

GRADUATE COUNCIL MINUTES
APPROVED
675th Meeting
April 3, 2023

MEMBERS PRESENT: Ahles, Arado, Barnes, Clark, Crowley, Garver, Gordon, Groves, Hunt, Klonoski,, Mantzke, Moghimi, Pitney, Swingley, VandeCreek, Werderich, Wu, Xia, Yadav, Zheng

MEMBERS ABSENT: Duffrin, Glesner, Saiyed, Scherer, Shulman, Wasonga

OTHERS PRESENT: Cox, Matuszewich, McFarland McKee, Reyman, Roane, Smith, Wilks

Dean Wilks called the hybrid in-person/Teams meeting to order at 10:02 am. Wilks introduced her new administrative assistant, Kayla Doane.

Approval of Minutes

The minutes from the March 6, 2023, meeting were approved electronically. Wilks reminded the Council that minutes need to be approved expeditiously to keep curriculum changes moving forward.

Committee Reports

Dissertation Completion Fellowship Committee

Wilks noted the committee's report. They reviewed 17 applications from 10 different depts and awarded five full-time fellowships that come with a stipend and a tuition waiver, and three part-time fellowships that come with a tuition waiver.

Faculty Awards Committee

The committee reviewed 26 Great Journeys proposals from 15 different departments and approved to fund 11 proposals. Wilks reminded the Council that the Great Journeys program provides funding for a graduate assistant for one academic year to assist faculty with their research.

Graduate Faculty Membership Review Committee

Wilks summarized the work of the committee, which evaluated the departments and schools that were to review their graduate faculty this year. Smith said she'll include the report with the approved minutes.

Woodson Fellowship

Wilks summarized the report and discussed the related budget need/decisions. Thanks were given to Associate Dean Reyman who led the process.

New Business

Curriculum Changes from Section A.

College of HHS #10 & 17. Pitney made a motion, seconded by Garver, TO APPROVE THE CHANGES FROM THE COLLEGE OF HEALTH AND HUMAN SCIENCES #10 and #17. Mantzke summarized the changes. **The motion passed unanimously.**

College of HHS #16 & 17 addendum. Pitney made a motion, seconded by Swingley, TO APPROVE THE CHANGES FROM THE COLLEGE OF HEALTH AND HUMAN SCIENCES #16 & 17. Mantzke summarized the changes. **The motion passed unanimously.**

Curriculum Changes from Section B.

College of HHS #18. Pitney made a motion, seconded by Swingley, TO APPROVE THE CHANGES FROM THE COLLEGE OF HEALTH AND HUMAN SCIENCES #18, SECTION B. Mantzke summarized the changes. **The motion passed unanimously.**

Curriculum Changes from Section E. These changes do not need the Graduate Council's approval. Mantzke summarized the changes.

Graduate Student Appreciation Week.

Wilks reported this is the inaugural Graduate Student Appreciation Week at NIU and added Reyman was the lead on all the planning. Reyman shared details of the events, which can be found here: <https://www.niu.edu/grad/about/student-appreciation/index.shtml>.

Old Business

Graduate Assistants Stipends. Wilks reported on the memo that was sent out regarding the minimum stipends that was also shared with Council members. She clarified that appointments do not have to be made on a semester-by-semester basis; they can be done for nine months. Discussion followed to clarify the different classification of graduate assistants: research, staff, and teaching. Faculty were reminded to keep in mind when scheduling GAs that they are students first. There was also discussion regarding work that has been done to make the hiring process simpler. This included work done by Matuszewich and her assistant Lydia Mueller. See also the link to the updated Personnel Action Form (PAF): https://www.niu.edu/hrs/_files/employment/personnel-action-form-student-ga.pdf.

Announcements

Mantzke made a motion, seconded by Groves, TO ADJOURN. The motion was approved by acclamation.

Next meeting is May 1, 2023, 10:00 a.m. via hybrid in-person (Altgeld 315)/Teams meeting.

Minutes respectfully submitted: Donna Smith, Graduate School.



