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UC Minutes 2013-09-18

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UNIVERSITY COUNCIL MINUTES
Wednesday, September 18, 2013, 3 p.m.
Holmes Student Center Sky Room

MEMBERS PRESENT: Alden, Arriola, Baker, Barry, Block, Caldwell (for Weldy), Carpenter, Clark, Dawson, Downing, Downs, Farrell, Ferguson, Feurer, Giese, Gupta, Haliczzer, Henning, Holly, Julion (for K. Smith), Kapitan, Kowalski, Lee, Long, Lopez, Marrufo (for Garcia), McCord, Mogren, Mohabbat, Moremen, Munroe, Naples, Neal, Newman, Pitney, Plonczynski, Polzin, Roberts, Rollman, Rosenbaum, Sagarin, Schoenbachler, Small, D. Smith, Theodore, Thu, VandeCreek, Vohra, Walker, Zanayed

MEMBERS ABSENT: Abdel-Motaleb, Bond, Fredericks, Garcia, Kolb, Lenczewski, Middleton, Rosato, K. Smith

OTHERS PRESENT: Bryan, Cunningham, Freeman, Hathaway, Kaplan, Klaper, McHone-Chase, Hardy, Nicklas, Thompson

OTHERS ABSENT: Armstrong, Blakemore, Falkoff, Gebo, Slotsve, Waas, Weldy

I. CALL TO ORDER

D. Baker called the meeting to order at 3:05 p.m.

II. ADOPTION OF THE AGENDA

J. Kowalski moved to approve the agenda, seconded by **D. Haliczzer**, motion passed.

III. APPROVAL OF THE MINUTES OF THE MAY 1, 2013 MEETING –
sent electronically

D. Smith moved to approve the minutes, seconded by an unidentified member, motion passed. The minutes were approved as written.

IV. PRESIDENT'S ANNOUNCEMENTS

Keystone principle is the idea of student career success.

Achieved through a solid education including gen ed, internships and mentoring.

We need to turn the corner on recruitment and retention. If our programs are relevant to where students are going in their careers, if they are being prepared for careers appropriately, we will attract and retain more students.

Employers continue to tell us they want students who can think across disciplines, who can think critically, who can solve complex problems, work in teams. Students need breadth as well as depth.

To help us do that we need to retain our faculty and staff. So that's another priority we need to work on. And then the activities of the faculty and staff need to be integrated with this idea of student career success.

We are reaching out to our alumni base and mobilizing them to work with, mentor, and provide internships and hands-on experiences for our students.

With respect to recruitment, Ray and I have been talking about the different market segments that we have. We have the traditional four-year undergraduate market. Transfer students are becoming a bigger part of our market or they should be. Most of the higher education students in the state are in community colleges. It's a potentially huge market for us. We have adult learners; and we have graduate students just to name four potential different niches. And we need to think differently about each one of those and how we're going to attract them. And then how we're going to retain them, what their issues are, and how we help them move forward.

Campus life is a big deal. Is there a sense of community, is it a cool place, are there things to do, enriching fun things that are engaging and keeping students here during the weekend? You know, as a residential school, we have the potential to be a total immersion kind of university that is a great learning environment. The arts can play a huge role in that as well. Athletics could. Our first home football game is this weekend. You all ought to go whether it's raining or not.

Last week we went to Moscow, Idaho for the Huskies football game which I'm glad we won in a hard fought game. Dekalb Mayor Rey, Bill Nicklas and I went a day early and spent a day with the City Council, other community leaders, and university leaders, to look at the town-gown relationship there. They've been working on these issues for about 20 years and their downtown's got a cool vibe. It's a cool place to hang out. There are coffee shops and clubs and the Saturday market there is huge. I want to help us build more of that into the community. There's cool stuff going on here but we need more of that I think, so it's a fun, welcoming place.

Safety is an issue, obviously. We really need to be working on that on campus, off campus. We have a new police chief who started last week, Tom Phillips. I think he's going to do a great job. He came to us from the University of Chicago and has great experience in two universities as well as in the military. He served in Central America and the Caribbean. He has a diverse background.

We also need to think about whether we're spending our scholarship and waiver dollars the way we need to be. My sense is we're spending a lot of money on freshmen, not so much after that, and then we have a retention issue. We need to look at and see if we can't spend our financial aid dollars more efficiently and effectively.

