vote 1, 2, or 3 please. Okay, everybody voted? And the results are? Okay, it passes. And this is helpful in that we had the exact same bylaws in Faculty Senate and they passed it as well. So at least we have agreement between our Faculty Senate bylaw and our University Council bylaw because had we not passed that, they would have been in conflict. So thank you for doing that.

[The motion passed 42-6-3.]

VII. NEW BUSINESS

A. Proposed revisions to NIU Bylaws [Article 22](#),
Amendment of Bylaws – Page 5

FIRST READING

D. Bake: Want to carry on?

G. Long: Sure. Under New Business, we have a first reading with regard to NIU bylaws Article 22. Need a motion to approve.

K. Thu: So moved.

S. Farrell: Second.

G. Long: I would like to invite Professor Therese Arado to talk about this more. She's chair of the combined Rules, Governance and Elections Committee.

T. Arado: Thanks, Greg. Really this change is just – it says this in our packet – but it's in order to allow the University Council to conduct business effectively and to give the council the ability to effect change that it deems necessary in a timely manner by providing a mechanism where 60 percent plus 1 of the voting membership has to be present and then, of the voting membership present, there has to be a two-thirds majority vote to pass something. And this is the first reading of it. So hopefully now, if you have a question, you can ask that. But the second reading will be on March –

G. Long: 2nd.

T. Arado: 2nd. There are 29 days in February this year. If you have any question, I'm happy to answer them or Greg Long or President Baker, maybe, I don't know.

G. Long: Discussion on this? Questions? Paul Stoddard.

P. Stoddard: I'm not actually a voting member of the council, so you can ignore me if you choose. But I just noticed with this, an amendment to the bylaws could pass with two-thirds, I'm sorry, with 40 percent of the University Council voting in favor of it. I find that a little problematic. I would prefer if it said to become effective an amendment must be approved by two-thirds of the voting members in attendance or one-half of the membership of the University Council, whichever is less, so at least one-half has to approve it in order for it to get passed. Just a suggestion.

G. Long: Okay. Promod?

P. Vohra: Nowhere is it mentioned that we should have a quorum to be able to vote. So we can say 60 percent, but if you don't have a quorum, we cannot vote. So if that can be added to the statement, I think that will make it fool proof.

G. Long: Well, actually we had thought about that, but it makes it a little more confusing because we do have a definition of quorum and that is 50 percent of the body, and that is just to do business. So we're trying to avoid the use of the word, quorum, as it relates to the bylaws voting threshold just because that's more confusing. So to set some standard, some number of 60 percent plus one or however we choose to do that rather than use it as a quorum because a quorum is already defined as 50 percent. Helen?

H. Khoury: By looking at these percentages, it seems that, for the time being, we need 42 votes to approve something. And if all the average, the number of voting members who have been attending here is about 45, let's say, because we were not given any data but that's my assumption here.

G. Long: That's correct; we talked about that in the fall.

H. Khoury: Given the new suggested proposal, first we need 38 voting members to be present because this would be the 60 percent plus 1 – 60 percent of 63, because the total number of voting members is 63. So that will make it that we need to be having 38 voting members. And then the proposal is saying we need to be having two-thirds of those attending voting members to pass the amendment. So two-thirds of 45 will make it 30 voting members. Looking at the distribution of the voting membership in the University Council, we can get a total of 30 by ignoring the faculty, by ignoring basically the voices of the staff as well. So I don't think it's fair, and I don't think effective decisions could be made like this. What is happening is we're diluting the votes of many of our faculty as well as many of our staff and the students as well. So just to have 30 approving an amendment of the constitution or any decision down the line, I don't think it's fair.

G. Long: Right. Well, if it's at all helpful, I have done a review of our attendance patterns and bylaws amendments over the last ten years. And if you look at our last ten years, we would hit the attendance figure in every situation. We have not had less than the proposed 60 percent. And of those things particularly last several years that have passed, that have failed, they had failed because of only a couple of votes.

Let me give you two quick examples. In December the University Assessment Panel. We had 42 people in attendance. So you got your 60 percent, plus. And 95 percent of the people in attendance at that point agreed to pass the measure. The vote was 40-0-2. And it did not pass. I'm sorry, I look at that and I think that's not good government, that's not good function, that's not good structure when 95 percent of the people in attendance and you've got two-thirds of the people of the membership present, if 95 percent of them can't pass something, how are we going to get anything done?

