
D. Walker attended for R. Butler; M. Barnes attended for K. Kahn.

Parliamentarian Ferald Bryan was present.

THOSE FACULTY SENATE MEMBERS NOT PRESENT: Arriola, Balamuralikrishna, Bisplinghoff, Briscoe, Crisler, Englel, Fox, Frank-Stromborg, Garcia, Ghayeb, Goldenberg, Green, Johnson, Kang, Kolb, Loubere, Mehrer, Munk, Payvar, Powers, Rose, S. Song, Spear, Tolhurst, Wade, Wang, Wickman, Wolfskill, Zerwekh

I. CALL TO ORDER

President Willis: I’d like to call the last meeting of the academic year to order.

II. ADOPTION OF THE AGENDA

President Willis: I would like to swap the agenda around a tiny bit because we have so many things – it has the potential to be a full agenda, let me put it that way, and we would like to make sure that the election stuff gets done while there are still a reasonable number of people here. So, what I would propose would be to move the Elections and Legislative Oversight Committee report, which is right now IX, F, to be the first report from the standing committees so it would come before Academic Affairs. Okay, so when we get to the standing committees, we’ll do the elections first and then we’ll go on to the rest of that. With that amendment, could I have a motion to adopt the agenda? Second? Any discussion? All those in favor say aye. Opposed?

The agenda passed as amended.

III. APPROVAL OF THE MINUTES OF THE MARCH 31, 2004 FS MEETING

(Pages 3-5)

President Willis: Could I have a motion to approve the minutes of the March meeting? Second? Any discussion, amendments, changes? If not, all those in favor of approval say aye. Opposed?

The minutes were approved as written.

IV. EXECUTIVE SESSION
President Willis: The next thing we’re going to do is go into Executive Session for evaluations and so I’m going to ask Jim Lockard, who is the Senate Vice-President, to take over and we would need a motion to go into Executive Session. Second? All those in favor? Okay, so everyone who is not a member of the Senate, not a voting member of the Senate, gets to go out with the cookies.

A. Report from the Committee to Evaluate the President of the Faculty Senate/Executive Secretary of the University Council (Xueshu Song, Geoffrey Gordon, Ngoyi Bukonda, Patricia Henry, and Eric Johnson)

B. Report from the Committee to Evaluate the Faculty Personnel Advisor (Sally Webber, Marilyn Frank-Stromberg, Donald Zinger)

V. PRESIDENT’S ANNOUNCEMENTS

President Willis: We will continue now with President’s Announcements and I have a couple of things before “A” that I would say. The first is that I would like to give a very big and heartfelt thank you to all the chairs of the committees and to all the committee members who also do all these things without release time or anything and some of these jobs are quite busy and I appreciate all the support I’ve gotten and all the fabulous things that people have made the time to do, so thank you all very much.

The second things is that I was informed that after some large number of years, David Wagner is retiring. He has been active in the university’s shared governance for many, many years so I would like to ask if we could have a sense of the Senate resolution of appreciation to David for all of his hard work over many years. Okay, I’ll take that as a “yes” vote.

All right, now I would like to recognize that Faculty Senators whose terms are completed, who have been re-elected or who are newly elected, although I don’t think they’re here. Senators whose terms have finished are:

A. Recognition of Faculty Senators whose terms are:

Completed

Gyu Chan Kim, Operations Management & Information Systems
Clersida Garcia, Kinesiology & Physical Education
James Lockard, Education Technology, Research & Assessment
Parviz Payvar, Mechanical Engineering
Mark Cordes, Law
William Baker, English
Lisa Finkelstein, Psychology
John Novak, Music

President Willis: So, if we could appreciate them. Those who have been re-elected are:
Re-elected

Eliot Kang, Political Science
Katherine Kahn, Art

President Willis: Thank you to those two. Paul will be in touch. Then the newly elected Senators, and if any of you are here, if you would wave. I don’t think they are. Let’s see we have:

Newly Elected

Jack Marchewka, Operations Management & Information Systems
Pamela MacFarlane, Kinesiology & Physical Education
Janet Holt, Education Technology, Research & Assessment
Brianno Coller, Mechanical Engineering
Elvia Arriola, Law
John V. Knapp, English
Alan Rosenbaum, Psychology
Greg Barrett, Music

President Willis: Ah, somebody’s back there.

B. Presentation of the Bob Lane “Eternal Vigilance Award”

President Willis: All right, now we move to the presentation of the Bob Lane, what we call, the “Eternal Vigilance Award” and let me just blather on about this for a very short time. Bob Lane was a long-time member of this body and of the University Council. He was very good at ferreting out what the administration was not telling us which, at that time, was considerable or could be. So after he passed away, the Senate voted to create a Bob Lane Award. Originally, it was the “Bottom of the Deck Award” because he was supposedly good at seeing when people were dealing form the bottom of the deck. In fact, I looked back at the original set up and the “Bottom of the Deck Award” was actually supposed to alternate with a “Camel’s Nose Award”, having to do with a camel getting his nose into the tent, you know. So we did give the “Bottom of the Deck Award” for awhile, but after my first year as president, the recipient, who was Jim King, suggested that perhaps this tone was no longer exactly appropriate and so we decided to rename the award and we now call it the “Eternal Vigilance Award” because we do need to be paying attention closely and so we have an award and a plaque and it has a picture of Dioginese on it. So I am very pleased to award this year’s Bob Lane plaque to Elizabeth Miller. You can come up and get it.

E. Miller: This may be the only time in my life I am speechless. I have to say that this may be the greatest honor I have ever received.

President Willis: Okay, yes, congratulations Beth and all right.
President Willis: We come to Item C. I had originally, as I think you know, invited Steve Cunningham to come and speak to us about various issues and – but he, along with pretty much the rest of the upper administration as far as I can tell, is in Springfield trying to figure out just what exactly is going on on various fronts and so Steve has graciously sent Deb Haliczer who I think you all know, and she – I believe – has some remarks and then will take questions.

D. Haliczer: I everybody. You’re not going to like me very much after today because of some of the announcements that I must give you but better warned and armed than surprised when you get our memo in a day or so. So, hi to everyone I don’t know; hello to everyone I know. I’m Director of Employee Relations for faculty and supportive professional staff and I work at Human Resource Services and Steve sends his regards and his apologies. He is downstate in Springfield lobbying for money for us. So it’s all for a good cause that you get the peon instead of the boss and I also bring regards from John Peters who has asked me to read a letter to you. If I’m hyper adrenalin today it’s because we’ve been on the phone and on e-mail constantly today about changes in benefits issues and that’s why it’s me who’s here talking to you.

Okay, let me start with some news. Normally, we have benefits choice between May 1st and May 31st every year for about as long as most of you have been here. This is changing this year due to complications downstate. So there are two things happening. One is that this is the year when all insurance and benefits programs are up for contract renegotiations and those have not all been finalized yet. It’s also the year when the state is renegotiating the AFSCME contract, therefore we do not yet know the financial situation that the state will agree to and that contract negotiation affects certain areas of benefits, largely in the area of premiums.

So, the bad news. Benefit choice this year is going to take place now from May 31st to June 18th. If you look at your calendar that gives you a window of 11 working days when some of you will already have left campus. So again, my apologies for this. The benefits staff is so upset about this that I bring you their horror and chagrin at having to say these things to you. So, benefits choice this year is going to take place in two phases which again, has never happened in the years that I have been here, so phase one is May 21st to June 18th where you will be able to change your health, dental and life insurance options; add or change eligible dependents with appropriate documentation, make changes to your flexible spending plan such as the medical assistance program or the dependent care assistance program. The problem with this is we’re not able to tell you how much these things are going to cost you and the state has told us that they’ll tell us later, maybe September and so in September – and benefits change as of July 1 – so you’re going to be making commitments for benefit changes without having information about what the premiums are going to be. God I’ll hate this if my report goes downstate – I’ll get fired because it’s hard to be reverent and respectful to the state about this.

J. Lockard: Don’t bother being reverent and respectful.

D. Haliczer: I know I don’t have to be; I’m among friends. Yeah, this also goes against the grain to be explaining this. I’m the Chair of the University Benefits Committee this year and we – Jim and I and Lynette Chandler and Michael Duffy, your representatives – have been talking a
lot about benefits and now to hear even worse news than we were prepared for is really
dismaying.

Okay, so phase one, May 31st through June 18th. Phase two is going to happen at a later date to
be announced. Maybe September they said to our representatives who went downstate
yesterday. This is all news to us because we sent our benefits staff down to Springfield
yesterday to hear the information about benefits and so we’ve been just processing this as much
as possible to let you know what the news is.

