

11-20-2013

FS Agenda Packet 2013-11-20

Northern Illinois University

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FACULTY SENATE AGENDA
Wednesday, November 20, 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 30, 2013 FS MEETING

IV. PRESIDENT'S ANNOUNCEMENTS

V. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. NIU Admissions Standards
Eric Weldy, Vice President for Student Affairs and Enrollment Management

VI. CONSENT AGENDA

VII. REPORTS FROM ADVISORY COMMITTEES

- A. FAC to IBHE – Sonya Armstrong – report – walk-in
- B. Student Association – Rebecca Clark – report
- C. University Benefits Committee – Deborah Haliczzer, Chair;
Therese Arado, FS-Committee on the Economic Status of the Profession Liaison
– no report
- D. Computing Facilities Advisory Committee – George Slotsve – no report
- E. BOT Academic Affairs, Student Affairs and Personnel Committee –
Dan Gebo and Andy Small – [report](#) – Page 3
- F. BOT Finance, Facilities, and Operations Committee –
Alan Rosenbaum – [report](#) – Page 4
- G. BOT Legislation and External Affairs Committee –
Deborah Haliczzer and Rosita Lopez – [report](#) – Pages 5-6
- H. BOT Compliance, Audit, Risk Management and Legal Affairs Committee –
Deborah Haliczzer and Alan Rosenbaum – [report](#) – Page 7

- I. BOT Ad Hoc Committee on Sponsored Research Activity and Technology Transfer – Greg Waas – [report](#) – Pages 8-9
- J. BOT – Alan Rosenbaum – [report](#) – Page 10

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 – no report
- D. Rules and Governance – Robert Schneider, Chair – no report
- E. Resources, Space and Budgets – Jim Wilson, Liaison/Spokesperson – [report](#) – Pages 11-12
- 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: 11/11/13 STEERING: 11/11/13 FACULTY SENATE: 11/20/13 UNIVERSITY COUNCIL: 12/04/13 REFER TO:
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TO: University Council and Faculty Senate (NIU)

FR: Dan Gebo and Andy Small, University Advisory Committee members to the Board of Trustees

RE: Academic Affairs, Student Affairs, and Personnel Committee (BOT)

The AASAPC of the Board of Trustees met on November 7, 2013.

University Reports:

There were five informational items reported during this meeting and one action item.

1. Diversity Leadership Summit
2. Diversity of Faculty and Staff
3. Enrollment Management
4. Higher Learning Commission Accreditation Update (final document to go out week of 11/11/13)
5. Oversight of Academic Programs (all evaluated programs are in good standing)

Discussion on diversity and enrollment dominated this meeting. A diversity summit on campus is attempting to shift our compliance model toward a more proactive welcoming and encouraging model. NIU's demographic data for tenured, tenure-track and staff remains consistently similar from 2001 to 2012. Turnover rate by employment category is 42.7% over the fiscal years 2010-2013.

2012	White	Black	Hispanic	Other	Women
Tenured Faculty	81%	3.4	2.8	12.8	38.9
Tenure-track faculty	68.6%	3.8	2.4	25.2	49.5
Staff	82.4%	6.6	3.5	7.5	56.1

Why do students leave NIU? Answer: we do not know but financial, academics, home sickness, and campus perception are the leading themes. No wow factor. 35% of students that leave NIU are in good academic standing and can afford NIU. The freshman retention rate in 2012 was 66% (down from 78% in 2006). NIU is spending more on students (cost/yr: \$ 467 in 2011; \$629 in 2013). Instructional costs are up \$7,249 in 2007 to \$8,625 in 2011. 70% of transfer students come from regional community colleges. 35% of all NIU graduates spend some time at a community college. Dr. Eric Weldy, VP of Student Affairs and Enrollment Management is working on a tactical plan for recruitment strategies.

The action item concerns open access to research articles. The AASAPC approved this task force membership group due to a state requirement for open access. The task force needs to design policy regarding open access to research articles.

Respectfully submitted,

Daniel L. Gebo

**NIU Board of Trustees Finance, Facilities and Operations Committee Meeting
November 7, 2013**

The Finance, Facilities and Operations Committee of the NIU Board of Trustees met on Thursday, November 7th. The Committee was chaired by Trustee Mark Strauss. The agenda included 4 action items and 7 informational items.