We've got the same thing a little over a year ago with regard to the Baccalaureate Council. It's a proposed revision to the Undergraduate Coordinating Council and it's going to be coming up again next month. And to be transparent with you. But the vote on that was 38-2-1. Again you're hitting the two-thirds of the membership present, and 93 percent of the membership is saying yes, we want this, but because of the structure, it doesn't happen. So I appreciate the theoretical what-ifs, but the experience is not one where we have had any experience with this being a problem.

B. Wood: College of Education. Following that, it would be voting members in attendance so that just puts it on the responsibility of faculty members to show up. So it goes and falls back into your

hands. So if that's the concern, I think this is worded pretty well and takes into account all those what-ifs.

G. Long: Thank you. Kendall?

K. Thu: I'm strongly in favor of this. I think we've been cryptically dysfunctional for too long. And I understand and I care about the concern about the diluting voices. But that's, in fact, what we're doing right now by not showing up. We've got to be a more nimble, flexible body that can be responsive. I think maybe, Greg, if you can share some of the history of how we got to this point and how this got set up in the first place. It was a different time, a different place. And we're not there. We're not in that time and place anymore. It's time for us to be responsive and responsible, really, to the issues that we have to deal with.

G. Long: As Kendall mentioned and I mentioned this to you last semester, remember that the Constitution and Bylaws that we operate under were written in 1985, politically motivated at that time written by administrators, not the faculty, to codify basically all policies, procedures that were in place at the time. And so they were very intentional about making change difficult. That has been in place for now 30 years because they were really very successful. So that is the situation we're dealing with now. My goal in talking about this is not to suggest that we change any of the protections, that we jeopardize anything that we have in place that relates to academic freedom or anything in the big picture. It's to make something that's structurally makes sense and works. Right now again, if you're having votes of 93 or 95 percent in favor and those are not then passing, that represents a system that's not working.

H. Khoury: I'd like to follow on this assumption of yours, Greg. There needs to be leadership, right? So we cannot always blame the structure. There needs to be leadership or something, there must be a cause maybe for some members, voting members, not to be attending regularly. There could be, you know, singular life events at times, but it's beyond just the structure. So at one point I know that some of the staff voting members here refer to the morale, low morale of the staff. There could be low morale of faculty members.

G. Long: Absolutely.

H. Khoury: Low morale of students. I mean we are living in these conditions, these are new conditions to all of us. And we're trying to make it, but we cannot blame the structure, you know, for not having effective decisions. So maybe we need to encourage more the voting members of the University Council to be attending. And what does it take to do so? So these are questions that I think need to be discussed and to be thought about and to be acted on rather than just changing percentages because as is, I mean we do have 31 voting members who are faculty out of 63. And when we are saying a possibility of 30, if 45 are attending, can pass a decision, this is not right, I think, from my perspective.

G. Long: Okay.

H. Khoury: And if we have 39 attending, 26 voting members will be enough to pass any decision here. So maybe one needs to reconsider and look at the data, look at the averages of who's attending and who's not.

G. Long: We have. I've got data over the last –

H. Khoury: You have it, but we don't have it ourselves to make informed decisions.

G. Long: Okay, sure, I would be more than happy to share that. Chris McCord?

C. McCord: Dean of Liberal Arts and Sciences. Two observations. First having sat on council for a number of years now, the pattern Greg describes is a long-standing pattern in periods of higher morale, in better times and worse times, this pattern of voting has been a consistent pattern. It's fair, at some point, to call that a structural issue. That is not a morale issue.

And second I think was very well spoken earlier. If you want something to motivate people to come and vote, how about knowing that you have to show up to vote, for your vote to count? I think that is, indeed, exactly a thing that motivates people to show up and vote.

G. Long: Dillon.

D. Domke: Same thing – I'm in agreement with the changes proposed. I too have been on the council for longer than most students have. And I've seen in my time votes fail because people have gone to the bathroom.

G. Long: That would be me, yeah. Thank you for sharing. Particularly kind. Thanks.

D. Domke: I see now why you want to change it so you can get up and go to the bathroom and it will still pass. I think for something like that, I think there's a structural problem that something small, so proposed changes to the bylaws wouldn't pass.

