
J. Kock attended for S. Clayton.

Parliamentarian Ferald Bryan was present.

THOSE FACULTY SENATE MEMBERS NOT PRESENT: Baker, Caughron, Creamer, Cummings, Engel, Fox, Frank-Stromborg, Ghrayeb, Greene, Kolb, Loubere, Mehrer, Munk, Musial, Payvar, Pierce, Robertson, Smith-Shank, S. Song, Spear, Stephen, Turner, Wade,

I. CALL TO ORDER

The meeting was called to order at 3:08 P.M.

II. ADOPTION OF THE AGENDA

President Willis: I’d like to call the meeting to order. I would entertain a motion to adopt the agenda. Are there any changes or additions that anyone wants to suggest to the Agenda? If not, all those in favor?

The Agenda was adopted.

III. APPROVAL OF THE MINUTES OF THE APRIL 2, 2003 FS MEETING

(Pages 4-9)

President Willis: Could I have a motion to approve the minutes of our last meeting, which was on April 2? Those minutes appear on pages 4-9. Any corrections or additions to the minutes? Yes, David.

D. Wagner: I was confused last week. I think what I should have said - it should be K-12 plus 4. On page 4.

President Willis: I forgot what you did say.

D. Wagner: I did say P16 but that would include college in conjunction and not distinguish it from high school. I was trying to distinguish college from high school.
President Willis: So you want me to change what you did say to what you should’ve said?

D. Wagner: Yeah.

President Willis: I can do that. All right, any other changes or corrections? If not, all those in favor of approving the minutes?

The minutes were approved as corrected.

IV. EXECUTIVE SESSION

President Willis: We now will go into Executive Session. There will be two reports, one is the report of the Committee to evaluate me and so I will also leave, and then we will have the report of the Committee to evaluate the Faculty Personnel Advisor so if somebody tells me when that starts, I will come back. While we are in Executive Session, only voting members of the body should be present. So, could I have a motion to go into Executive Session? Second? All those in favor? Okay. So I will go out and Jim -----.

A. Report from the Committee to Evaluate the President of the Faculty Senate/Executive Secretary of the University Council (Carol Minor, Chair, Rangaswany Meganathan, Sean Ackerman, Jean Pierce and Xueshu Song)

B. Report of the Committee to Evaluate the Faculty Personnel Advisor (Carol DeMoranville, Chair, Jody Newman-Ryan and Earl Shumaker)

V. PRESIDENT’S ANNOUNCEMENTS

President Willis: We move now to President’s Announcements.

A. Recognition of Faculty Senators whose terms are expiring:

President Willis: First I would like to recognize those Faculty Senators whose terms are expiring. Bob Miller from Finance, Carol DeMoranville from Marketing, Jean Pierce, EPF, Ngoyi Buconda, Allied Health, Jody Newman-Ryan, Communicative Disorders, and Earl Shumaker from University Libraries. Thank you all very much and especially to Carol and Jody who have been committee chairs.

Robert Miller, Finance
Carol DeMoranville, Marketing
Jean Pierce, Educational and Psychological Foundations
Ngoyi Bukonda, Allied Health Professionals
Jody Newman-Ryan, Communicative Disorders
Earl Shumaker, University Libraries

EXPIRING AND RE-ELECTED
President Willis: It says here Expiring and Re-Elected, their terms expired. So those who have been re-elected are C. T. Lin from Chemistry, Stephen Nord, Economics, Richard Greene from Geography, Joe Stephen from Math, and Katy Kahn from Art. So congratulations to all of you and we’re glad that you’re still here.

C. T. Lin, Chemistry
Stephen Nord, Economics
Richard Greene, Geography
Joe Stephen, Mathematical Sciences
Katharine Kahn, School of Art

NEWLY ELECTED

President Willis: Finally, we have Newly Elected members who, I believe, are not here but will be in the fall. James Johnson from Finance, Geoffrey Gordon from Marketing, Nancy Castle from Communicative Disorders, and David Lonergan from the Libraries. So that’s our roster for next year. Congratulations to our new ones and thanks to our old ones and I’m hope we have a good year next year. Yes?

James Johnson, Finance
Geoffrey Gordon, Marketing
Nancy Castle, Communicative Disorders
David Lonergan, University Libraries

N. Bukonda: I was filling in for someone and I was re-elected.

President Willis: Ah, okay. We’ll get that straight. So you’re in the Expiring and Re-Elected category? Okay, very good.

B. Presentation of Bob Lane “Eternal Vigilance Award”

President Willis: It is now time for the presentation of the Bob Lane Award which, as you may recall, we have renamed slightly with the intention of retaining the meaning behind it and continuing to honor the memory of Bob Lane who was a very focal activist in support of the faculty but to make it perhaps slightly less confrontational than the “Bottom of the Deck Award” as it used to be called. So we have changed it now to the “Bob Lane Eternal Vigilance Award”. So I have the plaque here and we also found some appropriate art work which I’ll talk about in a second but I would like to award the “Bob Lane Eternal Vigilance Award” for a faculty spokesman to David Wagner for his advocacy. We have on here a picture of Diogenies, which I thought was appropriate.

I do have a few things I want to mention. One has to do with the – if you look on the elections part – number 4 under there is the election of the Faculty Personnel Advisor. You don’t see a name there because it took me a very long time to finally manage to twist somebody’s arm and I think it’s not because it’s such a wretched job necessarily but because of the straights that we
find ourselves in. It’s very hard to find somebody that has the time. He is in back and Curtis Behrens has agreed to serve as Faculty Personnel Advisor. I asked him to come today so when that time comes if he wants to say a couple of words or if you want to ask him anything, please feel free to do so. He is a former Executive Secretary and is very knowledgeable about University policies and procedures and I’m very pleased that he’s willing to take this on.

