I. CALL TO ORDER

II. ADOPTION OF THE AGENDA - adopted

III. APPROVAL OF THE MINUTES OF THE OCTOBER 30, 2002 FS MEETING
(Pages 3-7) - approved

IV. PRESIDENT’S ANNOUNCEMENTS

Donna is doing well; a card will be in the office to sign.

A. Steve Cunningham will attend the Senate meeting, and will answer questions.

Steve handed out an agenda and copies of the Excellence 2003 Human Resource Services Operation and Service Initiative.

The Excellence Initiative has goals for each staff member in HR. An upgrade of PeopleSoft to version 8.5 is imminent.

According to CMS rules, the MCAP (medical savings) and DCAP (dependent care) plans cannot be used during the summer by faculty who are receiving their 9-month pay over 9 months (so they are unpaid for part or all of the summer). Some people have lost benefits due to this; going to getting one’s 9-month salary paid over 12 months will fix the problem. HR is looking into other workarounds for this as well, but at the moment this is the only option.

HR is also looking into the issue of Cigna providers in the DeKalb area; Kishwaukee Community Hospital is a preferred provider, but many of the local physicians may not be.

The SURS funding ratio has decreased, which will cause the state to have to add to it; the interest rate is also decreasing. Right now the sick leave payout is not included in the pension calculation (except for a few people at the Chicago City Colleges), but it may be included in the future.

The Interim Director of Affirmative Action and Diversity Resources in Adamsu Zike; there will be a new Affirmative Action plan posted on their website soon.

D. Wagner asked how the faculty could have input into Affirmative Action policies; S. Cunningham replied that there is an advisory committee.

V. ITEMS FOR FACULTY SENATE CONSIDERATION

VI. CONSENT AGENDA
A. Faculty Privacy Policy – see memo from Sue Willis. Refer to Faculty Rights and Responsibilities. (Page 8) – referred

VII. REPORTS FROM ADVISORY COMMITTEES

A. FAC to IBHE – Patricia Henry – report (Pages 9-10)

The FAC is frustrated with how difficult it is for it to be heard by the IBHE, and would like to have a faculty member on the IBHE. They will also try to set up more meetings with individual board members. Her handout lists websites where the IBHE is looking for input regarding faculty diversity.

The Personnel Committee is looking into the impact of budget cuts, and on the use of non-tenure-track faculty. The Quality Committee is looking at general education requirements. The Technology Committee is working on getting publicity out for support for technology. The Budget Committee is talking about budget cuts and their impact. The Public Policy Committee is discussing how we can best have an effect on the state legislature.

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

VIII. REPORTS FROM STANDING COMMITTEES

A. Academic Affairs – Jody Newman-Ryan, Chair

The committee has been looking into the issue of non-tenure-track faculty; it has prepared a draft report of concerns and has also reviewed the report written by Steve Cunningham for the IBHE. The information desired by the IBHE (salaries and workloads) does not overlap much with the concerns expressed by the committee (the academic impact of using so many temporary faculty).

B. Economic Status of the Profession – Jim Lockard, Chair – no report

C. Resource, Space and Budget – C. T. Lin, Chair – no report

D. Faculty Rights and Responsibilities – Mark Cordes, Chair

1. Response to IRB issues – memo from J. Wolfskill (Pages 11-12)
The Committee has been meeting jointly with the Academic Policy Committee of the University Council, and has come up with eight recommendations which have been forwarded to the Dean of the Graduate School and to the Graduate Council. Most of the recommendations have to do with adapting to different research methodologies. Another suggestion (not one of the eight) was to set up a system of faculty mentors, where faculty with experience submitting proposals to the IRB could assist faculty who are new to the process.

H. Rubin moved that the report be accepted, and commented that it seemed a very sensible solution.

C. DeMoranville agreed, but was concerned that the recommendations had been transmitted without first being approved by the Senate. The ensuing discussion touched on the fact that this was a joint Faculty Senate – University Council venture, and that the Graduate Council is in some sense a University Council committee. In the end, it was suggested that, in the future, if items are to be referred to Senate and Council committees simultaneously, the referring motion include how the action is to be handled once it comes out of committee.

M. Cordes added that a second IRB will be formed early next year, which should speed up the approval process.

The vote was taken, and the report was received.

E. Rules and Governance – Gretchen Bisplinghoff, Chair – no report

F. Elections and Legislative Oversight – John Novak, Chair – no report

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

H. Rubin asked whether the University has put aside money for anticipated rescissions; S. Willis did not know the answer, but said that the University could not handle very many more cuts without getting into significant difficulties.

K. Miller said that the Student Senate will be forwarding a resolution shortly concerning online syllabi, and wished all a happy holiday season.

D. Wagner said that he will once again be bringing up the issue of the Wednesday before Thanksgiving to the Council. He then asked about faculty input into affirmative action issues; the committee referred to by Steve Cunningham has very little faculty representation. If the Senate wishes to change this, some action is needed. The committee does not seem to be an action-oriented committee, however, and is not charged with overseeing compliance with federal regulations. This seems to be handled by HR staff.
S. Nord asked whether the IBHE would be reconstituted under the new governor; P. Henry replied that new appointments would be made as the terms of existing members expire. S. Willis pointed out that NIU’s Board of Trustees is also appointed by the governor.

XII. 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

XIII. ADJOURNMENT