



Board of Trustees

Academic Affairs, Student Affairs
and Personnel Committee

February 18, 2021

BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
Academic Affairs, Student Affairs and Personnel Committee

8:30 a.m. – Thursday – February 18, 2021

This Committee meeting is being conducted through video conferencing communications and is being conducted pursuant to Section 6 of Executive Order 2020-7 (Suspending OMA requirements of in person attendance by members of a public body).

AGENDA

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4. [Review and Approval of Minutes of November 12, 2020](#).....*Action*..... 1
5. Chair's Comments/Announcements
6. Public Comment*
7. University Recommendations
 - a. [Request for New Minor in Financial Counseling](#).....*Action*..... 5
 - b. [Request for New Minor in Sport Analytics](#).....*Action*..... 6
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9. Other Matters
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*Individuals wishing to make an appearance before the Board should consult the [Bylaws of the Board of Trustees of Northern Illinois University, Article II, Section 4 – Appearances before the Board](#). Appearance request forms can be completed [online](#) in advance of the meeting. For more information contact Crystal Doyle, ccoppel@niu.edu, Recording Secretary to the Board of Trustees, Altgeld Hall 300, DeKalb, IL 60115, 815-753-1273.

Anyone needing special accommodations to participate in the NIU Board of Trustees meetings should contact Crystal Doyle, ccoppel@niu.edu or (815) 753-1273, as soon as possible.

Minutes of the
Board of Trustees of Northern Illinois University
Academic Affairs, Student Affairs, and Personnel Committee
November 12, 2020

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:31 a.m. by Committee Chair Robert Pritchard. This Academic Affairs, Student Affairs, and Personnel Committee meeting is being conducted through video conferencing communications and is being conducted pursuant to Section 6 of Executive Order 2020-7 (Suspending OMA requirements of in person attendance by members of a public body). Recording Secretary Mia Hannon conducted a roll call.

Trustee Rita Athas: Present	Trustee Aidan Shields: Present
Trustee John Butler: Present	Trustee Eric Wasowicz: Present
Trustee Montel Gayles: Present	Board Chair Dennis Barsema: Present
Trustee Veronica Herrero: Present	Committee Chair Robert Pritchard: Present

Also present were President Lisa Freeman; General Counsel and Board Parliamentarian Bryan Perry; Executive Vice President and Provost Beth Ingram; Board Liaison and Chief of Staff Matt Streb; Vice President for Administration and Finance and Chief Financial Officer Sarah Chinniah; Vice President for Research and Innovation Partnerships Jerry Blazey; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Vice President for Diversity, Equity and Inclusion and Interim Chief of Human Resources Officer Vernese Edghill-Walden; Vice Provost for Undergraduate Studies Omar Ghrayeb; Vice Provost for Faculty Affairs Chad McEvoy; Vice Provost for Institutional Effectiveness Carolinda Douglass; Vice President University Advancement and CEO NIU Foundation Catherine Squires; Associate Vice President for Student Affairs and Dean of Students Kelly Wesener-Michael; Associate Vice President Finance and Treasury Shyree Sanan; Associate Vice President and Chief Information Officer Matthew Parks; Associate Vice President for Management and Campus Services John Heckmann; Assistant Vice President for Research and Sponsored Programs Dara Little; and University Advisory Council Representatives Kathryn Jaekel, Cathy Doederlein, Greg Beyer, Sarah Marsh, Kendall Thu and Natasha Johnson.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

General Counsel Perry indicated the appropriate notification of the meeting had been provided pursuant to the Illinois Open Meetings Act and advised that a quorum was present.

MEETING AGENDA APPROVAL

Committee Chair Pritchard asked for a motion to approve the agenda. Trustee Gayles so moved, and Trustee Athas seconded.

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes	Trustee Aidan Shields: Yes
Trustee John Butler: Yes	Trustee Eric Wasowicz: Yes
Trustee Montel Gayles: Yes	Board Chair Dennis Barsema: Yes
Trustee Veronica Herrero: Yes	Committee Chair Robert Pritchard: Yes

The motion was approved.