In phase two, which has never happened before to my knowledge, you can make changes to the
changes you made in phase one if you want or you can make new changes once you, perhaps,
become aware of what the benefit and premium levels are going to be. So you can alter the
changes you made earlier, make new changes. There’s one exception to that and that is the
Dependent Care Assistance Program. You must make your choices in phase one; they will not
accept them in phase two. We’ve been busily constructing a detailed memo. It’s now two pages
and I’m telling you enough to make your brain spin but we’re on our fourth draft of this as new
information comes in. You should get it – it should be mailed off tomorrow when Steve makes
final changes and we’ll try to explain all of this to the whole campus about phase one, phase two
– oops – we don’t know the premiums. You have a question?

**J. Stephen:** Will we be allowed to make changes to the MCAP program once we get the details
about the dental and the vision plans?

**D. Haliczer:** You’ll be able to make changes to MCAP in phase two as well as phase one is
what they told us. So yeah, the only one that has limitations is the Dependent Care Assistance
Program. Yeah?

**C. Booth:** Yeah Deb, if you don’t make changes in June, can you still make changes in the
September, phase two stage?

**D. Haliczer:** They told us yes, that you can.

**C. Booth:** Well, there’s no point doing it in June then.

**D. Haliczer:** He said why don’t we just wait – well, you have to make the changes with the
Dependent Care Assistance Program and this gets worse, this gets worse. I hate this report.

The next one has to do with the Governor’s paperless initiatives. Yeah, you had the right
response. The Governor’s paperless initiatives – normally, we send you booklets – the Benefits
Choice Booklet every year, hopefully during the benefits choice although sometimes it comes
out in the middle of the month. This time the state is going to be printing only half of its usually
component of Benefits Choice Booklets and so what we’re forced to do this year, is to send
copies of the Benefits Choice Booklets to your departments – two or three to every department
on campus. Individuals will no longer be getting a Benefits Choice Booklet because the state
feels it is more convenient and that you all prefer to receive this information on-line. Yeah,
Carole?
C. Minor: Will it be on-line?

D. Haliczer: Yes, it will be on-line. It’s not there yet. I know, I know. This report really invites a lot of joking. Okay, it will be on-line at some point. They haven’t told us when and it’s not there. The site is under construction and what they’re going to do is they’re going to post all of the information about benefit choices on the Central Management Services website – www.benefitschoice.il.gov. This will go out in the letter so you don’t have to furiously take notes. We will also be posting the same Benefits Choice Booklet on the Human Resources website and I’ve asked that we please make this in a format that people like me can print out just one page instead of forty at a shot so, we’ll be giving instructions on how you print it out in one or the other format. As of 2005, a year from now, the state will no longer print any benefits handbooks or benefits choice information or benefits booklets at all and all of that information will be available on line. Again, they argue that this is more efficient; that this is most modern and that most people prefer it this way. On the other hand, we have a significant, though in the minority, number of employees who do not have access to computers at work and may not have computers at home so it’s a hardship for some of our employees to have to access this information on-line. So, this year you can look at the ones I send to the departments, or at the library or Human Resources or on-line and what we’ll do is send you updates whenever the information becomes available. For many of you, this is such an inconvenience and hardship because so many people leave town during the period when you’re supposed to be looking at this material. So one suggestion I’m going to make to all of you is that you go to the Human Resource website and subscribe to the Insurance and Benefits List Serve. You would click on the Human Resource website, go to e-mail and sign up for the Benefits List Serve because then we can send it to you at the e-mail address you post on that list serve. Normally we send all of our communication via Groupwise and many of you do not have Groupwise in your departments so you have to access it in other ways. So for efficiency we always use the Groupwise total mail list and some of you don’t always get our communications. So, communicating with you is going to get more and more difficult and the other suggestion I can make is that you frequently look at the Human Resource website because we’ll be posting current information. Sign up for the list serve so that we will send you e-mails whenever we know something new and check in with the state side and see if that information happens sooner than ours. Yeah?

J. Stephen: Will the list serve accept an non-NIU address?

D. Haliczer: I believe it does. You write down whatever is your e-mail and it’s not limited to Groupwise whereas our normal communication path from Human Resources is the Groupwise list.

J. Stephen: So if we’re gone we could still be updated?

D. Haliczer: Yeah, so do sign up for that. If you have complications with that, the person in Human Resources who can be your help in being sure that you get the information is Al Mueller, who is our Information Technology Director. So, all of this will be in my memo. It’s on draft six now and it’s long. Question? Okay, as for some of the changes that we know specifically about benefits this year, Cigna remains the health care carrier, to the distress of the Benefits
Committee, but Cigna remains the administrator for health insurance plans in the indemnity plan or the Quality Care Plan and Megellan remains the administrator for mental health services. Many changes in HMOs, and this is something that we’re terribly upset about, the state has dropped Health Alliance as a provider and this affects over 800 of our employees as well as their dependents. The state is dropping the OSF HMO Plan as well as OSF-Winnebago affecting about 1,000 of our employees and I’m terribly upset about that. New vendors include United Health Care and John Deere HOM. John Deere HMO is in Lee County and we don’t see that there are very many HMOs that cover DeKalb County so if you live locally; this is a serious disadvantage for people who want to be in the HOM plans. Another change that’s happening certainly is that the vision care program has been changed and, as of June 30th, you will no longer use the vision care program that we’ve used for a number of years. This isn’t something you make a choice on; it’s just automatic. Now we’re going to have a new carrier called Spectera Vision Plan which currently in DeKalb County only Wal-Mart and Better Vision are providers there. I agree with you. Wal-Mart. Okay. As for another question which everyone has at this point in time, what will be the premium rates and they are not able to tell us at this point so, again, you’re going to be making potential benefit choices not knowing the amounts you’re going to be billed; not knowing premiums, not knowing a lot of information and since coverage starts July 1st and if they don’t make decisions until sometime in September and tell us what those rates are going to be, we will be assessing whatever premiums you incur retroactively. This have all the HR people who process benefit bills and all these things just ready to retire or resign because the numbers – the thousands of little changes they have to program are going to be stressful. So please be patient with HR people about benefit things because they’re really stressed right now. Yeah?

J. Stephen: Do you mean the entire premium retroactively or do you mean the differential.

D. Haliczer: They haven’t explained whether they’re going to be assessing an estimated – I think they’re going to give an estimated – yes, you’re going to be paying an estimated premium which will be corrected later on as the premiums are known and so almost everybody here is going to be getting corrections on premiums that have been assessed so they’re most likely to under-assess because they’re most likely to assess what we currently ask for premiums and then people are going to have to be writing checks or paying it somehow so that’s the detail that we’re working out and as you roll your eyes over this, think about how we feel about it. So, it’s causing hardships and I apologize. Colin?

C. Booth: Have you changed on the dental carrier.

D. Haliczer: Dental carriers as far as we can tell remain the same. So, we haven’t seen a lot of changes in the dental plans although we anticipate increased premiums in all areas. Yeah?

X. Song: In the previous years, if you don’t make any choice during the period, you are automatically carried over with the old arrangement but now this year, what happened that?

D. Haliczer: Okay. If you’re in an HMO that is being dropped and you don’t make a choice, you’re going to be defaulted into the Quality Care Program with Cigna. You can then change that later on in benefits choice as you become aware of what the premiums are going to be for
different ones. If you were in an HMO that continues being an HMO provider, then you’ll be continued in that program so you don’t have to make a change in that. If you were in Quality Care before, you remain in Quality Care unless you make a change in Phase I or Phase II. Am I being really confusing? I’m really sorry about this.

Okay, as we briefed Steve Cunningham and President Peters about this this morning, they were understandably irate on your behalf and so that one of the things that they’re doing is that they’re in Springfield right now attending hearings and joining with the other universities in protesting the impact of the proposed changes both from the paperless initiatives and from these changes, particularly looking at the disadvantage caused by the dropping of various HMO programs and so the President is going to be sending you an e-mail tomorrow after he has finished these discussions. They were just going into a press conference right when they were on the phone and they’re concerned about the financial impact on employees and on the impact potentially on our health care and so President Peters had this letter e-mailed to me and he asked me to read it to you so, can you bare with me while I read you a letter from the President?

