

## **FACULTY SENATE**

**July 16, 2008**

### **MINUTES**

**Present:** Barbara Evans, Seema Imam, Renee Judd, Rebecca Lake, Joe Mitchell (via phone), Phillip Moulden, Brian Reynolds, Patrick Roberts (via phone), David San Fillipo (via phone), Kathy Sheridan, Gale Stam, Howard Zacks

**Guests:** George Litman, Carol Melnick, Marty Mickey, Kathryn Miller, Rob Morrison, Richard Pappas

Gale Stam moved to approve the minutes of the June meeting as presented. Brian Reynolds seconded the motion. Motion passed.

#### **President's Report –**

President Richard Pappas reported that the salaries of the top administrators have been substantially reduced. This is because of a thinner level of administration.

Dr. Pappas wants to create a Salary Task Force which would discuss faculty salaries, i.e. how we pay and what we pay. He wants to develop a strategy regarding salaries. The task force would include faculty members as well as George Litman, Marty Mickey, Tom Bergmann, and the college Deans. He proposed a two-hour meeting on August 6<sup>th</sup>.

Summer enrollment is down 1 ½%. The biggest hit has been with undergraduates in CAS. A meeting is scheduled for next week to strategize on this and looking as far as next spring.

Dr. Stam suggested advertising in the Polish community aimed at those who may want to continue their education and study ESOL.

Dr. Pappas hopes that NLU will begin to market degrees rather than courses. We have to determine what makes NLU different from our competitors and emphasize that.

#### **Provost's Report –**

Dr. Litman emphasized that the final approval for the Doctor of Philosophy in Community Psychology program is a really big deal for the institution. NLU is now a Ph.D.-granting institution and he thanked everyone who worked so hard to see the process for approval to its fruition. Dr. Pappas added that there was a demonstrated need for such a program and this is very important for marketing and in receiving the approval.

The faculty search process now involves HR more and less of the Provost's Office, i.e. placing ads, making travel arrangements, etc. The searches are still faculty controlled through search committees and approval by the Deans and the Provost.

Patrick Roberts suggested that the deadline for submission of faculty development project proposals be extended until September 15<sup>th</sup>. Dr. Stam moved to accept this change; Dr. Reynolds seconded the motion. Motion passed. Dr. Litman volunteered to send out the announcement regarding the faculty development proposal to the appropriate recipients.

Dr. Litman stated that he is going to send an RFP to all faculty with topics from the strategic plan to seek people who would be willing to contract out to work on any of the ideas, either individually or as a group. His hope would be that some of the items on the strategic plan which aren't able to be addressed at this time, could be worked on by faculty with expertise in a particular field. Proposals will be asked to be submitted and the Senate could appoint a small task force to evaluate the submitted proposals.

Dr. Stam suggested that a report listing those colleagues who have left NLU's employ and newly hired faculty members would be helpful at the start of the new academic year. Those achieving promotion or tenure could also be included.

Dr. Litman suggested that a new policy be put in place which would outline the process by which a student can file a complaint against a faculty member. The policy would be worded in such a way as to protect the faculty member. Renee Judd added that it should aim to pursue a positive solution first if possible.

#### **Financial Report –**

Marty Mickey reported that there was a small loss for the '08 fiscal year which created the need to dip into NLU's reserves.

For the fall, everything is right on line compared to last year but we are still two months out from the start of classes.

The PACE zoning decision has been delayed by two weeks.

Kent Kay will begin as Vice President of Finance and Administration on August 4<sup>th</sup>.

#### **Old Business –**

The VA/DC agreement for faculty regarding the closing of that campus has been completed.

The Out-of-Chicago Committee has reviewed the Senate's position statement on the closing of the VA/DC campus and has determined the derogatory remarks referring to adjunct faculty be removed. Dr. Stam moved that this be done; Rebecca Lake seconded the motion. Motion passed.

#### **New Business –**

Rob Morrison asked the Senate if the Institutional Repositories Task Force could serve as the body to review the Intellectual Property Policy which, according to the policy, should be reviewed every three years. It has been six years since the policy was reviewed and, with the creation of the institutional repository, the issue really needs to be addressed. Howard Zacks

and Dr. Litman agreed that the task force be charged with this responsibility. Mr. Morrison indicated that he could give a progress report to the Senate at the August meeting.

Dr. Zacks will check on updating any relevant list serves for the coming academic year. Kathryn Miller volunteered to find out who the contacts are for the various committees, departments, etc.

Dr. Reynolds made a motion to adjourn the meeting at 12:27: Phil Moulden seconded the motion. Motion passed.

Respectfully submitted,

Kathryn Osen

Executive Assistant to the Provost

July 22, 2008

