PUBLIC NOTICE & AGENDA

University Council Steering Committee
Wednesday, September 25, 2019, 3 p.m.
Altgeld Hall 225
DeKalb, Illinois

I. CALL TO ORDER

II. VERIFICATION OF QUORUM

III. ADOPTION OF THE AGENDA

IV. APPROVAL OF THE AUGUST 28, 2019 MINUTES – Pages 2-4

V. PUBLIC COMMENT

VI. ITEMS FOR UC STEERING COMMITTEE CONSIDERATION

VII. DISCUSSION AND APPROVAL OF UNIVERSITY COUNCIL DRAFT AGENDA – separate packet

VIII. ADJOURNMENT
VOTING MEMBERS PRESENT: Arado, Barnhart, Bateni, Bolden, Burton, Chen, Collins, Doederlein, Elish-Piper, Pearson, Royce, Siegesmund, Thu

VOTING MEMBERS ABSENT: Millhorn

I. CALL TO ORDER

University Council (UC) Steering Committee chair, K. Thu, called the meeting to order at 3 p.m.

II. VERIFICATION OF QUORUM

A quorum was established.

III. ADOPTION OF THE AGENDA

H. Bateni moved to adopt the agenda, seconded by G. Chen. Motion passed.

IV. APPROVAL OF THE APRIL 17, 2019 MINUTES

It was moved and seconded to approve the minutes. Motion passed.

V. PUBLIC COMMENT

VI. ITEMS FOR UC STEERING COMMITTEE CONSIDERATION

A. Reviewing the structure and processes of shared governance

Input has been sought from stakeholders including NIU shared governance leaders, administration, faculty and students, as well as shared governance leadership from other Illinois universities. There is support across the board for redesigning NIU’s shared governance structure to better align with benchmark structures at NIU’s sister institutions in Illinois, and to assign academic authority to Faculty Senate.

The plan is to develop a proposal within Faculty Senate and then submit it to UC.
Faculty Senate timeline:
9/4/19   Introduce concept
10/2/19  Present related data
10/30/19 Propose NIU Bylaws amendments

K. Thu noted that caution must be used when discussing any workplace issue that is part of the ongoing collective bargaining negotiations, such as tenure and promotion, or workload policy. J. Royce noted that he also uses as a guideline the measure of whether a particular topic impacts constituency members who are not covered by a union.

K. Thu shared a draft shared governance organizational chart. C. Doederlein noted that SPS Council, Operating Staff Council and the Student Association are not represented on the shared governance organizational chart. Should these shared governance constituencies be included?

F. Barnhart inquired as to how NIU’s shared governance structure is unique from its sister institutions? K. Thu replied that the most significant difference is that there is no University Council at other institutions. The closest we can come to it is a sort of executive committee.

I. Pearson shared that he completed some shared governance archival research over the summer and noted that the number of committees seemed to expand significantly during the 1990’s.

K. Thu reported that a list of priority issues has been developed for Faculty Senate consideration at its September 4 meeting.

VII. DISCUSSION AND APPROVAL OF UNIVERSITY COUNCIL DRAFT AGENDA – separate packet

C. Doederlein moved to approve the proposed September 11 UC agenda, seconded by F. Barnhart.

University Press Board amendment proposal – VP for Research and Innovation Partnerships, Jerry Blazey, will present this proposal at the September 11 UC meeting.

Committee on Academic Equity and Inclusive Excellence – Chief Diversity Officer, Vernese Edghill-Walden, will present this proposed bylaw amendment for a first reading at the September 11 UC meeting.

Temporary Appointment Timeline Waiver Request – College of Engineering and Engineering Technology Dean, Don Peterson, will present this request at the September 11 UC meeting.
Ombuds Day proposal – NIU Ombudsperson, Sarah Klaper, will present this proposal at the September 11 UC meeting.

Policy Library update – Policy Librarian, Rebecca Hunt, will provide this update at the September 11 UC meeting.

UC-Academic Policy Committee – V. Collins will give an update on the committee’s work regarding the proposed Policies for Online and Hybrid Courses Offered by NIU.

Resources, Space and Budget Committee – T. Arado might have a brief update for the September 11 UC meeting since the RSB meets September 7. K. Thu reported that President Freeman intends to seek input from the RSB Committee regarding capital budget decisions, as well as budget decentralization. He will make a brief report on this during this RSB report time at the September 11 UC meeting.

