

**FACULTY SENATE MEETING AGENDA**  
**Wednesday, January 25, 2017, 3 p.m.**  
**Holmes Student Center Sky Room**

**I. CALL TO ORDER**

**II. ADOPTION OF AGENDA**

**III. APPROVAL OF THE [MINUTES](#) OF THE NOVEMBER 16, 2016 FS MEETING**

**IV. PRESIDENT'S ANNOUNCEMENTS**

**V. REPORTS FROM STANDING COMMITTEES**

- A. Faculty Rights and Responsibilities Committee – Katy Jaekel, Chair – report
- B. Academic Affairs Committee – John Novak, Chair – no report
- C. Economic Status of the Profession Committee – Paul Stoddard, Chair – no report
- D. Rules, Governance and Elections Committee – Rebecca Hunt, Liaison/Spokesperson
  - 1. Selection of a committee for the evaluation of the President of Faculty Senate and Executive Secretary of University Council – See Faculty Senate Bylaws, [Article 7](#) – Page 3
  - 2. Selection of a committee for the evaluation of the Faculty and SPS Personnel Advisor – See Faculty Senate Bylaws, [Article 7](#) – Page 4
- E. Resources, Space and Budget Committee – Jimmie Manning, Liaison/Spokesperson – no report

**VI. ITEMS FOR FACULTY SENATE CONSIDERATION**

- A. [Preferred Name Option for Students](#) – Page 5  
Vernese Edghill-Walden, Chief Diversity Officer  
Molly Holmes, Director, Gender and Sexuality Resource Center
- B. NIU Print Project  
Brett Coryell, Chief Information Officer
- C. The Bob Lane Faculty Advocacy Award – [call for nominations](#) – Page 6  
Written letters of nomination should be submitted to Faculty Senate President Greg Long no later than noon Wednesday, Feb. 15, 2017.

## **VII. CONSENT AGENDA**

## **VIII. UNFINISHED BUSINESS**

- A. Program Prioritization – Chris McCord, Dean, College of Liberal Arts and Sciences  
Faculty Senate feedback on password protection of action reports

## **IX. NEW BUSINESS**

- A. Discussion of [Dec. 22 Baker Report](#) – Pages 7-14

## **X. REPORTS FROM ADVISORY COMMITTEES**

- A. FAC to IBHE – Paul Stoddard – report
- B. University Advisory Committee to the Board of Trustees – no report  
Cathy Doederlein, Greg Long, Holly Nicholson,  
Rebecca Shortridge, Kendall Thu, Leanne VandeCreek

## **XI. COMMENTS AND QUESTIONS FROM THE FLOOR**

- A. United Faculty Alliance update – Virginia Naples, President

## **XII. 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](#), Supportive Professional Staff Council
- M. [Minutes](#), University Assessment Panel
- N. [Minutes](#), University Benefits Committee
- O. [Minutes](#), Univ. Comm. on Advanced and Nonteaching Educator License Programs
- P. [Minutes](#), University Committee on Initial Educator Licensure

## **XIII. ADJOURNMENT**

## **ARTICLE 7: PERSONNEL REVIEW RESPONSIBILITIES**

The Faculty Senate under the provisions of University Bylaws 14.6.3.10 has the responsibility for annual reviews of the Executive Secretary of the University Council and the Faculty Personnel Advisor. In the case of the Executive Secretary the Senate evaluation shall constitute the total personnel rating for that portion of the year the position is held. In the case of the Faculty Personnel Advisor the Senate evaluation shall constitute one-half of the personnel rating for that portion of the year the position is held. These evaluations shall be forwarded to the executive vice president and provost who shall determine the annual salary increment for the Executive Secretary and who shall determine the salary increment for the Faculty Personnel Advisor after receiving the evaluation given for other professional activities by the Faculty Personnel Advisor's academic department.

