
F. Solares-Larrave attended for F. Jaeger.

Parliamentarian Ferald Bryan was present.

THOSE FACULTY SENATE MEMBERS NOT PRESENT: Arriola, Clayton, Cummings, Gebo, Ghrayeb, Greene, Johnson, Kahn, Kang, Kolb, L’Allier, Loubere, Marcus, Markowitz, Minor, Peters, Pierce, Ridnour, X. Song, Tollerud, Wade, Walton, Wang, Wickman

I. CALL TO ORDER

P. Stoddard: I’d like to call the Faculty Senate Meeting to order please.

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

II. ADOPTION OF THE AGENDA

P. Stoddard: The first order of business will be the adoption of the agenda. Any comments or additions? We will have one addition to the agenda in which we have a report from the Economic Status of the Profession. Any other additions or corrections? All in favor of adopting the agenda as amended say aye. Opposed say nay. Abstentions?

The agenda passed as amended.

III. APPROVAL OF THE MINUTES OF THE SEPTEMBER 1, 2004 FS MEETING

(Pages 3-7)

P. Stoddard: Next up is approval of the minutes and I want to take this opportunity to point out that the minutes might be a little abridged. Part of that is editorial on my part and part of that is technical due to people who forgot to use microphones when making their points. So please, try to remember to use the microphones so that the transcribers can pick up your pearls of wisdom. Also, for those of you who are new to the Senate or have had major throat surgeries last fall,
please announce your name in case we don’t recognize you by your voice. May I have a motion to approve the minutes please? Second? Any corrections? Yes, Donna?

D. Smith: On page 5 in my report about halfway down, Sharon Dowen’s name is misspelled.

P. Stoddard: D-o-w-e-n, correct?

D. Smith: E-n, correct.

P. Stoddard: Any other corrections? All in favor signify by saying aye. Oppose? Okay.

IV. PRESIDENT’S ANNOUNCEMENTS

A. Deborah Haliczzer will discuss Ethics Training – see information sheet – walk-in

P. Stoddard: President’s Announcements – I don’t have too much. The main thing we’re going to do today is introduce Deb Haliczzer, University Benefits, to talk to us about ethics training. I did have a chance to speak with the President a little bit about ethics training and ethics issues and I know there’s been some concern raised on campus about the mandatory nature of ethics training. What I can tell you, and my understanding of this is probably incomplete, is that this is mandated by law in the State of Illinois that all State employees must undergo ethics training. Deb will explain to you more what this is going to entail but this is something we have to do. If we don’t, there will probably be negative repercussions for the university and there could even conceivably be negative repercussions to individuals. In the State of the Illinois, they have recently set up an Ethics Commission, Scott Turow, of famous novel fame, is the chair of that and we have the Chair of Higher Education, a woman by the name of Z. Scott who is working with the President on some of the issues involved with ethics and ethics reporting. At this point, what they originally envisioned I think was that faculty as well as other staff and employees of universities and other State agencies would have to account for their time in quarter hour increments. So, every 15 minutes of the day you would have to be able to tell someone what you were doing. The President tried to impress upon Ms. Scott that this was impractical and really was not an exercise worth undertaking. He says that she seems to understand that and that what they’re really looking for when we have scheduled appointments, classes, committee meetings, posted office hours and we have to miss those for whatever reason, that somebody – probably the department chair or supervisor – be made aware of that before hand and that they’re able to work around that and then ultimately take the report back to somebody that so many hours of class were missed or not held or something like that. So, at some point we will be probably accountable for our time but hopefully not in this 15 segments like the State had originally pictured. I think most of us probably do operate on and like that, if we are going to be gone we certainly let somebody know about it. So I don’t think, I’m hoping, that this is not going to be too much of an additional burden. Anyway, that’s about what I know about all of this. I can try to answer any questions you might have about that. If not, I’ll just let Deb come up and explain probably in greater depth about all of this.
D. Haliczer: Hello again. I’m Debbie Haliczer from Human Resource Services and I bring you regards from Steve Cunningham. I am his representative today and no, I don’t have any bad news about the budget today the way I did the last time I came.

