

FACULTY SENATE MEETING AGENDA
Wednesday, March 30, 2016, 3 p.m.
Holmes Student Center Sky Room

I. CALL TO ORDER

II. ADOPTION OF AGENDA

III. APPROVAL OF THE [MINUTES](#) OF THE FEBRUARY 24, 2016 FS MEETING

IV. PRESIDENT’S ANNOUNCEMENTS

V. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. Presentation of the Bob Lane Faculty Advocacy Award to Therese A. Clarke Arado

VI. CONSENT AGENDA

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

IX. REPORTS FROM ADVISORY COMMITTEES

- A. FAC to IBHE – Paul Stoddard – report
- B. University Advisory Committee to the Board of Trustees – no report
Greg Long, Dan Gebo, Rebecca Shortridge,
Leanne VandeCreek, Steve Builta, Holly Nicholson

X. REPORTS FROM STANDING COMMITTEES

- A. Faculty Rights and Responsibilities Committee – Paul Stoddard, Chair – no report
- B. Academic Affairs Committee – Jimmie Manning, Chair – no report
- C. Economic Status of the Profession Committee – no report
- D. Rules, Governance and Elections Committee – Therese Arado, Chair – report
 - 1. Letter of acceptance of nomination for President of Faculty Senate/
Executive Secretary of University Council;
Faculty Senate will vote at the April 27, 2016 meeting.

- a. [Greg Long](#) – Page 3

2. Election of NIU representative to the Faculty Advisory Council to the IBHE – 4-year term
See [excerpt](#) from NIU Bylaws, Article 17 – Page 4
 - a. [Paul Stoddard](#) – Page 5
 - b. [J. Mitchell Pickerill](#) – Page 6
- E. Resources, Space and Budget Committee – Laura Beamer, Liaison/Spokesperson – report
 1. Approve [2016 Budget Guidance Letter](#) – Pages 7-10

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

- A. Program Prioritization Update
Task Force Chairs: George Slotsve, Alan Clemens, Michelle Pickett, Matt Streb

XII. INFORMATION ITEMS

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

XIII. ADJOURNMENT



**Northern Illinois
University**

*University Council
and Faculty Senate*

DeKalb, Illinois 60115-2828
815-753-1732
Fax 815-753-8686
universitycouncil@niu.edu
www.niu.edu/u_council/

March 16, 2016

Dear Faculty Senators,

I appreciate and accept the nomination to serve a second term as the Faculty Senate President and Executive Secretary of University Council. At the outset, I would like to note that next year will be my sixth and final year on University Council. Following this service, I expect to return to the classroom and my scholarship.

The learning curve for this position is significant. The experience and knowledge I have gained over the past nine months has surprised me. Despite 25 years on campus, I had little idea about the complexity of overall university operations or the implications of NIU's *Constitution and Bylaws*. Much of my newfound knowledge has been gained from listening to others. I first reached out to Faculty Senators. At the beginning of fall semester, each one received an invitation to meet with me and discuss their experiences, concerns, and suggestions. This resulted in meetings with approximately half of the senators and five departmental meetings. I also routinely attend meetings of the Resource, Space, and Budget Committee; Academic Policy Committee; and Rules, Governance, and Elections Committee as well as meetings of the Operating Staff Council and SPS Council. In addition, I meet regularly with the presidents of the OSC, SPSC, and SA to discuss issues of shared concern and interest.

During a second term, I will continue to emphasize listening and collaboration. I will also focus effort on reviewing and aligning NIU's governance and policy documents. It is critical that we maintain protections for faculty, staff, and students while also providing a structure that allows for transparent and efficient operation.

I have found my service as the Faculty Senate President to be one of the most interesting (and intense) experiences of my professional life. The challenge it presents has helped me learn and grow in my knowledge and understanding of university life and politics. My hope is that this experience will help me contribute to the solutions we desperately need as a university. Thank you for this opportunity.

Sincerely,

Greg Long, Ph.D.
Distinguished Teaching Professor
-Executive Secretary of University Council
-President of Faculty Senate

Learning Today, Leading Tomorrow

Northern Illinois University is an Equal Opportunity/Affirmative Action Institution.

