I. CALL TO ORDER

D. Baker: It sounds funny when you hit a plastic table with a hammer. How are ya? Welcome. So my first meeting as the presiding officer here. It’s an honor to be here. Thanks to all for coming on this beautiful day. So call to order.

II. ADOPTION OF THE AGENDA

D. Baker: First order of business is the adoption of the agenda. Do I have a motion?

J. Kowalski: So moved.

D. Haliczer: Second.

D. Baker: We have a motion and second. All in favor please say aye.

Members: Aye.

D. Baker: Nay. None. Okay the agenda is adopted.

III. APPROVAL OF THE MINUTES OF THE MAY 1, 2013 MEETING – sent electronically

D. Baker: Approval of the minutes of the May 1, 2013 meeting. Do I have a motion for that?

D. Smith: So moved.
Unidentified: Second.


A. Rosenbaum: It’s always perfect. They never read it.

D. Baker: All in favor please say aye.

Members: Aye.


IV. PRESIDENT’S ANNOUNCEMENTS

D. Baker: Presidential Announcements, oh yeah!

I wanted to talk to you about a couple things I’ve been thinking about. So it’s been a busy 10 weeks in my presidency and we’ve done a lot of things before school started. And then as school started I’ve been trying to get a focus on where the institution is going and have been meeting with a lot of groups. And one of their resonant things that I’ve been focusing on is this keystone idea of student career success underscoring career.

So to do that we really want to help our students be book smart here and learn all the important things they need to do to be work ready and life ready. So that includes their majors as well as the strong general education program. Then also having some real experiences through internships and mentoring relationships and all those kinds of things so that they really are ready in the breadth and depth that they need to go out. So that’s really the keystone thing.

And I’ve also been thinking about what feeds into that. What are some of the critical things that we’ve got underscoring that? One of them is enrollment. And as you probably saw in the article in the [Northern] Star and other places, our enrollment is not where it needs to be. We’ve been on a downward slope for a decade and we’re down what another six, seven hundred students this year. There were glimmers of hope in here, glimmers of positive things going on. We’re upping freshmen a little bit. We’re upping graduate students, good.

But we need to turn the corner on recruitment and retention. Our retention is not nearly where it needs to be and there are a lot of things that we can do. On retention you know the academics are gonna play a big role – the excellence in our programs, the market relevance of our programs. If our programs are relevant to where students are going in their careers, if they are being prepared for careers appropriately, we’re gonna attract and retain more students.

The integration across out programs. You know, employers continue to tell us they want students who can think across disciplines, who can critically think, who can solve complex problems, work in teams, all that good stuff. It doesn’t necessarily mean that’s narrowly disciplinarily focused. You need the depth, but you also need the T person that’s broad as well as deep.

To help us do that we need to retain our faculty and staff. If we have a churn in our faculty and staff and we don’t build that cross-fertilization across our faculty and staff, it’s going to be more
difficult to build the intellectual community we need to be successful with our students. So that’s another priority we need to work on. And then the activities of the faculty and staff need to be integrated with this idea of student career success, I believe. That we’re really reaching out to our alumni, for example, and having them come back and work with our students.

A week ago we held some focus groups in Naperville with about 60 people, two-thirds alumni, one-third students and there was a lot of excitement in that room or in those rooms. We divided them up into separate rooms for focus groups and came back together. But the alumni to a person said that they really wanted to be involved with our students and darn it if they aren’t seductive, you know. You do that on a daily basis working with students and when you sit down and work with them and watch them grow and listen to their stories and their backgrounds, you just want to help. And our alumni are stepping up and saying they will do that. So now we’re gonna have to build the infrastructure to do that match-making back and forth and make it a meaningful learning experience. You just can’t have 200,000 alumni and 20,000 students and hope something magically happens without thinking it through about what are we trying to accomplish here, how does it integrate with our general education program, with our majors, with what happens outside the institution as we go on.

So we’ve got a bunch of work today I’m laying out here. But important work that I think is gonna help move us forward. That’ll all help us with retention as well, our curricular and co-curricular sides, the engagement with our students, all important pieces.

Back to recruitment for a moment. Ray and I have been talking about the different market segments that we have. There really are different market segments if you stop and think about it. We have the traditional four-year undergraduate market. How many of these students came here as freshmen? How many transferred? So transfer students are becoming a bigger part of our market or they should be coming. Most of the higher education students in the state are in community colleges. It’s a potentially huge market for us. So we need to do both. It could be the student government leaders, maybe our student government leaders because they’ve got a couple more years here to get elected and figure out the system, so we may have disproportionate numbers here at the table. But we have undergraduate four-year students; we have transfer students; we have adult learners; and we have graduate students just to name four potential different niches. And we need to think differently about each one of those and how we’re going to attract them. And then how we’re going to retain them, what their issues are, and how we help them move forward.