**7.1** The annual evaluation of the services of the Faculty and SPS Personnel Advisor shall be conducted by a committee composed of three members of the Faculty Senate chosen by lot and one member of the SPS Council. The annual evaluation of the services of the President of the Faculty Senate and Executive Secretary of the University Council in performance of that role shall be conducted by a joint committee composed of seven (7) members of the Faculty Senate and University Council chosen by lot; two (2) will be faculty members from the Faculty Senate who are not members of the University Council, two (2) faculty members from the University Council, one (1) SPS member, one (1) operating staff member and one (1) student member from the University Council. The committee is empowered to seek and receive individual recommendations from the members of the Senate and University Council, and to seek such other information as it may find necessary in order to complete its task. The completed evaluation shall be presented to the Faculty Senate for its endorsement, and then it shall be forwarded to the executive vice president and provost of the university for appropriate action as provided in the University Bylaws Section 14.6.3.10.

## **ARTICLE 7: PERSONNEL REVIEW RESPONSIBILITIES**

The Faculty Senate under the provisions of University Bylaws 14.6.3.10 has the responsibility for annual reviews of the Executive Secretary of the University Council and the Faculty Personnel Advisor. In the case of the Executive Secretary the Senate evaluation shall constitute the total personnel rating for that portion of the year the position is held. In the case of the Faculty Personnel Advisor the Senate evaluation shall constitute one-half of the personnel rating for that portion of the year the position is held. These evaluations shall be forwarded to the executive vice president and provost who shall determine the annual salary increment for the Executive Secretary and who shall determine the salary increment for the Faculty Personnel Advisor after receiving the evaluation given for other professional activities by the Faculty Personnel Advisor's academic department.

**7.1** The annual evaluation of the services of the Faculty and SPS Personnel Advisor shall be conducted by a committee composed of three members of the Faculty Senate chosen by lot and one member of the SPS Council. The annual evaluation of the services of the President of the Faculty Senate and Executive Secretary of the University Council in performance of that role shall be conducted by a joint committee composed of seven (7) members of the Faculty Senate and University Council chosen by lot; two (2) will be faculty members from the Faculty Senate who are not members of the University Council, two (2) faculty members from the University Council, one (1) SPS member, one (1) operating staff member and one (1) student member from the University Council. The committee is empowered to seek and receive individual recommendations from the members of the Senate and University Council, and to seek such other information as it may find necessary in order to complete its task. The completed evaluation shall be presented to the Faculty Senate for its endorsement, and then it shall be forwarded to the executive vice president and provost of the university for appropriate action as provided in the University Bylaws Section 14.6.3.10.

## **Preferred Name Option for Students**

On November 15, [NIU launched a preferred name option for students](#). This option will allow students who go by a name different than their legal name to enter a proper name to be used on class rosters, grade rosters, online directory, Office 365 and Blackboard. Students may update their name by logging into MyNIU, and changes will take place within 24 hours. One of the benefits of having this option supports our transgender students.

To learn more about the preferred name guidelines and the FAQs click here:

<http://www.reg.niu.edu/regrec/preferredname/index.shtml>

The January 25, 2017 Faculty Senate presentation will include:

- Overview of the preferred name option
- Details and context for the preferred name guidelines and how it supports inclusion
- Strategies to support transgender students

## **Bob Lane Faculty Advocacy Award**

The Bob Lane Faculty Advocacy Award recognizes an NIU faculty member for special service to the faculty.

Written letters of nomination, identifying the reasons why the nominee should receive the award, are to be submitted to Faculty Senate President Greg Long no later than noon Wednesday, February 15, 2017. Those letters will be included in the February 22, 2017 meeting agenda packet, and the Faculty Senate will vote on the recipient at that meeting. The recipient will be honored at the March 29, 2017 meeting.

Award recipients are commemorated on a permanent plaque displayed in the Holmes Student Center which includes the names of all recipients.

