## FACULTY SENATE AGENDA

Wednesday, April 22, 2015, 3 p.m.
Holmes Student Center Sky Room

## I. CALL TO ORDER

## II. ADOPTION OF AGENDA

III. APPROVAL OF THE MINUTES OF THE MARCH 25, 2015 FS MEETING
IV. PRESIDENT'S ANNOUNCEMENTS
A. NIU Financial Landscape

Alan Phillips, Vice President for Administration and Finance
B. Program Prioritization Update

Lisa Freeman, Executive Vice President and Provost
Carolinda Douglass, Vice Provost for Academic Planning and Development
C. Recognition of faculty members who have completed their terms - Page 5

## V. EXECUTIVE SESSION

A. Report from the Committee to Evaluate the President of Faculty Senate/ Executive Secretary of University Council - Jana Brubaker
B. Report from the Committee to Evaluate the Faculty and SPS Personnel Advisor Brian Mackie

## VI. ITEMS FOR FACULTY SENATE CONSIDERATION

A. CFAC Learning Space Ad Hoc Team - report

Therese Arado, Michael Konen, Sarah McHone-Chase, FS liaisons
B. Request from COIA: Faculty Senate consideration of support for U.S. House Bill H.R. 275 - a bill to create a presidential commission to look into issues facing intercollegiate athletics - Pages 6-17

## VII. CONSENT AGENDA

A. Approve list of candidates running unopposed to serve on committees of the university - Pages 18-20

## VIII. REPORTS FROM ADVISORY COMMITTEES

A. FAC to IBHE - Sonya Armstrong - report - Page 21
B. University Benefits Committee - Brian Mackie - no report
C. Computing Facilities Advisory Committee - George Slotsve, Brian Mackie 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 Haliczer and Dan Gebo - no report
G. BOT Compliance, Audit, Risk Management and Legal Affairs Committee Deborah Haliczer and Greg Waas -no report
H. BOT Enrollment Ad Hoc Committee - William Pitney - report - Page 22
I. BOT Governance Ad Hoc Committee - Deborah Haliczer and William Pitney no report
J. BOT - William Pitney and Greg Waas - no report

## IX. REPORTS FROM STANDING COMMITTEES

A. Faculty Rights and Responsibilities - Richard Siegesmund, Chair - no report
B. Academic Affairs - Sarah McHone-Chase, Chair - no report
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 - report Pages 23-25
F. Elections and Legislative Oversight - Stephen Tonks, Chair; Therese Arado, Alternate

1. Nomination of the 2015-16 Executive Secretary of University Council, who shall also serve as President of Faculty Senate per Faculty Senate Bylaws, Article 2.1

Greg Long - Pages 26-27
Virginia Naples - Page 28
2. Election of University Council Personnel Committee representatives for terms to begin 2015-16 - Ballots will be distributed at Faculty Senate meeting; voting will be by college (COB, COE, CHHS, and CLAS) have vacancies to fill this year); votes will be counted following the meeting and newly-elected UCPC members will be notified - walk-in
3. Committees of the University 2015-16 - Election of candidates who are running opposed and must be selected by Faculty Senate - Ballot packets will be didstributed at Faculty Senate meeting; votes will be counted following the meeting and those elected will be notified - walk-in

## X. UNFINISHED BUSINESS

A. Proposed revisions to Faculty Senate Bylaws Article 3-Pages 29-32

Rules \& Governance Committee and
Elections \& Legislative Oversight Committee
SECOND READING - ACTION ITEM

## XI. NEW BUSINESS

## XII. COMMENTS AND QUESTIONS FROM THE FLOOR

## XIII. 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. $\quad$ Meeting Schedule - 2015-16 - Page 33
XIV. ADJOURNMENT

# RECOGNITION OF FACULTY SENATORS <br> April 22, 2015 

## COMPLETING SERVICE:

*Jon Briscoe, Department of Management
*Stephen Tonks, Department of Leadership, Educational Psychology and Foundations
*Abul Azad, Departmento f Engineering Technology
*Mary Elaine Koren, School of Nursing and Health Studies
*Gary Baker, Department of Chemistry
Timothy Ryan, Department of English
*Michael Konen, Department of Geography
Gleb Sirotkin, Department of Mathematical Sciences
Stephen Martin, Department of Physics
*Keith Millis, Department of Psychology
*Richard Siegesmund, School of Art and Design
*Richard Schneider, School of Theatre and Dance

## RE-ELECTED:

Sukesh Patro, Department of Finance
Mark Rosenbaum, Department of Marketing
Hamid Bateni, School of Allied Health and Communicative Disorders
George Slotsve, Department of Economics
Sarah McHone-Chase, University Libraries
NEWLY ELECTED:
Brian May, Department of English
Andreas Glatz, Department of Physics
*Eligible for another term; department has not held election yet.

From: Bowen, Mike [mailto:mbowen@usf.edu]

