



Board of Trustees

Academic Affairs, Student Affairs,
and Personnel Committee

August 24, 2023

BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
Academic Affairs, Student Affairs, and Personnel Committee
8:30 a.m. – Thursday – August 24, 2023
Board of Trustees Room
Altgeld Hall 315

AGENDA

1. Call to Order and Roll Call
2. Verification of Quorum and Appropriate Notification of Public Meeting
3. Meeting Agenda Approval.....*Action*..... i
4. [Review and Approval of Minutes of May 11, 2023](#) *Action*.....1
5. Chair's Comments/Announcements
6. Public Comment*
7. University Reports
 - a. [Dean of the College of Business Search Update](#) *Information*.....5
 - b. [Annual Listing of Changes Fiscal Year 2023](#).....*Information*.....7
 - c. [2022-2023 Faculty Emeritus Recognition](#)..... *Information*.....12
 - d. [Innovation and Impact: The Work of Student Affairs](#)..... *Information*.....15
8. Other Matters
9. Next Meeting Date
10. Adjournment

*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 or will be available in the Board Room the day 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 Meeting
May 11, 2023

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:35 a.m. by Committee Chair Montel Gayles. This committee meeting was conducted in person and through videoconferencing.

Recording Secretary Mia Hannon conducted a roll call.

Trustee Rita Athas: Present

Trustee Veronica Herrero: Absent

Trustee Dennis Barsema: Present

Trustee Tim Moore: Present

Committee Vice Chair John Butler: Present

Board Chair Eric Wasowicz: Present

Committee Chair Montel Gayles: Present

Also present were President Lisa Freeman; Vice President and General Counsel and Board Parliamentarian Bryan Perry; Board Liaison and Chief of Staff Matt Streb; Vice President for Administration and Finance and Chief Financial Officer George Middlemist; 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 Chief Diversity Officer Vernese Edghill-Walden; Vice President for Student Affairs Clint-Michael Reneau; Dean, College of Engineering and Engineering Technology David Grewell; Vice President, Research and Innovation Partnerships Yvonne Harris; Acting Dean, College of Education William Pitney; Chair, Department of Management and Quantitative Methods at Illinois State University Tina Williams; Director, Asian American Resource Center Michelle Bringas; Associate Director, Asian American Resource Center Christina Carpio; NIU Student Mitraya Williams; NIU Student Romeo Bell; ISU Student Jaelyn Logan; University Advisory Council Representatives Katy Jaekel and Holly Nicholson.

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.

Committee Chair Gayles asked for a motion to allow Trustee Athas to participate in the meeting remotely due to illness. Board Chair Wasowicz so moved and Trustee Butler seconded. The motion was approved.

MEETING AGENDA APPROVAL

Committee Chair Gayles asked for a motion to approve the agenda. Trustee Barsema so moved, and Trustee Moore seconded. The motion was approved.

REVIEW AND APPROVAL OF MINUTES OF FEBRUARY 16, 2023

Committee Chair Gayles asked for a motion to approve the minutes of February 16, 2023. Trustee Barsema so moved, and Trustee Moore seconded. The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

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

PUBLIC COMMENT

Committee Chair Gayles inquired to General Counsel 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 Stephen Lush registered a request to address the board but was not in attendance.

UNIVERSITY RECOMMENDATIONS

Committee Chair Gayles asked President Lisa Freeman to present the following university recommendations.

Agenda Item 7.a. Appointment of Dean of the College of Engineering and Engineering Technology

Committee Chair Gayles asked for a motion to approve item 7.a. Trustee Barsema so moved, and Trustee Butler seconded. The motion was approved.

Agenda Item 7.b. Appointment of Vice President for Research and Innovation Partnerships

Committee Chair Gayles asked for a motion to approve item 7.b. Board Chair Wasowicz so moved, and Trustee Butler seconded. The motion was approved.

Agenda Item 7.c. Appointment of Acting Dean of the College of Education

Committee Chair Gayles asked for a motion to approve item 7.c. Trustee Butler so moved, and Trustee Moore seconded. The motion was approved.

Agenda Item 7.d. Appointment of Interim Dean of the College of Business

Committee Chair Gayles asked for a motion to approve item 7.d. Trustee Barsema so moved, and Board Chair Wasowicz seconded. The motion was approved.

