

10-30-2013

FS Agenda Packet 2013-10-30

Northern Illinois University

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FACULTY SENATE AGENDA
Wednesday, October 30, 2013, 3 p.m.
Holmes Student Center Sky Room

- I. CALL TO ORDER**
- II. ADOPTION OF AGENDA**
- III. APPROVAL OF THE [MINUTES](#) OF THE OCTOBER 2, 2013 FS MEETING**
- IV. PRESIDENT’S ANNOUNCEMENTS**
- V. ITEMS FOR FACULTY SENATE CONSIDERATION**
 - A. [Disability Presentation](#) – Greg Long – Pages 4-7
- VI. CONSENT AGENDA**
- VII. REPORTS FROM ADVISORY COMMITTEES**
 - A. FAC to IBHE – Sonya Armstrong – [report](#) – Pages 8-9
 - B. Student Association –
Rebecca Clark, Director of Governmental and Academic Affairs – report
 - C. University Benefits Committee – Deborah Haliczer, Chair and Therese Arado,
FS-Committee on the Economic Status of the Profession Liaison –
report – walk-in
 - D. Computing Facilities Advisory Committee – [report](#) – Pages 10-11
 - E. BOT Academic Affairs, Student Affairs and Personnel Committee –
Dan Gebo and Andy Small – no report
 - F. BOT Finance, Facilities, and Operations Committee –
Alan Rosenbaum – no report
 - G. BOT Legislation and External Affairs Committee –
Deborah Haliczer and Rosita Lopez – no report
 - H. BOT Compliance, Audit, Risk Management and Legal Affairs Committee –
Deborah Haliczer and Alan Rosenbaum – no report

- I. BOT Ad Hoc Committee on Sponsored Research Activity and Technology Transfer – Greg Waas – no report
- J. BOT – Alan Rosenbaum – no report

VIII. REPORTS FROM STANDING COMMITTEES

- A. Faculty Rights and Responsibilities – Brad Cripe, Chair – no report
- B. Academic Affairs – Sarah McHone-Chase, Chair – no report
- C. Economic Status of the Profession – George Slotsve, Chair – report
 - 1. Resolution on Pensions
 - [Original](#) Version – Page 12
 - [Revised](#) Version – Page 13
- D. Rules and Governance – Robert Schneider, Chair – no report
- E. Resources, Space and Budgets – Jim Wilson, Liaison/Spokesperson – report – walk-in
- 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. [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

XIII. ADJOURNMENT

EXECUTIVE:
STEERING:
FACULTY SENATE: 10-30-13
UNIVERSITY COUNCIL:
REFER TO:

Dear colleagues,

I created and teach Disability in Society (AHRS 200). The students' first assignment this semester was a summary of course syllabi related to the presence/absence of NIU's Syllabus Accessibility Statement (http://niu.edu/disability/accessibility_statement/index.shtml).

On September 12th, 320 students submitted 400 unique syllabi. Syllabi were received from 57 departments representing all undergraduate colleges. Overall, 77% (n = 307) of all syllabi included the accessibility statement.

I encourage us to shoot higher. Toward that end, I have provided more specific data. The attached table identifies departments and specific courses where the accessibility statement was not present. Out of 57 departments, 53% (n= 30) had, at least, one course where the accessibility statement was missing. Please note, we worked with what we were given. If I student reported there was no statement then we accepted the answer. We did not independently verify it. If any mistakes were made, I apologize.

The second table shows which courses and departments included the accessibility statement. *Every department that erred also had courses that included the statement.* As such, it would seem to be a matter of communication rather than intent. I encourage all of us to follow Faculty Senate policy and include this statement.

Thank you for your consideration.