Rules, Governance & Elections – No report is anticipated for the September 11 UC meeting.

Student Association – N. Bolden plans to bring a report for the September 11 UC meeting, including a recap of summer projects and an introduction to planned fall projects. I. Pearson will report on Student Association shared governance goals for the year.

Operating Staff Council – J. Royce plans to report on Operating Staff Council goals during the September 11 UC meeting.

Supportive Professional Staff Council – C. Doederlein will have a report for the September 11 UC meeting.

Huskie Food Pantry – K. Thu plans to report on this topic during the September 11 UC meeting, encouraging people to consider volunteering. This item will be moved from Informational Items to President’s Announcements in the agenda.

J. Burton noted that the Student Senate minutes were not included in the Informational Items. This error will be corrected.

Motion to approve the proposed September 11 UC agenda per above discussion passed.

VIII. ADJOURNMENT

It was moved and seconded to adjourn. Meeting adjourned at 3:35 p.m.
DRAFT

Below is a draft of the upcoming University Council agenda, which we will use to shape discussion at the UC-Steering Committee meeting.

PUBLIC NOTICE AND AGENDA

University Council
Wednesday, October 16, 2019, 3 p.m.
Altgeld Hall 315
Northern Illinois University
DeKalb, Illinois

I. CALL TO ORDER

II. VERIFICATION OF QUORUM

III. ADOPTION OF THE AGENDA

IV. APPROVAL OF THE SEPTEMBER 11, 2019 MINUTES – Pages 4-7

V. PUBLIC COMMENT

VI. PRESIDENT’S ANNOUNCEMENTS

VII. CONSENT AGENDA

VIII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

A. Faculty Advisory Council to the IBHE – Linda Saborío

B. University Advisory Committee to the Board of Trustees
   Jeffry Royce, Catherine Doederlein, Kendall Thu
   Alex Gelman, Sarah Marsh, Jason Hanna

C. Academic Policy Committee – Vicki Collins, Chair

D. Resources, Space and Budget Committee – Therese Arado, Chair

E. Rules, Governance and Elections Committee – Richard Siegesmund, Chair

F. University Affairs Committee – Hamid Bateni, Chair
IX. UNFINISHED BUSINESS

Update: Rethinking Faculty Senate and Shared Governance – Pages 8-27

X. NEW BUSINESS

A. Proposed amendment to NIU Bylaws 15.9.1 Committee for Academic Equity and Inclusive Excellence – Composition – Page 28
FIRST READING
Vernese Edghill-Walden, Chief Diversity Officer

B. Proposed amendment to NIU Bylaws 15.6.4.2 Committee for the Improvement of the Undergraduate Academic Experience – Duties – Page 29
FIRST READING
Ed Klonoski, Associate Vice Provost, Undergraduate Curriculum

C. Approval of Proposed University Holidays for 2020 – Page 30

XI. INFORMATION ITEMS

A. Policy Library – Comment on Proposed Policies (right-hand column on web page)
B. Minutes, Academic Planning Council
C. Minutes, Athletic Board
D. Minutes, Baccalaureate Council
E. Minutes, Board of Trustees
F. Minutes, Campus Security and Environmental Quality Committee
G. Minutes, Comm. on the Improvement of the Undergraduate Academic Experience
H. Minutes, General Education Committee
I. Minutes, Graduate Council
J. Minutes, Graduate Council Curriculum Committee
K. Minutes, Honors Committee
L. Minutes, Operating Staff Council
M. Minutes, Student Senate
N. Minutes, Supportive Professional Staff Council
O. Minutes, University Assessment Panel
P. Minutes, University Benefits Committee
Q. Minutes, Univ. Comm. on Advanced and Nonteaching Educator License Programs
R. Minutes, University Committee on Initial Educator Licensure
S. 2019-20 Faculty Senate meeting dates:
   Sep 4, Oct 2, Oct 30, Nov 20, Jan 22, Feb 19, Mar 25, Apr 22

T. 2019-20 University Council meeting dates:
   Sep 11, Oct 16, Nov 6, Dec 4, Jan 29, Feb 26, Apr 1, Apr 29

XII. ADJOURNMENT
MINUTES
University Council
Wednesday, September 11, 2019, 3 p.m.
Altgeld Hall 315
Northern Illinois University
DeKalb, Illinois