Okay, I asked Paul if I could have an opportunity to come and talk to you today about the mandatory training on the State’s issues on Employee Ethics Act. I’ve been named the Training Administrator for the university and so that just means that I have to tell you about it and then resolve all the problems that will be with implementing this mandatory training. So, I sent a handout to Donna. Thank you so much for getting this ready for everybody today because I was going to send a copy of the communication we received from the State and, as I read the fine print, it suggested that I cannot copy it or refer it to anybody so I made a summary for you today so that I’m not violating any rules. So this was advertised back in March actually. Steve Cunningham sent a memo to the university talking about this state ethics act and he sent it to dean’s, directors, department chairs and talked about some of the substantive issues about accounting for time, non-violation of the Patriot Act and other kinds of things. We learned during the summer that we needed to have all our employees participate in mandatory ethics training and we learned more detail about it later on this summer. So what you and everybody else on campus will have to participate in is mandatory – and yes, it really is mandatory – ethics training between October 18 and November 17. We did not formulate this training ourselves. We are participating with all State agencies and all State universities and so we’ve not done it ourselves. Who has to participate? Everybody has to. If you receive a paycheck according to Ken Davidson you must participate in this training and have your participation documented both to the State and the university. We’re talking about faculty, SPS, operating staff, student workers, graduate assistants, and extra help. Anyone who gets a paycheck is Ken Davidson’s statement so some of you who are supervisory personnel, will have to take some steps to make sure that your staff have access to computers and participate in this training. So, the memo that Steve Cunningham will send out from him and Ken Davidson will suggest to you that you have some responsibility to ensure that staff members also participate. We also are told that even occasional, temporary and seasonal workers have to participate and if you’re looking at that, you’re talking about people like the staff who work at summer camps in athletics and some of the academic program summer camps, even who work just a few hours. So what we’re working on trying to do is to do something that is not a whole lot of investment but just a “read this document, sign this statement, and sign that you participated” but that’s not finished yet and the State has all sorts of guidelines on how that’s going to be implemented. So again, please take a look at the dates. The only people who will be exempt from this are people who are officially not here during that month period. So people on sabbatical don’t have to do it now. People who are on medical leave during the entire period won’t have to participate. The way it works – and I have not participated in it myself and I’ve not seen the details so I’m really speaking based on information given by the administrators of the program downstate. It’s going to be delivered in “self-administered, interactive, one hour program” where you log on to a computer, go to the internet to the address that you’re directed to in the memo, log in according to – there’s an ID that you’re going to be assigned – basically, it’s going to be, I will be Deborah Haliczer with my birth date after that and that will be my official log in ID assigned by the State. So, what you have to remember here is that you’re official name is the official name that we have for you on payroll and I know lots of folks I know go by other names than their payroll name so we’re looking at last name, middle name and first name and your birthrate and day and the month.
This is explained in the memo. You then are assigned a password that – everyone has the same password – and then you will change as the password and again, the directions are in the memo which I did not write. We are required to send to you the exact memo as written by the State with their signatures and so that’s going to be one piece to be sent to you. The other one is going to be one that Steve Cunningham is composing and will have more guidance and directions and will answer some of the questions. He also requires you not talk to anybody about the content, not copy it, not discuss answers and it would be unethical so you’ll get in big trouble and what’s really scary, I think I am the police officer of this program so if you don’t participate or do some wrong thing, I think I have to come after you. No, Ken Davidson is the official person; I’m merely the administrator but I’m the one who’s going to get the reports of who has and who has not participated and during this month, I’ll be sending you a weekly report on who has participated and I have to send you out an official nag right before it ends to and give you one last chance. It’s scary. We will be sending out the notification by Steve Cunningham memo, usually sent out through e-mail but because so many of you don’t participate in GroupWise, then I think we’re also going to have to send this out via paper copy so many of you will get two copies of this. Be patient with that, I can’t sort who has and who has not GroupWise and so think of this as still another State unfunded mandate. I wish that that statement weren’t being recorded but it’s another unfunded mandate that we didn’t do. It is mandatory; it’s State policy. It’s written in the State law. The document that you want to look at if you want to reference this is posted – a summary of it is posted on the HR website called PA930617 up at the top. If you go to the HR website, it is the icon on the top left corner on the front page that comes up. Okay, where will you do it? Your office computer. If you don’t have an office computer, you can log on through the internet from home. For most people among the faculty and many staff, this is not a problem. What I’m working on around the clock right now is figuring out how our hordes of building service workers, food service workers and trades people who don’t have computers and don’t have log-on ID’s are possibly going to be doing this. So, I am less worried about the faculty than I am about that group of mostly operating staff. Your student workers also have to do this and luckily they have access to the many student computer labs where they can log on through their Z ID number. I think tracking which students have and haven’t participated is going to be interesting. But if you were officially an employee, an active employee in PeopleSoft in payroll on September 15, you will be included in this database and will have to participate. So, you see what I’m working on these days.

Some of the things that are covered in this training include things like acceptance of gifts. All those fancy – I went off – all those lunches that they take us out to and all those bribes they give us, conflict of interest, acceptance of gifts, fund raising and political activities during your work time, official misconduct. But I haven’t seen other than a couple of example pages. There’s also a quiz you need to pass so I warn you about the quiz. It’s apparently a 10 question quiz where you read the content, are then quizzed on the content and one of the pages that they showed me was your final statement, official statement, which says “yes, you’ve passed, congratulations – here are some areas where you should be reviewing the content further” – suggest a couple of wrong answers in that quiz, and then you get a certificate which shows that you completed your ethics training and Ken Davidson will also know. So think sympathetically of your students and some of your exams as you do this. It is mandatory. I do apologize for forcing everyone to do this but it is the law and we have no control over that. Questions? Yeah, I knew this! Okay, who first, who first?
J. Stephen: Buck Stephen from Math. I noticed that student workers have to take this. Will they be paid?

D. Haliczer: The assumption that I am making is that since this is work requirement that they should do this on paid work time. I say that and cringe thinking how are we going to manage that but students should be paid if they’re doing it at work. If they chose to do it on their own time, what do you do? What?

J. Stephen: It’s only ethical that they get paid for it.

D. Haliczer: It is only ethical that they get paid for it. I agree. Logistically, that’s going to be a complication for a lot of situations and a student could chose to do it outside. This is going to be a real issue for accounting for whether or not people were actually working and did they only take an hour to do this and so when your employee says I worked three hours on this ethics training, what do you do? I think basically, tell people they’re paid for an hour to do it – that’s off the top of my head.

J. Stephen: I have a second question.

D. Haliczer: Sure.

J. Stephen: Under political fundraising activities, have you read enough of this to know whether or not this is an attempt to curtail our freedom to express our political views as opposed to coerce other people to agree with us?

D. Haliczer: I think that this fundamentally is not really directed at universities and it’s not really at all directed against academic freedom. I think what this really stems from are workers downstate whose bosses send them on work time to do political fundraising down in Springfield. I suspect that that’s the background. That’s certainly what I have heard and so the response to some instances of incorrect behavior and misuse of people’s work time has now spread to every State employee and I don’t think it’s going after academic freedom – I don’t think so.

J. Stephen: Well, none of us work for the Driver’s License Bureau so I feel safe.

D. Haliczer: I know, I hear you.

P. Stoddard: The President actually specifically asked our Inspector General about political activity and free speech issues and she said no, no, no, it’s not about that and it was his take at the moment at any rate, and this has not been ironed out yet. They’re going to meet again on Monday to talk about this in greater detail, but even if you were to take a Tuesday afternoon off to go hand out fliers someplace, assuming you did not have a class or committee meetings that you were missing that afternoon, that would not represent a problem. If you cancelled class to go hand out political materials, that would be a problem or if you passed them out in class, that would probably be a problem, yes.
R. Meganathan: I have a comment and a suggestion to members. The comment being that it’s ironic that today Northwestern University investigated the U.S. Congressmen for ethics and of the 400, only 7 are found to be not taking gifts. I think the champion from Illinois was a Republican congressman by the name Phil Crane. I think he took gifts of about $75,000. My suggestion to my colleagues from the Humanities and Social Sciences, one of you who are closely related to the field, investigate a pick of the State legislators and the State senators. You make a great scholarly contribution as well as great public service. Unfortunately, I’m in the sciences so I’m not qualified to do that.