### **Bob Lane Award Recipients**

Dave Ripley – 1995-1996

Ken Bowden – 1996-1997

Lorys Oddi – 1997-1998

Sherman Stanage – 1998-1999

Herbert Rubin – 1999-2000

Robert Suchner – 2000-2001

James King – 2001-2002

David Wagner – 2002-2003

Elizabeth Miller – 2003-2004

Joseph “Buck” Stephen – 2004-2005

Rosemary Feurer – 2009-2010

Charles Cappell – 2011-2012

George Slotsve – 2015-2016

Therese A. Clarke Arado – 2016-2017

**From:** Greg Long  
**Sent:** Thursday, January 19, 2017 9:53 AM  
**To:** Douglas Baker <ddbaker@niu.edu>  
**Cc:** Greg Long <glong@niu.edu>; Patricia Erickson <pje@niu.edu>  
**Subject:** Faculty Senate/University Council follow-up questions regarding the

January 19, 2017

To: Douglas Baker  
President

From: Greg Long  
Executive Secretary of University Council  
President of Faculty Senate

**RE:** Requested follow up on the December 22<sup>nd</sup> *Baker Report*

Several faculty and staff have contacted me regarding the December 22<sup>nd</sup> *Baker Report* titled, "Correcting Course--new policies enhance transparency." In reply, I asked these individuals to send questions and other relevant background information to me for distribution and discussion during yesterday's Senate and University Council steering committee meetings. The steering committee members had access to the aforementioned *Baker Report* as well as the two additional articles linked below. When we discussed this topic both committees appreciated your willingness to provide written answers to our questions.

As follow up, please send your replies to me by Tuesday January 24<sup>th</sup> to allow time for copying and distribution during the January 25<sup>th</sup> Senate meeting. These questions will also be discussed during the February 1<sup>st</sup> University Council meeting.

The questions the steering committees would like you to address include the following:

1. What procurement practices, employment decisions, and contractual arrangements were violated in 2013 and 2014?
2. What are the weaknesses in internal controls and which policies lack clarity?
3. What was the involvement of the President, Provost, and CFO in these matters?
4. Which employment policies have been revised and how?
5. What changes are being made, or have been made, to the whistleblower policy? Who is making the policy changes? Why is that relevant for the violations?
6. Why communicate problems to campus on the day immediately before winter break?
7. Ethically inspired leadership is one of the pillars of your administration. How will you work to rebuild trust?
8. The *Baker Report* comes after years of struggles for employees, including flat salaries and increased workloads. The employees left on campus are hard-working and dedicated to the mission of NIU, but are despairing. Why should they continue working at NIU?
9. The title of the *Baker Report* included the word transparency, however, the report was vague. How will this administration continue to work toward greater transparency?

Thank you for your attention to this request. Please let me know if you have any questions, comments, or requests. I would be happy to talk with you.

---

**Baker Report: Correcting the Course**

<http://www.niutoday.info/2016/12/22/baker-report-correcting-course-new-policies-enhance-transparency/>

**President Baker says NIU violated employment agreement**

[http://northernstar.info/campus/president-baker-says-niu-violated-employment-agreement-issues-in/article\\_07459740-cd5d-11e6-8681-47f8823e4e6f.html](http://northernstar.info/campus/president-baker-says-niu-violated-employment-agreement-issues-in/article_07459740-cd5d-11e6-8681-47f8823e4e6f.html)

**Baker: Northern Illinois violated some employment rules in 2013, '14**

<http://www.daily-chronicle.com/2016/12/22/baker-northern-illinois-violated-some-employment-rules-in-2013-14/a9b849h/>





Northern Illinois University



# BAKER REPORT

December 22, 2016

## Correcting Course – new policies enhance transparency

I'm writing to you today to announce the conclusion of reviews into several complaints regarding procurement practices, employment decisions, and contractual arrangements that occurred in 2013-2014 when I first assumed the presidency and initiated plans to improve the physical campus. The allegations in these complaints have now been investigated, and I want to share the issues identified and what the Board of Trustees and I see as the way forward.

A major factor for both recruitment and retention is the attractiveness and functionality of our campus. Whether the campus fulfills the expectations of prospective students and those who influence their decisions was a question we intentionally posed in 2013. Feedback – particularly from students – indicated a desire for a much more vibrant social and academic campus core, similar to contemporary spaces at competing schools. Responding to this feedback, one of our goals became revitalizing our campus core. Importantly, we believed we should and could pursue this goal urgently.