Sent: Thursday, April 02, 2015 11:54 AM

To: Reid.Oetjen@ucf.edu; mrahdert@temple.edu; robert.kirkman@pubpolicy.gatech.edu; pwfeld01@louisville.edu; senate.chair@miami.edu; david zonderman@ncsu.edu; Paul.J.McGinn.1@nd.edu; spring@pitt.edu; dbcarter@syr.edu; garofalo@virginia.edu; bhausman@vt.edu; dwebster@umd.edu; knickerson1@unl.edu; patricia.hart.1@purdue.edu; mfbernarddon@wisc.edu; kschalin@iastate.edu; kreed@ku.edu; drintoul@ksu.edu; hewes@ou.edu; michael.farmer@ttu.edu; Jennifer.Orlikoff@mail.wvu.edu; kwilson@fiu.edu; mswanbom@latech.edu; William.Canak@mtsu.edu; facultypresident@uncc.edu; james.conover@unt.edu; pchampag@odu.edu; Karen.Daas@utsa.edu; cepps@uab.edu; mbcox@utep.edu; margaret.crowder@wku.edu; ahardin@bsu.edu; joelo@bgsu.edu; zubrow@buffalo.edu; spenc1a@cmich.edu; jfox@kent.edu; marshabw@miamioh.edu; William Pitney; karen.hoblet@utoledo.edu; c.dennis.simpson@wmich.edu; anthonymarker@boisestate.edu; mary.stromberger@colostate.edu; doug.jackson-smith@usu.edu; ejanak@uwyo.edu; helene.ossipov@asu.edu; silvester@usc.edu; aberbach@polisci.ucla.edu; steve.alder@utah.edu; pkumar@ufl.edu; andrew.hippisley@uky.edu; encope@lsu.edu; jwoosley@tamu.edu; kocham@appstate.edu; jcm5337@louisiana.edu; stockley@ulm.edu; jestis@southalabama.edu; mc15@txstate.edu; drosser-mims@troy.edu
Cc: joseph.kotarba@txstate.edu; Ernest May; Desmond.Fletcher@usm.edu; Sarah Heidt; F.C.Power.1@nd.edu

Subject: Request from COIA: Faculty Senate consideration of support for U.S. House Bill H.R. 275 - a bill to create a Presidential Commission to look into issues facing Intercollegiate Athletics

## Importance: High

Friends,

I'm writing the faculty governance leaders at our member, and non-member, institutions concerning the request, currently before the US Congress, for a Presidential Commission to look into issues facing Intercollegiate Athletics. I've attached a copy of a resolution (H.R. 275, is attached) for your information, and am asking for your help in presenting the matter to your Faculty Senate/Council/Governing Body's for their consideration of support for the bill. Your senate's statement of support for this resolution, if the senate can do so, would be very important. We are presently trying to get the bill out of committee (Committee on Education and the Workforce - U.S. House of Representatives), and faculty support of the resolution will be a powerful signal to the Congressional leadership. I should add that the bill, currently with four bi-partisan co-sponsors, is one of the very few bills receiving bi-partisan support in the U.S. Congress in the past several years.

Please note that the resolution urges your faculty to consider contacting your local congressional representative(s) for their support and to ask them to possibly sign-on to the bill as a co-sponsor. A large number of co-sponsors, of course, often play a significant role in the outcome of votes taken on an issue. We also believe that this will help get the bill more quickly to the floor of Congress for discussion.

I should add that Congress is currently being lobbied for COIA's inclusion on any President's Commission that is formed.

In short then, please consider asking your senate to consider the matter before the end of the academic year. Please let me know the outcome of any of their deliberations.

Thanks for your help and support in this effort, and please get back with me if you have any questions or concerns.

Mike
Michael G. Bowen, Ph.D.
Chair, Coalition on Intercollegiate Athletics (COIA)
University of South Florida
Muma College of Business
Department of Marketing
4202 East Fowler Ave, BSN 3409
Tampa, Florida 33620-5500
813.974.1765 (O)
mbowen@usf.edu
https://sites.comm.psu.edu/thecoia/

114Th CONGRESS
1 st Session

## H. R. 275

To establish a commission to identify and examine issues of national concern related to the conduct of intercollegiate athletics, to make recommendations for the resolution of the issues, and for other purposes.

## IN THE HOUSE OF REPRESENTATIVES

January 12, 2015
Mr. Rush (for himself, Mr. Barton, Mr. Scott of Virginia, and Mr. Dent) introduced the following bill; which was referred to the Committee on Education and the Workforce

## A BILL

To establish a commission to identify and examine issues of national concern related to the conduct of intercollegiate athletics, to make recommendations for the resolution of the issues, and for other purposes.

8 institutions of higher education;
(2) recent events pose grave threats to the financial stability of athletic programs at institutions of higher education and create pressure on institutions of higher education to consider eliminating non-revenue Olympic sports or increasing general fund, student fee, and donor subsidies to athletics at a time when such resources are needed for priority academic programs;
(3) there are concerns about the health and safety needs of student athletes with regard to adequacy of injury protections and other medical protocols;
(4) academic integrity at institutions of higher education is threatened by increased incidences of academic fraud involving student athletes, failure to provide adequate remedial programs for academically unprepared admitted athletes, and excessive athletics time demands;
(5) student athletes faced with loss of financial aid and other benefits and National Collegiate Athletic Association (NCAA) member institutions in danger of financial penalties, loss of media rights, and public embarrassment due to alleged rules violations are not being afforded adequate due process;
(6) the NCAA, member institutions of the NCAA, and college presidents have not adequately addressed these issues; and
(7) reform is so complex and important to higher education that a blue ribbon commission of sport experts and members of Congress should be convened to objectively study these issues and propose solutions.

## SEC. 2. ESTABLISHMENT.

There is established a commission to be known as the Presidential Commission on Intercollegiate Athletics.

## SEC. 3. DUTIES.

(a) Review.-The Commission shall review and analyze the following issues related to intercollegiate athletics:
(1) The interaction of athletics and academics, including-
(A) the extent to which existing athletic practices allow student athletes to succeed as both students and athletes;
(B) how athletics affect the academic mission, academic integrity, and credit worthiness of institutions of higher education;
(C) graduation rates of student athletes; and
(D) standards of academic eligibility for participation in and terms of scholarships for student athletes.
(2) The financing of intercollegiate athletics, in-cluding-
(A) sources of revenue, including student fees, media contracts, and licensing agreements;
(B) expenditures of revenue, including compliance with title IX of the Education Amendments of 1972, coaching salaries, and facilities development;
(C) the ability of institutions of higher education to finance intercollegiate athletics;
(D) the financial transparency of intercollegiate athletics;
(E) the criteria for receipt of financial disbursements or rewards from athletic membership associations;
(F) rules related to earnings and benefits by student athletes, including the possibility of commercial compensation for the use of the names, images, and likenesses of student athletes and whether a student athlete may retain a personal representative to negotiate on behalf of the student athlete;
(G) tax regulations related to revenue from intercollegiate athletics; and
(H) Federal judicial decisions that affect compensation for student athletes or the right of student athletes to organize as a collective bargaining unit.
(3) Recruitment and retention of student athletes, including rules related to-
(A) professional sports participation;
(B) transfer of student athletes to other institutions; and
(C) recruitment and representations made to potential student athletes.
(4) Oversight and governance practices.
(5) Health and safety protections for student athletes.
(6) Due process and other protections related to the enforcement of rules and regulations related to student athletes.
(7) Any other issues the Commission considers relevant to understanding the state of intercollegiate athletics.
(b) Recommendations.-The Commission shall develop recommendations regarding the issues identified in
subsection (a) based on the review and analysis of the issues under such subsection.

