

10-2-2013

FS Agenda Packet 2013-10-02

Northern Illinois University

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FACULTY SENATE AGENDA
Wednesday, October 2, 2013, 3 p.m.
Holmes Student Center Sky Room

I. CALL TO ORDER

II. ADOPTION OF AGENDA

III. APPROVAL OF THE MINUTES OF THE SEPTEMBER 4, 2013 FS MEETING

IV. PRESIDENT'S ANNOUNCEMENTS

- A. Open Access Week
Drew VandeCreek, Director of Digital Services, University Libraries
- B. NIU Pension Update
Steve Cunningham, Vice President of Administration
Acting Executive Vice President, Finance and Facilities, Chief of Operations
- C. Selection of alternate to FAC to IBHE representative
The Faculty Advisory Council to the IBHE meets monthly on Fridays at various university locations across the state. Travel reimbursement is provided. The alternate would attend meetings only if NIU's representative, Sonya Armstrong, is unable to attend.

V. ITEMS FOR FACULTY SENATE CONSIDERATION

VI. CONSENT AGENDA

VII. REPORTS FROM ADVISORY COMMITTEES

- A. FAC to IBHE – Sonya Armstrong – report – Page 4
- B. Student Association –
Rebecca Clark, Director of Governmental and Academic Affairs – report
- C. University Benefits Committee – Deborah Haliczzer, Chair – report – Page 5-6
- D. BOT Academic Affairs, Student Affairs and Personnel Committee –
Dan Gebo and Andy Small – no report
- E. BOT Finance, Facilities, and Operations Committee –
Alan Rosenbaum and Greg Waas – no report

- F. BOT Legislation and External Affairs Committee – Deborah Haliczzer and Rosita Lopez – no report
- G. BOT Compliance, Audit, Risk Management and Legal Affairs Committee – Deborah Haliczzer and Alan Rosenbaum – no report
- H. BOT – Alan Rosenbaum – [report](#) – Page 7

VIII. REPORTS FROM STANDING COMMITTEES

- A. Faculty Rights and Responsibilities – Brad Cripe, Chair – no report
- B. Academic Affairs – Sarah McHone-Chase, Chair – report
 - 1. Open Access [Resolution](#) – Page 8
- C. Economic Status of the Profession – George Slotsve, Chair – no report
- D. Rules and Governance – Robert Schneider, Chair – no report
- E. Resources, Space and Budgets – Jim Wilson, Liaison/Spokesperson – [report](#) – Pages 9-10
- F. Elections and Legislative Oversight – Joe Flynn, Chair – no report

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

XII. INFORMATION ITEMS

- A. [Alternate Policy](#) – Page 11
- B. [Annual Report](#), Office of the Ombudsperson
- C. [Annual Report](#), University Benefits Committee
- D. [Minutes](#), Academic Planning Council
- E. [Minutes](#), Admissions Policies and Academic Standards Committee
- F. [Minutes](#), Athletic Board
- G. [Minutes](#), Campus Security and Environmental Quality Committee
- H. [Minutes](#), Committee on Advanced Professional Certification in Education
- I. [Minutes](#), Committee on the Improvement of Undergraduate Education
- J. [Minutes](#), Committee on Initial Teacher Certification
- K. [Minutes](#), Committee on the Undergraduate Academic Experience
- L. [Minutes](#), Committee on the Undergraduate Curriculum
- M. [Minutes](#), General Education Committee

- N. [Minutes](#), Honors Committee
- O. [Minutes](#), Operating Staff Council
- P. [Minutes](#), Supportive Professional Staff Council
- Q. [Minutes](#), Undergraduate Coordinating Council
- R. [Minutes](#), University Assessment Panel
- S. [Minutes](#), University Benefits Committee

XIII. ADJOURNMENT

Report on the IBHE FAC Meeting, September 20, 2013

The Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC) met on September 20 at the University of Illinois Urbana-Champaign.

IBHE FAC Symposium: Delivering Higher Education in Five Years

From 9:30 to noon, FAC members attended a symposium organized and moderated by FAC Chair Abbas Aminmansour (UIUC). FAC members heard from panelists, including Lynne Haefele, Senior Policy Director for Education in the Office of the Illinois Lieutenant Governor; Sylvia Manning, President of the Higher Learning Commission (HLC); Mike Baumgartner, Vice President Finance and Special Projects at Complete College America; and Nicholas C. Burbules, Gutgsell Professor in the Department of Education Policy, Organization and Leadership and Director of Ubiquitous Learning Institute at the University of Illinois at Urbana-Champaign. More information, including select panelists' presentations, can be found at the following site:

<http://www.ibhe-fac.org/2013-Symposium.html>

FAC and IBHE Updates

FAC Chair Abbas Aminmansour called the meeting to order and noted that he has redesigned the IBHE FAC website. The URL follows:

<http://www.ibhe-fac.org/>

IBHE Staff Member Ocheng Jany noted that only a couple of applications were received by the deadline for the IBHE Faculty Fellows program. For more information on this new initiative, please visit the following site:

<http://www.ibhe.org/Fellows/facultyFellows.htm>

Public Four-Year Caucus Updates

The public caucus talked about promoting the IBHE Faculty Fellowship and possible topics for the year.

