

TRANSCRIPT

FACULTY SENATE

Wednesday, September 4, 2019, 3 p.m.

Holmes Student Center Sky Room

DeKalb, Illinois

VOTING MEMBERS PRESENT: Arado, Beyer, Buck, Bujarski, J. Chen, Chomentowski, Collins, Creed, Duffin, Fredericks, Hanna, Hua, Jaekel, Johnston-Rodriguez, Jong, Keddie, Konen, Kot, Kuehl, Lampi, Macdonald, Martin, Mayer, McCarthy, McGowan, Millhorn, Millis, Mills (for Tatar), Montana, Mooney, Nelson, Newman, Pendergrass, Petgas, Polansky, Powell, Qin, Reeves, Riley, Schatteman, Schuller, Sharp, Shi, Siegesmund, Skarbinski, Slotsve, Smith (for Koss), Staikidis, Subramony, Surjadi, Thu, Un, Vahabzadeh, Weffer, Whedbee, Wilson, Zheng

VOTING MEMBERS ABSENT: Bateni, Burton, Chakraborty, G. Chen, Chmaissem, Demir, Farrell, Grund, Hanley, Kim, Koss, Littauer, Moraga, Penrod, Rau, Scherer, Schraufnagel, Sirotkin, Tatar

OTHERS PRESENT: Bryan, Doederlein, Groza, Hunt, Royce

OTHERS ABSENT: Gelman, Marsh

I. CALL TO ORDER

K. Thu: Let's call to order the first Faculty Senate meeting of 2019-20 academic year. So welcome, everybody.

Faculty Senate President **K. Thu** called the meeting to order at 3:01 p.m.

II. ADOPTION OF THE AGENDA

K. Thu: The first order of business is to adopt the agenda. I'll entertain a motion to adopt the agenda. George [Slotsve]. Do I have a second? [J. Wilson] Any additions, deletions, edits? If not, all in favor, signify by saying aye.

Members: Aye.

K. Thu: Opposed? Okay.

III. APPROVAL OF THE APRIL 24, 2019 MINUTES – Pages 5-8

K. Thu: Then we have the approval of the April 24, 2019 minutes, which I'm sure you've all dutifully read. I'll entertain a motion to approve those minutes. Richard [Siegismund]. Second? George [Slotsve]. Again, any additions, deletions, changes? If not, all in favor say aye.

Members: Aye.

K. Thu: Opposed? Abstentions? Okay, very good.

IV. PRESIDENT'S ANNOUNCEMENTS

K. Thu: Next is President's Announcements. It indicates on the agenda there that Huskie Food Pantry is the only item, but there are a few other things that I wanted to cover. First of all, my name is Kendall Thu. I'm the new Faculty Senate president and executive secretary of the University Council. I'm very happy to be here. I'm pleased to, hopefully, push a fairly robust agenda for the year, which I'll talk about here in a little bit.

Before we get there, though, I want to turn the podium over to my colleague, George Slotsve, so we can acknowledge the work that Therese Arado provided in Faculty Senate last year. So, George, take it away.

G. Slotsve: Thank you very much. I'll try to keep this brief. That's one thing I actually learned from Therese [inaudible]. I really want to thank you for your year of service [inaudible] For a number of years, those meetings would run an hour, hour-and-a-half, two hours. I don't think we had one run over 20 minutes last year. We got in there, chop, chop, chop, everything was covered, and she ran a very efficient meeting. We had our first Steering Committee meeting in August, and we had to chastise Kendall for running 45 minutes. So I really do appreciate the service of Therese. And she chairs the Resource, Space and Budget Committee this coming year. So just so you know, I've scheduled about 13 minutes and 48 seconds for the meeting. I figure it will be a quick meeting. But thank you very much for your service. [applause]

K. Thu: And I want to echo George's remarks. Thank you again, Therese, for all that you did last year. And I will endeavor to keep the meetings on time. I realize that these meetings – when we get to 4:30, you start trickling out. So that's my guidepost.

I was going to make an announcement about the placement of recycle bins so that we don't throw away plastic, but apparently in talking to Jeffry Royce – where are you, Jeffry? Jeffry, in part, runs the Holmes Student Center. Apparently getting recycle bins is more of a tall task than I thought. So we're still going to work on getting those bins here so we don't contribute to the global plastic problem.

A couple other housekeeping details. This year you don't have buttons on your microphone. So they're supposed to automatically activate when you speak. So be aware that, if it's not working, it's not because of a button. And we'll see how that goes.

Also just a bit of a cautionary tale, as many of you know, the faculty union is still negotiating the collective bargaining agreement, so we have to be a little bit careful in some of our conversations

about topics that we cover. Mainly, we shouldn't probably talk about workplace conditions for faculty, even though Faculty Senate should be a place where we talk about those things. The CBA, I think, is getting close to completion. I've been in contact with my counterparts at almost all of our sister institutions in Illinois, including those institutions that have faculty unions. I've talked about this issue, and they've basically said to me, you just have to be careful and sort of navigate conversational traffic the best you can. So, if I'm not on my toes, somebody help me out.

