

PUBLIC NOTICE AND AGENDA

FACULTY SENATE Wednesday, February 17, 2021, 3 p.m. Microsoft Teams Meeting Northern Illinois University DeKalb, Illinois

*All Faculty Senate members will receive an Outlook invitation to this Teams meeting.
Others wishing to join the meeting, please send your request to Pat Erickson at pje@niu.edu.*

I. CALL TO ORDER

II. VERIFICATION OF QUORUM

III. ADOPTION OF THE AGENDA

IV. APPROVAL OF THE JANUARY 20, 2021 MINUTES – Pages 5-9

V. PUBLIC COMMENT

VI. FACULTY SENATE PRESIDENT’S ANNOUNCEMENTS

VII. UNFINISHED BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws, Article 4.8.1,
University Assessment Panel Composition – Pages 10-11
Carolinda Douglass, Vice Provost, Institutional Effectiveness
Ritu Subramony, Director, Accreditation, Assessment and Evaluation
SECOND READING/VOTE
- B. Proposed amendment to Faculty Senate Bylaws, Article 4.6.2.1,
General Education Committee Composition – Page 12
Omar Ghrayeb, Senior Vice Provost
SECOND READING/VOTE
- C. Proposed faculty employee definitions – Page 13
Peter Chomentowski, Chair, FS-Faculty Rights and Responsibilities Committee

VIII. NEW BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws, Article 3,
Standing Committees of the Faculty Senate – Pages 14
Kendall Thu, Faculty Senate President

IX. FS/UC RULES, GOVERNANCE AND ELECTIONS COMMITTEE

Ben Creed, Liaison/Spokesperson

- A. President of Faculty Senate/Chair of University Council
Call for nominations – Pages 15-16

Per Faculty Senate election results, an updated list of those eligible to be nominated will be provided as a walk-in item during the February 17 Faculty Senate meeting.

Nominations will be taken from the Faculty Senate floor during the March 24 Faculty Senate meeting. Faculty are asked to review the list being provided at this time and use the coming weeks to prepare for making nominations at the March 24 meeting.

Letters of acceptance of nomination are due in the Office of Faculty Senate by Friday, April 9.

Letters of acceptance of nomination will be provided to Faculty Senate members via email by Wednesday, April 14, and also will be included in the April 21 Faculty Senate agenda packets.

Election of the 2021-22 Faculty Senate president will be held during the April 21 Faculty Senate meeting.

- B. Motion to approve Linda Saborío to serve as NIU’s representative to the Faculty Advisory Council to the IBHE for a four-year term (2021-22, 2022-23, 2023-24, 2024-25) per NIU Bylaws, Article 8.5.1 – Page 17

X. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. The Bob Lane Faculty Advocacy Award – call for nominations – Page 18
Faculty Senate will vote on the recipient during the February 17 Faculty Senate meeting. The recipient will be honored at the March 24 Faculty Senate meeting.

1. Nomination – William J. Mills – Page 19

- B. Academic Diversity, Equity and Inclusion: Initiatives, Accomplishments and Action
Vernese Edghill-Walden
Vice President for Academic Diversity, Equity and Inclusion
Chief Diversity Officer and Interim Chief Human Resources Officer

- C. Exception to AP Style to allow use of “Dr.” title on NIU website
Holly Nicholson, Web Manager

- D. Grades and the pandemic for the spring semester
Beth Ingram, Executive Vice President and Provost

XI. CONSENT AGENDA

XII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. IBHE Strategic Planning Advisory Committee – Simón Weffer - report
- B. Faculty Advisory Council to the IBHE – Linda Saborío – no report
- C. University Advisory Committee to the Board of Trustees – no report
Natasha Johnson, Cathy Doederlein, Kendall Thu
Katy Jaekel, Sarah Marsh, Greg Beyer
- D. Faculty Rights and Responsibilities Committee – Peter Chomentowski, Chair –
no report
- E. Student Government Association – report
Antonio Johnson, President
Bradley Beyer, Speaker of the Senate
- F. Operating Staff Council – Natasha Johnson, President – report
- G. Supportive Professional Staff Council – Cathy Doederlein, President – report

