

UNIVERSITY COUNCIL TRANSCRIPT
Wednesday, September 10, 2014, 3 p.m.
Holmes Student Center Sky Room

MEMBERS PRESENT: Arado (for Arriola), Baker, Block, Brubaker, Campbell, Chakraborty, Chavez, Chen, Chmaissem, Dawson, Deng, Domke, Donovan, Feurer, Frascello, Fredericks, A. Freeman, L. Freeman, Ghrayeb (for Vohra), Giese, Haliczzer, Hathaway, Henning, Jaffee, Kamholz, Khoury, Lee, Lenczewski, Liu, Long, Macdonald, A. Martin, McCord, Mohabbat, Monteiro, Moremen, Naples, Neal, Pitney, Plonczynski, Riley, Sagarin, Schoenbachler, Schwartz-Bechet, Shannon, Smith, Ueckert

MEMBERS ABSENT: Abdel-Motaleb, Arriola (sabbatical), Bond, Doederlein, Farrell (fellowship), Holly, Mogren, Munroe, Perea, Vohra

OTHERS PRESENT: Armstrong, Bryan, Caldwell (for Weldy), Coronado, Hardy, Harris, Klaper, Nicklas, Salem, Shortridge, Tucker

OTHERS ABSENT: Blakemore, Gebo, Kaplan, McHone-Chase, Slotsve, Suttentfield, Waas, Weldy

I. CALL TO ORDER

D. Baker: Can we come to order? So I kind of semi-jokingly thought we could have everybody stand up and give five-minute presentations on who they are and what their background is, but we need to go to the block party after this. Does everybody know about the block party? What would you tell us about the block party? So it's student groups and offices from around campus. They're over in Chick Evans Field House from 4 to 7 this afternoon. And it's a block party to get to know each other's offices and what's going on around campus and I got a t-shirt. If you all want to go over, I would invite you to walk over there afterwards. Does anybody else want to say anything about it that's worked on it? Anybody? Do you want to say something? Katrina, a fountain of wisdom.

K. Caldwell: Oh, so can you hear me? A couple of the centers across campus have come together and they've worked with student organizations and it's in the name of building community around campus with the students, faculty and staff. And it's just an idea of getting to know your neighbors, having a sense of community, breaking down differences, trying to figure out ways that we all can work together building a thriving community, feeling a sense of one NIU and working together. So we're all going come together, we're going to eat a couple hamburgers, we're going to try to dry out from all the rain today and so please come join us at our NIU neighborhood block party.

D. Baker: Thanks, Katrina. That's a good sales pitch.

Meeting called to order at 3:05 p.m.

II. ADOPTION OF THE AGENDA

D. Baker: Well now that we've already gotten into agenda, let's adopt the agenda. Do I have a motion to accept the agenda?

Unidentified: So moved.

D. Baker: Second?

Unidentified: Second.

D. Baker: Any discussion? All in favor?

Members: Aye.

D. Baker: Opposed? All right we've got an agenda.

III. APPROVAL OF THE MINUTES OF THE APRIL 30, 2014 MEETING

D. Baker: Next is approval of the minutes from the April 30 meeting. Do I have a motion to approve the minutes?

D. Haliczzer: So moved.

D. Baker: Do I have a second?

Unidentified: Second.

D. Baker: Any discussion? All in favor?

Members: Aye.

D. Baker: Opposed? All right, great.

IV. PRESIDENT'S ANNOUNCEMENTS

D. Baker: President's Announcements. I'll start with enrollment. And, going into this fall, our projections were we would be down about 700 students. And we beat that so I guess that's good news. Why 700 students? Part of the answer is the demography of our student body right now. We've had declining enrollments for a decade and the declining enrollments mean that every class graduating is bigger than the one behind it. Until we turn around, our freshman class, that will be by definition truth. So this fall, coming into fall, we knew that, if we had the same size freshman class and the same size transfer class and the same size incoming graduate class, we would be down 400 students just because of the demography of bigger classes going out and the same size coming in. We ended up being and we estimated that we would lose more market share and be down 700 students. So the good news is we beat that. We're at 527 is what we were down. So I guess that's a moral victory that we beat the odds.

But there's some leading indicators that I found to be very positive. One is: After a 15-year slide in retention rates, freshman to sophomore retention rates, our retention rates are up this year by five points. So we spent a lot of time in the spring and some in the fall talking about student retention. And we were at a university low last year freshman retention of 66 percent. And we talked about that last year in this council, 66 percent, so we lost a third of our freshmen last year, freshman to sophomore. This year we went up five points which is a big jump in one year. So we're 71 percent which is the highest rate we've had in about three years. That's a pretty good leading indicator that we're starting to turn and we did that with not a full year's of work on it. So I'm optimistic that all the things that we've got underway in a variety of venues are going to start to turn that corner. And, as we turn that corner, we're going to fulfill our mission of creating transformational learning experiences for our students to prepare them for their careers and their lives. That's really why we want to do it. It's our mission and it overlaps also with our economic viability. It's really important for us to turn that enrollment around. We're doing that. We're starting to do that. Our freshmen were down, I think, 38 students from last year which is close to being flat. I think we can turn that around. A number of the colleges were up. Denise, I saw the College of Business was up this year. Congratulations. Engineering is up again, congratulations. So we're starting to see that turn and we've got to work that across the whole institution. But my thanks go out to all of you – the faculty and staff – who turned that retention rate around dramatically in one year. Let's keep it going.

This summer we had a leadership retreat and worked on these issues and talked about how we move forward. And one of the goals we set was to reduce the fall to spring retention drop that we have this year by five percent. So traditionally we lose about 10 percent of our students before the next semester. And if we could cut that in half, that would make a dramatic impact on the university and on our students' lives. So we're working on issues on how to do that. We had about 130 people at the leadership retreat. We're coming back October 3 to talk more about that and I'll be happy to bring back kind of the model that we're using to think about that and we call it the triangle offense sometimes. How many people participated in that here? Bill did, Sarah, a few others. Good, yeah. We'll be back to you to talk about that – where we're going and how we can continue this positive turn-around trend.

One other positive trend, last year we put more emphasis on international programs, and it looks like we're up over 200 international students this fall. So that's another positive trend. I think the number was 240, so a positive number. Any questions on the enrollment?