G. Long: Okay, Bill first. I'm sorry, Bill, you had your hand up?

W. Pitney: College of Education. I want to say thank you to Bethany for her comments and Kendall, as well. I would just hate to see structural and morale issues interfere with moving us forward and making some decisions that might ultimately change some of the ways we operate. And do so in a more positive way. And I think that was one of the votes you referred to when we had 90-something percent of folks wanting to make changes to some of our curricular structures and they didn't happen because we just didn't meet the threshold that we needed. And so I would be very much in support of this.

G. Long: Thank you. Anne?

A. Hanley: This is my first year on University Council and I've already seen votes fail because most people in the room supported something. I read what I get from Pat, and I see that there's a procedure for finding a replacement if I can't make it. These aren't secret meetings. We know when they're scheduled and we know we're supposed to be here and vote. So I think it's a responsibility that people assume when you can't (inaudible) so I'm in support of this change.

G. Long: Terry Bishop?

T. Bishop: College of Business. Based on the other comments here, I think that it should be pointed out with these current voting conditions, we're kind of held hostage to those that are two apathetic to show up, and I find that offensive. We do, as Kendall pointed out, need to be a little more nimble and move forward. And whether people don't show up because of a lack of leadership, or a lack of engagement, the bottom line is that they were elected by different bodies throughout the institution. If they don't represent those bodies, that's an issue they have to take up with people in their home constituency. But we as a body are hamstrung. And I think as Kendall pointed out, we have to be able to move on.

G. Long: Holly?

H. Nicholson: Along that line, I want to say that the voices that aren't being heard are the majority. Because if two people out of 42 can make the decision, I think that's a problem. And so I think these changes will address that. If the majority decides on something, then we can – that's a yes vote.

G. Long: Right. The idea is with the attendance patterns we have, the one or two people who say no have remarkable power compared to the others.

H. Nicholson: Right. If we're concerned about whose voices are heard.

G. Long: Okay. Other questions, comments?

K. Thu: I just want to add it's a morale issue if we come here and can't get anything done, what's the point to come?

G. Long: Yes. Pat?

P. Liberty-Baczek: Patricia, thank you. That's okay. I too am new. It's my first year. I'm curious, are there consequences to not showing up? I mean, how many strikes before you're out and you get replaced? I mean, I'm not kidding. Seriously. I'm on the rules, right, Therese, can we do this? Can we say three strikes and you're replaced if they're not showing up?

G. Long: Yeah, if Ferald doesn't know this off the top of his head, can we get the plaque back? To be honest, and we'll look it up right now, but we have a hard time filling positions anyway, even the student positions. For many of the student positions, for example, the responsibility you've got student advisory committees and you have the SA. With the student advisory committees, many of those individual student the don't have alternates and so if they don't show up they don't have anyone to substitute, which means that's a no vote if they can't make it.

P. Liberty-Baczek: If you're willing to share their cell phone numbers, I'll ensure they're here.

G. Long: Do we have (inaudible) Right off the bat we're not finding it, but I can also say, at least from my five years experience on this body, I have never known of anyone being kicked off for attendance issues. It may exist, but again I suspect that we may – I don't know that we've enforced it. That would be something to look at.

P. Liberty-Baczek: It's a new year.

G. Long: But, you know, address the issue. We have tried through communication to share more information about what's going on to get people to come. With the students, I'm meeting with the Student Association; we've already had a couple of meetings with members of the Student Advisory Committee to give them the opportunity to find out a little bit more about what's going on. So we are doing a lot of outreach to try and say, hey, this is important and show up.

F. Bryan: I did find it. So I'm doing my job.

G. Long: Excellent, excellent; keep the plaque.

F. Bryan: Thank you. [Constitution] Article 2.9.1, "An elected member of the University Council shall be subject to removal by two-thirds vote ..." The key wording is "after three successive absences from regularly scheduled meetings..." So three successive absences.

G. Long: Right, three in a row. So it does exist, we just have to figure it out if we want to actually invoke it. And then you'd have the vote issue along with that.

P. Liberty-Baczek: Yeah, right.

G. Long: Sorry. Other comments, questions on this? Todd.

T. Gilson: Todd Gilson, College of Education. One point we might want to consider – I'm playing devil's advocate right now. If there is something I'm not in favor of and we get about 45 people that attend right here, on average, we said the 60 percent threshold, it's easier for me to kill a motion to find two people and then not come and get us below that 60 percent threshold. Do we want to consider just having it be a straight quorum – 50 percent plus 1?