Let me tell you everything else that I know. Let’s see, that sounds like a lot but it’s really not much. Okay. There was a question last time, I think from Bob Miller, about what happened with the focus groups that we had about a year ago. This was Lipmann-Hern was the name of the company that was contracted with by the NIU Foundation money – they were very clear that I should make it obvious that this is not university money, it’s Foundation money. Anyway, to conduct research and look at the image of the university both within and without with an ultimate eye to marketing the university in a more successful manner because there was some perception which seems to have been born out at least by the preliminary results, that who we are and we are perceived to be are really not in sync very well. So they met as some of you may recall last year with students, faculty, staff and campus leadership. They met with perspective students and high school guidance counselors. They met with what they called key opinion leaders and influencers like elected officials, high school principals and so forth. They did what they called a “secret shopper” exercise where they have student interns that they sent out to Northern and to a number of other universities in the state and they were to act as applicants. They went through the whole admissions tour and all this kind of thing. They were not told which university that Lipmann-Hern was interested in so it was kind of a double-blind study. The students didn’t know and of course the various admissions people didn’t know that somebody in there wasn’t really interested in applying. So it was felt that this would give a good view of and comparison of the different application procedures. Then they did a telephone survey of NIU alumni. That they finished this past January. They have shared some of the results that they have so far with things like student recruitment and university outreach and what have you. I was told when I called up at first to say what happened to this, wasn’t it supposed to be done already and they said yes, but you know, for two months the President has essentially been in Springfield and they just hadn’t been able to get together with him because they’ve wanted to meet with him and the Senior Cabinet in order to present the results. So they finally managed to do that Monday and so they discussed it and then are talking about the next steps. The President’s is going to be looking it over. This is a letter from Mike Malone by the way, the Vice President for Development. He says that the results should be published in the Northern Now magazine – the results of the alumni survey – will be published in the August issue of Northern Now and he’d be happy to come and talk about the results whenever. So, I was thinking perhaps in the fall we could have him come and talk about what they’ve learned from this. Sorry it took so long but it’s there and it’s not university money. So. All right.

I sent an e-mail out to all of you yesterday and I apologize for the short notice but that is how these things work. Tomorrow morning a number of Republican legislators are going to be here. They want to know what the effects of the budget cuts – the ones we’ve already had and the ones we will have – are on faculty. They want to know what they are on everybody but they asked me what they are on faculty so I sent out an e-mail saying, you know, please tell me. So, if you have not yet responded or if you have further thoughts if you would please let me know shortly if you have anything more to say about what the effects of the budget cuts have been and what you’re
anticipating given that we will presumably have another 8% cut for next year. This meeting is at 9:00 tomorrow morning so — sorry, they did tell me yesterday afternoon. So, anyway so if you will – I did get a number of responses, which I appreciate very much but I did want to mention that so in case anybody else has further information or things that I could use or say, I would appreciate that.

The only other thing I wanted to mention was the budget itself, which is starting to kind of gel. At least we know what our FY03 budget is now which is nice and the number that we got a week or two ago is still there which is about a 3% cut, I forget the exact number, but it’s whatever it was and that’s for sure. The Governor’s budget request includes an 8% cut in general revenue funds for next year but, of course, that has to go through the State Legislature. The Senate is having budget hearings I believe next week. One of the Houses is having budget hearings next week and the other one is not scheduled yet but this process is going to take place fairly quickly because they have to be done with it by the end of May or June or something. The tradition has been that the Legislature does not really make major changes to the Governor’s budget particularly in the area of higher education. That’s not one of the things that they tend to mess around with too much. So the 8% cut for next year is most likely going to happen. There are a couple of other things that have been suggested by the Bureau of the Budget and which we are still quibbling about. One is that they have asked us not for a cut but to reserve 8% of our income fund as well. Just don’t spend it and so this is the solution and whatnot, fees and whatnot that we got and so we are grousing about that. To what effect, I don’t know. They also have requested a portion of what they call “non-restricted un-appropriated funds”. They want us to reallocate 1.8 million of those to instructional purposes. Now you might ask what are “non-restricted un-appropriated funds” and indeed our people did ask that. So far they have not gotten an answer. So we don’t really know. We don’t know where they came up with this 1.8 million dollars from. I’ve been told that it’s things like overhead on grants and some unrestricted gifts to the Foundation and that kind of thing which it’s not at all clear if you can, in fact, redirect to instructional purposes so that — well, it will be an ongoing dialogue if we could get an answer from downstate right now. It’s sort of an ongoing monologue but in any case, that is still in question. What can I say? I hope we learn more soon.

That’s pretty much all I have to say. I do have a meeting with the President next Tuesday morning again to talk about budgetary issues and also tuition which, as you may know, has not yet been set for the fall and that’s something he wants to do ideally before the students leave so that they know which means calling a special session of the Trustees which he is prepared to do. But it’s very hard to set tuition when you don’t know what your budget is going to be. We’re not going to know what the budget is going to be before the students leave, so we’re going to set the tuition anyway. All right, that’s pretty much all I have in the way of announcements.

VI. ITEMS FOR FACULTY SENATE CONSIDERATION

President Willis: We have no items for Faculty Senate Consideration.

VII. CONSENT AGENDA
A. **Committees** of the University 2003-2004 vacancies for Faculty Senate to approve. (Pages 10-11)

**President Willis:** I have put on the Consent Agenda, these are on pages 10-11, persons who have been appointed to committees, which are – the Faculty Senate is supposed to approve these appointments but none of these were contested. So we’re just saying – we don’t have to pick anybody, we just say yes. So I put them all on the Consent Agenda. If there’s anyone that you would like to discuss or anything, you can certainly move to have it taken off the Consent Agenda and we can discuss it but I thought that was a reasonably efficient way to take care of all those. So, can I have a motion to accept the Consent Agenda? Second? Okay, all those in favor? Opposed? Thank you.

The Consent Agenda was approved.