Sincerely,

Greg Long

Presidential Teaching Professor, AHCD
Chair, PCPD
Northern Illinois University

	A	B	C
1	DEPT	COURSE	SYLLABI YES
2			
3	AHCD	318	2
4	AHRS	101/201/327/426/472/492/492/592/493	10
5	ACCY	207/288	2
6	ANTH	101/102/220	3
7	ARTD	102/201	3
8	ARTH	282/292/	3
9	BIO	103/105/106/109/208/209/210/211/213/213S	12
10	CAHC	211	3
11	CLCE	100/390	2
12	CHEM	100/110/111/210/211/212/325	13
13	COMD	220/221/300/305/330/435	7
14	COMS	100/251/252/302/309/357/358/370/400/403/410/436/480	22
15	CSCI	205/241/330	3
16	ECON	261	1
17	ENGL	103/104/105/110/201/207/315	27
18	EPFE	201	5
19	EPS	300	1
20	ETT	229	1
21	FCNS	180/201/230/258/280/284/343/382/405/445/481/484-584	12
22	FINA	455	2
23	FLCI	271	2
24	FLFR	101/301	2
25	FLSP	101/102/201/202/215/301/461	13
26	FLST	381H	1
27	GEOG	106/202	4
28	GEOL	101/103/104/121	5
29	HIST	171/260/261/295	6
30	IDSP	200	1
31	ILAS	100	1
32	JOUR	335	1
33	KNPE	100/102/104/106/110/111/117	8
34	LTIC	301/501	1
35	LTRE	190/300	2
36	MATH	110/155/201/210/211/229	10
37	MGMT	217/311/468	3
38	MUHL	220	5
39	NURS	302/318/480	3
40	OMIS	259	2

	A	B	C
41	PHHE	201/206/295/304/306	7
42	PHIL	101/105/205/231/321	12
43	PHYS	150/180	3
44	POLS	100/150/260/323	5
45	PSYC	102/225/300/305/316/324/332/372/413/464	15
46	SOCI	170/260/270300/302/356/357/362/377/381/495	15
47	STAT	208	5
48	THEA	203/311/312/491	9
49	TLSE	240	2
50	UBES	223	1
51	UHHS	310	1
52	UNIV	101/201	27
53	WOMS	230	1
54			
55		TOTAL SYLLABUS W/STATEMENT	307

	A	B	C
1	DEPT	COURSE	SYLLABI/NO'S
2			
3	BIO	355	1
4	CHEM	111,212,213 (LAB)	3
5	CHEM	498-499	1
6	COMS	100,356,449,461	11
7	CSCI	240	1
8	ENG	103,105,302	6
9	JOUR	312	2
10	ISYE	100	1
11	HIST	170,260,315,379	4
12	ASTRONOMY	162-162H	1
13	EPFE	400	1
14	EPS	426	1
15	MATH	101,110,201,206,230	5
16	PSYC	102,225,315,332,400	15
17	PHHE	306	1
18	PHYS	150,210,253	4
19	FLIN	103	1
20	KNPE	100,110,111	5
21	GEOG	103,253	1
22	GEOL	103	1
23	FISP	311	1
24	SOC	170,250,300	5
25	UNIV	101,201	3
26	MEE	210	1
27	MGMT	436,444	2
28	WOMS	436-530	1
29	THEA	203,205-207,286,305-405,306-406,309,310,320,366,377,408,491	13
30	FLSP	201	1
31			
32		TOTALS SYLLABUS W/O STATEMENT	93

Report on the IBHE FAC Meeting, October 18, 2013

The Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC) met on October 18 at Chicago State University.

FAC and IBHE Updates

FAC Chair Abbas Aminmansour informed the group that this year is the FAC's 50th anniversary, based on recent findings by the IBHE. This anniversary will be celebrated at the December meeting. A House, Senate, and/or Governor resolution is possible.

FAC Vice-Chair Marie Donovan indicated that at the last IBHE meeting, topics included rethinking early childhood education and better connecting institutions and their faculty with legislators and business/industry. Allan added that faculty are the innovators and need to be involved in securing adequate budgets. Marie is forming a committee on implementation of Common Core Standards and is looking for more volunteers. She also encouraged the group to get more involved with the Student Advisory Council.

MAP Advisory Group Update

Using a PowerPoint presentation, Steve Rock talked about the MAP Advising Group, of which he is a member. The goal is to set minimum levels of advising at institutions along with other methods of support to increase retention and graduation rates of students who are supported by MAP funds. The second monthly meeting of the group will be Oct. 25th at Parkland Community College. The ISAC web site (www.isac.org) has a link to the materials being shared with all the members of the group.

Public Four-Year Caucus Updates

The public caucus talked about possible topics for the year: FAC accomplishments, work environment concerns, specific stories about the impact of budget and pension on faculty brain drain, Common Core and PARCC, and compiling specifics about faculty accomplishments and those of our graduates.

FAC Meeting

The entire group spent time brainstorming topics for the FAC to consider this academic year. Suggestions included the following: CCSSI/PARCC, MAP, student debt, pensions, quality, work environment, Illinois exporting students, faculty definitions, and performance-based funding.

After collapsing categories, three themes emerged:

1. Affordability (MAP, student debt, performance based funding)
2. Faculty quality of life (pensions, work environment, tenure/classification)
3. College readiness (CCSSI/PARCC)

The Executive Committee will use this information to plan discussions for upcoming meetings.

