

## **PUBLIC NOTICE AND AGENDA**

### **FACULTY SENATE Wednesday, March 24, 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](mailto:pje@niu.edu).*

#### **I. CALL TO ORDER**

#### **II. VERIFICATION OF QUORUM**

#### **III. ADOPTION OF THE AGENDA**

#### **IV. APPROVAL OF THE FEBRUARY 17, 2021 MINUTES – Pages 4-8**

#### **V. ITEMS FOR FACULTY SENATE CONSIDERATION**

- A. Presentation of the Bob Lane Faculty Advocacy Award to William J. Mills, III – Page 9
- B. Ad Hoc Social Justice Committee recommendations  
Ismael Montana, Chair  
Kendall Thu, Faculty Senate President

#### **VI. UNFINISHED BUSINESS**

- A. Nominations for 2021-22 FS president/UC chair – Pages 10-11  
Ben Creed, FS Liaison/Spokesperson, Rules, Governance and Elections Committee

Nominations will be taken from the Faculty Senate floor during the March 24 Faculty Senate meeting.

Letters of acceptance of nomination are due by Friday, April 9, and can be emailed to Pat Erickson at [pje@niu.edu](mailto:pje@niu.edu).

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. Proposed amendment to Faculty Senate Bylaws, Article 3,  
Standing Committees of the Faculty Senate – Page 12  
Kendall Thu, Faculty Senate President  
SECOND READING/VOTE
- C. Grades and the pandemic for the spring semester  
Survey Report – Page 13  
Beth Ingram, Executive Vice President and Provost

**VII. NEW BUSINESS**

- A. Motion to approve Mahesh Subramony to serve as faculty representative on the  
Chief Human Resource Officer Search Committee
- 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

**VIII. CONSENT AGENDA**

**IX. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES**

- A. Faculty Advisory Council to the IBHE – Linda Saborío – report
- 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 –  
no report
- D. Student Government Association – report  
Antonio Johnson, President  
Bradley Beyer, Speaker of the Senate
- E. Operating Staff Council – Natasha Johnson, President – report
- F. Supportive Professional Staff Council – Cathy Doederlein, President – report

**X. PUBLIC COMMENT**

**XI. FACULTY SENATE PRESIDENT’S ANNOUNCEMENTS**

## **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**

## MINUTES

**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](mailto:pje@niu.edu).*

### Full transcript

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

**VOTING MEMBERS ABSENT:** Bujarski, Fanara, Penkrot, Royce

**OTHERS PRESENT:** Barnhart, Boston, Brady, Bryan, Douglass, Edghill-Walden, Frazier, Ghayeb, Halverson, Henry, Ingram, Klaper, McEvoy, Perry, Rhode, Weffer, Wickens

**OTHERS ABSENT:** G. Beyer, Falkoff, 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**

**E. Fredericks** moved to adopt the agenda as modified (moving Item XII.A. to just after Item VII.C. and noting that Item VIII.A. is a first reading), seconded by **N. Johnson**. Motion passed.

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

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

**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

It was moved and seconded to approve the proposed amendment. Motion passed.  
Yes- 46  
No – 1  
Abstain - 2

- 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

**T. Buck** moved to approve the proposed amendment, seconded by **S. Vahabzadeh**.  
Motion passed.  
Yes – 45  
No – 0  
Abstain - 3

- C. Proposed faculty employee definitions – Page 13  
Peter Chomentowski, Chair, FS-Faculty Rights and Responsibilities Committee

Following discussion, **K. Thu** called for an advisory vote. The vote was:  
Yes – 38  
No – 15  
Abstain – 3

This advisory vote will be communicated to University Council.

## **XII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES**

- A. IBHE Strategic Planning Advisory Committee – Simón Weffer – report  
[Note, this item was moved up in the agenda.]

## **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

**B. Creed** moved to approve Linda Saborío to serve as NIU's representative to the Faculty Advisory Council to the IBHE for a four-year term, seconded by **G. Slotsve**. Motion passed.

Yes – 49

No - 1

## **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  
  
**K. Borre** moved to approve William J. Mills as the recipient of the Bob Lane Faculty Advocacy Award, seconded by **E. Miguel**. Motion passed.  
Yes – 37  
No – 0  
Abstain – 1
- 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**

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### **XIV. ADJOURNMENT**

**J. Akst** moved to adjourn. Motion passed.  
Meeting adjourned at 5 p.m.



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

**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**

<b>Name</b>	<b>College</b>	<b>Department</b>	<b>T/TT</b>
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
David Maki	VPA	Music	Tenured
Rich Grund	VPA	Theatre and Dance	Tenured

*\*If re-elected to Faculty Senate in department election currently underway.*

## 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 Arts, 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 the intersecting structures contributing to racism, sexism, classism, ageism, transphobia, homophobia and ableism at NIU, particularly within 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.

### Spring 2021 Grading Approach – Survey Results

Question	Responses	Percentage
<b>Are you:</b>		
Student	3	7.89 %
Operating Staff	1	2.63 %
Supportive Professional Staff	1	2.63 %
Instructional Faculty	8	21.05 %
Tenured/Tenure-Track Faculty	25	65.79 %
Other (please specify)	0	0 %
<b>Total</b>	<b>38</b>	<b>100 %</b>
<b>Which of the following student grading approaches do you prefer for the spring 2021 semester?</b>		
Normal grading	8	21.05 %
Automatic substitution of U for F	16	42.11 %
Allow individual student and faculty to decide on U substituting for F	12	31.58 %
Other (please specify)  I would consider an opportunity to support those students who are earning Ds who may not want that to impact their GPA. Perhaps offering a satisfactory option?  Let the faculty member decide based upon whether the student took the final exam or not. If the student takes the exam, the student should get the grade based on the semester's work. If the student does not take the final exam, then I do not have a problem with the grade going from an F to a U.	2	5.26 %
<b>Total</b>	<b>38</b>	<b>100 %</b>