G. Long: Therese, why don't you answer that?

T. Arado: That was actually the original wording of the proposal. And through the committee's discussion on it, it was felt that that was slightly too low in the – basically in order to allow all voices to be heard because putting it at 60 percent plus 1 puts us at a point where you need to have shared voice in it. So that was the original, but it was then switched to 60 percent plus 1.

G. Long: Other questions, comments, discussion on this? Okay. I would certainly ask, please, please, please show up next month because really truly, that March 2 meeting that we've got, the vote on this is at some level – I don't mean to be corny about it – but its historic. If we can make this change, then we can potentially have a number of other things occur to make the structure, make the function of what we do more meaningful, look at maybe ways in which Faculty Senate can have a little more control over curricular issues. There are a number of things that we could potentially do but we need to be in a position where the one or two votes and attendance issues aren't killing us in the process. I'll probably send all of you a special reminder email for the next meeting because really your attendance – let the body decide, but please be here so we have a vote rather than voting by not being here. Okay?

D. Baker: Thank you, Greg. Thanks for leading us through that discussion. That was a great discussion.

B. Undergraduate Coordinating Council –
Notification of [Substantive Changes in Policy](#) – Pages 6-10

D. Baker: Item B, Undergraduate Coordinating Council notification of substantive changes in policy. Anne, do you want to say anything about that, if you're the right person to do that?

A. Birberick: We're notifying University Council of two changes: one, involving repeat policy and one involving the writing-infused requirement. They're in the minutes and we're just giving you a separate notification as well. Nothing more than that.

D. Baker: Just a report, all right, thank you.

Unidentified: Does that take effect now? (Inaudible) Is this policy? I'm not sure what the process is.

A. Birberick: These two items have made their way up through the appropriate curricular chain and process as has anything else related to curriculum. And usually what we do is, once it finishes with the Undergraduate Coordinating Council, we provide the minutes to Pat, and University Council. But in certain issues, not only do we provide the minutes, but just an additional notification. And this falls into that category. So the changes would take place effective when curricular changes take place, and that would be starting with the fall 2016-17 catalog.

G. Long: And if you note on Page 6 of your handout, the text there in Article 15 is just straight from the bylaws. There's nothing being changed about the text of the amendment at all. So again, as Anne was saying, when UCC has things that are seen as substantive policy changes, they have an obligation to report to this body that those changes have happened. We do not approve that. Our only action is if we saw that there was some egregious error or oversight, we could vote to disapprove, which requires a two-thirds vote. But that is our only action. And by and large, the sense is if we trust the committee and don't see anything egregious, and no reason to disapprove. But I will say that is, for this particular item, the procedure for dealing with it. Okay?

D. Baker: Thank you.

VIII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

A. FAC to IBHE – Paul Stoddard – report
[December 11, 2015](#) – Pages 11-13
January 15, 2016 – report

D. Baker: All right, let's move on to the reports from the councils. So we've got the FAC to the IBHE. Is it Paul? It's all yours.

P. Stoddard: Thank you. So the FAC to the IBHE met last month, January 15, at Northwestern's medical campus in downtown Chicago. Nothing terribly earth-shattering went on. Just a couple of points of interest that were raised. One, we got a discussion on the school's mastery learning

program, a different way of advancing students. Traditionally we think: You take a class, you pass it, you move on, you take another class. And the mastery learning, you master individual units that might comprise that class. When you've mastered a unit, you move on. If you haven't mastered another unit, you stay and master that. So it allows for a much more staggered progression rather than this step, step, step. It allows you to take a lot of little steps and so forth. They have noticed good results, reducing some of their errors in hospital situations, which maybe are too graphic for a discussion here (some of the things that can go wrong in the hospital). But anyway, they're very happy with it. They do notice that scheduling can be a real issue since you have a lot of different students at different phases of their education.

We also spent some time talking about textbooks. Looks like the renting the textbook option is being phased out at several places. As publishers move towards online publishing, there are issues and opportunities with that. I believe at our April meeting will be devoted mostly to the textbook issue. So if anybody here has anything that they would like to contribute to a discussion on textbooks, students especially since you're the guys who have to pay for them, you know, please feel free to forward those to me and I can relate that at that April meeting.