Trustee Herrero arrived at 9:00 a.m.

Agenda Item 7.e. Recommendations for Faculty Tenure and/or Promotion Effective 2023-2024

Committee Chair Gayles asked for motion to approve item 7.e. Board Chair Wasowicz so moved, and Trustee Butler seconded.

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

Trustee Rita Athas: Yes

Trustee Veronica Herrero: Yes

Trustee Dennis Barsema: Yes

Trustee Tim Moore: Abstain

Committee Vice Chair John Butler: Yes

Board Chair Eric Wasowicz: Yes

Committee Chair Montel Gayles: Yes

The motion was approved.

Agenda Item 7.f. Request for the Deletion of the Bachelor of Arts in Geography

Committee Chair Gayles asked for a motion to approve item 7.f. Trustee Barsema so moved, and Trustee Herrero seconded. The motion was approved.

Agenda Item 7.g. Request for the Deletion of the Bachelor of Science in Geography

Committee Chair Gayles asked for a motion to approve item 7.g. Board Chair Wasowicz so moved, and Trustee Butler seconded. The motion was approved.

Agenda Item 7.h. Request for the Deletion of the Master of Science in Geography

Committee Chair Gayles asked for a motion to approve item 7.h. Board Chair Wasowicz so moved, and Trustee Herrero seconded. The motion was approved.

Agenda Item 7.i. Request for the Deletion of the Doctor of Philosophy in Geography

Committee Chair Gayles asked for a motion to approve item 7.i. Trustee Butler so moved, and Board Chair Wasowicz seconded. The motion was approved.

Agenda Item 7.j. Request to Change Name of Bachelor of Science in Geology and Environmental Geosciences

Committee Chair Gayles asked for a motion to approve item 7.j. Board Chair Wasowicz so moved, and Trustee Barsema seconded. The motion was approved.

Agenda Item 7.k. Request to Change Name of Master of Science in Geology

Committee Chair Gayles asked for a motion to approve item 7.k. Trustee Butler so moved, and Board Chair Wasowicz seconded. The motion was approved.

Agenda Item 7.l. Request to Change Name of Doctor of Philosophy in Geology

Committee Chair Gayles asked for a motion to approve item 7.l. Board Chair Wasowicz so moved, and Trustee Herrero seconded. The motion was approved.

UNIVERSITY REPORTS

President Lisa Freeman presented the following informational item.

Agenda Item 8.a. Transformative Experiences Promoting Equity, Inclusion and Belonging

President Freeman introduced item 8.a. Presenters were Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer Vernese Edghill-Walden; Chair, Department of Management and Quantitative Methods at Illinois State University Tina Williams; Director, Asian American Resource Center Michelle Bringas; Associate Director, Asian American Resource Center Christina Carpio; NIU Student Mitraya Williams; NIU Student Romeo Bell; and ISU Student Jaelyn Logan.

OTHER MATTERS

Committee Chair Gayles asked if there were other matters. There were none.

NEXT MEETING DATE

The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be Thursday, August 24, 2023.

ADJOURNMENT

Committee Chair Gayles asked for a motion to adjourn. Board Chair Wasowicz so moved, and Trustee Moore seconded.

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

Trustee Rita Athas: Yes

Trustee Veronica Herrero: Yes

Trustee Dennis Barsema: Yes

Trustee Tim Moore: Yes

Committee Vice Chair John Butler: Yes

Board Chair Eric Wasowicz: Yes

Committee Chair Montel Gayles: Yes

The motion was approved.

Meeting adjourned at 10:01 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.

DEAN OF THE COLLEGE OF BUSINESS SEARCH UPDATE

At the December 10, 2020, Board meeting, the Board authorized the President to select executive search firms for the appointment of executive level positions. 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.

Denise Schoenbachler is currently serving as Interim Dean of the College of Business while a search can be conducted for a permanent replacement. The Office of the Executive Vice President and Provost will be utilizing an executive search firm per the approval of the Board of Trustees as noted. Due to the critical roles and functions that this position fulfills at the university, there is a justifiable need to use search firms for such positions, per paragraph (2) of the university's policy. The executive search firms will enable NIU to recruit a diverse and experienced pool of candidates. In cases where the Illinois Procurement Higher Education Consortium list has prequalified firms with the appropriate expertise, the list will be used to select the firms. In some cases, there may be additional expertise needed and an RFP for services may be done through the Procurement Office, following the appropriate process and procedure.

