The regular meeting of the Faculty Senate Executive Committee was called to order at 2:30 p.m. on November 14, 2013 in the Board Room, Morris University Center by President Susan Yager.

Present: Comrie, Foster, Goebl-Parker, Hildebrandt, Liebl, Taylor, Wrobbel, Yager

Excused: Chleboun

Announcements:

1. Susan met with the Provost on November 5:
   a. The Higher Learning Commission will visit the campus in the spring semester. The faculty will soon receive a joint statement from the Chancellor, Provost and Faculty Senate President regarding the two week condensed format of classes no longer to be allowed. Formal procedures will follow.
   b. The CIP code issue for the change of name to the School of Education, Health and Human Behavior is being resolved.
   c. The Provost is looking at software for the curriculum process to be moved to an online process.
   d. Central Scheduling Electronic Management System is used by the Morris University Center, possibly expanding, so faculty need to be aware that they are using classrooms now and make sure to schedule class time before rooms are scheduled for events by Central Scheduling.
   e. The position of Director of Assessment in being discussed at this time and a possible package is being developed to look attractive to a tenure line faculty close to being tenured.
   f. Physics class issue.

2. Susan met with the Chancellor on November 6:
   a. Chancellor brought up:
      i. Annual budget and IBHE on campus – Morris Taylor will include the IBHE predictions in the UPBC report.
      ii. The Provost search has begun.
      iii. Rachel Stark begins as the new Vice Chancellor for University Advancement on 1/1/2014.
      iv. A celebratory dinner for Capital Campaign donors is being held tonight.
      v. The Board of Trustees listening session was today.
   b. Susan brought up:
      i. Wi-Fi/phone access (e.g., Peck basement, other “dead” spots). The Student Body President will talk to student government about a resolution concerning Wi-Fi and cell connections in certain buildings and basements.
      ii. Electronic support for Curriculum Council work – Provost is working on this
      iii. Director of assessment search
      iv. Physics class issue
3. November 7, 2013, was Provost’s visit to the Faculty Senate meeting, plus Dean Sevim and Associate Dean Gordon.

4. REALITY Efficiency Team has arrived at top 5 issues that could be streamlined or changed to be able to compete more efficiently with other institutions of higher education. Susan is on subcommittee, curriculum change.

5. Rules & Procedures Council will bring forth some follow-up materials from the revision concerning the Department/School/College name change and process that was first approved at the May, 2013, Faculty Senate meeting. The change will come to the December meeting after Rules and Procedures Council has approved the revisions Thursday at their regular meeting.

6. The CIP code of the Speech Communication Department will change as a result of a department name change, clarified by E. Duff Wrobbel. The same possibly applies to the School of Education, Health, and Human Behavior.

Consideration of Minutes: The October 24, 2013 minutes were filed as read.

UPBC: Morris Taylor reported that the Vice Chancellors will be making their requests for funding. At this time it is not known whether next year’s budget will include a reduction (or what percent), or if the budget will remain flat.

Faculty Development Council: Faith Liebl reported that the Council meets next week. On February 21, there will be a series of short 15 minute ‘best practices’ presentations held in Dunham Hall. There will be three before lunch time, a round table during lunch, and three after lunch. Faith will begin contacting the Chairs of some REALITY Committees that overlap with Pedagogy.

Curriculum Council: E. Duff Wrobbel reported that after the 120 credit hours revision on the graduation policy 1F1 was approved, it was posted on the web site with an earlier effective date than it should have, according to the policy 1Q8. Governance secretary will send Duff the link to the 1Q8 policy. There was no time to implement or make administrative adjustments because the effective date was posted immediately after approval by President Poshard instead of using the time frame in the 1Q8 policy. There was a discussion, and it was determined that an effective date needs to be included on any policy revisions affecting curriculum and approved by the Senate in order to comply with policy 1Q8.

Rules and Procedures Council: Shelly Goebel-Parker reported that the form 95 package will be ready for the December 5, 2013, Faculty Senate meeting. Work is continuing on the definition of faculty.

Welfare Council: Mark Hildebrandt reported that the Council will meet next week. Tom Jordan will talk about the Family Friendly Policy. The Council is working on a draft on the new Salary Equity Plan. Work on the Social Media Policy continues after Susan Yager introduced the policy to the Student Senate. The final draft could possibly be ready for the December meeting.