A. [Huskie Food Pantry](#) – volunteers needed – Pages 9-10

K. Thu: I visited the Huskie Food Pantry earlier this summer as part of my due diligence in figuring out what's going on around campus. How many of you are aware that we have a food pantry? How many of you have been there? Okay. Well I had never been there. I knew we had it, at least in part, but I'd never been there in person. And it provides a wonderful service. You'll see later on in the agenda that food insecurity is one of the issues that we may want to help tackle in shared governance. I learned through my visit there that graduate students are increasingly using the food pantry. It's open to students who are not on a meal plan. And they open the pantry once a week on Thursday evening. They need volunteers, so you are all welcome to volunteer. There is a portal on the food pantry website where you can sign up to volunteer. I learned that one of the things they actually need is transportation of excess food items from Target, Walmart and other food outlets to the food pantry. So just be aware that that's there. And in all your spare time, if you can lend a few hours here and there, they would very much appreciate it. They're also understaffed. The director moved on to another position in the suburbs of Chicago, so the only staff person they have there is a 20-hour a week graduate assistant. And hopefully, we can get that position filled.

So final item in the context of President's Announcements: Some of you may remember – there's no reason you should remember – that in my acceptance letter last year for the nomination to be Faculty Senate president, I mentioned the importance of looking at the structure of our shared governance system. I've been in shared governance for ten years. This is my 21st year at NIU, and there has been a conversation for many years about the need to revamp, or look at, the role of Faculty Senate relative to the University Council. Most, if not all of you, know that every department at the university has a Faculty Senate representative. Many of you also know that Faculty Senate has no powers under the Constitution. It is primarily an advisory body.

So what I've been doing is I've been looking at shared governance structures at our sister institutions around Illinois – Southern Illinois, Eastern, Western, Illinois State, Governors State, University of Illinois-Chicago – and I've been talking to my counterparts at all of those institutions. What I've learned is we really are strange, in terms of our governance structure. And in particular there's not really a counterpart to the University Council at our other institutions.

How many of you are first-time Faculty Senate members at your first Faculty Senate meeting? Okay, great. Welcome to all of you. So now you know you're part of a strange process, right? So I want to read a couple things from the Constitution that makes the point, and then I want to tell you the kind of process that I'd like to engage in going forward to help make these changes

occur. So, in other words, I want to actually try to get something done to change the structure and the role of Faculty Senate.

So under the Constitution Preamble, it says, Faculty shall predominate – faculty shall, not may, not maybe, faculty shall predominate in all policy decisions relating to the personnel system, university curriculum, policy decisions concerning admissions and academic standards. Pretty clear.

Then in Article 1 in the Constitution concerning the University Council, it says, the University Council has the power to establish – has the power – to establish the educational academic policies of the university. In other words, the power is in University Council.

That is not the way it works at other institutions. Those kinds of matters are delegated to the Faculty Senate that has the power to attend to curriculum and academic matters.

So in addition to doing due diligence in vetting our sister institutions, I've been talking to administration about this, and talking to other faculty members, student leaders, Operating Staff Council leader, Jeffry Royce, is over here, SPS leaders; and I can tell you that President Freeman is very much in favor of making this change to empowering the Faculty Senate in a way that puts us in charge of academic matters. And there's language that we can use to do that.

I've also had conversations with Beth Ingram, our new provost. She's also in favor – in fact, she sent out a note – this is why meetings last too long, I start going. She sent out a note to something called a provosts list serve. And so she sent out a note asking about shared governance structures outside of Illinois. And sure enough, even from the minimal response, she found that what is the predominate model in Illinois is also the predominate model elsewhere.

Not that we have to follow the herd, but you all have the responsibility for the faculty standards in your classrooms and in your departments. And we should be responsible for the faculty standards in the university as a whole.

So to that end, I'm just introducing the concept today. Next Faculty Senate meeting, I will provide you with background materials that show the faculty governance structures at our sister institutions and elsewhere. Pat has made this – I asked her to make an organizational chart of our shared governance system. It looks like it fits perfectly in the cubist tradition of art. And she also created an entire organizational chart for the university as a whole, it's unbelievable. So that chart will be part of our conversations as well.

So the overall process here, as I see it, is that the Faculty Senate will come up with a recommendation for changes to Faculty Senate, the Constitution, the Bylaws. And that will be provided to University Council, which ultimately has to vote on the change.

So that's by way of introducing what I'm attempting to do. I can tell you that reading the Constitution and the Bylaws is electrifying. It's remarkable. But there's a lot more to come, and I think, hopefully, that will help Faculty Senate be the kind of body that it really should be. So

with that, unless there are any comments or questions at this point, we'll move on to the next agenda items, and get out of here by 4:30.

