

12-4-2013

UC Agenda 2013-12-04

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

- I. CALL TO ORDER**
- II. ADOPTION OF THE AGENDA**
- III. APPROVAL OF THE [MINUTES](#) OF THE NOVEMBER 6, 2013 MEETING**
- IV. PRESIDENT’S ANNOUNCEMENTS**
- V. CONSENT AGENDA**
- VI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES**
 - A. FAC to IBHE – Sonya Armstrong – [report](#) – Page 3
 - 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
 - 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

- L. Student Association – Jack Barry, President – report
- M. Operating Staff Council – Andy Small, President – report – walk-in
- N. Supportive Professional Staff Council – Deborah Haliczer, President – [report](#) – Pages 14-15
- O. University Benefits Committee – Deborah Haliczer, Chair; Therese Arado, FS-Committee on the Economic Status of the Profession Liaison – [report](#) – Pages 16-17
- 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

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

EXECUTIVE: STEERING: FACULTY SENATE: 11-20-13 walk-in UNIVERSITY COUNCIL: 12-04-13 REFER TO:
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Report on the IBHE FAC Meeting, November 15, 2013

The Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC) met on November 15, 2013 at MacMurray College in Jacksonville, IL.

Public Four-Year Caucus Updates

The public caucus spent the bulk of the time discussing what, if anything, the Public Universities Caucus might do related to the issue of pension reform in advance of the December 3 legislative session. The group looked at some recent documents endorsed by University Senates, and decided to put forward a single document to be signed by the members of the Caucus. A draft of this document is currently being developed.

PARCC Assessment Updates

Much of the morning session was spent in a conversation with Daniel Frederking, Illinois PARCC Field Test Coordinator for Student Assessment at ISBE and Michael Afolayan, IBHE Assistant Director for Academic Affairs. Frederking provided a detailed discussion, including a PowerPoint which will be made available shortly, of current efforts on field testing the new PARCC assessment instruments.

FAC Meeting

Most of the afternoon session was spent in a conversation with Senator Sam McCann and Representative CD Davidsmeyer. The guests did not have updates to report on recent happenings on the work of the Higher Education Sub-Committee.

An update was provided on the search for a new IBHE Executive Director. Airport interviews are coming up shortly, followed by interviews in Springfield during the first week of December. A member of the FAC was nominated to participate in these interviews.

The minutes from the October meeting were approved.

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

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:
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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.

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

SUPPORTIVE PROFESSIONAL STAFF MEETING SUMMARY

NOVEMBER 21, 2013

The SPS Council met on November 21, 2013.

Vice President Steve Cunningham, and Associate Vice President Celeste Latham of Human Resource Services were guests. Council members asked questions about whether or not there would be an increment this year. Dr. Cunningham pointed out that the President and the Cabinet recognize the morale impact of increments and the priority they place on providing this compensation, at present, the budget is being reviewed and no conclusions have been reached. Council members asked for comments on the perception that SPS positions are being re-classified into civil service positions. Dr. Cunningham discussed the actions of the State Universities Civil Service System, which has expanded and updated many civil service classifications. At the present time, the University does not plan to move SPS incumbents into civil service classifications. However, when a position is vacated, HRS is obliged to review whether the job descriptions continue to meet the requirements for exemption from civil service, or whether an appropriate civil service classification exists for the position. The Council also asked for clarification on some SPS positions which are less than 12 months, yet additional months are added to those contracts, in configurations of 10+ 2 months, or 9+1+1+1, etc, which provide for 12 month employment, but without the ability to accrue and use vacation. HR will identify and review these positions and report. Dr. Cunningham discussed pension issues and the potential need for employees to advocate for their benefits with their legislative representatives.

The Council reported on a number of fundraising efforts for tornado, or Philippines relief funds, calls for host families for international visitors, and heard a report on the pension forum.

The deadline for nominations for the SPS Presidential Award is December 2 at 4:30. The Awards Committee is proposing a number of new awards and recognitions. The Committee will be working on details for these awards. The co-chairs and the president plan to meet with President Baker about a designation of "Distinguished SPS" for those who have been presidential award recipients, similar to that given to Presidential Research and Teaching Professors after their four years of their grants. The Communications Committee reported about the recent Newsletter. The Constitution and Elections Committee ratified the appointment of Lisa Pluhm as a one-year alternate for division 5, and confirmed Cathy Doederlein as the SPS representative on the Provost Search Committee. Marti Jernberg was named alternate for the Multicultural Curriculum Transformation Institute Committee.

The Events Committee has arranged a number of events, including visits to the Microelectronics Research Lab, and the upcoming “Cloud” workshop in December. A “New Year” holiday event will be held on January 8, 3-4:30. The Council discussed participation in NIU Cares Day in the spring. Legislative Issues reported on pension developments. The SPS Dependent Scholarship fund will be sending out a letter through the NIU Foundation soliciting donations and all are encouraged to contribute to the scholarship fund by check or payroll deduction. Technology Resources will be coordinating the Cloud computing workshop on December 6, and the Workplace Issues committee urges action on the “Odd Contracts” issue, and is waiting for access to the SPS Survey for interpretation.

Discussion of the “Bold Futures” workshops was tabled until the December 19 meeting.

The SPS Council created an ad-hoc committee to explore a proposal to create an “SPS Emeritus” status. The committee will review policies and present a proposal.

Council members were reminded to contact Payroll if they need to make arrangements regarding pay for the December 23 closure, when all who accrue vacation need to use a vacation day.

Next meeting: December 19.