**NORTHERN ILLINOIS UNIVERSITY POLICY
ON THE USE OF EXTERNAL HIRING SEARCH FIRMS**

Pursuant to the Northern Illinois University Law, as amended by Illinois Public Act 97-814, it is the policy of Northern Illinois University that charges for the services of an external hiring search firm may not be paid from any source of university funds, except:

- (1) In the hiring of the President of the University, or
- (2) In the case of when the Board of Trustees and the President demonstrate a justifiable need for guidance from an individual or firm with specific expertise in the field of hiring.

In furtherance of this authority, the President may implement this policy through the development of further guidelines and procedures for determining when the use of an external hiring search firm is justified. The Board and/or the President may delegate their respective responsibilities under this policy to appropriate university officials as deemed necessary.

Any NIU hiring department or entity that wishes to utilize the services of an external hiring search firm must make a request to the Office of the President for appropriate review under this policy before engaging the services of such search firm. In determining whether a request qualifies for the justified use of an external hiring search firm, the President will consider the following applicable criteria:

- The nature and scope of the position being filled (e.g., senior level versus non-senior level);
- The nature and scope of the search (e.g., nationwide versus local or regional);
- The university's goals and priorities surrounding the search;
- The availability of personnel, monetary resources and other university resources to dedicate to the search;
- An external search firm's ability to help recruit and screen candidates;
- An external search firm's ability to enhance the quality of a candidate pool;
- An external search firm's ability to help conduct and coordinate the logistics of a search;
- The expertise/specialization of an external search firm in conducting searches
- An external search firm's ability to bring fresh and new perspectives from outside of the university.

Northern Illinois University understands that the determination of whether a search is justified in using the services of an external hiring search firm depends upon the unique circumstances of the search being conducted. The President is not prohibited from considering other factors that may be deemed relevant and important for a search.

Upon completing a review, the President will determine whether justifiable need exists for the selection of an external hiring search firm and shall make a recommendation to the Board of Trustees for final action on the matter at any regular or special meeting of the full Board of Trustees. In its consideration of the matter, the Board will consider the above-referenced applicable criteria, as well as any other factors that may be deemed relevant and important. The Board's decision will be final.

ANNUAL LISTING OF CHANGES FISCAL YEAR 2023

The Fiscal Year 2023 Annual Listing of Changes are reported, and sent, to the Illinois Board of Higher Education (IBHE) in the summer after the academic year is completed. The changes have been approved through the normal curricular processes or in accordance with the policies of the NIU Board of Trustees. The report was sent to the IBHE in August 2023.

For FY23, NIU created two programs, seven certificates, two minors, nine emphases and four specializations. Six programs, one certificate, eight specializations and two emphases were deleted. Also approved were 10 name changes, and one program relocation.

ANNUAL LISTING OF CHANGES FISCAL YEAR 2023

ADDITIONS

Program

College of Education, Department of Educational Technology, Research, and Assessment, New Accelerated Bachelor of Science in Applied Management with Emphasis in Instructional Technology, Training, and Evaluation/Master of Science in Educational Research, Evaluation, and Assessment

College of Education, Department of Educational Technology, Research, and Assessment, New Accelerated Bachelor of Science in Applied Management with Emphasis in Instructional Technology, Training, and Evaluation/Master of Science in Instructional Technology

Certificate

College of Business, Department of Management, New Certificate of Undergraduate Study: Leading Individuals and Teams

College of Business, Department of Management, New Certificate of Undergraduate Study: Innovation, Design and Commercialization

College of Health and Human Sciences, School of Health Studies, New Certificate of Undergraduate Study: Medical Laboratory Sciences Workforce Development Certificate in Clinical Core Lab

College of Health and Human Sciences, School of Health Studies, New Certificate of Undergraduate Study: Medical Laboratory Sciences Workforce Development Certificate in Clinical Microbiology Lab

College of Education, Department of Kinesiology and Physical Education, New Certificate of Graduate Study: College Athletics Administration

College of Education, Department of Kinesiology and Physical Education, New Certificate of Graduate Study: Sport Coaching and Leadership

College of Education, Department of Kinesiology and Physical Education, New Certificate of Graduate Study: Sport Sales and Sponsorship