FAC Meeting

Les Hyder (EIU) reported on progress in the search process for the IBHE Executive Director. The search committee will consist of seven board members, with Lindsay Anderson presiding. A professional search firm will be retained. The goal is to offer the position by December with the hope of a start date by summer 2014.

The minutes from the June 14th meeting were approved.

This report is based on the minutes taken at that meeting by IBHE FAC Secretary, Steven Rock (WIU). Full meeting minutes can be accessed at <http://www.ibhe-fac.org/Meetings.html>.

Respectfully submitted,

Sonya L. Armstrong
Associate Professor in the Department of Literacy Education
NIU Representative to the IBHE Faculty Advisory Council

UNIVERSITY BENEFITS COMMITTEE REPORT

OCTOBER 1, 2013

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|--|
| EXECUTIVE: STEERING: FACULTY SENATE: 10/02/13 UNIVERSITY COUNCIL: 10/09/13 REFER TO: |
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The University Benefits Committee held its first meeting of the academic year. Deborah Haliczzer was re-elected as chair, and Brian May and Gina Shannon were elected as co-secretaries.

- The Benefits Committee reviewed its mission and welcomed new members. The Committee outlined its priorities for the coming year. These include: pensions, insurance and benefits; morale and workloads; retaining the dependent tuition waiver; looking into the possibility for offering a spousal tuition waiver; dual career issues; monitoring the policy on re-hire of retirees; salaries and increments; determining how NIU salaries compare to other institutions, in an effort to remain competitive, and to be an 'employer of choice'.
- The Committee reviewed the status of pension reform efforts, which remain stalled despite a good deal of work, research and hearings by the Governor's pension committee, and multiple proposals by legislators and the university presidents. The Committee will be closely following developments when the legislature returns to session.
- The Annuity Association have noted many changes in their insurance, including paying premiums for the first time, paying for portions of medical care not covered by Medicare, which used to be covered entirely by the Quality Care Program (CIGNA). Annuity Association are closely following developments in pension reform, and it is widely speculated that lawsuits might be initiated as a result of changes to benefits.
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- The Committee discussed proposed information sessions / open forums proposed by the Faculty Senate, and Operating Staff and SPS Councils this fall. There was interest in sessions inviting public officials to come and hear the concerns of university employees. A question was raised on the impact of pension reform on self-managed plans.
- Central Management Services (CMS) will be conducting a dependent audit among all insured groups this fall. Annuity Association are participating in this audit this fall, and university employees will be under review starting in January. All members who have dependents insured will need to produce documentation that those dependents are eligible for benefits. Most of the new employees have now been enrolled in benefits and the new fall hires have all participated in orientations.

- SURS is offering retirement counseling sessions on campus in late October. They now also offer these individual sessions at their office at NIU Naperville. SURS retirement seminars are now offered at NIU Naperville.
- The UBC will be updated on the changes that will occur under the Affordable Care Act.

Respectfully submitted,

Deborah Haliczner, Chair, University Benefits Committee

EXECUTIVE: 09/25/13
STEERING: 09/25/13
FACULTY SENATE: 10/02/13
UNIVERSITY COUNCIL: 10/09/13
REFER TO:

Report on the NIU Board of Trustees Meeting September 19, 2013

The NIU Board of Trustees met on Thursday, September 19th at Dekalb. Chair Butler called the meeting to order at 9:00 AM. The Board began with a resolution recognizing and expressing appreciation for Trustee Murer's many years of service to the Board both as a trustee and as Chair of the Board for the past two years and a total of four years. New presidential cabinet members Eric Weldy (VP for Student Affairs and Enrollment Management) and Sean Frazier (Associate VP for Intercollegiate Athletics). They then went into executive session until 12:45 PM when they reconvened and resumed the open meeting. Items 10.a.5-10, 10.b.1-8,11, and 10.c.4 were moved to the consent agenda, leaving 5 action items and 12 informational items. Of interest:

The Board approved the FY 2014 budget which was approximately \$58,000 lower than the FY 2013 budget due to money lost on the performance based funding component.