Okay, this is a letter from President Peters to Michael Rumman who’s the director of the Department of Central Management Services and what he says is:

“Dear Mr. Rumman: On behalf of the faculty, staff and students of Northern Illinois University, I write today to express deep concern over recent CMS decisions regarding state employee health insurance coverage. More than a thousand NIU employees and five thousand of their dependents are currently covered by managed care programs, predominately Health Alliance HMO, a managed care program of solid reputation and more than a twenty-three year history as the insurer of choice for many state employees. Yesterday’s unexpected announcement that Health Alliance and OSF Health Plan have been dropped in favor of unknown managed care plans with very few local providers caused great alarm among our employees. In DeKalb, where the majority of our employees live, the pending departure of Health Alliance is much more keenly felt than in larger communities because there are no other large, multi-specialty physician groups with managed care contracts and the ability to admit to local hospitals under those contracts. Upon further investigation, it would appear that this decision will effectively steer most state employees away from the managed care programs that keep workers’ out-of-pocket costs low towards higher priced indemnity plans such as the state’s Quality Care Program. To complicate matters, it is also clear that protracted negotiations with AFSCME will prevent CMS from developing a new premium rate structure unit until well after the conclusions of the May/June benefits choice period. Thus, our employees will be forced to choose between ill-defined managed care plans with few local providers and a more expensive indemnity plan with no current published premiums, all in thirteen – no, eleven – he got the days wrong. This substantially more costly approach comes at a time when our employees can least afford to pay more for their medical care. Three straight years of budget cuts have permitted minimal salary increments. For many families, this decision represents a serious salary cut. I would strongly urge you to reconsider this plan. Public universities deliver quality education to millions of our citizens. Please don’t make the people who make that dream possible, suffer the uncertain of unaffordable or inadequate health care.”
Okay, so that’s the President’s letter. He wanted you to hear what he’s planning to say, pending further revision of the letter depending on how mad he is. He apparently is just quite hopping mad and talking to the people down state. So, other questions about benefits as far as I know them. So we’re going to be sending you as much information as we can through the articles on the Human Resource website, e-mail memos through Groupwise. Sign up for the benefits list serve. We’re going to send paper mailings to everybody. Our phones will be ringing off the hooks so please be patient if you get voice mail when you call benefits people. Yeah, Carole?

C. Minor: For those of us who are not on 9/12 and get bills for our insurance in the summer, will we still be getting those bills and will that be an even bigger mess than usual?

D. Haliczer: Oh, dear. Yes you will still be getting bills because Northern does not handle the billing for benefits over the summer and we’ve been advised by Central Management Services to encourage everyone to go 9/12 in order to prevent that time when you’re officially off pay status and therefore have to pay the premium. Will there be more complications? Oh, sure, I’m sure. I can’t believe there wouldn’t be. So, if you’re looking at correcting things retroactively, yeah.

C. Minor: Can you just be sure that we don’t lose our insurance in the process.

D. Haliczer: Okay, yeah. Speaking as a person who’s child has been dropped twice by CMS on the health insurance because her dad retired and then made some other change, so oops, you do have to, from my personal experience, not my official – watch your statements and watch your benefits like a hawk and pay close attention to what happens because mistakes get made and we can help you in the insurance office with some of that but because of changes under the HIPA law, they no longer will allow the benefit office staff to actually call and advocate on your behalf unless – what was I told – I tried to do it as Director of the Benefits Office for my own husband’s insurance and they said oh no, not without Power of Attorney can you do this, can you even call and speak to us. So, we can’t be very helpful but we’ll coach you on that. So, do be care and I anticipate, and I hate to say this, a lot of mistakes, errors and things that have to be corrected over the next three or four months and I think it’s unaffordable. So be patient with that and let us know when things happen and we’ll try and work it out. Yeah, Jody?

J. Newman-Ryan: Is there some state committee to whom we could direct complaints other than our legislators?

D. Haliczer: Okay, when you contact those legislators always be careful not to use university stuff – you know that speech. Okay, send furious letters to the University Benefits Committee and I would send them directly to the same person the President is writing to, the Director of Central Management Services who manages the budget. I’m tempted and may just write my legislators. President Peters copied Brad Burzynski and Bob Pritchard on this and they need to be aware of the impact of some of these changes on the well being of our employees. Most of you are working – most people here work so hard and we don’t need the extra stress that this causes and it will cause stress. Yeah, Jim?
**J. Newman-Ryan:** We’re well aware of the need to not use university stationery, etc., in writing. What about a university e-mail address.

**D. Haliczer:** I’ve been told that it’s a bad idea to use your telephone from the university or university e-mail address, university stationery, university fax machines because – and I believe that now is an issue of concern under that state ethics act and so ---

**J. Newman-Ryan:** It makes sense. The problem is not everybody has an non-NIU e-mail address at all.

**D. Haliczer:** I don’t.

**J. Newman-Ryan:** Hotmail.

**D. Haliczer:** Sign up for Hotmail. Ask your kid how to get on Hotmail. My kid always tells me “Mom, it’s no big deal”. Somebody else had a question back there some place? Yeah, Bev.

**B. Espe:** Deb, I’m just wondering, okay, with dropping the Health Alliance, is there somewhere we can go right now to see what other HMO plans are out there and what physician groups are covered under it.

**D. Haliczer:** We only just got the information and we’re putting it together into some handouts. I put some basic information in the letter that Steve Cunningham is going to send to the campus tomorrow and by the head counts that we have so far, one of the HMO’s only has three physicians in this county which is a headache and what I would say – let me be positive for a moment – is that most of these different HMO’s just got notification that they will be providers and they will be working on developing provider networks to try and recruit physicians in the area to be participants in the plan. Historically, in DeKalb County our physicians have been extremely reluctant to joining different HMO groups because of the unfavorable insurance reimbursement that they get and so we’ve gotten lots of resistance and this is something that Steven Cunningham and I have done repeatedly, to meet with the local health care providers to try to nudge them into participating and it’s always been a problem so I know the HMO’s will be working on it. I can’t assure us that we’ll have great success and so it worries me. Yeah, Beth.

**B. Miller:** Do you know if the prescription drug is staying the same? Is it still going to be Caremark?

**D. Haliczer:** Yes, Caremark will be the prescription drug program for all programs including the HMO’s and I know that people on Health Alliance just got the notice that Caremark is going to be their carrier, their provider of prescription drugs. Oh, one of the things that should happen is that on July 1, birth control pills will be covered under our prescription drug program, which is a positive thing. Yeah, Ferald?

**F. Bryant:** Do the local health care providers know about these changes?
D. Haliczer: No, I’ve started to call them and I’ll be doing a campaign of alerting them of the changes that are happening and I’ve got calls into the DeKalb Clinic and Kishwaukee Medical Associates and then I’ll address the independent groups as well and ---

F. Bryant: Is there any way of determining – because I now they have been in the past, anti-HMO – is there any – do we suspect that they may be the reason why these plans were dropped?

D. Haliczer: Well, one of the discussions that we had among the benefits staff today is to what extent are we aware that it is the state dropping different HMO’s or whether it’s the providers refusing to participate or the HMO’s refusing to continue with state plans. We’ve had huge outcries, and this is something that the Benefit’s Committee has been talking about a lot, of providers, medical providers, hospital facilities refusing to accept Cigna or refusing to participate or to accept reimbursement. The dentists have really gone fairly aggressively in lobbying their patients to pay up front and then get reimbursed themselves so I think that it’s time for another meeting with the health care providers again and it’s been a while since we’ve done it so it’s on my list. Yes?

B. Miller: In this conversation, are you going to also converse with the people who provide the vision care because Wal-Mart is not necessarily a good option I think and that issue is also missing from the President’s letter. I also think in fairness to the health providers with regard to Cigna, I think waiting eight to twelve to sixteen weeks for payment is one of the reasons why, you know, many health providers are really resistant and that also is a problem for us as consumers.

D. Haliczer: Yeah, you’re absolutely right and what ends up happening is it affects health care because it causes you stress and causes you often to have to pay the bill up front and get reimbursed later on and I talk to health care providers all the time and they just hate dealing with the state and even last year when the state refinanced some of its debt and became more prompt in paying health insurance claims, they’re now again at that six to eight months behind and that’s usually true at this point in the year and it’s ---

B. Miller: I think in DeKalb county that’s particularly a problem because we’re dealing with very small offices that don’t have a lot of flexibility and when they’re waiting four months to be paid, that’s very, very difficult.

D. Haliczer: You’re right, absolutely right. Yes, Debbie?

D. Smith-Shank: I really would argue against this Wal-Mart thing because, I mean, that’s just – it seems to be perpetuating a company or rewarding a company for unfair labor practices and I think that I would just, I mean, if anything – I would definitely say no Wal-Mart but that’s just me.

D. Haliczer: Well, we’re going to work on lobbying to get other people joining the plans knowing that all the concerns that Beth raises are absolutely true so we’re in a dilemma of trying to talk people into cooperate with plans that we know are not helpful to the provider at all and yet we do this on behalf of employees so there are more options.
B. Miller: What even is the reason for dropping one versus the other, I mean, random act of weirdness?

D. Haliczer: The impression that my staff got down state was that all decisions seem to have been made on financial justifications and so it sounds like the lowest bids got the contracts.

B. Miller: Yeah, because it’s Wal-Mart.

President Willis: Just be glad they don’t have a medical clinic.