The minutes from the September meeting were approved. Under old business, there was follow-up on the issue of academic professional exemption authority and the civil service audit process. A motion was approved to have Abbas draft a letter including asking for faculty representation on the review board and to maintain authority for hiring non-Civil Service employees. A motion was also passed directing Abbas to contact the Board Chair asking her to reinstate five minute constituency reports at each Board meeting. This will be copied to Harry Berman with a suggestion that he pass it on to each Board member.

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

CFAC Report
Submitted by George A. Slotsve

Sept. 20 Meeting

Assessment

ITS underwent an assessment by an outside consulting firm last spring. Copies of the Information Technology Assessment Final Report should be publicly available shortly after the next BOT Committee meeting (Nov. 7).

Announcements

- NIU is behind on data warehousing and analytics and there is continued reliance on paper-based processes.
- NIUNet has become a powerful asset that supports education, research and economic development; the campus core network is already in the process of being upgraded and Wi-Fi access has been and will continue to be expanded.
- A search is being conducted for a new CIO who will report directly to the president. A special meeting of CFAC will be scheduled in October to discuss this matter further.
- Network rates and several years of budget cuts have prevented departments from upgrading to 100 MB connectivity, thus underutilizing NIU's network resources; an upgrade to 100 MB is currently in progress and rates have been lowered; consider moving to centralized funding and stop billing for individual services.
- Computer lab changes are being implemented and should continue; modernize and upgrade classroom labs.

Cloud-based collaborative file sharing

Filr, also branded as Anywhere Files, was rolled out this summer to all students to replace or in addition to their H: drive content, with 5 GB of space. It is for personal file storage and sharing. It can be accessed from the Web, or by mobile app or desktop app. It can synch files to the desktop, and will be pointed to the user's current H: drive location. Filr will be rolled out to some faculty and staff shortly.

While Filr is intended for individual storage and file sharing use, Vibe can be used by teams and departments. Vibe has most of the same functionality as Filr, plus additional collaboration tools. These include blogs, calendar, discussion boards, milestones and tasks, surveys, Wikis, workflow, notifications of new content, Office plug-in for direct editing of files within Office, file management from within Windows Explorer, GroupWise integration, and version control and history. All data resides on NIU systems, not in the cloud.

Video Storage

Faculty members have raised the issue of storing large videos. Academic college representatives were asked to try to determine in their colleges the level of need and the problems encountered, both for faculty and students. Blackboard is not optimized for storing large files or for streaming videos.

PeopleSoft Upgrade

The university is in the process of upgrading its PeopleSoft ERP systems (SA, HR and Financials) to the most current software release. This process has already been completed for the SA system and is scheduled to be completed for HR and Financials this November. Users need to be aware that with this upgrade certain Microsoft platforms and browser releases will no longer be certified by PeopleSoft and may not work as expected. Specifically, Microsoft XP and Internet Explorer 8 will no longer be certified. Microsoft has also indicated that Windows XP will no longer be supported as of April 2014. To ensure proper access to the PeopleSoft systems or to PeopleSoft-generated reports, computers will need to be running Windows 7 or 8, and computers using IE as a browser will need to use IE 9 or 10.

Oct. 18 Special Meeting

CIO Search

The link to the job announcement is:

<http://www.hr.niu.edu/Employment/index.cfm?searchterm=chief+information+officer&category=allpositions&Submit=GO>

Alan is a member of the search committee. Hopefully we will have hired a new CIO by January 2014.

We discussed the selection of a Chief Information Officer (CIO) for NIU. The discussion included questions that we felt the candidates need to be asked, as well as recommendations about information we believe CIO candidates should have about NIU.

Resolution on Pensions - ORIGINAL
Faculty Senate
Northern Illinois University
October 2, 2013

The Northern Illinois University Faculty Senate recognizes that the funding basis for the State Universities Retirement System (SURS) is not sustainable in its current form. Previous underfunding of the system has made SURS unable to continue to pay out benefits indefinitely at current levels, even though participants have fully contributed their portion of responsibility for the system.

As has been documented, Illinois ranks 50th among the 50 states in adequately funding its public pensions. This situation cannot be allowed to continue; retaining and recruiting top faculty to our universities will be increasingly difficult unless this issue is addressed.

Today we face a reality in which sensible, equitable reforms are needed. The Faculty Senate writes to acknowledge this reality and to seek a constructive way forward. Reforms will be needed in order to return the SURS system to a sound financial footing, and all stakeholders – participants, the universities, and the State – have a necessary role to play in such reforms. These reforms must be guided by certain agreed-upon principles, the most important of which is fairness to university employees who entered the system on the basis of certain understandings and commitments that need to be honored.

