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UC Minutes 2013-10-09

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UNIVERSITY COUNCIL MINUTES
Wednesday, October 9, 2013, 3 p.m.
Holmes Student Center Sky Room

VOTING MEMBERS PRESENT: Abdel-Motaleb, Alden, Baker, Bateni, Block, Bond, Carpenter, Clark, Dawson, Downing, Downs, Farrell, Giese, Gupta, Haliczzer, Henning, Holly, Julion (for K. Smith), Kapitan, Kowalski, Lee, Lenczewski, Leonhardt, R. Lopez, Marrufo (for Garcia), McCord, Mogren, Moremen, Munroe, Naples, Neal, Newman, Pitney, Polzin, Roberts, Rosenbaum, Sagarin, Schoenbachler, Small, D. Smith, Theodore, Thu, VandeCreek, Vohra, Walker, Zanayed

VOTING MEMBERS ABSENT: Arriola, Barry, Ferguson, Feurer, Fredericks, Garcia, Kolb, Long, E. Lopez, Middleton, Mohabbat, Plonczynski, Rollman, Rosato, K. Smith

OTHERS PRESENT: Armstrong, Blakemore, Bryan, Caldwell (for Weldy), Cunningham, Falkoff, Hathaway, Kaplan, Klaper, Nicklas, Stone (for Freeman), Weldy

OTHERS ABSENT: Freeman, Gebo, McHone-Chase, Slotsve, Thompson, Waas

I. CALL TO ORDER

D. Baker called the meeting to order at 3:08 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 SEPTEMBER 18, 2013 MEETING

D. Munroe moved to approve the minutes, seconded by **J. Zanayed**, motion passed. The minutes were approved as written.

IV. PRESIDENT'S ANNOUNCEMENTS

A. Ombudsperson Annual [Report](#) (Bylaws, Article 19.1) – Sarah Klaper – Pages 3-13

S. Klaper presented her annual report.

D. Baker asked how many cases her office sees per year. **S. Klaper** noted that using the tracking method of her predecessor (though using it in a different way), a little over 600; but they will be changing the way of accounting for cases in the coming year.

A. Small encouraged the administration to pay attention to the recommendation for supervisory training. We see those soft skills as continuing to be issues in some workforce areas and we appreciate your time and effort spent in trying to help with those situations and we also appreciate the administration's efforts in trying to increase supervisory training to address those

concerns of the staff. We appreciate your effort, Sarah.

D. Baker: Point well taken, Andy. Being a manager, leader, is one of the more complex things you can do and most organizations aren't so good at helping train up people to be good supervisors. It's hard work. It takes a long time. Andy, I think you're right on target with that.

D. Baker updated the UC on his budget meeting with the IBHE earlier in the day and the financial concerns for the university that emerged from that discussion. These concerns included:

- The failure of the legislature to resolve the pension crisis.
- The anticipated rescission of the sales tax increase on January 14 which will further reduce revenues.

He further discussed his optimism that NIU can navigate through these difficult financial times.

D. Baker discussed the importance of the upcoming Bold Futures workshop in developing the ideas that can help us own our own destiny.

- One of the biggest places that we can affect our budget is through enrollment.
- My sense is that across the institution in this regard in recent years we haven't pulled the pieces together as tightly as they could be coupled. Our branding activities across the institution aren't as closely linked as they might be. Our communication messages aren't as closely integrated as they could be. I see great opportunities there if we could start pulling these people and piece together.
- We have a search on for a new CIO who will improve integration and provision of services, hopefully at a lower cost.
- We're going to need to have a better integrated budget and budget model that we can all look at and understand where the money is and how to allocate it to the highest priorities.
- I see international programs as another place that might be very important for us in enrollment. We have very strong contacts with a number of institutions in China. A number of deans have been there lately and we have a visitor today and tomorrow from China who may bring us some good news. We have opportunities in the Middle East and Central America and other places. So these are all potentially game-changing opportunities for us to bring hundreds, if not thousands, of students to the institution and those students will diversify the student body, enrich our experiences and create opportunities for our faculty, staff and students to go overseas.

He sees potential to change the face of the institution qualitatively and fiscally so I'm really looking forward to building on that. If we can control our enrollment, we will control our destiny.

B. Enrollment Report –
Eric Weldy, Vice President for Student Affairs and Enrollment Management

- **E. Weldy** noted that retention is one of the most important aspects of enrollment.
 - Has been interacting with Academic Affairs to better understand what NIU has to offer.
 - Is concerned about the workings of our admissions office and has been examining

that.