V. CONSENT AGENDA

- A. Approve the 2019-20 Faculty Senate Standing Committees membership rosters per Faculty Senate Bylaws Article 3 – Page 11
- B. Approve the faculty members of the 2019-20 UC-Steering Committee per NIU Bylaws Article 2.1.1 – Page 12
- C. Approve the 2019-20 University Advisory Committee to the BOT membership roster, confirming Jason Hanna for a three-year term (2019-2022) per NIU Bylaws, Article 17.4.1.1 – Page 13
- D. Approve Department of Communication Professor Ferald Bryan to serve as the 2019-20 Faculty Senate parliamentarian per Faculty Senate Bylaws Article 2.2
- E. Approve Faculty Senate President Kendall Thu to serve as NIU's alternate representative to the Faculty Advisory Council to the IBHE.
- F. Approve Department of Counseling and Higher Education Professor Katy Jaekel to serve as the 2019-20 Faculty Senate liaison to the Baccalaureate Council per NIU Bylaws, Article 15.5.1.1(D).
- G. Approve list of faculty candidates running unopposed to serve on committees of the university – Pages 14

K. Thu: Next we have the Consent Agenda. I should also mention that, coming this fall, we're going to have visits by Provost Ingram. She's coming the next Faculty Senate meeting. And then Vernese Edghill-Walden, who has never been to a Faculty Senate meeting will be coming as well. And then also Brad Bond will be here this fall. I've been talking to him about GRE exams, those graduate programs for which its relevant. And I didn't know – I spent nine years as a chair – I didn't know GRE exams are optional. You don't have to have them in your department. So he's going to be here and talking about that. There are programs that have opted out of the GRE exams. It's, in part, an equity issue.

I'll entertain a motion to approve the Consent Agenda. Richard [Siegesmund]. Second?

T. Buck: Second.

K. Thu: All those in favor?

Members: Aye.

K. Thu: Opposed? Okay, thank you.

VI. REPORTS FROM STANDING COMMITTEES

K. Thu: Next we move to Reports from Standing Committees. It's our first meeting of the year, so there's not a whole lot going on. But I just want to turn to our committee if, for no other reason, to recognize that they're chairs and all the additional work they're doing.

- A. Faculty Rights and Responsibilities Committee – Katy Jaekel, Chair – no report

K. Thu: So Katy Jaekel is our chair of Faculty Rights and Responsibilities. No report.

- B. Academic Affairs Committee – Peter Chomentowski, Chair – no report

K. Thu: Then Academic Affairs Committee, Peter Chomentowski. Peter, where are you? Over here. He's the chair of our Academic Affairs Committee and no report.

- C. Committee on the Economic Status of the Profession – no report

K. Thu: Another thing that we would like to do this year is to consider downsizing the number of committees. I don't know about you, but it's gotten overwhelming. We're a smaller university. There are fewer faculty. And yet the demands on our time for college and unit and university-wide committees continues to seemingly grow, meaning we're just continuing to do more with less. So the Committee on the Economic Status of the Profession might be one of those that we do away with. It has no chair. I don't know the last time that it met. It's not to say some of the stuff that that committee may do isn't important and that we do away with it altogether. But it's one that we might consider to delete. We don't have to do that now.

- D. Rules, Governance and Elections Committee – Keith Millis,
Liaison/Spokesperson – report

K. Thu: Okay, the next report comes from Rules, Governance and Elections Committee. And I'm going to turn it over to Keith Millis to lead us through that agenda.

K. Millis: Hello. We will have several elections today, and you will see that you'll have ballots by each of the seats. Please vote only if you are a voting member of the Faculty Senate. If there are any questions if you are a voting member, please raise your hand or otherwise look up there, your name should be in there.

1. Election of University Council alternates – ballots will be distributed at the FS meeting.

K. Millis: The first vote will be only for members of the College of Liberal Arts and Sciences. Thank you, George. Please raise your hand if you belong to the College of Liberal Arts and Sciences. George will be giving you the sheet. As he's doing that, I will read from the script. First we will elect University Council alternates from among the faculty senators. As an alternate, you might be called upon during the year to serve on University Council, should a

University Council member from your college be unable to attend a meeting. Faculty senators, as well as faculty members of the University Council, who are present today, are all eligible to vote for these alternates. When you receive your college ballot, please vote for the number of people noted on the top of the ballot. Once you have voted, leave your ballot at your place, and it will be collected after the meeting adjourns. For the 2019-20 academic year, only the College of Liberal Arts and Sciences needs to make this alternate selection.

2. Election of a faculty member to serve on the Campus Security and Environmental Quality Committee, and a faculty member to serve on the University Benefits Committee – ballots will be distributed at the FS meeting.

K. Millis: Okay I think it's time for the next election. Next is the selection of a faculty member to serve on the Campus Security and Environmental Quality Committee, and a faculty member to serve on the University Benefits Committee. We have two nominees for each committee. The ballot is printed on white paper and is already at your seat. Please circle your selection for each committee. Note that this ballot has two sides, so make sure that you look on both sides. And when you are finished, please leave it at your seat, and it will be collected later on.

3. Election of 2019-20 Hearing Panel – ballots will be distributed at the FS meeting.

K. Millis: Okay, I think we're ready for the next one. Next is the Hearing Panel election. The Hearing Panel is used for appeals based on Bylaws Article 7.3 regarding due process for faculty dismissal issues. The ballot is printed on white paper and is already at your seat. It contains the names of 34 tenured faculty members selected randomly. Please vote for 20 by placing a check mark next to those 20 names you wish to vote for. When you're finished, please leave your ballot at your place, and it will be collected after the meeting adjourns. We should note that, while this list was created from current records, it is possible that one or more people on this list are no longer here at NIU. If you see that to be the case, don't vote for that person. And please tell us if you see a name that's not here so that person doesn't get any votes.

