
E. Frederick attended for D. Blatz; L. Matos attended for J. Novak; D. Macdonald attended for L. Zittle

Parliamentarian Ferald Bryan was present.

Absent: Azad, Bishop, Bisplinghoff, Bujarski, Butler, Cripe, Greene, Gupta, Jaffee, Kostic, Lash, Liu, Lukacker, Marchewka, Matousek, Mogren, Morris, Nuzzo, Parks, Ridnour, Shortidge, Sweet, Thompson, Tollerud

I. CALL TO ORDER

The meeting was called to order at 3:06 P.M.

II. ADOPTION OF THE AGENDA

The agenda was amended by the addition of Vice-Provost E. Seaver who was invited to speak about retention/graduation rate issues; and three walk-in items.

Wade made the motion; Stephen was second. The agenda was accepted as amended.

III. APPROVAL OF THE MINUTES OF THE SEPTEMBER 2, 2009 FACULTY SENATE MEETING (sent electronically)

Stephen made the motion; Wade was second. The minutes were approved as written.
IV. PRESIDENT’S ANNOUNCEMENTS

A. Rosenbaum: reported that Kerry Freedman has agreed to be the Faculty Senate representative to the Enrollment Management Task Force which is headed by Brian Hemphill. As per E. Hansen’s request to President Peters, the next meeting of the FAC to the IBHE will be hosted by NIU on October 16\textsuperscript{th}. President Peters will be one of the speakers.

Nancy Castle: At her request, she was given time to update the Senate about the latest True North initiatives.

A. True North – Nancy Castle

N. Castle: reported that she and Clark Neher are co-chairs of the faculty/staff component of True North. Due to economic conditions many students are under financial stress especially given the possible loss of MAP grant funding and the next stage of the True North campaign will be to solicit donations from NIU faculty and staff. The goal is 100\% participation and they are more concerned about the rate of participation than the amount of contribution. Although faculty can designate the recipient (as long as it’s not to anything that they control), the recommendation was for an unrestricted donation. Donations can be made by payroll deduction. None of the money that comes from faculty and staff will be diverted to administration. The funds will be used to directly help students through scholarships and other vehicles.

A. Rosenbaum: introduced Vice-Provost Earl Seaver who was invited to speak at the request of the Executive Committee in response to one of the items on the September 2 report of the FAC to the IBHE. That item has to do with student retention and improving graduation rates at NIU

B. Retention and Graduation Rates – E. Seaver

E. Seaver: noted that that higher education has been criticized and continues to be criticized from the public and legislators about what they perceive as a not very stellar success rate in terms of graduation and student retention. Nationally around 50\% of the freshmen who come in actually stay and finish at that institution. A very strong theme that came out of the Strategic Planning activity was the focus on student success.

E. Seaver: identified and discussed a number of initiatives. Since many students make up their minds to leave within the first three weeks, efforts to identify struggling students earlier and provide them with advising, tutoring, study skills, and faculty support have been implemented via the MAP Works program, a computer software system that was developed at Ball State. The program involves a survey asking students about academics, skills, how much they’re studying, as well as about financial, social, and emotional factors. As soon as they fill that survey out, they immediately get back some feedback regarding social norms. The academic advisor for the student as well as senior resident staff in the dorm get the information back which is dashboarded relative to norms to talk about this student is at risk academically or socially and actually generates an indicator, based on national data, as to that student’s risk for leaving. We have also implemented a “mid-semester check”, which is also a programmed contact to offer information to students who are struggling. Faculty may be receiving emails regarding students
identified as “at risk”. My NIU will be utilized as a clearinghouse for pamphlets and useful information. The University is trying to be more attentive to students who do not qualify to continue in programs they initially enrolled in (e.g. nursing, PT), providing them with academic and vocational advising.

E. Seaver: reported that they will be reaching out to faculty for recommendations regarding improving student engagement with students. They will also be discussing the recommendations of the Foundations of Excellence and Curricular Innovations Task forces, as well as the Baccalaureate Review process, and the three C’s, critical thinking, communication, and context. More information about this will be forthcoming. Lastly, the Enrollment Management and Retention Task Force has been created and will begin its work shortly. He promised that faculty would be an integral part planning the initiatives that emerge from these efforts. In response to a question from P. Henry, he noted that our efforts are directed toward students in all years, not just incoming students.