**Northern Illinois
University**

The Graduate School

March 6, 2023

To: Graduate Council Members

From: Dissertation Completion Fellowship Committee

Re: Report from the February 14, 2023, Teams meeting, and March 1, 2023, electronic meeting.

The Dissertation Completion Fellowship Committee met on February 14, 2023, to review 17 applications from 10 different departments. They had a follow-up meeting on March 1, 2023, via email to confirm the selections. The committee offered five full-time and three part-time fellowships to the following departments:

Full-Time Recipients

Chemistry
Earth, Atmosphere, and Environment
Economics
History
Political Science

Part-Time Recipients

Counseling and Higher Education (2)
Leadership, Educational Psychology and Foundation (1)

Award letters were sent on March 6, 2023.

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**Northern Illinois
University**

The Graduate School

March 8, 2023

To: Graduate Council Members

From: Faculty Awards Committee

Re: Report from the February 23, 2023, Meeting

The Faculty Awards Committee met on February 23, 2023, to review 26 Great Journeys proposals from 15 different departments. The committee approved 11 faculty proposals to fund a graduate assistant through the Great Journeys Assistantship program.

Award letters went out on March 7, 2023.

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GRADUATE FACULTY MEMBERSHIP COMMITTEE
March 23, 2023

MEMBERS PRESENT: Barnes, Duffrin, Garver, Liu, Wasonga, Wilks, Wu, Zheng

GUESTS: Reyman, Smith

Graduate Faculty Reviews

Kinesiology and Physical Education: The committee reviewed the department's recommendations and issued the following decisions: retain seven as senior faculty, promote three to full status, and promote one full to senior status. The department should be commended for the work they did on their review and documents since it was extremely well organized, which made it easy for the committee to review the work.

Health Studies: The committee approved recommendations for one provisional member promoted to full, three senior members renewed as senior, and one full member renewed as full. The committee approved one senior member to be renewed at provisional status and one full member to renew at provisional status.

Nursing. The committee reviewed the department's recommendations and issued the following decisions: four senior members to be retained at senior status and one full member to be retained at full status, one full member promoted to senior status, one provisional member promoted to senior, and one faculty member without graduate faculty status promoted to senior.

Interdisciplinary Health Professions. Liu reported on the one faculty member with Graduate Faculty Status and agreed with the recommendation to retain them as senior.

World Languages and Cultures. The committee reviewed the department's recommendations and issued the following decisions: seven full members promoted to senior status and four senior members retained at senior status. The committee also recommended the department consider changing their criteria to include translations if they are going to use them for scholarly work.

Changes to criteria.

There were no proposed changes from the departments and schools for changing their criteria.

The committee unanimously approved the above-mentioned recommendations.



**Northern Illinois
University**

The Graduate School

March 28, 2023

To: Graduate Council Members
From: Woodson Fellowship Committee
Re: Report on Carter G. Woodson Fellowship Applications

The Woodson Fellowship Committee met on March 10, 2023, to review the six submitted applications and select recipients for the Carter G. Woodson Fellowship. Below are the results.

New fellowship: Karina Diaz (ENGL)
Alternate: Loryn Kimbrough (CAHE)
Renewed fellowships: Gabrielle Bennett (KNPE), Brandie Booker (ENGL)

Award letters were sent on March 23 with acceptances requested by April 21, 2023.

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**Curricular Submissions Agenda
GRADUATE COUNCIL
AY 2022-2023
Meeting 7**

**Altgeld 315/TEAMS Option
April 4, 2023**

COLLEGE MINUTE ITEMS – Section A. Action Items

1. **College of Business** – *None*
2. **College of Education** - *None*
3. **College of Engineering and Engineering Technology** – *None*
4. **College of Health and Human Sciences**

CHHS 13 (AY 2022-2023)

- CHHS22.23.13.08A / Other Catalog Change Doctor of Audiology Removing one elective requirement

CHHS 17 (AY 2022-2023)