REVIEW AND APPROVAL OF MINUTES

Committee Chair Pritchard asked for a motion to approve the minutes of August 20, 2020. Trustee Wasowicz so moved, and Board Chair Barsema seconded.

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Yes

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Committee Chair Pritchard welcomed those in attendance and provided a brief overview of the agenda. He also recognized the members of the University Advisory Committee.

UAC Representative Kendall Thu spoke about updating the academic policies and procedures manual, the social justice committee, collecting comments for the IBHE master plan and recognizing our remarkable students, faculty, staff and leadership.

PUBLIC COMMENT

Committee Chair Pritchard inquired to Mr. Perry if any members of the public registered a request to address the board in accordance with state law and Board of Trustees bylaws.

General Counsel Perry advised that no requests for public comment have been received.

UNIVERSITY RECOMMENDATIONS

Committee Chair Pritchard asked Executive Vice President and Provost Beth Ingram to present the following university recommendations.

Agenda Item 7.a. Sabbatical Postponements to FY22 Due to COVID-19

This item requests a temporary adjustment to the limit of one sabbatical for every 25 full-time eligible employees.

Committee Chair Pritchard asked for a motion to approve item 7.a. Board Chair Barsema so moved, and Trustee Wasowicz seconded.

After discussion about the number of requests that will roll-over from FY21 to FY22 and the reason for the delays of FY21 sabbaticals, Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Yes

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

Agenda Item 7.b. Recommendation for Faculty Tenure and/or Promotion

This item listed two names for rank with tenure.

Committee Chair Pritchard asked for a motion to approve item 7.b. Trustee Wasowicz so moved, and Board Chair Barsema seconded.

Committee Chair Pritchard opened the floor for discussion and then asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Abstain

Trustee John Butler: Yes

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

UNIVERSITY REPORTS

Committee Chair Pritchard asked Executive Vice President and Provost Beth Ingram to present the following informational items.

Agenda Item 8.a. Professional Excellence Awards for Faculty and Staff

This item lists all the recipients of 2020 excellence awards given to faculty and staff.

Agenda Item 8.b. Academic Calendar

This item is a change in the Spring 2021 calendar, eliminating spring break due to COVID-19 concerns.

Agenda Item 8.c. Oversight of Academic Programs

This item is a summary of program reviews conducted in 2019/2020.

OTHER MATTERS

Committee Chair Pritchard asked if there are other matters. There were none.

NEXT MEETING DATE

The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be Thursday, February 18, 2021.

ADJOURNMENT

Committee Chair Pritchard asked for a motion to adjourn. Trustee Herrero so moved, and Trustee Gayles seconded.

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Yes

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

Meeting adjourned at 9:04 a.m.

Respectfully submitted,

Mia Hannon

Recording Secretary

In compliance with Illinois Open Meetings Act 5 ILCS 120/1, et seq, a verbatim record of all Northern Illinois University Board of Trustees meetings is maintained by the Board Recording Secretary and is available for review upon request. The minutes contained herein represent a true and accurate summary of the Board proceedings.

REQUEST FOR NEW MINOR IN FINANCIAL COUNSELING

Summary: New subdivisions of existing undergraduate programs, including minors, require the approval of the Board of Trustees. If the board approves this addition, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2021. These requests come to the Academic Affairs, Student Affairs and Personnel Committee after receiving approval from the curriculum committees at the department, college and university levels and the concurrence of the provost.

Description: The University proposes to offer a Minor in Financial Counseling in the School of Family and Consumer Sciences within the College of Health and Human Sciences.

Rationale: The minor in Financial Counseling is intended to provide background knowledge in the area of personal and family financial counseling. Financial counseling is a fast-growing career field. The Minor in Financial Counseling will prepare students for this growing profession. Financial counselors/coaches work with financially vulnerable clients on making sound financial decisions, creating and implementing a budget, as well as credit and debt management. Their goal is to assist clients in achieving their financial goals by increasing savings and decreasing debts. Employment opportunities exist for new graduates in (e.g. workforce development, social services, nongovernmental organizations (NGOs), and aging services) agencies that work with financially vulnerable populations and where counseling is provided for no-cost. This minor also satisfies the educational requirements to be eligible to sit for the exam portion of the Accredited Financial Counselor (AFC®) designation conferred by the AFCPE (<https://www.afcpe.org/certification/accredited-financial-counselor/>) board of standards.