## SEC. 4. MEMBERSHIP.

(a) In General.-TThe Commission shall be composed of 17 members appointed as follows:
(1) Five members appointed by the President, in consultation with the Secretary of Education and the Attorney General.
(2) Three members appointed by the Speaker of the House of Representatives, including-
(A) one Member of the House of Representatives; and
(B) two individuals who are not Members of Congress.
(3) Three members appointed by the minority leader of the House of Representatives, including-
(A) one Member of the House of Representatives; and
(B) two individuals who are not Members of Congress.
(4) Three members appointed by the majority leader of the Senate, including-
(A) one Member of the Senate; and
(B) two individuals who are not Members of Congress.
(5) Three members appointed by the minority leader of the Senate, including-
(A) one Member of the Senate; and
(B) two individuals who are not Members of Congress.
(b) Qualifications.-Appointments shall be made from individuals who are specially qualified to serve on the Commission by virtue of their education, training, or experience.
(c) Vacancy.-Any vacancy on the Commission shall not affect the powers of the Commission, but shall be filled in the manner in which the original appointment was made.
(d) Charr.-The Chair of the Commission shall be elected by the members.
(e) Refinbursement; Service Without Pay.Members of the Commission shall serve without pay, except members of the Commission shall be entitled to reimbursement for travel, subsistence, and other necessary expenses incurred by them in carrying out the functions of the Commission, in the same manner as persons employed intermittently by the Federal Government are allowed expenses under section 5703 of title 5, United States Code.

## SEC. 5. STAFF.

The Commission may appoint and fix the compensation of a staff director and such other personnel as may be necessary to enable the Commission to carry out its functions, without regard to the provisions of title 5, United States Code, governing appointments in the competitive service, and without regard to the provisions of chapter 51 and subchapter III of chapter 53 of such title relating to classification and General Schedule pay rates, except that no rate of pay fixed under this paragraph may exceed the equivalent of that payable for a position at level V of the Executive Schedule under section 5316 of title 5, United States Code.

## SEC. 6. MEETINGS.

(a) In General.-The Commission shall meet at the call of the Chair or of a majority of its members.
(b) First Meeting.-The first such meeting shall occur not later than 90 days after the date of the enactment of this Act.

## SEC. 7. POWERS.

(a) In General.-The Commission may, for the purpose of carrying out this Act, hold hearings, sit and act at times and places, take testimony, and receive evidence as the Commission considers appropriate.
(b) Delegation.-Any member or agent of the Commission may, if authorized by the Commission, take
any action which the Commission is authorized to take by this section.
(c) Access to Information.-The Commission may secure directly from any department or agency of the United States information necessary to enable it to carry out this Act. Upon request of the Commission, the head of such department or agency shall furnish such information to the Commission.
(d) Use of Mails.-The Commission may use the United States mails in the same manner and under the same conditions as other departments and agencies of the United States.
(e) Administrative Support.-The Administrator of General Services shall provide to the Commission on a reimbursable basis such administrative support services as the Commission may request that are necessary for the Commission to carry out its responsibilities under this Act.

## SEC. 8. REPORT.

Not later than the date that is 1 year after the date of the first meeting of the Commission, the Commission shall submit to the President and the Congress a written report of its findings and recommendations based on the review and analysis required by section 3 .

## SEC. 9. TERMINATION.

The Commission shall terminate on the date that is 30 days after the date on which the Commission submits the report required by section 8 .

## SEC. 10. DEFINITIONS.

(a) Commission.-In this Act, the term "Commission" means the Presidential Commission on Intercollegiate Athletics established by section 2.
(b) Institution of Higher Education.-In this Act, the term "institution of higher education" means any institution that-
(1) meets the definition in section 102(a)(1) of the Higher Education Act of 1965 (20 U.S.C. 1002(a)(1)); and
(2) has student athletes who are eligible for Federal student loans.

## CAMPUS SECURITY AND ENVIRONMENTAL QUALITY COMMITTEE -2-year term

Two faculty members appointed at-large by the Faculty Senate from nominees submitted by each of the college councils, the Library Council and the faculty of the College of Law. To view a complete description and membership list for this committee, visit
http://www.niu.edu/u_council/committees/2015-16/CSEQ.shtml

| CONSTITUENCY | TO REPLACE | FACULTY NOMINATED |
| :---: | :--- | :---: |
| At- large | Laura Beamer | Laura Beamer, HHS-NUHS |

Laura Beamer, Assistant Professor
HHS-Nursing and Health Studies
This letter serves as a statement of my desire to serve on the Campus Security and Environmental Quality Committee (CSEQ) at Northern Illinois University.

Currently, I am nearing the end of a two-year term of service on the CSEQ. The NIU Faculty Senate appointed me to this position. During my term, I actively worked with the committee on crosswalk safety, gun-free campus, and smoke-free campus initiatives.

