

FACULTY SENATE MINUTES
Wednesday, Feb. 18, 2015, 3 p.m.
Holmes Student Center Sky Room

VOTING MEMBERS PRESENT: Arado, Arriola, Azad, Briscoe, Bujarski, Chakraborty, Chung, Conderman, Demir, Feurer, Fredericks, Hathaway, Hou, Hung (for Schwartz-Bechet), Hunt, Irwin, Konen, Koren, Lenczewski, G. Long, Macdonald, Mackie, Manning, Markowitz, Martin, McHone-Chase, Millis, Montana, Moraga, Moremen, Naples, Novak, Patro, Pitney, Rush, Ryan, Ryu, Sagarin, Siegesmund, Sirotkin, Slotsve, Stoddard, Than, Un, Xie

VOTING MEMBERS ABSENT: Abdel-Motaleb, Allori, Baker, Bateni, Brubaker, Campbell, Cefaratti, Chen, Chmaissem, Deng, Giese, Hedin, Henning, Jaffee, Khoury, Lee, Mogren, Mohabbat, Plonczynski, Riley, Schwartz-Bechet, Shin, Tonks

OTHERS PRESENT: Bryan, Doederlein, Haliczzer, Klaper, D. Long, Ruxton, Stafstrom, Streb, Tucker

OTHERS ABSENT: Armstrong, Gebo, Falkoff, Monteiro, Shortridge, Waas

I. CALL TO ORDER

W. Pitney called the meeting to order at 3:05 p.m.

II. ADOPTION OF AGENDA

R. Siegesmund moved to approve the agenda. **G. Slotsve** seconded.

W. Pitney suggested revising the current agenda to remove the Resources, Space and Budget report.

Agenda was approved.

III. APPROVAL OF THE [MINUTES](#) OF THE JANUARY 21, 2015 FS MEETING

Motion to approve the minutes was received from the floor and seconded. Minutes were approved.

IV. PRESIDENT'S ANNOUNCEMENTS

- A. Recognizing and Assisting Students in Crisis – [presentation](#)
Melanie Tucker, Assistant Vice President for Student Affairs
Brooke Ruxton, Executive Director, Counseling & Student Development Center

The presentation by M. Tucker and B. Ruxton provided background information about the current psychological climate in higher education and explained some services available to students at NIU through the Counseling and Student Development Center. Information was presented to assist faculty in effectively dealing with students of concern.

W. Pitney commented on the check card memo from him and Provost Freeman that was simply to make folks aware of what it meant if you were to sign the check card and return it.

D. Long presented that the Operating Staff Council is continuing to work on various employee morale issues. He also reminded FS that the Operating Staff Outstanding Service Award nomination deadline is Friday, Feb. 27.

W. Pitney announced that the next Faculty Club lunch is scheduled for March 19.

W. Pitney commented that the Illinois state budget address was earlier today. Speculation was that about a 30 to 31 percent cut to higher education was forthcoming. **G. Slotsve** added that would translate to NIU budget of about \$28 million cut.

V. ITEMS FOR FACULTY SENATE CONSIDERATION

A. The Bob Lane Faculty Advocacy [Award](#) – page 4
Faculty Senate will vote on the recipient during the February 18 Faculty Senate Meeting. Recipient will be honored at the March 25 Faculty Senate meeting.

1. Nomination of [George Slotsve](#) – Page 5

W. Pitney provided an overview of the award and alerted FS to the nomination of George Slotsve. **M.E. Koren** seconded the nomination. The motion passed.

R. Feurer clarified that the title of the award has been discussed before and George deserves this for the original meaning which is vigilance for faculty. **P. Stoddard** seconded R. Feurer's comment and supported that the award be given to the faculty member who does the most to speak up for our rights as faculty. **D. Haliczzer** commented that as the past chair of the University Benefits Committee she has watched George assiduously and devotedly express the needs of faculty and staff on the benefits area and he's been vocal, articulate and persistent.