D. Haliczer: Other questions on all of this? You will be getting a memo from Steve Cunningham and you will be getting the President’s e-mail message about the issues and we will try to keep you posted with all changes on that so that’s the biggest and worst news of the day. Other questions? Yeah, Lynn?

L. Kamenitsa: Should we try to communicate any of this to our faculty or staff before or should we just wait until the Cunningham letter comes out?

D. Haliczer: Why don’t you wait. We’re anticipating sending it off tomorrow so people should get it certainly by Friday if not tomorrow.

J. Stephen: Friday’s a little busier. It’s a reading day and I’m planning on sending out a note tomorrow saying big changes – look for this, this and this without being specific. I have to do this ---

D. Haliczer: Well, you have to represent your constituents. I know I’ve just submitted another revision to Steve’s memo but he’s down in Springfield and it won’t get out until he gets back.

J. Stephen: I’ve had people ask me when the benefits choice period was just yesterday and I’ve got to make sure I tell them I was wrong.

D. Haliczer: Well, it’s always been May 1st through May 31st and all of a sudden, oops, we’re changing it. So we didn’t do it; they did it.

J. Stephen: Can you move for a rescission in morale?

D. Haliczer: I agree, I agree. Okay, you had other questions that Steve was supposed to be answering other than about benefits choice. What do you want me to talk about next?

President Willis: Bill has a question.

B. Baker: I’m not sure Debbie that this is your area but if Steve was here, I would ask him to explain the actual practical implications of the changes to PeopleSoft because that has been more complicated than, in fact, I believe many of us have been told.
D. Haliczer: What do I say to that. That’s really a Steve question although I certainly have been – I’m the co-char of the User Advisory Committee for the PeopleSoft Human Resource project and what my role has been for the last four years is to try and lobby for programs, policies, decisions that are helpful to the users rather than just to the programmers and we’ve had some progress on that. The people who are on the User Advisory Committee who generally are your business managers and people who handle a lot of the hiring paperwork have really made a difference in what their product would have been like had we not had their representation and I nagged and got some faculty representation on that committee and so Joe Grush, Frederick Schwantes and Sherilynne Spear have been people who have represented the faculty side on those issues and Dan House is always a voice for trying to remind people that faculty needs are not necessarily the same as programmers’ needs but as for the rationale why we chose that, that was an administrative decision at the cabinet level. They chose that product because it seemed to be the best financial product and therefore, we went with what the human resource and payroll system that would mesh well with it and now, apparently, we’re moving toward PeopleSoft for the student information system which is going to entail many more changes. You all should work on getting representation on the User Advisory Committee sooner rather than later. Yes?

B. Baker: Thank you for that but the faculty members you instanced, to my knowledge, represent administrators with their own interests involved. I would have thought that it would be crucially important that representatives from Faculty Senate – in other words, non-administrators representing other points of view, were involved at an earlier stage because some of those implications of PeopleSoft affect people personally.

D. Haliczer: You’re absolutely right. I think the place where it’s going to have an impact on your work day and your day-to-day life might be in the student system, and so as a Senate, I think it might be something you all should discuss to ask for some representation on that.

B. Baker: May I add with respect, it’s not only that. It has affected in some instances, salary determinations and administrators should not be the only ones involved in those decision making because we are supposed to have a joint faculty, you know, what’s the word we always use – shared governance.

President Willis: Bill, I did talk to Steve about the particular instance that you mentioned to me and he was unaware of it and would like further details so ---

B. Baker: We’ll talk.

B. Baker: It might be useful for you to make an appointment to see him individually and talk about the situation because in the case of people who have joint or dual appointments, that can be a complication in the way the PeopleSoft system regulates and deals with some of the details.

B. Baker: Thank you.

D. Haliczer: Sorry I can’t give you more information on that. Other questions? Yeah, Paul?
**P. Stoddard:** You suggested that getting on the User Advisory Committee for the student aspect of this would be something done sooner rather than later. How do we go about getting ourselves on that?

**D. Haliczer:** I would think, and here I’m being radical so I hope there are no real administrators here, but the way that most of these Enterprise Resource Systems is what we call them – is the people who are involved in the technical side of that are the ones that do most of the planning with a lot of collaboration and involvement by the people who are the functional leads and so in the payroll system it was the payroll people, not academic departments and not academic administrators who were involved. In terms of the student system, this is going to influence advising information and it’s going to influence financial aid’s information. It’s going to influence the information system all of you are going to work on so I would think that the Senate ought to go directly to Steve Cunningham and ask for – strongly ask for, demand – involvement in the planning stage, the planning stages where major decisions are made and by the time most User Advisory Committees were instituted, some of the major planning has already happened. So to me, the discussions are already going on, they’re already preparing, they’re already working on the computer side of it – this is the time to get involved before program decisions are made. Looks like it’s going to fall to you, huh Paul?

**P. Stoddard:** Would it be too early to suggest that we pass a proposal to Steven Cunningham that we would like representation at the earliest – now – on this particular committee?

**President Willis:** I think that would be appropriate. Are you proposing such a ---

**P. Stoddard:** Yeah.

**President Willis:** Could you say exactly, or at least more precisely, what it is you’re moving exactly?

**P. Stoddard:** I would like to move that the Senate make known to Steven Cunningham and anybody else of interest in this, our desire to be represented at the earliest possible moment in issues concerning or decisions concerning the move to PeopleSoft for student issues and for other issues as well.

**President Willis:** Okay, we have a motion. Do we have a second? Is there any discussion? Yes, Bill?

**B. Baker:** I’d like to amend that to include faculty issues as well as student and supportive staff issues because there’s very fundamental things going on and in fact, I think we should have been represented in the first place and the thing should not have been implemented without consultation with Faculty Senate and I think we should make a protest on that as a Senate as to why we were not consulted in decisions which affect all of us.

**President Willis:** So are you proposing that as an amendment to the motion?
B. Baker: I’m proposing two things. Number one that you add to your motion faculty and supportive professional staff first of all, but I’m also proposing a separate motion I suppose that --

President Willis: Wait on the separate motion until we vote on this one.

P. Stoddard: I will accept that first part as a friendly amendment.

B. Baker: Thank you.

President Willis: That’s okay with the seconders? Okay, any other discussion? All those in favor say aye. Opposed? All right. Now Bill you can ---

The motion passed.

B. Baker: I’d like to propose – and see what my colleagues in the Senate say – that the Senate views with some alarm, the fact that it was not consulted earlier concerning the implications of PeopleSoft as instanced by the fact that we’ve just been told that administrators were asked to participate in the implementations but there was no Senate Faculty representation – I don’t know how you wish to rephrase that – and we do not view that as being conducive to – what is it? - our shared governance. Thank you.

President Willis: Yes, Jody?

J. Newman-Ryan: It seems like also after the fact, but a few years ago we created some committee, I don’t know, for computer usage on campus or something that – did any of this go through that, whatever the name was. I’m sorry, I can’t remember but ---

President Willis: There’s the Computer Facilities Advisory Committee. Jim’s on that. You’re not on that? You are on that. Okay, let’s see. Is anybody willing to second Bill’s amendment?

D. Wagner: I’ll second it.

President Willis: Okay, so now we’re discussing.

J. Newman-Ryan: So this didn’t go through there apparently?

President Willis: Apparently not.

J. Lockard: Do you want a comment on that? I can tell you this much Jody. We were informed along the way of what was being done, but the whole thing, I think, basically was viewed as a pending crisis on the campus because the prior system would have collapsed at the year 2000. That was the whole issue and so it wasn’t presented as should we choose this or this or this, but rather how do we save our hides because we are going down the tubes come January 1. So consultation no, information occasionally.
B. Baker: Duplicity, sir. I think there is an element in what you said is duplicity.

S. Willis: Is there other discussion of Bill’s motion? Are we ready to vote? O.k., all those in favor say aye. Opposed? I’ll let Paul do it. Is there any other questions for Deb? If not, I would like to thank her for coming.

D. Haliczer: Thank you for having me. I appreciate it.

VI. ITEMS FOR SENATE CONSIDERATION

S. Willis: I have nothing under items for Faculty Senate Consideration.

VII. CONSENT AGENDA

S. Willis: We do have one item on the Consent Agenda, which is approving vacancies for which there is no competition. So could I have a motion to approve the Consent Agenda? Second? All those in favor? Opposed?

VII. REPORTS FROM ADVISORY COMMITTEES

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

President Willis: Okay, now we’re onto Reports from Advisory Committees. Pat has a draft letter that the FAC has been circulating. However, the last meeting of the FAC was last Friday at DePaul and Pat was not able to attend so I went and you should have at your seats a copy of my report. I’ll just go through it briefly.

