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FS Minutes 2012-01-25

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FACULTY SENATE MINUTES
Wednesday, January 25, 2012, 3 p.m.
Holmes Student Center Sky Room

Disclaimer: These minutes should not be taken as a verbatim transcript but rather as a shortened summary that is intended to reflect the essence of statements made at the meeting. Many comments have been omitted and, in some cases, factual and grammatical errors corrected. The full verbatim transcript is available online at the University Council Web site under Faculty Senate / Agendas, Minutes & Transcripts.

VOTING MEMBERS PRESENT: Arado, Arnhart, Bateni, Bisplinghoff, Blecksmith, Calvo-Byrd, Cappell, Chandler, Chen, Coles, Collins, Daniel, Deng, Downing, Feurer, Finley, Goldblum, Gupta, Holt, Kolb, Kostic, Kowalski, Lash, Lin, Lopez, Martin, May, Nicolosi, Novak, Onyuksel, Rosenbaum, Slotsve, Staikidis, Tonks, Valentiner, Vandecreek, Wade, Willis, Zahay-Blatz

VOTING MEMBERS ABSENT: Abdel-Motaleb, Allori, Azad, Brandt, Corwin, Cripe, Elish-Piper, Fang, Farrell, Frank (on sabbatical), Gaillard, Greene, Houze, Johnston-Rodriguez, Kapitan, Lee, Lenczewski, Long, Mackie, Middleton, Mirman, Mogren, Mohabbat, Munroe, Nissen, Pitney, Poole, Rheineck, Rollman, Sagarin, Shortridge, Thu, Von Ende, Walker

OTHERS PRESENT: Armstrong, Bryant, Cozad, Griffin, Hansen, Latham, Quick, Streb, Sunderlin

OTHERS ABSENT: Freedman, Haliczzer, Prawitz, Small, Snow, Waas

I. CALL TO ORDER

Meeting called to order at 3:07 p.m.

II. ADOPTION OF AGENDA

R. Lopez: Made the motion. **J. Kowalski:** was second.

The agenda was approved without dissent or abstention.

III. APPROVAL OF THE MINUTES OF THE NOVEMBER 16, 2011 FS MEETING
(distributed electronically)

R. Lopez: made the motion. **S. Willis:** was second.

The minutes were approved without correction and without dissent or abstention.

IV. PRESIDENT'S ANNOUNCEMENTS

A. Rosenbaum: Made the following announcements:

- Congratulated the NIU Huskie football team on a great season and their victories both in the MAC championship game and the Go Daddy Bowl.
- Introduced Mary Cozad who discussed the organization Colleges Against Cancer and the Relay for Life Relay, which is the major fundraiser for a very worthwhile organization, the American Cancer Society, which provides research money, cancer education programs, and services to thousands of cancer patients throughout the country. Relay is an enjoyable overnight celebration with games, music, entertainment, and food as well as a chance to hear about progress in the fight against cancer. At several of our Relays, NIU faculty members who have completed ACS-sponsored research have been recognized. Please consider forming or joining a team in your department or administrative office. For information, or to form a team, go online to www.relayforlife.org/niu. Join us in the fight against cancer and have fun in the process. This year's date is April 21-22.
- The draft report of the Provost's blue ribbon committee on workload is still in preparation and is currently in the hands of the UCPC and the Deans Council. It is due back to the provost on Feb 15 and should be released to the Faculty Senate by the end of February. **D. Wade** expressed concern that the members of the committee have been in the dark regarding the results of their efforts and stated that he is anxious to see whether the report has been significantly changes since the committee drafted it.
- The president is optimistic that the BOT will approve a salary increment at its March meeting and if they do, that the increment will be retroactive to January 1. If approved, the increments will be scaled with the higher salaried employees receiving lower percentage raises. There will also be a merit component for faculty only. The across the board component will range from 1.75% up to 2.5% depending on salary. The merit component will range from 1%-3% depending on degree of merit. The merit process for faculty was developed by the UCPC as per the Bylaws and will be implemented by the college deans. It was emphasized that nothing is definite until approved by the BOT.
- The faculty subcommittee of the raise equity committee has completed its analyses of the salary data provided by the university and will present the draft report to the full committee at a meeting on February 6. Once the committee has received this report, has had an opportunity to discuss it, and has had a chance to consider recommendations, the Faculty Senate committee will present the report to the Faculty Senate. We have a number of faculty members on the senate, Charles Cappell, George Slotsve, Rosemary Feurer, along with Bala Hosmane, and they have done a tremendous amount of work analyzing the data and developing the report.
- The UCPC and Provost Alden have asked the UC to amend Article 8 of the bylaws to require individuals who have been awarded a sabbatical leave to file a brief report of how the leave was used and two years post-leave to file a report updating the provost on any product (publications, grants, artistic works) facilitated by the leave. It was emphasized that the BOT has been very supportive of sabbatical leaves and that these reports contribute to their continuing enthusiasm and support of the policy. Because it's a bylaw change, it will require two readings. The first reading will take place next Wednesday at