- CHHS22.23.17.02 / Other Catalog Change to MS in Health Sciences Requirements - adding PSPA 626 as elective
- CHHS22.23.17.03 / Other Catalog Change of MS in Nursing Admission - adding a paragraph to admission description

CHHS 16 & CHHS 17 (AY 2022-2023) (ADDENDUM)

- CHHS22.23.16.06 / Course Revision to PHHE 698 changing from 3 credit hours to variable 1-3
- CHHS22.23.17.01 / Other Catalog Change to Master of Public Health – updating to reflect changes in PHHE 698 credit hours

5. **College of Liberal Arts and Sciences** – *None*
6. **College of Visual and Performing Arts** – *None*

COLLEGE MINUTE ITEMS – Section B. Beyond GC Items

1. **College of Health and Human Sciences**

CHHS 18 (AY 2022-2023)

- CHHS22.23.18.01 / Other Catalog Change Program Revisions to PhD in Health Sciences moving from SIHP to CHHS

- CHHS22.23.18.02 / Other Catalog Change to PhD in Health Sciences moving removing from SIHP

COLLEGE MINUTE ITEMS – Section E. Expedited Items

- 1. College of Business**
- 2. College of Education**
- 3. College of Engineering and Engineering Technology - None**
- 4. College of Health and Human Sciences**

CHHS 13 (AY 2022-2023)

- CHHS22.23.13.09 Course Revision to AUD 629

CHHS 16 (AY 2022-2023)

- CHHS22.23.16.04 Course Revision NURS 710 PRQ
- CHHS22.23.16.05 / Course Revision NURS 730 PRQ

- 5. College of Liberal Arts and Sciences**

CLAS (AY 2022-2023)

- CLAS22.23.11.01 Course Revision EAE 530 description and PRQ

- 6. College of Visual and Performing Arts - None**

GRADUATE COUNCIL
2022-23 Academic Year
April 4, 2023

SECTION A – APPROVAL ITEMS. For considered inclusion in 2023-24 Graduate Catalog

COLLEGE OF HEALTH & HUMAN SCIENCES

SCHOOL OF ALLIED HEALTH AND COMMUNICATIVE DISORDERS

Other Catalog Change **CHHS22.23.13.08A** [LINK](#) 2021-22 Graduate Catalog

**Doctor of Audiology
Requirements**

Students must complete a minimum of 93-95 semester hours from the following.

- [AUD 606 - Hearing Conservation](#) Credits: 3
↓
- [PHHE 605 - Biostatistics in Public Health](#) Credits: 3
• ~~Graduate-level elective subject to approval by program (3)~~

RATIONALE: The course curriculum now better reflects the changes in allied health in areas such as Diversity, Equity, and Inclusion, Public Health, and Tinnitus. Additionally, the students will have an elective to choose from in the advanced area of electrophysiology/balance or humanitarianism.

SCHOOL OF INTERDISCIPLINARY HEALTH PROFESSIONS

Other Catalog Change **CHHS22.23.17.02** [LINK](#) 2023-24 Grad Catalog

Master of Science in Health Sciences

↓

Requirements

↓

Elective Course Work

- PHHE 613 - Principles and Methods of Epidemiology Credits: 3
- **PSPA 626 – Nongovernmental Organizations and Governance Credits: 3**

RATIONALE: As part of the requirements for the program, students must choose three elective courses in which one must be a 600/700 level course. The listing of available courses is expanded with the recent approval from the Public Administration department (PSPA) and the course objectives align with career interests of our students.

SCHOOL OF NURSING

Other Catalog Change **CHHS22.23.17.03** [LINK](#) 2023-24 Grad Catalog

Master of Science in Nursing

↓

Admission

GRADUATE COUNCIL
2022-23 Academic Year
April 4, 2023

SECTION A – APPROVAL ITEMS. For considered inclusion in 2023-24 Graduate Catalog

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Admission to the M.S. program in nursing is limited and competitive. Application materials must be submitted to the Graduate School by the published deadline dates on the Graduate School website. Prospective students may be admitted to begin in the fall or spring semester. Admission decisions are usually made within two months of the application deadline.