We talked of course about this Committee on Priorities, Productivity and Accountability. They’re on a short time scale because they want whatever the Committee’s results are to be in place so they can take it into account when they’re doing the FY06 budget. I listed there what the charge to that Committee is. This is a Committee of the IBHE. There is on it one faculty member, no students. I’m not sure what else to say about that. I say that Ngoyi’s Committee has more to say about it. About that, it’s something we should be watching with eagle eyes in any case.

We met with two state representatives. One from the 11th District which is on the north side of Chicago, Lincoln Park and that area which includes the Governor’s home interestingly. The other was from the 5th District, which is the district in which the DePaul Campus is located. It sort of includes the Loop and some other things that go all the way down to 63rd Street or something but it’s a very strange district. But in any case, both of these Representatives were Democrats. Neither one of them was whole-heartedly in support of everything the Governor was doing. Both of them were in favor of a state tax hike. One of them suggested it could be a tax swap where you raise – income tax this is – where you raise the income tax but at the same time lower property taxes so they’re going to be trying to do that. Let’s see, well as you know, they’re in the middle of this budget process. Both of them said that they do not know a whole lot about higher education, particularly the second one, Ken Duncan, and would appreciate – they
said the same thing that every Representative we met with has said which is be noisier, talk more, communicate.

Okay, then as I mentioned we talked about on-line course offerings. There are a number of different aspects of that having to do with out-of-state institutions offering completion degrees, which are partially on-line. If they’re totally on-line, the IBHE has no jurisdiction but if they’re just partially on-line and there is an actual physical presence in the state, then the IHBE can look at them but if they jump through all the hoops then IBHE feels that its hands are tied. It can’t – it has to approve them.

Let’s see, oh yes, University of Illinois at Springfield – there was an announcement in the newspaper a little bit ago that they were going to be offering all these new on-line degrees which came as just as much of a surprise to the UIS faculty as it did to everybody else and we were told they still have no details and so the faculty is very upset and so I’m not sure where that’s going to go but it bares watching also.

Okay, and then the issue of – if you have a land-based university that offers degrees at its campus and if it then also offers totally on-line degrees, the question was how comparable are those. Typically that’s not noted anywhere. You know, you just have a degree from wherever and so the issue of how comparable those really are was brought up and obviously not solved but it was raised as a question that bares looking into.

Okay, that’s pretty much all I have. Any questions about the FAC? Yes, Pat? Pat, I’m sure, has a comment.

**P. Henry:** Just a question and this sort of goes into the report later too of when they say this PTA Committee is going to be reviewing the match between our mission and the academic program and examining the nature and scope and so forth, who are they going to be talking to at the individual universities in order to come up with their idea of this. Any sense of how that’s going to work?

**President Willis:** No.

**P. Henry:** I see, okay.

**President Willis:** No, that was not on the Committee charge. The Committee has yet to be entirely populated – well, I guess the members have all been named now but we’ll just have to wait and see. Of course we can always offer input, but they don’t ask for it. Okay, any other questions? Yes, Pat?

**P. Henry:** Just one more quick one. The draft that was given to you on pages 9 and 10, this is what this Dear or Sir/Madam/Honorable so and so, is meant to be a set of talking points for you to use in your letters when you want to make more noise.

**President Willis:** And this is a draft. We were told on Friday that a final version would be coming out shortly. In fact, it was supposed to have been out by now but it isn’t. In any case,
you can certainly take it as a suggestion. Okay, anything on the FAC?

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 Xueshu Song – 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

F. Elections and Legislative Oversight Committee – Stephen Nord, Chair

President Willis: All right, none of the Board of Trustee Committees or the Full Board have met so we will move now to Reports from Standing Committees and you recall we agreed to put elections first because they have a lot to do and so I will turn the proceedings over to Steve.

S. Nord: Unfortunately, we have quite a few elections to try to get through. Is this okay – sufficient?

President Willis: Yeah, that’s fine.

S. Nord: Hopefully, we can get through these relatively quickly. We’re on IX, down to point F on which we have three general areas for elections.

1. Election of President of Faculty Senate for 2004-2005

S. Nord: The first is the election of the President of the Faculty Senate. We have but one nominee who has accepted and that’s Paul Stoddard so I think the simplest and quickest way to get through this is I would ask for a motion from the floor for someone to propose that we accept Paul Stoddard’s nomination and also unanimously elect him to serve as the President of the Faculty Senate. Do I have such a motion? We can do this just verbally. Those that approve say yes or aye. Those opposed? Congratulations Paul.

The motion passed.

2. Election of UCPC representatives for 2004-2005 – 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 16-20)

S. Nord: All right, the final two. The next step is to elect members to the UCPC and
if you look in your booklet on pages 16 to 20 you’ll see sample ballots and at this time members of the Election Committee, would you come up and help us hand out ballots so that the faculty representatives can vote and those of you that have already looked through the packet and already know who you’re going to vote for UCPC, if you want to move down to step 3 for the nominees for the University Committees – if you haven’t done so already – if you’ll turn to pages 21 through 31, I know there’s quite a few there – you’ll see the list of the nominees which we’ll be electing immediately after the UCPC election and you’ll find that after each committee, Donna has put in a small little insert describing some of the hopefully more favorable characteristics and qualities of the person. When we get into these committees also, if anybody would like to say something on someone’s behalf or your own behalf when we get to that particular point. But you can be perusing that to save time while we hand out the ballots.

College of Business if you’d raise your hands please.

**P. Henry:** How long is the term for for UCPC?

**D. Mathesius:** Two years.

**S. Nord:** College of Education? Engineering and Engineering Technology? College of Visual and Performing Arts? LA&S? All right, Donna informs me that the results of the UCPC election toward the beginning of next week she’ll be calling the people that have been elected and that will be followed by a formal letter.

3. **Committee** of the University 2004-2005 vacancies for Faculty Senate to approve or select. (pages 21-31)

**S. Nord:** Okay, if we can now turn our attention to the election on Committees. If we’ll first turn to page 21. We are to select one faculty to serve on the Academic Policies and Procedures Manual Advisory Committee and the three candidates are – and again, feel free to correct me if I mispronounce your name as I’m apt to do. Ayhan Lash from Nursing, Elizabeth Gaillard from Chemistry and Augden Windelborn from Physics are the three candidates. You again below have a brief little description of some of their hopefully more favorable attributes. Would anyone like to say anything on the behalf of any of these three candidates?

**X. Song:** I would like to speak for Candidate Gaillard. She is a good colleague. She is very knowledgeable.

**S. Nord:** So that was – somebody agreed, all right. Do we have anybody that disagrees? Does anybody want to say anything negative on behalf of these three people? Any others – Bill?

**B. Baker:** Could you please explain something?

**S. Nord:** Probably not.

**B. Baker:** There are three faculty members elected by Faculty Senate and why don’t we simply approval all of these?
S. Nord: No, we choose one of these three for this particular committee.

President Willis: There’s only one opening.

S. Nord: We have to go through each page. Some of that is messed up. Any further comments on behalf of these three candidates? All right, those in favor of Ayhan Lash from Nursing, would you – you can only vote once, right – if you’d please raise your hand with the recognition you can only vote once and you should probably vote at least once. Donna, are you counting or am I?

D. Mathesius: I am.

S. Nord: Those in favor of Elizabeth Gaillard please raise your hand. Finally, those in favor of Augden Windelborn? All right, we next turn to page 23, which is Campus Security and Environmental Quality Committee. Okay, we are to elect, there are four faculty here to replace Julia Robertson and these four candidates are Vincent Tinerella from Library, Jay Stravers from Geology, Dennis Cessarotti from Technology, and Bob – is it Betty – Beatty from OMIS. Would anyone like to speak on the behalf of any of those candidates?

J. Hurych: I would like to speak on behalf of Vincent Tinerella and University Libraries. I cannot imagine a better person. He was police official in Chicago for many years. While working as a police official he got two masters degrees; one in history and one in library science and he forever changed the reputation of librarians. Good guy.

J. Stephen: I would like to speak on behalf of Jay Stravers. I share his interest in preserving older qualities on campus here. I like him, walk a great deal and am quite interested in keeping things up. Not to speak against security, but we have a police force.

S. Nord: Any other comments supporting any of these candidates. All right, those of you in favor of Vincent Tinerella, if you would indicate so by raising your hand. Those who would favor Jay Stravers. The third candidate is Dennis Cesarotti. The final one is Bob Beatty. We now move on to Intellectual Property Committee. Here we’re going to be electing two faculty to replace the two that are retiring from that Committee and again, correct me on the mispronunciation here. The first one is Lin Shi. The second one is Bogdan Dabrowski from Physics. The third one is Thomas Sims, Biological Sciences. The third one is Xueshu Song – I think I’m close – from Technology and finally, Bill Cummings from Accountancy. Would anybody like to speak on behalf of any of these candidates or yourself? Yeah?