So we really need to think through the business plans and the recruitments plans and the retention plans and all those. And in terms of retention the student experience, big deal. Campus life if a big deal. You know is there a sense of community, is it a cool place, are there things to do, enriching fun things that are engaging and keeping students here during the weekend. You know as a residential school we have the potential to be a 24/7, 365 total immersion kind of university that is a great learning environment. So the arts can play a huge role in that as well. Athletics could. Our first home football game is this weekend. You all ought to go whether it’s raining or not. Might be even more fun if it’s raining. Jack’s working with some students to think about: How do we get more students to the football games, not just the tailgate but actually into the stadium? One of the things we found, Jack, was around the eating in the residence halls. And sometimes students have to leave the game to go eat or else they go hungry. Well we can figure that out, I think. So there are a bunch of those things that we’re
working on. Town life is another big one. Is this a fun, vibrant, cool town you want to hang out in and go to the gallery or go see the visual and fine arts – the performing arts students play downtown at clubs or not so much?

So last week we went to Moscow, Idaho for the Vandal football game which I’m glad to say the Huskies won in a hard fought game. But Mayor Rey, Bill Nicklas and I went out early. We went a day early and spent a day with the City Council and other community leaders, university leaders, to look at the town-gown relationship there. And they’ve been working on these issues for about 20 years intimately. And downtown’s got a cool vibe. It’s a cool place to hang out. It’s a couple blocks off campus. You stumble downtown and there’s coffee shops and clubs and it’s got a good vibe. It’s a very positive vibe. Saturday market there is huge. So it’s 22 weeks long and there are thousands of people that go every weekend and it’s the outdoor living room for the whole community – students, faculty, staff, people from the hills, literally. It’s a cool place. There were three bands playing. There was a community jazz band, the saxophone octet was playing and who was the other group? Oh there was a guy with bagpipes which didn’t really – which one doesn’t fit? But people liked him and were hanging out. It was just a cool vibe. I want to help us build more of that into the community. There’s cool stuff going on here but we need more of that I think, so it’s a fun, welcoming place.

Safety is an issue, obviously. We really need to be working on that on campus, off campus. We have a new police chief started last week, Tom Phillips. I think he’s going to do a great job. He came to us from the University of Chicago and has great experience in two universities as well as in the military. He served in Central America and the Caribbean. He has a diverse background.

Student experience, we also need to think about our financial supported students who are examining our financial aid programs right now to see if we’re spending our scholarship and waiver dollars the way we need to be. My sense is we’re spending a lot of money on freshmen not so much after that and then we have a retention issue. I might be able to connect those dots. Now there are other dots to connect, but that is one that we need to look at and see if we can’t spend our financial aid dollars more efficiently and effectively.

I mentioned career counseling and internships. Those are going to be critical I think as we move forward and just engaging with students and alumni and get that collaboration going. Alumni can play a huge role. I’m going to speak to the Alumni Association Saturday before the football game and we’ll will talk about potentially their expanded role in all these activities.

All that, if we get our enrollments up, if we get our retention where it needs to be, that’s going to give us the financial resources to invest in the faculty and staff, the programs and facilities that we need to move the institution forward. We’ve got to turn that around. We can’t have enrollment declining 600 students a year and expect to have the financial resources to do what we need to do to support you. So we’ve got to turn that around and put a budget model in place that in sense that growth and supports you so you can do your jobs and we can get to the student career success as well as the research prowess that we need to get to. We need to invest in some critical research areas to move this forward.

So those are some of the things I’ve been thinking about. And over the coming weeks, I’m gonna put out invitations for faculty, staff, students, and external stakeholders to come together in a series of workshops to build on the workshops we’ve already been doing this fall with those
groups and get broad insights into the directions we need to go. Get your feedback on: How do we actually do this stuff? How do we move forward? How do we – if we need to make adjustments in the vision I just gave you, how do we make those adjustments and how do we aggressively move forward? So be looking for those invitations coming out in the next week or so and then we will try and hold those in October, those series of task forces and workshops. I’d like to get all that data collected, analyzed and then have that imbedded in my talk in the inauguration speech on November 13, and that speech will be focused not on me, but on the direction of the institution. Where we going? What visions do we have? How are we going to get there? And then how do we participate moving forward?