D. Haliczer: My understanding is that our legislators will also be participating in ethics training and our Board of Trustees and Board members will also be taking it so NIU’s Board members must also take this training. Yeah, Pat?

P. Henry: Do you have any information on where this came from, I mean, who are the legislators responsible for bringing this about?

D. Haliczer: I don’t actually know that. Tim, do you know that?

T. Griffin: No, I’m sorry I don’t. I know it was the last session.

P. Henry: So we could probably check that out on the website.

D. Haliczer: You might look at the public act and see if what’s said and who sponsored it.

J. Holt: One question. We already got a memo from Steve Cunningham that had times to sign up for this training. So this seems to be in conflict with the idea you could do it in your office. I’m a little bit confused.

D. Haliczer: Okay, are you talking about the non-discrimination training where the memo went out.

J. Holt: Oh, that one said mandatory too.

D. Haliczer: Yeah, it’s mandatory too. I just spoke this morning at a SPS Council event and I said there are two things that you must do this year, one is mandatory training on non-discrimination policies at Northern and we’ll be telling you about mandatory ethics training. So, different training, different formats and modes of delivery.

J. Holt: Oh, wonderful.

J. Stephen: We got one last week about ethics.

D. Haliczer: About ethics? I haven’t seen that one.

J. Stephen: Extremely detailed.
D. Haliczer: Okay, I didn’t get a copy of it.

J. Stephen: I got a three or four-paged thing just last week about conflict of interest and the ethics act and including examples of conflict of interest and what you should do in certain cases and I’m pretty sure that came from Steve’s office.

D. Haliczer: Did it come by e-mail?

J. Stephen: I can’t remember if it was e-mail or hard copy.

D. Haliczer: I know that back some months ago, Steve Cunningham did send out a memo about ethics and it might have come out during the summer and some of you who weren’t here in the summer would have been getting it now. If you can forward it to me, I would appreciate seeing what that was because I didn’t get that.

J. Stephen: I’ll try to.

C. Booth: I’m a bit puzzled about whether, and this really applies not so much to us, I think, this august body, but perhaps student workers and so on – whether there’s actually a pass/fail mark for this quiz and what happens if they, say the student only gets four out of ten right?

D. Haliczer: I think, based on what I’ve been told, is you may be redirected to read a section and then answer the question again. If you bare with me, I’m going to ask Shey Lowman, President of SPS Council, to make a few comments on what she saw. She was one of the people who got to participate in a pilot program on this training and advised Ken Davidson, so Shey, you want to say a couple of things about what it’s actually like? They haven’t let me look at it yet.

P. Stoddard: Is she allowed to talk about it?

S. Lowman: Right, I’m not going to give answers.

D. Haliczer: We can talk about the process, not the content Paul.

S. Lowman: They way it’s set up is that they’ll have different sections that are very much like Deborah has listed on here and at the end of each section, they’ll give you little questions and they’ll grade you on whether that’s right or wrong and tell you where to go back and look. Then at the end of the whole thing, with all of these little chapters and questions, that’s where your ten question quiz is and you just keep retaking it until you pass it and you can stop and come back another day. You don’t have to do it right then.

J. Knapp: Debbie could you – and again, I apologize, because this is obviously not directed at you personally – could you explain how this is in anyway different in spirit from the loyalty oath from the 1950’s? Will this ensure that we are more ethical, less discriminatory, etc., etc. or is this simply more b.s. thrown at us by politicians who have the power to do it and from my perspective, about the only choice we have is to use Nancy Reagan’s famous line.
D. Haliczer: Which is?

J. Knapp: Just say no.

D. Haliczer: Oh John, if you say no, then I’m going to have to hassle you. I would be very troubled if it had anything that even seemed remotely like some of the political constraints of the ‘50’s and other times. This really sounds like are you aware of the laws that we’re all subject to and so I’m hoping that that is all that it is. Everything that I’ve been told and that has been shown to me suggests that it’s just “are you familiar with the laws of the State” and not more effort to control your thinking and freedom of expression. If it’s not, I think I’ll join in the protest, but according to everything I’ve seen, it does not sound like it has those political overtones or undertones. I hope.

J. Newman-Ryan: Are there allowances or accommodations made for people with limited English proficiency?

D. Haliczer: Yes, I’m responsible for making arrangements for people who have any kind of limitations, whether it’s the need for ADA accommodation. If people are going to have any kind of language issues, disability issues, the memo directs them to contact me and I will work out individual accommodations for people and I have some individuals at HR who are on-line to do translation and interpretation of language barriers and I have to work out the ADA accommodations. So, you call me for that. Beth?

B. Miller: When it comes to students disclosing that, that gets into some – I don’t know, some privacy issues.

D. Haliczer: Anyone who needs any kind of accommodation should just call my number and talk to me.

B. Miller: Is that very clear, I mean?

D. Haliczer: I hope that – the memo that comes from the State says that anyone who needs any sort of arrangements made to help them take the training, they have to contact me and the Memo from Steve will be a little more explicit than that.

B. Miller: That does assume they can read it and understand it.

D. Haliczer: Yeah.

B. Miller: Students should not be expected to disclose that to their supervisors if their supervisors are their professors in their classes. Correct?