My previous service at other institutions also makes me a qualified candidate to serve on the NIU Campus Security and Environmental Quality Committee. From 2001 to 2004, I served as the sold nursing representative to the University of Illinois, Medical Center at Chicago's Environment of Care Committee. As a member of this committee, I reviewed monthly reports of required audits, identified problems, and the remedies to those problems. I helped prepare the university for inspections and for accreditation visits from the Illinois Department of Public Health and the Joint Commission. I facilitated the establishment of a CLIA-approved partial complexity lab on the labor and delivery unit. I assisted with the development of a training module and the training of medical staff about radiation safety. I conducted scheduled and unscheduled mock accreditation visits. I participated in the development and revision of policies and guidelines including the horizontal and vertical evacuation of a major medical center.

From 2004 to 2009, I helped two cancer programs in the Centegra Health System earn initial accreditation and reaccreditation through the American College of Surgeons Commission on Cancer. This included inpatient and ambulatory areas, laboratories, and the pharmacies. I helped prepare the environment and staff for successful Illinois Emergency Management Agency (IEMA) inspections of the Radiation Oncology Department.

During 2013, I completed the f our week Summer Genetics Institute at the National Institutes of Health (NIH) in Bethesda, MD. This preparation included completion of the NIH Division of Occupational Health and Safety training program.

I would be honored to serve on the NIU Campus Security and Environmental Quality Committee.

## LIBRARIES ADVISORY COMMITTEE - 3-year term

One faculty member from each of the three divisions of the College of Liberal Arts and Sciences; one faculty member from each of the other degree-granting colleges of the university; one member of the library faculty nominated by the Library Council. Faculty members are appointed by the provost upon the recommendation of the Faculty Senate. To view a complete description and membership list for this committee, visit http://www.niu.edu/u_council/committees/201415/lac.shtml

| CONSTITUENCY | TO REPLACE | FACULTY NOMINATED |
| :--- | :--- | :--- |
| BUS | Gerry Aase | Gerald Aase, BUS-OMIS |
| EDU | N/A |  |
| EET | Reinaldo Moraga | Christine Nguyen, EET-ISYE |
| HHS | N/A |  |
| LAS - Humanities | David Gorman | Heidi Fehrenbach, LAS-HIST |
| LAS - Social Sciences | David Valentiner | No nominee yet |
| LAS - Natural Sciences | N/A |  |
| LAW | Sharon Nelson (for Austin) | No nominee yet |
| VPA | Vacant - need nominee | No nominee yet |
| ULIB | Rob Ridinger | No nominee yet |

## STUDENT CONDUCT BOARD - 3-year term

One faculty member from the College of Law and two faculty members from each of the other degree-granting colleges recommended by the dean of the college and appointed by the Faculty Senate. To view a complete description and membership list for this committee, visit http://www.niu.edu/u_council/committees/2015-16/SCB.shtml

| CONSTITUENCY | TO REPLACE | FACULTY NOMINATED |
| :--- | :--- | :--- |
| BUS | Brian Mackie | No nominee yet |
| BUS | N/A |  |
| EDU | Erika Blood Pinter | No nominee yet |
| EDU | N/A |  |
| EET | Abul Azad (for Schroeder) | No nominee yet |
| EET | N/A |  |
| HHS | Danai Fannin | Danai Fannin, HHS-AHCD |
| HHS | N/A |  |
| LAW | N/A |  |
| LAS | N/A |  |
| LAS | N/A |  |
| VPA | Vacant - need nominee | No nominee yet |
| VPA | N/A |  |

## STUDENT DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE

(Formerly Unity in Diversity Steering Committee) - 2-year term
Two at-large faculty members shall be selected by the Faculty Senate from nominees put forward by any of the degree-granting colleges and University Libraries. To view a complete description and membership list for this committee, visit http://www.niu.edu/u_council/committees/201516/SDEIAC.shtml.

| CONSTITUENCY | TO REPLACE | FACULTY NOMINATED |
| :--- | :---: | :---: |
| At-large | Mayra Daniel - 2-year term | Alexandra Bennett, LAS-ENGL |

## Alexandra Bennett, Associate Professor

## Department of English

Bennett asserts that it is essential for universities to reach out to multiple communities and to develop in diverse ways to address complex issues and include everyone. She regularly teaches works that address issues of class, race, religion, and other human diversities and their effects in the real world.

## UNIVERSITY PRESS BOARD - 3-year term

Four faculty members from the College of Liberal Arts and Sciences; six faculty, one from each other college, and one faculty member from the University Libraries. The college councils, the faculty of the College of Law, and the Library Council shall forward at least two names for positions to be filled by the Faculty Senate, which will make recommendations to the president for appointment. To view a complete description and membership list for this committee, visit http://www.niu.edu/u_council/committees/2015-16/UPB.shtml

| CONSTITUENCY | TO REPLACE | FACULTY NOMINATED |
| :--- | :--- | :--- |
| BUS | N/A |  |
| EDU | N/A |  |
| EET | N/A |  |
| HHS | N/A |  |
| LAW | N/A | Lara Crowley, LAS-ENGL |
| LAS | Trude Jacobsen | Brian Sandberg, LAS-HIST |
| LAS | Phillippe Piot (for Baker) |  |
| LAS | N/A |  |
| LAS | N/A |  |
| VPA | N/A |  |
| ULIB | N/A |  |

## Report on the IBHE-FAC Meeting, April 7, 2015

The Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC) met on April 7, 2015, at Lincoln Land College in Springfield. This was a shortened FAC meeting as it was held in conjunction with the regularly scheduled IBHE meeting.

## FAC Updates

The meeting was called to order by the FAC Secretary, Steven Rock (WIU). The group first heard a brief update by Gretchen Lohman, the IBHE Assistant Director of Academic Affairs, regarding the IBHE offices move. Following that was an announcement about the upcoming FAC officers election by Steve DePasquale (Kankakee Community College). The group then broke into caucuses for the bulk of the remaining time. Caucus discussion focused on clarifying the topics to bring up with IBHE Board members. The FAC meeting was followed by lunch with members and staff of the IBHE. At that lunch session, three topics were raised with the Board:

- A call for continued support of the IBHE Faculty Fellows Program and IBHE Staff Liaison Support (presented by the Private and Independent Institutions Caucus)
- A faculty perspective on Dual Credit and Dual Enrollment (presented by the Two-Year Colleges Caucus)
- A faculty perspective on the impact of past and future budget cuts on quality and student experience (presented by the Public Universities Caucus)
Following lunch was the regularly scheduled IBHE meeting.