So that’s what my summer vacation was and my fall and it’s been fun. I really thank all of you for the welcome that I’ve gotten, the openness with which you’ve told me the good, the bad and the indifferent, I guess, not the ugly. It’s been a good run. I really feel like I’ve gotten a lot of feedback. I appreciated all the feedback from the students. I’ve met with a lot of student groups and they are going to be a catalyst to all this change. I really appreciate your feedback and good insights. So, thank you. Thanks to all of you. Okay, those are the president’s remarks. Any questions or comments on them? Okay, let’s do some business.

V. CONSENT AGENDA

D. Baker: We’ve got a consent agenda in front of us. Do I have a motion to approve the consent agenda?

A. Small: So moved.

R. Lopez: Second.

D. Baker: All in favor please say aye.

Members: Aye.


A. University Council Standing Committees – Per NIU Bylaws, Article 2, approve 2013-14 membership rosters – Pages 4-6

B. University Advisory Committee to BOT – Per NIU Bylaws, Article 16.4.1.1, confirm 2013-14 membership roster and confirm Dan Gebo for a new three-year term (2013-2016) – Page 7

C. University Communications Advisory Council – Approve the addition of this council to the “Committees of the University” section of the University Council Website – Pages 8-10


E. Student Conduct Board
1. Approve the nomination of Michael Safarik, Counselor, Military Student Services, for a one-year term replacing Linda Novotny-Roth. Safarik is an operating staff employee replacing an operating staff employee.

2. Approve the nomination of Victoria Livingston, Assistant Director, Planning and Assessment, for a new three-year term, replacing Richard Tom. Livingston is a supportive professional staff employee replacing a supportive professional staff employee.

F. Review guidelines for online courses carrying undergraduate credit every 5 years, APPM Section III, Item 23 – refer to Academic Policy Committee – Pages 12-13

VI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

A. FAC to IBHE – Sonya Armstrong – report
   May 17, 2013 – Pages 14-15
   June 14, 2013 – Pages 16-17

D. Baker: Next, reports from councils, the FAC to IBHE. Sonya is not here today so the report will only be in written form if anybody has comments. Seeing none, we’ll move to the next.

B. BOT Academic Affairs, Student Affairs and Personnel Committee – Dan Gebo and Andy Small – report
   May 23, 2013 – Pages 18-20
   August 29, 2013 – Pages 21-24

D. Baker: Same deal, this is only the most recent report. Andy are you gonna give this report? The BOT Academic Affairs, etc. report?

A. Small: There is a written report in the back and I can answer any questions. Otherwise the BOT report will cover everything that I did. The only thing that you may want to take a look at, I believe on pages 20, 21, 22 somewhere in that area, the awards for the faculty and staff, all of those awards are listed. If you see any of your colleagues there that received any of those awards, please take a moment to thank them and to acknowledge your appreciation for all they do for our campus. And that I’ll just take questions.

D. Baker: Anyone? All right thank you, Andy.

C. BOT Finance, Facilities, and Operations Committee – Alan Rosenbaum and Greg Waas – report
   May 23, 2013 – Pages 25-26
   August 29, 2013 – Page 27-28

D. Baker: Next is the BOT Finance, Facilities and Operations Committee, Alan.

A. Rosenbaum: Before I just talk a little bit about this report, I wanted to remind people we have a lot of new University Council members and you might have picked up on it. We would prefer when you speak to say your name into the microphone because all of this has to be turned
into minutes and it’s important that we know who makes the motion, who makes the second, and who’s making whatever comments are on the record. So if you could remember to do that, just ask someone for a mic, wait a few minutes until the mic becomes active and then say whatever it is you’re going to say, but please identify yourselves. Thank you.

The report that I’m going to talk about is the Finance Facilities sub-committee report from August 29. And there were, I think, three items that are of some interest. One of them is the board approved the fiscal year 2014 internal budget. They had previously approved a rough draft of the budget, but they were not able to approve the final budget until the state finalized the appropriations. So they were able to do that. They also approved the fiscal year 2015 budget guidelines and the interesting thing there is that every year the board requests, or the university requests through the board, increases in the vicinity of three or so percent for raises, for increases in salaries, utilities and all kinds of other deferred maintenance and things like that. The IBHE almost always wipes that out and so we never see it. If the IBHE manages to not wipe it out, then the legislature wipes it out. It’s very exciting. We always put it in, and so once again there is a request for some increases and we I guess can keep our fingers crossed but so far it hasn’t been working out. We also have the FY 2015 appropriated capital budget request and we have a, I think, a new item on top of that now, which is the Computer Science, Health Informatics and Technology Center. This has now replaced the Stevens Building which was number one on our list for 11 years, 12 years?