Gilbert Hall renovations were nearly complete when I arrived, and the next steps in our residential renaissance included an assessment of improvements we could make to centrally-located Neptune Hall. Other projects that promised to alter the character and vibrancy of the center of campus included the renovation of Holmes Student Center, and limited institutional resources existed to substantially address this goal. Connecting the center of campus to the residence, recreation, and athletic complexes located on the west side of campus also emerged as an objective we could achieve at a remarkable pace by extending Lucinda Avenue – our campus' main thoroughfare. Finally, modest but impactful improvements to the landscape were pursued within a short timeframe.

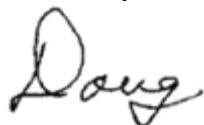
While I am confident these strategic initiatives were right for NIU and calibrated closely to our essential priorities, our progress has not been without difficulty. Investigations have substantiated that in 2013 and 2014 there were weaknesses in internal controls, some

limited compliance violations, and lack of clarity of policies across multiple units. Investigation did not yield evidence of substandard work, but it did identify issues with administering certain employment, consulting, and capital works agreements. As leader of the university, I am ultimately accountable for these issues, and I take full responsibility for them. I also make a personal pledge to the university community that they will not re-occur. To this end, in consultation with the Board of Trustees, I have supported the development of new and revised policies intended to further public trust and confidence in university employment and contracting practices and actions. These include elimination of the “affiliate employee” classification as of January 1, 2016 and corrective actions related to some of those hired into such positions in 2013 and 2014. I have also instructed my cabinet to study and implement process improvements regarding consulting, design, and other contracting arrangements.

I am also personally committed to ensuring that our employees feel confident and secure in raising future questions or concerns, and seeking clarity on procedures and policies without fear of criticism or negative consequences. Specifically, we will offer additional staff training on this matter and have adopted an upgraded Whistleblower Policy which encourages reporting and more fully protects those who choose to make good-faith reports of any suspected legal and policy violations. To be clear, even when there is urgent need for change, it is critical that policies, procedures, and protocols must be observed.

As the university engages in ongoing process improvement, I earnestly expect that our actions will demonstrate this university’s commitment to proper conduct and prudent oversight. I welcome suggestions or ideas from the campus community and will report further as our process improvements are implemented.

Sincerely,

A handwritten signature in black ink that reads "Doug". The signature is stylized with a large, looped 'D' and a cursive 'oug'.

Doug Baker  
President

---

Office of the President, Northern Illinois University

## President Baker says NIU violated employment agreement issues in 2013, '14

Leah Nicolini | News reporter Dec 28, 2016



Northern Star file photo

Faculty Senate President Greg Long (left) and President Doug Baker participate in a Feb. 3, University Council meeting in the Holmes Student Center, Sky Room.

**DeKALB** | President Doug Baker acknowledged NIU violated procurement practices, employment decisions and contractual arrangements in 2013 and 2014 after an investigation.

The violations were not stated in a Dec. 22 NIU Today article addressing the investigation. However, Baker mentions projects such as the renovation of the Holmes Student Center, extending Lucinda Avenue and Gilbert and Neptune Hall renovations, according to the article. He mentions “limited institutional resources” as a barrier to the residence halls and Holmes Student Center renovation projects.

“Investigations have substantiated that in 2013 and 2014 there were weaknesses in internal controls, some limited compliance violations and lack of clarity of policies across multiple units,” Baker wrote in the article. “Investigation did not yield evidence of substandard work, but it did identify issues with administering certain employment, consulting and capital works agreements.”

Baker’s resolution to the complaints is to eliminate the affiliate employee classification Sunday, upgrade the Whistleblower Policy to encourage more reporting and to take “corrective actions” pertaining to those hired into contractual positions in 2013 and 2014, according to the article.

The Board of Trustees reaffirmed its Whistleblower Policy in its report Dec. 15 stating the policy protects people who report unlawful conduct in “good faith” from retaliatory action but the protection does not extend to “knowingly false or fabricated reports.”