D. Haliczer: You’re right.

B. Miller: And that goes for graduate assistants as well.
D. Haliczer: I’m not sure even how we’re getting this note to every student worker other than making it the responsibility of the department to get this note to every student worker. We’re going to be sending notification through payroll advice. So on those monthly statements that everyone gets, there will be a bottom line saying if you are receiving a paycheck, you must participate in ethics training and it will probably also say if you need help with this, you call my number.

B. Miller: Yeah, that’s gonna not really help people with disabilities.

D. Haliczer: We’ll have articles in Northern Today. We’ll have articles in various places. I think that there’s no total solution that’s going to work and I don’t think it’s necessary for a student to disclose to the supervisor or the faculty member what the accommodations are but, if you have questions or issues or problems, then contact my phone.

B. Miller: Can we just ask them that in those notices in Northern, in the papers that the disability issues be really clear?

D. Haliczer: Yeah, that’s the piece that I’m working on now with a group of people who have been reading it so thanks Beth, you’re right.

R. Meganathan: Is this test going to be repeated every year or is it once in a lifetime?

D. Haliczer: According to what I have been given, this is an annual event and I don’t know what future versions of this are going to be. One would hope it would be a refresher that will go faster but the memos from the State, according to the law, says annual ethics training. Anyone hired after this time are going to have to participate in this training within six months of being hired.

R. Meganathan: Because this makes the fourth mandatory test I take every year. I have to take one for radiation safety. One for bio-safety and for affirmative action and then now this. It’s not as if what they did yesterday, I forget today. Right? I use isotopes and then I go and take the test?

D. Haliczer: At least with affirmative action training you don’t have to take a test. You just take the training. I know.

J. Stephen: So with the test it’s basically do we understand it, not do we agree with it?

D. Haliczer: Right. Just answers the questions according to what they told you in the content. Protest in other ways.

J. Stephen: If people are done with that question, I’d like to communicate one other concern I have to HRS and that is what’s going on with the dental people?
D. Haliczer: The dental people?

J. Stephen: I have $2,000 that I paid for dental bills since May and I’ve only been reimbursed $2.00.

D. Haliczer: Huh, you need to speak individually with one of the benefit staff, Dennis Davito or Julie Bowen to see where you are.

J. Stephen: I have talked to them and they say the State’s not releasing the funds.

D. Haliczer: Is that what – okay, periodically the State is very slow at paying claims and ---

J. Stephen: They do fine on my regular medical bills but the dental.

D. Haliczer: The dental.

J. Stephen: The dental bills ---

D. Haliczer: And they’ve been submitted in a timely fashion and they’re just being slow?

J. Stephen: Yeah, and I’ve gotten a couple of this has already been submitted twice and I called up CompDent and they said well, the State hasn’t released the May 27 so my MedCap is up September 30 – tomorrow – for May dental bills.

D. Haliczer: Well, that is an issue that can be addressed to the Benefits Committee. This is one of our endless issues and it always happens to a few people doesn’t it? I apologize.

J. Stephen: It’s not your fault. I know that.

D. Haliczer: I know. What you want to do is to immediately call CMS, Central Management Services, and complain because one of the issues that the benefit’s office at the university brought to CMS in a meeting that I attended back earlier in the spring, was complaints about the timeliness of processing claims for the purpose of using the MedCap Program and all of the universities have issues with that. What they told us is that people who are having problems with this need to call CMS directly so what you ought to do, and I don’t have the number with me right now, but call the insurance office in the morning, call CMS and file a formal, official complaint and demand that they get it resolved tomorrow.

J. Stephen: Okay, thank you very much.

D. Haliczer: It might help. Good luck.

A. Windelborn: Actually, I’d like to go back to something Paul introduced right at the beginning, which was related to accounting for our time. Then there were some real quick ones that slipped through there and I want to go back to which is related to missing classes, missing appointments, failure to keep office hours. Who are we notifying, who is keeping a record, is
there a procedure for this record? Because I don’t think anybody in my office knows anything about this.

**P. Stoddard:** As of now, none of this exists yet. It’s coming down the road and it’s a matter of how finely detailed we’re going to be held accountable. What looks like might be happening and, again like I said, nothing is finalized, is that scheduled – times when you have something scheduled that you’re supposed to be doing, if you miss that, let a chair or a supervisor know before hand that you’re going to miss and then I don’t know what sort of reporting would be required. I don’t know if they want individual names or just as an aggregate in the department, fourteen hours were missed, unexcused or excused or whatever. I don’t think that has been worked out yet but those are the types of issues that they’re looking at at the moment.

**A. Windelborn:** So it will be announced when this policy is actually put in place.

**P. Stoddard:** I would imagine if they want it followed, then ---

**A. Windelborn:** Does that imply then that there are going to be, I mean, it’s simple, I’ll just have zero office hours because I’ll never miss them then. You see where I’m going on this?

**P. Stoddard:** Yes, and that’s always how these things work.

**A. Windelborn:** Okay.

**P. Stoddard:** Yeah.

**L. Gregory:** If I may, you really do have to have office hours. You have to have office hours. We wrote them in such a way that as long as there are no complaints from your class, you’re doing fine. If that means by appointment and nobody’s complaining, why mess with it? We have all kinds of anecdotal stories when we did this several years ago and everything seemed fine, but to abuse this is the way you’re gonna get this kind of treatment. It’s great for a legislator to tell the folks back home, let’s straighten those state employees out and you’re getting it and part of it is, no doubt, because of selling driver licenses and other things so, you know, let’s not ask for trouble. On the other hand, I get a form every month, I got it today, to account for my time, whether I took vacation or sick days. That seems to be a State form – a university form – now I can’t remember the name of it, I’m sorry.

**D. Haliczer:** It’s the Salaried Benefits Usage statement. It’s an NIU form.

**L. Gregory:** So it seems like we have one there and we have forms to fill out when you’re going to be away, permission to travel or whatever, I mean, we have those. Let’s not make it worse.

