To: Faculty Senate

From: Benjamin M. Creed, Faculty Senate President/University Council Chair

RE: Faculty Senate Activity Report for AY 2024-2025

Date: April 7, 2025

**Position Overview:**

Pursuant to the Faculty Senate’s (FS) Bylaws Article 2.5 outlining the duties of the Faculty Senate President, this report hereby provides a summary of main duties and accomplishments during my term which began July 1, 2024, and extends through June 30, 2025. As the report is due to Faculty Senate ahead the last meeting of the AY (April 23rd, 2025), the report does not include activities which occurred during the period between the when this report was submitted (April 7th, 2025) and the end of the term.

**I: Primary and Routine Duties:**

* Set agenda, chaired 8 FS meetings during AY 2024-25.
* Set agenda, chaired 8 FS Steering Committee meetings during AY 2024-25.
* Set agenda, chaired 7 FS Social Justice Committee meetings during AY 2024-25.
  + Moved core work forward to completion related to amending FS Article 8.
  + Worked with FS Social Justice Committee to identify priorities for AY 2024-25.
* Co-facilitated, co-chaired 7 University Council meetings with one more to come, with President Freeman, during AY 2024-25.
* Set agenda, chaired 4 Ad Hoc Resources, Space, and Budget Committee Meetings with at least one more to come during AY 2024-25.
* Attended Operating Staff Council and Supportive Professional Staff Council meetings.
* Served as primary shared governance liaison between faculty and NIU senior administration.
* Served as member of the University Advisory Council to the Board of Trustees.
* Regularly attended Board of Trustees meetings, Board of Trustee subcommittee meetings.
* Held regular meetings with University Senior Leadership, including NIU President Lisa Freeman, Executive Vice President and Provost Lauire Elish-Piper, Vice Provost for Faculty Affairs Bárbara González, Vice Provost for Academic Affairs Alicia Schatteman, Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer Carol Sumner, Vice President for Administration and Finance and Chief Financial Officer George Middlemist, Vice President for Research and Innovation Partnerships Richard Mocarski, Interim Dean of the Graduate School Jessica Reyman, and others as needed.
* Held regular meetings with senior leadership of the two staff councils, President of the Supportive Professional Staff Council Felicia Bohanon, and President of the Operating Staff Council Natasha Johnson.
* Held regular meetings with UFA Committee on Committees.
* Other duties as needed.

**II: Faculty Senate Actions Taken:**

* **Passed amendments to FS Bylaws**
  + Amendment to Faculty Senate Bylaws Article 3.1.1, Composition of Steering committee, passed October 2nd, 2024.
  + Amendment to Faculty Senate Bylaws 4.4.3.2 and 4.5.3.3 Duties of the Graduate Council and Duties of the Baccalaureate Council, passed February October 30th, 2024.
  + Amendment to Faculty Senate Bylaws Articles 3.5.1 Social Justice Committee Composition, passed March 26th, 2024.
  + Amendment to Faculty Senate Bylaws Article 8 related to the Academic Personnel Process, passed March 26th, 2024.
  + Amendment to Faculty Senate Bylaws Articles 10 and 11 related to Appeal Procedures for Academic Personnel Decisions, passed March 26th, 2024.
  + Amendment to Faculty Senate Bylaws Article 11.4 related to Sabbatical Eligibility, passed March 26th, 2024.
  + Amendment to Faculty Senate Bylaws Article 1.1 related to the Membership of the Faculty Senate, to be voted upon at April 24th.
  + Amendment to Faculty Senate Bylaws Article 4.4.1.3 related to administrative representation on the Graduate Council, to be voted upon at April 24.
* **Key topics presented at Faculty Senate meetings**
  + Huskies Vote (September 4th, 2024)
  + NIU’s Truth, Racial Healing and Transformation Center and the Real Talk Conference (September 4th, 2024)
  + RIPS – Mission, Vision, Values and Strategic Goals for the Future (October 2nd, 2024)
  + Budget Update (October 30th, 2024)
  + Human Resource Services Presentation (November 20th, 2024)
  + Annuitants Association (November 20th, 2024)
  + Prevention, Education and Outreach & Social Justice Education (January 22nd, 2025)
  + NIU Football move to Mountain West Conference (January 22nd, 2025)
  + Instructional Faculty: Teaching Professor/Professor of Practice (February 19th, 2025)
  + Academic and Career Success (March 26th, 2025)
  + Budget Update (March 26th, 2025)
  + Program Health Check Update (April 23rd, 2025)
  + FS Topic Planning for AY 2025-26 (April 23rd, 2025)
* **Improving Faculty Senate** 
  + Initiated the use of working groups to engage in key work and activities including
    - Tenure and Promotion Bylaw Review
    - Campus AI Working Group membership
    - Investigating Faculty Service
    - Partnership with PEO on sexual misconduct and harassment
  + Began process for establishing multi-year calendar for topics to come before FS