The Graduate Record Exam (GRE) is not required for admission to the M.S. degree in nursing program.

Admission to the Master of Science in Nursing with a specialization in Nursing Education program is guaranteed for all NIU degree completion students (RN-BS) who earn a 3.0 or higher cumulative GPA and have at least 2,000 hours of clinical practice experience in a specialty area within the three years prior to application and meet all other Graduate School requirements for admission.

RATIONALE: This statement is going into NIU SON Graduate Catalog to facilitate growth of the MS Nursing Education program by creating a path for qualified RN-BS students to enroll in the MS Nursing Education program.

GRADUATE COUNCIL
2022-23 Academic Year
April 4, 2023

SECTION A ADDENDUM – APPROVAL ITEMS. For considered inclusion in 2023-24 Graduate Catalog

COLLEGE OF HEALTH & HUMAN SCIENCES

SCHOOL OF HEALTH STUDIES

Course Revision **CHHS22.23.16.06** [LINK](#) 2023-24 Grad Catalog

PHHE 698 - Master of Public Health Integrative Learning Experience (**1-3**)

Independent culminating written project, that is a synthesis of public health core and specialization competencies, completed over a time period specified by the school. May be repeated only once. S/U grading.

RATIONALE: A revision to change PHHE 698 from 1 to 3 credit hours was approved by the HHS CCC on 10/28/22 and then by the GC on 12/5/22. The revision was made by the catalog editor to the online catalog on 12/8/22 with the change effective spring 2023.

However, requiring students to take PHHE 698 for 3 credit hours was intended to begin for the students entering the program in fall 2023 and after, not for the students currently enrolled in the program. Submitting the revision too early was an oversight by our program, and we have explored various ways to correct this error.

One option is to have students take an independent study for one credit hour and then submit a course substitution in place of PHHE 698. Due to the number of active students in the program (168 as of Spring 2023 with only 21 scheduled to graduate in Spring 2023), it would be time consuming to submit an exception for each student over the next few years as they are eligible to take PHHE 698.

Another option is to have students take PHHE 698 for three credit hours as it's currently listed in the catalog. However, students would have an unnecessary financial burden for the additional two credit hours that are not required based on their major catalog.

The best solution is to revise PHHE 698 as a variable credit hour course with credit hours ranging from one to three. Doing so will allow the program to set the course at the appropriate number of credit hours that students need based on their major catalog.

Other Catalog Change **CHHS22.23.17.01** [LINK](#) 2023-24 Grad Catalog

Master of Public Health (M.P.H.)

↓

Non-Thesis Option

↓

Requirements

↓

PHHE 698 - Master of Public Health Integrative Learning Experience Credits: **1-3**

GRADUATE COUNCIL
2022-23 Academic Year
April 4, 2023

SECTION A ADDENDUM – APPROVAL ITEMS. For considered inclusion in 2023-24 Graduate Catalog

RATIONALE: This change incorporates the proposed course revision of PHHE 698 into the MPH requirements. A revision to change PHHE 698 from 1 to 3 credit hours was approved by the HHS CCC on 10/28/22 and then by the GC on 12/5/22. The revision was made by the catalog editor to the online catalog on 12/8/22 with the change effective spring 2023.

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**GRADUATE COUNCIL
Meeting 7 - 2022-23
Academic Year**

SECTION B – Approvals required beyond GC. For 2023-2024 catalog

COLLEGE OF HEALTH AND HUMAN SCIENCES

Other Catalog Change **CHHS22.23.18.01** [LINK](#) 2023-24 Grad Catalog

College of Health and Human Sciences



Doctor of Philosophy in Health Sciences

The college-wide Ph.D. program emphasizes an interprofessional orientation to research and practice as students work with graduate faculty members from across the college. The Ph.D. prepares students from a wide range of health and human sciences fields to function effectively as scholars and researchers within academic and practice settings. Doctoral students participate in shared learning across online seminars and research tools courses by making connections to health topics from the perspectives of multiple disciplines. Students complete an individualized program of study that is tailored to individual needs before taking the candidacy examination and conducting a dissertation under the supervision of a dissertation director(s). The residency requirement is fulfilled through limited face-to-face meetings for core program courses. Admission and course requirements are detailed [under the program page](#). ~~the School of Interdisciplinary Health Professions.~~