FS-STEERING: 03/23/16
UC-STEERING:
FACULTY SENATE: 03/30/16
UNIVERSITY COUNCIL:
REFER TO:

NIU BYLAWS

ARTICLE 17: OTHER STANDING COMMITTEES OF THE UNIVERSITY

17.5 Faculty Representative to the Illinois Board of Higher Education

17.5.1 The Faculty Senate shall elect a tenured faculty member to serve on the Faculty Advisory Council to the Illinois Board of Higher Education. The person so elected shall serve a four-year, renewable term beginning at the start of the fall semester. The person shall receive annual compensation equal to one month of the median salary of all tenured faculty. If not otherwise a member, the person shall serve as an ex officio nonvoting member of the Faculty Senate and the University Council.

The Faculty Advisory Council to the IBHE meets monthly on Fridays. The meetings convene at 9 a.m. and adjourn at approximately 2:30-3 p.m. Each meeting is held at a different institution of higher education throughout the state. The person in this position is required to attend these monthly meetings on a regular, consistent basis (travel reimbursement is provided).

The person in this position also is expected to communicate to both Faculty Senate and University Council regarding issues related to the FAC and to NIU. Faculty Senate and University Council each meet monthly on Wednesdays at 3 p.m.

Patricia Erickson

From: Paul Stoddard
Sent: Friday, March 11, 2016 2:41 PM
To: Greg Long
Cc: Patricia Erickson
Subject: NIU representative to the FAC of the IBHE

Dr. Greg Long
President, Faculty Senate/Executive Secretary
Northern Illinois University

Dear Greg and NIU Faculty Senators,

I would like to throw my hat into the ring and be considered for the position of NIU representative to the Faculty Advisory Council to the Illinois Board of Higher Education. I have served as alternate for the past year (assuming the actual position in January when Dr. Armstrong's schedule prevented her from continuing), and actually filled in as our representative back when I was Faculty Senate President a decade or so ago. Over that time, I have developed a good relationship with the others on the FAC (including some from that time a decade ago!), and believe I offer a respected voice for NIU on the FAC.

Thank you for your consideration.

Paul Stoddard
Assoc. Professor, Department of Geology and Environmental Geosciences
Northern Illinois University.



**Northern Illinois
University**
*Department of Political
Science*

DeKalb, Illinois 60115-2828
815-753-1011
Fax 815-753-6302
<http://polisci.niu.edu/polisci>

18 March 2016

Self-Nomination for NIU Representative to the IBHE Faculty Advisory Council

I am nominating myself to be the NIU representative to the Faculty Advisory Council to the IBHE. I am currently a Professor in the NIU Political Science Department and Faculty Associate in the NIU Law School. Prior to coming to NIU, I was a tenured Associate Professor at Washington State University, where I established a national and international reputation for my research, and I won three teaching awards. Prior to academia, I was a practicing attorney, with a practice that focused primarily on corporate law, commercial transactions and commercial real estate law. At NIU I have continued to produce high quality research that has had a significant impact in my field, resulting in my promotion from Associate to Full Professor, while also maintaining a commitment to both graduate and undergraduate education. I am currently on about 10 Ph.D. and Master's committees, and I founded the NIU undergraduate mock trial program in 2012, which recently earned a bid to the National Championship Tournament for collegiate mock trial (the top 48 of 650 teams in the country). Mock trial is well suited for NIU's emphasis on experiential learning and career-readiness.

I believe my varied background and experience should make me a strong candidate for this position. I have experience in the private sector as an attorney, and as an aside, I also owned a small business for a short period of time. Prior to going to law school, I worked briefly in the office of the Governor of Indiana. In my academic career, I have attended and earned degrees from three different public research universities, and I have been tenured faculty at two public research universities. Thus, I would bring a perspective to this position that is informed not only by my experiences as an NIU faculty member, but also by my experiences in the "real world" and at other universities. As a political science professor, I am also keenly aware of the political realities that influence higher education policy.

My commitment to the American university is unwavering. I believe it is crucial that we maintain a commitment to the core mission of the university – to create and disseminate knowledge. At the same time, we face political, social and economic conditions that create many new challenges for universities in the future. As the NIU representative to the Faculty Advisory Council to the IBHE, I believe I could be effective in helping Illinois universities and policymakers navigate these challenges.

If you have any questions or need additional information, please do not hesitate to contact me.