**D. Haliczer:** I have not seem any content about this accounting for time on the materials that have been given to me about the ethics training so I suspect that that’s one of those issues that is in the future or in discussion but hasn’t made it into this training that I’ve seen. Shey, did you see anything on that? No. Okay.
**P. Stoddard:** I think a lot of this comes from what Buck was talking about in terms of political activities and so forth and, you know, when is your time your time and when is it the State’s and what are you allowed to do on the State’s time.

**D. Haliczer:** I don’t have any clear and definitive answers about even when you use vacation time to work on political things, do you have to account for it? They say you have to account for the use of vacation for political activities and there’s a little box on that Salaried Benefits Usage statement. On the other hand, most of us who have discussed this have argued if it’s my vacation time and I am taking vacation time, then who is anyone to demand to know what I’m doing on that time. On the other hand, unless you’re administrative or have that in your contract, faculty don’t generally get vacation time so why would you account for it. Yeah?

**J. Stephen:** In the statement I referred that I got from Steve Cunningham, it specifically says that if you’re not on contract, what you do is your own business including things that would normally be considered conflict of interest. Which accounts for –

**D. Haliczer:** Four months of the year, maybe three and when you’re off contract you can do what you please.

**B. Miller:** I have a real issue with people talking about accounting for time because this implies that we work some kind of weird schedule called nine-to-five and, therefore, you know, and maybe that is what the rest of the world does but faculty don’t. I mean, in my department there was some discussion that we would tell our secretaries where we were at any given time that wasn’t nine-to-five and I said that works for me if at 5:00 I don’t have to grade papers anymore. I don’t have to answer e-mails anymore. I don’t have to go to class at night. You know, the implication is that our work stops in a forty-hour work week so if we get to chunk our lives that way, then it’s a quid-pro-quo but we don’t so somehow this conversation has to work the other way as well and I think that, again, this is part of the conversation that has to occur and clarification about what our life really is like – that we grade papers all weekend, we do research all weekend, we do research and answer at 10:00 or 11:00 at night – needs to be understood and what our – you know, I spent some time with my doctor last week and, you know, he was talking about his caseload. Well, my caseload is 200 students. So, you know, I think maybe if we talked about it in those terms maybe some of these legislators might have a clearer understanding about what our real experience of daily interaction might be like.

**D. Haliczer:** I have to agree with you Beth. It’s difficult in my mind to apply a lot of policies to faculty whose work lives are qualitatively and quantitatively different from those of us who work a fairly fixed schedule and we’re even different from people who work on an hourly basis. Right, so the same rules apply but it’s hard to apply them.

**P. Stoddard:** I think the President was making that case when I spoke with him personally about it that – he said, having faculty account for time is just undoable and that’s his word, it could not happen. He felt optimistic that he was able to convey that to this Inspector General who’s in charge of implementing this program to us. So like I say, that is an ongoing
conversation but it sounds to me at least that, at the moment, like they’ve turned the corner on it so I’m optimistic that it will be worked out in a reasonable fashion.

**D. Haliczer:** I think as usual President Peters has been an advocate for the different rules that surround faculty work schedules as opposed to other employee work schedules and so I’ve been impressed by him advocating for this. So you’re stuck with the training but he still keeps up the dialogue.

**P. Stoddard:** He said it took him several times to pass that ethics test but that’s because he’s stubborn. He’s Poli-Sci and he has different takes on things and they’re not very forgiving of that.

**G. Sheldon:** I have a question real quick on the ethical mandatory training. What are the consequences of not doing the training?

**D. Haliczer:** What we were told when we asked that question at a briefing with the state, the staff or the administrators for the Inspector General had said, you will have 100% compliance. Every other State agency who has already completed this training has 100% compliance. Universities are the ones doing it this fall and we are told that anyone that is on payroll, receives a paycheck, will do this. What are the consequences? That is not my decision thankfully. That would be the decision of Ken Davidson and certainly if one of my staff refused to participate I could discipline them for insubordination. Faculty? Um, I don’t see that as a consequence. So, what are the consequences? You will – hold your paychecks? Well, I did ask so what are we supposed to do, hold people’s paychecks and they said well, maybe you’ll have to do that and I said that’s illegal, we can’t do that. So, the consequences I suspect are going to be that I will be contacting anybody who doesn’t participate and I will speak with you. You know what fun it is to talk to me. I will be very stern. I don’t know what the consequences are going to be. Certainly, you could lose your job if you’re in certain kinds of categories if you refuse to participate. I don’t know where that would sit with tenure, you know. I don’t want to be flip about this but no one has told me what the consequences are.

**P. Stoddard:** It’s also possible that there are institutional consequences that the powers that be say well, Northern didn’t get 100% compliance so we’re not going to see that they get 100% funding. I mean, nobody has said that but all these things are still on the table.

**D. Haliczer:** Yeah.

**L. Gregory:** I’m just curious about what the cost of this initiative is going to be to the State and to the university?

**D. Haliczer:** Well, we’re looking at a mailing of at least four pages to every employee of the university, which costs a bunch, many hundreds of dollars. We’re looking at an awful lot of hours of staff time. There’s a piece of me which wants to really do an accounting of the costs so that we can prove that because when I heard of this, I heard unfunded mandate, more work for a bunch of people and then, if you look at the time that each of you is paid for that hour if we were going to count it that way or any employee who’s taking it for that hour, this is a really expensive
program. Now I had frantic questions from people like the Facilities Manager for Athletics. The people at the Convocation Center who said we have people who work one event for four hours, are you telling me that they have to do it. Well, the answer is yes. We have people who work four hours a month, physicians who work for the health service who work four hours a month to read files and they were told they must participate. So, this is an expensive, time-consuming project for a lot of people. We’re working with trying to deal with those seasonal workers, the people who come to campus to do something for a week or so to try to accommodate that and I don’t know what the plan is going to be for next year for the next year’s worth of annual training. I’ll let you know though.

**P. Stoddard:** Any other questions for Deb?

**D. Haliczer:** If you have questions, you may certainly call me. My number is on your sheet or you may e-mail me and raise particular concerns and I’m really busily grappling, especially with those disability and access issues right now so I appreciate all your questions and concerns and cooperation. Thanks a lot. I understand. I agree with a lot of what was said.