Display programs for this school/college

Doctoral Programs

- **Doctor of Philosophy in Health Sciences**

Display courses for this school/college

- UHHS 501 - Independent Study in Health and Human Sciences
- UHHS 570 - Workshop in Health and Human Sciences
- UHHS 610 - Interdisciplinary Perspectives on Patient Safety in Healthcare Settings
- UHHS 620 - Interdisciplinary Perspectives on Operations Efficiency in Healthcare Settings
- **UHHS 630 - Interdisciplinary Perspectives on Quality and Customer Satisfaction in Healthcare Settings**
- **UHHS 710 - Scientific Underpinnings and Seminal Readings in the Health Sciences**
- **UHHS 720 - Contemporary Health Science Topics**
- **UHHS 730 - Research Design, Conduct, and Analysis in the Health Sciences I**
- **UHHS 731 - Research Design, Conduct, and Analysis in the Health Sciences II**
- **UHHS 740 - Data Analysis in the Health Sciences**
- **UHHS 750 - Research Positioning and Grantsmanship Skills**

**GRADUATE COUNCIL
Meeting 7 - 2022-23
Academic Year**

SECTION B – Approvals required beyond GC. For 2023-2024 catalog

- UHHS 760 - Knowledge Integration in the Health Sciences
- UHHS 770 - Independent Study
- UHHS 798 - Candidacy Examination
- UHHS 799 - Doctoral Research and Dissertation

RATIONALE: The PhD program in Health Sciences is being moved from the School of Interdisciplinary Health Professions (SIHP) to the College office of CHHS to better provide administrative support, including recruiting more faculty to participate in mentoring doctoral students and to follow other university's format for Interdisciplinary Health Profession's doctoral program.

Other Catalog Change **CHHS22.23.18.02** [LINK](#) 2023-24 Grad Catalog

SCHOOL OF INTERDISCIPLINARY HEALTH PROFESSIONS

College of Health and Human Sciences



Interdisciplinary Health Professions



Display programs for this department.



Doctoral Programs

- ~~Doctor of Philosophy in Health Sciences~~

Display courses for this department.



- ~~UHHS 630 – Interdisciplinary Perspectives on Quality and Customer Satisfaction in Healthcare Settings~~
- ~~UHHS 710 – Scientific Underpinnings and Seminal Readings in the Health Sciences~~
- ~~UHHS 720 – Contemporary Health Science Topics~~
- ~~UHHS 730 – Research Design, Conduct, and Analysis in the Health Sciences I~~
- ~~UHHS 731 – Research Design, Conduct, and Analysis in the Health Sciences II~~
- ~~UHHS 740 – Data Analysis in the Health Sciences~~
- ~~UHHS 750 – Research Positioning and Grantsmanship Skills~~
- ~~UHHS 760 – Knowledge Integration in the Health Sciences~~
- ~~UHHS 770 – Independent Study~~
- ~~UHHS 798 – Candidacy Examination~~
- ~~UHHS 799 – Doctoral Research and Dissertation~~

RATIONALE: The PhD program in Health Sciences is being moved from the School of Interdisciplinary Health Professions (SIHP) to the College office of CHHS to better provide administrative support, including recruiting more faculty to participate in

**GRADUATE COUNCIL
Meeting 7 - 2022-23
Academic Year**

SECTION B – Approvals required beyond GC. For 2023-2024 catalog

mentoring doctoral students and to follow other university's format for Interdisciplinary Health Profession's doctoral program.