Funding: The new minor leverages existing courses and the School of Family and Consumer Sciences does not require additional resources to support the minor.

Recommendation: The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse this request and ask that the President forward it by means of the President's Report to the Board of Trustees for approval at its meeting on March 18, 2021.

REQUEST FOR NEW MINOR IN SPORT ANALYTICS

Summary: New subdivisions of existing undergraduate programs, including minors, require the approval of the Board of Trustees. If the board approves this addition, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2021. These requests come to the Academic Affairs, Student Affairs and Personnel Committee after receiving approval from the curriculum committees at the department, college and university levels and the concurrence of the provost.

Description: The University proposes to offer a Minor in Sport Analytics in the Department of Kinesiology and Physical Education, within the College of Education.

Rationale: This interdisciplinary minor will provide students with the tools to pursue a career in sport analytics. With a growing number of sport organizations embracing the role of data analytics in organizational decision making, there is increasing demand for professionals within this industry. As a result, professional opportunities are becoming more prevalent. This interdisciplinary minor will introduce students to some of these opportunities and potentially give them a competitive advantage when entering the job market. This minor would be a well-aligned and timely complement to majors such as, but not limited to Economics, Statistics, Computer Science, and Sport Management.

Funding: These courses are already being offered and no additional resources will be needed for this minor.

Recommendation: The University recommends that the Academic Affairs, Students Affairs and Personnel Committee endorse this request and ask that the President forward it by means of the President's Report to the Board of Trustees for approval at its meeting on March 18, 2021.

REQUEST FOR NEW MINOR IN SPORT JOURNALISM

Summary: New subdivisions of existing undergraduate programs, including minors, require the approval of the Board of Trustees. If the board approves this addition, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2021. These requests come to the Academic Affairs, Student Affairs and Personnel Committee after receiving approval from the curriculum committees at the department, college and university levels and the concurrence of the provost.

Description: The University proposes to offer a Minor in Sport Journalism in the Department of Kinesiology and Physical Education within the College of Education.

Rationale: This minor will provide students with the tools to pursue a career in writing, journalism, and public/media relations specific to the sporting industry by preparing students with broad journalistic skills and specific sport journalism and media training. With a growing number of sport organizations embracing the role of journalism and new media, there is increasing demand for professionals within this industry and professional opportunities are becoming more prevalent. This interdisciplinary minor will introduce students to some of these opportunities and potentially give them a competitive advantage when entering the job market. Students will explore timely sports-related issues in an ethical context as well as analyze sports from cross-cultural perspectives. The minor will be a well-aligned and timely complement to majors such as, but not limited to, Communication Studies, Journalism, and Sport Management.

Funding: These courses are already being offered and no additional resources will be needed for this minor.

Recommendation: The University recommends that the Academic Affairs, Students Affairs and Personnel Committee endorse this request and asks that the President forward it by means of the President's Report to the Board of Trustees for approval at its meeting on March 18, 2021.