X. Song: I’d like to speak on behalf of myself. You have a little paragraph that I wrote for you on page 26. My name is Xueshu Song. In addition to what I do down in there I give graduate lectures to our students, copy writes, trademarks, trade secrets so I believe I am a person who is familiar with intellectual property issues. I even ?? of the Intellectual Public Policy approved by the Board of Trustees years ago so I hope you can vote for me. Thank you.

S. Nord: All right. Any other comments supporting any of the other candidates.
???: I have a question. It appears that three voting faculty members appointed by the President for terms of three years. It look like we are only voting for two.

D. Mathesius: One positions term has not expired.

President Willis: Many of these committees have rolling, overlapping terms. So ---

B. Miller: I could speak to Lin Shi’s qualifications. She’s a marriage and family therapist and has a lot of experience working in research and therapy. She has a very strong background specifically working with protecting ethical issues and research and I think that was one of the reasons she was looking at working in this particular area of Intellectual Property and protecting ethical issues and research.

S. Nord: All right, any further comments. All right, those who would favor Lin Shi indicate so by raising your hands please.

???: We vote for two, right?

S. Nord: No, can they vote for two if we’re electing two? How does that work?

D. Mathesius: You can only vote once ???.

S. Nord: Is there a motion that we be allowed to vote twice on this? Those in favor of voting twice on this particular election only, please raise your hand. Those opposed?

The motion passed.

S. Nord: All right, you can vote twice. All right, those in favor of Lin Shi would you please indicate by raising your hand please? What do we do to someone if they vote three times, hang them? Send them to – okay. Those in favor of Bogdan Dabrowski? Those in favor of Thomas Sims? Those in favor of – I’m sorry on the pronunciation or mispronunciation - Xueshu Song? Those finally in favor of Bill Cummings? Do you think everybody voted twice? Otherwise, you would steal it. If you didn’t vote twice, the thing is eschewed.

President Willis: It doesn’t matter. If you were doing a paper ballot you would say vote for two but you don’t have to.

S. Nord: Okay, we move on them to page 27, the Libraries Advisory Committee for a three-year term. We are to elect one person and we have two candidates. Both candidates are from LA&S because I understand because the others are not – nobody wanted to serve I assume?

President Willis: Not more than one.

S. Nord: They were unavailable; let’s put it that way. The first candidate is Jozef Bujarski from Biological Sciences and the second is Larry Lurio from Physics. Would anyone like to say anything on behalf of either of these candidates?
Would anyone else like to say anything? All right, those in favor of Joseph Bujarski would you please indicate by raising your hand please? Those in favor of Larry Lurio please indicate by raising your hand. Turning to page 28, Unity in Diversity Steering Committee. This is a two-year term on page 28 and we have to elect one of four candidates. The four candidates, the first one being Angela Odoms-Young from Allied Health. The second one is Judith Rabak-Wagener from Allied Health. The third one is Louise Ciallella from Foreign Languages and the fourth one is Andrew Otieno from Technology. Would anyone like to make any comments on the behalf of any of those candidates. Yes?

P. Henry: Just briefly on Louise Ciallella. She is a colleague of ours in Foreign Languages and is new this year but very enthusiastic and I think has a lot of energy and experience from also her previous job which was in high school so I think she’s a good choice for this.

S. Nord: Any further comments on any of these candidates? All right, we’ll move to the election. All those in favor of Angela Odoms-Young, please indicate by raising your hand please. Those in favor of Judith Rabak-Wagener please indicate by raising your hand. Those in favor of Louise Ciallella please indicate again by raising your hand. Finally, those in favor of Andrew Otieno indicate by raising your hand please. Moving on the page 30, University Benefits Committee if there’s any to remain, we need to elect one of three candidates. The first one is William Baker from Library. The second one is Sonya Conway from Biological Sciences and the third candidate is Bob Beatty from OMIS. Would anybody like to speak on the behalf of any of these people or yourself?

S. Nord: How long has she been in Biological Sciences?

S. Nord: Any further comments? Yes?

S. Nord: I would like to support my colleague, William Baker. He’s showing his interest in health issues here.

S. Nord: Any further comments? All right, on the first election here, I’m sure Bill will keep his eyes closed and won’t look at how anybody’s voting. He has other issues to deal with so he doesn’t need any further ones. Those in favor of Bill Baker please indicate by raising your hand. He is keeping his eyes closed, such a good boy. Those favoring Sonya Conway and finally those in favor of Bob Beatty. You can open your eyes Bill. All right, the next one on page 31 and I guess we saved the best for last, is on the University Press Board only there’s a complication because we’ve been given three candidates for LA&S and we’re supposed to only have one from LA&S. So we’re going to have to hold a pre-election on these three, isn’t that right Donna? Okay, who can vote for LA&S, only people from LA&S or everyone. All right. First we’re
going to elect one person to represent LA&S for the election, which will come subsequent to this particular vote. The three people from LA&S that have been supplied to us are Joseph Bujarski from Biological Sciences, Chet Meeks from Sociology and Jeffrey Thunder from Mathematical Sciences. Now of these three, would anyone like to speak on behalf of them? Yeah?

???: Jeff Thunder has ??? for about ten years. He’s extremely conscientious and has a tremendous attention to detail and takes all his classes very seriously and is also very easy to get along with and a very likeable fellow.

S. Nord: Would anyone like to say anything further on behalf of any of you remaining? All right, those in favor of Joseph Bujarski would you indicate by raising your hand please? Those favoring Chet Meeks, again if you’d raise your hand please? Those favoring Jeffrey Thunder? Now, clarification on this one we’re supposed to elect a total of four? Do I understand ---

D. Mathesius: Each college gets a representative.

S. Nord: I got it. So now it’s just ???. All right. So this is the composition of the Committee. Representing Business is Charles Downing. Representing Education is Barbara Fiehn. Representing Health and Human Sciences is Lin Shi. L&&S was Jeffrey Thunder. Visual and Performing Arts is Brian Hart and University Libraries is Byron Anderson. Those are in favor of electing his particular panel to serve as our University Press Board please indicate so by a raise of your hand to be consistent. Those opposed raise your other hand. ??? I think we’re done on the elections.

President Willis: Okay, thank you Steve.

A. Academic Affairs Committee – William Baker, Chair

President Willis: Academic Affairs, Bill I believe you have no report.

B. Baker: No except I’d like to thank the sub-committee for all their work and say what a really enjoyable committee it was. I’m a bit disappointed in the representative from Theatre Arts who wanted apparently, a weekend session but did not develop the idea any further, but I prefer that not to be limited.

B. Economic Status of the Profession Committee – Jim Lockard, Chair – report (Pages 11-14)

President Willis: Let’s see, Economic Status of the Profession. Jim?

J. Lockard: Thank you. First of all let me not forget to also thank the members of this Committee this year as well as those who have worked with me the last, I believe, two years prior to this as I chaired that Committee. This will be the end of my time on the Faculty Senate and I have certainly appreciated all the help from the folks that worked with me on these committees over the years. If Deb hadn’t been here today, I probably would have been the one to bring you all that delightful news from the benefits situation but she’s heard it and I hadn’t yet
at that point. We do have information for you though that comes to you directly from a body that I suspect you didn’t know existed as I didn’t know it existed until fairly recently and that is the Members Advisory Committee to our retirement system in Springfield. It’s unclear to me exactly how this body is constituted. I can only tell you there are two representatives from this campus. I am the only faculty member doing so and I’m not even sure how long I get to do that. At any rate, it was a very interesting experience to go to Champaign and meet with Jim Hacking, the head of SURS, their legal counsel and a number of people from all over the state. It was not a joyful meeting. There is some good news in what I’ve written for you here as the report but there’s also a lot of cause for concern mixed in it and I’m not going to go into great detail on all of it here. I hope I wrote it clearly enough for you all to follow. Just to add to some of the things that Deb was saying earlier today, if you look at what is printed there under the concept of the Benefits Package, the SURS administrative team pointed out to us that while we don’t know what we’re going to pay next year, we know two things. The Governor’s budget recommendation calls for a 4% increase in health care costs for payments and we know that the average across the nation for the last many years has been a 13% annual increase. You can probably do the math itself and figure out where the discrepancy will fall.