Let's see, other stuff? Oh, something that Lisa and I and Nancy Suttentfield have been holding town hall meetings around the university. We've done it in all the colleges and we're going out to all the administrative units. We just came from Student Affairs and Enrollment Management. Earlier today we did Research and Outreach and we're going to continue around talking to everybody in the university about some of the key issues. One of the things that came up – and it was in the news this summer some – I wanted to directly address it. And that was the salary of two people that I hired on my senior administrative team and that was Nancy Suttentfield and Ron Walters. And there's a lot of misinformation about their salaries out there. I did publish an op ed about that, a letter to the editor, that tried to clarify it. But I want to say just a couple words about it because it frustrates me about the misinformation and how it gets spread. So the salaries that were quoted in there were not correct and the reasoning behind it I'm not sure has been clear to the faculty and staff. When I got here last fall we didn't have a budget that I could tell how

much money we had. And probably none of you who are leaders had a budget you could tell how much you really had. And we didn't know what our expenses were and how we were spending our money. In a time of financial constraint, it seemed that we really needed to have a grip on our budget. In addition to not having a budget, we didn't have a budget process to allocate resources to the highest and best need. And I felt like we really needed to have that in place too. So I felt like we needed to make a change in how we're managing our budgets. And I decided we needed to make some structural changes and some personnel changes. I ended up eliminating two vice presidencies in that process. One was the Vice President for Finance and Administration and then second was the Vice President for Operations. I did create a Vice President for Finance, our Chief Financial Officer, and hired an interim and that was Nancy Suttentfield. And we've hired her on an interim basis. The plan was to have her through May of last academic year. And I hired her through kind of a headhunter firm for higher education. It's called The Registry and it's kind of the headhunter firm for senior executives in higher education. And they have a group of people who have held these kinds of positions. And we looked at a series of resumes and people's experiences and they have a very unusual interview process. You'll conclude which people you want to talk to and they send them to campus the at the same time and they actually sit down and interview with you in the same room at the same time which is a little bit uncomfortable, but they know what the drill is. They're an interim employee, they know that. They come in and you can have a dialog about how they would approach various issues and it worked well. I thought it was going to be unusual but it worked well.

Nancy Suttentfield was outstanding in that process. She's the former CFO at North Carolina, Wake Forest, Case Western, and the Smithsonian, so she comes to us with one of the best CV's in the country and did outstanding work with Lisa Freeman, Executive Vice President and Provost and their staffs to put together a budget. And when we got through figuring out how much money we had, we estimated that we were about \$15 million in the hole. So if you divide \$15 million by let's say \$50,000 per job that's 300 jobs. That's a lot. That's a big hole to close. And so we had to develop a budget model and budget principles and a prioritization process and a series of processes to go through to close that budget gap and we did that. We did that with collaboration through the Resource, Space and Budget Committee and other committees as well as the university leadership and hiring meetings, etc. So anyway a ton of work, I appreciate Nancy's outstanding work in that regard.

When we started a search process in the spring for Nancy, Nancy's position, and that search ultimately failed. It was not a strong pool and it may be partially the structure of the job or could be we were little late to the market being in the spring. In any case, it wasn't a pool we felt confident with and we were half way across the river so to speak with that metaphor and I felt like we hadn't gotten to the finish line with developing the budget, balancing the budget and closing the books for the year. And we had not developed a capital prioritization process either so we know what we're spending our capital dollars on. So I asked Nancy to stay. She had other options and I ended up having to give her a salary increase so she would stay through December of this year and I felt like that was a good investment. So I know there's been some critique of it but I felt that was the right thing to do at the time so we could get our books right, get our processes right, and lay the groundwork for this search that we're going to kick off next week. Lisa will chair that search committee and we've got a committee being pulled together now and we'll use a headhunter firm, Parker and Associates, that will help us with that search. So that's the piece on her.

The other person that's been in the news was Ron Walters. And Ron and I had worked together before, in fact there was a rumor that he was my brother-in-law, which I find humorous, which he's not. Ron has also one of the best CV's in the business. He ran the strategic planning group for Deloitte for a number of years. He started three companies, was a principal in one of the second largest architectural firms in the country and had a private consulting firm for a long time.

I asked him to come in last fall to help us with our strategic positioning and strategic planning. It was clear to me that we are losing our market share. We've lost 5,000 students in a decade. That's a lot and other schools are growing and we're not in the position that we need to be. And I felt like we really needed to examine where we were strategically and then get people in the institution thinking about it. Thus, the Bold Futures workshops, the town halls and other things that we're doing. And then Ron ran a series of workshops with faculty, individual faculty, staff, students, departments, colleges, etc. When I brought him on last fall I thought he would have a much smaller portfolio and time allotted to the job. It turned out that his work was very productive and I asked him to essentially double his time with us. So with that I didn't change his pay rate but I did change the amount of time I was paying him for so his compensation, in fact, did go up. His contract also ends in December.

So those are the two pieces and kind of the rest of the story on those. I think they've been great investments. They've both helped us move forward fiscally and strategically. I'll be sorry to see both of them go. I think they've made great contributions to the institution. If you've been in a Bold Futures workshop, you've seen Ron facilitate those and know how effective he is and just that, let alone the strategic planning kind of environment and helping us think through that.

On October 3, we're going to have a second of the leadership retreats to look at the strategic plan that we started in July and we'll have about a 120 or 130 of the senior administrators from department chairs on up at that meeting. It was really great to have the department chairs at that meeting. I'm not sure we've included chairs in that kind of conversation about our strategic direction and how to implement it in the past. So those were a couple pieces that I wanted to mention and get out there so that there was a little bit more grist to the mill and the rest of the story was out there. I'm happy to answer any questions on those or other things if anybody has those. Okay. Well if you have some, you want to grab me or send me an e-mail or something, I'm happy to have an individual conversation with anybody on that as well. Okay? Thanks for letting me go on about it. It's been bothering me for some time and I kind of feel like they're getting beaten up in the press too when, in fact, they've made amazing contributions to NIU.

All right, under the President's Announcements and on our agenda is information technology updates. Oh, and by the way, let me just say one other thing about salaries before I do that. It reminds me we've hired Brett Coryell. Where's Brett? Hi Brett. Brett is the Vice President for Information Technology Services or you're changing your name aren't you?

B. Coryell: We're going to be the Division of IT.

D. Baker: DoIT. I like that acronym. Let's just do it. Nike will be after you for trademark stuff soon but brace yourself. Brett's been a fantastic addition. Previously, the CFO reported to the Outreach VP and I felt like information technology is such a critical piece of faculty, staff and

student success. We need to have him at the table, at the cabinet meetings talking about where we're going and how we support your efforts. And so I didn't create a new position but I elevated it to report to me rather than to Anne and we hired Brett after a national search. He's done a fantastic job. Comes to us from Emory University and I might note that, as I created this vice presidency, it wasn't a new position just a new title, and hired other people in and reduced other vice presidencies, our budget for the executive leadership team at the end of the day is going to be about \$300,000 less than it was before I got here. So I think we've made some important budget reductions there but hired outstanding people into those positions and I think Brett's an example of that. So Brett is going to give us an update today on information technology, kind of the outlooks for it. And you've probably got some things to say about acceptable use policy and a few other things. Do you want to sit here and I'll move over?

A. [Information Technology Updates](#) – Brett Coryell, Chief Information Officer

B. Coryell: Well, good afternoon. It's a pleasure for me to be here. One of the things that all IT organizations struggle with is how to get the message out and how to really try to be communicative and let people know everything that's going on inside an IT organization. And we certainly have a lot going on inside IT at NIU today. I did some PowerPoint here. I have a number of different topics. I really just want to raise awareness of several of the different items that are going on. Of course, I'm happy to take questions on any of them. I've got about 15 minutes, I've got about 15 slides, so that's going to guide our pace. Okay, can we go to the first one?