**RECOMMENDATIONS FOR FACULTY AND SUPPORTIVE PROFESSIONAL
STAFF SABBATICAL LEAVES FOR THE 2021-2022 ACADEMIC YEAR**

<u>Name</u>	<u>Department/School/Unit</u>	<u>Time Period</u>
COLLEGE OF BUSINESS (in alphabetical order)		
McCormick, Brian	Management	Fall 2021
COLLEGE OF EDUCATION (in alphabetical order)		
Harris, Lindsay	Leadership, Educational Psychology & Foundations	Fall 2021 - Spring 2022
Hsu, Pi-Sui	Education Technology, Research & Assessment	Spring 2022
Kortegast, Carrie	Counseling & Higher Education	Spring 2022
Wickens, Corrine	Curriculum & Instruction	Spring 2022
COLLEGE OF HEALTH & HUMAN SCIENCES (in alphabetical order)		
Barrett, Sheila	Health Studies	Spring 2022
Chung, King	Allied Health & Communicative Disorders	Fall 2021
Kim, In-Sop	Allied Health & Communicative Disorders	Spring 2022
Kim, Jinsook	Health Studies	Fall 2021
Surjadi, Florensia	Family & Consumer Sciences	Fall 2021
COLLEGE OF LAW		
Falkoff, Marc	Law	Spring 2022
COLLEGE OF LIBERAL ARTS & SCIENCES (in alphabetical order)		
Allori, Valia	Philosophy	Spring 2022
Bello Cruz, Yunier	Mathematical Sciences	Fall 2021 – Spring 2022
Burchfield, Keri	Sociology	Spring 2022
Djata, Sundiata	History	Spring 2022
Feurer, Rosemary	History	Fall 2021 – Spring 2022
Finch, Alicia	Philosophy	Fall 2021
Fogleman, Aaron	History	Fall 2021
Frank, Mark	Geology & Environmental Geosciences	Spring 2022
Guzman, Andrea	Communication	Fall 2021 - Spring 2022
Hanley, Anne	History	Fall 2021– Spring 2022
Luo, Wei	Geographic & Atmospheric Sciences	Spring 2022
Rodgers, Diane	Sociology	Spring 2022
Ryu, Duchwan	Statistics & Actuarial Science	Spring 2022
Ryzhov, Victor	Chemistry & Biochemistry	Fall 2021

Schraufnagel, Scot	Political Science	Fall 2021
Solares-Larrave, Francisco	World Languages & Cultures	Spring 2022
Stansell, Nathan	Geology & Environmental Geosciences	Fall 2021
Valde, Kathleen	Communication	Fall 2021
Woodyard, Kerith	Communication	Fall 2021 - Spring 2022

COLLEGE OF VISUAL & PERFORMING ARTS (in alphabetical order)

Barrett, Gregory	Music	Spring 2022
Bradfield, Geoffrey	Music	Spring 2022
Nunnally, Tracy	Theatre & Dance	Fall 2021
Wang, Shei-Chau	Art & Design	Fall 2021 – Spring 2022
Wooten, Ronnie	Music	Spring 2022

Recommendation: The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse this request and ask that the President forward it by means of the President’s Report to the Board of Trustees for approval at its meeting on March 18, 2021.

MEN'S BASKETBALL HEAD COACH SEARCH UPDATE

At the December 5, 2019 Board meeting, the Board authorized the President to select executive search firms for head coaches in the Division of Athletics. It was further recommended that the President periodically report back to the Board regarding selection and status of such searches. Further, provisions of Public Act 97-0814 and the Northern Illinois University policy on the use of external search firms approved by the Board of Trustees on May 23, 2013, allow the use of an external search firm for senior level positions when needed.

Due to the recent separation of the Men's Basketball Head Coach, the Division of Athletics will be utilizing an executive search firm per the approval of the Board of Trustees as noted. The executive search firm will offer the University the ability to assist in identifying and recruiting diverse candidates, as well as, conducting in-depth research and background checks on potential candidates for the Head Coach Men's Basketball position. The search firm's network of candidates and ability to maintain confidentiality, will be essential for this senior coaching position search.

ANNUAL REPORT ON THE OUTCOMES OF SABBATICAL LEAVES

Executive Summary of Sabbatical Report for 2017-2018 Academic Year

The purpose of the sabbatical leave program is to maintain and improve the quality of the educational programs of Northern Illinois University, by creating opportunities for academic and other eligible staff to acquire new methods and techniques, to broaden outlooks, and to improve professional competency and stature through study, research and other professional development activities. The university awards sabbaticals to faculty and SPS staff based on the following criteria; the quality of the proposed scholarship, the capacity of the applicant to conduct the proposed work, and the likelihood that the proposed project will be completed. At the request of the Northern Illinois University Board of Trustees, the university conducts an annual process to enumerate the products that result from sabbatical leaves, faculty and staff are asked to report on awards and honors; curricular developments; outreach; grants and projects; performances, exhibitions and recordings; presentations; publications; other outcomes; and works in progress.