We had an opportunity, to meet as the four-year publics were part of the FAC, met. We traditionally do that, but this particular meeting was dominated by discussions of how the budget is affecting all the various public four-year institutions. As President Baker indicated earlier, Chicago State is having some real issues. The thought at the time was furloughs might be one of the ways that they look at solving their cash – or addressing, not solving – their cash flow problems. Most of the schools are in similar shape to NIU, they can last out the semester and then we see what happens with the budget. But Western is losing, they're draining all their reserves. There was a proposal to lay off 50 faculty, including some tenured and tenure-track people. The union is fighting that, as you might imagine. Eastern is out of reserves. They've already had two waves of firing 79 people so far, mostly lecturers and staff. So yes, as the president indicated, these are dire times; and, hopefully, the legislature will begin to recognize it. Their inaction is having consequences.

Those were the key things I wanted to report on. If there are any question, I'll take them. Otherwise, thank you.

D. Baker: Anybody? Thanks for doing it. I think that does reinforce a little bit better the position some of the other schools are in. I appreciate our staff who have gotten us to that point and all of you who have put up with these difficult times. The student feedback we get is they're having a great education. And the numbers show they're staying in higher proportions. So we're doing something right in spite of these difficult times. Again my thanks to all of you for that hard work. I see all the deans sitting in the back there, too. I know you've spent a lot of time pulling your hair out, trying to make the colleges run with fewer and fewer resources. Some of you have more hair than others. But it's a lot of hard work. So thank you for your leadership as well.

Dillon, let me ask you a question on the electronic textbook. Have you talked about electronic textbooks at all?

D. Domke: Not too much. No.

D. Baker: So I know around the country there's open source texting and some schools are trying to go to that. I think we want flexibility for faculty to choose the books they want. But in many cases there are open sources that don't cost students the cash. So that may be an issue we can look at as we go forward.

- B. University Advisory Committee to the Board of Trustees – no report
Greg Long, Dan Gebo, Rebecca Shortridge,
Leanne VandeCreek Steve Builta, Holly Nicholson
- C. Academic Policy Committee, Chris McCord, Chair – no report
- D. Resources, Space and Budget Committee – Mark Riley, Chair – no report
- E. Rules, Governance and Elections Committee – Therese Arado, Chair – no report
- F. University Affairs Committee – Linda Saborio, Chair – no report
- G. Student Association – Nathan Lupstein, President – report

D. Baker: Okay, speaking of students, the Student Association, I think, is the next one with a report. And Nate's listed here, but I don't see him. Is somebody else going to do it? Do you want to do it, Dillon? You were flinching like you did.

D. Domke: I'm sure possibly some of you have seen the Student Association were putting out -- we started this semester what we're calling the No Shame Campaign to raise awareness to different things like sexual assault, just basically anything that involves, you know, something that people would be afraid of letting be known. It's more to encourage people to seek help for mental issues, so we're encouraging student to share their stories, whatever it may be, by sending them in to the Student Association and then we post them via our social media to encourage people to seek help if they need it, that people are not alone. Everyone has some kind of story to share that they've experienced through their entire life so, if any of the faculty or staff would like to partake in that as well and share your stories, we'd be more than willing to hear them and post them. This is a campaign that we really want to reach people because it is an important thing, mental health is huge. It's a big issue right now for a lot of people, and it affects tons of people. One person does something at a university and it affects 19,000 people. We want to make sure that students and everyone here knows that it's okay to seek help because there are other people out there that are getting it, there are other people out there that have a story to share, if not somewhat similar to the ones that you might have. So that's one thing that the Student Association is focusing on. We're also obviously still focussing on budget issues.

D. Baker: Before you leave that, can I ask a question? Are you guys working with the counseling center on that, and what not, Eric, do you know?

E. Weldy: Say that again?

D. Baker: Is the counseling center working with Dillon on this project?

E. Weldy: They're working with Nathan, I believe.

D. Domke: Yes. I'm kind of just –

D. Baker: You're reporting for Nate, okay.

D. Domke: I haven't been hands in –

E. Weldy: Brooke [Ruxton], who oversees our counseling center, as well as Mike Stang, AVP for Student Affairs, are working hand-in-hand. I'm due to get an update on it at least by Friday.