VOTING MEMBERS PRESENT: Arado, Bateni, Block, Bohanon, Bolden, Branch, Burton, Chen, Collins, David, Demir (for G. Chen), Doederlein, Elish-Piper, Farrell, Freeman, Hanley, Ingram, Johnson, Kim, Koss, Ledgerwood, Littauer, Martin, Millhorn, Mooney, Moraga, Nelson, Newman, Owoeye, Park (for Rajagopalan), Pearson, Penrod, Peterson, Polansky, Rau, Rigertas, Rooney, Royce, Schatteman, Scherer, Self (for Hines), Shi, Siegesmund, Skarbinski, Staikidis, Thu, Weffer, Whedbee (for Schraufnagel), Wilson

VOTING MEMBERS ABSENT: Barnhart, Bond, G. Chen, Chmaissem, Drew, Hines, Kassel, Rajagopalan, Schraufnagel, White

OTHERS PRESENT: Blazey, Bryan, Hunt, Jensen, Klaper, McGill, Wesener Michael, Yates

OTHERS ABSENT: Gelman, Groza, Hanna, Marsh

I. CALL TO ORDER

University President L. Freeman called the meeting to order at 3 p.m.

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

C. Doederlein moved to approve the agenda as amended (removing Item VIII. B). The motion was seconded and passed.

IV. APPROVAL OF THE MAY 1, 2019 MINUTES – Pages 4-6

T. Arado moved to approve the minutes. The motion was seconded and passed.

V. PUBLIC COMMENT
VI. CONSENT AGENDA

I. Pearson moved to approve the consent agenda. The motion was seconded and passed.

A. Approve the 2019-20 UC Standing Committee membership rosters per NIU Bylaws Article 2 – Page 7

B. Approve the 2019-20 University Advisory Committee to the BOT membership roster, confirming Jason Hanna for a three-year term (2019-2022) per NIU Bylaws, Article 17.4.1.1 – Page 8

C. Approve nominee, Matt Bute, Chicago Tribune, to serve as a community-at-large member of the Northern Star Publications Board for a three-year term (2019-2022) per committee membership guidelines – Page 9

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

A. Proposed amendment to University Press Board description – Page 10
   Jerry Blazey, Vice President, Division of Research & Innovation Partnerships
   Amy Farranto, Acquisitions Editor, NIU Press

   J. Burton moved to approve the proposed amendment, seconded by R. Siegesmund. Motion passed.

B. Proposed amendment to NIU Bylaws 15.9.1 Committee for Academic Equity and Inclusive Excellence – Composition – Page 11-12
   FIRST READING
   Vernese Edghill-Walden, Chief Diversity Officer

   [Note, this item was removed from the agenda and will be scheduled at a later date.]

C. Temporary appointment timeline waiver request per NIU Bylaws, Article 19.5.2.2
   Pradip Majumdar, Interim Chair, Department of Engineering Technology, College of Engineering and Engineering Technology – Pages 13-14
   Donald Peterson, Dean, College of Engineering and Engineering Technology

   V. Demir moved to approve the request, seconded by V. Collins. Motion approved.

D. Ombuds Day proposed proclamation – Page 15
   Sarah Klaper, NIU Ombudsperson

   The motion was made and seconded to approve the proposed proclamation. Motion passed.
IX. PRESIDENT’S ANNOUNCEMENTS

A. Policy Library Update – Rebecca Hunt, Policy Librarian

B. Huskie Food Pantry – volunteers needed – Pages 16-17

X. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

A. Faculty Advisory Council to the IBHE – Linda Saborío – no report

B. University Advisory Committee to the Board of Trustees – report
   Jeffry Royce, Catherine Doederlein, Kendall Thu
   Alex Gelman, Sarah Marsh, Jason Hanna