I mentioned career counseling and internships. Those are going to be critical, I think, as we move forward; and just engaging with students and alumni and get that collaboration going. Alumni can play a huge role. I'm going to speak to the Alumni Association Saturday before the football game and we'll talk about their potentially expanded role in all these activities.

If we get our enrollments up, if we get our retention where it needs to be, that's going to give us the financial resources to invest in the faculty and staff, the programs and facilities that we need to move the institution forward. We've got to turn that around. We can't have enrollment

declining 600 students a year and expect to have the financial resources to do what we need to do.

So those are some of the things I've been thinking about. And over the coming weeks, I am going to put out invitations for faculty, staff, students, and external stakeholders to come together in a series of workshops to build on the work we've already been doing this fall and get broad insights into the directions we need to go. Get your feedback on: How do we actually do this stuff? How do we move forward? So be looking for those invitations coming out in the next week or so and then we will try and hold those workshops in October. I'd like to get all that data collected, analyzed and then have that imbedded in my inauguration address on November 13. That speech will be focused not on me, but on the direction of the institution. Where we going? What visions do we have? How are we going to get there?

I really thank all of you for the welcome that I've gotten, the openness with which you've told me the good, the bad and the indifferent. I really feel like I've gotten a lot of feedback. I really appreciate your feedback and good insights. So, thanks to all of you.

V. CONSENT AGENDA

A. **Small** moved to approve the consent agenda, seconded by **R. Lopez**. The motion passed.

- A. [University Council Standing Committees](#) – Per NIU Bylaws, Article 2, approve 2013-14 membership rosters – Pages 4-6
- B. [University Advisory Committee to BOT](#) – Per NIU Bylaws, Article 16.4.1.1, confirm 2013-14 membership roster and confirm Dan Gebo for a new three-year term (2013-2016) – Page 7
- C. [University Communications Advisory Council](#) – Approve the addition of this council to the “Committees of the University” section of the University Council Website – Pages 8-10
- D. [Northern Star Publications Board](#) – Approve the nomination of Matt Bute, Chicago Tribune, for a new three-year term (2013-2016) – Page 11
- E. Student Conduct Board
 - 1. Approve the nomination of Michael Safarik, Counselor, Military Student Services, for a one-year term replacing Linda Novotny-Roth. Safarik is an operating staff employee replacing an operating staff employee.
 - 2. Approve the nomination of Victoria Livingston, Assistant Director, Planning and Assessment, for a new three-year term, replacing Richard Tom. Livingston is a supportive professional staff employee replacing a supportive professional staff employee.
- F. Review [guidelines](#) for online courses carrying undergraduate credit every 5 years, APPM Section III, Item 23 – refer to Academic Policy Committee – Pages 12-13

VI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. FAC to IBHE – Sonya Armstrong – report
[May 17, 2013](#) – Pages 14-15
[June 14, 2013](#) – Pages 16-17

- B. BOT Academic Affairs, Student Affairs and Personnel Committee – Dan Gebo and Andy Small – report
[May 23, 2013](#) – Pages 18-20
[August 29, 2013](#) – Pages 21-24

A. Small: You might want to take a look at the awards for the faculty and staff; all of those awards are listed. If you see any of your colleagues there who received any of those awards, please take a moment to thank them and to acknowledge your appreciation for all they do for our campus.

- C. BOT Finance, Facilities, and Operations Committee – Alan Rosenbaum and Greg Waas – report
[May 23, 2013](#) – Pages 25-26
[August 29, 2013](#) – Page 27-28

A. Rosenbaum: The report that I'm going to talk about is the Finance Facilities sub-committee report from August 29. And there were three items that are of some interest. One is that the board approved the fiscal year 2014 internal budget. They also approved the fiscal year 2015 budget guidelines and the interesting thing there is that every year the university requests increases in the vicinity of three or so percent for increases in salaries, utilities and deferred maintenance. The IBHE almost always wipes that out and so we never see it. If the IBHE manages to not wipe it out, then the legislature wipes it out. We always put it in, and so once again there is a request for increases. We also have the FY 2015 appropriated capital budget request and we have a new item on top of that now, which is the Computer Science, Health Informatics and Technology Center. This has now replaced the Stevens Building which was number one on our list for 11 or 12 years.