D. Baker: That's great. It's a timely issue, and we have to address this or else tragic things occur. So I appreciate the S.A. taking this on. If you want to share a story, is it anonymous or can you put your name on it?

D. Domke: Both options, if you want to share your story, we can post it obviously. But for the most part the ones that have come through have been people that said: No, put my name to it, I want people to know, I want people to know that it's okay, that things happen. So either/or, it's your decision. But a lot of people have been coming forward with their names, and they've even extended – I've seen a few alumni. We really want anyone in the Northern community to submit stories that they have.

D. Baker: Thank you.

D. Domke: And moving forward, I was going to say obviously we were kind of crossing our fingers that we would all come back from winter break and have a budget and all would be merry and happy and bright. But obviously it's quite the opposite. But we are moving forward with a few other things, both here and across the state. The University of Illinois Chicago right now is planning a march at the capitol for next Wednesday when President Obama speaks to the state legislature. So we are going to try to see – we just found out about it this week – we're not too sure what we can provide to them as part of the assistance with this short notice. But Concordia University in Chicago is also hosting a rally that day as well. So we might actually send some troops over there to support that rally.

On the home front, as many of you know, we had a letter-writing campaign last semester. We're still encouraging people to write letters. If you want to drop them off at our office or email them to us, we will take care of sending them and getting them to your representatives. We're also going to add this semester, we're going to start calling. We're going to put people on the ground, get students right then and there and stop them and say: Hey, you have five minutes? And get them to call their legislators. That way we make sure they're getting in contact with them. And we're looking for new ideas. Like I said, we kind of were hoping to come back and everything would be solved. So any kind of ideas that anyone has, we are open. As President Baker said, we've got the press conference on the 11th that we will have members of the Student Association there to support as well. And I will be meeting with our state representative, Bob Pritchard, tomorrow to generate some other ideas on how we can effect change in Springfield as students. We, as much as everyone else in this room, are very much affected by this, and we're starting to reach a critical mass for how much longer we can take it with no budget.

And then finally, I'm sure some of you may have seen in the Northern Star this past week, we're starting to put together – we're calling it the Student Task Force for the Program Prioritization Process. We're putting students together for that. We don't have concrete plans quite yet. They're still in the works. I'll be meeting with Vice Provost Carolinda Douglass to discuss the plans for that a little more and bringing it forward to the coordinating team. So if you could, faculty, staff, if anyone who interacts with students, if you think you've got a bright student in your class that might make a good person for this, because it is an important process, feel free to forward them or send them to the Student Association to say: Hey, I'd like to be a part of this. We want to make sure that we have much like the regular task forces that were representing students from across all different curriculum, not just poli sci or business, but every student from every department and capacity.

Unidentified: Are you talking about undergraduates only?

D. Domke: No, this is graduate and undergraduate, anyone that is enrolled as a student, they have the ideas as a student, they're more than welcome – not only welcome, they're encouraged – to seek a position on this task force.

D. Baker: Any questions for Dillon on that?

P. Stoddard: A brief comment on the letter-writing and lobbying Springfield for getting a budget done and releasing MAP funding and so forth. One of the IBHE staff at our FAC meeting said that the legislature tends to look at universities, public universities as feeding at the trough. You want to remind them that, when they fund higher education, they're investing in the future. They said letter-writing is better than rallies. The legislatures really like to see input from their constituents, and you really want to stress the positive – that the money they spend today is only going to help Illinois down the line.

D. Domke: Of course.

D. Baker: Thanks. And phone calls left even on recorders are very effective too. They get a lot of letters and, if they get form letters, they kind of dismiss them in some cases. But a lot of phone calls that fill up their mailbox.

D. Domke: Well, that was one of the reasons last semester that we had people individually write them handwritten and then we mailed them. So it wasn't just a form letter where we were, sign here and we'll send it. So we were doing that, personal letters.

D. Baker: Thank you for doing it, that's great. All right, everybody, keep pressing forward. Doesn't hurt to leave a phone message or write a short note, even if it's a short note, it's a tick in the box that somebody's caring.