GRADUATE COUNCIL
2022-23 Academic Year
April 4, 2023

SECTION E - EXPEDITED ITEMS. Recorded for inclusion in the 2023-24 Graduate Catalog via the Expedited Curricular Process

COLLEGE OF HEALTH & HUMAN SCIENCES

SCHOOL OF ALLIED HEALTH AND COMMUNICATIVE DISORDERS

Course Revision **CHHS22.23.13.09** [LINK](#) **2022-2023 Graduate Catalog**

AUD 629 Essentials of Amplification (4)
Theories and procedures used in selection, evaluation, and fitting of hearing instruments. Types and components of electroacoustic hearing instruments and earmold acoustics. Laboratory experience in **ear impressions** making earmolds; selection, fitting, and evaluation of hearing instruments. PRQ: Admission to the Au.D. program or consent of school.

RATIONALE: Replacing ear molds with ear impressions more succinctly describes the expectations of the laboratory experience.

SCHOOL OF NURSING

Course Revision **CHHS22.23.16.04** [LINK](#) 2023-24 Grad Catalog
NURS 710 - DNP Project I: Development and Implementation (3)
Assessment and planning of the DNP Project to address an emerging or current healthcare practice problem or issue in a specific healthcare setting. Development of a proposal to implement a system-wide healthcare policy, service, or practice innovation that contributes to evidence-based practices or quality improvement at a local, regional, or national level. Activities focused on refinement of the issue statement, analysis of background, knowledge synthesis, and detailed planning for implementation and evaluation. Formal defense of a final written project proposal. PRQ: ~~PHHE 661~~, NURS 700, ~~UHHS 740~~, NURS 702, and NURS 704; or Consent of School. CRQ: NURS 743 or consent of school.

RATIONALE: UHHS 740 is a PRQ/CRQ for NURS 702 and therefore does not need to be listed as a PRQ for NURS 710. Also, PHHE 661 will no longer be offered in Fall 2023 so it can be removed as a PRQ. PHHE 615 will replace PHHE 661 as a program requirement, however after review of the course content, the Graduate Curriculum and Evaluation Committee determined that PHHE 615 does not need to be taken prior to NURS 710.

Course Revision **CHHS22.23.16.05** [LINK](#) 2023-24 Grad Catalog

GRADUATE COUNCIL
2022-23 Academic Year
April 4, 2023

SECTION E - EXPEDITED ITEMS. Recorded for inclusion in the 2023-24 Graduate Catalog via the Expedited Curricular Process

NURS 730 - DNP Project II: Project Evaluation (3)

Evaluation and reporting of the DNP Project to address a specific healthcare issue through a system-wide intervention in a healthcare setting. Focus of activities will be on discussion, collaboration to facilitate project evaluation, and final reporting. Oral defense of the project will be followed by dissemination to the target healthcare setting. PRQ: NURS 710 or consent of school. CRQ: NURS 701, NURS 706, NURS 705, NURS 743; or Consent of School

RATIONALE: The PRQ should change from NURS 710 or consent to NURS 710 and consent of school. This would ensure that students are ready to begin the final phase of their DNP projects.

COLLEGE OF LIBERAL ARTS AND SCIENCES

DEPARTMENT OF EARTH, ATMOSPHERE AND ENVIRONMENT

Course Revision **CLAS22.23.11.01** 2023-24 GR Catalog

[LINK](#)

Current Course Component: LEC

Proposed Course Component: LEC (no change)

EAE 530 - Population, Society, and the Environment

~~Geographic perspective on overpopulation, immigration, environmental degradation, development, and human rights. Fundamentals of fertility, mortality, migration, and composition. Discussion of both conceptual and empirical approaches focusing on national and international population and public policy issues.~~ Review of population dynamics in the geographic study of populations in the context of human social and environment interaction. Geographic description and analyses using GIS and spatial data to study settlement, urbanization, land and resource use, and environmental issues.

Prerequisites & Notes

PRQ: EAE 557 or consent of department.