And I'm going to have to look behind me because I don't have my confidence monitor in front of me. That's okay. I'll look up here every now and again. Can we go to the first slide? Here you can see just a general agenda for today. I wanted to talk about one of the advisory committees that reports into my role. I'm going to ask this group to consider changes to the standing documentation. It hasn't been reviewed in quite a long time. I met with the group called CFAC, which I believe stands for the Computing Facilities Advisory Committee. I met with them a couple of times right after I was hired. They were in recess over the summer break. We looked at the language and considered that but, as part of the process of shared governance, we wanted to bring that document here for review, comment, edits, and approval if necessary. Then several other updates which you can all read. Can we go to the next one? This should be my CFAC slide. It's a two-page document. What I've really done with that is just update the language and I've highlighted that here on slide but I will make the PDF version or an editable Word version available to the committee and you can all pass that around and go through whatever deliberative process exists for reviewing and approving that. I believe that was a University Affairs subcommittee might end up looking at this and giving me your feedback on it. In general, the intent of the committee is to be advisory to the Chief Information Officer.

The, what else do I have up there, the focus. I really like the focus because it's really to talk about how IT, all aspects of information technology intersect and inform all aspects of academic life. Whether that's student life, it's the classroom, teaching, research, you name it; if it impacts academic life, this group is really ideally, in its construction, it's ideally suited to help me get a better view of where we have gaps, how we're doing, what I need to expand into, what services I need to offer. There's a separate type of governance that is going in place now that really lends itself more towards the administrative function of information technology, Blackboard, PeopleSoft, Desktop Support, security, that sort of thing. So CFAC would be important to me in

helping me stay connected with the academic life of the institution and make sure that IT is useful to you in that capacity. The membership is long but comprehensive. I invite you to look at that and make any changes. It includes a dean or a representative. It included the Chief Academic Officer or her designee. It includes student representation. It includes faculty representation, but again I'm open to whatever the proper composition of that group would be.

And then the last item the function really the document calls out a specific request to put this group in motion and to take action on advising. That could be advising on policies, and I'll have more to say about that when I get to the acceptable use policy. It could be talking about communication, helping actively bring communication from colleges and departments to IT and then as that group meets, considers, and gets answers for things to take that information back and spread that within colleges or spread that within the student population. My hope is that as I said it's always a struggle for IT to reach every corner of the institution that uses IT, this could be another useful venue for me.

We have a large number of network changes that have gone on over the summer or are continuing to go on and although this is not a diagram of our particular network, it's illustrative because the key change that everybody needs to be aware of that happened over the summer is that there has been a need for a long time for NIU to have some sort of a border between us and the wide open internet. I think our networking architecture was set back in a time when the internet was a more friendly place. But it is certainly not a friendly place today and, while systems like PeopleSoft and Blackboard did have what's called a firewall that would protect or block hackers from trying to get in and trying to do malicious things with our centralized systems, if you were not inside our data center and if you are not a core administrative systems such as anyone who is on a wireless network today or if you have a desktop in your office, that was free and openly available to the internet. And that is not a safe practice, it's not a good practice, it's an actively bad practice. And so we put a firewall in place over the summer and that is blocking right now over 1,000 malicious attacks per hour. It has been for over a month so you can see kind of the necessity of that. We had actually no visibility into all of those attacks before. I expect that as the remainder of the campus moves behind the firewall over the next, I would say, six weeks or so, we'll only see that number go up. Not only does the firewall block unwanted traffic from coming in, often times people are infected but they don't know it or rather to say your machines are infected, but you don't know it and so your machine could be actively trying to communicate with a site that is known to be bad on the internet. And I say bad here, not in the sense of morality, but in the sense of malicious behavior. And that communication happens underground. And so the firewall actually works in two directions: It analyzes every traffic flow that goes in and out of the border of the campus, and it will block any traffic where your machine is trying to communicate with a known hostile site. That's what the intent is for the firewall, nothing more than that. Only to keep people safe and sort of in a hygienic situation with their computing life. Let's go to the next slide for that.

Okay so I had that in just to indicate there's other work happening on campus. I did not take this picture on our campus, but this indicates a situation where the wiring left untended can get into a state of neglect. That certainly happened in this city here. In our campus there's wiring in the buildings, there's wiring underground that just has been in place for a very long time. Over time, you know rodents actually come in and they burrow underground and they gnaw on the cables. Technology marches on and the cables that were installed 20 or 30 years ago cannot carry the high speed communications that we have today. So there's ongoing work to pull those cables out

of the ground, to pull them out of the walls of the buildings and to replace them with new higher speed cabling. That project will go on through the end of next summer I would imagine. But as we do get building-by-building to each location, then you'll experience faster networking speeds and higher stabilities. I just wanted to make people aware that that's happening. Let's go to the next one. Let's just skip that one.

Oh okay I can't skip that one because the question marks was really all about the Acceptable Use Policy. There was some traction that originated on a blog site earlier this summer, several weeks ago, that talked about NIU's Acceptable Use Policy. This policy dates back probably seven or eight years, I forget the date right now exactly the last time it was revised. But what happened is that, as those firewalls were blocking known hostile traffic outbound, they were also analyzing for other types of traffic flow that wouldn't be acceptable. So unacceptable traffic according to the law would be viewing of child pornography or other types of abusive situations. So the firewall actually monitors that and blocks it so that we're not in violation. We don't let you violate the law in that way. Pages that were blocked in that manner, and we have had pages blocked for that specific reason, pages that were blocked in that manner, would receive a warning message that contained an extract from our existing Acceptable Use Policy. The problem with that policy is that it will say things like: It is prohibited for the excessive use of social media or other types of sites. And that got turned instantly into: NIU is blocking social media sites. And, unfortunately, there was a Wikipedia article that in the very early few days of implementing the firewall it was blocked because it was mis-categorized for some reason. We actually don't see that block in the logs any place but people thought we were blocking Wikipedia as well and we are not. The Acceptable Use Policy reflects the fact that, if you are an employee and you're spending all of your time on Twitter and Facebook and you're not doing your work, that's an unacceptable use of state resources. It's part of the Illinois state ethics policy and it's prohibited use, although we are not blocking that type of use, it's prohibited use for the state. It is not prohibited use for the students and that's not clear in the policy. What I've done to try to get a handle on that and to try to be inclusive in the way that we revised the policy, is I've asked CFAC, the group that we started off talking about, I've asked them to look at the policy and act in their function as an advisor to make any necessary revisions. I got, a few people wrote in about the Acceptable Use Policy including an alumna of the law school, so she will be joining us. There was a very thoughtful letter that came from a librarian talking about library commitment to free speech and she will join us in that review. And I've also offered for anybody who wants to on that committee to go to a Cornell Institute on Computer Use and Public Policy. They look at these things all the time. So far, no one has taken me up on that offer yet, but I think it would be great if we got someone from CFAC to go take our use case. I know the people actually at Cornell are discussing NIU's Acceptable Use Policy. I'm on a list where, or I've gotten copies of a list where they're making some reasonable recommendations. I think it would be fantastic if we sort of took the next generation step and were able to appropriately split out the difference between student use and employee use.

Let me go quickly through a couple more slides. We're looking at learning spaces. I'm taking several people from our campus to other campuses around the country where they're doing innovative things with learning spaces. The hope would be that we see new, modern learning spaces that look like this as opposed to the last slide which is a cinder block room with rows of computers sitting on static tables. I'm hopeful that, when we're done with that, we'll then begin to revise what labs and other types of learning spaces look like around campus. We're also working with Apple to talk about what to do with different types of learning spaces. Can we go

to the next one?