This executive summary provides a summary of the outcomes for the thirty-nine faculty who received sabbaticals during the 2017-2018 academic year (no staff were granted sabbaticals in this year; a more detailed report is available). Sabbaticals were accepted by faculty from all seven colleges; twenty-eight from the College of Liberal Arts and Sciences, three from the College of Visual and Performing Arts, two from the College of Education, two from the College of Health and Human Sciences, two from the College of Business, one from the College of Engineering and Engineering Technology, and one from the College of Law. Since 2017-2018, two of the recipients have retired and three have resigned. One was on leave and unable to submit an update on sabbatical activities. This report contains information from the remaining thirty-three sabbatical recipients who are still employed at NIU.

Since their sabbaticals, the recipients have delivered 147 publications, 143 presentations, 58 grant submissions, 17 artistic works, 31 curricular development projects, 8 awards and honors, 34 outreach activities, 18 other significant contributions and 34 submitted works in progress. Of the 58 internal and external grant applications submitted, 31 initiatives were funded for nearly \$4.59 million.

Publications included journal articles, books, book chapters, conference proceedings and public media. Presentations were given at other universities, conferences (both national and international), and in public venues. Many of the recipients were active in submitting grants or conducting the work associated with a grant. Over the past three years, sabbatical recipients submitted 58 grant applications, 19 internal and 39 external. Seventeen of the external grants applications were funded for a total of nearly \$4.5 million in funding.

Sabbatical recipients completed 31 curriculum development projects. These projects included the development of 9 new courses and revisions to 22 existing courses.

Sabbatical recipients also made several other contributions to their professional fields. Below, we highlight some of the experiences of those faculty.

Sabbaticals provide faculty with the time to develop research, artistic works, curricular redesign, outreach and engagement that support NIU's mission, vision and values. Each of our faculty reflected on their experience and its contribution to NIU. All recipients expressed their deep appreciation for the time they received as part of these competitive awards and discussed how the resulting opportunities and experiences renewed their connections to their research, teaching, and service missions.

Many of the recipients said that the time allowed them to develop new areas of research or to expand current areas of activity. A typical recipient commented:

“The sabbatical provided me with release from teaching and service to develop a plan for research productivity. During and since the sabbatical, I have written many grants, to both internal and external sources. Submissions of internal grants have included NIU CHHS Tri County Endowment Grants, NIU DOIT Grants, NIU CHHS Grants, NIU Research and Artistry Grants, NIU Great Journeys Grants, and NIU Student Engagement Grants. Submissions of external grants have included the NIH AHRQ, the Borchard Center for Law and Aging, the Retirement Research Foundation, and the National Palliative Care Research Center. Additionally, I have published four peer-reviewed manuscripts, with two additional manuscripts under review. Presentations have been accepted at professional conferences, including the Gerontological Society of America and the American Public Health Association Annual Meetings.”

Another recipient said:

“My sabbatical leave afforded me the chance to jumpstart the project that has come to define the last three years of my career. My release from teaching and service responsibilities meant I was free to team up with Professor Amy J. Binder (UC San Diego) to study student activism when the opportunity presented itself. The ability to dedicate all of my time to research allowed us to apply for funding and begin gathering data in a matter of months. During the two semesters I was on sabbatical leave, I traveled to four states to conduct interviews with politically engaged students at flagship public universities. These multi-day trips would have been impossible had I been teaching my own classes at the time. I also would not have been able to so thoroughly immerse myself in the project had I been balancing my research priorities with lecturing, grading, and attending committee meetings. As of this report, Professor Binder and I have presented our findings at two conferences (a third was canceled because of COVID-19), published a journal article, and submitted a second article for review. Most importantly, we have a book contract with the University of Chicago Press, and we have written several high-impact pieces for the popular press. Additionally, over the last few years we have been consulted by policy experts and interviewed by journalists in reference to our project.”