Other principles also seem to us reasonable and prudent as a solution is being worked out. Many of these principles are laid out and defended in the IGPA report authored by Jeffrey R. Brown and Robert F. Rich: *Fiscal Sustainability and Retirement Security: A Reform Proposal for the Illinois State Universities Retirement Systems (SURS)*, *Institute of Government & Public Affairs, University of Illinois, Urbana-Champaign, Chicago, Springfield*, Feb. 9, 2012.

- Any reformed SURS system must be financially sustainable for the State, the universities, and the participants, and it must respect existing constitutional protections of already-accrued benefits;
- All promised benefits to current participants and annuitants should be maintained, as guaranteed by the State Constitution (Article 8, Section 5 General Provisions);
- Existing unfunded liabilities must remain the State’s responsibility, and the State must provide credible guarantees that future payments will be made on time (such as through a clause that state contributions to the system must have priority);
- In addition, the State should continue to make its contributions to the system at a level at least equal to the level of what it would be paying to Social security (6.2% of pay) along with its contributions to health care;
- Any transfer of normal costs to universities must be nominal, and phased in gradually;
- Any reform must include improvements to the current Tier II program for new employees, as suggested in the IGPA position paper referenced above (this could include a hybrid plan combining some elements of defined benefits and an employee self-managed plan), and this revised program should also be available to Tier I employees;
- Any change in participant contributions must involve consultations with those affected.

Resolution on Pensions - REVISED
Faculty Senate
Northern Illinois University

The Northern Illinois University Faculty Senate recognizes that the funding basis for the State Universities Retirement System (SURS) is not sustainable in its current form. Previous underfunding of the system by the State has made SURS unable to continue to pay out benefits at current levels, even though participants have, in good faith, fully contributed their portion of responsibility for the system. As such, participants should not be expected to bear the brunt of the costs.

As has been documented, Illinois ranks 50th among the 50 states in adequately funding its public pensions. This situation cannot be allowed to continue. However, the quality of education a university can provide crucially depends upon recruiting and retaining top faculty and staff. Universities compete for faculty in national and international markets. On January 1, 2011 a tiered pension plan was implemented and benefit differences between the tiers cannot but detrimentally affect the ability of universities to attract and retain faculty and staff hired on or after this date. Increasing employee costs for benefits and stagnant employee wages further compound the problem. Universities will have an even greater competitive disadvantage with changes currently being considered. The ramifications for recruitment, retention and the quality of higher education need to be taken into account when making additional changes to the pension plan. We do not want to see Illinois ranked 50th among the 50 states in quality of public higher education.

We face a reality in which sensible, equitable reforms are needed. The Faculty Senate writes to acknowledge this reality and to seek a constructive way forward. Reforms will be needed in order to return the SURS system to a sound financial footing, and all stakeholders – participants, the universities, and the State – have a necessary role to play in such reforms. These reforms must be guided by certain agreed-upon principles, the most important of which is fairness to university employees who entered the system on the basis of certain understandings and commitments (Article 8, Section 5 General Provisions).

We believe that any prudent and ultimately successful solution will need to observe the following principles:

- Any reformed SURS system must be financially sustainable for the State, the universities, and the participants, and it must respect existing constitutional protections of already accrued benefits;
- All promised benefits to current participants and annuitants should be maintained, as guaranteed by the State Constitution (Article 8, Section 5 General Provisions);
- Existing unfunded liabilities must remain the State's responsibility, and the State must provide credible guarantees that future payments will be made on time (such as a clause that state contributions to the system must have priority);
- The State must recognize that reducing future pension benefits to cover any share of the unfunded liabilities is unfair since participants would be expected to not only directly bear costs in the form of lower future benefits, but also indirectly bear costs via their share of the costs borne by citizens of the State;
- The State must recognize that the SURS pension is our social security and that employees have accepted lower wages in order to benefit from a constitutionally guaranteed pension (which means it will be difficult for some employees to afford supplemental retirement investments to make up for any decrease in future benefits);
- The State normal costs contribution must be at a level at least equal to that of what it would be paying to Social Security along with its contributions to health care;
- In addition, SURS Automatic Annual Increment provisions must not disadvantage participants relative to the Social Security COLA provisions;
- Any transfer of normal costs to universities must be nominal, and phased in gradually;
- Any reform must include improvements to the current Tier II program for new employees;
- Any change in participant contributions must involve consultations with those affected.