Minor

College of Education, Department of Kinesiology and Physical Education, New Minor in Sports Medicine

College of Liberal Arts and Sciences, Department of Economics and College of Law, New Pathway, Simultaneous Enrollment in Master of Arts in Economics and Juris Doctorate Programs

Emphasis

College of Health and Human Sciences, School of Family and Consumer Sciences, New Emphasis to the Bachelor of Science in Human Development and Family Sciences: Emphasis in Adult Development and Aging

College of Education, Department of Curriculum and Instruction, New Emphasis to the Bachelor of Science in Education in Elementary Education: Emphasis in General Elementary Education

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, New Emphasis to the Bachelor of Science in Earth, Atmosphere and Environment: Climate Science

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, New Emphasis to the Bachelor of Science in Earth, Atmosphere and Environment: Earth and Planetary Science

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, New Emphasis to the Bachelor of Science in Earth, Atmosphere and Environment: Earth and Space Science Education

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, New Emphasis to the Bachelor of Science in Earth, Atmosphere and Environment: Environment and Society

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, New Emphasis to the Bachelor of Science in Earth, Atmosphere and Environment: Geospatial Systems

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, New Emphasis to the Bachelor of Science in Earth, Atmosphere and Environment: Water and Soil Science

College of Liberal Arts and Sciences, Department of Environmental Studies, New Emphasis to the Bachelor of Arts in Environmental Studies: Sustainability and Energy

Specialization

College of Education, Department of Special and Early Education, New Specialization in Master of Science in Education in Early Childhood Education: Early Childhood Education (Initial Licensure)

College of Education, Department of Special and Early Education, New Specialization in Master of Science in Education in Early Childhood Education: Early Childhood Professional Studies and Practices (Non-Licensure)

College of Education, Department of Special and Early Education, New Specialization in Master of Science in Education in Early Childhood Education: Advanced Practices in Early Childhood Education (Subsequent Endorsement)

College of Education, Department of Curriculum and Instruction, New Specialization in Master of Arts in Teaching: Specialization in Middle Level Education with Initial Licensure

DELETIONS

Program

College of Health and Human Sciences, School of Family and Consumer Sciences, Deletion of Bachelor of Science in Hospital and Tourism Management

College of Business, Department of Accountancy, Deletion of Master of Science in Taxation

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, Deletion of Bachelor of Arts in Geography

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, Deletion of Bachelor of Science in Geography

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, Deletion of Master of Science in Geography

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, Deletion of Doctor of Philosophy in Geography

Certificate

College of Education, Department of Counseling and Higher Education, Deletion of Certificate of Graduate Study: Medical Family Therapy and Counseling CAHE

Specialization

College of Liberal Arts and Sciences, Department of Biological Sciences, Deletion of a Graduate Specialization from Master of Science in Biological Sciences - Specialization in Biology Teaching

College of Education, Department of Curriculum and Instruction, Deletion of a Graduate Specialization from Doctor of Education in Curriculum and Instruction – Specialization in Science, Social Studies, and Environmental Education Integration

College of Education, Department of Leadership, Educational Psychology and Foundations, Deletion of a Graduate Specialization from Doctor of Education in Educational Leadership and Policy Studies – Specialization in Educational Leadership

College of Education, Department of Leadership, Educational Psychology and Foundations, Deletion of a Graduate Specialization from Doctor of Education in Educational Leadership and Policy Studies – Specialization in Educational Policy Studies

College of Health and Human Sciences, School of Nursing, Deletion of a Graduate Specialization from Master of Science in Nursing – Specialization as an Adult Gerontology Clinical Nurse Specialist

College of Health and Human Sciences, School of Nursing, Deletion of a Graduate Specialization from Master of Science in Nursing – Specialization as an Adult Gerontology Primary Care Nurse Practitioner

College of Health and Human Sciences, School of Nursing, Deletion of a Graduate Specialization from Doctor of Nursing Practice – Specialization as an Adult Gerontology Clinical Nurse Specialist

College of Health and Human Sciences, School of Nursing, Deletion of a Graduate Specialization from Doctor of Nursing Practice – Specialization as an Adult Gerontology Primary Care Nurse Practitioner

Emphasis

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, Deletion of an Undergraduate Emphasis to the Bachelor of Science in Earth, Atmosphere and Environment – Emphasis in Water Sciences