Credits: 3

Rationale: The proposed catalog changes distinguish EAE 530 from the UG course EAE 430 in terms of content and expected outcomes. Addition of a PRQ for EAE 557 (formerly

**GRADUATE COUNCIL
2022-23 Academic Year
April 4, 2023**

SECTION E - EXPEDITED ITEMS. Recorded for inclusion in the 2023-24 Graduate Catalog via the Expedited Curricular Process

GEOG 557) so students have a basis in GIS content. An incorrect course number was originally submitted for the PRQ in our CLAS 06 minutes on 10.05.22. This change corrects the error. Repeat Statement: The revised course (EAE 530) will replace the previous course (GEOG 530) for repeat benefits. Approval: The revision and checklist items have been reviewed and approved by the CLAS Curricular Dean on February 24, 2023.



Memorandum

Date: March 23, 2023

To: Deans, Department Chairs, School Directors, Graduate Program Directors

From: Beth Ingram, Executive Vice President and Provost *Beth Ingram*
Kerry Wilks, Dean, Graduate School and AVP, International Affairs *Kerry Wilks*

Subject: Graduate Assistantship Stipends for AY 2023-2024

We are writing to provide information on graduate student stipends for AY 2023-2024. The information pertains to any student employed as a Graduate Teaching Assistant (GTAs), Graduate Research Assistant (GRAs), or Graduate Staff Assistant (GSAs) and paid from any fund type (02, 41, etc.).

There are some changes to our policy for next year, so please read all the information provided.

Length of Contract

Programs that employ GTAs and GRAs should offer contracts over nine pay periods in the fall and nine in the spring. In the fall, a regular contract would run from August 16 – December 31. In the spring, a regular contract would run from January 1 to May 15. Exceptions to this requirement can be granted by the college dean or vice president in consultation with the Dean of the Graduate School.

Minimum Stipend

Starting with the fall semester of 2023, all units that hire GTAs, GRAs and GSAs must pay at least the minimum stipend. Note that this is a minimum and programs can offer a higher stipend within the limits of budgets and human resources policies and procedures.

Due to the nature of Ph.D. programs, one of the critical elements of recruitment is offering a competitive financial package. In fact, many students choose a program based on such support. Students in Ph.D. programs tend to be full-time students and often take five years or more to complete their degrees. The package is what enables them to do so. Based on our review of national standards, our stipends for Ph.D. students are not competitive with peer institutions.

After consultation with appropriate leadership and shared governance groups, NIU has established a *standard* minimum stipend for students enrolled in our master's programs, doctor of nursing practice, doctor of physical therapy, doctor of education, juris doctorate, doctor of audiology, and performer's certificate programs and a *Ph.D.* minimum stipend for students enrolled in our Ph.D. programs.

We recognize the valuable contributions of all of our students and have recommended an increase in the standard minimum stipend. This standard stipend for our programs will now be in

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NORTHERN ILLINOIS UNIVERSITY

The Graduate School

line with peer institutions. The following numbers apply to 0.5 FTE appointments. ***Appointments at less than 0.5 FTE should be pro-rated accordingly.***

- The standard minimum stipend for AY2023-2024 will be \$15,336, or \$852 per pay period.
- The Ph.D. minimum stipend for AY2023-2024 will be \$18,450 or \$1,025 per pay period.

Please note that these are minimum salaries, and programs are encouraged to offer competitive packages relative to their peer programs.

Hourly Graduate Staff Assistants

The hourly GSAs rate is also changing. Beginning in the Fall semester, the hourly rate for Ph.D. students is \$25.63 and the hourly rate for all other graduate students is \$21.30. ***Please note that these are minimum hourly rates.***

Next Steps

We understand that this may be a significant change for units that employ graduate students.

The Office of the Executive Vice President and Provost will be working with the colleges and units to assess, manage and provide funding support for the budget impact of these changes. We understand that particular attention needs to be paid to graduate assistants funded on grants and contracts. We encourage units that hire graduate assistants to begin this process as early as possible.

BI/KW

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