**P. Stoddard:** Thanks Deb and hopefully next time you come, you’ll have stuff we want to hear.

**J. Stephen:** Deb thank you for coming and I strongly encourage you to try to get as much accounting detail as you can as to how much this costs us.

**D. Haliczer:** Well, yeah. That would be speculatively.

**J. Stephen:** For the next time one of these things comes down the line.

**D. Haliczer:** Don’t we do some reports to the State about our productivity measures or whatever, some results report.

**P. Stoddard:** We could spend a significant amount of time filling out forms for the State, right.

**D. Haliczer:** I spend a lot of time doing reports and this one’s going to be monumental but I think it’s a good idea.

**P. Stoddard:** Beth?

**B. Miller:** Since they’re so concerned about productivity, it might be a good idea for us to kind of also self-record how much time it takes each of us to actually do this process because that’s time away from student work, because it’s time away from, you know, time we be spending with our students and teaching which seems to be the thing that the legislators think is important.

**D. Haliczer:** You might want to consider putting it on that Faculty Service Report.

**B. Miller:** Well, I’m not sure that anybody pays attention to that but I think we could if we collaboratively kept that record and returned it and, you know, kept an account or had it somewhere on the form – how long did this take?
D. Haliczer: Because you’re looking at not only your own time but the time you have to nudge and instruct your graduate assistants and student workers.

B. Miller: Right, the whole process. How much time? I mean, that’s an invaluable resource. It’s not just how much paper but the total amount of resources that this institution spends in doing this that we could be spending in the learning process or the research process I think. What else would be a valuable piece?

J. Stephen: Look at the amount of time chairs will be spending saying ‘No, come on, please do it, get it over with.’

B. Miller: I don’t know how to institutionalize that, but I think ---

B. Haliczer: Send out an extra piece of paper in the little sheets saying “send Haliczer your personal accounting of how much time this took out of your work schedule. Hey, I would collect that and use that.

J. Stephen: Have Steve add that to the end of the letter

D. Haliczer: Okay, I will bring that as one of the suggestions for the letter, okay?

J. Stephen: What’s your hourly time worth? It could be amazing what this adds up to.

P. Stoddard: Anybody else? Anything else? Okay, Deb thanks once again.

D. Haliczer: Thank you much – nice seeing you all again.

V. ITEMS FOR FACULTY SENATE CONSIDERATION

P. Stoddard: Next are items for Faculty Senate consideration. We don’t have any. That’s easy.

VI. CONSENT AGENDA

P. Stoddard: We don’t have anything so I suppose I should get your consent for no consent.

VII. REPORTS FROM ADVISORY COMMITTEES

A. FAC to IBHE – Patricia Henry – report – walk-in

P. Stoddard: I believe Pat, you’ve got a report and you should have a walk-in in front of you with this?

P. Henry: Right, this is a walk-in from the meeting of the Faculty Advisory Council to the IBHE that was September 10 and I’ve just sort of enumerated the points; I won’t go over them all in detail. We’re continuing to discuss with legislators that around the vicinity where we’re
having the meeting certain issues and we take seriously the feedback we get from them and this continues to be along the lines of really trying to let people know what kind of pain budget cuts are causing and what kind of impact that has on the quality of education. It occurs to me by the way, this is just sort of parenthetically, that what we’ve just been talking about, there’s a meeting that will be coming up next Tuesday of the FAC and I think really the issue of trying to deal with these kinds of trainings and the unfunded mandate aspect of them is something that would be good to bring before the FAC because I think that the FAC can then advise the IBHE to perhaps have some impact as they’re discussing our productivity, for example, under this PPA thing. I think it would be good to take this into account so I’ll try and remember to bring that up.

Finally, rather the next thing that we discussed, was the Illinois Commitment, which, again, is sort of an ongoing concern. As I think I mentioned the last time what we’re working for now is instead of a new commitment dealing with higher education, enhancing the quality of life of Illinois citizens, we’re trying to work it into the Preamble and there’s a brief paragraph there showing what we’re working towards. So, I think the thought was, although the quality of life aspect of the Illinois Commitment is not something that is very highlighted now we want to sort of bring it in sort of as an over-arching notion rather than as an individual – one of the 7 – or the Seventh Goal as it was considered last year.

Finally, on the other side of the page I’ve given you a brief – actually, I think it’s the whole thing come to think of it – the proposed statement that the FAC has adopted to give to the IBHE regarding the budget. I think there’s nothing particularly controversial there. We simply sort of go through the existing problems and try and clarify and annunciate the kinds of effects they’ve had. In particular, in the third paragraph there we come back to this measuring up report that the National Center for Public Policy and Higher Education puts out and a couple or three years ago we were in first place. We slipped to third and we’re expecting to decline further and we’re hoping that highlighting that aspect is going to provide some leverage in explaining why budgetary concerns really need to be addressed and in the next to the last paragraph, what we’re specifically trying to do is that not only the cuts need to be restored but they have to be restored in ways that will allow the universities and colleges to strengthen existing programs. We also did want to sort of say thank you to the IBHE for at least holding the line and having a budget that was not cut even further as was the case with the Governor’s budget.

So, in addition just to add on briefly, we are also working on an Op-Ed piece that hopefully will be approved next Tuesday. Specifically sort of addressing the notion of how public universities are being privatized and how the increasing budget pressure and the cuts in funding from the State sort of force a number of things in terms of raising tuition and other things – other ways of finding money – so that it will be harder to sort of maintain the typical profile of a public university as it once existed.