**VIII. REPORTS FROM ADVISORY COMMITTEES**

A. FAC to IBHE – Patricia Henry – **report** (Pages 12-13)

**President Willis:** Let’s move to Reports from Advisory Committees. The first one is Pat.

**P. Henry:** Yeah, this is not a report on a meeting but this did come through an e-mail from the Chair of the FAC, Ken Anderson, actually two things. First is that the IBHE has requested public comment on a draft of some recommendations concerning affordability and you can find that on the web site. I should also mention that I just noticed today there’s also a report on faculty diversity that they’re looking for feedback on. So if you go to the IBHE web site, you’ll see it right there. You can click on it and there will be a form for you to have your input and look at the report. The main thing however, is this question of the seventh goal of the Illinois Commitment which we’ve talked about a couple of times. At this point there is some interest on the part of some members of the IBHE to adopt it as the seventh goal. This question of quality that is written down there below. Some members especially are interested in how this contributes to how universities and institutions of higher learning contribute to civil society. There is still some questions as to how, if this is adopted, we would be evaluated on it and I know there is some concern that this might end up to be another piece of stuff that each department has to make its own little pile of quality to talk about. At this point we’re really looking I think more to have something like best practices or each individual institution would come up with an example of something that it does in terms of enhancing and enriching the quality of life for all Illinois citizens rather than having it be something that everybody does the same way and each department has to come up with some example of it. So, that is still under discussion and so to some extent, to the extent you still have questions about that, I can’t answer them. However, Ken Anderson is interested if there are other universities who would be willing to endorse the general principle of this. At this point Eastern Illinois, Western Illinois, McHenry College, Trinity College, and I think one or two others – their Faculty Senates have endorsed the proposition for the addition of a seventh goal for the Illinois Commitment and I would like to put it on the floor or something so that the NIU Senate can either endorse it or not.

**President Willis:** So are you making a motion that we endorse it?
P. Henry: I will make a motion that we endorse it.


The motion passed.

B. BOT Academic Affairs, Student Affairs and Personnel Committee – Paul Loubere and William Tolhurst – no report

C. BOT Finance, Facilities and Operations Committee – Sue Willis and Jim Lockard – no report

D. BOT Legislation, Audit and External Affairs Committee – Sara Clayton and Beverly Espe – no report

E. BOT – Sue Willis – no report

IX. REPORTS FROM STANDING COMMITTEES

A. Academic Affairs – Jody Newman-Ryan, Chair – report – walk-in

President Willis: Let’s see, the Board of Trustees has not met and so none of those Committees have reports so we move to reports from Standing Committees, Academic Affairs, Jody?

J. Newman-Ryan: If you recall last fall, our Committee was asked to look at I guess academic issues related to non-tenure track faculty. We developed a report and sent that out in January. It was approved by this body and went to Provost Legg I think and somehow we were asked to look at it again. We weren’t sure what else we could add since none of us is a non-tenure track faculty member but we clarified – we made an effort to clarify one of the points we had made. I had phone calls from some non-tenure track faculty who were incensed that we said they weren’t qualified. We did not say they weren’t qualified. We asked that the institution do a perhaps better job in training them as to NIU policies. So I guess I will say again that we could have someone who was a Nobel Laureate from University of Chicago but that doesn’t mean if they come here and teach on an adjunct basis they know our policies so we did not say they weren’t qualified, we said they simply might not know NIU policies. So, to that effect or in that effort we developed some additional information about how we thought they could better learn NIU policies if someone were to take us up on this. The first thing that we did was look at the NIU handbook and I thought it was because I came here in 1990 but it hasn’t been revised since 1990 so we thought a step if the Provost would support this, a step in the positive direction would be to revise the Faculty Handbook for all tenured, tenure track and non-tenure track faculty. It would be nice to have some current information and I realize with the budget we may not be able to do that in a paper form. Some of this is on the Internet but it’s not in a central location so if we could somehow improve efforts to revise the
handbook I think that would clarify a lot of information. Also, the Committee recommended that in every classroom there be a little troubleshooting chart because a lot of these non-tenure track people come in and teach at night and there’s no one around to help with particularly audio/visual equipment or to answer questions and so it might be helpful to have a little troubleshooting chart in each classroom even for some of us during the day but particularly at night for people who don’t know who to call. So, the report that you have – I’m sorry it’s a walk-in but you just have lists of what we thought should be included in the handbook whether it’s on the Internet or in paper form. Certainly I’m sure we forgot things. We met twice to kind of develop this list but we thought it would be a good start. Quite a bit has changed since 1990 so there are offices and programs that no longer exist and certainly new ones have been added. We also asked two departments to talk to or submit to me their orientation policies. They have an orientation in August for non-tenure track faculty and I know certainly not all departments do this so we looked at sort of how they conduct their August orientation for new faculty including part time or non-tenure track faculty and that seemed to be useful information. So I don’t know quite what we should do with this. I guess I’ll make a motion that we forward these recommendations to Provost Legg. We didn’t know what else was needed so just thought we would clarify how we could better orient all faculty but particularly non-tenure track people to NIU policies.

President Willis: Okay, thank you Jody. So you’ve made a motion to forward this report to the Provost? Okay, is there a second? Any discussion? Yes, Bev.

B. Espe: If I could just add for your Committee Jody, the SPS, which we would be under that non-tenure track, we do have a handbook and it might be worthwhile if we do look at updating the faculty one, that we coordinate those somehow.

President Willis: Okay, I’m making a note. By the way, I actually started to work on updating the Faculty Handbook but I haven’t gotten too far yet. It would be purely online item. Okay, any other discussion? Okay, all those in favor say aye. Opposed? Okay, I will take it to the Provost. By the way, I have been in discussion with the Provost on this and I will probably be meeting with Sandy Flood over the summer to sort out some of these issues because we did feel that we needed some input also from someone on tenure track people and she’s the president of the union. Okay, but this is very good. Thank you Jody.

The motion passed.

President Willis: Did you have anything else?

J. Newman-Ryan: Yeah, one more thing. I’ll just point out that not all non-tenure track faculty are part of SPS, right? So that’s – we have lots of different categories that these people fall under. Thank you.