H. Operating Staff Council – Holly Nicholson, President – no report

D. Baker: Holly, I think you're up next.

H. Nicholson: I didn't have a report this time.

I. Supportive Professional Staff Council – Steve Builta, President – report

D. Baker: Okay, no report. Steve? Welcome, by the way.

S. Builta: Thank you. I just wanted to introduce myself. My name is Steve Builta, and I'm the new SPS Council president taking over after Deb Haliczzer's retirement. I wanted to let you know, if there's anything we can do to help you all out, please make the contact.

D. Baker: Get the governor and the speaker to --

S. Builta: I'll see what we can do.

D. Baker: All right, no questions?

IX. COMMENTS AND QUESTIONS FROM THE FLOOR

D. Baker: All right. Any comments or questions from the floor?

J. Novak: John Novak, School of Music. I'd like to have a little bit of follow-up from what Paul Stoddard talked about about what's going on in our sister universities at Western and Eastern, the laying off of faculty is. You don't have to be a worry wart to find that to be scary, and I'm trying to understand the with great time and expense we're putting together this program prioritization, and I don't know that it's going to be any kind of passover – blood over our archway that will allow what happened to them to happen to us. Or is it that? How are we just gambling on this procedure that it might help us? Or do we have some sort of proof that what we're doing is going to help us? That's kind of a very open question, but I just want to know if Northern is somehow considered differently than Western, Eastern, that somehow we're more safe, or could things crumble underneath us?

D. Baker: That's a whole bunch of questions. I'll start and see if the provost or Al has anything underneath.

First, program prioritization is not a reaction to this crisis situation. It was started a year and a half ago, and it was to align our budget and our mission. So we really want to know: What are we trying to do here and are we putting our money in the important places for that. It's not a short-term crisis management issue. So what they're facing at those schools is, you know, we're not going to be able to make payroll. We need to fire faculty and staff. If we're not doing that – and we're not doing that because we've managed our money more tightly over the last two and a half years, doing our projections, looking at cash flows. That's busy, but we need to look at that to see if we have the resources to support the faculty, staff and students at the university. A lot of restrictions on spending, hiring, and those have allowed us to build up enough money along with tuition and fees to get us through this period. And so we're in a different situation. I think they came in with many, maybe less financial planning and fewer resources to start with than we did. That's why we're in better shape.

Now, in the long run, we need to think: How do we fulfill our mission? Are we budgeting the way we should? And we, like a lot of institutions, haven't really put a process together where we stop and

say, we've been doing it this way for a long time, does it still make sense? Should we invest in it and grow it more? And there are some areas that are just busting at the seams, academic and non-academic, and other areas where, we've got less need for investment – or even disinvestment. So we need to take this as a long run examination of mission and budget, not a short term crisis examination. It's not going to help us in the short run solve those issues. Does that help?

J. Novak: It helps a lot. Thank you very much.

D. Baker: Others? Okay, Patricia want to go home.

X. INFORMATION ITEMS

D. Baker: Information items? X marks the spot. Anything else?

- A. [Minutes](#), Academic Planning Council
- B. [Minutes](#), Admissions Policies and Academic Standards Committee
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Board of Trustees
- E. [Minutes](#), Campus Security and Environmental Quality Committee
- F. [Minutes](#), Committee on the Improvement of Undergraduate Education
- G. [Minutes](#), Committee on the Undergraduate Academic Experience
- H. [Minutes](#), Committee on the Undergraduate Curriculum
- I. [Minutes](#), General Education Committee
- J. [Minutes](#), Graduate Council
- K. [Minutes](#), Graduate Council Curriculum Committee
- L. [Minutes](#), Honors Committee
- M. [Minutes](#), Operating Staff Council
- N. [Minutes](#), Supportive Professional Staff Council
- O. [Minutes](#), Undergraduate Coordinating Council
- P. [Minutes](#), University Assessment Panel
- Q. [Minutes](#), University Benefits Committee
- R. [Minutes](#), Univ. Comm. on Advanced and Nonteaching Educator License Programs
- S. [Minutes](#), University Committee on Initial Educator Licensure
- T. [Annual Report](#), University Benefits Committee

XI. ADJOURNMENT

D. Baker: Do I have a motion to adjourn?

P. Liberty-Baczek: So motioned.

D. Baker: Do I have a second?

Unidentified: Second.

D. Baker: All those in favor, please say yes and leave. All those opposed, hang around. Thank you.

Meeting adjourned at 4:17 p.m.