S. Cunningham: Right, that’s funded.

A. Rosenbaum: That’s funded, yes, but that was number for quite a while.

S. Cunningham: It was on the list for at least 23 years.

A. Rosenbaum: Twelve years so anyway our new number one item is that Computer Science, Health Informatics and Technology Center. Look for that is 2024. That’s the FFO committee report. Any questions, comments?

D. Baker: Hearing none, the Legislation and External Affairs Committee, Rosita Lopez.

R. Lopez: Thank you. Basically there were three items that were covered that day. The Conceal Carry Act where our General Counsel Blakemore explained pretty much you know what this entailed and some questions were asked about you know policy and how do we handle all the questions that are going to come up, how we handle this on campus and how it connects to other already existing policies like student conduct code or bullying provision and things like that. There will be more coming up to clarify that further. The motion carried unanimously to endorse this NIU campus. That was good.

The next item was Kathy Buettner presented the fall 2013 and next year communication initiatives marketing and student recruitment. Basically what she presented was a really good PowerPoint study done by Noel Levitz entitled E-Expectations and what students want. And it seems that, of course, using technology is a big deal, including mobile, more mobile use as well.
And then finally, similar to what Alan just presented on the fiscal actions and next steps and something interesting again that was mentioned was that the single biggest driver of tuition increases at public universities is the rapid decline in general revenue funding. And so this is something will continue to be discussed and that’s it for my report. Are there any questions? Thank you.

D. Baker: Okay, thank you, Rosita. Appreciate it.


D. Baker: Next is the Compliance, Audit, Risk Management and Legal Affairs Committee. We’ve got Deborah and Alan.

A. Rosenbaum: On August 15 at the Board of Trustees meeting, the board authorized a new committee, a new sub-committee of the board and that sub-committee is the Compliance, Audit, Risk Management and Legal Affairs Committee. On August 29 we had the first ever sub-committee meeting of that particular sub-committee. At this inaugural meeting, the committee essentially heard from James Guagliardo who’s our ethics officer at the university and it consisted of a presentation by James Guagliardo on the role of the ethics officer in the university and this dovetails again with President Baker’s, one of his pillars being ethically inspired, leadership and so we have an ethics officer presenting on the role of ethics officers in the university. That was a very informative meeting. That’s all that happened. Oh, you want to add something?

D. Haliczer: One of the things that Jim reported on was the plans for ethics training so I’m using the opportunity for a shameless commercial. Steve Cunningham and I, of course, have been offering ethics training since 2004 and it is coming up October 16, so be waiting for our announcement and do it quick so there are no consequences. Thank you so much.

D. Baker: Thank you, Deborah. Any other questions, comments?

F. BOT – Alan Rosenbaum – report
   June 20, 2013 – Page 32
   August 15, 2013 – Page 33
   August 29, 2013 – Page 34

D. Baker: Alan, I think Alan I think you’ve got the next one.

A. Rosenbaum: Next is the Board of Trustees meeting. We had, I think, two special meetings this summer. We had the August 15 and then again on August 29 so our board earned their salary. They at least had two unscheduled meetings. At the August 29 meeting, the primary focus, or the thing that we would be most interested in other than the approval of a collective bargaining agreement with the electrical workers, was the concealed carry policy that Rosita alluded to. The board approved a policy which is in some ways a work in progress. So they approved it in principle and they also authorized President Baker to take the necessary steps to implement it, publicize it, and also, I think, to make whatever changes, minor changes,
definitional changes are appropriate. So for those of you who have been following the concealed carry issue, Illinois was the last state, I believe, to have a concealed carry policy. We were forced to do this by the Supreme Court. We were given deadlines. The legislature had no choice but to pass concealed carry legislation. Through the work of the universities and the university presidents, they managed to get exclusions for the universities so at the university you cannot carry concealed on university property. And so the Board of Trustees was required to develop a policy, a written policy, which they did and approved. So you’ll be hearing a lot more of this in coming weeks as the policy begins to be disseminated. The state police apparently had six months from the date of passage in order to come up with licensing requirements for concealed carry, so as of right now there is no concealed carry in Illinois and there won’t be until the state police, I think, is that correct, come up with the licensing requirements. But even when they do that, we will remain a weapons-free campus. We will have an issue for faculty members, there will be an issue of Faculty Matters coming out in the next week or so and that will have a lengthy description of the concealed carry policy and the implications for faculty members. You can look for that and we will, of course, entertain questions about that as well.