Graduate Council: No report.
Past President: Rhonda Comrie reported that the Enrollment Management Council will meet next Monday, and Rhonda meets regularly with the UPBC.

President Elect: No report.

President’s Report: Susan Yager reported that progress is being made with the Federal compliance work group, meeting every two weeks. Susan attended the Board of Trustees meeting:

1. Common Core is being discussed at the IBHE.
2. Presentation by School of Pharmacy’s Hospice Volunteer Initiative highlighted the interest of students across campus and disciplines at SIUE.
3. Changes for tuition rates for graduate credit hours for students from Missouri, plus alternative tuition rates at SIUE (e.g., regional enrollment, high achievers, legacy).
4. Change in works to deal with cost overruns, and presentation of master plans for both SIUE and SIUC campuses.
5. Presidential Search Advisory Committee, President Posbard’s video, Chancellor Furst-Bowe reports enrollment is up in many categories, School of Pharmacy signed an agreement with SLU for an online Certificate in Healthcare information Systems
6. Open Forum with the PSAC (Susan will follow up with Lydia Jackson about the “open forum” experience).

Unfinished Business
Annual Update: discussion (take last sentence out on first page).
IBHE FAC alternate: SIUE still needs an alternate. Please, see Chris Durbin with questions.
Volunteer list/database: No report.
Assessment Director: Provost added additional money of support. Paul Pitts said that the position will remain goal oriented as far as minority faculty. Susan requested to please, encourage minority faculty to apply.
Suspension Appeals Committee: Discussion about Faculty Senate representative three year term. There was a discussion about the new E News announcements but no action taken.
Tom Foster reported that the Provost has suggested that both the Dean of the College of Arts and Sciences and the Dean of Engineering talk about the physics course issue.

Adjournment: The meeting was adjourned at 3:42 p.m. (Liebl/Comrie).
Reports submitted:

**Faculty Development Council Report, October 2013**

The FDC met Thursday, October 17 to discuss the Teaching Excellence Award and Continuous Improvement Conference.

**Teaching Excellence Award**
In the spring, the previous FDC Chair, Bryan Duckham, proposed considering non-tenure track faculty for the Teaching Excellence Award. After further discussion including inquiring about increasing the amount of the Distinction Awards (from $500 to $1000), the discussion was tabled to enable Council members to consult with their constituents.

**Continuous Improvement Conference**
Ideas for a FDC-organized series of presentations were discussed. The sessions would need to focus on topics relevant to faculty and ideally be short presentations. There are several REALITY topics of interest to faculty including international programming, experiential learning, development of online courses and programs, enhancing learning in face-to-face settings, and enhancing learning in online, hybrid, and blended formats. Teams have assembled for each of these topic areas. FDC could invite team members to give short presentations of best practices.

It was agreed that the conference name was not inviting and should be changed. Lynn Bartels’ recent faculty development survey suggested a Friday would be the best day for the presentations. To enhance the impact of the sessions, they would be videotaped and posted on the SIUE website.

**EXECUTIVE:** 10-23-13  
**STEERING:**  
**FACULTY SENATE:** 10-30-13  
**UNIVERSITY COUNCIL:**  
**REFER TO:**  
**Resolution on Pensions - REVISED**  
**Faculty Senate**  
**Northern Illinois University**  
The Northern Illinois University Faculty Senate recognizes that the funding basis for the State Universities Retirement System (SURS) is not sustainable in its current form. Previous underfunding of the system by the State has made SURS unable to continue to pay out benefits at current levels, even though participants have, in good faith, fully contributed their portion of responsibility for the system. As such, participants should not be expected to bear the brunt of the costs.

As has been documented, Illinois ranks 50th among the 50 states in adequately funding its public pensions. This situation cannot be allowed to continue. However, the quality of education a university can provide crucially depends upon recruiting and retaining top faculty and staff. Universities compete for faculty in national and international markets. On January 1, 2011 a tiered pension plan was implemented and benefit differences between the tiers cannot but detrimentally affect the ability of universities to attract and retain faculty and staff hired on or after this date. Increasing employee costs for benefits and stagnant employee wages further compound the problem. Universities will have an even greater competitive disadvantage with changes currently being considered. The ramifications for recruitment, retention and the quality of higher education
need to be taken into account when making additional changes to the pension plan. We do not want to see Illinois ranked 50th among the 50 states in quality of public higher education.

