



**Northern Illinois
University**
Division of Academic Affairs

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July 9, 2018

TO: University Council

FROM: Christopher K. McCord
Acting Executive Vice President and Provost

A handwritten signature in black ink, appearing to read 'Chris McCord', written over the printed name and title.

RE: University Council Personnel Committee Annual Report 2017-2018

I am pleased to provide the attached report on the activities of the University Council Personnel Committee during the 2017-2018 academic year.

cc: University Council Personnel Committee

**REPORT OF THE UNIVERSITY COUNCIL PERSONNEL COMMITTEE
TO THE UNIVERSITY COUNCIL
2017-2018**

The University Council Personnel Committee (UCPC) met eight times during the 2017-2018 academic year.

SABBATICAL LEAVES

Per the regulations of the Board of Trustees (Section II. E. 2 a.), a maximum of 45 sabbatical leave slots were available to be awarded to faculty and supportive professional staff for the 2018-2019 academic year.

The UCPC and the Acting Executive Vice President and Provost received and reviewed a total of 39 sabbatical leave requests from faculty recommended by their departments and colleges, and subsequently recommended that the Board of Trustees approve all 39 requests. No sabbatical leave requests for the 2017-2018 academic year were received from supportive professional staff.

Additionally, the UCPC received one appeal from a faculty member whose sabbatical application was not recommended at the department and college levels. After careful review and consideration of the appeal, the UCPC and the Acting Executive Vice President and Provost concurred with the recommendations of the department and college and, therefore, did not forward the application to the Board of Trustees.

TENURE AND/OR PROMOTION

The UCPC and the Acting Executive Vice President and Provost received and reviewed 48 applications for tenure and/or promotion effective FY19. Of those, the UCPC recommended forwarding 47 of the 48 to the Acting President for final approval by the Board of Trustees (a summary of the 48 applications is provided below):

Tenure and Promotion from Assistant Professor to Associate Professor - 29 applications received; 29 recommended.

Of the 29 tenure and promotion applications, one was an early application and three were short-track applications.

Additionally, the UCPC and the Executive Vice President and Provost carefully considered two split/divided applications (both were denied at the department level but recommended at the college level). In both cases, the UCPC and the Acting Executive Vice President and Provost concurred with the college-level recommendation to support the applications for tenure and promotion.

Promotion from Associate Professor to Professor - 10 applications received; 9 recommended.

Nine of the 10 applications received positive recommendations from the lower-levels.

Additionally, the UCPC and the Acting Executive Vice President and Provost carefully considered two separate appeal requests from one faculty member whose early application for promotion from associate professor to professor was denied at both the department- and college-

levels. One of the appeal requests was based on NIU Bylaws Article 7.2.1.2 and one was based on NIU Bylaws Article 7.2.1.3. After careful review and consideration, the UCPC voted not to hear either of the two appeals.

Promotion from Assistant Professor to Associate Professor without Tenure – 3 applications received; 3 recommended

Three applications for promotion from assistant professor to associate professor without tenure received positive recommendations from the lower-levels.

Tenure Only at the Rank of Associate Professor - 1 application received; 1 recommended

One short-track application for tenure only at the rank of associate professor received a positive recommendation from the lower-levels.

New Hire as Associate Professor with Tenure - 1 application received; 1 recommended

One application for a new hire at the rank of associate professor with tenure received a positive recommendation from the lower-levels.

New Hire as Professor with Tenure – 4 applications received; 4 recommended

Four applications for hire at the rank of professor with tenure received positive recommendations from the lower-levels, one of them for an incoming department chair.

Additional Information

Out of the 29 applications recommended for tenure and promotion from Assistant Professor to Associate Professor, one applicant resigned from NIU before the Board of Trustees met to approve the applications. Similarly, out of the 4 applications for new hires as Professor with Tenure, one new hire declined the offer to join NIU before the Board of Trustees met to approve the applications. Therefore, only a total of 45 applications for tenure and/or promotion were submitted to the Board of Trustees for approval for 2018-2019.

OTHER ACTIVITIES

Other activities of the UCPC during the 2017-2018 academic year included the following:

- Approved the special hearing board as required by NIU Bylaws.
- Endorsed the 3% across-the-board salary increment effective November 16, 2018 for all eligible faculty members.
- Approved revisions to the College of Business's personnel policies and guidelines.
- Approved revisions to the College of Education's criteria and procedures related to personnel decisions.
- Approved revisions to the College of Health and Human Science's personnel policies and procedures.