XIII. INFORMATION ITEMS

- A. [Policy Library](#) – Comment on Proposed Policies (right-hand column on web page)
- B. [Minutes](#), Academic Planning Council
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Baccalaureate Council
- E. [Minutes](#), Board of Trustees
- F. [Minutes](#), Campus Security and Environmental Quality Committee
- G. [Minutes](#), Comm. on the Improvement of the Undergraduate Academic Experience
- H. [Minutes](#), General Education Committee
- I. [Minutes](#), Graduate Council
- 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. FS 2020-21 dates: Sep 2, Sep 30, Oct 28, Nov 18, Jan 20, Feb 17, Mar 24, Apr 21
All 2020-21 FS meetings will be held via Microsoft Teams. The Teams meeting link and the agendas will typically be sent via email on the Friday preceding each FS meeting.

XIV. ADJOURNMENT

MINUTES

FACULTY SENATE
Wednesday, January 20, 2021, 3 p.m.
Microsoft Teams Meeting
Northern Illinois University
DeKalb, Illinois

*All Faculty Senate members will receive an Outlook invitation to this Teams meeting.
Others wishing to join the meeting, please send your request to Pat Erickson at pje@niu.edu.*

Full Transcript

VOTING MEMBERS PRESENT: Akst, Allori, Aygen, Berke, B. Beyer, Books, Borre, Buck, Carpenter, Chen, Cheyney, Chomentowski, Creed, Demir, Dmitruk, Doederlein, Duffin, Fanara, Fredericks, Furr, Glas, Grund, Hu, Hunter, Hua, Ito, L. Johnson, N. Johnson, Jong, Keddie, Kim (for Mayer), Konen, Kuehl, Lampi, Liberty, Maki, McCarthy, McGowan, Mellon, Montana, Nesterov, Onder, Palese, Penkrot, Petges, Qin, Reutsche (for Miguel), Richter, Riggs, Royce, Sharp, Sirotkin, Slotsve, Smith, Subramony, Sullivan, Surjadi, Tatara, Thu, Vahabzadeh, Valentiner, Whedbee

VOTING MEMBERS ABSENT: Bujarski, A. Johnson, Kasper, Knoll, Laben, Mayer, Miguel

OTHERS PRESENT: Barnhart, Boston, Bryan, Douglass, Edghill-Walden, Falkoff, Frazier, Ghrayeb, Gorman, Groza, Halverson, Hunt, Ingram, Klaper, Nicholson, Parks, Rhode, Saborío

OTHERS ABSENT: G. Beyer, Jaekel, Marsh

I. CALL TO ORDER

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

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

C. Doederlein moved to adopt the agenda, seconded by **E. Fredericks**. Motion passed.

IV. APPROVAL OF THE NOVEMBER 18, 2020 MINUTES

E. Fredericks moved to approve the minutes, seconded by **N. Johnson**. Motion passed.

V. PUBLIC COMMENT

VI. FACULTY SENATE PRESIDENT’S ANNOUNCEMENTS

VII. UNFINISHED BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws Article 4.9.1, Committee for Academic Equity and Inclusive Excellence Composition
SECOND READING/VOTE
Vernese Edghill-Walden, Vice President for Diversity
Tamara Boston, Program coordinator, Academic Diversity, Equity and Inclusion

K. Borre moved to approve the proposed amendment, seconded by **B. McGowan**.
Motion passed.

Yes – 47
No – 0
Abstain – 1

VIII. NEW BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws, Article 4.8.1, University Assessment Panel Composition
FIRST READING
Carolinda Douglass, Vice Provost, Institutional Effectiveness
Ritu Subramony, Director, Accreditation, Assessment and Evaluation
- B. Proposed amendment to Faculty Senate Bylaws, Article 4.6.2.1, General Education Committee Composition
FIRST READING
Omar Ghrayeb, Senior Vice Provost
- C. Proposed 2030-31 academic calendar
Beth Ingram, Executive Vice President and Provost