D. Baker: Any other questions or comments on that?

R. Alden: [not on mic]

D. Baker: Okay, thank you Ray. For those who couldn’t hear, there was a spelling error.

A. Rosenbaum: I don’t think there was a spelling error. I think I copied that exactly from some agenda.

D. Baker: Somewhere there was a spelling error. All right any others? Yes?

K. Thu: I just wondered, Alan, if you could give us a sense of what the policy direction is for public thoroughfares that surround and go through campus.

A. Rosenbaum: That is a very important question. The problem is that there are three roads, I think, that cut through campus – those being Normal Road, Annie Glidden and Lucinda – that are not university property and, therefore, are not protected under the exemption. And so those – there’s nothing the university can do about that, it’s not university property. But, of course, if somebody steps off the sidewalk, they are now on university property. And I don’t know: Does anybody have a ruling on whether the sidewalk is also part of the road or is it part of the campus?

B. Nicklas: It is part of the road.

A. Rosenbaum: So the campus sidewalks and those three roads are not university property and therefore were not covered under our exemption.

D. Baker: Rosita.

R. Lopez: Just a little FYI. I just heard this on the radio that Starbucks is now also a weapons-free location. So they’re not allowing, their new policy will be that they will not allow anyone with a weapon to walk into their stores. So coffee now has to be weapons free. Anyway, I thought that was interesting.
D. Baker: Skinny weapons-free latte. It will be an interesting thing if they can uphold that. Interesting for the lawyers in the room, find out if that’s true. Anybody else? Yeah, Andy?

A. Small: I would like to also mention we did have an interesting discussion in the Operating Staff Council about concealed carry and it’s amazing how much interest this has generated with the staff on campus. Even knowing that it’s a state mandate situation, there still is some concern with this particular situation and I would appreciate any type of information that administration can put out to calm some of those concerns and help people understand what’s all involved with this situation and what our part is in that situation. There are people out there that maybe don’t understand it as well as some of us in this room do and do have some concerns about the situation.

D. Baker: Yeah, great point. So, as Alan said, the law doesn’t go into effect until there are policies in place by the state police so we’re thinking six months from when it’s passed. So what – February, Bill – something like that? And there’s an exemption for higher education so we can continue to ban concealed weapons on campus. So that’s kind of the nut of it. We do have a website. Bill, do you remember the website that we – where that is located?

B. Nicklas: Probably the easiest thing would be to go to the main page and in that little box on the top, just type in concealed carry and see the information which includes the Board of Trustees policy. And I think it is a great idea that Alan’s going to come out with something in Faculty Matters. And there are other ways that we can build on that and if you have any questions you call me directly.

D. Baker: If possible could we put in the minutes the link, the link to that website for everybody to have? Deb?

NIU Department of Police and Public Safety – Concealed Carry Notice
Board of Trustees Concealed Carry – University Policy

D. Haliczer: My office is certainly getting lots of calls and expressions of concern about concealed carry, and I have to say that the greatest number of concerns have been raised by faculty who are concerned about being in isolated situations with their students in classrooms with no panic buttons, with no sense of protection against people who bring weapons. So I would say that, while all of our employee groups are concerned, faculty will be in the front lines dealing with students who are concerned and it might be a useful idea to have some faculty dialog, perhaps a focus group with some faculty with their suggestions on what would make them feel safer.

D. Baker: Is that with the understanding that there’s still a ban?

D. Haliczer: Yes, even with a ban people are concerned that weapons will appear in places where you are rather isolated and don’t have access to emergency phones or panic buttons.

D. Baker: Okay.

D. Plonczynski: Would it not be a reasonable request to ask the city to restrict concealed carry in
the streets that dissect our campus; sort of the opposite of eminent domain?

D. Baker: That’s a legal question. My understanding is that when it’s public space like that, under the new law, they cannot restrict it. Is that correct, Bill?

D. Munroe: I just have a question about what would be considered remotes sites? I mean being in the nursing school building over a mile off-campus, what constitutes campus versus the public streets and also how it applies to Hoffman and the Naperville campus.

D. Baker: We have discussed that and I think I’ll turn it over to our Vice President for Public Safety and Community Relations. Bill. Come on up.