B. Economic Status of the Profession – Jim Lockard, report – walk-in

President Willis: Economic Status, Jim?
**J. Lockard:** Thank you. First of all, since this is our last meeting, let me express my thanks to the individuals who served on the Committee with me this year. It’s not easy to worry about the Economic Status of the Profession when we know that all the news is bad but we’ve tried to do what we can and I think our theme from the beginning of the year was exactly the right one and that is we might as well forget in this environment, thinking about enhancements to the benefit programs of the state. All we can do is try to make sure we are well educated about what our options are and that we use them as effectively as possible and that’s been what our efforts have been directed toward. The last page of the walk-in today is a report that I wasn’t able to get together quickly enough to include in the original packet largely because much of it came from the final meeting of the University Benefits Committee which just occurred a couple of days ago but I did want you to have this information. One question has come up already to day and that is how can we as Senators, most effectively share this information with others on campus and the only suggestion that I can make to you is that this in electronic form. Donna has it, I have it. Either one of us would be more than happy to give you that file if you would like to e-mail it to others in your departments, colleges or whatever to try to help get the word out to people. Whether than try to read you two pages ---

**President Willis:** Donna says she’s put it – it’s also on our website.

**J. Lockard:** Wonderful, all right, if it’s already there – then, great it will be. So there’s several ways you can access it if you’d like to share it with people that way. Let me just hit the highlights here and leave the rest for you to read. May will, as always, be benefits choice month. God knows there may not be much choice but that’s what we call it around here. The way in which this operates seems to be befuddling to the folks at Human Resources as well as to everyone else. The period begins on May 1. Invariably CMS calls the HR staffs from around the state together one or two days before to inform them of what all the changes are going to be. So you can call HR now but they have nothing to tell you because they haven’t a clue really what’s going to happen before they go down on the 29th with one exception. If anyone is currently covered by Humana HMO or Humana POS (point of service I believe that’s what that stands for) you will not be covered by them next year. They are out of the picture and anybody covered by them now must make a new choice or will be automatically put into the standard Quality Care program. So that’s extremely important for anybody who happens to be a participant in Humana at this point. They know that Humana will not be around. They have no information at this point as to who the replacement will be or if there will be one to be a replacement for them. CIGNA a couple of things you might be interested in there those of you who have had complaints about CIGNA this year can rest assured that that’s what that stands for you will not be covered by them next year. They are out of the picture and anybody covered by them now must make a new choice or will be automatically put into the standard Quality Care program. So that’s extremely important for anybody who happens to be a participant in Humana at this point. They know that Humana will not be around. They have no information at this point as to who the replacement will be or if there will be one to be a replacement for them. CIGNA a couple of things you might be interested in there those of you who have had complaints about CIGNA this year can rest assured that you are not the only ones. In fact, it’s all over the state big time. CIGNA rep has not been very good this year all the way around. CMS has been beaten upon by a number of individuals and groups apparently to try to get them to do something about it. They are sympathetic but pointed out a detail that I included in here for you and that is that is within the last year or two at the most, CMS itself has lost 144 staff positions of which 60 were in the benefits area. That’s one reason why calling CMS doesn’t produce the same result that it might have at an earlier time. Add to that the fact that the part of Human Resources on the campus here that has for years been there to help people with difficulties has gone from sufficient staffing a couple of years ago to handle people on a walk-in basis to one person who can’t keep up with the load now. It tells you that things are not real good all the way around. The best message that anyone can give you at this point is simply don’t
believe what CIGNA tells you if you think it’s wrong. They make lots of mistakes apparently and they are not very good about correcting them until you beat them over the head a time or two and you’re going to have to probably do more of it yourself because there just isn’t the staff here or at CMS to follow through the way it was a possible a year or two ago. Magellan is another piece of the system the way we have it for benefits now this is the mental health services administrator. They are in Chapter 11 bankruptcy and this had a very detrimental side effect, not that it changes the benefits in any way, shape or form because these are all state guaranteed benefits. We’re only talking about the plan administrators, the people who process the paperwork but nonetheless, Magellan apparently sent out letters to mental health care providers explaining that they were going into bankruptcy and writing it in such a way that many providers interpreted as though they were never going to be paid and have apparently turned around then and put some pretty hefty demands on individuals to pay them off and so on. The best information we have is that there is no problem; the bills will be paid. Like all bills, they are being paid at an incredibly slow rate at the moment although if you read the newspapers the state’s borrowing, what was it a billion and a half or a billion, eight something like that to catch up on some of these bills so it’s impossible to tell exactly what’s going to happen, but Magellan, like United Airlines, is still operating in bankruptcy and so we do still work through them even though they’re status is a little bit up in the air. Nobody seems to know if they will or will not be replaced next year or if they will continue to be the benefits administrator for that plan even though they are in bankruptcy. On the very back of the page, I call your attention to a couple of things going on in the State Legislature. I didn’t provide a lot of detail here and I don’t claim to understand everything fully about these at all but you may want to look up House Bill 3511 and perhaps consider contacting appropriate legislators to ask them to oppose this bill. This is the Governor’s latest power grab. He wants to abolish all of the various boards in the state ostensibly because there are ones like racing where people are paid large salaries to do virtually nothing and he’d like to control that a little bit better but in the process he wants to apparently abolish everything including SURS, IBHE and so on. The concern with groups like SURS is that if were to do this all at once, we would end up with a brand new, all appointed board which has no staggered terms and no assurance of any continuity to understand how this very complex system that means a heck of a lot to all of us really works. So the general impression we that we get through the Human Resources people and so on is that this is a very dangerous bill that’s in place down there and if they would at least modify it to the point where it exempts those boards like SURS for which the members are not compensated at all, and not throw them out with the bathwater of the Racing Board’s problems and whatever, it might well be a better deal for all of us. So you may want to look that one up on the State Legislature web page to get some more information about it.

There’s another one that I won’t even try to talk about because I don’t really understand all the details of it but it has something to do with bringing sick leave payout rules into agreement with SURS and other elements of the state. It sounded like a good deal but we were told that it probably wouldn’t go anywhere because even though it didn’t really seem to effect anything, it was somehow being interpreted in Springfield as a benefits enhancement which would certainly be a no-no in the current climate.

I would also suggest that all of you consider the possibility of joining the SUAA (State Universities’ Annuitants Association). It sounds like something you shouldn’t be interested in
but in fact, the membership is open to anybody who is a member of SURS, so it’s not just for people who have already retired. It’s not expensive. They are working for us in a lot of areas and you do get a newsletter that helps keep you informed on some of these things. But what I included here out of their most recent newsletter is simply the word from Washington as to where things stand with the Social Security non-benefit bills that exist right now that keep us from keeping whatever we might be entitled to under the Social Security system otherwise. They are both currently in both the U.S. Senate and the House. That would get rid of those provisions which I think we explained last year through this Committee and I know that I hear that there are a number of individuals including both Illinois senators who have thus far declined to support these new bills and quite a number of House people including Hastert who have not signed on. You may want to consider doing something about that.