1. Action Items. The following action items were reviewed and approved by the Committee:

- Student Affairs and Enrollment Management was given permission to enter into a contract with a TBD firm to provide data, data management, mail management, and evaluation services in conjunction with university enrollment efforts. These firms provide lists of appropriate high school students and then sends out solicitations aimed at encouraging them to apply to NIU. This is a common methods of recruitment utilized by universities. The amount of the contract not to exceed \$300,000.
- A pass through of grant funds on behalf of the College of Engineering and Engineering Technology.
- Expenditure authority for the Northern Illinois Research Foundation amended by \$261,000 on top of the prior amount (\$249,000).
- Energy infrastructure improvements paid for by performance contracts. This includes primarily energy saving improvements such as new roofs and HVAC upgrades. The university makes no initial capital outlay. Contractors finance the improvements which are entirely paid for out of energy savings. Financial risks are borne by contractors who do not get paid if no savings are realized.

2. Informational Items. The FFO committee heard four presentations:

- The board received the report from WTC consulting regarding their assessment of our Information Technology services. The report concluded that our IT services were adequate to strong in many areas but also had some shortcomings. Many of the corrective recommendations of the report have already been implemented.
- The board heard a presentation by Steven Cunningham (VP for Administration) on the budget building process.
- There was a presentation updating the board on the state of student recreation facilities. Students are lobbying for improvement/expansion of recreational facilities. This presentation consisted of an articulation of the facilities currently available.
- There was a presentation on the implications of the Affordable Care Act. The university must carefully monitor the number of part time employees that do not have health insurance provided by the university so they do not exceed the percentage that would cause us to be fined (fines are \$2000 per employee).

Respectfully submitted,
Alan Rosenbaum, Ph.D.
University Advisory Committee

**Legislation and External Affairs Committee
November 7, 2013
Report**

EXECUTIVE: STEERING: FACULTY SENATE: 11-20-13 UNIVERSITY COUNCIL: 12-04-13 REFER TO:
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The meeting was called to order by Chair Cherilyn Murer at 11:30 a.m. and welcomed UAC representatives.

Chair Murer commended President Baker and his administrative team's involvement with the community. The impact has been positive and has been well received by the community.

Kathy Buettner followed with a presentation on pension reform update and involvement in the General Assembly. Steve Cunningham joined in to give a succinct update. He informed us that he is appreciative of President Baker's active involvement in this effort. Steve reported that they began the spring session with a very conservative pension plan. NIU introduced a 6 step pension plan proposal that included a normal cost shift and increased employee contributions and finally with an increased obligation by the university. Unfortunately we have continued to lose in this arena but will continue to work towards a competitive pension reform proposal package. For future the primaries are coming and action will be halted for difficult issues like this. Pension reform and tax policy will be delayed as we go into the fiscal year 2015. In addition there have been technical delays in hiring retired faculty but just recently a bill was passed to rectify some of these issues.

Chair Murer asked for a summary of what the climate in Washington is recently. Steve Cunningham responded that the situation is improving – Kathy Buettner stated that we are not yet at the “fiscal cliff” but we are dealing with dwindling funds and squeezing all we can out of the diminished funds we have.

Kathy Buettner shared that the most recent report submitted to the LAEA committee included uncertainties about Medicaid extension, with Illinois borrowing more, increasing taxes, and how the governor will handle this. We have the federal government including closing and shifting the issues until January 2014. The bottom line is that it is a bleak forecast that we must be mindful of and really think about how we at NIU will handle this. Chair Murer reminded us that we have been dealt a rough hand but that does not mean we are shutting down and we also know this is happening to almost every other state.

President Baker stated that this is true for most states not to mention crumbling infrastructures and health reform issues. Universities have not increased by real dollars from the state but we are expected to work toward increasing enrollment to make up for this. We are in a difficult corner. We are given less funding but more is demanded of us to increase graduation and enrollment. President Baker stressed that we need to continue wise fiduciary responsibility to do more with our dollars. We must control our own fiscal destiny. We can get more student revenue by increasing enrollment without necessarily raising tuition. One example is possibly bringing students from other countries like China who have shown great interest in sending approximately 550 of their students to us. Chair Murer shared that we must control our own destiny by being aggressive not just restating what the problems are. We know those problems.

Federal Congressional Report

Kathy shared that our federal congressional relations are in transition. Much has changed in the last few years. Relationship building is important. President Baker, Kathy Buettner, and Lisa Freeman have been working closely to address federal congressional relationship building. Lisa Freeman has been focused closely in the research area. It is a dynamic time in Washington but, to protect the university, our voices must be heard. An example of this is the Antarctic project being negatively impacted by the government shutting down. This included doctoral students that will not be able to complete their doctoral work on this project of many years, since the opportunity is lost forever because of the government closure.

Meeting adjourned at 12:15 p.m.