4. By-lot election of faculty to serve on 2019-20 Grievance Panel

K. Millis: Next, per NIU Bylaws Article 11.5.3.1(b) – I don't think I need to read this. I think you know that – the Faculty Senate is asked to forward the names of 15 members of its faculty constituency to serve as a panel from which a grievance committee can be chosen should one be needed to review an Article 11, Step III faculty grievance or a student grievance during the academic year. These 15 panel members will be selected by lot from all University Council and Faculty Senate faculty members who are tenured and not currently serving in an administrative role. I'll draw these 15 names at this time. Do you want to do the honors? Okay.

The first name is Mark Schuller, Anthropology.

K. Thu: He just walked in.

K. Millis: Well, welcome. The next one is – and I’m sure I’m going to screw up people’s names, so I apologize ahead – Alan Polansky, Statistics and Actuarial Sciences. Number 3 is Simón Weffer, Sociology. And number 4 is Jim Wilson, Geographic and Atmospheric Sciences, Jim. Ismael Montana, History. Mark Riley, Accountancy. Patricia Skarbinski, Theatre and Dance. Amanda Littauer, History. I’m sorry if I mispronounced your name, Amanda. Scot Schraufnagel, Political Science, Scot. Anne Hanley, History, Anne. Ross Powell, Geology and Environmental Geosciences. Bob Tatara, Engineering Technology. Kirk Duffin, Computer Science. Vicki Collins, Educational Technology – hi. Drum roll, please, for the last. And we have Doris Macdonald in English. Okay.

K. Thu: Do you all feel like winners.

5. Election of a Faculty Senate vice president per NIU Bylaws Article 2.2 Nominations will be taken from the FS floor, and election will take place during the meeting.

K. Millis: Next is the election of the Faculty Senate vice president. I’m going to open the floor for any nominations. You can nominate someone or you can self-nominate.

K. Jaekel: I nominate George Slotsve.

T. Arado: I second the nomination.

K. Millis: Okay, so we have a second. Is there another nomination? Not having another nomination, all in favor say aye.

Members: Aye.

K. Millis: All opposed, same sign. Any abstentions?

G. Slotsve: I abstain.

K. Thu: I thought you were going to say object.

K. Millis: Okay, good.

6. Selection of one Faculty Senate member to serve as the Faculty Senate president’s designee on the 2020 BOT Professorship Award Selection Committee. Nominations will be taken from the FS floor, and election will take place during the meeting.

Committee members review approximately 10 applications online, and the committee meets two-three times between November and February. The person selected to serve on this committee cannot be a candidate for the award, nor have submitted a nomination for the award. (Ross Powell served last year.)

K. Millis: Next is the selection of one faculty volunteer to serve on the BOT Professorship Award Selection Committee. The assignment includes reviewing approximately 10 applications online, and the committee meets two or three times between November and February. Could we have a volunteer or a self-nomination?

K. Thu: Alicia, right behind you.

K. Millis: Okay, so we have Alicia [Schatteman], excellent. Do we have any other nominations?

K. Thu: I think we need a second for Alicia, correct?

G. Slotsve: Second.

K. Millis: Okay, we have a second, thank you. And thank you for correcting me. All in favor, say aye.

Members: Aye.

K. Millis: Any opposed? Abstentions? Excellent. Thank you, Alicia.

And that concludes the elections.

K. Thu: Thank you, Keith. And thanks to those of you who didn't volunteer, but were drafted into service. And thanks to Alicia for volunteering.

- E. Resources, Space and Budget Committee – George Slotsve, Liaison/Spokesperson – report

K. Thu: Next we're going to turn to the Resources, Space and Budget Committee. George Slotsve is the liaison and spokesperson. And just for those of you who are new, there are two committees that are joint between University Council and the Faculty Senate. The Resources, Space and Budget Committee is one of those, and I'm going to let George say a word or two, and then I might say a couple more words about that committee. George? Nothing, okay.

That committee was chaired by Jim Wilson last year, and it really has evolved into one of the most important shared governance bodies on campus. As the namesake implies, they deal with resources, space and budget. The president regularly attends. The provost regularly attends. The CFO regularly attends. And it's also composed of students, staff and faculty members. This year, Lisa Freeman has announced that she wants that committee to help make decisions about the distribution of the capital bill. As some of you may know, the legislature approved \$77 million in capital developments. That doesn't mean we have \$77 million. It means that, if we can get that money, we can be using it for a variety of repairs and developments. It doesn't meet the half billion dollars in areas that we're at with repairs and needed renovations, but \$77 million is a start. So that committee is an important tool for faculty, staff and students to give input. And I can tell you from experience from last year, they listened. And they made some changes. And

one of the things that I was harping on is the decentralization of the budgeting process. So some of you know that, when we went through the budget crisis, everything was swooped up into the Provost's Office, and you couldn't buy paperclips without going through the Provost's Office.

So now that we're – we're not out of the woods, but we're in a better place – now it's time to go back to give colleges their budget, let them handle the hiring decisions and so forth. And it's much more efficient that way as well, rather than all this back and forth. Serving nine years as chair, everything got held up at the Provost's Office, and you had this constant didactic between yourself and the college and then the Provost's Office. Sarah McGill, Beth Ingram and the president are all in favor of moving in the direction. There are some systemic issues that they have to deal with, but in principle, that's where they're headed. So that budget committee will also be dealing with those sorts of things. And if you believe decentralization is important, then make your voices known.