The University Benefit’s Committee is just about to finalize its annual report which will come to the Faculty Senate and will be available to you I presume off the web page also once we have it in hand. Thanks.

**President Willis:** Okay, thank you Jim. By the way, I read this House Bill 3511 about the boards and what now. It is accessible through the State of Illinois web site. It’s very long and I skimmed it because a lot of it is kind of repetitive. It lists all the boards that it deals with individually. So it’s not a blanket thing at all and besides cutting out reimbursements for pretty much everybody, there are boards like SURS and whatnot where that was not an issue, and it says that the Governor is going to appoint all new members as of July 1 and he will appoint the chair who currently is elected by the membership and the executive director who, I believe is at the moment, a hire and for those two and throughout this bill it says that he will appoint both of those people without consent of the Senate. So there’s no oversight at all. So it makes interesting reading. Yes, Pat?

**P. Henry:** This bill lists SURS as one of the boards ---

**President Willis:** Yes it does.

**P. Henry:** And the IBHE as well? I understood that that ---

**President Willis:** I don’t remember seeing the IBHE but it’s very long.

**P. Henry:** I’m sure they will be interested.

**President Willis:** There are other ones in there that you might not expect also like I think the Labor and Relations Board or something like that and other ones like that. Yeah, I would suggest taking a look at it if you have some time and have nothing better to do. All right, anything for Jim? Yes?

**J. Lockard:** Let me just call your attention to one other thing David reminded me of here. I kind of glossed over here – under the CIGNA report, the very last sentence explains to you why it’s also more difficult to get help from local staff than it may have been in the past and that is because some set of rules, and I’m not sure exactly where they came from, now are in place that
require individual case-by-case approval on your part for CIGNA to share any information with Human Resources. It used to be all you had to do was walk in and say here, I’ve got a problem with this paperwork and they could help you. They can’t get anything through CIGNA at all unless they have your authorization in writing so that complicates it as well. They’ll gladly try to do as best they can under the circumstances but there’s another step for us all in the process.

President Willis: I think that’s the HIPPA. If you’ve gone to the doctor in the past few days as I have – yeah, and the dentist – you have to sign this extra privacy paper so, yeah.

J. Lockard: This is on a case-by-case basis and I’m not sure whether a case meant everything having to do with you or every little thing that goes wrong with you may affect this one way or another. I’m not sure.

President Willis: Yeah, yes Bill?

W. Tolhurst: If I’m hearing this correctly, you mean that an employee can’t just put a piece of paper signed in his or her file giving HRS blanket permission for each and every case that may come up?

President Willis: That would seem to be the implication. I mean – beats me.

W. Tolhurst: Is this CIGNA’s decision that we can’t do this?

President Willis: No, this is a federal regulation and like many federal regulations these days it’s ---

W. Tolhurst: It explicitly rules this possibility out?

President Willis: I don’t know. I don’t know. It’s a very large and complex piece of legislation and I’m not sure anybody knows what’s in it along with several other large and complex pieces of legislation that we seem to have been saddled with recently. So, yes Pat?

P. Henry: Just to follow up on that is it advised that we go to Human Resources and sign a piece of paper and then eventually this will get figured out.

J. Lockard: As far as I can tell there’s no reason to do that unless you’ve got a problem that you want their assistance with. If you’re not having any problems with any of the providers then it shouldn’t make any difference. There’s no real reason to do it.

P. Henry: It would be extra lead time.

J. Lockard: It all takes so long anyway, I’m not sure it makes any difference.

President Willis: Yeah, I mean I would think just to sign out a permission and sign it and get it over to HR, I mean, how long can that take. It’s just up to you to do it. I will check with them and see if I can – if they know anything more and what they would like. My guess is that they
would not like to suddenly be inundated with, you know, thousands of little pieces of paper with signatures on them but I will talk to them.

**J. Lockard:** The UBC meeting did involve Dennis Davito and Deb Haliczer both and the key question seemed to be not whether it had to be done and so on but whether what was the meaning of the word case. So, how much breadth is there to the permission that you give when you give it and they did not have an answer a couple of days ago.

**President Willis:** All right, well we’ll keep on top of that. Any other questions for Jim?

C. **Resource, Space and Budget – C. T. Lin, Chair**

No report.

D. **Faculty Rights and Responsibilities – Mark Cordes, Chair – report.**

1. **Vacation Creep – see memo form S. Willis (Page 14)**

**M. Cordes:** Yes, we do have a follow up report. If you recall there was a policy on class cancellation that we presented last time that was discussed and debated to some extent. At the end of that discussion, the Faculty Senate voted to postpone it until Sue Willis could see if there’s any current policy and on page 14 of your materials there’s a memo from Sue that highlights some other university policies and if I understand this memo, Sue, that you discovered that NIU does not currently have any policy at all.

**President Willis:** No, it does not.

**M. Cordes:** At the end of the memo Sue makes a recommendation for a policy which is essentially the same one that we discussed last time but as I read it, there’s one change. You take what was the last sentence and a somewhat controversial sentence and delete that and take the idea of that sentence and move it up to the third sentence and incorporate it there. I think what it does, as I read it, it more or less keeps the sense and the purpose of that last sentence but it doesn’t make the statement quite as strongly. I believe there was a motion to delete the last sentence. That appeared to be almost equally divided in the Faculty Senate and barely lost and I think what you’re trying to do is kind of split the difference and accommodate both sides. I personally have no problem with the proposed revision that you’re making but again we would bring back this policy for further discussion.

**President Willis:** Let me speak to that just for a moment. I did mention this to the President and he thought it was an excellent idea for us to come up with some kind of statement like this because, as you recall, the question also came up as to if we pass this, what do we do with it. I think the answer is that we publicize it. He would like to have such a statement available when he’s talking to politicians for example. He thought it would be good for students to know that such a statement existed. We don’t have to have it in our Bylaws which nobody reads anyway in order to publicize it, you know, and if we pass it and say, you know, we endorse this policy then we can – I was thinking when I was walking over here – I have an e-mail list of all faculty and I
could e-mail it to everybody and say just as a reminder, here is NIU – a faculty generated policy on the cancellation of classes or something like that. So I think that whether or not we write it into law in some sense by putting it into Bylaws or whatever, I think having such a statement would serve a useful purpose.