This is from Oklahoma University. It looks like an Apple store. It used to be their bookstore, now it's their computer store run by the IT group and you can do all kinds of things in there. You can, if you want to, you can buy a computer, you can buy an iPhone case, you can go in and play with robots that they have just bought a few of. You can do an immersive Google liquid galaxy thing where you're surrounded by monitors and you can see geo location data. You can do 3D printing in there. This is an idea that we're floating on campus right now. There's a business case that's being considered to build a space that would look like this for students, faculty, staff, alumni, anyone who visits the campus. I think it's an exciting idea and it's something that I really hope we get to build. Go to the next one.

This is the opposite of exciting space. The intent is not for you to see the actual line items or detail on this, but it is the case that the technology fee that is assessed to students right now is probably not optimally apportioned. I think it probably pays for things that students care little about and it doesn't pay for things that students care a lot about. Also many of the fees that we have really have no actual cost basis and I'll say that, let's say that if there was once a rational basis for the costing, I think it doesn't apply anymore. And some of the rates that my group charges, the origins of those are lost in history. So this is a cost model that I brought from my last university about all the components that go into our voice wired and wireless data rate. I'm going to go through and assign new rates over the next 12 months to all of the recharge-based services like telephone costs. And I'm also looking to see if I can make the tech fee pay for things that students care about like ubiquitous wireless coverage on campus and not for things that students don't care about like the PeopleSoft finance system. That work is ongoing. Next.

One thing a tech fee could pay for is an iPad initiative where every student gets an iPad or a small tablet computer. Is this Arkansas State, I think, yeah Arkansas State does something like this. Southern Illinois University does something like this. We're going to start to build a business case and see whether or not it's feasible for NIU to officer a similar program. I've had many people approach me and suggest this type of program but, of course, the financial viability is the whole thing so we'll have to find out whether it works.

Just a word or two about PeopleSoft: Good news is we got approval from the board sub-committee on finance to move forward with a request to replace our aging middleware. The servers for PeopleSoft have already completed two full life cycles, so this is your student system, HR system, finance system. They're already twice as old as they should be so we're going to replace all of that. I'm very hopeful that the full board will consider and approve that. We're also looking at replacing PeopleSoft because lots of the modules that we want to implement, like a grant module or time and labor module, we own them but they've just never been implemented. It's likely that we won't replace PeopleSoft because that's an expensive proposition. But so if fixing all the problems that we have in PeopleSoft today, so we're looking at whether to issue an RFP to consider the replacement of the PeopleSoft systems. We'll go to the next one.

And the last slide that I have is we're looking at an addition to Blackboard. Several people went to Blackboard's national conference this year and they saw this product, MyEdu, a company that they bought back in January. It has a number of different functions. I don't have time to get into them all right now. Happy to come to talk to anybody about these. We're considering whether or not to implement this functionality. This functionality would essentially allow students to create

some sort of a badging or social looking profile where you earn tiles that represent skills. It would represent where you want to work and live after graduation. It would help you schedule classes, and then the interesting part is that employers would be able to search that and say: Show me people who have these particular skills. And that would help match you up as a graduating student with either – well before graduation – it could help match you up with internships and then as a graduating student it could help you find employers who have jobs that match your skill profile. And it can help employers who don't maybe send people to career fairs on our campus, it would help them find you if you have particular skill profiles. It is not again decided that we'll do this, this is just one of the things that's before my group for consideration and that's my last slide. Happy to take questions.

R. Chavez: How soon are you planning on the Acceptable Use Policy?

B. Coryell: It will move at the speed of committee work. The first meeting of CFAC for this year is scheduled for October 3. They have already received the existing Acceptable Use Policy, a call from me through the chair to please review the policy and come prepared to talk about the first set of revisions. They've received the offer to go to the Cornell Institute on Computer Policy and Public Law, and they've received the librarian's very thoughtful comment, and they've received all the other threads that I thought were useful someplace. But if I show up on October 3 and they haven't even begun deliberations yet, if nobody goes to the Cornell Institute and looks at that, it's conceivable to me that it could take all academic year for that committee to deliberate. I think the thing that I would want students to know, at this point, is: If you look at the past history of what's been blocked and what hasn't been blocked, I think you'll find that we're not blocking Wikipedia and we never have been. We're not blocking social media and we never have been. It's not our intent, that hasn't changed recently, and your experiences today should reflect that. That should stay the same. It's only codifying that in policy which I have every intent to do.

R. Chavez: Okay, I was just wondering because students understand now what it's about, but they're just like: Well the policy still needs to be changed.

B. Coryell: It still is a policy, right.

R. Chavez: And we just want to have an answer for them.

D. Baker: Are students on that committee, I don't know.

B. Coryell: I don't know whether there is currently a standing slot for students, but...

D. Baker: Deborah says there is one.

B. Coryell: There is still at least one in the revised language that I've proposed and I've invited at least one additional student who complained to the president and I fielded the complaint letter. I've invited him to participate in that review as well so maybe he will. I'm happy to have all the input we like. If student government association or any other body had an advice on say, once the committee deliberates and it looks like it's reasonable and rational, here's policy for students, here's one for employees. If you would like to circulate that through some means for wider student comment, just tell me how you'd like to do that and I'm all in.

R. Chavez: Perfect, thank you.

B. Coryell: Yup.

D. Baker: Anybody else? Greg?

G. Long: Are you staying for the meeting?

B. Coryell: Yes, I'll stay.

G. Long: Then I'll wait.

R. Feurer: The reason I was concerned about this policy, I guess, well first of all, I have a question. The CFAC committee, has it approved the recent statement for July, that was put up in July, or is this a new committee?

B. Coryell: My understanding is that this committee has been here for a long time. I've met with them once or I think I've met with them twice, but I really don't know the pre-history of that.

R. Feurer: And so can you say whether it approved the July statement?

B. Coryell: It did not.

R. Feurer: Okay, so I guess that's one of my concerns is that is there a process that we can be sure when these statements are updated or changed that we can have faculty input into those statements. The reason I was alerted was actually a colleague at Illinois State University who when he saw this policy flipped out and informed me through Facebook of what had happened to me. And it's a political speech issue and, of course, it has to do with University of Illinois brew-ha-ha that's happening now. I think we need to move toward a faculty political speech rights. I've been actually in dialog with the university ethics officer. I have concerns that the ethics statements are misconstrued or could be misconstrued and I would like to see that not happen here. I'd like to make sure that we make a positive statement about issues of civility that are broiling, University of Illinois because it's a thorny issues and I think we need a lot of thought going into that. So I guess that is my concern. I think that there ought to be a lot of representation of faculty on this committee.

B. Coryell: Very happy to do that. Just for clarification, I'd like to say that there was no new policy that was created. It was only the display of the existing Acceptable Use Policy which has been in place I want to say since 2007.

R. Feurer: I actually I really will check that, but I think there has been a change.

B. Coryell: If you look at the website for the Acceptable Use Policy, it does say that the last modified date was maybe in July or something like that, but it also says and I wish I had the language right in front of me, but something to the affect of that it was to change the division name. No other aspect of the policy was changed.

R. Feurer: Okay, all right. I had an old copy. I must have misread it because I actually have been in dialog, as I said, for a couple years about this.