E. Fredericks moved to approve the proposed calendar, seconded by **D. Valentin**.
Motion passed.

Yes – 44
No – 2
Abstain - 0

- D. Annual personnel reviews per FS Bylaws, Article 8 – discussion

Following discussion, Faculty Senate was asked to consider taking a pause in the review processes currently outlined in FS Bylaws, Article 8, and to instead pilot a review process by which both the Faculty Senate president and the faculty personnel advisor would be asked to submit a summary of service to Faculty Senate for its review before the end of the spring 2021 semester. Following this pilot, Faculty Senate will assess whether or not to pursue a proposed amendment to this bylaw.

Yes – 28

No – 3

IX. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. Fall Survey on Teaching with Technology and Support
Jason Rhode, Executive Director
Center for Innovative Teaching and Learning
[Fall 2020 Survey on Teaching with Technology and Support](#)
[Center for Innovative Teaching and Learning](#)
- B. Learning Management System Review
Matthew Parks, Associate Vice President and Chief Information Officer
Division of Information Technology
[Project Overview – NIU – LMS Review](#)
- C. Faculty Senate Ad Hoc Social Justice Committee update
Ismael Montana, Chair
- D. The Bob Lane Faculty Advocacy Award – call for nominations
Submit written letters of nomination to Faculty Senate President Kendall Thu no later than noon Wednesday, Feb. 10, 2021.

X. CONSENT AGENDA

XI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. Faculty Advisory Council to the IBHE – Linda Saborío – report

IBHE board approves higher education budget requested focused on equity
IBHE News, January 13, 2021
- B. University Advisory Committee to the Board of Trustees – report
Natasha Johnson, Cathy Doederlein, Kendall Thu
Katy Jaekel, Sarah Marsh, Greg Beyer

- C. Faculty Rights and Responsibilities Committee – Peter Chomentowski, Chair – report

1. Proposed instructional and research employee definitions

Following discussion, Faculty Senate was asked to consider approval to move the proposal forward to University Council for action, changing the Section 2 title to Instructional Faculty, and acknowledging that further discussion to nuance certain aspects of the proposed language.

Yes – 21

No – 17

Abstain – 7

Following the vote, Faculty Senate President **K. Thu** noted that the vote was close and that there would be further discussion.

- D. Rules, Governance and Elections Committee – Ben Creed,
Liaison/Spokesperson – no report
- E. Student Government Association – report
Antonio Johnson, President
Bradley Beyer, Speaker of the Senate
- F. Operating Staff Council – Natasha Johnson, President – report
- G. Supportive Professional Staff Council – Cathy Doederlein, President – report

XII. INFORMATION ITEMS

- A. [Policy Library](#) – Comment on Proposed Policies (right-hand column on web page)
- B. [Minutes](#), Academic Planning Council
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Baccalaureate Council
- E. [Minutes](#), Board of Trustees
- F. [Minutes](#), Campus Security and Environmental Quality Committee
- G. [Minutes](#), Comm. on the Improvement of the Undergraduate Academic Experience
- H. [Minutes](#), General Education Committee
- I. [Minutes](#), Graduate Council
- 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. FS 2020-21 dates: Sep 2, Sep 30, Oct 28, Nov 18, Jan 20, Feb 17, Mar 24, Apr 21
All 2020-21 FS meetings will be held via Microsoft Teams. The Teams meeting link and the agendas will typically be sent via email on the Friday preceding each FS meeting.

XIII. ADJOURNMENT

C. Doederlein moved to adjourn, seconded by **N. Johnson**. Motion passed.

Meeting adjourned at 4:35 p.m.

Proposed amendment to Faculty Senate Bylaws
Article 4: Academic Councils and Committees of the University

4.8.1.3 Staff Representation- Removing position

Streamlined processes through reduction of one staff position as reflected by the collaboration in assessment processes across student affairs and academic support units

4.8.1.5 Administration Representation- Removing position due to position elimination

4.8 University Assessment Panel

4.8.1 Composition The University Assessment Panel shall consist of the following members:

4.8.1.1 Chair The vice provost for institutional effectiveness who shall serve as the chair of the University Assessment Panel, ex officio, nonvoting.

