

FACULTY SENATE MEETING
Wednesday, March 28, 2018, 3 p.m.
Holmes Student Center Sky Room

I. CALL TO ORDER

II. ADOPTION OF AGENDA

III. APPROVAL OF THE [MINUTES](#) OF THE FEBRUARY 21, 2018 FS MEETING

IV. PRESIDENT’S ANNOUNCEMENTS

V. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. Presentation of the Bob Lane Faculty Advocacy Award to [Kendall Thu](#) – Page 3

VI. CONSENT AGENDA

VII. REPORTS FROM STANDING COMMITTEES

- A. Faculty Rights and Responsibilities Committee – Katy Jaekel, Chair – no report
- B. Academic Affairs Committee – Clanitra Stewart NejdI, Chair – no report
- C. Committee on the Economic Status of the Profession – Laura Beamer, Chair – no report
- D. Rules, Governance and Elections Committee – Keith Millis, Liaison/Spokesperson
 - 1. Letter of acceptance of nomination for President of Faculty Senate/Executive Secretary of University Council; Faculty Senate will vote at the April 25 meeting.
 - a. [Therese Arado](#) – Pages 4
 - b. [Michael Haji-Sheikh](#) – Pages 5-6
- E. Resources, Space and Budget Committee – Sarah McHone-Chase, Liaison/Spokesperson – no report

VIII. REPORTS FROM ADVISORY COMMITTEES

- A. FAC to IBHE – Linda Saborío – [report](#) – Page 7

- B. University Advisory Committee to the Board of Trustees – no report
Barbara Andree, Cathy Doederlein, Alex Gelman,
Mark Riley, Linda Saborío, Kendall Thu

IX. NEW BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws, [Article 2.1](#),
Officers of the Faculty Senate – Page 8
FIRST READING

X. UNFINISHED BUSINESS

- A. [Faculty Salary Study](#)
Kristen Myers
Professor, Department of Sociology
Director, Center for the Study of Women, Gender and Sexuality

Virginia Wilcox
Assistant Chair and Undergraduate Director, Department of Economics

XI. PUBLIC COMMENT

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
- Q. NIU Libraries' Textbook Task Force [request for Fall 2018 purchase recommendations](#)

XIII. ADJOURNMENT

February 12, 2018

To: Faculty Senate

From: George Slotsve

Re: Bob Lane nomination for Kendall Thu

It is with great pleasure that I nominate Professor Kendall Thu for this year's Bob Lane Faculty Advocacy Award.

During the time that I have known Professor Thu, he has been an unrelenting and outspoken advocate for higher education, devoting significant time and effort on faculty's behalf. Rarely do you come across someone who is so dedicated to promoting excellence among his peers.

As a long-standing member of NIU's community, Professor Thu has become a familiar face to many across campus. In fact, I have often marveled at his ability to be present in so many places at the same time. Since joining University Council in 2008, Professor Thu has been pro-active in asking pointblank the tough, unanswered questions, yet always with the best intention of creating enhanced transparency and greater accountability. He was a key player on the Program Prioritization Task Force and is currently serving as a member on the Presidential Search Preparation Committee. His untiring commitment to the university exemplifies what it means to be a dedicated member of our profession.

Professor Thu understands what it takes to be a faculty leader, an educator, a researcher, and a mentor. In closing, I ask that you sincerely consider Professor Thu's nomination for the Bob Lane Faculty Advocacy Award.

March 15, 2018



**Northern Illinois
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Dear Faculty Senate:

I am writing to accept the nomination to run for Faculty Senate President and Executive Secretary of University Council. I am honored to have received the nomination.

I began at NIU in August of 2000 and have been a member of Faculty Senate since 2011 and University Council since 2016. Through the years I participated on many university committees and task forces. In addition to Faculty Senate and University Council I am currently serving on the HLC Assurance Review Committee, University Assessment Panel, Graduate Council, and the Faculty Development Advisory Committee. The breadth of committee work in which I am involved has taught me a lot about academia in general and the university specifically.

My background is in law and legal research. In my profession there is not always a right answer, but there is a best answer or the fairest resolution. The best answer or fairest resolution must be based on a clear understanding of the issues at hand and the evidence available to make a balanced decision. My work has helped me to see that compromise is essential to moving forward and by its nature compromise is not a one-sided activity. Everyone at the table needs to be willing to work together in order to move forward. Hearing diverse view points and working together to achieve the fairest results is imperative to professional and personal success.

NIU is a wonderful institution with much to offer. The students, staff, and faculty are beyond compare. The university will always face challenges, but there are also always many opportunities ahead. In the upcoming year, a presidential search will be taking place and we have a great opportunity to highlight the amazing work of the students, faculty and staff of the university.

If elected to the position of Faculty Senate President and Executive Secretary of the University Council, I will do my best to maintain a culture of open, honest, and respectful discussion that is in the best interest of the university.

Sincerely,

A handwritten signature in blue ink that reads "Therese A. Clarke Arado".

Therese A. Clarke Arado
Deputy Director/Professor
David C. Shapiro Memorial Law Library
Northern Illinois University College of Law

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Northern Illinois University is an Equal Opportunity/Affirmative Action Institution.



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Dear Colleagues,

I appreciate and am I humbled at the confidence and respect that such a nomination entails. We have, as a faculty, many important challenges ahead of us. We must ensure that the University is placed in a solid position for growth and we must be a voice for openness and inclusion. We faculty can highlight the importance of the students, staff, and faculty, unlike any other group. We are the institutional memory and the conscience of the University and we have a powerful voice.