VII. ITEMS FOR FACULTY SENATE CONSIDERATION

A. Policy Library Update – Rebecca Hunt, Policy Librarian

K. Thu: Next we have Items for Faculty Senate Consideration. Becqui Hunt is here to give us an update on the Policy Library, Becqui.

B. Hunt: Good afternoon, everyone. I'm here to give a brief update on the Policy Library. The Policy Library has been effective for five months now, and we have processed some revised policies. And we've also processed some new policies. What I'm going to do here today is just to introduce you to the website and a couple areas that were not working at the time I was here the last time last year.

This section here is the comment on proposed policies. Currently, these policies are up for comment. Anyone in the NIU community can make a comment on the policies. They're there for a 30-day period. These policies will be up for comment until September 20. If you want to make a comment, all you need to do is come to this website. You just need to click on the policy. It will ask you to sign in, and then it will take you to the policy, itself. And you're able to read the policy. And then at the very bottom of the screen, that's an area where you will input your comments if you have any. Those comments will be taken and given back to the sponsor of the policy. And if there are any changes to the policy, that needs to be made before there is final approval. They will be made, and they will be taken to the Policy Library Committee for review.

The other area that wasn't working when I was here last is the recently added or revised policies. These policies have gone through the policy process of being submitted. And they've served their 30-day review period. And they've gone to the president for her final approval. And so we list them in case you missed them. These policies are all new. So these four policies are all new policies that are in the Policy Library. So if you wanted to take a look at those, you can view them here. Or you can actually just go and look for them by finding a policy. You can use the A-Z index to find them. They're already posted for you to review.

What's coming up next is a few cosmetic changes to the website. We're going to move the Policy on Managing University Policies document to have its own tab. And then we've developed a policy-writing template that everyone can use when writing a new policy so that the policies begin to look uniform in nature. And so that will be posted within the next 30 days. So it'll be up there for you to take a look at when you come back.

That's all that I have. If there are any questions, let me know.

K. Thu: So for those of you who are new, a brief background on the Policy Library. In two, three Faculty Senate presidents ago, under Greg Long, we had a conversation about the fact that all of our policies at the universities are disbursed all over the place. There was no one-stop shopping place to find out where those policies are located. So this was an effort to have a centralized repository for all the university-wide policies at NIU. And so this is the venue for that, and Becqui's really in charge of managing it, and she's been doing a great job. So please get the word out that this is where you can comment on the proposed policies, revised policies. No policy is ever set in stone. It's always changing. So please let your colleagues know that this is there. Thanks, Becqui.

B. Hunt: Thank you.

B. Prioritizing issues for Faculty Senate consideration – Page 15

K. Thu: So next is Item B., Prioritizing issues for Faculty Senate consideration, and I'll let Pat pull that up. In addition to going around campus this summer to talk about shared governance, I also wanted to get a sense for what the priority issues are that faculty have, students have, staff has, and then then the president and the president's leadership team. And so I had probably 50 to 60 different meetings that Pat had to arrange for me. And I took notes at all those meetings, and I pawed back through all those notes, and came up with a list of priority issues that you see sort of up here. And then I vetted the list with Sarah Klaper, the ombudsperson. I brought it back to President Freeman. And part of what I want to do is to let you take control of the agenda for the Faculty Senate. This is not a finite list. There maybe things that I've missed. But I'd like to take a little bit of time and go through the list and talk about each of these issues areas. Some of them lend themselves to shared governance more than others. Some of them, there's work already being done on them. I know more about some of these issues than others. But this is the list that I've compiled from all of the conversations that I've had across campus.

And then I want to have you just vote. It's not really an official vote. It's just a vote on which ones you think should take priority for this body. And some of them, if we decide which three, four, five, we want to prioritize, then some of them might go to committee. But this is an effort to see what you want to do, what you want to prioritize. If your issues are not on that list, let me know.

So just very briefly, to go through them, Work and Community – what's going on particularly in the Annie Glidden Corridor North. Some of you are aware of the development that's going on up there. There's been sort of a sea change in that NIU's been actually interested in getting involved

in the larger community. How many of you have been involved in that effort at all? I know I have. Mark Schuller, over there, yeah, so several of us have.

Safety, anti-violence/sexual justice issues. My wife and I were at Starved Rock State Park for our final weekend of the summer, and I was walking across the patio next to the lodge. And I overheard a conversation between three people. One person was saying, “Well, NIU’s enrollment is down to like 15,000.” Well that’s not right. And then they talked about safety. They talked about the shooting here many years ago. And so that’s still pervasive out there. So I can go up to them, and I corrected their numbers. And I also said that NIU was one of the safest campuses around Illinois. But it’s still out there, and it’s still part of the mindset and the attitude toward NIU.

Feel free to chime in on any of these.

Deferred Action for Childhood Arrivals (DACA). That’s something that’s been very important to President Freeman.

Textbook costs. Something I’ve clearly heard from students. And we’re dealing with that through the library, thankfully.

Mental health issues. A big ticket issue – not a big ticket issue, I shouldn’t say it that way. It’s a major issue with students, something that I know there’s been some progress at NIU, but maybe there are ways that we could do more as a body.

