

PUBLIC NOTICE AND AGENDA

FACULTY SENATE
Wednesday, September 2, 2020, 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,
no later than 12 noon, September 2.*

- I. CALL TO ORDER**
- II. VERIFICATION OF QUORUM**
- III. ADOPTION OF THE AGENDA**
- IV. APPROVAL OF THE APRIL 22, 2020 MINUTES – Pages 5-9**
- V. PUBLIC COMMENT**
- VI. FS PRESIDENT’S ANNOUNCEMENTS**
 - A. [Illinois Open Meetings Act](#)
 - B. Welcome new Faculty Senate members
 - C. Review changes to shared governance – Pages 10-12
- VII. ITEMS FOR FACULTY SENATE CONSIDERATION**
 - A. Antiracism Planning Forum for Shared Governance – Page 13-19

Vernese Edghill-Walden
Vice President for Diversity, Equity and Inclusion

Anne Edwards
Director, Center for Black Studies
 - B. Assessment Review – Pages 20-21
 - C. Five-Year Review of [Student Evaluation of Instruction](#)
 - D. Return to the fall semester – [Protecting the Pack](#)

VIII. CONSENT AGENDA

- A. Approve the 2020-21 Faculty Senate Standing Committee membership rosters per FS Bylaws, Article 3 – Page 22
- B. Approve the 2020-21 University Advisory Committee to the Board of Trustees membership roster, confirming Katy Jaekel for a three-year term and Greg Beyer for a two-year term per NIU Bylaws, Article 8.4.1.1 – Page 23
- C. Approve Department of Communication Professor Ferald Bryan to serve as the 2020-21 Faculty Senate parliamentarian per Faculty Senate Bylaws, Article 2.2.
- D. Approve list of faculty candidates running unopposed to serve on committees of the university – Page 24

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

- A. Approve Appearances Before the Faculty Senate and FS Standing Committees policy per 5 ILCS 120/2.06(g) Illinois Open Meetings Act– Pages 25-26

The proposed policy is consistent with the Bylaws of the Board of Trustees, Article II-Board Operating Procedures, Section 4-Appearances Before the Board, currently in effect.

- B. Proposed amendment to FS Bylaws 3.3 Faculty Senate Personnel Committee – Page 27

FIRST READING

- C. Proposed amendment to FS Bylaws 4.9.1, CAEIE membership – Page 28
Vernese Edghill-Walden, Vice President for Diversity
Tamara Boston, Program Coordinator, Academic Diversity, Equity and Inclusion

FIRST READING

XI. 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. Rules, Governance and Elections Committee – Ben Creed,
Liaison/Spokesperson – report
1. Election of 2020-21 Hearing Panel – A Qualtrics ballot will be distributed to FS tenured/tenure-track voting members following the meeting.
 2. By-lot drawing of 15 FS tenured faculty members to serve on the 2020-21 grievance panel for student grievances – Pat Erickson will draw by lot and read the names out during the meeting.
 3. Election of 2020-21 non-union faculty and staff grievance pool – A Qualtrics ballot will be distributed to FS tenured/tenure-track voting members following the meeting.
 4. Election of a Faculty Senate vice president per Faculty Senate Bylaws, Article 2.2. Nominations will be taken from the FS floor, and election will take place during the meeting.
 5. Selection of one FS tenured/tenure-track faculty member to serve as the Faculty Senate president’s designee on the 2021 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 to 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.

- 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](#), Graduate Council Curriculum Committee
- K. [Minutes](#), Honors Committee
- L. [Minutes](#), Operating Staff Council
- M. [Minutes](#), Student Senate, Student Government Association
- N. [Minutes](#), Supportive Professional Staff Council
- O. [Minutes](#), University Assessment Panel
- P. [Minutes](#), University Benefits Committee
- Q. [Minutes](#), Univ. Comm. on Advanced and Nonteaching Educator License Programs
- R. [Minutes](#), University Committee on Initial Educator Licensure
- S. [Annual Reports](#), 2019-20

- T. FS 2020-21 dates: Sep 2, Sep 30, Oct 28, Nov 18, Jan 20, Feb 17, Mar 24, Apr 21
All fall 2020 semester 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.

- U. 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 college-specific representation). If you have interest in serving, or know someone who does, contact Pat Erickson at pje@niu.edu.

[University Benefits Committee](#) – Fall 2020 semester only (to serve as an alternate in an at-large faculty seat). Meets monthly on Thursdays at 2 p.m.

[Campus Parking Committee](#) – two-year term. Meets monthly on Thursdays at 1 p.m.

[Parking Appeals Committee](#) – one-year term. Meets second and fourth Tuesday of the month, 1:30-3:30 p.m.

[Campus Security and Environmental Quality Committee](#) – two-year term. Meets the third Wednesday of the month at 10 a.m.

XIII. ADJOURNMENT

MINUTES

FACULTY SENATE Wednesday, April 22, 2020, 3 p.m. Microsoft Teams Meeting

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, no later than 12 noon, April 22.