4.8.1.2 Tenured and Tenure-Track Faculty Representation Tenured and tenure-track faculty members from each of the colleges, as follows:

(A) Fourteen tenured and tenure-track faculty representatives shall be chosen as follows: One from the College of Law; two each from the Colleges of Business, Education, Engineering and Engineering Technology, Health and Human Sciences, and Visual and Performing Arts; and three from the College of Liberal Arts and Sciences (one each from the areas of humanities, the social sciences, and the natural sciences);

(B) Tenured and tenure-track faculty shall be elected by the college council of the college they represent, or by the college faculty if there is no college council. They shall serve three-year staggered terms beginning in the fall semester.

4.8.1.3 Staff Representation

~~(A) One staff member from the student affairs units, appointed by the chief Student Affairs officer;~~

(B) One staff member from academic support **and/or student affairs units**, appointed by the vice provost for undergraduate academic affairs.

4.8.1.4 Libraries Representation

(A) One staff or tenured or tenure-track faculty member from the University Libraries.

4.8.1.5 Student Representation

(A) Two students, one undergraduate and one graduate, shall be appointed annually as voting members of the panel. The appointments shall be made by the president of the Student Government Association from a list of nominees submitted by the college student advisory committees. Each student advisory committee shall be entitled to nominate annually one undergraduate and one graduate student, as appropriate to degrees offered in that college. Terms of office for student members shall begin at the beginning of the fall semester; no such terms shall extend beyond the beginning of the succeeding fall semester. Students shall be eligible for reappointment to successive terms.

4.8.1.56 Administration Representation

(A) One associate or assistant dean responsible for curriculum assessment, appointed by those persons; they shall serve a two-year term beginning in the fall semester;

(B) Director, Accreditation, Assessment, and Evaluation, ex officio, nonvoting, serving as an assistant chair;

~~(C) Associate vice provost for curriculum, ex officio, nonvoting;~~

(D) Associate director, Educator Licensure and Preparation, ex officio, nonvoting.

**Proposed amendment to Faculty Senate Bylaws
Article 4.6.2.1 General Education Committee Composition**

This proposal is to update the General Education Committee, Administrative Representation, to accurately reflect the ex officio members who serve from the Provost's office.

**ARTICLE 4:
ACADEMIC COUNCILS AND COMMITTEES OF THE UNIVERSITY**

4.6.2 General Education Committee

4.6.2.1 Composition

(A) Administrative Representation

1. One advisor shall be elected by and from the persons with overall responsibility for undergraduate advisement in each of the undergraduate degree-granting colleges and the Academic Advising Center. The person shall serve ex officio without a vote.

2. The following shall serve ex officio without a vote: the vice provost responsible for undergraduate education; ~~the associate vice provost for academic affairs; and associate vice provost for academic assessment.~~ and one designee of the provost from the Office of Institutional Effectiveness.

Consideration of NIU Constitution, Article 6.1.1

Currently existing language

6.1 The University

6.1.1 Definition of University Faculty

The university faculty shall consist of all full-time staff members holding the ranks of professor, associate professor, assistant professor, instructor, or clinical faculty.

Draft replacement language for consideration:

The instructional and research core of the University shall consist of five categories of members hereinafter referred to as: 1) Tenure Track Faculty, 2) Instructional Faculty, 3) Clinical Faculty, 4) Research Faculty, and 5) Limited Term Faculty. The definitions of each category below serves to inform shared governance rights and responsibilities.

Section 1: Tenure Track Faculty

Faculty includes the Tenure/Tenure Eligible Faculty of the University who have appointments as Professor, Associate Professor, Assistant Professor, Departmental Chairpersons and professional librarians other than the Dean of the University Libraries. Also included are part-time faculty who hold positions at Northern Illinois University in conjunction with positions at an external affiliate institution as approved by the Provost.