B. Nicklas: So, a couple of questions, one I’ll take the last piece, which pertains to our satellite campuses. The NIU PD does not provide the security at the remotes campuses. I believe in all cases it’s the municipal or the county police department. And so going back to the one question earlier, I’ll link two together. What happens if you’re in a classroom? If, today, you became aware because a student told you or you notice there was a weapon in the classroom then you would be advised to call 911. And, if you were at Hoffman or Naperville or Rockford, then the local police would dispatch somebody. That’s how that would be addressed in the immediate circumstances. Here, I would recommend the same thing. For now I think the best general advice would be if, today or six months from now, when the licensing infrastructure is in place, you are advised of what you consider to be a dangerous situation because somebody has a weapon and even if they appear to be in control of themselves and meaning no harm, it’s against the law. Call the police department and the best way to get them is not dial the information number, just dial 911 and our local dispatch will send a police officer over. That’s the best advice I can give you at this time.

D. Baker: And to fill in just to be clear, there is a ban on concealed weapons at the branch campuses as well. That’s still university property whether it’s in Naperville or eight blocks off campus at the nursing college or Monsanto. That’s university property. And there will be signage at every door once the policy is in place that says weapons are not allowed.

B. Nicklas: Mr. President, I’d just add one more thing. There was a question earlier about the sidewalks, I believe, and the rights of way. So the right of way on those three streets that were mentioned earlier, Lucinda and Annie Glidden and Normal and Carole Avenue or a piece of it, extend from the back of the sidewalk, if you will, the grass side of the sidewalk to the sidewalk on the other side of the street. So it is true, once this law is in effect, it’s actually in effect but it’s not implemented because you can’t get a license, but around February or so people will be getting the first licenses. It is true under the new legislation that a person can walk with a concealed weapon up Lincoln Highway up the sidewalk on Normal to this building as long as they remain on the sidewalk and it’s concealed, they are conforming to the law.

The next question is: Well what if they decide to come in the building? And let’s say they do that with the best intentions. They’re hungry. They want to go to the Subway in the lower level and it’s observed as they’re walking down the stairs and the coat opens and if somebody sees a weapon and the policeman is called. What we intend to do, of course, access the situation, if the person made that error with the best intentions, then that person will be walked over to our dispatch center and will be disarmed in effect and the weapon will be stored until they leave.
campus and they will escort the person to a place where they can have a concealed weapon which would be possibly the sidewalk on Lucinda. But that is the law.

The one other piece, I’m sorry to detain our council this afternoon, one other piece: The law also provides, although this would be in most respects a weapons-free campus, that a person driving from some other place in the state who arrives on our campus, can have a handgun in their vehicle, unloaded, can park that vehicle in one of our parking lots. Now we intend to designate area where that is allowed and areas where it is not. For instance, we don’t intent for people to pull into our tailgating area on a Saturday with any kind of a concealed weapon, but they could do that. They cannot go into their vehicle and remove the weapon except if it’s unloaded to take it from the glove department, as an example, and put it in the trunk. So they can’t leave their vehicle with a concealed weapon and go somewhere else on campus. That would be against the law.

And all these things, you’re going to have ten more questions since I started talking and it’s important that we find forums to air the questions and to try to provide some consistent answers.

**D. Baker:** Anyone else? More to come. Thank you, Bill.

**G. Academic Policy Committee** – Sean Farrell, Chair – no report

**H. Resources, Space and Budgets Committee** – Paul Carpenter, Chair – no report

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

**J. University Affairs Committee** – Bill Pitney, Chair – no report

**K. Student Association** – Jack Barry, President – report

**D. Baker:** Next report Jack Barry from the Student Association, Jack.

**J. Barry:** I just kinda want to switch gears here a little bit and talk about what an exciting time it is to be at Northern and be a part of this positive change in this new transition period, especially from the student body standpoint. Obviously we have new administration with Dr. Baker, We have Dr. Weldy as well, we have new Police Chief Phillips and we have Mr. Sean Frasier as the new athletic director. And from the student body standpoint there’s so much going on with different departments at the university and I know the students at the table here are very excited about this upcoming year and kind of helping the administration make these changes.

You know we talk about retention and recruitment and it starts with student involvement and student engagement and I’m a firm believer in outside the classroom learning. You need to find, I call finding your niche at Northern, so you find something that goes along with your major and you get the hand-in-hand classroom experience with out-of-classroom hands-on experience and they go together. I know Dr. Baker has met with us in the Student Association several times now and he calls them possibility workshops and he gets a topic together and he runs with it. So I know we’re heading in the right direction and we’re just looking forward to this upcoming school year and making the changes that we want to see happen, so thank you.
**D. Baker:** Any questions for Jack? I appreciate Jack’s leadership and partnership so far. I think we’ve gotten some great ideas and now we need to go execute them. So thanks Jack.