## IBHE Meeting Highlights

The IBHE meeting was called to order by Chair Lindsay Anderson. Following several introductions and welcome remarks, Executive Director James Applegate introduced a panel discussion on the 2015 Underrepresented Student Groups Report. The panelists were Dr. Arthur Sutton (IBHE Deputy Director of Diversity and Outreach), Dr. William Trent (Professor, Department of Educational Policy Studies, University of Illinois at Urbana-Champaign), Dr. Andrew Sund (President, Illinois Latino Council on Higher Education and President, St. Augustine College), Dr. Layla Suleiman Gonzalez (Executive Director, Illinois Latino Family Commission), and Mr. Michael Holmes (Executive Director, Illinois African American Family Commission). The panelists presented the report, which tracks the progress toward closing gaps for underrepresented students; this PowerPoint can be accessed at http://www.ibhe.org/Board/agendas/2015/April/Default.htm. Also, the full report will be available at (http://www.ibhe.org/Reports\ \&\ Studies/access.htm).

Respectfully submitted,
Sonya L. Armstrong
Associate Professor in the Department of Literacy and Elementary Education NIU Representative to the IBHE Faculty Advisory Council

NOTE: Once approved, full meeting minutes can be accessed at http://www.ibhefac.org/Meetings.html. In addition, the audio of the full IBHE meeting will be available at http://www.ibhe.state.il.us/aboutBHE/audio.htm.

## Report on the NIU Board of Trustees Enrollment Ad Hoc Committee

## March 27, 2015

The NIU Board of Trustees Ad Hoc Committee on Enrollment met on Friday, March 27, 2015 in DeKalb. Committee Chair Marc J. Strauss called the meeting to order at approximately 9:30 AM. The Ad Hoc Committee on Enrollment (CoE) was created so the BOT could possibly identify areas in which they could be change or create policy as it relates to the financial sustainability of NIU.

The committee received a presentation from Executive Vice President and Provost Lisa Freeman on Program Prioritization at NIU. The presentation situated program prioritization around sustaining quality and showing accountability in a changing, challenging, and resourceconstrained environment. The past, current and future steps of the prioritization process were explained to the committee including the guiding principles, inventory of programs, criteria development, data templates, task force development, recommendations, and implementation. The timeline for each step was also explained. The BOT Ad Hoc Committee unanimously endorsed NIU's program prioritization initiative.

Though the committee was also slated to hear reports about the policies and practices that affect academic program additions/deletions as well as the policies and practices that affect faculty work, productivity and accountability, they had to go into closed session. Thus, this content was postponed.

Respectfully Submitted,

William A. Pitney
UAC Representative

## Committee on Resources, Space and Budgets Statement of Budget Priorities - Spring 2015

## Preamble

The Committee on Resources, Space, and Budgets (RSB) is very encouraged with the direction being taken at NIU as it relates to fiscal transparency and the greater and timely involvement of the university community in the budget planning process. The committee would like to acknowledge the serious undertaking of the Prioritization and Reallocation process, and the involvement of the university communities in this effort. The committee wishes to thank President Baker, Provost Freeman, and the former Interim CFO Nancy Suttenfield, for providing the committee with timely information and actively engaging with the committee as the university develops a new fiscal model.

With the continuing prospect of financial uncertainty and the changing fiscal landscape of higher education, the RSB believes it is paramount that this new direction is carried forward over the next few years and the momentum for change maintained. Moreover, the RSB believes that its active involvement in the process prioritization and reallocation will have positive impact on the academic and administration quality.

In its advisory role, RSB has prepared the following statement of budget priorities.

## 1- RSB Role in the New Budget Process

- The RSB's (the "committee") role is to advise the president, the provost, and the CFO on matters related to budget, space, and resources. The committee is charged with identifying issues, concerns, gaps, and solutions and use this information to work collaboratively with the university administration to help maximize institutional success as identified through the university's mission and stated strategic goals.
- The committee has undertaken the following two initiatives. (1) Created a survey to identify the advantages and shortcomings of the new budget and hiring processes, (2) Agreed to extend the committee's work to the summer to ensure the agility of the committee's response to any emergencies. A proposal for the committee's new charge has been submitted to the university council for approval.
- In the evolving budget model, budget hearings are an important part of the process. The RSB also believes it can play an active role and should be represented in the budget hearings as a collaborative partner with the CFO, provost, and president in establishing the metrics and benchmarks to be used in fiscal allocation decisions.


## 2- Budget

- NIU's faculty, staff, and student employees are central to the operation and success of the university. While meeting the university payroll must continue to receive the highest priority, it is essential that efforts be made to improve employee compensation, which remains substandard. This was identified as a top priority of the NIU Strategic Plan.
- It is clear that the state fiscal crisis is not going to end anytime soon, nor will past levels of funding be restored. It is essential that NIU continue the process of prioritization and reallocation.
- Utilize a budget process that allows units to roll over funding at the end of a fiscal year to help eliminate frivolous spending that sometimes occurs at year end.
- As new revenue streams are explored, the role of the Foundation will be an integral part of budgeting and fiscal allocations. Given this, the RSB should be provided with financial information from the Foundation to ascertain how Foundation funds are integrated into the overall budget.
- Effort should be directed toward creating a mission-driven multiyear multi-years development plan for the university. This task may be given to an architecture firm specializing in creating master plan for academic institutions.
- The cost of a university degree has been highlighted as a growing concern for students and their families. The committee endorses the new tuition fees system that resulted in an overall reduction of the cost to the students. The committee encourages a tuition structure that supports a broader liberal arts education. Further, the committee encourages the Graduate School to examine the impact of graduate student fees on graduate assistantships.
- The committee encourages the NIU Administration to continue to explore efficiencies and cost savings in university operations and governance processes including consideration of energy efficiencies and other improvements that are eco-friendly and sustainable. Several areas, Accounting, Purchasing, and Hiring, were highlighted as having the greatest potential for realizing efficiencies along with developing procedures and processes that aren't subject to change or reinterpretation when staff turnover occurs.