Section 2: Instructional Faculty

The Instructional Faculty of the University includes Instructors, Adjuncts, Lecturers, Associate Lecturers, and Assistant lecturers. This would also include faculty with a limited contractual relationship with the University, including part-time and non-compensatory faculty.

Section 3: Clinical Faculty

The Clinical Faculty of the University includes all persons with appointments as Clinical Professor, Associate Clinical Professor, Assistant Clinical Professor and Clinical Instructor. The primary responsibilities of faculty in this category are clinical supervision or clinical instruction, oversight or delivery of professional services to individual patients or clients.

Section 4: Research Faculty

The Research Faculty of the University will include all persons with appointments as Research Professor, Associate Research Professor, and Assistant Research Professor and include other appointments that are focused on research, scholarly, and technical activities.

Section 5: Limited-term Faculty

Other faculty positions include those that have limited-term appointments, including Adjuncts, Visiting Faculty, Post-Doctoral Fellows and other affiliated faculty. These positions may be engaged in the research, teaching or engagement missions of the University, but with time-limited association with the University and minimal roles and privileges.

Proposed amendment to Faculty Senate Bylaws, Article 3

The purpose of this amendment is to make permanent the current Faculty Senate Ad Hoc Social Justice Committee. There is an ongoing need to identify and address institutional social justice issues. This committee will be the primary voice of tenured and tenure track faculty in a sustained effort to identify and correct policies, procedures and practices that contribute to institutional racism.

Article 3: Standing Committees of the Faculty Senate

3.5 Social Justice Committee

3.5.1 Composition

The membership of the committee shall be Faculty Senate members appointed by the president of the Faculty Senate and approved by the Faculty Senate. One faculty senator will be appointed to the committee to represent each of the Colleges of Business, Education, Engineering and Engineering Technology, Health and Human Sciences, Liberal Arts and Sciences and Visual and Performing Art, as well as University Libraries and the College of Law. A committee chair will be appointed from the tenure and tenure track faculty members. In addition, one student, one instructor, one operating staff member, and one supportive professional staff member serving on Faculty Senate will also be appointed.

3.5.2 Duties

The committee shall be a primary voice of tenured and tenure track faculty and advise the Faculty Senate on matters and issues to include:

3.5.2.1 Identify factors contributing to institutional racism, sexism and classism at NIU, particularly policies, procedures and practices; and create strategic plans and take actions to correct them with approval of Faculty Senate. Evaluate progress on an annual basis with penultimate reviews every five years.

3.5.2.2 Coordinate and communicate with other campus entities to pursue social justice initiatives.

3.5.2.3 Report to Faculty Senate and provide guidance and input on issues related to institutional racism, diversity, equity and inclusion.

3.5.2.4 Facilitate discussions on social justice issues and community engagement for faculty, staff and students.

3.5.2.5 Work with relevant units/committees to strengthen anti-racism and social justice curriculum at NIU.

FACULTY SENATE BYLAWS
ARTICLE 2: OFFICERS OF THE FACULTY SENATE

2.1 The president of the Faculty Senate shall be elected as follows:

2.1.1 The initial selection of candidates for the office of president of the Faculty Senate shall take place at the third spring semester meeting of the Faculty Senate. Any Faculty Senate voting member may nominate or second the nomination of a candidate. To be qualified to serve, the candidate must be an elected tenure-track faculty member of the Faculty Senate for the current year and for the ensuing year.

2.1.2 Candidates for the office of Faculty Senate president shall submit a letter of acceptance of nomination to be included with the agenda for the fourth (last) spring semester regularly scheduled meeting of the Faculty Senate.

2.1.3 An election of the Faculty Senate president shall be conducted by secret ballot at the last regularly scheduled Faculty Senate meeting of the normal academic year. All Faculty Senate voting members present may cast a ballot for the candidate. If there are more than two candidates, one must receive a majority of the votes cast in order to be elected. If no candidate receives a majority, subsequent ballots will be taken, removing the candidate receiving the fewest votes until one is selected.