Submitted by Rosita Lopez and Deborah Haliczner

EXECUTIVE:
STEERING:
<u>FACULTY SENATE: 11-20-13</u>
<u>UNIVERSITY COUNCIL: 12-04-13</u>
REFER TO:

**NIU Board of Trustees Compliance, Audit, Risk Management, and Legal Affairs
Committee Meeting
November 7, 2013**

The **Compliance, Audit, Risk Management, and Legal Affairs Committee** of the NIU Board of Trustees met on Thursday, November 7th, 2013 at DeKalb. The Committee was chaired by Trustee Robert Boey. There were no new action items. The agenda consisted of an internal audit update presented by Danielle Schultz. This consisted primarily of an accounting of the number of audits conducted by her office during the year (18). Details of the audits were not provided because the information is exempt from the Freedom of Information Act but would not be excluded if presented in an open meeting. Trustees were invited to request audit reports individually. The audit office is, by regulation, independent of university operations. The audit office advises management.

Respectfully submitted,

Alan Rosenbaum, Ph.D.
University Advisory Committee

**NIU Board of Trustees
Research and Technology Transfer Ad Hoc Committee Meeting
November 4, 2013**

The Sponsored Research Activity and Technology Transfer Ad Hoc Committee met on Monday, November 4, 2013 at the NIU Naperville campus. The meeting was called to order by Chair Cherilyn Murer at approximately 9:30 a.m. and was adjourned at approximately 11:30 a.m.

In a memorandum (8/29/13) to committee members establishing the committee, Board of Trustees Chair John Butler identified two broad objectives for the committee:

- To better understand “the efforts of NIU faculty and academic leaders to establish and achieve external funding goals for research active faculty in areas where federal, state, and private support is available – otherwise known as ‘sponsored research activity and artistry.’”
- To better understand the “efforts undertaken to pursue patenting, licensing, and commercialization practices that maximize the further development, use, and beneficial social impact of technologies discovered and developed by members of the faculty – otherwise known as ‘technology transfer.’”

The goal of the first meeting of the committee was to gain a broad overview of issues related to sponsored research and technology transfer, with future meetings expected to focus more narrowly and deeply on specific topics. Interim Provost Lisa Freeman provided the committee with an overview of four issues:

- a) **Status Update – FY2013 Sponsored Projects Activity:** With the exception of FY11, during which significant funding from the American Recovery and Reinvestment Act were received, external funding at NIU remained relatively constant during the period FY2008 – FY2013. A significant increase, however, has been seen in the number of proposals submitted for external funding (FY12 = 371, FY13 = 439; 18% increase), and this is in contrast to most peer institutions, which have seen declining rates of external funding proposals. When compared to goals established in *Vision 2020*, external funding awards during FY13 were at 76.75% of the 2020 goal for total dollars awarded, and 83.60% of the goal for total number of projects funded. External funding proposals were at 97.25% of the 2020 goal for total dollar amount of proposals, and 87.80% for number of proposals submitted.

- b) External Funding – The New Landscape: At the federal level, shrinking budgets in most discretionary spending is very likely, and for federal research funding specifically, a flat budget going forward is likely the best-case scenario. It was noted that if sequestration continues, how it is implemented will have a significant impact on research funding: if sequestration related cuts are distributed across all discretionary programs (i.e., both defense and nondefense), the impact will be less severe than if distributed across nondefense budgets only. During the period FY2009 – 2011, annual federal research expenditures at NIU declined 31%, and this is consistent with the general trend among public universities in the state. Some peer institutions outside of Illinois (e.g., Western Michigan, North Texas, Northern Arizona) experienced significant increases in federal research expenditures, and it was noted that these institutions have been very strategic in hiring decisions, employing such methods as cluster hires, identification of emerging markets and partners, and building on historic strengths of the institution.
- c) Unfunded Mandates – Administrative Burdens: Federal, state, and university barriers to research efficiency and productivity were reviewed (e.g., human and animal research, safety, procurement, human resources, accounting, property control). Although such burdens have an impact on all levels of the research mission, many of them are not controllable by NIU. It was noted that a focus on those barriers within NIU's control is needed.
- d) Trends in University Technology Transfer: It was noted that, although licensing of intellectual property to established entities or new start-ups is the most widely discussed form of technology transfer, it is not the most important. The university routinely engages in multiple other forms of technology transfer including moving highly skilled students to employment, publication of research, personal interactions between knowledge creators and users, university – industry cooperative research, and individual consulting arrangements. Licensing revenue is a small fraction of university research revenues (4% – 6% at major research universities); very few university licenses prove to be highly remunerative (less than 0.7% yield more than \$1 million annually); and approximately 50% of university technology transfer offices lose money patenting intellectual property. When compared to peer institutions, NIU is well below the median in invention disclosures and licenses/options executed, but above the median in patent applications. These data suggest that NIU has not been strategic in determining which disclosures warrant patent applications and it has not been aggressive in bringing patents to the market. There is a growing consensus among universities that new, more flexible approaches to intellectual property management and industry-funded research are needed.