C. Academic Policy Committee – Vicki Collins, Chair – report

D. Resources, Space and Budget Committee – Therese Arado, Chair – report

E. Rules, Governance and Elections Committee – Richard Siegesmund, Chair – no report

F. University Affairs Committee – Hamid Bateni, Chair – no report

G. Student Association – report
   Naomi Bolden, President
   Ian Pearson, Speaker of the Senate

H. Operating Staff Council – Jeffry Royce, President – report

I. Supportive Professional Staff Council – Catherine Doederlein, President – report

XI. INFORMATION ITEMS

A. Minutes, Academic Planning Council
B. Minutes, Athletic Board
C. Minutes, Baccalaureate Council
D. Minutes, Board of Trustees
E. Minutes, Campus Security and Environmental Quality Committee
F. Minutes, Comm. on the Improvement of the Undergraduate Academic Experience
G. Minutes, General Education Committee
H. Minutes, Graduate Council
I. Minutes, Graduate Council Curriculum Committee
J. Minutes, Honors Committee
K. Minutes, Operating Staff Council
L. Minutes, Student Senate
M. Minutes, Supportive Professional Staff Council
N. **Minutes**, University Assessment Panel
O. **Minutes**, University Benefits Committee
P. **Minutes**, Univ. Comm. on Advanced and Nonteaching Educator License Programs
Q. **Minutes**, University Committee on Initial Educator Licensure
R. **2018-19 Annual Reports**
S. 2019-20 Faculty Senate meeting dates:
   Sep 4, Oct 2, Oct 30, Nov 20, Jan 22, Feb 19, Mar 25, Apr 22
T. 2019-20 University Council meeting dates:
   Sep 11, Oct 16, Nov 6, Dec 4, Jan 29, Feb 26, Apr 1, Apr 29
U. **Open Meetings Act reviews**

**XII. ADJOURNMENT**

J. **Wilson** moved to adjourn, seconded by R. **Siegesmund**. Motion passed.

Meeting adjourned at 3:55 p.m.
Northern Illinois University

Shared Governance at Illinois Public Universities and Beyond
• Purpose
  – Conversation about vesting Faculty Senate with academic responsibility and authority.
  – Possibly simplify shared governance structure and processes, including a reduction in committees where possible.
    • Currently, ~103 University-wide committees with ~1600 seats.
• UC By-laws: 63 Voting Members
  – Administration (11): President, Provost, and nine Deans.
  – 32 tenured faculty.
  – 16 Students
  – 2 SPS
  – 2 OSC
  – The University Council, in accordance with Board of Trustees Policies, has the power to establish the educational and academic policies of the university.

• Faculty Senate by-laws: 76 Voting Members
  – One member of the Faculty Senate shall be elected from and by the faculty…of each academic department or school in the degree-granting colleges of the university, with two elected from each department or school of over 50 faculty members, and one faculty member each from the College of Law and the University Libraries.
  – The faculty, through the Faculty Senate, may communicate its concerns, recommendations, and positions to the University Council…
Illinois State University

• Academic Senate Voting Members
  – 29 tenure-track faculty members; 1 non-tenure track faculty member; 1 faculty associate; 20 student members from Student Government Association; student body president; 1 Administrative Professional Council representative; 1 Civil Service Council representative
  – The Academic Senate will be the primary body to recommend educational policies of the university.

• No University Council counterpart.
• Faculty Senate Voting Members
  – 23 tenure track and instructors, all faculty
  – The Faculty Senate shall serve as a means by which the opinions and viewpoints of the faculty may be determined and communicated to the administration of the university, and it shall serve as an agency through which the faculty may participate in the formation of basic university policy.

• No University Council counterpart.
Governor’s State University

• Article II, Section 2 Senate By-laws
  – The Faculty Senate is the elected and representative body of the Faculty. The Faculty Senate shall consider, make recommendations, and pass resolutions concerning matters of university interest, including policies and processes regarding curriculum, academic programs, research, and Faculty status…

• Voting Members
  – 25 tenure track faculty and one senior instructor (room for one emeritus)

• No University Council counterpart.
Chicago State University

• Faculty Senate Constitution Article 1
  – …the Senate shall focus on, but not be limited to such academic concerns as admissions, academic standards, curriculum and evolving programs.

• Voting Membership
  – One tenure track member from each academic discipline.
  – For disciplines with seven or more faculty, they elect one additional Senator in each discipline.
  – Library and Learning Resources and the Counseling Center shall each conduct elections for the appropriate number of Senators
  – Provost or designee

• No University Council counterpart.
University of Illinois at Urbana-Champaign

- Senate Voting Members
  - 200 faculty; 50 students; 10 academic professionals
  - Senate shall *determine* for its campus matters of educational policy including, but not limited to: requirements for admission to the several colleges, schools and other teaching divisions; general requirements for degrees and certificates; relations among colleges, schools and other teaching divisions; the academic calendar; and educational policy on student affairs.

- No University Council counterpart.
Southern Illinois University

- Faculty Senate Voting Members
  - 23 tenure track, 6 non-tenure track
  - The Faculty Senate is the body empowered to act as agent for the university faculty, with delegated power to formulate broad policies in regard to the educational functions of the university. The senate plays an important role in the governance structure of the university and is committed to shared governance not only as a concept, but as a fundamental precept.