L. Kamenitsa: Perhaps it could go in the revised Faculty Handbook.

President Willis: It certainly would. Yes?

R. Butler: I see a couple of things that I think we might change. One is that it the decision to cancel classes is ultimately up to the discretion of the individual faculty. We should put a 2 there and I think that there are three “shoulds” that I would like to see changed to “wills”. “Faculty will only cancel classes for appropriate reasons”. “Faculty will not regard class days immediately before” and “will not cancel classes simply to extend the break” Should sounds kind of authoritarian and punitive and I think will gives a clear intention and is a little more open and affirmative of what we already believe rather than trying to convince us of something.

President Willis: I had kind of the opposite thought about it but being English is not my – I mean, it’s my native tongue but it’s not my field of study – my thinking was that by saying “should” we are establishing a principle and if we had said “will” it’s then it’s like we’re telling people what they ought to be doing which we have not the authority to do. That was my thinking behind using “should”.

R. Butler: All right, we have the same thinking. It doesn’t matter to me which way we say it.

President Willis: Yes, Carol?

C. DeMoranville: I’m going to make this suggestion although I really detest word crafting at Faculty Senate meetings. The last sentence – I guess when I read the last sentence where it says “should not cancel classes simply to extend the break period” I think that some faculty may say well, I’m not doing it just to extend the grade period but I just don’t think students will come so I guess my – the “to extend grade period” I would like to see changed to something like “because of any expectations of low attendance”.

President Willis: Well, we could just leave that last phrase out and just say ---

C. DeMoranville: And “should not cancel ---“

President Willis: Yeah, just “x” that out.

C. DeMoranville: That last phrase, yeah, “in particular faculty should not regard class days immediately before and after break, vacations or holidays as any less integral or important as other days”.

President Willis: Yes, Bill?
W. Tolhurst: It seems to me that there are some things that should go without saying and what’s in the last sentence of this passage is amongst those things that we shouldn’t have to tell people this. Put that in the statement, broadcast the fact that we think we do have to tell people not to do this because they are doing this and I think that creates a bad impression of the university.

President Willis: Yes, Jeff did you ---

J. Kowalski: Jeff Kowalski from the Visual and Performing Arts. Yeah, I don’t like word crafting either but one thing I did like about one of the statements about was the reference about steps to take in such a case and I was wondering if it might be accepted as a friendly amendment to add the phrase – well, first let me read it as it reads – “only when it will not interfere with the course’s education, integrity and objectives” and I was wondering if it might be appropriate to add “only when steps are taken to ensure that it will not interfere with the course’s education, integrity and objectives”.

President Willis: I think that’s good.

J. Kowalski: Informing people there’s an alternate assignment or something that’s going to happen that day.

President Willis: Yes, that sounds good. Let’s see, we had a motion on the floor before which we postponed but this is a new statement. Okay, we’re just messing with it and as far as I know we don’t have a motion.

M. Cordes: Well there’s a motion on the floor which is from time I believe.

President Willis: Yeah but that was a different motion.

M. Cordes: A different motion, right, I mean at some point we’ll have to have a motion to substitute this one for the other one.

President Willis: Well, why don’t we do that and then we can make sense of the process having changes. Okay? Is there a second? All right. Okay, we’ve had a couple of friendly amendments. Is that all right with the mover and seconder if we keep those? All right? Okay, so we’re assuming we’re starting where we are. All right. That’s fine. I can handle that. David, yes?

D. Wagner: I sort of enjoy word crafting of things. I think the first and only should be moved so its “faculty should cancel classes only for appropriate reasons”.

President Willis: Okay, anything else? Yes?

A Senator: I think we had one amendment we didn’t accept or – Bill’s amendment was to take out the last sentence responded to that one.
President Willis: Okay, may I have a motion to drop the rest of the sentence? Why don’t we vote just on that. Is there any discussion about that? Yes, Carol?

C. DeMoranville: I guess I’m not in favor of dropping that last sentence. I’m in favor of dropping the last clause of the sentence but not the whole last sentence because I think part of the problem is essentially that classes are being cancelled just before or after vacations or holidays. I think it makes it much more direct. I don’t think it’s necessarily a problem that the President is going to be using the statement to other people. He may not need to mention the last sentence in there but he can say that we have a statement about this but I think to make it very clear to faculty we need that last sentence.

President Willis: Mark and then Bill.

M. Cordes: Yeah, I agree with Carol. As I understood it, the reason my Committee was asked to draft the policy was precisely because of the concerns of the last sentence and that there appeared to be a problem that needed to be addressed and so I think that the main purpose for the policy more or less comes down to the last sentence to a certain extent at least.

President Willis: Yes, Bill?

W. Tolhurst: The policy says that these cancellations should only be for appropriate purposes. If we’re going to start defining what’s not an appropriate purpose, how far do we go here? I think that clearly canceling to extend vacations is not an appropriate purpose and that is covered by language already there in the bill and if we need to inform faculty members, I’d rather not do it in a statement that’s going to serve a multiplicity of purposes for a variety of audiences.

President Willis: Okay, I could for example, put like a – if I were to send this out to faculty in the fall – for example, I could put a cover letter around it and say, you know, by the way we’ve changed the schedule with the Wednesday before Thanksgiving, blah, blah, blah – and we wanted to point this out to you that, you know, please respect the calendar. Yes, Pat?

P. Henry: I think on Bill’s point too that the very first sentence actually says that we’re committed to honoring the entirety of the academic calendar and in my mind, that fulfills the requirement that your Committee was addressing here, that it is the entirety of the academic calendar without getting into nitty-gritty of all days.

President Willis: Yes, David?

D. Wagner: Yeah, the President was worried about vacation creep. There was no policy at all mentioned in the handbook. Now there is a specific policy so it seems to me he has accomplished what he hoped for and doesn’t require the last sentence.

President Willis: All right, are we ready to vote on removing the last sentence? Yes, one more.