- D. BOT Legislation and External Affairs Committee – Rosita Lopez – report –
[August 29, 2013](#) – Pages 29-30

R. Lopez: Basically there were three items that were covered that day. The Concealed Carry Act was explained by our General Counsel Blakemore. Next, Kathy Buettner presented the communication initiatives with regards to marketing and student recruitment. Finally, it was mentioned that the single biggest driver of tuition increases at public universities is the rapid decline in general revenue funding.

- E. BOT Compliance, Audit, Risk Management and Legal Affairs Committee –
Deborah Haliczzer and Alan Rosenbaum – report – [August 29, 2013](#) – Page 31

A. Rosenbaum: At the August 15 Board of Trustees meeting, the board authorized a new sub-committee of the board, the Compliance, Audit, Risk Management and Legal Affairs Committee. On August 29 we had the first ever meeting of that sub-committee. At this inaugural meeting

James Guagliardi, who is our ethics officer at the university, presented on the role of the ethics officer in the university. This dovetails one of the president's pillars: ethically inspired leadership.

D. Haliczzer: One of the things that Jim reported on was the plan for ethics training so I'm using the opportunity for a shameless commercial. Steve Cunningham and I, of course, have been offering ethics training since 2004 and it is coming up October 16, so be waiting for our announcement and do it quick so there are no consequences. Thank you so much.

F. BOT – Alan Rosenbaum – report

[June 20, 2013](#) – Page 32

[August 15, 2013](#) – Page 33

[August 29, 2013](#) – Page 34

A. Rosenbaum: We had two special BOT meetings this summer – August 15 and 29. At the August 29 meeting, the item that we would be most interested in, other than the approval of a collective bargaining agreement with the electrical workers, was the concealed carry policy to which Rosita alluded. The board approved a policy which is in some ways a work in progress. They approved it in principle and also authorized President Baker to take the necessary steps to implement it, publicize it, and also, I think, to continue to edit it. Illinois was the last state, I believe, to have a concealed carry policy. We were forced to do this by the Supreme Court. We were given deadlines. The legislature had no choice but to pass concealed carry legislation. Through the work of the universities and the university presidents, universities were granted exclusions, so you cannot carry concealed on university property. The Board of Trustees was required to develop a policy, which they did and approved. You'll be hearing a lot more of this in coming weeks as the policy begins to be disseminated. The state police had six months from the date of passage to come up with licensing requirements for concealed carry, so as of right now there is no concealed carry in Illinois and there won't be until the state police issue and implement the licensing requirements. But even when they do that, we will remain a weapons-free campus.

K. Thu: I just wondered, Alan, if you could give us a sense of what the policy direction is for public thoroughfares that surround and go through campus.

A. Rosenbaum: That is a very good question. There are at least three roads that cut through campus – those being Normal Road, Annie Glidden and Lucinda – that are not university property and, therefore, are not protected under the exemption. But, of course, if somebody steps off the sidewalk, they are now on university property.

A. Small: I would like to also mention we did have an interesting discussion in the Operating Staff Council about concealed carry and it's amazing how much interest this has generated with the staff on campus. Even knowing that it's a state mandate situation, there still is some concern with this particular situation and I would appreciate any type of information that the administration can put out to calm some of those concerns and help people understand what's all involved with this situation and what our part is in that situation. There are people out there who maybe don't understand it as well as some of us in this room do and do have some concerns about the situation.

B. Nicklas: Probably the easiest thing would be to go to the main page and in that little box on the top, just type in concealed carry and see the information which includes the [Board of Trustees policy](#). If you have other questions you call me directly.

D. Baker: If possible could we put in the minutes the link, the link to that website for everybody to have?

**NIU Department of Police and Public Safety – [Concealed Carry Notice](#)
Board of Trustees [Concealed Carry – University Policy](#)**

D. Haliczzer: My office is certainly getting lots of calls and expressions of concern about concealed carry, and I have to say that the greatest number of concerns have been raised by faculty who are concerned about being in isolated situations with their students in classrooms with no panic buttons, with no sense of protection against people who bring weapons. So I would say that, while all of our employee groups are concerned, faculty will be in the front lines dealing with students who are concerned and it might be a useful idea to have some faculty dialog, perhaps a focus group with some faculty with their suggestions on what would make them feel safer.