B. Coryell: If it has changed over time, I apologize for that misstatement. My best understanding right now, because I've asked that specific question, is to say: When was the last time this was edited before we change the division name, and I was told it was 2007. If we made a change during the implementation, I was not aware of it either and I would not be in support of IT unilaterally creating policies generally, and certainly not in the case of anything that would abridge anybody's free speech rights.

D. Baker: Does anybody else have historical wisdom on that whether the last – does anybody remember? We'll check but I think that's right. Anybody else?

B. Coryell: And I'll stick around until the meeting's over if anyone else wants to catch me for a one-on-one discussion. I'm sorry it took longer.

D. Baker: You may want to have accessibility questions for Brett too. Do you just want to ask the one of him now?

G. Long: I'm going to talk a little later on in the meeting about accessible technology. But from the standpoint of CFAC, I was little disappointed to see on the topics there's nothing as it relates to online accessibility as a general topic and would encourage that and certainly to get some students with disabilities and/or faculty staff who have some expertise in that as contributing to the discussion would be something that I would encourage.

B. Coryell: Sure. We are not, to my knowledge, doing much with accessibility right now. I would say with Melanie there's just a little pilot program that we're doing to put iPads in the hands of students who are visually impaired. I think we're doing – did we do the sign language one yet too? So there's another program where I think we're trying to stream over the internet real time sign language interpreting. Again, just a pilot program, but I know you and I have talked about installing wiring in rooms and modifying the wiring standards so that we can get automatic amplification for people with hearing aids. If there's a list of things that we ought to be doing, if there's a list of desires to work towards, then I'd love to build a list and start to work the list. Right now I'm waiting for – actually I'm not actively waiting – but I would respond well to someone who came with a list of things that they wanted us to do. I just don't have a lot of thought leadership in this space right now but happy to work as an active partner to anybody who wants to get something done.

D. Baker: So, Brett, here.

D. Haliczzer: In September 27, 2012 the Vice President of Administration and the Director of Information Security in Operations updated the Acceptable Use Policy. So 2012 was the last time. We don't know what it says because it's a link but that's the last time it was updated, 2012.

D. Coryell: I'm very sorry for misinforming the committee. I was told 2007.

D. Haliczzer: Okay the policy updates include important clarifications in terms of limitations and responsibilities related to employee utilization of e-mail and information technology resources.

Given the close association with professional responsibilities, it is important that all faculty and staff be familiar with these policies and attached are printed copies of both policies.

B. Coryell: Did this come through CFAC?

D. Baker: It doesn't say.

D. Haliczzer: It came through Jim Fatz and Steve Cunningham. Jim Fatz and Steve Cunningham sent this out.

D. Baker: It doesn't reveal any process so we can do a little more history on it.

B. Coryell: Can I say one more thing?

D. Baker: Do you want to say anything about the state ethics law and how that affects it?

B. Coryell: No. If that was supposed to be a cue to something, I missed the cue, but the thing that I would like to say is that our security posture on campus is poor today from a comparison with what people in my position would consider the ordinary and usual practices that you should be taking to protect a campus. In order to remedy that situation, we need to have policies before we just go doing things, and the university right now – I think it's fair to say with respect to all bodies and people – the university doesn't have a method that's reliable, repeatable and documented for creating and approving policies. I'm happy to work to create one of those or to follow one as we build it or if it exists. But right now any policy that we would wish to create, I think it's just, it's a really hit or miss thing. And I think the university, itself, would be well served if it were more straight forward how to get a policy reviewed and approved so that it had sufficient faculty buy-in so that it met administrative needs so that students felt like they had equal representation. I just don't know how to do that other than ad hoc and trying to visit as many places as we can and ad hoc policy creation is not a repeatable recipe for success.

D. Baker: And that's a topic the trustees are interested in us working on as well and so Jerry Blakemore is working with them on that. It's good to get this stuff out and work them. Thanks, Brett. Thanks for your leadership in this area.

V. CONSENT AGENDA

D. Baker: All right, shall we go on to the consent agenda. I guess I need a motion to pass the consent agenda. Do I have a motion?

G. Long: So moved.

M.B. Henning: Second.

D. Baker: Thank you. Any discussion of the consent agenda? All right hearing none, all in favor?

Members: Aye.

D. Baker: Opposed? Thank you.

- A. [University Council Standing Committees](#) – Per NIU Bylaws, Article 2, approve 2014-15 membership rosters – Pages 5-10
- B. [University Advisory Committee to BOT](#) – Per NIU Bylaws, Article 16.4.1.1, confirm 2014-15 membership roster and confirm Rebecca Shortridge for a three-year term (2014-2017) – Page 11
- C. [Establish Ombudsperson Review Committee](#) – Per NIU Bylaws, Article 20.5.1 – Page 12
- D. [Campus Violence Prevention Committee](#) – Approve the addition of this committee to the “Committees of the University” section of the University Council Website – Pages 13-15
- E. [University Scholarships Committee](#) – Approve the inclusion of this committee, in its revised version, in the “Committees of the University” section of the University Council Website – Page 16
- F. [Northern Star Publications Board](#) – Approve the nomination of Mark Brown, Chicago Sun-Times, for a new three-year term (2014-2017) – Page 17
- G. [Student Conduct Board](#) – Committee membership guidelines – Page 18
 - 1. Approve the nomination of Jennifer Phippen, Director, Disability Resource Center, for a new three-year term, replacing Eric Appiah. Phippen is a supportive professional staff employee replacing a supportive professional staff employee.
 - 2. Approve the nomination of Lisa Vargen, Office Support Associate, Latino Resource Center, for a new three-year term replacing Michael Safarik. Vargen is an operating staff employee replacing an operating staff employee.

VI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

A. FAC to IBHE – Sonya Armstrong – report

[May 16, 2014](#) – Page 19

[June 20, 2014](#) – Pages 20-21

D. Baker: Moving on, reports from the various councils. The FAC and Sonya Armstrong has a report. FAC to IBHE, Sonya.

S. Armstrong: Hello. These two reports are from May and June so they’re a little dated. So I’m going to go through them very briefly. First, the May meeting: Really the only critical piece of information is that all of the IBHE staff vacancies have been filled, at least at that point.

For June: First of all I would like to thank again Pat Erickson for all her work because the June meeting of the FAC to the IBHE was here at NIU. I’d also like to thank Dr. Baker, Dr. Freeman and Dr. Pitney for attending that meeting. For June, I think the most important announcement

had to do with the IBHE Faculty Fellow and I would like to remind folks that that Faculty Fellowship is still available and, if you're interested in applying, I can certainly bring forward some information on that. I think that's really the most importance piece.

D. Baker: Great. Any questions? I'll just comment I thought it was a very effective IBHE meeting here on campus. We were really hosted well by the staff who did a great job. We did welcome the IBHE the night before and had an informal meeting with them and I think they liked it so much that they're going to make all the other schools do the same thing. And they said it was the first time that they'd had kind of a social environment where they could just let their hair down and talk about stuff and it was a big deal to them. And Lindsay Anderson, the chair, was very positive about that. In fact, we saw her this weekend at the Northwestern football game and she was glowing about how great it was and how impressed she was with the university so that was a good thing. And the Executive Director, Jim Applegate, who came on board last year has been on campus a couple times since and was here for the regional P20 meeting and is very impressed by what we're doing and trying to put together a regional collaborative to support the P20 pipeline issues. And I think they're going to say a lot of positive things about us in that regard. So thanks to Marilyn and everybody that put that together.