D. Rusin: I just want to make one more suggestion, I mean, I don’t think it’s a bad idea to – Bill’s right, you don’t want to start itemizing every reason why you might be having this
statement but on the other hand, I think there’s some dispute or confusion as to what our educational integrity and objectives of the course. Some faculty members will say, well I just can’t run a course if the students aren’t there which, of course, is true literally but maybe we could have this policy say in the clause about educational integrity and objectives to say that, in particular, canceling a class because of expected low enrollment is not valid. Because it isn’t just the holidays. It could be that you could say well, you know, my class that meets the Monday after Superbowl Sunday, my students are going to be away or I don’t know what but, you know, to say that we want to do everything that’s educationally sound, to have a statement that clarifies that soundness doesn’t call for canceling a class because you think the students are going to be away. Some faculty members will tell you that that’s an appropriate response but I think to have a statement that says no, it’s not a good response then puts the onus back on the students to say hey, we’re here for you – we’re trying to help you out and our policy doesn’t let us cancel the class so get in.

President Willis: Yes?

R. Butler: I think in this case, the less said the most clearly the better.

President Willis: Okay, Bill and then Jeff.

W. Tolhurst: I should note that we often get a letter from Central Administration concerning posting grades. Right? Reminding us of things we all should know but some of us forget. Such a letter could be sent out which included this statement and made it clear in much more expansive terms. So I think that your suggestion that this could be clarified with a letter that included the policy is the best way to communicate this to faculty members who seem to be laboring under a mistaken impression.

President Willis: All right, Jeff?

J. Kowalski: Yes, I would simply say that given the fact that this statement says that NIU is committed to honor the – the faculty of NIU are committed to honoring the entirety of the academic year, I agree with Professor Tolhurst.

President Willis: All right, so are we ready to vote on removing the last sentence? All right, all those in favor say aye. Opposed? Okay, the ayes have it.

The motion passed.

President Willis: All right, so we now have the statement without the last sentence. By the way, I’m about to ask if we’re ready to vote on the whole thing but let me point out that once – we can always modify it once it’s there. You know, I would really like to see us at least get a statement stated and then, you know, if we want to tinker with it later, we can always do that. Anyway, that’s my personal opinion. Jeff?

J. Kowalski: I just wasn’t clear whether there was a – well, I moved as a friendly amendment the additional phrase “steps are taken to ensure”.

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President Willis: Yes, that’s in there.

J. Kowalski: Is it? I just wanted to clarify whether that’s in there.

President Willis: Yes it is. Bill?

W. Tolhurst: How’s changes on just having the current text of what we’re voting on read out.

President Willis: I can do that. All right, the statement as it stands is “The faculty of Northern Illinois University are committed to honoring the entirety of the academic calendar. The regular meeting of classes throughout the academic year is integral to the University’s core mission of excellence in teaching and instruction. Although the decision to cancel classes ultimately is up to the discretion of the individual faculty member, faculty should cancel classes for appropriate reasons and only when steps are taken to ensure that it will not interfere with the courses and educational integrity and objectives.” All right, Carol?

C. Minor: Can we add something not to the text of the motion but to the discussion that will be in the minutes that says “this means the faculty would not, should not, cancel classes just because they expect not many students to come right before break.”

President Willis: Well, I think that’s already clear from the discussion. All right, we’re ready to vote on the motion itself.

D. Wagner: Don’t we have to substitute that or ---

President Willis: Substitute what?

D. Wagner: I thought there was a motion to substitute it for the previous ---

President Willis: No, the motion was just to approve this statement as it stood at the time which we’ve since amended again and I just read it to you how it is now. All right, all those in favor of the statement as I just read it say aye. Opposed? Thank you.

The motion passed.

President Willis: Mark, did you have anything else? I hope not.

M. Cordes: No.

President Willis: Thank you.

E. Rules and Governance – Gretchen Bisplinghoff, Chair

No report.

F. Elections and Legislative Oversight – John Novak, Chair
1. Election of President of Faculty Senate for 2003-2004.

**J. Novak:** I’d like to address the Election of the Faculty Senate President/Executive Secretary of the University Council. I would to ask that we have a motion to accept the nomination of Sue Willis, close the nominations and unanimously approve her election to this position. All in favor? Opposed? Okay.

The motion passed.

2. Election of UCPC representatives from Faculty Senate for 2003-2004 – ballots will be distributed at FS meeting – voting will be by college – votes will be counted the following week and new UCPC members will be notified – sample ballots are enclosed (Pages 15-16)

**J. Novak:** Next we have elections for University Council Personnel Committee. We just have two colleges who are voting for members. They are elected to serve two years and colleges elect every other year. So to begin with, the College of Health and Human Sciences – if some members of the Elections Committee could help me pass these out – please raise your hand if you’re with the College of Health and Human Sciences. You will choose just one person. Next is the College of Liberal Arts and Sciences. Raise your hand if you’re with the College of Liberal Arts and Sciences. The College of Liberal Arts and Sciences has two representatives and one is elected every year. You just vote for one. Yes please, we can collect those now. So these will be counted and the winners will be contacted next week.

3. Committees of the University 2003-2004 vacancies for Faculty Senate to approve or select (Pages 17-19)

**J. Novak:** Now if you can turn to page 15, we have two nominees to serve on the Campus Security and Environmental Quality Committee. It’s a two-year term. Page 17. This is Jana Brubaker and Jay Stravers. Would anyone like to speak on behalf of these candidates, either for or against. Yes?

**E. Shumaker:** I would like to speak on behalf of Jana Brubaker. She’s a colleague of mine at the library. She has experience at the library chairing the Library Emergency and Security Committee so she has some practical experience and so I think she would be very effective on this committee.

**J. Novak:** Thank you. Any more comments? Okay, a show of hands on this. Those who are in favor of Jana Brubaker? Those in favor of Jay Stravers? Okay, so it’s Jana Brubaker.

Next we have three nominees to serve on a three-year term for the Intellectual Property Committee, C. William Cummings, Narayan Hosman and Mary Munroe. Would anyone like to speak to these nominations? Yes? Hosmane with an “e”? Thank you.

**C. T. Lin:** I’d like to speak for Narayan Hosmane. As you can see from this description, he has
extensive experience in chemical research as well as ??? so he has extensive ???.