VI. CONSENT AGENDA

VII. REPORTS FROM ADVISORY COMMITTEES

A. FAC to IBHE – Sonya Armstrong – no report

B. University Benefits Committee – Brian Mackie, Faculty Senate liaison to UBC – report

B. Mackie the University Benefits Committee met on Jan. 29. The smoking cessation program was discussed. Also, since e-mail is being moved over to Outlook and they're gradually moving

over each department, annuitants became concerned where they're going to be in this realm. The committee verified that at this point they are still going to be on GroupWise. They will probably be in the last phase being moved over. **J. Stephen** asked who is going to be doing the no-smoking enforcement? He commented that people will still smoke on campus. **B. Mackie** stated that smoking is likely going to happen regardless, but will probably decrease.

- C. Computing Facilities Advisory Committee – George Slotsve – no report
- D. BOT Academic Affairs, Student Affairs and Personnel Committee – Dan Gebo and William Pitney – no report
- E. BOT Finance, Facilities, and Operations Committee – Jay Monteiro and Rebecca Shortridge – no report
- F. BOT Legislative Affairs, Research and Innovation Committee – Deborah Haliczzer and Dan Gebo – no report
- G. BOT Compliance, Audit, Risk Management and Legal Affairs Committee – Deborah Haliczzer and Greg Waas – no report
- H. BOT Enrollment Ad Hoc Committee – William Pitney – [report](#) – Page 6

W. Pitney explained that the committee heard reports by Mike Mann on NIU's tuition and fees and how NIU compares to many other state institutions as well as other MAC. The committee also heard a report from Dr. Eric Weldy on how NIU distributes its scholarships to students and what those scholarships are based on.

J. Stephen commented that if the \$24 million shortfall comes up, that's approximately a \$1,200 increase to make us even per student to make up the shortfall. If tuition is raised another 20 percent, this will negatively affect enrollment and retention.

- I. BOT Governance Ad Hoc Committee – Deborah Haliczzer, Jay Monteiro and William Pitney – reports
[January 15, 2015](#) – Page 7
[February 5, 2015](#) – Page 8

W. Pitney explained that the Governance Ad Hoc Committee has been trying to tidy up its own regulations and operating principles under the advice of General Counsel Jerry Blakemore and Deputy Counsel Greg Brady. They have done a first reading of a presidential succession policy, as well as the Board of Trustee Records and Retention Policy. They also did a first reading of the indemnification policy, as well as the election procedures.

- J. BOT – William Pitney and Greg Waas – no report

VIII. REPORTS FROM STANDING COMMITTEES

A. Faculty Rights and Responsibilities – Richard Siegesmund, Chair –

1. [Statement of Concern](#) related to State University Civil Service System and Academic Professional positions – Page 9

R. Siegesmund presented the statement of concern created by the committee based on a concern expressed that the exemption process was perhaps overly confrontational and that there was perhaps a more moderated position that could be taken that while asserting our concern that academic professional positions should not be classified through a series of systematic audit reviews but rather through a process of negotiation and collegial discussion at the same time. That's the spirit of this statement that has come forward.

G. Slotvke moved to approve the statement, **G. Long** seconded.

D. Haliczzer, representing SPS Council, expressed appreciation for the reasonable, balanced statement of concern. But this is a complicated statewide issue and we want to make sure that, as you say, positions are not just moved because of an audit finding.

The Motion passed:

Yes – 38

No – 0

Abstain – 2

2. [FMLA and Stopping the Tenure Clock](#) – Pages 10-11

R. Siegesmund presented the recommendations from the committee regarding the FMLA issues and tenure clock stoppage that emerged from the October 1 FS meeting regarding career satisfaction and gender among NIU stem faculty.

First of all, there's a principle that the committee thinks needs to be reasserted of that bottom up negotiation – that this needs to be worked out closest to the unit in which the responsibilities of the person seeking the leave and the responsibilities of the administration are understood. To build that culture, we are recommending that there is some kind of module training developed by human resources. We think it's impossible to create templates to try to negotiate every nuance of the law because it is incredibly complex, particularly as it relates to stopping the tenure clock. The committee's recommendation is that the clock stoppage needs to be done collegially at the local level and people need training in those negotiations. That's the implementation recommendation. The clock stoppage should also apply to extenuating circumstances that may not apply directly to FMLA.