- B. BOT Academic Affairs, Student Affairs and Personnel Committee –
Dan Gebo and William Pitney – report
[May 29, 2014](#) – Pages 22-25
[August 28, 2014](#) – Pages 26-28

D. Baker: Okay, let's go on to the BOT Academic Affairs, Student Affairs and Personnel Committee. It's a written report only although Bill is here if you do have a question. Any comments on that?

- C. BOT Finance, Facilities, and Operations Committee –
Jay Monteiro and Rebecca Shortridge – report
[May 29, 2014](#) – Pages 29-30
[August 28, 2014](#) – Pages 31-32

D. Baker: Hearing none, we'll go on to the Finance, Facilities and Operations Committee just a report. Jay, are you going to give that? There you are.

J. Monteiro: The first report that's there is from May and I'll let you read through that. The August report is in your packet. I'll let you read that too. There are a lot of internal budget items that were approved to move on to the regular board meeting. Brett already talked about the one for Oracle, the request there. So if you have any questions, you can ask me, but I'll leave it for you to read.

D. Baker: Questions for Jay?

L. Freeman: It was mis-stated during that meeting that our lab animal facilities are not in compliance. The HVAC renovation that was approved was to insure maintained compliance, but our facilities are completely in compliance. That error has been corrected with the recording secretary through the Board of Trustees and I want to make sure it goes on record here.

J. Monteiro: Okay. Thank you.

D. Baker: Thanks, Lisa. Good clarification. Anything else?

D. BOT Legislative Affairs, Research and Innovation Committee –
Deborah Haliczzer and Dan Gebo – report
[August 28, 2014](#) – Pages 33-34

D. Baker: All right, let's go on to the Legislative Affairs, Research and Innovation Committee. Deb, do you have that one?

D. Haliczzer: I don't see either of my partners here so. This is a new committee and so we don't have minutes from the previous committee because this is a combination now of the Legislative and External Affairs and the research ad hoc committee whose name I'm not remembering. Lisa what is it?

L. Freeman: Ad Hoc Committee on Sponsored Research and Technology.

D. Haliczzer: Thank you very much. This is now LARI, the NIU Board of Trustees Legislative Affairs, Research and Innovation Committee, and we had an excellent introduction to some of the research process. Vice President Rigg gave an excellent PowerPoint explaining the importance of external funding, the process, the support we give to faculty who are research active, and so it will be well worth watching that PowerPoint. We also had a report from Assistant Vice President Mike Mann about the 2015 budget. The good news the cuts were not as bad as they could have been, but I would leave that to President Baker to discuss in more detail if you have questions.

D. Baker: Questions? So, on the legislative issue, our budget was reduced this last year by \$223,000. At one point the governor submitted two budgets, a recommended and a not-recommended. The not-recommended budget, which was not passed, was the one that assumed that the income tax would go away as it's scheduled to do and so under the law he had to put in a budget that balanced it. That would have been a 12 ½ percent reduction for us. They've cobbled together a budget to get us through the year. We'll see what happens after the election. After the election, they've got to decide: Are they going to make cuts? Are they going to keep they tax in some form to keep revenues up so cuts don't come mid-year? So it will be an interesting election for you. I would say: Educate yourselves and vote wisely however you think that is. But it's going to make a difference in the state's budget and where we're heading.

E. BOT Compliance, Audit, Risk Management and Legal Affairs Committee –
Deborah Haliczzer and Greg Waas – report
[May 29, 2014](#) – Page 35
[August 28, 2014](#) – Page 36

D. Baker: Okay, Deborah I think you're still on.

D. Haliczzer: The next one is colloquially known and the CARL Committee, the Compliance, Audit, Risk Management and Legal Affairs Committee meeting and there were a number of visitors from the neighborhood who came and gave brief public comments about renovations in

the neighborhood and other campus plans. And then the major part of the meeting was devoted to a presentation by Associate Vice President Karen Baker and her staff member about Title IX training. All of you will be expected to participate in Title IX training which has to do with sexual assault, domestic violence, rape. And so there will be training for all of us because we are expected to know what to do when students or colleagues experience this unfortunate sort of behavior. Universities are under a great deal of scrutiny and we are being very attentive to what the law says we need to do. We also heard a presentation from our Director of Compliance Administration and Risk Management. Most of us don't think very much about wires. Look at that picture we saw that Brett showed earlier. Look behind your desks because if you have not received one of the visits from external evaluators about your plugs, what you put in front of your heaters, go back to your offices and think about safety and electricity. You can read the report, though.

D. Baker: Great, Deb, and I'm glad you mentioned the safety issues. This summer, well all year, there's been a lot of talk across the country and particularly in the White House regarding violence against women in colleges and universities. They put together representatives from higher education to work through a series of issues and issued some policies. There were two lawyers from higher education that participated in those White House discussions and one was our Jerry Blakemore. As he came back, it became clear about the situation at hand and also the implications for the policy. This summer I felt like we really needed to get ahead of this issue and I appointed a Violence Against Women Task Force. It's co-chaired by Lesley Rigg and Eric Weldy. They've been meeting all summer. They have, I think, five sub-committees and they're going to be back to us with a report on essentially what we need to be doing before, during and after some kinds of incidents. So what do we do to prevent them? What do we do if they do happen? And how do we recover and go on from that? Rachel are you on that?

R. Chavez: I am, yes.

D. Baker: Any updates from you?

R. Chavez: I know that we will be meeting on October 15 to give you our recommendations as far as the recommendations that we've compiled.

D. Baker: So, you are getting close?

R. Chavez: Yes, we are still working within our sub-committees [off microphone] just go over it as a group before we come before you and present our stuff.

D. Baker: Any questions on that from anybody for Rachel? Thanks for serving on that committee. Anybody else? Anything you want to add?

M. Tucker: The task force will get together next week to update the task force members about the progress that the sub-committees have made. I'd like for folks to know that there's broad representation. The president was thoughtful to have folks from all walks of life across campus and community members to be part of that task force. And so I think that it's been a great step forward for the campus community to build on some of those relationships and move forward in some of our process and procedures.

D. Baker: Thanks for serving on it as well. It's been a lot of work. But good work, important work.

- F. BOT – William Pitney and Greg Waas – report
[May 29, 2014](#) – Page 37
[June 19, 2014](#) – Page 38
[August 28, 2014](#) – Page 39

D. Baker: All right, moving on the BOT report and we've got some written reports here. Bill, you gonna do it?

W. Pitney: Yeah, these are just written. The first two from May 29 and June 19 are from Alan Rosenbaum. Those are written only. My report from August 28 is very brief. If you have any questions I'm certainly willing to field those. It's pretty straight forward however.

- G. Academic Policy Committee – Virginia Naples, Chair – no report

- H. Resources, Space and Budgets Committee – Ibrahim Abdel-Motaleb, Chair – [report](#) – Pages 40-41

D. Baker: All right seeing none we'll move on. No report from Academic Policy Committee. Next is the Resources, Space and Budgets Committee, report is written only in this case.