## Resources

- Overall budget allocation needs to be prioritized to safeguard the academic mission of the university by supporting and improving the academic quality of those programs and services that directly promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service.
- To stay competitive and be at the forefront of developments nationally and internationally, NIU needs to establish a coherent policy on course articulations, the approval of prior experiential learning, and explore the potential of competency-based education.
- Innovative teaching models (e.g., online education, hybrid teaching models, 'flipped classrooms,' flexible scheduling) need to be encouraged and supported through funding allocation models that incentivize faculty to develop such teaching models and by
instituting operating system changes (e.g., in how classes are scheduled) to facilitate change.
- Enrollment is critical to NIU's long-term sustainability. Resources need to be allocated to ensure the effective marketing of NIU's current programs, identifying prospective students who meet NIU's entry requirements, and to establish new student markets. Additionally, we recommend that an integrated marketing plan be developed that works to connect prospective students applying to NIU with their interest in specific programs and to increase recruitment of students with the qualifications and potential to be successful in pursuing their degree and major.
- In order to enhance recruitment and become a more diverse campus, NIU should develop a plan to transform into a university that is most friendly to students and employees with disability. This will enhance recruitment and contribute to diversity as required by the university mission.
- The RSB believes that international programs are essential to NIU's mission and continued success, and we urge the administration to act quickly regarding leadership of International Affairs and we request that international programs remain a budget priority of the university.
- While changes to employee pension and insurance programs are largely occurring outside the control of NIU administration, maintaining adequate pension and insurance benefits as part of an overall compensation package is essential to retaining current faculty and staff as well as recruiting highly qualified candidates in the future. The committee suggests that the administration explore other ways to offer attractive compensation such as dual partner hires and does all it can to ensure that accurate information on pensions is disseminated and to develop a plan to address how raises can be afforded. In addition, the committee advises that more attention be given to the impact of recent pension rules changes such as the $6 \%$ rule and the hiring of retirees.


## Space

- The committee recommends exploring how existing space can be better utilized and maximized to meet the university's academic mission through, for example, the shared and collaborative use of space and multipurpose space utilization.
- NIU should continue operationalizing the developed master plan for space.
- The committee is concerned about the long-term consequences of the need to defer maintenance due to budgetary constraints as it is undermining the university's core education, research, and community service missions.
- With the challenges imposed by the state's fiscal crisis, the committee believes the NIU administration needs to continue to seek innovative ways such as through public-private partnerships to fund new facilities across campus to keep NIU competitive with other public universities.
- Existing space needs to be examined for its potential to be used to generate revenue through rentals fees, conferences, and conventions.
- As the use of space is repurposed and plans developed to build new facilities the RSB believes, that it should be part of the decision processes leading to such changes.

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Dear fellow senators,
Per the University Constitution and Bylaws, "governance is a shared process with faculty predominance in all policy decisions involving curriculum, admission, academic standards and the faculty personnel process." This is a significant responsibility. I appreciate the trust implicit in my nomination and humbly accept the opportunity to be considered for Faculty Senate President/University Council Executive Secretary.

If elected, I would endeavor to be a strong, collaborative, servant leader who supports the functions of the Senate (Bylaws, Article 14). That is, I would encourage faculty representation and participation in governance and policy/procedure development as well as promote the overall welfare of the faculty and university. To accomplish these goals, I would work to make sure voices are heard and to build consensus whenever possible. I recognize, however, that both sides of a conflict often have legitimate claims, interests, and/or precedence. In these situations, I believe careful listening and innovation are the most successful responses.

NIU, like many public universities, faces a crisis in funding, recruitment, and retention. Our future as faculty depends on successfully dealing with insufficient resources, increased accountability, and ever-increasing workloads while maintaining control over core academic decisions. The fiscal and programmatic perils we face are not going away. In response, I would encourage us to work together in a new way. For a long time, faculty governance has provided a mechanism to share input on important matters. As the Senate, we approach issues in a thoughtful and deliberate manner. Although thoroughness is admirable, we are not nimble. If we do not learn how to become nimble, we may soon be irrelevant. The urgency of this message is prompted by the unprecedented budget crisis facing NIU. Consider, for example, that the program prioritization process will take, at least, 8-12 months to complete. In the meantime, I realize the university must address a potential $\$ 30$ million cut beginning July 2015.

Our current challenges require that we demonstrate our value as scholars and work across college and disciplinary boundaries. I believe it is important that we:

- develop deeper background knowledge regarding faculty governance and higher education. Without that knowledge, we have limited power and influence.
- maintain control over academic programs. The academic freedoms we invoke in our teaching, scholarship, and service exist within the context of institutional responsibility. Our power lies in the ability to change from within rather than have it forced from outside.
- continue to consolidate university-level curriculum committees as well as review the overall committee structure. With ever shrinking ranks of tenure track faculty, it is critical that we become more efficient.

Needless to say, these suggestions represent only a few ideas. As a faculty member, I value the opportunity to explore the wisdom and experience of others. Over the past 15 years, I have had the privilege to devote much of my career to department, college, and universitylevel governance as well as explore different teaching strategies. I was chair of our school's personnel committee and assessment committee for 9 and 5 years, respectively. During 1997-2004 I was area coordinator for the Rehabilitation Counseling program and P.I. for five long-term training grants totaling $\$ 1.7$ million.