the UC meeting. So, if faculty members have issues or concerns about this, I just want them to be prepared to make those concerns heard at that council meeting.

- Sue Willis, the FS liaison to the Libraries Advisory Committee (LAC) was asked to give an update on the LAC. **S. Willis:** The Libraries Advisory Committee met once last fall, and there is a meeting scheduled in another week or two this spring unless it gets cancelled. So, as far as I can tell from sitting in there, there have not been fresh issues that have come up with the de-accessioning of journals or other materials. The library staff is certainly sensitized to the issue now. They seem to be still a little unclear on exactly where the boundary lines are. They get rid of stuff all the time, and I think the issue a couple of years ago was that they got rid of a lot of stuff all at once and so I think they're still a little bit unclear on exactly where is the boundary line between just kind of normal getting rid of stuff that is falling apart or that they don't have room for and when it's something that is quite out of the ordinary. So, I think having eyes and ears there is a good idea, even though at the moment, I have nothing in particular to report about. They certainly are moving more and more to having a lot more open space in the library and study spaces where students can set up their laptops and nosh on snacks and work together and things like that. So, there seems to be less of an emphasis on actual physical materials and more on study space.
- Steve Cunningham is anticipating that the pension debacle will start to heat up again in the very near future and I have invited Steve to address the Faculty Senate as soon as there is something to report to us.
- Matt Streb, Department of Political Science chair, was introduced as the new athletics representative to the Faculty Senate, replacing Jan Rintala who retired. He is a nonvoting ex-officio member of the senate.
- David Wade will be completing his term as Faculty and SPS Personnel Advisor and we will be electing a replacement for him to serve a two-year term. Senators were advised to begin thinking about whether they or anyone in their departments might be interested in the position. David Wade was asked if he wanted to comment and said the following: I would have thought it would have been a lot more adversarial representing faculty in disputes with other cohorts. Really, a great deal of the work is more empathic. It's as much listening as it is acting. Most of the people I talk with are in distress. They feel either misunderstood or crazy, and a great deal of my time is spent understanding whether they have any basis to feel either. In most cases, they do not, but many of you have had run-ins with administrators at various levels, and you know you're right and they're either not hearing it, not listening to you, or making you feel like you're insane. So, a lot of it is as much listening as it is calling people on the phone, fire breathing, engaging in adversarial confrontation, that kind of thing. A great deal of time is spent convincing people who are in conflict to actually deal with the person with whom they are in conflict. It is helpful if you've been in shared governance at the university level, particularly, to understand the role of the APPM and the Constitution and Bylaws and the Board of Trustees rules. It has been an incredibly gratifying and fulfilling job. Of all the things I've done and all the years I've been at NIU, this is as much, as fulfilling and satisfying as anything I've done, so I can't encourage enough to think about doing it.
- The Faculty Matters newsletter was introduced and senate members were advised to look for it in their email boxes in the next week or so. This newsletter was compared to its predecessor, The Faculty Bulletin, which was published from 1940-1998.

- The senate's attention was directed to two informational items: (1) the grading system that was recently adopted by the Graduate Council and incorporates some pluses and minuses, and (2) the meeting schedule of the Senate and UC.

V. ITEMS FOR FACULTY SENATE CONSIDERATION

VI. CONSENT AGENDA

VII. REPORTS FROM ADVISORY COMMITTEES AND COUNCILS

A. FAC to IBHE – Earl Hansen

1. November 18, 2011 – Earl Hansen – [report](#) – Pages 3-6
2. December 9, 2011 – Sonya Armstrong – [report](#) – Page 7
3. January 20, 2012 – Earl Hansen – [report](#) – walk-in

B. Student Association –Austin Quick, Speaker – [report](#) – Pages 8-9

A. Quick: I met today with University Affairs Committee regarding the Code of Conduct for faculty staff, and we are moving along with that.