V. ITEMS FOR FACULTY SENATE CONSIDERATION

A. Rosenbaum: A draft of the letter to President Peters and the Members of the IBHE was brought in for full Senate consideration and a straw vote. Several suggestions were made regarding word choices and the Senate unanimously approved the letter with minor changes. It will be delivered to President Peters and the IBHE.

VI. CONSENT AGENDA

VII. REPORTS FROM ADVISORY COMMITTEES

A. FAC to IBHE – Earl Hansen – report – walk-in

This was a walk in item.

B. BOT Academic Affairs, Student Affairs and Personnel Committee – Joseph “Buck” Stephen and Ferald Bryan – report (Pages 3 – 4)

J. Stephen: noted that outside reviews of Ph.D. programs are very important and taken seriously by the BOT when they make decisions about retention or elimination of programs.

C. BOT Finance, Facilities, and Operations Committee – Alan Rosenbaum – report (Pages 5-6)

D. BOT Legislation, Audit and External Affairs Committee – Jay Monteiro and Bobbie Cesarek – report (Pages 7-9)

E. BOT – Alan Rosenbaum – report (Page 10)

A. Rosenbaum: As has been mentioned previously, the full BOT meeting is generally a recapitulation of the activities that went on in the various subcommittees. The written report is
on page 10. The major points were the approval of NIU’s internal budget which is required by state law and so the Board did approve the internal budget. They also approved the start up on the Cole Hall renovations, in anticipation of receiving the funds from the state. Guest speaker, John Castle, spoke about the success of the True North campaign and the next steps.

VIII. REPORTS FROM STANDING COMMITTEES

A. Academic Affairs – Charles Cappell, Chair – no report

B. Economic Status of the Profession – Sonya Armstrong, Chair – no report

C. Resource, Space and Budget – Michael Morris, Chair – no report

D. Faculty Rights and Responsibilities – Rosemary Feurer, Chair – report – walk-in

R. Feurer: reported on the committee’s work regarding the provision of necessary services and accommodations to faculty and staff members with disabilities and the need for institutional mechanisms for paying for those services. The committee consulted with Greg Long and Nancy Castle and reached the conclusion that NIU should have a central fund to pay for interpreter, sign language interpreter, and other services necessary for faculty and staff to succeed in their work and that these services should not be charged back to the faculty member, their department, or their college. The committee felt that these services and accommodations are required by Federal law.

R. Feurer: made the motion:

Whereas there are current Federal laws which discourage any mechanism that creates an impediment or discouragement to hiring and promoting employees with disabilities; and/or creates a climate that discourages hiring and retention of faculty and staff with disabilities; and

Whereas NIU does not currently have mechanisms in place for either the provision of, or payment for, services necessary for faculty and staff members with disabilities to fully participate in the University opportunities and activities necessary to their successful integration into the University community;

The Faculty Senate of NIU strongly recommends that centralized procedures and mechanisms be established to provide and support sign language interpreters and other disabilities services and/or accommodations as necessary to faculty and staff requiring such services and/or accommodations, and that the costs of these be borne neither by the faculty member, nor the department or college of that faculty or staff member.

The motion was seconded and carried unanimously.

E. Rules and Governance – Nancy Castle, Chair – no report
F. Elections and Legislative Oversight – David Wade, Chair – no report

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

B. Lusk: Questioned where the just passed resolution would go.

A. Rosenbaum: stated that it would be sent to President Peters who would have the option of taking necessary action to implement the resolution or to taking it to University Council.

K. Freedman: referring back to the report from the FAC to the IBHE expressed concern that the IBHE is not following the 2005 statute requiring that there is a faculty member on the Board and, since E. Hansen had already left the meeting, asked that we follow up on this item. A. Rosenbaum agreed to follow-up.

XII. INFORMATION ITEMS

A. Alternate List (Page 11)

XIII. ADJOURNMENT

Baker made the motion; Wade was second. The meeting adjourned at 4:23 P.M.