More recently, I served as chair of the General Education Committee (2007-09) and was cochair of the Baccalaureate Review Task Force (2008-2011). My interest in general education began in 2004 with the creation of AHRS 200 (Disability in Society). This class was designed to have a large enrollment ( $300+$ /semester) and be offered as an interdisciplinary option. Pragmatically, it was also created to help increase the visibility of our undergraduate major and generate additional credit hours for the department. We were successful with this endeavor. Over time, I have used this course to explore distance education options. Working in collaboration with my college office (CHHS) and eLearning Services, we developed an online version of the class that has been offered every semester since Fall 2009. In addition, during 2013, I collaborated with NIU students, faculty/staff, and colleagues in the Office of Faculty Development and Instructional Design to offer NIU's first MOOC, "Perspectives on Disability." The MOOC received a Catalyst Award from Blackboard in 2014. Developing and teaching a large class, as well as exploring ways to share it digitally have made me much more sensitive to the workload and collaboration necessary to create successful online learning experiences.

I also put significant energy into efforts that support diversity, inclusion, and accessibility. This past summer, I was a member of the Diversity and Inclusion Task Force led by Laura Vazquez and Sean Fraizer. From 2006-2014, I chaired the Presidential Commission on Persons with Disabilities (PCPD). During this time, the commission successfully advocated for several university-level policy changes including (a) approval of American Sign Language as a foreign language, (b) changes in the APPM that require course syllabi to include an "accessibility statement," and (c) a revision to NIU's distance learning guidelines stating that all online instruction shall be accessible. The PCPD also helped create NIU's Disability \& Accessibility Tutorial (http://www.niu.edu/accessibility/tutorial/index.shtml) and Accessibility webpages (http://www.niu.edu/accessibility.shtml). If elected, be assured that I would use that same energy and effort to be the voice of the faculty and shared governance at the University.

Thank you for considering my nomination. I welcome the opportunity to serve. If selected, I promise to be open, honest, transparent, and dedicated to improving faculty governance while representing the many voices of the whole.

[^0]DEPARTMENT OF Biological Sciences

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To my faculty colleagues:
I am very pleased to accept the nomination for the position of Executive Secretary of the University Council and President of the Faculty Senate. I am honored by this expression of confidence that I will be an effective advocate to address the concerns of our entire university community. I wish to thank those whose faith in me led to my nomination.

For as long as I have been involved with the Faculty Senate and University Council I have been fascinated by the process of shared governance. I greatly value the role of the faculty member who serves in this capacity, assisting to address the varied needs of all parties who constitute this university. Although I still must learn far more about the roles and duties of the Faculty Senate Presidency and University Council Executive Secretary, I have explored the responsibilities of this position. I consider it an exciting opportunity to work with those navigating the complex of opportunities, challenges and requirements facing our university in the immediate future. I am prepared to work diligently to meet these challenges and to facilitate voicing of the points of view of all who make or will be affected by upcoming important university decisions.

I believe I am qualified for this position because I have a strong interest in the past, present and future state of the university. I am in my $31^{\text {st }}$ year as faculty at NIU. During this time I have served in many leadership roles, ranging from participation in ad hoc to continuing departmental, college and university-wide committees. My main goal has always been to seek or improve representation of the points of view of all members of each group, and to maximize opportunities for all of the university community to maximize his or her success. As a lifelong academician, I like learning about others' opinions and the chance to find new means of completing tasks and resolving concerns. I consider it essential to work collaboratively to understand the different perspectives offered by administration, staff, faculty and students. A recent example of a cooperative effort has arisen from my position as Chair of the Academic Policies and Procedures Committee. This committee has university wide faculty and administration representation, and we worked together to improve efficiency of course approvals, while maintaining academic standards and addressing the requirements of diverse programs.

My professional activities are many. I have served as advisor for undergraduate, M. S. and Ph. D. students, reviewer and editor for several journals in my fields of study, and have happily taught undergraduate and graduate courses in the Department of Biological Sciences. I continue to maintain an active research interest in several areas and write books and research publications in anatomy and vertebrate paleontology. I also have served and continue to work with education and outreach committees for professional associations.

If I am elected as Faculty Senate President and Executive Secretary of the University Council, I will endeavor to maintain and increase the collegiality of our university, to provide innovative leadership to solve problems and to seek involvement of all members of our community as we move forward. Those with whom I have worked in the past recognize that I am always open to new ideas, that I think "outside the box" and endeavor continuously to devise new strategies for success.

Thank you for considering me as a candidate for this worthwhile position.


In order to streamline our processes and reduce the overall number of committees on which faculty senators must serve, we propose two actions: 1) consolidating the current Faculty Senate Rules and Governance Committee with the Faculty Senate Elections and Legislative Oversight Committee, and 2) making this committee a joint committee of the Faculty Senate and University Council. By making this change, two additional faculty senators can be assigned to the Faculty Senate-University Council Committee on Resource, Space and Budget (RSB) where committee representation is necessary beyond the academic calendar. Moreover, senators not assigned to a standing committee would then be available to populate any ad hoc committees created to address time sensitive issues not otherwise covered in a current standing committee. Like the description for the RSB, the description of the newly created FS-UC Committee on Rules, Governance and Elections is limited here and more fully explained in the UC bylaws.

