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UC Minutes 2013-12-04

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UNIVERSITY COUNCIL MINUTES
Wednesday, December 4, 2013, 3 p.m.
Holmes Student Center Sky Room

VOTING MEMBERS PRESENT: Baker, Barry, Block, Carpenter, Clark, Dawson, Domke, Donovan, Downing, Downs, Farrell, Ferguson, Feurer, Fredericks, Freeman, Gupta, Haliczzer, Hathaway (for Bond), Henning, Julion (for K. Smith), Kapitan, Kowalski, Lee, Leonhardt, Long, R. Lopez, Marrufo (for Garcia), Martin (for Kolb), McCord, Mogren, Moremen, Munroe, Naples, Neal, Newman, O’Grady (for Perkins), Pitney, Plonczynski, Polzin, Roberts, Rollman, Rosato, Rosenbaum, Sagarin, Schoenbachler, Small, D. Smith, Theodore, Thu, VandeCreek, Vohra, Zanayed

VOTING MEMBERS ABSENT: Abdel-Motaleb, Arriola, Bateni, Bond, Garcia, Giese, Holly, Kolb (on leave from UC), Lenczewski, E. Lopez, Middleton, Mohabbat, Perkins, K. Smith, Walker

OTHERS PRESENT: Armstrong, Bryan, Cunningham, Gebo, Kaplan, Klaper, Nicklas, Sutenfield, Waas, Weldy

OTHERS ABSENT: Blakemore, Falkoff, McHone-Chase, Slotsve, Thompson

I. CALL TO ORDER

D. Baker called the meeting to order at 3:10 p.m.

II. ADOPTION OF THE AGENDA

An unidentified member moved to approve the agenda, seconded by **R. Lopez**, motion passed.

III. APPROVAL OF THE MINUTES OF THE NOVEMBER 6, 2013 MEETING

D. Smith moved to approve the minutes, seconded by **P. Vohra**, motion passed. The minutes were approved as written.

IV. PRESIDENT’S ANNOUNCEMENTS

D. Baker congratulated the football team and is looking forward to the MAC Championship.

He reported that a pension bill passed in the legislature yesterday. It’s pretty unclear. Possibly the legislators wanted to get something passed and sent on to the courts to get clarity about what’s constitutional and what isn’t. Steve Cunningham and his partner at the University of Illinois worked diligently to come up with a proposal that was more balanced. It got the ball rolling and it got people talking. The ball stopped rolling at a place that we had not wanted it to stop. Baker predicted it will be off to the courts and then we will find out what the parameters really are. He encouraged the group not to be depressed yet about pension issues, but to be buoyed that we’re off now to get a real understanding. He asked S. Cunningham to say a few words and answer any questions.

S. Cunningham reported that there are two fundamental provisions that do greatly affect the public universities: 1) the amendment to the cost of living formula and 2) pensionable income. Both of these have a substantial effect with respect to higher education because we have a number of mid-career personnel who we have difficulty retaining. With this change to the pension code, it's the higher education sector that has more personnel at income levels and pension levels that would be affected by this. It was a great concern also of the school TRS sector. So a 30-year employee would be eligible for a cost of living allowance of \$900.

The other feature, pensionable income, would freeze the income base for purposes of the high, four-year average pension calculation to the salary being earned as of the effective date which would be July 1, 2014 or the social security limit under Tier 2 which is 109.9, whichever is greater.

There is positive language in the bill for the funding plan. The funding plan is actually made far more secure under this legislation. It's not bullet-proof, but it's far more secure than it is now and it would dedicate significant new revenues to fund the pension systems that formerly were not in place.

D. Baker introduced Nancy Suttentfeld, interim CFO. Nancy is drilling into the budget and trying to see where we are and what the implications are for the various scenarios we've got in front of us. One scenario we do know is that we're down enrollment this year and so Baker has asked Suttentfeld to calculate the cost of being down in enrollment. It looks like it's a little over \$2 million per 100 students in gross terms; about \$2.3 million per 100 students in gross revenues.

E. Weldy confirmed that we're talking between \$6 million or \$7 million.

D. Baker acknowledged that this is a hit to the budget. We don't know what's going to happen with the pension situation. Also, the income tax will be rolled back to three percent from five percent for a loss of billions of dollars there, which could lead to a possible eight percent budget reduction if that is spread across all the state agencies. This puts us in an uncertain fiscal future and he has asked Suttentfeld to model some of those issues.