And another:

“My personal goal was to advance the research of the prospective annotated and illustrated catalogue of the exceptional Burma Art Collection (BAC) at NIU. My second goal was to secure a permanent storage place for this collection. For the first goal this sabbatical allowed me to devote myself to further researching contents for the essays for the BAC catalogue based on the past eleven exhibits I mounted as well as to studying several important European collections of Burmese art. The second key element was succeeding, finally, to being awarded a federal grant of \$250,000 from the Institute of Museums and Library Services (IMLS) for moving and re-housing the BAC into a proper dedicated space with access to all artworks vastly facilitated by compact shelving units.”

Several recipients focused on curricular redesign or pedagogical innovation to support student success. A faculty member describes the impact of the sabbatical on teaching:

“I have integrated CPA review materials that I authored into my classes at NIU to help prepare our students to sit for the CPA exam. Becoming a CPA review author has helped me to build a reputation at the national and international levels and I hope these efforts reflect positively on and enhance NIU’s Department of Accountancy’s national reputation. I am now an invited speaker at events covering CPA review efforts and CPA candidates around the world are studying for the exam using materials that I authored. Since my sabbatical, I have expanded my footprint as an author by writing more chapters for the text. In August 2017, I attended Grant Thornton’s Audit Leadership Conference which is the training that professionals at the manager level and above

receive in our field of audit. This positively impacted my ability to link my NIU audit classes (both external and internal audit classes) to the latest methods used in the audit profession and supported my role as NIU's Grant Thornton Professor of Accountancy."

Another recipient said:

"I have gained greater fluency in Spanish, and the process of beginning an additional field site has been invaluable as a reminder of the reasons for conducting participant observation. It has already impacted my thinking on teaching and research... enriching curriculum development, and impacting courses in both Anthropology and NGO such as: International NGOs and Globalization; Anthropology and Contemporary World Problems, and Peoples and Cultures of the Caribbean. I also have more to offer Latinx students on campus. Writing Humanity's Last Stand, which is being published in a couple months, encouraged me to rethink anthropology's relevance regarding contemporary world issues...the result is a book that is very user friendly and couldn't be timelier. The companion website will make it a good teaching tool for both university classrooms and community organizations."

Many faculty were engaged in activities that supported NIU's commitment to diversity and inclusion, sustainability and social justice. One faculty member's scholarship in Critical Race Studies gained attention from peers leading to a three-year elected service position (2020-2022) representing Race and Ethnicity in the Profession for the Modern Language Association's Delegate Assembly and was also asked to lead the Department of English's Committee on Anti-Racism and Diversity Initiatives. Another used the sabbatical leave, in part, to diversify and enrich her musical repertoire, including both Israeli and Jewish repertoire, and share the findings of her research with students to expose students to a wider range of musics and cultures and encourage them to explore their heritage as well as that of others.

The investment that NIU makes in its faculty and staff yield dividends in cutting edge research and artistic activity, more research opportunities for NIU's students, exciting new pedagogical approaches and courses, and allows NIU to bring its expertise to the region, state, nation, and world.

FACULTY PRESENTATION ON SABBATICAL LEAVE

The university awards sabbatical leaves for the purpose of supporting and encouraging research, scholarship, creativity and artistry that strengthen its academic programs. Proposals for sabbatical leaves prepared by tenured faculty and members of the supportive professional staff undergo a rigorous set of reviews at the department, college and university levels to determine if they meet the criteria that address the quality of the proposed sabbatical work, the capacity of the applicant to conduct the work and the likelihood of completion of the proposed project. In the sabbatical leave proposals, applicants include information about their program of research, scholarship, creativity and artistry, how that program would be advanced by the leave and the proposed outcomes of the sabbatical.

Associate Professor Orna Arania, School of Music, recently completed a sabbatical and will present a brief report on the scholarly work she completed during her leave.