As far as other things are concerned, last month I gave you some figures from Jerry Zar as to how well the SURS investment plan has been going. That’s updated in this report. It’s even better than the news that Jerry had. We can be eternally grateful that we have people running SURS for us downstate who are willing to stand up to the administration in Springfield and tell them their ideas don’t wash. If we had listened, if they had listened on our behalf, to the Governor’s staff, we would have earned on our money, somewhere between .7% to 3%. Their own apathy to investment has netted 16% year-to-date as of the end of March. That is the difference and we’re talking about literally hundreds of millions of dollars that are in the SURS account today because they ignored the Blagojevich administration’s recommendations. So we need to do everything we can to maintain the independence of SURS. If this Governor gets away with his scheme of putting all of those retirement plans together, we’ll be looking at the 3% at best, maybe the .7% instead of the 16. It is something you need to be concerned about. As far as SURS funding is concerned, let me just summarize it very briefly. The information is so horrendous it’s hard to imagine. You all know I think already, I believe I’ve talked about before, it was back in the ‘80’s when the state found itself in financial straits and chose to partly solve the problem by not putting money into the state retirement systems. They then passed a law a little bit later on – not too long ago as a matter of fact – saying well, we’ve got to 90% funding ratio of assets to liabilities by year 2045. The Governor’s plan at the moment because of all the difficulties is to once again un-fund or under-fund the various state retirement systems. It isn’t just SURS, it’s across the board. If you’re interested in all the bloody details of this, there’s a twenty-one page document that I came back from Springfield, or Champaign rather, with that is available electronically. It will be attached to our agenda for today once the website control returns to Donna due to some recent problem. If you read the whole thing it’s a compilation of distilled information and letters from actuaries and legal firms who’ve gone over the Governor’s budget and come to the conclusion that by saving – let’s see, let’s make sure I get the money right here – his proposal would be to under-fund the multiple systems (SURS, the Teachers Retirement System, the State Employee System, the Judges System, I’ve forgotten what GA is – there’s yet another one – Government Administrative or something). At any rate, the whole thing he would like to under-fund by $525 million in the next fiscal year. That would be bad
enough but he’s already planning it out through FY08 at comparable levels each year. Add into that the incredible negative impact of the early retirement plan that the Ryan administration started at the end of their period and then had augmented very, very liberally by our representatives in Springfield. We’re talking about a total over the period of now through the year ‘13, of over 3 billion dollars that they would save. Sounds good. It would save 3 billion dollars. The problem is it’s all basically borrowed money coming out of the exiting funds of the retirement accounts. It has to be repaid at 8.5% interest and the grand total out to 2045 which is the year that the law says they have to hit 90% funding ratios would be 21 billion dollars that we will saddle the next generation with only for the retirement systems. This has nothing to do with the money he wants to borrow for the roads, etc., etc., etc. That’s the story. So if this goes through to save half a billion this year, we’re talking about a 21 billion dollar liability to the taxpayers of this state just for retirement alone in the next forty years. It’s a scary, scary number.

SURS is recommending alternatives. They think there’s a better way of going about it but it’s very clear that the only one that really solve the state’s problem is the one that the Governor refuses to even consider an that’s a tax hike. There is no answer beyond that. All the rest of these things are band-aids that either will not work at all or will make the situation worse by large. The compromise position that SURS is recommending to the Governor’s office is to at least borrow money at the lowest possible rate which is not be stealing if from the retirement systems but by funding it by bonds like this did last year which cost only about 5% instead of 8.5%. At this point there seems to be no evidence that the Governor’s Budget Director is willing to listen to any of this. They seem to have their minds made up. He knows he’s gotta pay those back – he’s hoping he can – well, anyway, he’s going to pass it all off on the next governor and the next generation of taxpayers basically. So that’s pretty much where we are right now. The third and fourth pages of what was put into the agenda for you today is a set of talking points prepared by SURS, you need to understand that, that’s where it came from, that they are hoping folks like us will use to communicate with our legislatures to oppose the action that the Governor is proposing. There’s a lot of detail there I can’t go over. Hopefully, it’s written fairly clearly for you. In an effort to make that as painless and easy for you as possible, the State University Annuities Association whose URL is on page two of the plan just above the diagrams, has created a new way by which you can track legislation. You can use it as a way of getting easy contact with legislators including e-mail. The system – I have not played with it enough to be very comfortable myself – but appears to be quite capable of letting you e-mail people who have e-mail addresses which does not include Mr. Pritchard in this area at the moment or didn’t the last time I looked but many others do. It also applies to national office holders as well so I would strongly recommend that you take a look at it. The reason for the two diagrams in there is that whoever designed their web page needs to take a class in web page design because it’s a little hard to find what you’re trying to do. It’s a SUAA web site but you have to then off the top line basically of it which is graphical and not shown in the diagrams here, you have to click on SUAA one more time. There’s several other links across the top of that opening web page. When you do that, you’ll see the picture on the left and there is that area there called – no, I’m sorry, I think there’s one more before this even – it was something labeled Action Alert that brings you to the picture on the left and then in very tiny print where the arrow starts is a link that says – I can’t even read it myself anymore – click here to see bills that affect SUAA members. You may not be a member but they’re working for you anyway but if you belong to NIU’s Annuities Association, you are a member of SUAA as well. Following that, you get to the thing on the left which is a list of active bills that they believe are of serious importance to
us. You can follow those for status. You can follow through that to get to the people from your representative district and senate district to make your opinions known on that sort of thing. This is the only thing we’ve had all year that I think really rises to the level where I think we need to do something to protect ourselves. It looks like a disaster looming ahead. The good size of it is that we cannot forget retirement benefits in this state are constitutionally guaranteed. They can take away our insurance. They can take away a lot of things but the basic retirement plan is written into the Constitution and so no matter what trickery they’re up to down there, they’re not going to be able to take those away unless they can get a constitutional amendment passed. So that much is sure, but where it’s coming from is the issue. Whose money is it that we’ll all live off in the coming years. Beyond all that joyous news, I’ve sort of alluded already to the business about early retirement. Several people have asked if there’s any talk about early retirement options. After the experience of this last one, I’d say that’s a fantasy to think we’ll ever see another one. It costs so much more than the Ryan administration led us to believe and the legislature to believe, that the likelihood of it coming in strikes me as improbable but that’s my opinion and not anything anyone else said.

Finally, on the benefits changes. A couple of things that you should be aware of. I think there’s not necessarily anything that you need to do here. Work is underway on some of these already. SURS as I told you last month, they had been told they could no longer allow two years of sick leave to count toward retirement. That they’re in the process of trying to get reversed and seemed optimistic they would be successful on it acknowledging once again that not a whole lot of people benefit from it either way. The other two are things that those of you who are looking ahead to retirement in the foreseeable future could have an affect and it depends very much on your circumstances. One is a potential change in the time period that is used to calculate what is called the final rate of earnings, which is the base for your retirement benefit if you retire under the general formula, the 2.2% per year. That is about one third of the people who retire. Roughly a third go that way and for that third this change could mean effectively needing to work just a little bit longer because they’re going to move it on to a September to August time table rather than the way it has been in the past which was 48 months basically and that could make it disadvantageous to quit ahead of September 1 which may not be good news to some people. That may or may not be modified at this point. The other one was a bigger concern and produced quite an uproar in the meeting and that was an interpretation of a law that says that when they calculate what you’re entitled to for retirement, they cannot include in that anything that is part of a retirement agreement. That has never been defined and they’re in the process of trying to refine what a retirement agreement is and the tentative conclusion was anything you sign a paper on that says I will retire by such and such a date and in exchange, therefore, I will get x, y and z which is fairly common as I understand it in many departments and most institutions, that people are given extra opportunities for summer teaching or overload teaching or whatever in the last years to beef up the base pay which affects that. This proposed change in interpretation would mean anything that was written into an agreement like that could not be counted and it would effectively undo the whole purpose of those agreements. There were a lot of faculty in the meeting that were concerned about it and there were department heads who said for god’s sake, nobody will ever sign an agreement again and we won’t know until the last minute who’s retiring when. So I think they took that quite seriously and recognized that what they were proposing to do was ludicrous for the purposes of helping universities plan for the
future. So I believe all those things are under control but you heard it here just in case something slips through somewhere else along the way.

I will stop at that point. There is much more detail. There’s a lovely little color chart that will also be available to you off the website if you’d like to see how the funding ratio has gone up and down over the last year and how the assets compare to the liabilities and so on. It won’t make you feel any better but it’s pretty.

President Willis: Carole.

C. Minor: One of our colleagues who just left a few minutes ago, said to me before he left they decided to stop giving the 3% annual increment to the SURS.

J. Lockard: Not according to anything that I’ve heard. There was no suggestion of that at the meeting. The meeting was about three weeks ago. Anything is possible. We have to remember; there are many things that are not Constitutionally protected. That is one of them. Retirement health care coverage is not protected. It’s free now after twenty years to people who came in too late. They could take that entirely away tomorrow. They could make us pay half of it. They could do anything they want. That is not protected. Just the retirement pay is.

President Willis: Okay, Jody?

J. Newman-Ryan: If I understand correctly that you’re retiring so to speak from Senate. I’d just like to thank you for your extensive reports the last three years by telling us what we won’t have and when we won’t have it.

J. Lockard: You’re welcome.

President Willis: Okay, any other questions for Jim?