Respectfully submitted,

Greg Waas, Ph.D.
University Advisory Committee

EXECUTIVE:
STEERING:
FACULTY SENATE: 11-20-13
UNIVERSITY COUNCIL: 12-04-13
REFER TO:

Report on the NIU Board of Trustees Special Meeting November 7, 2013

The NIU Board of Trustees met on Thursday, November 7 at DeKalb. The agenda included the following action items:

- Approval of the ticket agreement with the Illinois High School Association for the State Football Championship which will be hosted by NIU every other year alternating with UIUC. Ticket revenue is returned to IHSA. Expenses are covered by fundraising efforts of the Dekalb County Community Foundation.
- The BOT approved the appointment of the interim chief financial officer, Nancy Suttentfield, who will serve until a permanent CFO is hired. The appointment is for 11 months.
- The BOT approved the hiring of executive search firms for the Executive VP and Provost, and the CFO.

The meeting adjourned at 3:20 PM.

Respectfully submitted,

Alan Rosenbaum
UAC Representative

Committee on Resources, Space and Budget

Summary of Meeting on 11/8/13

1. The committee was updated on communications to the committee chair and the FS liaison related to the appointment of the interim CFO Nancy Suttentfield and the committee's annual statement on budget priorities.
 - a. Steve Cunningham will remain on the committee through his Facilities and Administration role.
 - b. Nancy Suttentfield was unable to be on campus this week but will be here shortly and will then liaise with the committee.
 - c. The committee was reminded of the time line for submitting the budget priorities statement. Discussion followed regarding the form the report would take given the current state of flux with how the budget process may unfold in the future.
2. Steve Cunningham updated the committee on a number of matters.
 - a. The President was meeting today with community college presidents to discuss ways of smoothing the transition of community college students to NIU.
 - b. Steve Cunningham confirmed that Nancy Suttentfield will be on campus next week and will work closely with him and with the committee on budget matters. The President's desire for transparency was reiterated and that working with the committee would be key in strengthening the budget process.
 - c. The budget report to the BOT presented on 11/7/13 was shared with the committee. The report described the current budget process, the different funding categories and the current fiscal cycle.
 - d. Conversation ensued about how the budget process might look in the future as the focus shifts to linking strategic priorities to budget. The approach of budget hearings, as presented by the President at the committee's last meeting, was revisited and the idea of moving funds based on need and the development of accountability measures was discussed.
 - i. The committee is seen as having a role in this process in terms of the criteria for making funding decisions and measures of accountability.
 - ii. A number of ideas for the types of criteria that might be explored were discussed and included enrollment counts, credit hours, core programs, and whether need would be looked at across colleges or department or programs or some combination.
 - iii. Accessing data on costs was also discussed and Steve Cunningham indicated he would provide the committee with data from Institutional Research on this question and also from the Delaware Study.

- iv. As criteria are developed it was also noted that it will be important to undertake trend analyses on how the process of aligning priorities to budget is working.
 - e. The critical issue of increasing enrollments was covered with the view that this would be a way to fund priorities without downsizing. The revenue generated from tuition and fees is critical to financial sustainability. The idea of pipelines to grow enrollments was covered as well as looking at student fees to ensure the funds were being used as intended and that any increase in fees does not go beyond an increase in tuition. Projected fee income on the basis of credit hour production is one factor in the current budget projection model.
 - i. The committee expressed concern over the point at which a perception that fees are high may deter prospective students.
 - ii. It was noted that graduate student fees could be as high as 29% of a graduate student's stipend. The need to ensure stipends are competitive and provide a living wage was also discussed.
 - f. A brief discussion took place around the potential for development on the east side of campus that would provide a corridor link between campus and town. This is in the early stages and is part of wider conversations about the synergy between the university and the town.
 - i. The value of such developments was discussed in terms of how this can change perceptions about NIU as a place to be. The importance of developing a sense of community and place to recruitment and retention were addressed.
- 3. For the next meeting, the committee members were charged with developing ideas for the statement of budget priorities and also on criteria to be applied in the budgeting process for determining need and establishing accountability.