NIU will also study and modify the consulting, design and other contracting arrangement policies.

The Northern Star submitted a Freedom of Information Act today requesting more information on the results of the investigation.

Spokesperson Joe King declined to comment on the investigation, citing the article as NIU’s response.

## 2 Comments

**Michael Haji-Sheikh** ·

Associate professor at Northern Illinois University

It is time for him to leave. Ron Walters, Nancy Suttentfield, Jim Heid and others were brought on campus without following state law. When others objected, objected they were fired.

[Like](#) · [Reply](#) · [Jan 6, 2017 1:27pm](#)

**Michael Haji-Sheikh** ·

Associate professor at Northern Illinois University

Note - problems extended into 2016, too. The additional Lucinda money was part of this too.

[Like](#) · [Reply](#) · [Jan 6, 2017 1:29pm](#)

# Baker: Northern Illinois violated some employment rules in 2013, '14

---

Published: Friday, Dec. 23, 2016 12:34 a.m. CST

---

DeKALB – The president of Northern Illinois University admitted Thursday that state regulations governing employment and public improvements were violated early in his tenure at the school and pledged that they would not re-occur.

Douglas Baker, who took over as NIU's president in fall 2013, said that he took responsibility for the unidentified violations, which occurred at a time of transition where a state audit found [at least one consultant was improperly compensated](#) for travel from his home in Washington state to DeKalb.

“Investigations have substantiated that in 2013 and 2014 there were weaknesses in internal controls, some limited compliance violations, and lack of clarity of policies across multiple units,” Baker said in a statement posted on the NIU Today website. “Investigation did not yield evidence of substandard work, but it did identify issues with administering certain employment, consulting, and capital works agreements.”

The university's practices in hiring temporary employees has been the subject of a state investigation by the [Office of Executive Inspector General](#). The university's Executive Committee in November approved another \$15,000 for legal expenses for Baker in that investigation, raising the total allowable to \$165,000. Another \$20,000 was approved for legal fees for Baker in an internal controls investigation.

The university also recently settled a lawsuit brought by former NIU Police Chief Donald Grady for just more than \$1 million. Grady alleged that his civil rights had been violated when he was fired from his job in 2014.

Thursday was the last day of the semester at NIU, and documents showing the results of the investigations Baker referred to were not immediately available. The Daily Chronicle has submitted a Freedom of Information Act request seeking them.

In his post, Baker referenced plans and projects undertaken in the early years of his presidency, including improvements to the Neptune Hall dormitory, renovations at Holmes Student Center and the extension of Lucinda Avenue.

[The university is facing a federal lawsuit](#) from its former controller, Keith Jackson, who claims he was mistreated and forced out of the university. Jackson said he became a target after October 2013, when he refused to sign off on the way the university wanted to set up the hiring contract for former CFO Nancy Sutenfield.

“Mr. Jackson refused to do so on the basis that the contract required the approval of the board of trustees, and because processing the payments would have violated the Illinois procurement laws that required competitive bidding,” the lawsuit states.

Jackson claims he was asked by Suttentfield to quit – at Baker’s behest – in May 2014, and was placed on leave when he refused.

Ron Walters, a consultant hired in 2014 to help on the campus initiatives, was paid more than \$460,000 for about 18 months’ work. But he also was improperly reimbursed for more than \$30,000 in travel expenses, for which he billed the university, the state Auditor General’s office found.

Baker said the university has revised some of its employment policies in an effort to increase public trust. Specifically, Baker said there would be changes in employee classifications, and an “upgraded” whistleblower policy to protect employees who report any suspected legal and policy violations.

“To be clear, even when there is urgent need for change,” Baker wrote, “it is critical that policies, procedures, and protocols must be observed.”

In the past month, three cabinet-level administrators have announced they plan to leave the school: [Vice President and General Counsel Jerry Blakemore](#), [Vice President for Administration and Finance Alan Phillips](#) and Vice President for Student Affairs and Enrollment Management Eric Weldy.

Copyright © 2017 Daily Chronicle. All rights reserved.