C. Resource, Space and Budget Committee – C.T. Lin, Chair – report – (Page 15)

President Willis: All right, let’s move on to Resource, Space and Budget. C.T. has a one page report there on page 15.

C.T. Lin: It is almost 5:00 so let me go quickly. The report is on page 15 on Chief Grady, Department of Public Safety, his department came and give us discussion and some presentation on our campus safety issues. You know, Chief Grady’s presentation was very interesting. It’s something like writing a scientific paper so he started with the objective and then the method and then he had to result and then later he talked about the future hopes. In the objective, he said that he came to NIU in August, 2001 and the department has gone through a series of reorganization and improvement and he says the number of officers has increased from 22 to 46 from 2001 to now and also he said that all the officers now are really well-education, well-trained, highly motivated and then he said that the mission of making the campus safer and more people friendly – what he did was to set up a new ideology and approach to the campus safe and people friendly. He said the traditional approach for a police officer is to as “Law Enforcement” and to catch
carnals and put them in jail whereas Chief Grady’s approach is different. He is talking about the use of “crime prevention not apprehension” approach to dissolve the possible criminal acts. One of the noticeable results in the “crime prevention” approach is to establish a “community safety center” in every residential hall on campus and he called this “integrative policing”. As a result of this installation, the crimes in drug activity, sexual assault and all the other criminal acts have been greatly reduced. He is very proud to point out that NIU currently is the safest campus per capita in the State of Illinois and he provided us the statistical data to back up his claim. He showed a graph – actually, I e-mailed about that from the Illinois State Police 2003 Illinois Crime Index Reports. He said future projects in keeping the campus safe; he would like to organize a campus building safety service network. In each campus he feels that currently, we don’t have a well-trained building administrator who is responsible for a needed emergency evacuation plan such, for example, in Faraday. Faraday Hall is occupied by several departments so you don’t have one administrator to carry out the evacuation plans, so chair may tell you to hide under the table and the other one says you run like chicken, you know. So I think it’s a very good report. The recommendation that we have there is since the campus at NIU is the safest in the State, I think we should publicize and disseminate this information to the public. The rationale there is in the past, right now since we have a lot of students, we don’t really care that much – but in the past, we need students and all those things that the student, parent and the high school guidance counselor are under the impression or perception that NIU is not a safe school in the past so therefore they don’t even bother to apply so we need to make sure that we have this good news which is somehow disseminated and publicized in a good newspaper to let everybody know or send something to high schools to the guidance counselor.

President Willis: Okay, any questions for C.T.?

D. Faculty Rights and Responsibilities Committee – Ngoyi Bukonda, Chair – report –
walk-in

President Willis: We will move on to Faculty Rights and Responsibilities. Ngoyi has a walk-in.

N. Bukonda: In response to a charge that was assigned to our committee we met on Wednesday, April 7 and during our meeting we had a brainstorming session to come up with some possible studies that could be used to prepare ourselves for what may be coming from the IBHE Committee on Priorities for Activity and Accountability. During that session, two main strategies were considered. The first being do nothing and the second to submit a response to what is going on and in relation to the first strategy – to do nothing – the Committee was of the opinion that this was not the most appropriate way to handle the situation and our reason for having that idea is that if we don’t do anything, that would be considered to be like we don’t care about what is taking place and also we’d be surprised at the end of the process that is underway, would be a surprise to us because we did not have anyway of giving our input into that process so we were more on the side of strategy number two and the strategy number two was the considered in the light of the position that faculty, our Graduate Council to the IBHE and has formulated area we considered the response to be in terms of the perception of the approach and also the concerns expressed in that position. So because that is considered by this instructor that we were of the opinion that we would just encourage everybody to send a message to authorize
send that message to the IBHE to reflect the same position that the Faculty Advisory Council IBHE. So that we need to congratulation the Faculty Advisory Council for what they did on that particular issue and also to formulate a response that would further reflect the same concerns and same ideas.

**President Willis:** Okay, is there a motion in there Ngoyi or what?

**N. Bukonda:** Yes, the motion is to send a message which will reflect the same ideas to the IBHE – to do this through NIU.

**President Willis:** Okay, and who should send this message? Like me or what? I mean I can, I’m just not quite sure what the intention of the motion. A message is to be sent, but by whom? Ngoyi do you ---

**N. Bukonda:** I did not – that question was ??? our reading. We thought ??? who should be sending that message. We ??? the content of the message. That’s why we ???.

**President Willis:** Okay, I can meet with Pat and figure out what would be appropriate if that would suffice.

**J. Stephen:** I move that we have you as the President of the Faculty Senate endorse the sentiments as expressed in the FAC report and express that they are also the sentiments of this body and forward it to the IBHE that way.

**President Willis:** Okay. Ngoyi would you accept that as representing the sense of your motion? Okay, is there a second? Okay. Any more discussion? Yes, Pat.

**P. Henry:** I think that’s a good thing to do. I also wonder if maybe this isn’t the time to discuss that but we might want to also think about things that we need to do at NIU to meet the challenge that’s going to be coming from this committee in terms of how it’s going to assess our mission etc., and productivity not just to sort of accept what they get us down the line. With that coming up, I urge you to support this and I would be happy to pass it on.

**President Willis:** Okay, yes Colin?

**C. Booth:** Yes, Sue, no problem with the motion but I’m wondering if we have a quorum. How many people are necessary to have a quorum?

**J. Stephen:** You don’t have a problem with it unless it is called for.

**C. Booth:** Okay, then forget that I said that. Strike that.

**President Willis:** Did I hear something?

**J. Lockard:** The parliamentarian just left.
President Willis: In any case, all those in favor say aye. Opposed? Was that it Ngoyi? Yes, all right. Good.

The motion passed.

E. Rules and Governance Committee – Gretchen Bisplinghoff, Chair.

President Willis: Rules and Governance I believe has no report.

X. UNFINISHED BUSINESS

President Willis: I do have one item of Unfinished Business about the copy machines. Shey Lowman has been very patiently sitting here through the entire meeting. She is the – well, she will be the new President of the SPS Council and she is the head of Document Services and so is the person to ask about these things. She – I won’t go into a lot of detail because of the hour but she tells me that the transition from the old readers to the new readers has been taking place since last June and if there are any difficulties she would like to know about them but I would suggest that be taken up with her perhaps afterwards. So you want to wave Shey so people know who you are.

P. Henry: Just repeat the name please.

S. Lowman: It’s Shey Lowman, S-h-e-y L-o-w-m-a-n--- if anyone has questions right now I’d certainly ---

J. Stephen: The question I asked when I brought this up is it possible to transfer a balance from an old card to a new card? A colleague of mine told me that was not possible.

S. Lowman: This is the case. When we changed the card systems last June, actually we switched to Huskie Bucks which is the prior One Card and they’re two completely different budgets.

J. Stephen: That money still exists? How do we get it back?

S. Lowman: Right. It’s the reason we actually went to the expense to have dual card readers for the last year so that people could use them up and prior to our changing over to this we encouraged people not to put too much money on their cards. There just wasn’t a good way to accommodate it at all for which I apologize. We did a card change back in ’92 so I knew how difficult it was going to be.

J. Stephen: I have a colleague that has all three of them.

S. Lowman: Right. Well, we tried very hard to let people know that this was happening. All the old card readers are currently signed that you need to use up the value on your card. The back of the card, which – I hate to sound like a bureaucrat – but they’ve always said there’s no refunds or that we can do.
President Willis: Any other question?

A. Windelborn: Real quick. Do you have a listing of where the old cards can still be used so people could use those rather than hunt all over campus.

J. Stephen: We have two in the library.

S. Lowman: Oh no, I think they’re good on almost all the copiers in the library yet.

President Willis: Shey what you told me when we spoke on the phone earlier was that there should be at least one that should take the old card in each building and that – what was it – Zulauf, Gilbert and Lowden didn’t have the new ones at all. Did I understand right?

S. Lowman: Right, they weren’t switched over so there’s still – there will be one card reader left in the library until the end of May. There are several of them – there should be about forty of them left on campus that will be there until the 10th of May. Primarily look in the library, Holmes Student Center, Swen-Parson, Gabel.

J. Stephen: I still don’t think it’s a questionable refund.

President Willis: Well, anyway, okay. Any other questions for Shey? Okay.

XI. NEW BUSINESS

President Willis: Is there any New Business? All right, did you have something Jody?

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

J. Newman-Ryan: Are we up to Comments From the Floor?

President Willis: Oh yes, Comments from the Floor.

J. Newman-Ryan: I just wanted to thank you for all your service and wish you luck with whatever you’re doing next year.

President Willis: Thank you. Okay, any other Questions or Comments from the Floor? If not, we are adjourned.

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
J. 2004-2005 Meeting Schedule (Page 32)

XIV. ADOURNMENT

The meeting adjourned at 5:12 p.m.