Respectfully submitted,

Deborah Haliczzer, SPS Council President

UNIVERSITY BENEFITS COMMITTEE MEETING SUMMARY

NOVEMBER 21, 2013

The University Benefits Committee met on November 21, 2013.

Vice President Steve Cunningham was the guest speaker for the meeting. Dr. Cunningham discussed pension issues, including the November 20 Pension Forum with four legislators, Senator Dave Syverson, Representatives Robert Pritchard, Tom Demmer and Michael Fortner. That session included remarks by the legislators, as well as Vice President Cunningham and Dr. James Lockard, President of the NIU Annuitants Association and NIU Representative to the SURS Member Advisory Committee. Lively discussion ensued in the question and answer portion of the forum. Vice President Cunningham discussed pension reform proposals which are likely to be presented at a special legislative session that is being called for December 3. The Annuitant's group is calling for letter and phone campaigns to advocate that cuts to pensions not occur. This is a serious concern both for retirees as well as for current employees, who all stand to see further deterioration in pension benefits. All employees should contact their legislators to advocate for maintaining their benefits. It has been observed that faculty and staff turnover is higher than normal, a turnover rate of 42% over four years. The quality of pensions and benefits has been cited as among the reasons for departures, including a higher than usual number of midcareer faculty and staff.

It was reported that the two Retiree Health Insurance information sessions offered by the Department of Central Management Services at NIU on November 18 saw over 1800 attendees, while a similar pair of sessions at NIU Naperville had over 1400 in attendance. Retirees are expressing serious concerns about upcoming changes to their health insurance, which will compel them to sign up for a "Medicare Advantage" Program, and change from their State-sponsored health insurance, as well as paying more for their insurance. While the information has been sent to retirees' homes, and the Annuitants' Association has emailed extensively, there is concern that those retirees who do not use computer communication will not be adequately informed, and will fail to sign up for one of the options, which will result in their loss of state-sponsored health insurance. Historically, employees and retirees who do not make an election are "defaulted" into a plan. In this situation, failure to sign up for one of the new plans will result in loss of the insurance benefit.

The CMS Dependent Audit was discussed. Currently, retirees who carry dependents on their health insurance are participating in the audit. In January, university employees who carry dependents on their State health insurance will be subject to this audit. All who carry dependents

on their plans will be required to respond to a call to provide IRS documentation that dependents are eligible to be covered by their insurance plans. Some of the retirees have been confused about what was being asked of them, so the University Benefits Committee is advising Human Resource Services to inform the campus community about the procedures for complying with this audit.

The UBC approved and signed the final version of an “Unintended Consequences” letter about the impact of the pension crisis on university faculty and staff, and on the university. These letters were sent to President Baker and members of the Cabinet on November 22. In discussing the ongoing topic of morale and workloads, the committee discussed what measures can be taken to address morale issues. These will be further considered in the next meetings. The Committee discussed the level of employee concern about salaries and the lack of an increment, and highlighted the importance of addressing salaries as a contributor to employee morale. Members expressed the levels of distress across campus about being asked to do more, and often feeling there is no more that they can do. Paying higher out of pocket costs for health care, and higher fees for parking were cited as morale issues.

The Committee reviewed the topic of SPS contracts, and looks forward to hearing a report from Human Resources about these contracts and what can be done to remedy perceived inequities.

Committee members received a copy of a presentation made at the November Board of Trustees Committees by Vice Presidents Steve Cunningham and Eric Weldy on the Affordable Care Act and steps the University is taking to meet the requirements of the Act. The Committee members were asked to review the document and be prepared to discuss it at the next meeting.

The next meeting was set for Thursday, January 30, 2014 at noon.

Respectfully submitted,

Deborah Haliczzer, Chair, University Benefits Committee

16.3 Campus Security and Environmental Quality Committee

16.3.1 Composition

16.3.1.1 The committee shall have the following members:

(A) The executive vice president and provost; **the vice president for public safety and community relations**; the vice president for student affairs and enrollment management; the vice president for **marketing and communications** ~~university relations~~; and the executive vice president **for administration**, or their designees;

(B) The chair of the Faculty Senate-University Council Committee on Resources, Space, and Budgets; ~~the associate vice president, finance and facilities operations~~; **the associate vice president of facilities planning and operations**; the chief of police; the director of parking services; the director of environmental health and safety; **and** the campus planning coordinator; ~~and the director of student life policy~~ or their designees;

(C) Two faculty appointed to serve two-year staggered terms by the Faculty Senate from nominees submitted by the college councils, the Library Council, and the faculty of the College of Law; two operating staff appointed to serve two-year staggered terms by the Operating Staff Council; and two Supportive Professional Staff appointed to serve two-year staggered terms by the Supportive Professional Staff Council;

(D) Four students appointed to serve one-year terms, including one resident undergraduate student, selected by the Residence Hall Association; one graduate student, selected by the Graduate Council; one Greek Community student selected by the president of the Student Association; and one commuting student, selected by the president of the Student Association;

(E) A representative of the City of DeKalb, appointed by the City Manager.

16.3.2 Duties The Campus Security and Environmental Quality Committee shall meet on a regular basis and shall advise the president, **or his/her designee**, on matters involving the security (including personal and property security) of the university community and protecting and enhancing the interior and exterior quality and security of the campus environment. Membership on the committee shall assure broad and balanced representation of the university community and its geographic regions (e.g., Greek row, residence halls, parking areas, classrooms). The chair of the committee shall be appointed by the president from its membership.