**Faculty Eligible to Serve as
President of Faculty Senate/Chair of University Council
2021-22**

Name	College	Department	T/TT
Mark Mellon	BUS	Accountancy	Tenure track
*Nan Qin	BUS	Finance	Tenure track
Elisa Fredericks	BUS	Marketing	Tenured
Biagio Palese	BUS	Operations Management and Information Systems	Tenure track
Xiaodan Hu	EDU	Counseling and Higher Education	Tenure track
Jodi Lampi	EDU	Curriculum and Instruction	Tenured
Laura Johnson	EDU	Educational Technology, Research and Assessment	Tenured
Peter Chomentowski	EDU	Kinesiology and Physical Education	Tenured
Benjamin Creed	EDU	Leadership, Educational Psychology and Foundations	Tenure track
Lisa Liberty	EDU	Special and Early Education	Tenure track
Veysel Demir	EET	Electrical Engineering	Tenured
Shi-Jie (Gary) Chen	EET	Industrial and Systems Engineering	Tenured
Sahar Vahabzadeh	EET	Mechanical Engineering	Tenure track
Robert Tatara	EET	Engineering Technology	Tenured
Arlene Keddie	HHS	Health Studies	Tenured
Nancy Petges	HHS	Nursing	Tenure track
Kendall Thu	LAS	Anthropology	Tenured
Jozef Bujarski	LAS	Biological Sciences	Tenured
Evgueni Nesterov	LAS	Chemistry and Biochemistry	Tenured
Karen Whedbee	LAS	Communication	Tenured
Kirk Duffin	LAS	Computer Science	Tenured
George Slotsve	LAS	Economics	Tenured
Gulsat Aygen	LAS	English	Tenured
Philip Carpenter	LAS	Geology and Environmental Geosciences	Tenured
Ismael Montana	LAS	History	Tenured
Gleb Sirotkin	LAS	Mathematical Sciences	Tenured
Valia Allori	LAS	Philosophy	Tenured
Yasuo Ito	LAS	Physics	Tenured
April Clark	LAS	Political Science	Tenured
David Valentiner	LAS	Psychology	Tenured
Jaehee Jong	LAS	Public Administration	Tenure track
Shane Sharp	LAS	Sociology	Tenured
Lei Hua	LAS	Statistics and Actuarial Science	Tenured
Matthew Smith	LAS	World Languages and Cultures	Tenure track
Beth McGowan	ULIB	University Libraries	Tenured
*Todd Buck	VPA	Art and Design	Tenured
David Maki	VPA	Music	Tenured
Rich Grund	VPA	Theatre and Dance	Tenured

**If re-elected to Faculty Senate in department election currently underway.
An updated chart will be distributed at the February 17, 2021 Faculty Senate meeting.*

From: Schumacher, Shawn <sschumacher@devry.edu>
Sent: Friday, January 22, 2021 3:55 PM
To: Kendall Thu <kthu@niu.edu>
Subject: Recommendation for Dr. Linda Saborio

Dear Dr. Thu,

I am writing to recommend that Dr. Linda Saborio continues to serve as the Northern Illinois University representative to the Faculty Advisory Council to the Illinois Board of Higher Education.

Dr. Saborio brings a wealth of higher education knowledge and expertise in her role to the FAC, and for the past two years, she has served the FAC well, not only has a representative in our Public University Caucus, but also as a Chair in our P-20 Outreach Working Group. Dr. Saborio's diligence and conscientiousness regarding her work on the Council continues to be exemplary, and additionally, as a leader, she continues to develop and foster innovative strategies for success in the P-20 Outreach Working Group and within her caucus.

Overall, Dr. Saborio has provided the FAC with strong leadership, superb collegiality, and intelligent reflection on the past, present, and future of higher education in the state of Illinois.

Dr. Saborio has earned my highest recommendation, and I urge you to allow her to continue to serve on the Faculty Advisory Council.