Job classification. This is something that I’ve heard from Operating Staff Council. Jeffrey Royce is here. SPS, a lot of you know that there’s this huge transition from SPS to Civil Service, and that’s been a big push, and it’s affected a lot of our units.

I’ve already mentioned decentralizing budget.

Message/image of NIU, which is really related to the safety issue.

Equity gap, in terms of the equity gap in the success of our students in courses, in graduation rates, but also other kinds of equity gaps, including the need to insure representation by diverse faculty and staff.

Space allocation. Greg [Beyer] brought me over to the Music Building earlier this summer. I saw the good, bad and the ugly. And so I know there are a lot of space issues going on. We’re a small university in terms of the personnel, and so our footprint is going to be small. And part of the capital development bill is to pay for demolishing facilities. So I know that the university is starting, in the very initial stages of a university-wide space survey. So it’s important for us to have a voice in how that’s going to happen.

Enrollment/recruitment and retention. I don’t need to say anything more about that.

I already mentioned foot insecurity.

I already mentioned reducing the number of committees.

Enhancing diversity and social justice. The university's aspiring to be a Hispanic serving institution. And that makes a number of federal funds available to us. To do that, 25 percent of our student body needs to be Hispanic. To accomplish that, we need to have faculty and staff who reflect communities that we live in. So currently, I think roughly 19 to 20 percent of our student body is Latinx, so we need to ratchet that up to 25 percent to get there. Diversity, in general, is extremely important, and Vernese will be here later this semester.

General education. We've made general education changes, pathways. Some like Konen's comment or question from last year. But we've not done an assessment or an analysis of the effect or whether it's really working. And I brought this up to our new provost, and she has somewhat agreed to do an analysis of what the consequence of our changed gen ed program is.

Tenure track lines. Tenure track faculty should be the backbone of the university; but, as you know, we've lost tenure track faculty. Since about – these are rough numbers, so don't hold me to them – but since about 2014 to 2018-19, we've gone from 650 tenure track faculty to roughly 600. So that's a nine percent drop. And interestingly, we've had about a nine percent increase in instructors in that time period. So that comes as no surprise to many of you.

FMLA. The university is moving on this. We are getting a policy. And this is an area I've got to be careful about, because it's part of the CBA in negotiations, right Mark?

Communication. I'm not sure what that all means. Just communicating I guess.

Classroom issues/technology. A good share of the capital development bill is supposed to be directed to DuSable to upgrade all those classroom facilities that so sorely need it. George Slotsve back there can tell you more than I can about those issues.

So others that are not on the list?

Okay, so what I'd like to do, just to get a sense of where you're at with it, if you haven't received a clicker, you should go get a clicker now. You're going to have to help me with this, Pat, even though you've counseled me in how to do it. You don't have to turn your clicker on, it's on automatically. What I'd like you to do is vote for the very top issue that you have on this list – not yet. Can we enter double-digit numbers?

P. Erickson: If you've used the clickers before, you're used to simply pressing the number and you get the smiley face or the checkmark. But we're doing a different exercise today where we're asking you to make a vote in a double digit. For example, you might want to vote for number 12 or number 15. That's different than the voting that we've done in the past. So for this exercise, we want you to be somewhat methodical and not rush. So say you want to vote for 13. Press the 1, but hesitate momentarily until you see that 1 on your screen. Then press the 3. Then, unlike in the past, you have to tell the clicker that you're finished voting. So you have to hit that

middle, oval, silver button. And then you should get your smiley face or checkmark. But I'm not ready for you to vote yet.

K. Thu: Okay, does everybody have that? Do it nice and slowly is the bottom line. So the first vote – and I don't know, we might do this multiple times. So tell us when you're ready, Pat.

P. Erickson: We're ready.

K. Thu: Okay, now we're ready so go ahead and very slowly enter the number. Does anybody have a problem?

Unidentified: I hit one number and it came up with a different number.

P. Erickson: You can start again. Or do you see the backspace button on the right?

Unidentified: Ah, thank you.

P. Erickson: You can change your vote, too.

K. Thu: But you can't vote more than once.

P. Erickson: Right.

K. Thu: Anybody need more time? Okay. What do we have, Pat?

Voting Results – Top Five

11. Enrollment/recruitment and retention – 8 votes
16. Tenure track lines – 6 votes
7. Decentralizing budget – 5 votes
15. General education – 4 votes
8. Messaging/image of NIU – 4 votes

P. Erickson: Item number 11

K. Thu: So which one is that?

P. Erickson: Kendall, you have that on page 15 of your packet.

K. Thu: Enrollment/recruitment and retention.

P. Erickson: That got the most votes.

K. Thu: Yes, that got the most votes. And then 16, tenure track lines. 7 is decentralizing budget. 4, textbook costs. And then finally – oh I'm sorry, 15, general education. And then 8, message/imaging of NIU. Those are the top five. Does that seem reasonable? Any kind of discussion of those issues as something that we want to tackle? Go ahead.

Unidentified: Are you asking if the top five should be those five?

K. Thu: Yes. I want to know what you want to tackle in Faculty Senate. For me, you know what I want to do. I want to change the structure of shared governance. So that's what I'm going to be leading. And if we change the structure of shared governance, some of these issues we can tackle more prominently than others.