**III: University Council Meetings**

* **Passed amendments to University Bylaws or NIU Constitution**
  + Amendment to NIU Bylaws Article 2.2.1 to update staff council membership on University Council Personnel Committee, passed April 2nd, 2025.
  + Amendment to NIU Bylaws Article 2.2.3 to establish new permanent Resources, Space, and Budget committee, passed April 2nd, 2025.
* **Key topics presented at University Council meetings**
  + Budget and Planning updates (all meetings)
  + JED Campus Update (September 11th, 2024)
  + Division of Information Technology Updates (October 9th, 2024)
  + Budget and Planning updates (November 6th, 2024)
  + Human Resource Services Update (December 4th, 2024)
  + NIU Football Move to Mountain West Conference (January 29th, 2025)
  + Capital Project and Space Planning Committee Update (January 29th, 2025)
  + Modified Zero-Based Budgeting Overview (April 2nd, 2025)
  + Normal Road Updates (April 30th, 2025)
  + UC Topic Planning for AY 2025-26 (April 30th, 2025)
* **Improving University Council**
  + Initiated sending summary emails after each meeting to facilitate sharing of information.
  + Began process for establishing multi-year calendar for topics to come before FS

**IV: University Search Committee, Shared Leadership Groups, and other working groups:**

* Committee member for AVP for Budget and Finance Search Committee
* Engagement Roundtable member, including participation in the Carnegie Action Team tasked with drafting NIU’s application for redesignation as a Community Engaged Campus
* Called together and led coordination between Baccalaureate Council and Graduate Council, including using working groups and other structures to update university policies and associated procedures related to:
  + Accelerated Programs
  + Course Syllabus Policy
  + Credit for Prior Learning
  + Curricular Policies and Procedures
  + Online Course and Program Policy
  + Readmission and Reentry Working Group
  + Retroactive withdrawals
  + Student Grade Appeals
* Member of the Extra Compensation Policy Working Group
* Member of the Digital Accessibility Task Force
* Member of College of Law’s Service Award Committee
* Member of Teaching Professor Working Group in Summer 2024
* Facilitated the development of the Annual Reporting on Academic Programs which will be presented to the BOT in late Spring 2025.
* Collaborated with EVPP and CDO on future of CAEIE
* Worked with Policy Librarian to develop new Policy on Managing Policies and beginning work on revamping the Policy Library, developing a Procedures Library, and building a unifying website for both.
* Facilitated conversations to move UCANELP and UCIEL under the University Office of Educator Licensure and Preparation
* Member of Campus Violence Prevention Committee

**V: Other Key Activities:**

* Participated in New Faculty Orientation
* Held four “New to NIU Faculty Forums” in April 2025
* Spoke to the 2025 Staff Professional Development Academy about shared governance
* Spoke with Emerging Faculty Leaders cohort about shared governance
* Worked to communicate, implement changes to promotion and tenure