- No University Council counterpart.
Other Colleges Universities

• Provost Ingram posed question about shared governance structure on Provost List Serv.
  – Eight institutions responded: Central Michigan, South New Hampshire, Springfield College, Metro State Denver, Touro College, U Mass, The College of New Jersey, Rosalind Franklin Univ of Medicine and Science
  – Seven of these institutions have Faculty Senate as primary body, similar to what we see at most public Illinois universities.
Eastern Illinois University

• Faculty Senate Voting Members
  – 15 faculty members
  – The Faculty Senate is the elected representative voice of the faculty of Eastern Illinois University. The Faculty Senate represents faculty in all matters affecting the welfare of the university, except in matters within the scope of collective bargaining as determined by regulations for collective bargaining by academic employees, or where limited by relevant law.

• Council on University Planning and Budget: somewhat akin to University Council.
  – Senate Chair, five faculty from five colleges, Union rep, grad student, non-traditional student, undergrad student, RHA, a Dean, Chair, housing rep, staff senate chair, staff senate, 4 VPs, facilities manager, and two from President’s office.

• Most similar to NIU’s current governance structure
• NIU Constitution, Preamble #3:
  – *Faculty shall predominate* in all policy decisions relating to the
    faculty personnel system, to the university curriculum, and to
    policy decisions concerning admissions and academic standards.

• Faculty Senate By-laws 14.1:
  – …the university constitution provides for university governance
    as a shared process with faculty predominance in all policy
    decisions relating to the university curriculum, to student
    admissions and academic standards…

• ARTICLE 1: THE UNIVERSITY COUNCIL
  – The University Council, in accordance with Board of Trustees
    Policies, *has the power to establish the educational and academic
    policies* of the university.
• NIU Constitution: University Council
  – 2.1.1 The University Council shall consist of representatives of the university faculty, students, administration, supportive professional staff, and operating staff.
  – 2.1.2 Representation on the University Council must be apportioned so that elected faculty voting representation shall at all times comprise 51 percent to 60 percent of the total number of University Council voting seats, and so that student representation shall at all times comprise 25 percent to 30 percent of the total number of University Council voting seats.

• UC By-laws: Voting Members
  – Administration (11): President, Provost, and nine Deans.
  – 32 tenured faculty.
  – 16 Students
  – 2 SPS
  – 2 OSC
Northern Illinois University

• NIU Constitution:
  – The right of the faculty of the university...to organize a Faculty Senate to represent that constituency of the university community is recognized. It will be accepted by the university community as an integral part of the university's system of governance. The faculty, through the Faculty Senate, may communicate its concerns, recommendations, and positions to the University Council...

• Faculty Senate by-laws: 76 Voting Members
  – All elected faculty members of the University Council...shall be voting members of the Faculty Senate.
  – One member of the Faculty Senate shall be elected from and by the faculty...of each academic department or school in the degree-granting colleges of the university, with two elected from each department or school of over 50 faculty members, and one faculty member each from the College of Law and the University Libraries.
Challenges

– Senate and UC by-laws do not empower Senate to prevail in faculty personnel system, curriculum, admissions, and academic standards as clearly stated in NIU’s Constitution.

– The shared governance authority for NIU currently resides in University Council, not Faculty Senate.

– For the most part, our peer institutions in Illinois vest these responsibilities in the Senate and typically do not have a counterpart to our University Council.
Opportunities

- Move language currently in the UC by-laws to Faculty Senate
- Amend article one of the constitution from: “The University Council,” TO “The Faculty Senate” in accordance with Board of Trustees Policies, has the power to establish the educational and academic policies of the university.
- Move appropriate committees to Faculty Senate and perhaps eliminate where possible.
- Retain University Council to discharge its other duties:
  - Advise President on appointment of administrators, including the President
  - Participate in the preparation and administration of the budget.
  - Participate in campus planning and building construction and utilization.
  - Aid in the development of other policies
  - Perhaps change the membership numbers and configuration of UC?
Process Moving Forward

- Senate prepare a plan and recommendations for shared governance changes to the University Council.
- Prepare wording changes in the Constitution and by-laws for Faculty Senate and University Council.
- Keep everyone in the loop

• No change in approval process beyond Faculty Senate--still need Provost, President, and ultimately BOT approval where appropriate.