## FACULTY SENATE BYLAWS

### 3.5 Faculty Senate-University Council Committee on Rules, Governance and Elections

 The president of the Faculty Senate shall appoint, with the advice and consent of the Senate, those members of the Faculty Senate who shall represent the Senate on the Faculty SenateUniversity Council Committee on Rules, Governance and Elections. One member of the Faculty Senate representatives to that committee shall serve as liaison-spokesperson at meetings of the Faculty Senate and the Executive Committee of the Faculty Senate. Reports from the delegation shall be given, in the order of business, during the presentation of reports from special committees. The Faculty Senate representatives are responsible for running all pertinent elections affecting the Faculty Senate
### 3.5 Rules and Governance Committee-

### 3.5.1 Composition

The membership of the committee shall be appointed by the president of the Faculty Senate and approved by the Faculty Senate. One faculty senator will be appointed to the committee to represent each of the Colleges of Business, Education, Engineering and Engineering Technology, Health and Human Sciences, Liberal Arts and Sciences, and Visual and Performing Arts. A faculty senator representing University Libraries and a faculty senator representing the College ef Law may be appointed upon their expression of interest in service on the committee. Other faculty senators may be appointed to the committee to a maximum of twelve (12) members.

### 3.5.2 Duties

The committee shall advise the Senate concerning:
Substantive issues referred to it by the Senate involving interpretations of the Faculty Senate Bylaws and the University Constitution and Bylaws as the relate to the Faculty Senate; Proposals relating to the structure and procedures of the Faculty Senate, including proposals it amend Senate Bylaws.

### 3.7 Elections and Legislative Oversight Committee

### 3.7.1 Compesition

The membership of the committee shall be appointed by the president of the Faculty Senate and approved by the Faculty Senate. One faculty senator will be appointed to the committee to represent each of the Colleges of Business, Education, Engineering and Engineering Technology, Health and Human Sciences, Liberal Arts and Sciences, and Visual and Performing Arts. A faculty senator representing University Libraries and a faculty senator representing the College ef Law may be appointed upon their expression of interest in service on the committee. Other faculty senators may be appointed to the committee to a maximum of twelve (12) members.

### 3.7.2 Duties

The committee shall recommend to the Senate policies and procedures to monitor the election of faculty to the Senate from the academic departments or sehools, the College of Law and the University Libraries. The committee shall also conduct elections of officers of the Senate; monitor legislation that relates to higher education in general and to faculty interests in particular; and, shall report the status of such legistation to the Senate so that appropriate actions may be taken.

In order to provide a full understanding of the suggested changes, below is the language for the newly created committee as proposed for the University Council Bylaws:

## UNIVERSITY COUNCIL BYLAWS

### 2.2 Faculty Senate-University Council Committee on Rules, Governance and Elections

2.2.1 Composition The FS-UC Committee on Rules, Governance and Elections shall consist of the following members:
(A) Eight faculty members, four of whom shall be members of the University Council, and shall be appointed by the executive secretary of the University Council (with the advice and consent of the University Council). The remaining four shall be members of the Faculty Senate and shall be appointed by the president of the Faculty Senate (with the advice and consent of the faculty Senate). No two faculty members shall be from the
same department. Faculty members shall serve one-year terms and shall be eligible for reappointment.
(B) One student appointed by the Student Association. The student shall be a member of the University Council. The student member shall serve a one-year term and shall be eligible for reappointment.
(C) One Supportive Professional staff member and one Operating Staff member who shall be members of the University Council. They shall serve one-year terms and shall be eligible for reappointment.
(D) One nonvoting member selected by and from the deans of the degree-granting colleges, who shall serve a one-year term and shall be eligible for reappointment.

The committee chair shall be appointed by the executive secretary with the advice and consent of the University Council.

### 2.2.2 Duties

(A) Advise the University Council or Faculty Senate on any question referred to it by the University Council or Faculty Senate involving the interpretation of the university Constitution or Bylaws, and/or Faculty Senate Bylaws, and including questions relating to the definition or application of academic freedom standards.
(B) Administer and supervise elections to the University Council and Faculty Senate. Faculty Senate representatives on the committee will administer the Faculty Senate elections; University Council representatives will administer the University Council elections.
(C) Make final rulings on the eligibility of candidates from colleges and the University Libraries and all other election matters not specifically covered by these procedures.
(D) Review, prior to the elections in those years which are multiples of three, the ratio of the faculty in each college who are on regular contract, excluding the supportive professional staff and the faculty member from the University Libraries, to the total number of faculty in all colleges who are on regular contract and recommend to the University Council any needed adjustment in the number of elected faculty seats on the University Council allocated to each college.
(E) When a university committee or council requires staggered terms for its elected faculty members, determine in advance of the election which seats in each college shall be filled for one-, two-, or three-year terms. Such a determination must be made before the initial election of faculty to such a committee or council, and before the first election after each successive reapportionment of seats on the committee or council. Staggered terms shall be assigned so that, as nearly as possible, there will be an equal number of
members of the council or committee elected each year and an equal number of members elected from each faculty constituency each year.
(F) Administer and supervise all referenda that require the vote of the entire faculty of the university.
(G) Monitor legislation that affects higher education and report the status of such legislation to the University Council so that appropriate actions may be taken.

2015-2016 MEETING SCHEDULE
EXECUTIVE COMMITTEE OF THE FACULTY SENATE STEERING COMMITTEE OF THE UNIVERSITY COUNCIL

FACULTY SENATE
UNIVERSITY COUNCIL
$\left.\begin{array}{|l|l|l|}\hline \begin{array}{l}\text { FS-EXECUTIVE } \\ \text { COMMITTEE } \\ 1-2: 30 \text { p.m. }\end{array} & \text { FACULTY SENATE } & \text { UNIVERSITY COUNCIL } \\ \begin{array}{l}\text { UC-STEERING } \\ \text { COMMITTEE } \\ 3-4: 30 \text { p.m. } \\ \text { Altgeld Hall 225 }\end{array} & 3-5 \text { p.m. } & 3-5 \text { p.m. } \\ \text { Clara Sperling Sky Room } \\ \text { Holmes Student Center }\end{array} \quad \begin{array}{l}\text { Clara Sperling Sky Room } \\ \text { Holmes Student Center }\end{array}\right]$.

Spring Break March 13-20, 2016


[^0]:    Sincerely,
    

    Greg bong, Ph.D.
    Presidential Teaching Professor
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