So, that’s I think the main just of what I had to say. I would like some feedback as to whether – how you like or if you would like me to discuss this issue of the ethics mandatory training. I’m sure that this is an issue that’s come up in the other public universities so it will probably be a topic of concern to many. Any other things that you would like me to bring up, I will be happy to do so.
B. Tolhurst: Well, as someone whose primary area of research is ethics, as far as I can see, there’s no good that will come of talking about this anymore. It’s just something we’ve got to do. It’s not really about ethics. They just want to make sure we’re documented as knowing the contents of a particular law and it’s a pain in the neck to have to deal with it but I can’t see any point in talking to the IBHE about this. It will just make us look stupid when they’re the ones who really are.

J. Stephen: Not to complain about unfunded mandates, as an informational point, how much more luck are you having adding research and artistry to the Illinois Commitment.

P. Henry: Not – I think that’s sort of where we’re falling into the Preamble part but that – yeah, so it’s still the six points are sort of there but we’re to sort of make the Preamble note that artistry and research are the overarching concerns of universities in bringing about a higher quality of life and that all these others are sort of subsidiary to that.

J. Stephen: I’d suggest you’d try to incorporate research and artistry’s important role in enhancing the ---

P. Henry: As a separate commitment?

J. Stephen: Either that or in the Preamble.

P. Henry: In the Preamble. We’ll see what we can do.

P. Stoddard: Any other comments or questions for Pat? Thank you, Pat. Next we have various Board of Trustee sub-committees. None of them met so there shouldn’t be any reports. Anybody have anything different to add?

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

C. BOT Finance, Facilities, and Operations Committee – Paul Stoddard and Xueshu Song – no report

D. BOT Legislation, Audit and External Affairs Committee – Donna Smith and Shey Lowman – no report

E. BOT – Paul Stoddard – report

P. Stoddard: As far as the Board of Trustees, they did meet last week, the full Board. You should have at the back of the packet, my reports on the Academic Affairs, Student Affairs, Personnel Committee and Finance, Facilities, and Operations Committee and my report about the current Board of Trustee meeting is that they approved the things that those committees had already approved several weeks before. No surprises there. Not much discussion about those issues. Any questions about the Board of Trustees?
VIII. REPORTS FROM STANDING COMMITTEES

A. Academic Affairs – John V. Knapp, Chair – no report

P. Stoddard: I’ll just call them out. If you’ve got a report, let me know. Academic Affairs, John Knapp?

J. Knapp: No.

B. Economic Status of the Profession – Radha Balamuralikrishna, Chair – report – walk-in

P. Stoddard: Economic Status of the Profession, we have a report.

R. Balamuralikrishna: Our report is actually a 2-page walk-in. I think much of the report speaks for itself but I would like to call attention to a couple of things. First of all, folks we all know it’s official. As of last week, we are getting a 3% raise. What I mean is the Board of Trustees gave their final approval and most of us or many of us sitting in this body last spring, we were thinking we were not going to get any raise at all so this is really good news and I think President Peters and the Board of Trustees deserve some appreciation from all of us. We all know that President Peters has repeatedly said that raising faculty and staff salaries is one of his top priorities and that should all bode well for us.

We thought has on this table in the outset at the beginning of the report, the annual inflation data for the United States and what would be nice to have here is the historical pay increases that were given to us. How many of us can remember or walk down memory lane but I do have those numbers if anybody is interested and I’d be happy to share that with you. I did do some calculations and it turns out a faculty member drawing $50,000 in January of 2000 should be earning about $56,100 today for comparable worth.

Much of the other part of the report is pretty much a summary of what took place in the University Benefits Committee and I do call attention to their reporting website at the end of the report so you can gather even more details.

I do want to conclude by saying as New Business, our committee wants to address the stopping the clock issue. We feel that there are several other universities that have taken a lead in coming up with a policy in this regard and we hope to learn more as the year progresses and report back to you. I’ll be happy to answer any questions.

P. Stoddard: Pat?

P. Henry: Just a note on the stopping the clock issue. There has been some work done on that by Deb Haliczer and others that’s going to be discussed by the UC/PC next month so we should keep your committee posted on what happens there.

P. Stoddard: Any other questions?
C. Resource, Space and Budget – C.T. Lin, Chair – report (Page 8)

C.T. Lin: On September 15, the Resource, Space and Budget Committee had a meeting and the report is on page 8 in this packet. In the meeting we discussed two items. One is the delayed building repairs and the other one is the traffic congestion in the DuSable area of campus. Those are the two items we discussed. During the discussion, the Executive Vice-President, Eddie Williams, responded to the questions that we had there. He said that NIU in the past three has had about $31-40 million budget cut and, of course, a certain amount of that budget cut was made up by the tuition increases. Then he said that this year, on January 1st, the State budget agreement was not really clear and, you know, thanks to our Board of Trustees and President Peters who went to the Springfield to lobby for us on behalf of NIU and that result was really positive and, you know, for this year they obtained a signed statement from the Governor that, you know, no rescission would be required this year so that was good. In any case, NIU is considering an extended winter shutdown and the other one is the 4-day workweek for next summer to be able to hold down the expenses. The members of committee raised the question about the delay in building repair and in certain cases, the leakage of the water from the second floor to the first floor onto certain expensive equipment and we tried to ask the Vice-President why the repair is not really done. Eddie Williams said that unfortunately the funding for repair was not forthcoming but on the other hand, the member of the committee asked if we can pay our own money or some contractor to repair these things for us and the answer to that is that individual faculty may not use their own personal fund to effect building repair and that the university must retain responsibility for insuring that university property is properly maintained. So it looks like we’ve got to live with that. If it’s our own money, we cannot do it ourselves.