• Comments and questions?
Draft Concept Academic Shared Governance Structure
The Chief Diversity Officer (CDO) recommends the following changes to the CAEIE to streamline the work and eliminate redundancy: The removal of the college team leaders and the addition of the Office of Student Engagement and Experiential Learning (OSEEL)

1. Since taking the leadership of the committee, the college team leaders are the same representatives. Faculty from each of the colleges acted as faculty and members of the Equity Team, thus creating redundancy in representation.
2. OSEEL is a major partner to the committee and a valued stakeholder, which promotes faculty and student research on diverse topics through the READ Grant. The CDO want to add Destiny McDonald from OSEEL to the committee.

ARTICLE 15: ACADEMIC COUNCILS AND COMMITTEES OF THE UNIVERSITY

15.9 Committee for Academic Equity and Inclusive Excellence (CAEIE)

15.9.1. Composition Membership of the committee shall consist of the following:

- Chief Diversity Officer, ex officio, nonvoting;
- Director, Center for Black Studies, ex officio, voting;
- Director, Center for Latino and Latin American Studies, ex officio, voting;
- Director, Center for the Study of Women, Gender, and Sexuality, ex officio, voting;
- Director, Center for Southeast Asian Studies, ex officio, voting;
- Director, Disability Resource Center, ex officio, voting;
- Director, Asian American Studies Certificate, ex officio, voting;
- Representative from the Office of the Vice Provost for Undergraduate Academic Affairs, nonvoting;
- Representative from the Division of Student Affairs, nonvoting;
- Representative from the Office of Student Engagement and Experiential Learning;
- One faculty member from each degree-granting college, voting;
- One equity team leader from each degree-granting college, voting;
- Director, Testing and Academic Affairs Research Support, ex officio, nonvoting;
- One supportive professional staff member, voting;
- One curricular associate dean, nonvoting;
- One undergraduate and/or graduate student, voting.

Faculty and staff members shall be appointed to serve three-year staggered terms beginning in the fall semester, not to exceed two consecutive terms. All other members, or their designees, shall serve continuous terms. Members shall be appointed by the Provost.
PROPOSED AMENDMENT TO NIU BYLAWS ARTICLE 15.6.4.2: 
COMMITTEE FOR THE IMPROVEMENT OF THE UNDERGRADUATE ACADEMIC 
EXPERIENCE – DUTIES

ARTICLE 15: ACADEMIC COUNCILS AND COMMITTEES OF THE UNIVERSITY

15.6 Standing Committees of the Baccalaureate Council

15.6.4 Committee for the Improvement of the Undergraduate Academic Experience

15.6.4.2 Duties

(A) To monitor and evaluate the campus environment from the perspective of its 
compatibility with, and support for, the learning process and the development of 
an appreciation for learning, and to recommend to the University Baccalaureate 
Council policies and programs to strengthen that environment.

(B) To act as an advisory board for the First- and Second-Year Experiences.

(C) To establish policies and procedures and select the recipients for the annual 
awards recognizing innovative teaching practices and outstanding undergraduate 
educators at NIU.

(D) To monitor and evaluate undergraduate mentoring programs as well as initiatives 
involving NIU alumni and students and recommend appropriate changes as 
necessary.

(E) To report its activities and recommendations related to purpose and duties to the 
Baccalaureate Council.
## Proposed University Holidays for 2020

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<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
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<tbody>
<tr>
<td>New Year’s Day (Holiday)</td>
<td>Wednesday January 1, 2020</td>
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<td>Martin Luther King, Jr. Day (Holiday)</td>
<td>Monday January 20, 2020</td>
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<td>Memorial Day (Holiday)</td>
<td>Monday May 25, 2020</td>
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<tr>
<td>Independence Day (Holiday)</td>
<td>Friday July 3, 2020</td>
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<td>Labor Day (Holiday)</td>
<td>Monday September 7, 2020</td>
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<td>Thanksgiving (Holiday)</td>
<td>Thursday November 26, 2020</td>
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<tr>
<td>Floating Holiday</td>
<td>Friday November 27, 2020</td>
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<tr>
<td>Administrative Closure</td>
<td>Wednesday December 23, 2020</td>
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<td>Floating Holiday</td>
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<td>December 25 (Holiday)</td>
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<td>Floating Holiday</td>
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<td>Floating Holiday</td>
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<td>Administrative Closure</td>
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