W. Pitney: This report was brought forward by Paul Carpenter from last May 5 and kind of outlines the vacancy hearing process and the feedback received from the Resource, Space and Budget related to that process.

D. Baker: You have to get close to the... All right, we'll keep you posted. That's going to be an active committee this year.

- I. Rules and Governance Committee – Jana Brubaker, Chair – no report
- J. University Affairs Committee – Greg Long, Chair – no report
- K. Student Association – Joe Frascello, President – [report](#) – Page 42

D. Baker: The next two, Rules and Governance Committee and University Affairs, no reports at this time. We'll move on to K the Student Association. Joe, welcome and congratulations to you and your team.

J. Frascello: Thank you. We appreciate it. Real briefly, I just wanted to say how's everyone doing and I want to remind everybody what the Student Association is. The Student Association plays a critical role in the university's system of shared governance. The S.A. serves as the voice of the student body to the administration. We further motivate students to be active leaders on campus by cultivating an environment of learning and experiences that could go beyond the classroom. So this year we plan to improve student retention and develop a quality college experience by fostering involvement and supporting student career success initiatives.

First of all, we want to inform students of S.A. funding available to the different organizations that the Student Association funds. We want to spread the word about a new program called Huskie Link. We want to expand student presence on committees and we want to make sure that we are acting as the liaison between students and the administration. We also want to support student-based programs such as Huskie Tracks which is a mostly student-based group that creates all the maps for the Huskie bus line. Things like that we want to keep going. We want to make sure that we are putting our students in positions where they can develop professional skills and leadership so they can use that once they graduate. And we also want to follow through several other initiatives. It's on the screen there so that's pretty neat. Preventative programming for sexual assault, that's along the same lines as the committee that Dr. Baker was speaking to about the Violence Against Women Task Force; and also some mental health awareness programs. We'll be beginning rolling out these initiatives over the next few months.

Beginning next week we have a special guest that will be helping the Student Association out in terms of making an action plan about how to go about implementing these programs. His name is Ron Walters. He's been great so far helping us out in terms of just being willing to put together an action plan with us or at least guide us in the right direction. So we're thankful for him to be a part of it. Also you can see the additional significant projects we have up there. I'm not going to go through all of them, but if you have any questions I'm more than happy to answer them.

D. Baker: Thank you, Joe. Any questions? Well in my first year I worked closely with the S.A. and really appreciated their participation with me and keeping me informed and grounded on what the important things were and what we needed to work on. And already this year I've worked with this team and appreciate their work. At our leadership retreat in July we invited a number of students to come sit and talk to us and that was really very helpful and I think helped ground us again, you know what are we doing and why? What are the important things we need to be doing to help our students succeed? So Joe participated and thank you for doing that it was important. Anybody else from the students?

L. Operating Staff Council – Jay Montiero, President – [report](#) – Page 43

D. Baker: All right, off to the Operating Staff Council, Jay.

J. Monteiro: The report that's in your packet is from our August meeting and it was basically a house cleaning meeting, getting the year started off right. I'll point out a couple things there. We are in the process of updating our website. So if you do go to our website and you see mistakes or errors or you have questions, please feel free to e-mail us at osc@nui.edu and help us to make sure that our information is accurate. One of our members, Andy Small, is the president of the Employee Advisory Council downstate and I want to point out that one of the things they'll be discussing there this month will be the Supportive Professional Staff positions versus Civil Service positions and how those are transitioning back and forth. I'd like to also point out that the Civil Service audit will be taking place later this month. The rest of the report I'll leave to you to read.

D. Baker: Great. Any questions for Jay? Deborah has questions for Jay.

D. Haliczzer: No.

M. Supportive Professional Staff Council – Deborah Haliczzer, President – [report](#) – Page 44

D. Baker: All right are we ready to go on then? Deborah you've got SPS.

D. Haliczzer: Yes, Supportive Professional Staff Council had a beginning of the year meeting addressing issues and we want to thank President Baker for joining us and having some frank conversation with us about the financial situation of the university and other issues of concern and we wanted to say how much we appreciated that. And you've been taking the message along to all of the colleagues and so I think dialog, as you know, dialog is important to us so thank you for all of your efforts.

D. Baker: Thanks for having me. And Jay invited me to the Operating Staff Council too and we had a great conversation.

D. Haliczzer: Excellent. I also wanted to compliment Bill Pitney for acceding to the request of SPS Council for training for hearing boards for faculty staff grievances. A lot of our grievance committee people were new. I've been pushing for training on the grievance process and what the rights, responsibilities and protections and indemnity are for hearing board and grievance board members and so Dr. Pitney was kind enough and responsive enough to put together an excellent training session that we had and is working on, I'll let you talk about that, but broadening it to other contacts, so A+ thank you.

D. Baker: Great. Don't go far, Deb. Any questions for her on that topic?

N. University Benefits Committee – [report](#) – Pages 45-46

D. Baker: If not, let's move on to the University Benefits Committee.

D. Haliczzer: Okay, University Benefits Committee submitted its annual report which is up on the University Council website and not to be a broken record from all last year, but the major benefits issues of concern are pensions, benefits, the cost of benefits, the concern that employees in all employment categories have about increments, salaries, and costs and so that's basically what the benefits committee addresses; protection of benefits and support for our president, our administration and our Board of Trustees for their support for benefits. Thank you.

D. Baker: Any benefits questions? Probably will be a topic we address quite a bit in the coming year as the courts and the legislatures again struggle with these issues.

O. Elections and Legislative Oversight Committee – Mary Beth Henning, Chair –
no report

Note: The College of Education will hold a special election to replace Gretchen Schlabach for a 3-year term; and the College of Visual & Performing Arts will hold a special election to replace Jeff Kowalski for a 1-year term.

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

A. Evaluation of Faculty & SPS Personnel Advisor and Evaluation of Executive Secretary of University Council/President of Faculty Senate – revisions to NIU Bylaws [Article 14.6.3.10](#)
– **FIRST READING** – Page 47

D. Baker: Okay, no report from Elections and Legislative Oversight. Any unfinished business that we haven't recognized? Let's move on to New Business then and Bill I'll turn that over to you in terms of evaluation of faculty and SPS personnel advisor.

W. Pitney: Thank you. You can turn to page 47 of your packet as this new business relates to that. Essentially to frame this, last spring when the Faculty and SPS Personnel Advisor, Toni Tollerud, and the President of the Faculty Senate and Executive Secretary, Alan Rosenbaum, were evaluated, after that process occurred, it was recommended that at that point in time that, because each of those individuals represent more than just faculty that we consider adding in all constituents that they represent to the evaluation committees for those positions. And in the spirit of shared governance, therefore, we're recommending that we add to the Faculty & SPS Personnel Advisor Evaluation Committee one member from the SPS Council to represent that group and that would be in addition to the already three faculty we have that are part of that evaluation committee. That position does not represent students or administration so we didn't feel it appropriate to put any of those members on. So what we're proposing there is to add one SPS line.

As for the Faculty Senate President and Executive Secretary position, that position kind of has two hats and what was mentioned, in terms of the constituencies, is an SPS member and an Operating Staff member from that evaluation committee. So again in the spirit of shared governance we're just suggesting that we add one individual from each of those groups onto that evaluation committee so that with both of these processes, the constituencies that are served can inform the evaluation process and make sure that there's a voice.