The other thing that related to DuSable traffic pattern, I think this question has already been – actually, the Committee for Undergrad Academic Development in the past few years has discussed this and have done a survey about the DuSable building is really probably one of the most unfriendly building in the whole campus and, you know, the main thing over here is related to traffic pattern and Eddie Williams said the university has long-range campus planning and this planning includes putting more bus shelters along the area and also related the traffic and not allowing the car to go into the area to pick up or deliver the student. So, you know it still requires some fine tuning, but in general, the university had long-term campus planning including the West Campus. As everybody know that the rapid of NIU, the Trustees have recently purchased about 240 acres on the West Campus and that is because the Trustees vision about this expansion. In addition to DuSable, the West Campus already has federal funding for building up the Family Violence Center as well as some infrastructure as well as planning for some other things on the West Campus which is also ongoing. You know, also related to the last meeting, the last Faculty Meeting, we had member here raise the question about the parking situation on campus and we, the Committee, had invited the Parking Committee Chair who is going to come to meet with our Committee on October 13 and if you have a question, you are welcome to e-mail us so we can ask the question of the Committee Chair. Provost Legg will be coming to talk to us on November 10. So thank you very much.

P. Stoddard: Any questions for C.T.? Bill?
B. Goldenberg: I just wanted to add one informational item. If you have a concern or question you would like answered about the parking situation specifically, you are always welcome to get in touch with me about anything. The provost is coming in November to meet with us and you are welcome to e-mail me questions for him. I’m going out of town next week, for performances, and C.T. will be chairing that meeting with the Parking Chair so I would suggest you should e-mail any concerns to C.T. so he can make sure it gets to the Committee at that time. That’s all.

J. Holt: I just want to support your efforts to address the issue in the DuSable parking area not only though in the DuSable bus turn-around but in the Field House parking lot because that’s where the parking congestion has gotten really bad because that’s where all the students go now to drop people off and then not being able to exit out towards Stadium Drive and not exit out towards Lucinda Drive, there’s a huge traffic congestion at certain times of the day at the intersection where we have an average of one fatality a year before the traffic congestion got worse so that is a real concern of a lot of people on that side of campus.

C.T. Lin: Well, related to that question – in addition to the mass printing they’re trying to do something about that. In addition to that, they were talking about, you know, in the future doing something a little bit different by open another road or whatever and send them to the west so therefore bus can go directly to the other side so they have a certain mass plan in place already so, I don’t know.

P. Stoddard: Bill?

B. Goldenberg: I’ll just add that Eddie Williams, I think I have a statement in that report, but Eddie Williams was very happy to try to help out with the problems we brought up and he did say he was going to check on the congestion problem. I mean, it’s a complicated campus and everybody is not aware of every detail of every section of the campus what’s going on. So he said he would look into it and consult with the appropriate people and come back with some kind of answers to what might be done to alleviate the situation at the next meeting so he’s going to respond to that as well as to – there was a particular repair that was endangering some expensive equipment and he was going to look into that also to see why it just couldn’t be done yet. So, we should get some answers.

P. Stoddard: Pat?

P. Henry: Just sort of along a parallel track here, I wonder if you could also bring up to him ways in which the campus could be made more bicycle friendly and eliminate some of the cars altogether. More places to park bicycles, maybe some wider sidewalks.

C.T. Lin: He think he mentioned something planning or some suggestions that would have some sort of parking structure only outside, you know, on the peripheral of our campus so everybody park outside and take a bus or something like that. But in any case, concerning traffic he said he is going to consult with the Transportation Board and the resolve communicate with our Committee.
B. Goldenberg: One more thing to answer you, Pat. I’m not an expert – I’ve heard the idea of, you know, eliminating traffic from the campus and that sort of thing. I’d love that but the response I’ve heard whenever that’s suggested on various committees I’ve been on through many decades it seems, is that, for example, closing normal road or some of the other roads around here would hamper fire engines in the case of emergency and that sort of thing can’t be completely done.

P. Henry: No, I’m not aiming for that. I just think if bicycle are encouraged more, I think there will be some decrease in traffic.

P. Stoddard: Any other questions? Good stuff. Okay.

D. Faculty Rights and Responsibilities – Ngoyi Bukonda, Chair – no report


E. Rules and Governance – Augden Windelborn, Chair – no report


F. Elections and Legislative Oversight – Gretchen Bisplinghoff, Chair – no report

P. Stoddard: Elections and Legislative Oversight, Gretchen? No report.

IX. UNFINISHED BUSINESS

P. Stoddard: No unfinished business.

X. NEW BUSINESS

P. Stoddard: No new business.

XI. COMMENTS OR QUESTIONS FROM THE FLOOR

P. Stoddard: Any comments of questions from the floor? Yes?

J. Holt: I’m new to the Faculty Senate so I don’t know what the procedure is for this so tell me if I need to do something different, but I wanted to bring up an issue about the request for sabbatical leave form. I was told through the college this would be the appropriate forum to bring this up at. So, should I do it now or put it on the agenda for the next meeting?

P. Stoddard: Why don’t you briefly state your concern and then at the next Executive Committee we’ll see about forwarding it to the right place.

J. Holt: Okay, two years ago there was one form for request for a leave of absence and request for sabbatical leaves and now they’ve split the form and I think they’ve held over some of the
things from the leave of absence on the sabbatical leave form and it seems trivial but it seems to be causing non-trivial problems. That is, they describe the types of activities, a-g, categories given on the back of the sabbatical leave form that are not incongruence with Article VIII of the Bylaws, Reasons for Taking Sabbaticals and so I have some people applying for sabbaticals thinking they could take them, for instance, for consultantships which is on this form and clearing isn’t a reason to take a sabbatical. So I think it needs to be revised and that’s the issue.

P. Stoddard: Okay. Any other comments? Okay. Hearing none, I’ll point out we have twelve informational items. These are reports and so forth that are actually posted now? Pretty much should be posted – we think so. This is a busy time of year so – but we think all those things should be posted. If there’s nothing else, I will entertain a motions for adjournment. Okay, any seconds? All in favor?

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. Report for Academic Affairs, Student Affairs, and Personnel Committee of the Northern Illinois University Board of Trustees September 1, 2004 meeting (Page 9)
K. Report for Finance, Facilities and Operations Committee of the Northern Illinois University Board of Trustees September 1, 2004 meeting (Page 10)
L. Alternate list (Page 11)

XIII. ADJOURNMENT

The meeting adjourned at 4:20 p.m.