Very Truly,

J. Mitchell Pickerill, J.D., Ph.D.
Professor, Political Science Department
Faculty Associate, School of Law
pick@niu.edu
208-301-0319



**Northern Illinois
University**

*University Council
and Faculty Senate*

Date: April 7, 2016

To: President Douglas Baker

From: Greg Long
Executive Secretary of the University Council
President of the Faculty Senate

Mark Riley
Chair of Resources, Space and Budgets Committee

Laura Beamer
Faculty Senate Liaison/Spokesperson to Resources, Space and Budgets Committee

DeKalb, Illinois 60115-2828
815-753-1732
Fax 815-753-8686
universitycouncil@niu.edu
www.niu.edu/u_council/

Re: Committee on Resource, Space, and Budget Statement of Budget Priorities – Spring 2016

This Annual Statement of Budget Priorities was drafted by the University Council (“the UC”) / Faculty Senate (the “FS”) Committee on Resources, Space, and Budget (“the Committee”) and approved by the FS on March 30, 2016 and the UC on April 6, 2016.

Committee Activities

The committee has met monthly, with the exception of January, during the academic year. At each meeting NIU Chief Financial Officer (CFO) Dr. Alan Phillips and / or representatives from his office have been present to brief the committee on NIU’s financial situations. Dr. Phillips was present at all but one of our meetings. The financial briefings have been very informative and are representative of the openness and transparency NIU’s administration has shown the committee. In addition to receiving updates on NIU’s financial situation, the committee has held meetings at which NIU Provost Dr. Lisa Freeman addressed the issue of NIU administrative salaries as well as meetings at which we received updates on efforts to increase enrollment, and other relevant issues. Committee members have also met with Deans and other persons to learn first-hand the effects that the current financial situation have had on NIU’s day-to-day operations.

As mentioned above, during the 2015-16 academic year, the committee has received regular updates on NIU’s financial status from Dr. Alan Phillips and his staff. This information has informed committee discussions and has allowed committee members to go back to their departments to share factual information about NIU’s financial status. From an informational perspective, the committee and administration have made great strides this year. We recommend that the administration continue to work with the committee during the 2016-17 academic year to further improve information provided to the committee. In particular, the committee can better serve as an advisor to the administration if it receives more detailed information on available funds and decisions about their allocation. Again, the committee appreciates the progress made in this area during the past academic year.

Learning Today, Leading Tomorrow

Northern Illinois University is an Equal Opportunity/Affirmative Action Institution.

Current Financial Situation at NIU and in the State of Illinois

The State of Illinois is over nine months into fiscal 2016, yet remains without a budget. As a result, four-year state universities have received no appropriated funds from the State. During fiscal 2015, NIU received \$91 million, or approximately 20% of its budget, from state appropriations. In addition, the State has yet to fund any student MAP grants for fiscal 2016. This results in an additional shortfall for NIU of \$20 million. Compared to last year, the combination of no state appropriations and no MAP funding creates a \$113 hole in NIU's operating budget.

Moving Forward Without a State Appropriation

Thus far, NIU has survived the current financial situation without any layoffs or furloughs. As we understand it, NIU is in a position to survive at least through the fall 2016 semester with no state funding from appropriations or MAP grants. The committee applauds all NIU stakeholders, including students, staff, faculty, and the administration, for contributing to NIU's ability to reach this point. We urge the administration to continue to monitor expenses in order to minimize the effect of the State financial crisis on NIU.

We also urge the administration to continue its outreach in communicating with NIU students, staff, and faculty about the institution's financial situation and prospects. While the news that the administration has communicated thus far has not always been as positive as we would all like, the administration's willingness to communicate in a forthright and transparent manner has helped stakeholders to maintain an appropriate, but not excessive, level of concern about the situation.