Sincerely,

Shawn Schumacher
FAC Chair

**Shawn Schumacher, Ph.D. | Senior Professor English and Humanities
Faculty Advisory Council to the Illinois Board of Higher Education | Chair**
P 630.652.8252 | M 630.362.0918 | E sschumacher@devry.edu
1221 N. Swift Road | Addison, IL 60101 | devry.edu



Bob Lane Faculty Advocacy Award

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

Submit written letters of nomination, identifying the reasons why the nominee should receive the award, to the Office of Faculty Senate no later than noon Wednesday, February 10, 2021. Those letters will be included in the February 17, 2021 meeting agenda packet, and the Faculty Senate will vote on the recipient at that meeting. The recipient will be honored at the March 24, 2021 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
Donna Munroe – 2017-2018
Kendall Thu – 2018-2019
Jim Wilson – 2019-2020
Fred Markowitz – 2020-2021

February 10, 2021
Prof. Kendall Thu, PhD
Faculty Senate President, Northern Illinois University

Re: Bob Lane Faculty Advocacy Award Candidate - William J. Mills, PhD

Associate Professor William J. Mills, Department of Engineering Technology (CEET), has been at the front lines ensuring faculty safety throughout this pandemic. His qualifications, a doctorate in Environmental and Occupational Health Sciences as well as the Certified Industrial Hygienist (CIH) designation, made him uniquely qualified to guide the NIU community through this crisis.

As a CIH, Dr. Mills has expertise in areas such as air sampling, biohazards, biostatistics, epidemiology, community exposure, engineering controls/ventilation, health risk analysis, hazard communication, work environments. So it was not surprising that he was sought out by NIU and various state agencies. In May of 2020, Dr. Mills was appointed by the State of Illinois Governor's Office as a representative to the Illinois Board of Higher Education (IBHE) reopening committee. (The only other NIU member was President Freeman.) This committee was tasked with setting guidelines and principles for the safe operation of Illinois higher-ed institutions, including NIU, at the start of Fall, 2020. He coauthored a highly technical report, *(Recommended) Best Practices for Safely Reopening Institutes of Higher Education* that was released in a virtual press conference on July 22, 2020, with a large number of attendees and viewed over a thousand times. Dr. Mills recommended numerous response strategies related to hazards control and testing, and many of these have been adopted at NIU and other schools. It is not an exaggeration that the efforts of Dr. Mills continue to keep all faculty safe throughout the pandemic.

When any NIU faculty becomes recognized as an expert, it enhances the reputation of all its faculty; so it needs to be noted that Dr. Mills has worked continually with other institutions: Chicago Public Schools, Northeastern Illinois University, University of Illinois Springfield, Governors State University, Chicago State University, City Colleges of Chicago, Columbia College Chicago, Cicero School District, Morton School District. He participated in a number of town hall meetings, press interviews, and other forums during this time. In particular, Dr. Mills gave important deposition testimony in support of Chicago Teachers Union Local 1 on the subject of in-person teaching. His testimony provided an extensive review of the scientific literature on aerosol transport and Covid-19 airborne transmission as well as the hierarchy of controls. In the case, the Arbitrator relied heavily on the testimony of Dr. Mills, resulting in a decision in favor of the Chicago Teachers Union (CTU), requiring the City of Chicago to purchase 20,000+ HEPA filter units for their schools.

Here at NIU, Dr. Mills gave assistance and advice to our faculty union (UFA) which bargained MOUs for safe working conditions from March of 2020 to now. His reputation as a recognized expert, gave us equal status during deliberations with the Administration's "experts." His work ensured that science had a place at our bargaining table. From the beginning, Dr. Mills maintained that airborne transmission was a principle mode of virus spread. He was on the forefront of the importance of ventilation and use of in-room air cleaners. These principles are now accepted, and room cleaners are available throughout NIU teaching spaces.

Accordingly, I nominate Dr. William J. Mills for the Bob Lane Faculty Advocacy Award. His professionalism and conduct have improved the working conditions, and status, of all NIU faculty. In doing so, he has also enhanced the safety of so many individuals in the Illinois community.

Robert A. Tatara, PhD
Professor, Department of Engineering Technology
Northern Illinois University
DeKalb, IL 60115