Unidentified: Could you please describe what general education covers again, please?

K. Thu: So general education covers all of the gen ed courses that are offered, and the program at NIU. And so many of you are aware that we changed the gen ed program – I don't know how many years ago, maybe some of you can remember. And the change was to allow more gen ed courses to be offered outside the College of Liberal Arts and Sciences so that the College of Business or other colleges could have more internal gen ed course offerings. We also tried to add value to the gen ed program by creating pathways, sort of thematic pathways. The plan was to add value to your gen ed program. But since those changes have been made, we haven't really evaluated what difference it's made. So that's just my view of what's needed in gen ed. There maybe other takes on what might be done to gen ed, or what we might look at in terms of gen ed. Some of this stuff may be, if you're interested in gen ed or some other issues, it maybe just collecting data and sharing it. Is that helpful?

Unidentified: It's very helpful, thanks. Does that extend to articulation agreements?

K. Thu: Yes, yes it does, absolutely. And it relates to enrollment as well. Other questions or comments about this? Well if not, then I'll try to figure out what we're going to do with those five top issues. I'm not sure yet what it means, but we'll figure it out as we go. Any other comments about that list? It doesn't mean that we don't attend to other issues on the list, that we completely ignore them, but that we have a sense of the kinds of things that we want to tackle. All right, thank you.

J. Pendergrass: [inaudible] Making the suggestion that we perhaps have a rank voting of these issues.

K. Thu: We can't technically do that with this system, but what we can do is, we can have another round of voting. So if you want to vote for your secondary issue, but don't vote for the same one over. We talked about this, whether we could rank them.

P. Erickson: [inaudible]

K. Thu: No, he's suggesting that there's another way of figuring out what the priorities by lumping votes.

J. Pendergrass: An easy way to consider it might be to say come up with a top five or say even just the top three, and then we would choose our top five individually. And then, based on the rank of our choices, then sum those together to see how they add up.

K. Thu: Right. So how about we vote again with the top five that are there.

J. Pendergrass: Well that's not what I'm suggesting. It might be beyond the scope of what is capable of doing here today, but it's worth consideration.

K. Thu: We'll consider it. This is not a final list. These top five are not final. We can come back to this.

J. Pendergrass: It might be more easily done on paper.

K. Thu: Okay, thanks everybody.

VIII. REPORTS FROM ADVISORY COMMITTEES

A. FAC to IBHE – Linda Saborío – no report

K. Thu: Next under Item VIII, we have the Reports from Advisory Committees. Linda Saborío who was our FAC representative to IBHE has volunteered to do it again this year. She's not here, but we know that she has no report.

B. University Advisory Committee to the Board of Trustees – report
Jeffrey Royce, Cathy Doederlein, Kendall Thu
Alex Gelman, Sarah Marsh, Jason Hanna

K. Thu: Just a brief report from the University Advisory Committee to the Board of Trustees. The Board of Trustees had a special meeting in August, I think it was. And the action items on the agenda were the approval of two special tenure cases. These were people that were hired late in the year last year, I believe in the College of Health and Human Sciences, included a department chair and an associate dean, if we have that right. So they needed to have their tenure approved before the academic year started. And the board approved those unanimously. There was a lot of committee work that went on before the full board meeting, but none of the issues that the committees were working on came before the full board for action. And I'll have a report on those going forward.

IX. UNFINISHED BUSINESS

K. Thu: We have no unfinished business.

X. NEW BUSINESS

A. Ombuds Day proposed proclamation – Page 16
Sarah Klaper, NIU Ombudsperson

K. Thu: New business was going to be Sarah Klaper proposing a proclamation about the Ombuds Day. I got an email from her early this afternoon saying, I'm sorry, I'm busy doing my job. There's a case that she had to deal with. So maybe, Katy, would you?

K. Jaekel: I could give it a shot.

K. Thu: If you can read the proclamation first.

K. Jaekel: Sure.

K. Thu: And then, if you feel comfortable, then we can make a motion and a second.

K. Jaekel: Sure. So, just to give a little bit of background, I believe this is the anniversary, the 50th anniversary of this role of Ombuds at NIU. And so in light of that, there's this proclamation. It's on the last page of your packet if you have those and you'd like to read along.

WHEREAS, Northern Illinois University is committed to fostering an academic and professional environment that promotes equity, fairness, respect, adherence to policy and effective resolution of disputes within a richly diverse population of faculty, staff, students and the greater community; and

WHEREAS, disagreements, conflicts, complaints, confusion and policy questions will inevitably arise in any institution; and

WHEREAS, the fair and effective resolution of such issues is in the best interest of both the individuals involved, and the university as it fulfills its mission of teaching, service and research; and

WHEREAS, Northern Illinois University acknowledges the numerous benefits of providing informal and confidential channels for addressing issues such as bullying, bias, discrimination, sexual harassment, academic disputes, employment concerns, interpersonal conflict and unethical behavior; and

WHEREAS, the Office of the Ombudsperson is a confidential, neutral, informal and independent resource whose purpose is to assist all members of the university community with a broad range of questions, disputes, complaints and concerns; and