Moving Forward If the State Appropriates Funds to NIU

The committee understands that no one is certain how the State budget crisis will end. However, if the State eventually returns to some level of funding for higher education, specifically for four-year universities, and also restores funding for MAP grants, the committee offers the following guidance:

- It has been several years since NIU staff and faculty received merit pay increases. This puts these individuals in difficult situations. Without merit increases, employees have fallen behind economically, as inflation has not stopped during this time. The lack of merit pay increases has damaged staff and faculty morale. NIU employees have received lower pay on an inflation-adjusted basis and have experienced increasing uncertainty about their continued employment status as the State's financial crisis has worsened. In addition, it has become increasingly difficult to recruit and retain staff and faculty. A continued lack of merit-based pay increases will put NIU's employees and the institution itself in peril. For these reasons, a return to regular merit-based pay increases for staff and faculty must be a priority.
- During this academic year, NIU has undertaken a program prioritization effort aimed at making resource allocation more effective and efficient. As the program prioritization task forces issue their conclusions, the committee understands that you and your cabinet will use those findings as the basis for decisions about allocating resources to specific programs in the future. The committee asks that you make the process of program prioritization-based decision making as transparent as possible and that you involve representatives from NIU constituencies in the decision-making process. Such involvement will add to the support that the decisions receive

from such constituencies. We suggest that, at a minimum, the following individuals be involved in the decision-making process.

- Executive Secretary of University Council / Faculty Senate President
 - Co-chairs of the Academic and Administrative Program Prioritization Task Forces
 - Supportive Professional Staff Council President
 - Operating Staff Council President
 - Student Association President
 - Speaker of the Student Association Senate
- Again, the committee recognizes the efforts of the administration, as well as other NIU stakeholders, in cutting expenditures to allow NIU to be in position to continue to operate through the State financial crisis. However, we view the current operating procedures as untenable in the long-run. NIU cannot continue indefinitely without providing its employees adequate pay increases, making necessary capital expenditures, and providing more funds to departments that are currently functioning in what might be termed emergency modes. We, therefore, have identified the following strategic priorities, in addition to pay increases and program prioritization efforts mentioned above, that we feel should be addressed when State funds become available.
 - Capital expenditures – The committee understands that the administration is currently funding only the most urgent capital projects. We ask the administration to return to funding capital projects including repairs to and renovations of campus buildings, replacement of aging computers and other equipment around campus, and other needs as appropriate.
 - Student Recruitment and Retention Efforts – Tuition revenue is the financial life-blood of most universities, including NIU. In addition, recruitment and retention of a diverse, high-quality student population is critical to our institutional mission. The committee believes that efforts to increase our presence in high schools and community colleges all over northern Illinois will be critical to recruitment efforts, as will efforts to communicate the value of an NIU education to prospective students. However, recruiting is not the whole answer to enrollment concerns. We must seek to retain students once they arrive at NIU. Scholarships for existing students could form an important part of retention efforts as could programs that give NIU students a feeling that while they are enrolled here, this is truly their home. Therefore, the committee urges the administration to allocate additional resources, in a strategic manner, to recruitment and retention efforts when those resources become available.
 - The committee recognizes that the rebound that occurs at NIU will not be a mere return to business as usual, but will represent a focused and strategic reallocation of resources across the university. This process will inevitably involve change. We believe that the administration should carefully involve NIU stakeholders in making decisions about

President Douglas Baker
Page Four

NIU's post-crisis direction and strategy. Again, it is only through transparency and involvement of all stakeholder groups that we can succeed as an institution.

Finally, committee chair Mark Riley (College of Business), Faculty Senate liaison Laura Beamer (College of Health and Human Sciences), and I would like to thank the following committee members for their hard work and thoughtful input this academic year:

Terry Bishop, Department of Management
Gary Chen, Department of Industrial and Systems Engineering
Dhiman Chakraborty, Department of Physics
Elvia Arriola, College of Law (fall semester)
Therese Arado, College of Law (spring semester)
Jana Brubaker, University Libraries
Mitch Irwin, Department of Anthropology
Rebecca Hunt, Department of Educational Technology, Research and Assessment
Geoerge Slotsve, Department of Economics
Mike Konen, Department of Geography
Rich Grund, School of Music
Dillon Domke, Student Association, Speaker of the Senate
Deborah Haliczzer, Supportive Professional Staff Council President (fall semester)
Steve Builta, Supportive Professional Staff Council President (spring semester)
Holly Nicholson, Operating Staff Council President
Promod Vohra, Dean, College of Engineering and Engineering Technology
Al Phillips, Chief Financial Officer
John Heckmann, Associate VP, Facilities Management and Campus Services
Lawrence Pinkelton, Associate VP, Finance and Budget

Thank you again for the willingness of your administration to work with our committee this year. We look forward to a bright future at NIU and to continued partnership between NIU's students, staff, faculty, and administration.