- Hired a consultant to come in and to work with our admissions staff and look at our operations across the board, our undergrad operations as it relates to admissions, our grad student operations, our scholarship operations, as well as our financial aid, looking a financial aid leveraging. And I expect that within the next month that we'll begin to get some results that will be very helpful to us.
- We offer a lot of one- and two-year scholarships and not as many four-year scholarships. Well that's great for getting students in the door but you need to keep students. As you may know, that in regards to the students that we're attracting, a lot of first generation college students, heavy need base. After that first or second year, they need added financial assistance and more than what we have been giving them. One of the keys to improving retention is from the standpoint of really making sure that our students are in a good position as it relates to paying for school.
- Another thing that I noticed is that we were pretty top-heavy with our scholarships. What I mean by that is that we have one university scholarship that's four years, that's about \$26,000. The next scholarship is four years at about \$7,000. So you have a gap there in which we're missing a lot of top students that we could be competing for.
- We are looking to hold a student success retreat where we will bring together key stakeholders, faculty, staff and students for a day in November in order to come up with a plan as it relates to retention and how best to address it.
- We've begun that process on reintroducing ourselves to the community colleges because half of our students are transfer students. And so we're really looking at articulation agreements: How can we build our relationships with those institutions?

D. Baker and E. Weldy noted that even with enrollments up a small bit, given the drop in transfers and assuming the numbers are similar next year, we would be down 700-900 students because our retention is dropping like crazy. The year before we were at 70 percent retention, first- and second-year students freshman to sophomore year. And this year we're 66.1 percent.

In response to several questions, **E. Weldy** and **R. Alden** discussed the data collection with regard to why students leave, noted that many students leave despite being in good academic standing. They also explained the MAP-Works program which we use. They noted that finances seem to be the most common reason students leave and that the MAP-Works software is effective but is used voluntarily and not by enough students.

A. Gupta initiated a discussion of UNIV 101 and whether it should be mandatory. It was noted that this is the first year that UNIV 101 is under the auspices of the provost's office and as such, changes may be coming.

E. Mogren asked about the balance between the desire for the university to be an outstanding academic institution and attract high-quality students, and the desire to retain students who perhaps are not academically poised to succeed at a major research tier-one institution.

A discussion ensued in which the mission of NIU with regard to first-generation college students and underserved populations was noted along with suggestions for providing mentors and

remedial services to increase success for more poorly prepared students. Meetings around these issues are ongoing.

R. Lopez noted that we should be careful to not stigmatize minority students in providing services. You also don't want to make them feel like second-class or different from the others. The most important thing for me as a first-generation college student was I wanted to be like everybody else knowing that I definitely wasn't.

V. CONSENT AGENDA

VI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

A. FAC to IBHE – Sonya Armstrong – [report](#) – Page 14

S. Armstrong: At the last FAC IBHE meeting, we spent the bulk of the time in a symposium on how higher education would be accessed and delivered in the next five years. If you look at the report, there's a link to information on that symposium including one of the presentations. I will call your attention to the Faculty Fellowship Program which is now official. I talked about that last year; we now have an opportunity for faculty to apply to work with the IBHE staff on research projects, on outreach, on engagement issues. So I have a link there on the report and you can follow that if you're interested in applying or you can talk to me.

B. BOT Academic Affairs, Student Affairs and Personnel Committee – Dan Gebo and Andy Small – no report

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

D. BOT Legislation and External Affairs Committee – Deborah Haliczer and Rosita Lopez – no report

E. BOT Compliance, Audit, Risk Management and Legal Affairs Committee – Deborah Haliczer and Alan Rosenbaum – no report

F. BOT – Alan Rosenbaum – [report](#) – Page 15

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

H. Resources, Space and Budgets Committee – Paul Carpenter, Chair – [report](#) – Pages 16-17

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 **M. Theodore** gave the report for **J. Barry**.

M. Theodore reported that the student senate recently approved \$16,000 for the student recreation center. This is introducing several different questions on the future of the rec. What will it look like in the future? It's down to the point where a stable funding model is needed and there are several options for that. And James Zanayed, speaker of the senate; Paul Julion, S.A. director of athletics and recreation, are taking the lead on that. So we're looking forward for faculty/staff input on that as well I guess as we did last.