On the flip side, there are numerous programs that we need to invest in that are bursting at the seams. There are capital issues that need to be addressed across the university. There are employee salaries and wages that need to be addressed sooner rather than later. Suttentfeld has been asked to model all of these. Baker will have a lot more confidence in moving forward on these kinds of issues if we can see our retention and our recruitment activities turn.

The Board of Trustees will meet tomorrow. One agenda item lays out where we are fiscally and some of these needs that we've got right in front of us, including salaries. But we need to make sure our balance sheet is strong. He doesn't want to have to lay people off because we made a decision a couple of months before.

We've got 22 executives from two universities in China. They're private universities owned by the same person and the presidents of those schools, along with their senior leadership teams, are here. They're very impressed with the faculty, staff and students. Baker thinks this could be an interesting partnership to have their students here and our faculty and students go there. It might

be an enriching opportunity for teaching and research. That's one example of many things we're going to try to be working on to affect our enrollments and the balance sheet at the university.

We're starting a chief financial officer search. Bill Nicklas is chairing the search committee. We also have a provost and executive vice president search underway and co-chaired by Baker and Rosenbaum.

A. Rosenbaum reported that the committee is established and a search firm has been hired. The committee will meet December 11 to begin developing the position description, talk about the advertising plan, and the timeline. The search firm is confident that we'll be able to get a good provost in place by July 1. Despite what feels like the lateness of the start of the search, they are very confident that we are on schedule. They've also suggested that there will be on-campus visits for the final candidates.

Anne Kaplan is chairing the CIO search. Many strong candidates have been identified and we'll be reviewing those on December 20.

V. CONSENT AGENDA

VI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

A. FAC to IBHE – Sonya Armstrong – [report](#) – Page 3

PARCC Assessment website provided below:

<http://www.isbe.state.il.us/assessment/parcc.htm?col3=open#CollapsiblePanel3>

B. BOT Academic Affairs, Student Affairs and Personnel Committee – Dan Gebo and Andy Small – [report](#) – Page 4

C. BOT Finance, Facilities, and Operations Committee – Alan Rosenbaum – [report](#) – Page 5

D. BOT Legislation and External Affairs Committee – Deborah Haliczzer and Rosita Lopez – [report](#) – Pages 6-7

E. BOT Compliance, Audit, Risk Management and Legal Affairs Committee – Deborah Haliczzer and Alan Rosenbaum – [report](#) – Page 8

F. BOT Ad Hoc Committee on Sponsored Research Activity and Technology Transfer – Greg Waas – [report](#) – Pages 9-10

G. BOT – Alan Rosenbaum – [report](#) – Page 11

D. Baker recognized Bill Nicklas who worked diligently on the high school football championship and asked him to say a few words.

B. Nicklas reported that it was a big volunteer event with several hundred volunteers for four games on Friday and four games on Saturday. Many full-time employees, people who work for athletics, people who work at the Convo Center, ticket takers, police officers, building service

workers and many others who normally would participate at a home football game volunteered starting at 7 a.m. and going until 10 or 11 p.m.

NIU was very welcoming and the early returns from the IHSA people are very positive. Maybe just as important, the many players and coaches and family members and fans who came up by the busload have been blogging and sending us notes saying, “Thank you so much for welcoming us and we look forward to seeing you again in two years,” because we have it every other year for ten years.

D. Baker noted what a great opportunity this is for NIU to show off to potential students who might want to come here and show them all the great stuff here. I think they were blown away by the facilities and the people they met and the welcoming community. He thanked Nicklas and all who participated and noted that it was a great example of the partnering between the university and the community.

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

I. Resources, Space and Budgets Committee – Paul Carpenter, Chair – [report](#) – Pages 12-13

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

K. University Affairs Committee – Bill Pitney, Chair

1. Student Grievance Policy – Status Report

B. Pitney updated the council on the committee’s progress on the student grievance process and stated that the committee hopes to have a draft of an article for first reading at the February meeting.

L. Student Association – Jack Barry, President – report

J. Barry reported that S.A. director of athletics, **Paul Julion**, has informed him that the MAC Championship just sold out. Five student busses are going; thanks to SILD and Media Relations for helping make that happen. This past Monday night, **Rebecca Clark**, S.A. director of academics and government affairs, hosted a Meet-the-Chief night in the Huskie Den where students had the opportunity to meet NIU Police Chief Tom Phillips.