L. Operating Staff Council – Andy Small, President – [report](#) – Page 35

**D. Baker:** All right, Operating Staff Council, Andy Small.

**A. Small:** First off, I’m encouraged by Jack’s words. For those of us who have been on campus for a long time, you are absolutely correct, this is a milestone situation. We are heading into uncharted waters so to speak and I felt the momentum and the morale of this staff, the pendulum swing this summer, and we are encouraged.

**D. Baker:** Thank you.

**A. Small:** We appreciate all the good work that all the administrators and staff and faculty are doing and we appreciate your leadership Dr. Baker.

**D. Baker:** Thank you, Andy.

**A. Small:** With that I have a report there on file. You can certainly take a look at it. The only thing that I would ask: The staff is interested in the December 23 day and we would be asking for clarification on that particular day. Right now we are scheduled to work, that is a Monday, and I believe there has been some discussion around that and potentially we could take a look at that and give us some advise and direction of where we’re going to head with that, whether it’s going to be an administrative closure, a vacation day, or we’re going to be scheduled to work.

**D. Baker:** Go ahead. Why don’t you hit the mic.

**S. Cunningham:** Thank you, Andy. That’s in our next item of unfinished business so we may want to cover it in more detail then. Consistent with all of our past practices, when we work on the holiday schedules, after getting the concurrence of the president and I work with the staff council on the structure of the schedule, especially if we have any schedule closure days or such things as that, so we can cover that in a little more detail maybe in the next agenda item.

**A. Small:** Thank you. That concludes my report.

**D. Baker:** Any questions for Andy?

**M. Supportive Professional Staff Council – Deborah Haliczer, President – [report](#) – Page 36**

**D. Baker:** Supportive Professional Staff Council, Deborah?

**D. Haliczer:** Good afternoon. Supportive Professional Staff Council looks forward to working with Dr. Baker and we’ve had a good meeting with him already. We already have good working relationships with everyone else, so we look forward to an exciting year. Balanced with excitement however, is a concern for morale and workloads. We’re busily analyzing the results of our SPC job satisfaction survey which points to issues with morale and workloads, in part due to the departures of lots of our colleagues through retirements or other separations and we’re
especially concerned with those other separations. We are looking to brainstorm on what will help us all get energized. So we’re balancing energized with concern. One of the things that SPS Council has been doing, however, is looking at the notion of networking and collegial relationships. And so one of the things our events committee has been doing on the council, is arranging visits to different places on campus and arranging lots of speakers. So our colleagues toured the chiller plant – most of us don’t get to go there – and had a wonderful time talking to the people who work in that area. We’re having a conversation with our new ombudsperson and faculty and SPS personnel advisor, and so we have a whole busy agenda of different kinds of visits, interactive events, pooling our knowledge about technology to do some self-help training on technology. So we’re looking forward to what kinds of things can we do on a day-to-day basis to enhance morale while we all work on the strategic planning that we hope to participate in.

Thank you.

D. Baker: Great; any questions for Deborah? All right, hearing none let’s move on.

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

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

A. Proposed University Holidays for 2013 with Scheduled Closure Day – Page 37

D. Baker: N., there is no report so we’ll move on to new business and, as Steve noted, there are two items here on the calendar, University Holidays, and let’s have a motion and second on each of them; then we can have discussion on both. So is there a motion on the University Holidays for 2013 with scheduled closure day, is there a motion to approve?

A. Small: So moved.

D. Haliczer: Second.

D. Baker: Thank you, now discussion and Steve maybe since the question has already been asked, you want to comment on the 23rd.

S. Cunningham: Sure. Per our normal procedures, the second item actually is the proposed holiday schedule for 2014 and we’d normally bring that to the council about this time with an effort to bring it as early as possible in the year so that’s what we’re doing this time. The board regulations provide the president actually with a certain number of scheduled holidays, floating holidays, and then two administrative closure days that can be allocated to maximize the winter closure period for operational savings. So these are structured that way and so that’s the 2014 schedule.