The FY 2015 budget guidelines were approved. The university is requesting a 3.2% increase for Faculty and staff salary increases.

The FY 2015 Appropriated capital budget request was approved. Number one on our list is the Computer Science, Health Informatics, & Technology Center, followed by the Davis Hall renovation.

The board heard an update on the HLC accreditation process. The draft report is posted for faculty and staff input until September 30th.

Eric Weldy provided an update on our enrollment figures. New freshman enrollment was up 0.6% but transfers were down 1.7%. The ACT and GPA averages for the new incoming students remained the same at 21.8 and 3.15 respectively. Total Undergraduate enrollment was down 4.5%, while total graduate enrollment was up 0.7%. Total enrollment (Ugrad plus Grad) was down 3.3%. There was some discussion regarding the importance of improving these numbers.

The meeting adjourned at 3:10 PM.

Respectfully submitted,

Alan Rosenbaum
UAC Representative

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|--------------------------|
| EXECUTIVE: 09/25/13 |
| STEERING: |
| FACULTY SENATE: 10/02/13 |
| UNIVERSITY COUNCIL: |
| REFER TO: |

Open Access Resolution for the Academic Senate of Northern Illinois University

The Faculty of Northern Illinois University is committed to disseminating its research and scholarship as widely as possible. In particular, as part of a public university system, the Faculty is dedicated to making its scholarship available to the people of Illinois and the world. Furthermore, the Faculty recognizes the benefits that accrue to themselves as individual scholars and to the scholarly enterprise from such wide dissemination, including greater recognition, more thorough review, consideration and critique, and a general increase in scientific, scholarly, and critical knowledge. In keeping with these considerations, and for the primary purpose of making our scholarly works widely and freely accessible, the Faculty adopts the following resolution.

To facilitate open access scholarly communication Faculty members are encouraged to seek venues for their works that will disseminate research and scholarship as widely as possible. In particular, when consistent with their professional development, members of the Faculty should endeavor to:

- Amend copyright agreements to retain the right to use his or her own work and deposit such work in the Northern Illinois University digital repository, Huskie Commons <http://commons.lib.niu.edu>, or another depository, which is freely accessible to the general public;
- Submit a final manuscript of accepted, peer-reviewed publications to Huskie Commons whenever consistent with the copyright agreement; and
- Seek publishers for his or her works committed to free and unfettered access (open access publishers) whenever consistent with his or her professional goals.

This resolution applies only to scholarly works authored or co-authored by a member of the Faculty since the adoption of this resolution. This resolution does not in any way prescribe or limit the venue of publication. This resolution neither requires nor prohibits the payment of fees or publication costs by authors.

Committee on Resources, Space and Budget

EXECUTIVE:
STEERING:
FACULTY SENATE: 10-02-13
UNIVERSITY COUNCIL: 10-09-13
REFER TO:

Summary of Meeting on 9/13/13

1. The committee was welcomed to the meeting and introductions made.
2. Committee members were given a brief overview of the committee's responsibilities, its membership, and the work that was undertaken the previous year.
3. The Chair also informed the committee that he had been in communication with the President to set up a meeting ahead of his first meeting with the full committee to cover the work of the committee before his arrival.
4. The calendar for the year was reviewed and confirmed.
5. The committee was asked to ensure that they worked with their constituents to bring relevant items of concern to the committee and to disseminate information brought to the committee.
6. Steve Cunningham, acting executive vice president and chief of operations, introduced Michael Mann, assistant vice president of Budgeting and Finance and explained their roles with respect to budgeting and fiscal management
 - a. It was noted that the position previously held by Dr. Williams had been merged into existing roles within Finance and facilities.
 - b. Michael Mann's role would be in part focused on the budgeting process with respect to liaising with IBHE and the State.
 - c. The President was currently looking at the financial picture and budgeting process and the outcome might lead to changes.
 - d. It was stressed that the President is looking for greater transparency in the budget, strengthening operational efficiencies and associated savings, for active engagement of NIU's constituents, and the breaking down of the 'silos' that currently exist. The President is looking forward to working with the committee on these issues. With the difficult fiscal challenges facing NIU, the President recognizes the need for collaboration and wide buy-in in the difficult fiscal decisions that lie ahead.
7. Steve Cunningham also provided the committee with an overview of the budget process (internal and external) and the current status of the budget. A number of supporting documents were also circulated to committee members detailing and supporting the verbal report. A summary of the issues addressed include:
 - a. Enrollments down; that equates to a \$17M reduction in revenue when accounting for tuition and ancillary services. The numbers for new freshmen were robust but numbers were down for transfer students and non-traditional students. It was stressed that enrollments are key to NIU's future fiscal health. Current numbers are 5000 below long-term projections and from where enrollments were historically maintained. Need to revisit the projections in Vision 2020. It was also noted that significant tuition increases are unlikely in the near future given the competitive environment.
 - b. The committee was given an overview on the status of performance funding which led to a loss to NIU of \$57K. The state set aside 0.5% and reallocated these funds based on the performance markers. Discussion followed about efforts to ensure these funds are new monies and that the rules do not

disadvantage NIU. Concern was also noted about the likelihood that the percentage aligned to performance funding might increase significantly with the potential for a greater loss in funding and/or increased costs involved in meeting the requirements and the net potential gains in funding.