Internally, we've been taking on several new initiatives about engagement. How do we get students more involved? How do we get them involved with student organizations, with academics, with the community? We've explored many new options. Just these past few weeks we've met with a few DeKalb leaders. We had a meeting with non-profit leaders, and they were really excited. And we're exploring new ways to get them involved, then engaged, as well as working with each other and I'd say the general theme for the S.A. this year is student engagement.

Throughout the year, you're going to be hearing a lot of the new ideas the S.A. is coming up with to urge collaboration, to urge involvement, get organizations moving, get organizations involved with things they normally weren't involved with before. So that might mean academics. That might mean the community. There are several different options out there that we haven't considered and we're going to be exploring them throughout the year so I'd say that would be our main priority and the main thing we've been looking into as of now.

L. Operating Staff Council – Andy Small, President – no report

A. Polzin: We really don't have a report but I just wanted to let everyone know at our last meeting we did tour the new Gilbert Hall facility. It's absolutely amazing. The facilities are much, much nicer than they were. We also had Bob Pritchard come and talk to us a little bit about what's going on in Springfield with the pension reform and all of that – I probably should say what's not going on – but they're working on it and we're encouraged by that. But a huge thank you to you, Dr. Baker, for taking your time to come and talk to us. We appreciate your comments and continue to be buoyed by your leadership. Thank you.

M. Supportive Professional Staff Council – Deborah Haliczzer, President – [report](#) – Page 18

D. Haliczzer: Okay, SPS Council says “hello” to everybody and we also were thrilled with Gilbert Hall. We got to tour there and I got to see my old rooms. All of you, we're asking that you look in your areas at supportive professional staff who should be nominated for the SPS Presidential Award. We'll be sending out the announcement about that and recognizing extraordinary service by supportive professional staff. Please take the time to look around, nominate someone and then, later on, the president will select from the people whom we present as nominees. Our deadline will be December 2.

N. University Benefits Committee – Deborah Haliczzer, Chair – [report](#) – Pages 19-20

D. Haliczzer: The benefits committee appreciates the opportunity to speak to both the Faculty Senate and to the University Council. For the last 10 years or so, the major theme has been concern about pensions and benefits as well as compensation, and that will remain our concern this year. We continue to push for compensation and benefits enhancements or protections. We

appreciate all the work Steve Cunningham and the presidents have done on trying to protect our benefits. While we push for benefits and compensation, we also recognize the huge political and fiscal pressures on this whole process and, while we'll continue to be pushy, we understand how complex this is.

D. Baker: We had the same conversation with the IBHE this morning and noted we're underfunded for salaries and we're underfunded for capital issues so we can do repairs and restoration kind of work. We're underfunded for new buildings and actually the board staff is very sympathetic to that. They understand where we are. They understand we've been through significant budget cuts in the last 12 years – I think 28 percent in non-inflation adjusted dollars. That's a pretty big hit to take and they're – they understand. But then there are these other currents and other pressures on the state budget. The presidents and chancellors in the state have been meeting. At our last meeting, we all talked about getting together to have a common agenda for Springfield this coming year so we could work together and not go individually. We're going to have a meeting in December to try and pull those pieces together. I'm excited to see what might come out of that. The work that the schools have done together, along with Steve's leadership on the pension reform issues, I think have gotten us a lot further downstream than we would have been without it. So we'll see if we can continue to build that coalition and get some traction in Springfield.

O. Elections and Legislative Oversight Committee – Abhijit Gupta, Chair

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

IX. COMMENTS AND QUESTIONS FROM THE FLOOR

X. INFORMATION ITEMS

A. [Alternate Policy](#) – Page 21

D. Baker: I'd like to call your attention to Information Item A and on the last page where we have a policy for alternates. So if you're not able to come the University Council here's your list of substitutes to contact and to get to come here.

- B. [Minutes](#), Academic Planning Council
- C. [Minutes](#), Admissions Policies and Academic Standards Committee
- D. [Minutes](#), Athletic Board
- E. [Minutes](#), Campus Security and Environmental Quality Committee
- F. [Minutes](#), Committee on Advanced Professional Certification in Education
- G. [Minutes](#), Committee on the Improvement of Undergraduate Education
- H. [Minutes](#), Committee on Initial Teacher Certification
- I. [Minutes](#), Committee on the Undergraduate Academic Experience
- J. [Minutes](#), Committee on the Undergraduate Curriculum
- K. [Minutes](#), General Education 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

XI. ADJOURNMENT

Meeting adjourned at 4:30 p.m.