

Faculty Personnel Advisor 2019-2020 Annual Report

This year served as the terminal year for my appointment as the Faculty Personnel Advisor. I am grateful for the opportunity: it has been an honor to serve NIU faculty.

This past year I have conferred with the faculty union president on personnel issues when I felt that it would be of assistance, and only with each faculty client's consent. I have found this communication to be of great assistance, and recommend using this resource, when appropriate, to all subsequent Faculty Personnel Advisors.

When I originally took on this role three years ago I had apprehensions about what effect the union might have upon this particular position. I was most concerned about whether the Advisor would be needed once the union was operational. However, in my experience, both the Advisor and the union can coexist and support one another.

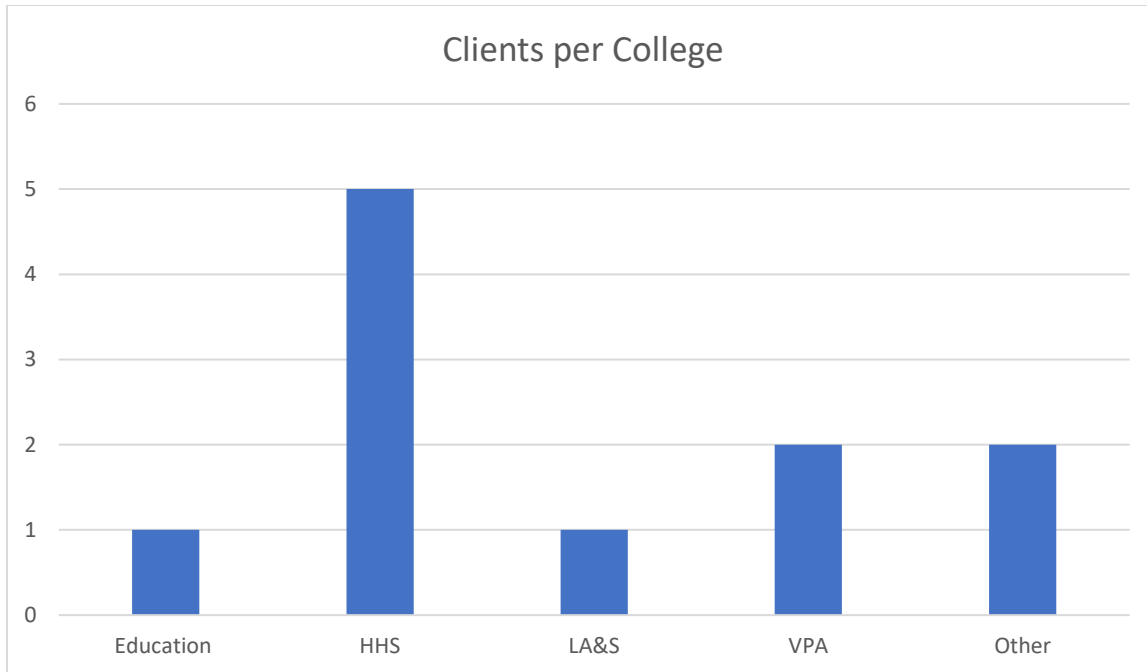
In addition, I have noticed some key places where it appears that the Advisor is actually more needed. For example, faculty of certain classifications, such as clinical faculty, are not covered by the union, and, to my knowledge, these faculty are also not represented on Faculty Senate or University Council—I have had several such clients in the past year. I strongly urge University Administration to give attention to the correction of this issue. It is vital to the University's integrity that all types of faculty have equitable access to the shared governance of NIU.

I ended my term as Advisor by meeting with my successor and talking about the role. We discussed the issues I have noticed and the available resources on campus to help him prepare for his new duties.

In reporting my activity for the year, I use the same format as past years. Clients are counted individually by college, but contact (which include repeated contacts by clients) by college are also recorded.