C. BOT Academic Affairs, Student Affairs and Personnel Committee – Kerry Freedman and Andy Small – no report

D. BOT Finance, Facilities, and Operations Committee – Alan Rosenbaum and Greg Waas – no report

E. BOT Legislation, Audit, and External Affairs Committee – Todd Latham and Rosita Lopez – no report

F. BOT – Alan Rosenbaum – [report](#) – Page 10

A. Rosenbaum: The Board of Trustees is engaged in revising its own Board of Trustees Bylaws. Only the Board of Trustees can revise the Board of Trustees Bylaws. Jerry Blakemore, the general counsel, has been instrumental in trying to get the board to revise its bylaws, and so that was a rather extensive part of the Board of Trustees meeting. Rosita Lopez was also at the meeting and may have a comment.

R. Lopez: After the general counsel, Jerry Blakemore, presented the bylaws and the proposed amendments, there seemed to be some opposition to the wording, especially by Trustee Marc Strauss. And this, I would say, started a lot of impassioned conversation, if you will, on the bylaws. So, as a result, they are still in the process of looking at that, and we'll see what happens at the next meeting.

VIII. REPORTS FROM STANDING COMMITTEES

A. Rosenbaum: Okay, we really don't have any committee reports. We have a lot of stuff working through the committees that will be coming up to us in the next couple of meetings. Keep in mind that the spring semester is when a lot of the work that's been going on in the committees comes to the floor of the senate.

- A. Faculty Rights and Responsibilities – Rosemary Feurer, Chair – no report
- B. Academic Affairs – Charles Cappell, Chair – no report
- C. Economic Status of the Profession – Michael Kolb, Chair – no report
- D. Rules and Governance – Gretchen Bisplinghoff, Chair – no report
- E. Resources, Space and Budgets – David Goldblum, Liaison/Spokesperson – no report
- F. Elections and Legislative Oversight – Therese Arado, Chair – report

A. Rosenbaum: The next item is our Elections and Oversight committee. Therese Arado is our chair, and we have some business for our Elections and Legislative Oversight Committee.

1. Selection of a committee for the evaluation of the executive secretary of University Council and president of Faculty Senate – see [Faculty Senate Bylaws, Article 7](#) and [NIU Bylaws Article 13.6.3.10](#) – Pages 11-12
2. Selection of a committee for the evaluation of the faculty and SPS personnel advisor – see [Faculty Senate Bylaws, Article 7](#) and [NIU Bylaws Article 13.6.3.10](#) – Pages 11-12

T. Arado: I get to draw lots for the evaluation committees for both the faculty and SPS personnel advisor, David Wade, and for our president of the Faculty Senate and Executive Secretary of the University Council, Alan Rosenbaum.

The evaluation committees were drawn by lot.

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

XII. INFORMATION ITEMS

- A. [Minutes](#), Academic Planning Council

- B. [Minutes](#), Admissions Policies and Academic Standards Committee
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Campus Security and Environmental Quality Committee
- E. [Minutes](#), Committee on Advanced Professional Certification in Education
- F. [Minutes](#), Committee on the Improvement of Undergraduate Education
- G. [Minutes](#), Committee on Initial Teacher Certification
- H. [Minutes](#), Committee on the Undergraduate Academic Experience
- I. [Minutes](#), Committee on the Undergraduate Curriculum
- J. [Minutes](#), General Education Committee
- K. [Minutes](#), Honors Committee
- L. [Minutes](#), Operating Staff Council
- M. [Minutes](#), Supportive Professional Staff Council
- N. [Minutes](#), Undergraduate Coordinating Council
- O. [Minutes](#), University Assessment Panel
- P. [Minutes](#), University Benefits Committee
- Q. 2011-2012 [Meeting Schedule](#) – Page 13
- R. [Minutes](#), Graduate Council – regarding grading system updates – Pages 14-17

XIII. ADJOURNMENT

D. Valentiner: made the motion. **A. Lash:** was second.

Meeting adjourned at 4 p.m.