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, Deletion of an Undergraduate Emphasis to the Bachelor of Arts in Earth, Atmosphere and Environment – Emphasis in Water Sciences

OTHER CHANGES

Name Changes

College of Health and Human Sciences, School of Nursing, from: Bachelor of Science in Nursing, to Bachelor of Science in Nursing, Pre-Licensure and Bachelor of Science in Nursing, Registered Nurse – Bachelor of Science Degree Completion

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, from Bachelor of Science in Geology and Environmental Sciences to Bachelor of Science in Earth, Atmosphere and Environment

College of Liberal Arts and Sciences, Department of Environmental Studies, from Bachelor of Science in Environmental Studies: Emphasis in Energy Studies to Bachelor of Science in Environmental Studies: Emphasis in Sustainability and Energy

College of Liberal Arts and Sciences, Department of Environmental Studies, from Bachelor of Arts in Environmental Studies: Emphasis in Energy Studies to Bachelor of Arts in Environmental Studies: Emphasis in Sustainability and Energy

College of Liberal Arts and Sciences, Department of Environmental Studies, from Bachelor of Science in Environmental Studies: Emphasis in Nature in Society to Bachelor of Science in Environmental Studies: Emphasis in Environmental Justice

College of Liberal Arts and Sciences, Department of Environmental Studies, from Bachelor of Arts in Environmental Studies: Emphasis in Nature in Society to Bachelor of Arts in Environmental Studies: Emphasis in Environmental Justice

College of Liberal Arts and Sciences, Department of Environmental Studies, from Bachelor of Science in Environmental Studies: Emphasis in Environmental Policy to Bachelor of Science in Environmental Studies: Emphasis in Environmental Policy and Law

College of Liberal Arts and Sciences, Department of Environmental Studies, from Bachelor of Arts in Environmental Studies: Emphasis in Environmental Policy to Bachelor of Arts in Environmental Studies: Emphasis in Environmental Policy and Law

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, from Master of Science in Geology to Master of Science in Earth, Atmosphere and Environment

College of Liberal Arts and Sciences, Department of Earth, Atmosphere and Environment, from Doctor of Philosophy in Geology to Doctor of Philosophy in Earth, Atmosphere and Environment

Program Relocation

College of Health and Human Sciences, relocation of Doctor of Philosophy in Health Sciences from College of Health and Human Sciences, School of Interdisciplinary Health Professions to College of Health and Human Sciences

August 7, 2023 CMM

2022-2023 FACULTY EMERITUS RECOGNITION

Universities have a long tradition of granting emeritus status to faculty who retire in good standing. Northern Illinois University has created a regular process for the identification of retirees for whom the emeritus designation is appropriate. A list of ranked faculty who have announced or finalized retirements during the fiscal year is prepared annually by Human Resource Services and reviewed by the Executive Vice President and Provost for presentation to the Board of Trustees. The University hereby informs the Board of Trustees of the retired faculty members designated as emeritus for FY24.

The faculty being granted emeritus status, with their departments, ranks, any special status, and dates of retirement are as follows:

Name	Department	Rank and Special Status	Retirement Date
Timothy Aurand	Marketing	Professor	7/1/2023
Gerald Blazey	Division of Research and Innovation Partnerships	Professor, Distinguished Research Professor	7/1/2023
Derryl Block	Nursing	Professor	1/1/2023
Philip Carpenter	Earth, Atmosphere and Environment	Professor	1/1/2023
Michael Day	English	Professor	9/1/2022
Ronald Duvall	Biological Sciences	Professor	8/1/2022
Paula Frasz	Theatre & Dance	Professor, Presidential Engagement and Partnership Professor	1/1/2023
George Holt	Communication	Professor	1/1/2023
Narayan Hosmane	Chemistry & Biochemistry	Professor, Distinguished Research Professor, Board of Trustees Professor	1/1/2023
Judith Lukaszuk	Health Studies	Professor	6/1/2023
Kathleen McFadden	Operations Management and Information Systems	Professor, Board of Trustees Professor	6/1/2023
Keith Millis	Psychology	Professor	9/1/2022
Frances Parker	Educator Licensure and Preparation	Associate Professor	1/1/2023
Bradford Pillow	Psychology	Professor	1/1/2023
Mary Shafer	Mathematical Sciences	Associate Professor	8/1/2022
Masih Shokrani	Health Studies	Professor	6/1/2023
Robert Sims	Music	Professor	6/1/2023
Elizabeth Wilkins	Curriculum and Instruction	Professor	9/1/2022
Ronnie Wooten	Music	Professor	7/1/2023