The Sunday before Thanksgiving, **Dillon Domke** was elected to be the new speaker of the senate. He will succeed **James Zanayed** when Zanayed graduates. **Kaliah Smith** recently hosted the faculty advisors in the Campus Life Building, which is a good way to have our student leaders connect with their faculty advisors as well as others. The S.A. working groups are up and running. Following semester break, S.A. will have its retreat.

D. Baker invited **J. Zanayed** to reflect on the year.

J. Zanayed expressed his thanks for the opportunities given him by the university, not just during his year as speaker, but in other times as well. He hopes he can give back to the university in the future.

M. Operating Staff Council – Andy Small, President – report – walk-in

A. Small discussed the just completed pension reform forum and reminded the body of the upcoming OSC awards and the need to nominate candidates by February 28, 2014.

N. Supportive Professional Staff Council – Deborah Haliczzer, President – [report](#) – Pages 14-15

D. Haliczzer reassured people regarding the rumors about reassigning employees as either SPS or operating staff. Much of the concern is unjustified and caused by rumor mongering.

SPS council has been working on morale enhancement and community development. When we develop community, we are in a safer community and, when we develop community, it enhances morale.

O. University Benefits Committee – Deborah Haliczzer, Chair;
Therese Arado, FS-Committee on the Economic Status of the Profession Liaison – [report](#) – Pages 16-17

D. Haliczzer also reported that, if you are insuring dependents on state health insurance, in January a dependent audit will begin. HR will send out information about what type of documentation employees need to provide. The University Benefits Committee is encouraging HR to make sure that we give a lot of information about the dependent audit.

Regarding the pension situation, at the Annuitant's Association holiday luncheon today, attendees were reminded by Jim Lockard that our contributions and memberships make a great deal of difference in the defense of pensions. If you are not already a member of the NIU Annuitants Association, Haliczzer brought application forms. Cost is \$34 and can be paid through payroll deduction or a check. NIU has the highest number of actively employed members of the Annuitants Association but not everyone has joined. Of NIU's 3,500 employees, only about 450 are actively employed members.

While she can't tell employees to do this, Haliczzer reported that the Annuitant's Association has started raising funds for fighting the pension-related legislative action. Anyone interested in contributing to the Annuitants Association Action Fund can get ask Haliczzer for information.

A. Rosenbaum added that, for those who missed the Pension Reform Forum, the video is posted on the Faculty Senate homepage, right-hand column. Viewers must sign in with their Groupwise ID and password. Once you sign in, viewers can watch it in its entirety. And it is filmed in beautiful high definition, so it's a high quality video and you'll be able to enjoy the whole forum all over again if you've seen it and for the first time if you haven't.

D. Haliczzer noted that the video is also posted on the Supportive Professional Staff Council's website.

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

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

- A. Campus Security and Environmental Quality Committee
NIU Bylaws Article 16.3 [proposed revision](#) – Page 18

A. Rosenbaum reported that this is a bylaw revision involving the Campus Security and Environmental Quality Committee. The attached document includes a description of the committee, as well as its membership and duties with proposed changes also shown. Anything that is bolded is an addition. Anything that is struck through is being removed. Some of this is just cleaning up the language but there are also some substantive changes. One is the addition of the vice president for public safety and community relations who is currently Bill Nicklas. It made a lot of sense that he should be involved in this committee, both in terms of providing the committee with its agenda and also in having the committee advise him.

We cleaned up some of the titles of people whose titles have changed. And then the other substantive change is that this committee, according to the bylaw, advises the president. We added “or his or her designee” to give the president the option of having that committee report, let’s say, to the vice president for public safety instead of having to report to the president.

This is a first reading. We can discuss it and then we can vote on it at our next meeting.

Seeing no questions or discussion, **A. Rosenbaum** made a motion to waive a second reading. **S. Farrell:** was second. The motion to waive the second reading passed by the following vote:

YES – 43
NO – 4
ABSTAIN – 1

A. Rosenbaum moved the adoption of the changes to the Article 16.3 Campus Security and Environmental Quality Committee as written in the proposed revision, seconded by **D. Domke**.

The motion passed by the following vote, which exceeded the required two-thirds of voting members necessary to amend a bylaw.

YES – 42
NO – 2
ABSTAIN – 3

IX. COMMENTS AND QUESTIONS FROM THE FLOOR

X. 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

XI. ADJOURNMENT

Meeting adjourned at 4:15 p.m.