J. Stephen moved, **J. Novak** seconded.

R. Feurer commended the work by the committee, but expressed that the FMLA law says that a person cannot be harmed by an application. It should be up to the faculty member whether to stop the clock or not. A primary problem is the lack of information that a faculty member who is fighting for their rights has or doesn't have when they go to discuss FMLA with human

resources. She urged the addition of a process of consistency so that faculty are aware of the benefits provided to others (anatomized information) so comparisons can be made. At issue is the consistent application of FMLA and tenure clock stoppage across departments under similar circumstances. So the circumstance that a faculty is facing in one department, they might get to stop the tenure clock but perhaps in another one they may not for whatever reason. **R.**

Siegesmund noted that he would accept a friendly amendment and add this into the report. **W.**

Pitney clarified that this document isn't policy, but it would go forward to the UC.

The motion, with the friendly amendment, passed:

Yes – 33

No – 0

Abstain - 5

B. Academic Affairs – Sarah McHone-Chase, Chair

1. [Classroom Recording Policy](#) – Page 12

S. McHone-Chase presented the classroom recording policy. In making this particular document, the committee examined the recording policies for other institutions and the needs for faculty and students at NIU. An attempt was made to balance concerns of privacy but also knowing that students want to record more often than in the past. The policy drafted here makes it clear that all the content that you as a professor produce for your class is your intellectual property, it belongs to you. And also, if your student records anything for their own benefit to study, they can't post it anywhere and they need to delete everything at the end of the semester. A motion and second was received from the floor. No further discussion.

Motion passed:

Yes – 36

No – 2

Abstain – 1

C. Economic Status of the Profession – George Slotsve, Chair – no report

D. Rules and Governance – Gary Baker, Chair – no report

E. Resources, Space and Budget – Stephen Tonks, Liaison/Spokesperson – no report

F. Elections and Legislative Oversight – Stephen Tonks, Chair; Therese Arado, Alternate

1. Nomination for Executive Secretary of University Council/
President of Faculty Senate – See [list](#) of University Council
members eligible for election – Page 13

Letters of acceptance are due in the Office of University Council and Faculty Senate by noon Friday, March 13, 2015, and will be included in The March 25 FS agenda packets. Election will take place at the April 22

FS meeting.

R. Siegesmund nominate Greg Long. **G. Slotsve** seconded the nomination of Greg Long.

V. Demir nominate Virginia Naples. **R. Feurer** seconded the nomination of V. Naples.

J. Novak nominated Bill Pitney. **P. Stoddard** seconded the nomination of Bill Pitney.

I. Montana nominated Eric Mogren. **A. Azad** seconded the nomination of Eric Mogren.

Letters of acceptance are due by noon on Friday, March 13. Those letters will be included in the March 25 Faculty Senate agenda package and then the election of the nominee will take place at the April 22 Faculty Senate meeting.

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

D. Haliczzer noted that the Smoke Free Campus Task Force is having open meetings for people to make comment on the draft policy and we've had two very vocal meetings so far. We have others scheduled for Thursday and Friday.

R. Feurer asked if it's possible to have the Faculty Senate collect merit statements from across the university and be sure that all of them are known to others? **W. Pitney** commented that they should connect and work on that issue.

XII. INFORMATION ITEMS

- A. [Minutes](#), Academic Planning Council
- B. [Minutes](#), Admissions Policies and Academic Standards Committee
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Campus Security and Environmental Quality Committee
- E. [Minutes](#), Committee on Advanced Professional Certification in Education
- F. [Minutes](#), Committee on the Improvement of Undergraduate Education
- G. [Minutes](#), Committee on Initial Teacher Certification
- H. [Minutes](#), Committee on the Undergraduate Academic Experience
- I. [Minutes](#), Committee on the Undergraduate Curriculum
- J. [Minutes](#), General Education Committee
- K. [Minutes](#), Honors Committee
- L. [Minutes](#), Operating Staff Council
- M. [Minutes](#), Supportive Professional Staff Council
- N. [Minutes](#), Undergraduate Coordinating Council
- O. [Minutes](#), University Assessment Panel
- P. [Minutes](#), University Benefits Committee

Q. [Annual Report](#), Undergraduate Coordinating Council

XIII. ADJOURNMENT

Meeting adjourned at 4:30 p.m.