NIU Professor Emeritus Status

- Emeritus faculty members are an important asset to NIU, and they contribute in many ways to NIU and the community after retirement.
- When the need arises, emeritus faculty teach, pursue research and sponsored project opportunities, serve on graduate committees, serve temporarily in key administrative positions when necessary, and continue to serve NIU in many ways.
- NIU is one of few state universities where the emeritus status granting process is simple and straightforward. Retired faculty members do not have to fill out any special paperwork and their departments do not have to review any nominations or approve the emeritus status. There is no fee for obtaining the emeritus status either.

Policy

The Policy Library states:

“The designation of emeritus status is granted by the University and Board of Trustees to tenured, ranked faculty members who retire from the university in good standing.

A retiring tenured, ranked faculty member is in good standing provided:

- a) Any financial obligations to the university have been settled;
- b) No termination proceeding has been initiated against the faculty member and remains pending at the time of retirement; and,
- c) The faculty member has not been discharged for cause.”

In exceptional cases, Emeritus Status may be granted to other faculty members based on merit and a recommendation to the president.

Faculty who are granted Emeritus Status will retain their professional rank and title at the time of retirement followed by the designation “Emeritus” or “Emerita”. Faculty titles are "Assistant Professor," "Associate Professor," "Professor," "Presidential Engagement Professor," "Presidential Research Professor," "Presidential Teaching Professor," "Distinguished Engagement Professor," "Distinguished Research Professor," and "Distinguished Teaching Professor.”

Process

The Policy Library states:

- A list of names of the tenured, ranked faculty who have retired during the fiscal year and the names of those tenured, ranked faculty who plan to retire before the beginning of the next academic year will be prepared by the Office of Human Resource Services each year prior to May 15 and forwarded to the provost.
- The list will consist of all tenured, ranked faculty who have signed formal retirement agreements or filed State Universities Retirement System (SURS) applications through Human Resource Services prior to May 15 of a given year.
- The provost will review the list to determine the standing of the faculty for Emeritus Status. Those tenured, ranked faculty who are in good standing will be recommended to the president who, in turn, will submit the list of faculty as an information item to the Board of Trustees at its next regularly scheduled meeting.
- Once a tenured, ranked faculty member’s name is presented to the Board of Trustees for Emeritus Status, the retired faculty member may officially use the Emeritus designation. The Provost Office sends them a confirmation letter.

Recognition

- Emeritus faculty members are recognized by the President, Provost and Presidents of the shared governance bodies for their service and contributions along with all retired employees at the annual recognition reception organized by the annuitants association and HRS.
- Faculty Senate acknowledges emeritus faculty in its newsletter to all faculty.

Benefits

Below are some of the benefits to faculty that are named “Emeritus” or “Emerita.”

1. Keep their professorial rank in retirement.
2. Continue to have free access to NIU Libraries.
3. Receive research support services and access to research software and databases when pursuing research and scholarly activities through NIU.
4. Teach or serve in interim administrative roles as needs arise.
5. Serve on graduate theses and dissertation committees as needed.
6. Continue to have access to NIU email as allowed by email policies and license agreement.
7. Eligible to take courses at NIU similar to current employees.
8. Receive dependents’ tuition benefits at NIU similar to current employees.
9. Get discounted parking permit (currently \$10/year) for parking on NIU campus.
10. Eligible for office space for teaching and research/artistry as allocated by their departments.
11. Participate in recruitment and other events representing their departments and colleges.
12. Represent NIU’s retirees in SUAA and other state-level bodies.

The most significant benefit that cannot be measured is the title that shows the faculty member has finished his or her distinguished career in a good standing and continues to hold the professorial rank at the institution and contribute to the university and their disciplines.

INNOVATION AND IMPACT: THE WORK OF STUDENTS AFFAIRS

Clint-Michael Reneau, Vice President for Student Affairs will provide an overview of student affairs work dedicated to engagement, retention, Greek Life revitalization, and the Braven first-year program.