I would like to introduce myself in a more formal way. I am an Associate Professor of Electrical Engineering and have served as the Associate Director of the Microelectronic Research and Development Laboratory for the last 15 years. I am a second generation academic, my father is a Professor of Mechanical Engineering at UT Arlington. I grew up in Arlington and received all of my degrees from UT Arlington. I came to NIU 16 years ago, after a fairly successful career in industry, to contribute to the next generation of engineering students. I mentored several NIU graduates when I was at Honeywell and was impressed with the quality of the engineers coming from such a small program. When I arrived here, I felt so strongly that the University is a community that my family and I became apart of the DeKalb community.

As a member of Faculty at NIU, I have served in various committees at the department level and the college level. Most significantly, I was the Chair of the Departmental Personnel Committee from 2009 to 2017. I stepped down to go through the promotion process. Since 2014, I have been a member of both the Faculty Senate and later the University Council.

I would like to share with you my vision for the Faculty Senate and University Council:

- Increase transparency. I would like to encourage all faculty, students, and staff to attend meetings and bring up concerns to both the Faculty Senate and University Council committees and sub-committees. In my conversations with other faculty and students, there is very little awareness of the existence and the power of such open forums and public bodies.

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- Increase outreach. Convince faculty across the campus that it is important for them to give up some of their precious time to participate in the Faculty Senate. I know that many departments have problems getting professors to participate.
- Continue Linda Saborio's progress in the following:
 - Continue the hard work put forth by Greg Long, Therese Arado, and the members of the Rules, Governance and Elections Committee in creating an easily accessible policy library
 - Push for transparency in regard to the budget, program prioritization, enrollment management, and more
 - Review and protect academic procedures and policies as deemed necessary
 - Maintain open communication with the recently established faculty union to ensure faculty needs are heard and met
- Reduce and consolidate the committees in both the Faculty Senate and the University Council to reduce the burden on serving members. This reduces the administrative burden on the Faculty.
- Fully implement the Open Meetings Act. The act is an outline of how the state and local governments shall abide by the first amendment of the constitution -“Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.”

I will take this job seriously and respectfully, if you so choose me.

Michael Haji-Sheikh
Associate Professor of Electrical Engineering
College of Engineering and Engineering Technology

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Notes from FAC to IBHE meeting on February 15, 2018

1. SIUC Chancellor Carlo Montemagno and Faculty Senate President Kathleen Chwalisz were introduced to the group. They were asked a series of questions related to the reorganization structure at SIUC. After reviewing data and possible areas of synergies, Montemagno decided to eliminate two colleges and create a system of 20 schools to replace the current 42 departments. According to Montemagno, the focus is on the students, not FTEs and it is a culture shift. The FS President described the role of the Faculty Union (wages, hours, working conditions, unit structure), the Faculty Senate (undergraduate academic programs and policies) and the Graduate Council. The Union wishes to keep the current departmental structure and has been the loudest voice against the reorganization.
2. Jaimee Ray from IBHE presented the legislative report. We received a handout outlining a number of bills that have been introduced. Gretchen Lohman mentioned that at the IBHE meeting earlier this month, the Board passed a budget request to send to the legislature. The next Board meeting is March 13 in Quincy. Senate appropriation hearings are coming up next week. There are two positions in Academic Affairs that are in the process of being filled.
3. The FAC is working on a one-page document currently titled "Making Illinois Great Again (through funding higher education)." Some ideas shared with the group were tying higher education to the Public Agenda and noting the public good aspect of higher education (broadening the goal of providing skills to go beyond "build high tech investment"). Also, we should note on the document the social impacts of higher education: lower crime, less welfare spending, better health. Some questions include: the budget situation, IBHE vacancies, and how we are viewed by legislators.
4. The decision last month to cancel our June meeting was reconsidered. A motion was offered to restore that meeting in conjunction with the IBHE meeting on June 5 at the College of Lake County. The motion passed.
5. The Community College Caucus noted the link they play between K-12 and the four-year institutions. They are a local focal point that responds to business needs and community-based activities. Also, community colleges are accessible geographically, financially, and can adjust quickly to changing needs.

Rationale: The purpose of this amendment proposal is to allow **one month** between the date on which the list of eligible faculty to serve as Faculty Senate President is made available to the Faculty Senate members and the date on which nominations are taken.

- The current bylaw language requires that the list of eligible faculty be “walked in” to the Faculty Senate meeting on the same day that nominees are taken, allowing approximately 30 minutes or less for discussion among faculty members. The proposed language changes the time line to one month.
- Candidates’ letters of intent will be included with the agenda for the fourth meeting in spring semester.
- Elections will continue to be held at the last regularly scheduled meeting (no proposed change).

ARTICLE 2: OFFICERS OF THE FACULTY SENATE

2.1 The Executive Secretary of the University Council shall also serve as President of the Faculty Senate. The Executive Secretary is nominated by the Faculty Senate from the elected faculty members of the University Council and is elected by the University Council.

2.1.1 The initial selection of candidates for the office of Executive Secretary of the University Council shall take place at the ~~second~~ **third** spring semester meeting of the Faculty Senate. Any faculty senator may suggest or second the suggestion of a candidate. To be qualified to serve, the candidate must be an elected faculty member of the University Council for the current year and for the ensuing year.

2.1.2 Suggested candidates for the office of Executive Secretary shall submit a letter of intent to be included with the agenda for the ~~third and~~ fourth (last) spring semester regularly scheduled meetings of the Faculty Senate.

2.1.3 An election of the final candidate for nomination shall be conducted by secret ballot at the last regularly scheduled meeting of the normal academic year of the Faculty Senate. All faculty senators present may cast a ballot for the candidate. If there are more than two suggested candidates, the final nominee must receive a majority of the votes cast. If no candidate receives a majority, subsequent ballots will be taken removing the candidate receiving the fewest votes until a candidate is selected.