But we’re also back with 2013 schedule and, because we did have the opportunity to add a schedule closure day, you’ll see that Monday, December 23 can bridge between the weekend preceding that, the 21st and 22nd, to provide a longer, continuous break period. And the president concurred with moving in that direction so I contacted Andy and Deborah to get the feedback from the councils and they generally concurred. We do have procedures on closure days. They
are mandatory vacation days. Available vacation is automatically deducted through the payroll system and we have procedures through our timesheets on these. The question has come up – two things. One, if the employee does not have enough accrued vacation, they don’t have an available day, the system will automatically accrue that day in the future. So it will delay the use of the day until there’s adequate time that’s been built up. The other question, which Andy really had, was: What if an employee wanted instead to save their vacation and take a deduct day or a no-pay-status day? And we also have that as an option built into our procedure so that will be taken care of. Of course, it doesn’t really affect nine-month faculty because they are working on the academic schedule and will not need to use a vacation day anyway, so it’s really just staff, who are our Civil Service and SPS and some academic staff who are on 12-month appointments that this will affect. So that’s the update for 2013.

A. Rosenbaum: Steve, can I ask a question? There was, I don’t know if it was a rumor or whether it was true, but staff members that didn’t want to take that day, the rumor was that they could report for work and be assigned somewhere and not be charged, is that not true?

S. Cunningham: That’s not been our practice. There are a number of positions that are so-called essential and critical service positions that will be scheduled to work anyway, but the effort is to close the buildings. With the University Council’s endorsement, it really is a required closure day.

D. Baker: Any other questions? Ready for the vote? Should we use the clickers or do you want to just do it verbally? Clicker.

A. Rosenbaum: Those who have never used the clickers, don’t touch the clickers until we tell you, okay, because it screws things up. So Pat will let us know when it’s safe to vote, and then very simply you will press one. There’s nothing on your screen. It’s working though so don’t worry about that. Press 1 for yes, 2 for no, 3 for abstention and we’ll immediately see the results up on the board. So we’ll open the voting. Press 1, 2 or 3. 1 for yes, 2 for no, 3 for abstention and, if you don’t like your vote, you can always change it until we close the voting. Okay we’re about to close the vote; everyone make sure you voted. Okay, close the vote.

43 – YES
0 – NO
4 – ABSTAIN

The motion passed.

D. Baker: Congratulations, you get a vacation.

B. Proposed University Holidays for 2014 – Page 38

D. Baker: All right, second, Proposed University Holidays for 2014. Turn the page to 38, do you have any questions on that? Well I guess we need a motion and a second to discuss. So is there a motion?

R. Lopez: So moved.
P. Vohra: Second.

D. Baker: Any discussion, questions?

S. Cunningham: I just want to draw your attention to two things on 2014. Again it’s the same allocation of available days to best fit the schedule. You will note on January 2, 2015, there will be an opportunity for another schedule closure day. So about this time next year in 2014, we always do this in the same year generally as which the holiday schedule applies, we’ll be back discussing that potential schedule closure day for January 2, 2015. Also there’s a note at the bottom just confirming that the four-day summer work week will not be continued into 2014. So we want to give the campus, we’ve talked about this with our councils, it was announced when we implemented the summer work week this summer for the last time, but we want to make that clear with holiday schedule. We will be issuing fairly extensive flex time procedures and we move toward the summer 2014 so that will be coming.

D. Baker: Any questions? Are you ready to click? When are we ready? Tell us when. Go for it.

A. Rosenbaum: 1 yes, 2 no, 3 abstention. Closing vote.

47 – YES
1 – NO
1 – ABSTAIN

The motion passed.

IX. COMMENTS AND QUESTIONS FROM THE FLOOR

D. Baker: Any comments or questions from the floor?

X. INFORMATION ITEMS

D. Baker: All right hearing none, let’s move on. The information items to follow, we’ve got the meeting schedule for 2013-2014 so please look at that so you know when you’re coming back. Also I’d like to call your attention to Item B; Pat Erickson created a tutorial here – Accessing Faculty Senate Agendas Minutes and Transcripts. Those are pages 40-49.

A. Rosenbaum: So it’s not just senate it’s all University Council, as well.

D. Baker: Great.

A. Rosenbaum: Same set of instructions.

D. Baker: Any comments or questions on the information items?

A. Meeting schedule, 2013-2014 – Page 39
B. Tutorial – Accessing Faculty Senate Agendas/Minutes/Transcripts – Pages 40-49
C. Annual Report, Academic Planning Council
D. Annual Report, Affirmative Action & Diversity resources Advisory Committee
XI. ADJOURNMENT

D. Baker: Hearing none I think we’ve concluded our business before four o’clock.

A. Rosenbaum: Don’t get used to it.

J. Kowalski: I would just like to mention (mic not on).

A. Rosenbaum: We can’t hear.

D. Baker: He wants to get together with Rules and Governance before you leave? Anybody else, comments, questions? Do I have a motion to adjourn?

Meeting adjourned at 3:55 p.m.