We face a reality in which sensible, equitable reforms are needed. The Faculty Senate writes to acknowledge this reality and to seek a constructive way forward. Reforms will be needed in order to return the SURS system to a sound financial footing, and all stakeholders – participants, the universities, and the State – have a necessary role to play in such reforms. These reforms must be guided by certain agreed-upon principles, the most important of which is fairness to university employees who entered the system on the basis of certain understandings and commitments (Article 8, Section 5 General Provisions).

We believe that any prudent and ultimately successful solution will need to observe the following principles:

1. All promised benefits to current participants and annuitants should be maintained, as guaranteed by the State Constitution (Article 8, Section 5 General Provisions);
2. Existing unfunded liabilities must remain the State’s responsibility, and the State must provide credible guarantees that future payments will be made on time (such as a clause that state contributions to the system must have priority);
3. The State must recognize that reducing future pension benefits to cover any share of the unfunded liabilities is unfair since participants would be expected to not only directly bear costs in the form of lower future benefits, but also indirectly bear costs via their share of the costs borne by citizens of the State;
4. The State must recognize that the SURS pension is our social security and that employees have accepted lower wages in order to benefit from a constitutionally guaranteed pension (which means it will be difficult for some employees to afford supplemental retirement investments to make up for any decrease in future benefits);
5. The State must recognize that the SURS pension is our social security and that employees have accepted lower wages in order to benefit from a constitutionally guaranteed pension (which means it will be difficult for some employees to afford supplemental retirement investments to make up for any decrease in future benefits);
6. The State normal costs contribution must be at a level at least equal to that of what it would be paying to Social Security along with its contributions to health care;
7. In addition, SURS Automatic Annual Increment provisions must not disadvantage participants relative to the Social Security COLA provisions;
8. Any transfer of normal costs to universities must be nominal, and phased in gradually;
9. Any reform must include improvements to the current Tier II program for new employees;
10. Any change in participant contributions must involve consultations with those affected.

UNIVERSITY OF ILLINOIS

AT SPRINGFIELD

Campus Senate Office
Public Affairs Center, Room 383
One University Plaza, MS PAC 383
Springfield, Illinois 62703-5407

May 8, 2012

President-Designate Robert Easter
364 Henry Administration Building MC 346

Mr. Christopher Kennedy, Chairman
University of Illinois Board of Trustees
352 Henry Administration Building MC 350

Dear President-Designate Easter and Chairman Kennedy.

At its meeting on Friday, May 4, 2012 the UIS Campus Senate voted unanimously to endorse the USC Resolution on pension reform. I am forwarding the UIS Campus Senate statement to this effect to you as an item of information.
The UIS Campus Senate appreciates the efforts of the University Senates Conference in bringing attention to this issue. We applaud the united action of Illinois Public University Presidents and Chancellors in their May 3, 2012 letter advocating for the interests of state university employees. We look forward to participating with other University faculty and staff in discussions leading to a constructive resolution.

Sincerely,

Lynn E. Fisher, Chair
UIS Campus Senate

cc: Members, Board of Trustees
Chancellor Paula Allen-Meares
Vice President Joe Garcia
Chancellor Susan Koch
Vice President Christophe Pierre
Chancellor Phyllis Wise
Vice President Lawrence Schook
Special Assistant Avijit Ghosh
Members, University Senates Conference

UIS
Phone (217) 206-7938 Fax (217) 206-6217

Endorsement of USC Resolution on Pensions
UIS Campus Senate
May 4, 2012

The UIS Campus Senate unanimously endorses the Resolution on Pensions that was passed by the University Senates Conference (USC) on April 27, 2012 and endorsed by the UIUC Senate and UIC Senate Executive Committee. We firmly believe that a fair and sustainable solution to the pension funding crisis must be guided by agreed-upon principles and must involve all stakeholders in discussions. We support the principles articulated in the USC Resolution and in a May 3, 2012 letter to Governor Quinn from Illinois Public University Presidents and Chancellors. We regard the following three points, which are affirmed in both documents, as critical for a reasonable resolution of pension funding issues:

- pension reform must protect the interests of university employees who have been paying into the State Universities Retirement System (SURS) for decades,
- existing unfunded pension liabilities should be the responsibility of the state and not the employees, and
- the state must provide credible guarantees that future payments will be made on time (i.e., through the interception clause).
April 30, 2012

President-Designate Robert Easter
364 Henry Administration Building MC 346

Mr. Christopher Kennedy, Chairman
University of Illinois Board of Trustees
352 Henry Administration Building MC 350

Dear President-Designate Easter and Chairman Kennedy,

The University Senates Conference at its meeting on Friday, April 27, 2012 passed unanimously a Resolution on pension reform which I forward to you as an item of information.

As elected leaders in shared governance of the University of Illinois, statutorily charged with advising the President and the Board of Trustees, the University Senates Conference feels a responsibility to engage the issue of pension reform, which is so important to the future viability of the University and its faculty. We present this resolution with the intention that it will prove beneficial in promoting realistic and workable policy alternatives that will move the dialogue forward, while serving the interests of both the public and the public employees who serve them.

Sincerely,

Donald A. Chambers, Professor and Chair
University Senates Conference

cc: Members, Board of Trustees
    Vice President Joe Garcia
    Vice President Christophe Pierre
    Vice President Lawrence Schook
    Special Assistant Avijit Ghosh
    Members, University Senates Conference

    Chancellor Paula Allen-Meares
    Chancellor Susan Koch
    Chancellor Phyllis Wise
    Provost Lon Kaufman
    Provost Lynn Pardie
    Provost Richard Wheeler

Telephone (217) 333-5227 • Fax (217) 244-4770
Resolution on Pensions
University Senates Conference
April 27, 2012

The University Senates Conference (USC), in its role as a faculty elected advisory body to the President of the University and the Board of Trustees, recognizes that the funding basis for the State University Retirement System (SURS) is not sustainable in its current form. Previous underfunding of the system has made SURS unable to continue to pay out benefits indefinitely at current levels, even though participants have fully contributed their portion of responsibility for the system.

As has been documented, Illinois ranks 50th among the 50 states in adequately funding its public pensions. This situation cannot be allowed to continue; retaining and recruiting top faculty to our universities will be increasingly difficult unless this issue is addressed.

Today we face a reality in which sensible, equitable reforms are needed. The USC writes to acknowledge this reality and to seek a constructive way forward. Reforms will be needed in order to return the SURS system to a sound financial footing, and all stakeholders — participants, the universities, and the State — have a necessary role to play in such reforms. These reforms must be guided by certain agreed-upon principles, the most important of which is fairness to university employees who entered the system on the basis of certain understandings and commitments that need to be honored.

Other principles also seem to us reasonable and prudent as a solution is being worked out. Many of these principles are laid out and defended in the IGPA report authored by Jeffrey R. Brown and Robert F. Rich: Fiscal Sustainability and Retirement Security: A Reform Proposal for the Illinois State Universities Retirement Systems (SURS), Institute of Government & Public Affairs, University of Illinois, Urbana-Champaign Chicago, Springfield, Feb. 9, 2012.

- Any reformed SURS system must be financially sustainable for the State, the universities, and the participants, and it must respect existing constitutional protections of already-accrued benefits;
- All promised benefits to current participants and annuitants should be maintained, as guaranteed by the State Constitution (Article 8, Section 5 General Provisions);
- Existing unfunded liabilities must remain the State's responsibility, and the State must provide credible guarantees that future payments will be made on time (such as through a clause that state contributions to the system must have priority);
- In addition, the State should continue to make its contributions to the system at a level at least equal to the level of what it would be paying to Social Security (6.2% of pay) along with its contributions to health care;
- Any transfer of normal costs to universities must be nominal, and phased in gradually;
- Any reform must include improvements to the current Tier II program for new employees, as suggested in the IGPA position paper referenced above (this could include a hybrid plan combining some elements of defined benefits and an employee self-managed plan), and this revised program should also be available to Tier I employees;
- Any change in participant contributions must involve consultations with those affected.

The USC is ready to participate in further discussions in order to seek a constructive resolution to these issues.