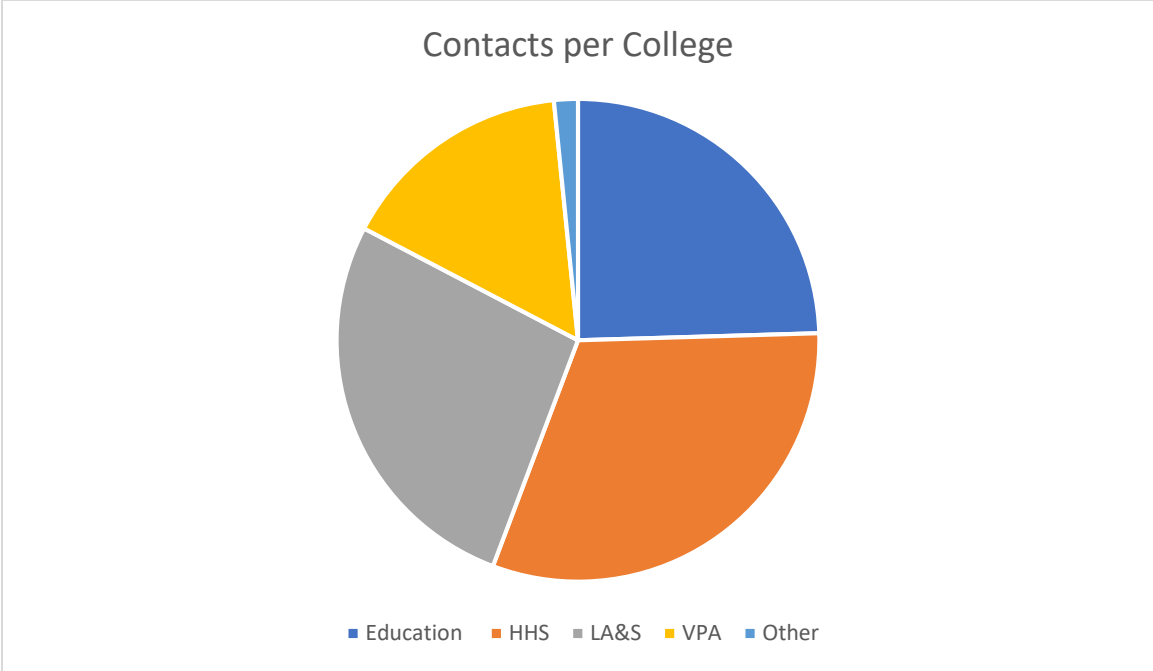
Clients

I ultimately had 11 individual clients during the 2019-2020 term. Their colleges are represented below.



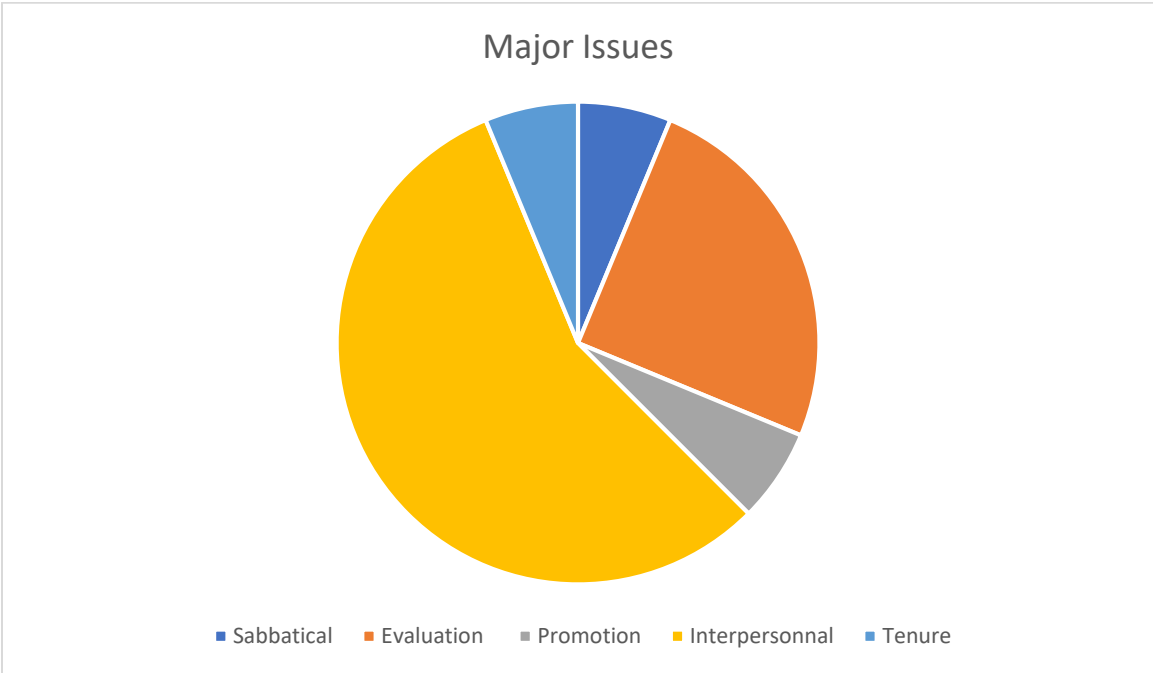
Contacts per College

Although the number of clients this past year is down from the year before, the number of contacts I have had with clients has increased. Last year, I reported 244 contacts. This year, I know I have at least had roughly 375. The number of clients per college is represented below. I include this information because an issue, or issues, with clients can be rather involved, and the pie chart below demonstrates how I have actually spent my time in this role this last year. I choose to represent this as a pie chart as "contact" is more nebulous than counting individual clients.



Major Issues

When it comes to issues that I discussed with clients, this is also somewhat nebulous as clients may come to me with myriad concerns. Therefore, the same individual client might be represented in multiple times.



Respectfully submitted,

Sarah McHone-Chase

July 7, 2020