- c. The President changed some of the past budget guidelines for NIU as they relate to the general priorities NIU submitted to the IBHE for funding. The President wanted to be more 'aggressive' in stating NIU's needs. Typically NIU has submitted three general priorities while the IBHE allows five. President Baker decided to identify five priorities reflecting what he saw as key NIU needs.
- d. It was noted that proposed pension reforms would shift budget obligations impacting current fiscal allocations. Discussions are still ongoing and no decision has been reached on this question. Pensions are just one example of where the State is pushing more costs back to universities.
- e. The internal budgeting process is still in progress. In the past the process has been incremental, namely, allocations largely based on a previous year's allocation which, with the ongoing budget cuts from the state, has typically meant less funds. The President is currently examining the financials and identifying budget priorities and how to ensure funds are appropriately allocated. In discussing this, the President's goals were reviewed.
- f. Currently the impact of the sequester is small but likely to grow.
- g. A review of the status of Capital Funding requests was provided. It takes 10 – 15 years for a project to reach the top of the State's list. The Computer Science building project is reaching the top of the list. The time between filing the project and its implementation means a number of design factors have changed in the scope. Some modifications are allowed, but any radical change to the original proposed project would drop it back to the bottom of the list. While the list is pro-forma, NIU needs to keep pursuing these projects as projects do eventually make it out of the system. There is limited capital funding at the state level with the last Bill introduced in 2010. Under Blagojevich no Bills were introduced.
- h. A number of campus renewal projects were funded (\$20M) over the summer using internal funds and Build America Bonds. This is part of a wider initiative to help recruitment and enrollment. Eric Weldy, vice president for Student Affairs and Enrollment Management, is developing a master plan for housing. The two-year residence rule for students was discussed.
- i. A review of NIU's current Moody's rating was provided. NIU has \$216M in bond rated debt largely from the new residence halls and athletics improvement. While NIU has been downgraded to A3 other Illinois schools were downgraded to B status (junk bonds). The review provided by Moody's is useful in helping NIU in its budgeting processes and was consistent with NIU's own evaluations and its stated budget priorities.

ALTERNATE POLICY

FOR MEMBERS OF THE FACULTY SENATE

Faculty Senators are elected to represent their academic departments. There is no Faculty Senate alternate list. If you cannot attend a Faculty Senate meeting, please ask another faculty member in your department to represent you at that meeting.

FOR MEMBERS OF THE UNIVERSITY COUNCIL

FOR FACULTY SENATE MEETINGS

University Council members are elected to represent their academic colleges. All University Council faculty members are automatically also members of the Faculty Senate. If you cannot attend a Faculty Senate meeting, you may ask another faculty member from your academic college to represent you. There is no alternate list for this situation.

FOR UNIVERSITY COUNCIL MEETINGS

University Council members are elected to represent their academic colleges. If you cannot attend a University Council meeting, please refer to the UC Alternate List below. Select a faculty senator from your college on the list below and ask that person to represent you at the University Council meeting.

2013-2014 UNIVERSITY COUNCIL ALTERNATE LIST

| | |
|------------|---|
| BUS | Mark Rosenbaum, Brad Cripe, Jon Briscoe |
| EDU | Lynette Chandler, Mayra Daniel, *Stephen Tonks, Jane Rheineck, Marilyn Looney |
| EET | Milivoje Kostic, Shi-Jie (Gary) Chen |
| HHS | Sherry Fang, Hamid Bateni, Mary Elaine Koren |
| LAS | Stephen Martin, Winifred Creamer, Elizabeth Gaillard, Keith Millis, Diane Rodgers, Mark Frank, Eric Jones, **Chris Nissen |
| LAW | Therese Arado |
| LIB | Sarah McHone-Chase |
| VPA | John Novak, Richard Siegesmund, Robert Schneider |

**Stephen Tonks is on sabbatical for Fall 2013 semester; Joe Flynn is serving as his alternate on FS.*

***Chris Nissen is on sabbatical for Fall 2012 semester; Linda Saborio is serving as his alternate on FS.*