**J. Novak:** Thank you, yes?

**J. Hurych:** I would like to speak on behalf of Mary Munroe. I realize that I’m the second person from the library but intellectual property questions and copy write have been the domain of the library’s for a long time and Mary Munroe has a lot of experience in that area as Associate Dean for Collections and Technical Services for the library.

**J. Novak:** Okay, thank you. Yes?

**E. Shumaker:** I’d like to second that.

**J. Novak:** So noted. Anyone else? Okay those in favor of C. William Cummings, please raise your hand. Those in favor of Narayan Hosmane raise your hand. Those in favor of Mary Munroe raise your hand. Okay, because we don’t have a majority we need to have a run-off between the last two candidates. So, between Hosmane and Munroe. Those in favor of Hosmane please raise your hand again. Those in favor of Munroe. Okay, we’ve elected Mary Munroe.

There are two nominees for the Unity in Diversity Steering Committee. It’s a two-year term. The nominees are Byron Anderson and Linda Yasur. Would anybody like to speak to these nominations? Okay, all those in favor of Byron Anderson raise your hand. Linda’s name is different the second time. Does anyone know which is correct? Yasui? Okay. Those in favor of Linda Yasui? Okay, so Linda wins.

4. **Election of Faculty Personnel Advisor.**

**J. Novak:** For the election of Faculty Personnel Advisor, I’ll turn this back to Sue.

**President Willis:** Okay, as I mentioned earlier Curtiss Behrens has agreed to stand for this position. Curt is in the back. I don’t know if – Curt do you want to say anything or does anyone want to ask Curt any questions or anything? You want to stand up so people can at least see who you are?

**C. Behrens:** I don’t want to say anything.

**President Willis:** Okay. Sorry? Information about Curt? Okay, let’s see – Curt, you’re in what, marketing?

**C. Behrens:** I’m in the Management Department of the College of Business. We have a Human Resource Management area of study. I have a degree from the College of Law at the University of Iowa and practice and profess in the employment law/personnel areas. I’m a former president of the Faculty Senate, ten years ago, July, 1993. I have served on the University Personnel Committee as well as all of our departmental/college personnel committees. I was called by Sue and out of loyalty to the institution I am only agreeing to do this reluctantly.
President Willis: Thank you. Jeff?

J. Kowalski: I have a semi-serious question. It’s that whether or not you would advocate --- do you feel you have a generally sound knowledge of University policies and procedures on these matters and could provide sound advice.

C. Behrens: Yes.

President Willis: As Curt mentioned and I mentioned before, he was Executive Secretary for some time and one learns a lot about policies and procedures when you’re sitting up here, let me assure you. Okay, any other questions for Curt? I guess I’m in charge. All right, I would entertain a motion to approve the election of Curt Behrens as Faculty Personnel Advisor. Second? All those in favor say aye. Opposed. Okay, congratulations Curt.

X. UNFINISHED BUSINESS

President Willis: All right, I have nothing under either Unfinished or New Business.

XI. NEW BUSINESS

XII. COMMENTS AND QUESTIONS FROM THE FLOOR

President Willis: Are there any comments or – actually, I want to make a comment even though I’m not on the floor. I’m sort of in front of it. I do want to thank all of you for your service during the past year. I know these are difficult times and you all have other things that are putting huge demands on you and I appreciate the time that you spend so thank you all very much. Okay, are there any other comments from the floor? Yes, David?

D. Wagner: It’s sort of late. I’m not sure the Bob Lane Award is maybe a hint that I shouldn’t talk so much and I noticed the last two recipients immediately retired and even Herb sort of mellowed after receiving it. But I did want to read into the minutes something from the paper last Monday, the 14th, a report on the effect of increased enrollments. The Admissions Director from ISU reported that the average ACT score for admitted students to 24.3 from 23 in 2001. Northern reported basically that we had a lot of, you know, more applications than usual. A number of us, I think, have been trying to get a report on ACT and whether the increased admissions could effect, you know, increasing the ACT scores and it has sort of been ignored. In fairness to Northern, in the Northern Star two days later, it did point out that Northern has three priority groups: honor students, minorities and the top third of students within their class. I do think this issue should, you know, be debated by the faculty and we shouldn’t just be told what the admission policies are and how increased admissions are going to effect us.

President Willis: Okay, thank you David. Any other comments or questions? Yes? Kevin?

K. Miller: I just want to take this opportunity to thank you all here for allowing me to be kind of a part of the little group here. I enjoy coming and listening to some of the issues. This will actually be my last Faculty Senate meeting. You’ve known that – I am the faculty liaison and I
will not be doing that next year so for better or for worse, you’ll either miss me or be rid of me but I do want to - he was going to come but apologizes that he was not able to. Sean Crisler is the President-Elect for the Student Association and he will be stepping into my shoes next year. I’ve worked with Sean already for a year as Treasurer. I’ve know him for a little bit longer. He’s very motivated, extraordinarily organized – so much so that it scares me sometimes and I think he will definitely enjoy working with each of you and I hope that you’ll the opportunity – embrace the opportunity – to work with him throughout his tenure next year. I’m not going anywhere, I’m just moving around a little bit within the University but Sean will be here – probably I’m going to try to get him to come to the first meeting of the year so that you all can at least know who he is. That’s it. Again, thank you for a good year and have a wonderful summer for those I don’t get to see.

President Willis: Thank you Kevin. By the way, Kevin will be the new Student Trustee for those of you who didn’t know that. So he’s moving up in the world.

XIII. INFORMATION ITEMS

A. Minutes, Academic Planning Council  
B. Minutes, Athletic Board minutes  
C. Minutes, Campus Security and Environmental Quality  
D. Minutes, Committee on Initial Teacher Certification  
E. Minutes, Committee on Undergraduate Curriculum  
F. Minutes, Graduate Council  
G. Minutes, Undergraduate Coordinating Council minutes  
H. Minutes, University Assessment Panel  
I. Minutes, University Benefits Committee minutes  
J. Meeting Schedule for 2003-2004 (Page 20)

XIV. ADJOURNMENT

The meeting adjourned at 4:27 P.M.