So you can see on the suggested language in bold is what we're recommending. So this would be a bylaw change and so this would have to be our first reading.

D. Baker: Any comments, concerns, suggestions? Overwhelming votes of support?

D. Haliczzer: I speak on behalf of Jay and myself that both of those councils appreciate this action which has great symbolic meaning since the Faculty and SPS Personnel Advisor also serves SPS and Operating Staff, and SPS are very gratified to be included in this proposal for evaluation of the Executive Secretary. Thank you.

D. Baker: Thanks for taking it on. Anybody else? You know as we transition out of that, we're talking about evaluation and it just reminded me of a ceremony we had yesterday where we celebrated the 45th anniversary of the Ombuds office. And Sarah was there and there was a standing ovation for her and it wasn't just because we didn't have chairs in the room. But it was a wonderful turnout in the gallery downstairs in this building and two of the former ombuds were there. And we're the second oldest ombuds office in the known universe, in North America, and the office has done great work. Over the years, it's really become a professionalized place and I've seen over my own career how this kind of position has gone from somebody that's elected, for whatever reason they get elected into it and they serve their time and then they move on and

somebody else; well this is a highly skilled position. You're often times taking on difficult situations and you're trying to take both sides into account and help people find resolution and it takes a lot of skill to do that and I appreciate Sarah's good work in that regard and it was fun to hear some of the stories yesterday so congratulations Sarah.

IX. COMMENTS AND QUESTIONS FROM THE FLOOR

- A. [Accessibility Issues](#) – Greg Long, Professor, School of Allied Health and Communicative Disorders – Pages 48-50

D. Baker: Moving on, Greg are we ready for the accessibility issues?

G. Long: [off-microphone] First, I want to thank Brett for [inaudible]. I'd also like to thank the Student Association for their interest and support for accessibility for our students and faculty with disabilities. It's very much appreciated. And as a larger group I'd just like to thank everyone on University Council because, at the end of last semester, we passed a resolution when we updated the policies for distance education courses. And we had a statement in there saying that distance education courses must be accessible to all NIU students, blah, blah, blah. Okay, from my standpoint, I just want to make the point that, when we think about accessible distance learning, please don't limit your thinking as it relates to only students with disabilities. Accessible distance learning is something that has benefits for a great number of us. Even just from the standpoint of how many of us now use captioning on our TVs? That would be considered a distance learning, accessibility kind of an issue.

From the standpoint also of accessible distance learning, taking some stand on this, looking at some policy development, also is a demonstrable proof of our commitment to social justice, diversity, inclusion. And it also is, in many ways, is a tool pragmatically that can be used for increasing retention and recruitment. Because right now we're talking about a world market. We're talking about, as Brett was saying, we're going to view and use technology in all aspects of academic life. Now I absolutely support the idea of using technology and having it benefit us in as many ways as possible. The concern I have with that is that we need to do that with caution and with some sense of making sure that what we put out there is truly accessible in terms of web page design, captioning, using tags for images in graphics. There are many people who have to access the internet and access our software and so forth in ways that most of us don't even think about doing. And there are certainly legislative mandates for this. You've got the Americans with Disabilities Act. In 2008 Illinois passed a law called the Illinois Information Technology Accessibility Act. And it's largely symbolic, but it's basically a reiteration of the importance of making sure that everything that we do from a technology standpoint is accessible to the greatest variety of individuals possible. And it encourages us to have a proactive standpoint on this. So that being said, I would indicate that we do have some pitfalls with it and certainly one of them is just the fact that, as faculty members, we have very little guidance, very little support, little funding to actually make accessible media and do other things that we might do in class, even having an awareness stat. For example, if we post a pdf, it depends on how that pdf was constructed because if you just do a pdf and take it as a picture, if you're using screen reading software, it doesn't read it and so. I only know that because I had a student who was blind flunk my class who didn't tell me until the very end, by the way. So mentioning this in that as we move forward with this, I would encourage us to look at some sort of a collaboration and I think it goes beyond just University Council because we're talking about information

technology, we're talking Academic Affairs, Student Affairs, we're talking Faculty Development and Instructional Design, Media Services. It's going to take a larger scale effort and view of things to create some sort of policies, guidelines that say more than just we need to be accessible, that our online instruction needs to be accessible.

So I'm just here with the encouragement to say: Let's go beyond simply having it be a statement because, as a statement, it has very little impact on what we do. But have it be something that is actually a demonstration of our values. That we do value accessibility, we value diversity and that this is something that we're willing to put time and effort into because, again, if it's just laid out there as a policy that's in a document that hadn't been revised in I think 11 or 12 years, if I remember that, that we need to make this part of our ongoing vigilance would be a recommendation. So I would just ask that we take it seriously and actually seek to operationalize what it means when we say distance education shall be accessible.

D. Baker: Comments or questions?

G. Long: And I would note that the hand out that I got for you and I really like what Brett's renaming the division because this is – University of Washington has one of the best programs in terms of distance learning and they have a real focus on things and their site is called DoIT but in their case it stands for Disabilities, Opportunities, Internet working and Technology but that versus Division of Information Technology, I don't care, both be DoIT but as they say, do it. All right sorry, corny but that's all I needed to say.

D. Baker: Thank you, Greg, an important issue for us to keep in the forefront.

X. INFORMATION ITEMS

D. Baker: Information items. I want to call you attention to one which is the meeting schedule for 2014-15 on page 51, so mark your calendars. Are there any questions on that or other business?

- A. [Meeting schedule](#), 2014-2015 – Page 51
- B. [Annual Report](#), Academic Planning Council
- C. [Annual Report](#), Affirmative Action & Diversity resources Advisory Committee
- D. [Annual Report](#), Campus Security & Environmental Quality Committee
- E. [Annual Report](#), Graduate Council
- F. [Annual Report](#), University Assessment Panel
- G. [Annual Report](#), University Benefits Committee
- H. [Annual Report](#), University Council Personnel Committee
- I. [Minutes](#), Academic Planning Council
- J. [Minutes](#), Admissions Policies and Academic Standards Committee
- K. [Minutes](#), Athletic Board
- L. [Minutes](#), Campus Security and Environmental Quality Committee
- M. [Minutes](#), Committee on Advanced Professional Certification in Education
- N. [Minutes](#), Committee on the Improvement of Undergraduate Education
- O. [Minutes](#), Committee on Initial Teacher Certification
- P. [Minutes](#), Committee on the Undergraduate Academic Experience
- Q. [Minutes](#), Committee on the Undergraduate Curriculum

- R. [Minutes](#), General Education Committee
- S. [Minutes](#), Honors Committee
- T. [Minutes](#), Operating Staff Council
- U. [Minutes](#), Supportive Professional Staff Council
- V. [Minutes](#), Undergraduate Coordinating Council
- W. [Minutes](#), University Assessment Panel
- X. [Minutes](#), University Benefits Committee

XI. ADJOURNMENT

D. Baker: If not I'll entertain a motion to adjourn or we can stay.

Unidentified: So moved.

R. Chavez: Second

D. Baker: All in favor?

Members: Aye.

D. Baker: Opposed? Let's go to the neighborhood party, the block party, over at Chick Evans.

Meeting adjourned at 4:26 p.m.