WHEREAS, the Office of the Ombudsperson at Northern Illinois University was established in 1969 by President Rhoten Smith, and 2019 is the 50th anniversary of the establishment of the Office of the Ombudsperson; and

WHEREAS, the Office of the Ombudsperson has provided highly valued conflict resolution services to Northern Illinois University through the services of Michael McDermott, David Knowlton, Leon Miller, Patricia Lambert, Arnold Fox, Bertrand Simpson, Stacy Dolby, Tim Griffin and Sarah Klaper, as well as their staff and graduate assistants;

NOW, THEREFORE, WE, the Faculty Senate of Northern Illinois University, do hereby proclaim the second Thursday of October, starting October 10, 2019 and into perpetuity, as:

OMBUDS DAY

and encourage all faculty, staff and students of Northern Illinois University to become familiar with the Office of the Ombudsperson, and to support and utilize these essential services.

Thank you.

K. Thu: Thanks, Katy. So I'll entertain a motion to adopt the proclamation.

K. Jaekel: So moved.

K. Thu: And a second? [J. Bujarski]. I will say that, to my knowledge, Sarah has brought this to the Operating Staff Council to approve it. I don't know – has it come to

Unidentified: [inaudible]

K. Thu: Okay, so it's going to go before the SPS as well. Discussion? It's an extremely important office. It's the only office that serves that broad a range of functions at the university, and we're very pleased to have Sarah in that role. She does a terrific job and certainly – I learned that the notion of an ombudsman comes from early 19th century Sweden parliament. So I looked that up, because I was curious to know where the term comes from. Maybe we can change ombudsman to some other gender-neutral person.

K. Jaekel: We do. We have the ombudsperson.

K. Thu: We do? Okay. Any other discussion? Okay, all those in favor, say aye.

Members: Aye.

K. Thu: Opposed? Abstentions? Okay, great, I think Sarah will be very happy.

XI. PUBLIC COMMENT

K. Thu: Do we have any public comment?

XII. INFORMATION ITEMS

K. Thu: The rest of the agenda are informational items. Also take note of the Faculty Senate meeting dates at the bottom of page 3 there. And on the next page, you'll find a list of informational items, at large committee vacancies if you're so inclined. And then at the end of

your packet is the Open Meetings Act reviews that President Freeman wanted us to include in the packet.

Any last-minute comments? George.

G. Slotsve: Kendall has asked me to attend the CFAC meeting on September 20.

K. Thu: Do you want to explain what that is?

G. Slotsve: Computing Facilities Advisory Committee. We meet with a number of the people from DoIT, essentially, and talk about issues involving the computing facilities across campus. The first meeting is September 20. I served on this committee a number of years ago. I served three, four years. But what I'd like to do – it kind of goes to point, I guess it was 19. But if you're having any issues with technology in the classrooms or anything like that, it would be useful to either email me or Pat so that I can put together a list and bring it before the committee. As an example, I don't know how your day was yesterday, but at 9:30 I went in to teach in DuSable. The electrical storm had gone through, the Internet was out. Well I kind of expected that. It turns out you couldn't even log in to the computer, which means that if you had slides or Powerpoints, you couldn't project them up onto the screen, which essentially meant, I am standing there and said, "Okay, 40-year old technology." So I reverted to the 40-year old technology, but this is – it's things like – that's an example of something that, not everyone was facing on campus. But if you're facing some of these issues, it would be useful to know what they are so we can at least get, hopefully, DoIT to spend some attention.

K. Thu: Thanks, George. So he couldn't even get into the hard drive on the local computer, was the bottom line. And I've had a case where the Internet is out, and I have been able to access the hard drive and my flash drive that I plug in so I don't need the Internet. But there are cases like this where you don't have a back-up plan.

G. Slotsve: So if you're running into problems or have these issues, let us know what they are.

K. Thu: Other comments, questions?

- 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](#), Student Senate
- M. [Minutes](#), Supportive Professional Staff Council

- N. [Minutes](#), University Assessment Panel
- O. [Minutes](#), University Benefits Committee
- P. [Minutes](#), Univ. Comm. on Advanced and Nonteaching Educator License Programs
- Q. [Minutes](#), University Committee on Initial Educator Licensure
- R. [2018-19 Annual Reports](#)

- S. 2019-20 Faculty Senate meeting dates:
Sep 4, Oct 2, Oct 30, Nov 20, Jan 22, Feb 19, Mar 25, Apr 2

- T. At large committee vacancies
Several university committees currently have at large faculty vacancies, which can be filled by faculty from any college (as opposed to specific college representation). If you have interest in serving, or know someone who does, please contact [Pat Erickson](#).

[Campus Parking Committee](#) – one vacancy; three-year term; meets monthly on Thursdays at 1 p.m.

[Parking Appeals Committee](#) – two vacancies; a three-year term and a two-year term; meets second and fourth Tuesday of the month, 1:30-3:30 p.m.

- U. [Open Meetings Act reviews](#)

XIII. ADJOURNMENT

K. Thu: If not, I'll entertain a motion to adjourn, almost exactly one hour from the start. Do I have a motion to adjourn? Second? Any opposed? All in favor, say aye?

Members: Aye.

K. Thu: All right, have a good week, everybody.

Meeting adjourned at 4 p.m.