D. Baker: Is that with the understanding that there's still a ban?

D. Haliczzer: Yes, even with a ban people are concerned that weapons will appear in places where you are rather isolated and don't have access to emergency phones or panic buttons.

D. Baker: Okay.

D. Plonczynski: Would it not be a reasonable request to ask the city to restrict concealed carry in the streets that dissect our campus; sort of the opposite of eminent domain?

D. Baker: That's a legal question. My understanding is that when it's public space like that, under the new law, they cannot restrict it.

D. Munroe: I just have a question about what would be considered remotes sites? Being in the nursing school building over a mile off campus, what constitutes campus versus the public streets and also how it applies to Hoffman and the Naperville campus?

D. Baker: We have discussed that and I think I'll turn it over to our Vice President for Public Safety and Community Relations, Bill Nicklas.

B. Nicklas: So, a couple of questions, one I'll take the last piece, which pertains to our satellite campuses. The NIU PD does not provide the security at the remotes campuses. I believe in all cases it's the municipal or the county police department. And so going back to the one question earlier, I'll link the two together. What happens if you're in a classroom? If, today, you became aware because a student told you or you notice there was a weapon in the classroom then you would be advised to call 911. And, if you were at Hoffman or Naperville or Rockford, then the local police would dispatch somebody. For now I think the best general advice would be if, today or six months from now, when the licensing infrastructure is in place, you are advised of what

you consider to be a dangerous situation because somebody has a weapon and even if they appear to be in control of themselves and meaning no harm, it's against the law. Call the police department and the best way to get them is not to dial the information number, just dial 911 and our local dispatch will send a police officer over. That's the best advice I can give you at this time.

D. Baker: And to fill in just to be clear, there is a ban on concealed weapons at the branch campuses as well. That's still university property whether it's in Naperville or eight blocks off campus at the nursing college or Monsanto. That's university property. And there will be signage at every door – once the policy is in place – that says weapons are not allowed.

B. Nicklas: The law also provides, although this would be in most respects a weapons-free campus, that a person driving from some other place in the state who arrives on our campus, can have a handgun in their vehicle, unloaded, can park that vehicle in one of our parking lots. Now we intend to designate parking areas where that is allowed and areas where it is not.

D. Baker: More to come. Thank you, Bill.

G. Academic Policy Committee – Sean Farrell, Chair – no report

H. Resources, Space and Budgets Committee – Paul Carpenter, Chair – no report

I. Rules and Governance Committee – Jeff Kowalski, Chair – no report

J. University Affairs Committee – Bill Pitney, Chair – no report

K. Student Association – Jack Barry, President – report

J. Barry: I want to switch gears here a little bit and talk about what an exciting time it is to be at Northern and be a part of this positive change in this new transition period, especially from the student body standpoint. Obviously we have new administration with Dr. Baker, We have Dr. Weldy as well, we have new Police Chief Phillips and we have Mr. Sean Frasier as the new athletic director. And, from the student body standpoint, there's so much going on with different departments at the university and I know the students at the table here are very excited about this upcoming year and helping the administration make these changes.

We talk about retention and recruitment and it starts with student involvement and student engagement and I'm a firm believer in outside the classroom learning. You need to find your niche at Northern, so you find something that goes along with your major and you get the classroom experience with out-of-classroom hands-on experience and they go together. I know we're heading in the right direction and we're just looking forward to this upcoming school year and making the changes that we want to see happen.

D. Baker: I appreciate Jack's leadership and partnership so far. I think we've gotten some great ideas and now we need to go execute them. So thanks Jack.

L. Operating Staff Council – Andy Small, President – [report](#) – Page 35

A. Small: First off, I'm encouraged by Jack's words. For those of us who have been on campus for a long time, you are absolutely correct, this is a milestone situation. We are heading into uncharted waters so-to-speak and I felt the momentum in the morale of this staff, the pendulum swing this summer, and we are encouraged. We appreciate all the good work that all the administrators and staff and faculty are doing and we appreciate your leadership, Dr. Baker.

D. Baker: Thank you, Andy.

M. Supportive Professional Staff Council – Deborah Haliczer, President – [report](#) – Page 36

D. Haliczer: Supportive Professional Staff Council looks forward to working with Dr. Baker and we've had a good meeting with him already. Balanced with excitement however, is a concern for morale and workloads. We're busily analyzing the results of our SPS job satisfaction survey which points to issues with morale and workloads, in part due to the departures of lots of our colleagues through retirements or other separations and we're especially concerned with those other separations. We are looking to brainstorm on what will help us all get energized. So we're balancing "energized" with "concern." One of the things that SPS Council has been doing, however, is looking at the notion of networking and collegial relationships. And so one of the things our events committee has been doing on the council is arranging visits to different places on campus and arranging lots of speakers.

N. Elections and Legislative Oversight Committee – Abhijit Gupta, Chair – no report

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

A. Proposed University Holidays for [2013](#) with Scheduled Closure Day – Page 37

D. Baker: As Steve noted, there are two items here on the calendar, and we need a motion and second on each of them. So is there a motion on the University Holidays for 2013 with scheduled closure day, is there a motion to approve?

A. Small made the motion, **D. Haliczer** was second. **The motion passed.**

43 – YES

0 – NO

4 – ABSTAIN

B. Proposed University Holidays for [2014](#) – Page 38

R. Lopez made the motion. **P. Vohra** was second.

S. Cunningham: I just want to draw your attention to two things on 2014. Again it's the same allocation of available days to best fit the schedule. You will note on January 2, 2015, there will be an opportunity for another schedule closure day. So about this time next year in 2014 we'll be back discussing that potential schedule closure day for January 2, 2015. Also there's a note at the bottom just confirming that the four-day summer work week will not be continued into 2014. We will be issuing fairly extensive flex time procedures and we move toward the summer 2014 so that will be coming. **The motion passed.**

47 – YES

1 – NO

1 – ABSTAIN

IX. COMMENTS AND QUESTIONS FROM THE FLOOR

X. INFORMATION ITEMS

D. Baker: The information items include the meeting schedule for 2013-2014 so please look at that so you know when you're coming back. Also I'd like to call your attention to Item B; Pat Erickson created a tutorial here – Accessing electronic agendas minutes and transcripts. Those are pages 40-49.

- A. [Meeting schedule](#), 2013-2014 – Page 39
- B. [Tutorial](#) – Accessing Faculty Senate Agendas/Minutes/Transcripts – Pages 40-49
- C. [Annual Report](#), Academic Planning Council
- D. [Annual Report](#), Affirmative Action & Diversity resources Advisory Committee
- E. [Annual Report](#), Athletic Board
- F. [Annual Report](#), Campus Security & Environmental Quality Committee
- G. [Annual Report](#), Committee on Initial Teacher Certification
- H. [Annual Report](#), Faculty & SPS Personnel Advisor
- I. [Annual Report](#), Graduate Council
- J. [Annual Report](#), Undergraduate Coordinating Council
- K. [Annual Report](#), University Assessment Panel
- L. [Annual Report](#), University Benefits Committee
- M. [Annual Report](#), University Council Personnel Committee
- N. [Minutes](#), Academic Planning Council
- O. [Minutes](#), Admissions Policies and Academic Standards Committee
- P. [Minutes](#), Athletic Board
- Q. [Minutes](#), Campus Security and Environmental Quality Committee
- R. [Minutes](#), Committee on Advanced Professional Certification in Education
- S. [Minutes](#), Committee on the Improvement of Undergraduate Education
- T. [Minutes](#), Committee on Initial Teacher Certification
- U. [Minutes](#), Committee on the Undergraduate Academic Experience
- V. [Minutes](#), Committee on the Undergraduate Curriculum
- W. [Minutes](#), General Education Committee
- X. [Minutes](#), Honors Committee
- Y. [Minutes](#), Operating Staff Council
- Z. [Minutes](#), Supportive Professional Staff Council
- AA. [Minutes](#), Undergraduate Coordinating Council
- BB. [Minutes](#), University Assessment Panel

CC. [Minutes](#), University Benefits Committee

XI. ADJOURNMENT

Meeting adjourned at 3:55 p.m.