[Full transcript](#)

VOTING MEMBERS PRESENT: Arado, Bateni, Bennardo, Beyer, Buck, Burton, G. Chen, J. Chen, Chmaissem, Chomentowski, Clark, Collins, Creed, Demir, Duffin, Farrell, Fredericks, Grund, Hanley, Hanna, Hua, Ito, Jaekel, Johnson, Johnston-Rodriguez, Jong, Keddie, Koss, Kuehl, Lampi, Littauer, Macdonald, Martin, Mayer, McCarthy, McGowan, Millhorn, Millis, Mooney, Moraga, Muthuswamy (for Tatar), Nelson, Newman, Pendergrass, Petgas, Polansky, Powell, Qin, Rau, Riley, Schatteman, Scherer, Schraufnagel, Shi, Siegesmund, Sirotkin, Skarbinski, Slotsve, Staikidis, Subramony, Surjadi, Than, Thu, Vahabzadeh, Villanueva, Weffer, Whedbee, Wilson, York, Zheng

VOTING MEMBERS ABSENT: Bujarski, Gau, Konen, Montana, Penrod, Sharp, Tatar

OTHERS PRESENT: Bryan, Carlson, Doederlein, Dwy, Dzurinin, Falkoff, Klaper, Markowitz, Mitchell, Pearson, Rossetti, Royce, Saborio

OTHERS ABSENT: Ferguson, Gelman Groza, Marsh, Kortegast, Woodruff

I. CALL TO ORDER

Faculty Senate President **K. Thu** called the meeting to order at 4:03 p.m.

II. ADOPTION OF THE AGENDA

R. Scherer moved to adopt the agenda, seconded by **T. Arado**. Motion passed.

III. APPROVAL OF THE FEBRUARY 19, 2020 MINUTES – Pages 4-7

G. Slotsve moved to approve the minutes, seconded by **S. Farrell**. Motion passed.

IV. PRESIDENT'S ANNOUNCEMENTS

V. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. Presentation of the Bob Lane Faculty Advocacy Award to Fred Markowitz – Page 8
- B. Recognition of faculty members who have completed their terms – Page 9
- C. Report from the Committee to Evaluate the President of Faculty Senate/Executive Secretary of University Council, Kendall Thu – Reed Scherer

R. Scherer moved to accept the evaluation report, seconded by **G. Bennardo**.
Motion passed.

- D. Report from the Committee to Evaluate the Faculty Personnel Advisor, Sarah McHone-Chase – Jim Wilson

J. Wilson moved to accept the evaluation report, seconded by **A. Keddie**.
Motion passed.

VII. UNFINISHED BUSINESS

- A. Reimagining Shared Governance – Pages 10-236
SECOND READING/ACTION ITEM

R. Siegesmund moved to approve the proposed amendments to the Faculty Senate Bylaws and to endorse proposed amendments to the NIU Constitution and the NIU Bylaws, contingent upon approval by the University Council at its April 29 meeting. These proposed amendments provide for the Faculty Senate to be the primary body authorized to deal with academic matters, changes the structures of Faculty Senate, and recognizes the authority of the University Council in non-academic matters. The motion was seconded by **T. Buck**.

K. Staikidis offered a friendly amendment to make two grammatical corrections to the motion: “changes” becomes “change” and “recognizes” becomes “recognize. The friendly amendment was accepted.

53 – Yes

6 – No

4 – Abstain

The motion passed.

VIII. NEW BUSINESS

- A. Approve faculty candidates running unopposed to serve on committees of the university – walk-in

R. Siegesmund moved to approve the slate of faculty candidates running unopposed, seconded by **H. Bateni**. Motion passed.

IX. REPORTS FROM ADVISORY COMMITTEES

- A. Faculty Advisory Council to the IBHE – Linda Saborío – report
1. March 20, 2020 FAC-IBHE meeting report – Pages 237-238
 2. Guidance Regarding Illinois Articulation Initiative Courses with Online Labs and Speeches for Spring and Summer 2020 Terms – COVID-19 – Pages 239-240
 3. Guidance on Applying Pass/Fail Grades for Illinois Articulation Initiative Courses for Spring 2020 and Guidance on Advanced Placement and International Baccalaureate Scores for Spring 2020 – COVID-19 – Pages 241-242
- B. University Advisory Committee to the Board of Trustees – report
Jeffry Royce, Cathy Doederlein, Kendall Thu
Alex Gelman, Sarah Marsh, Jason Hanna

X. REPORTS FROM STANDING COMMITTEES

- A. Faculty Rights and Responsibilities Committee – Katy Jaekel, Chair – no report
- B. Academic Affairs Committee – Peter Chomentowski, Chair – no report
- C. Rules, Governance and Elections Committee – Keith Millis, Liaison/Spokesperson - report
1. Nomination of 2020-21 Executive Secretary of University Council, who shall serve as president of Faculty Senate per NIU Bylaws – Page 243
 - a. Kendall Thu – Page 244

61 – Yes
1 – No
1 – Abstain

K. Thu is elected as the final nominee.

2. Election of Faculty Personnel Advisor
 - a. Virginia Naples, Dept. of Biological Sciences – Page 245
 - b. Steve Howell, Dept. of Kinesiology & Physical Education – Pages 246-268

27 – Virginia Naples
 33 – Steve Howell
 6 – Abstain

S. Howell is elected faculty personnel advisor.

3. Election of University Council Personnel Committee representatives for terms to begin in fall 2020. Voting will be by college: EDU, EET, LAS, VPA have vacancies to fill. Qualtrics ballots will be distributed following the Faculty Senate meeting.
4. Committees of the University 2020-21 – Election of candidates who are running opposed and must be selected by Faculty Senate. Qualtrics ballots will be distributed following the Faculty Senate meeting.

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

XI. PUBLIC COMMENT

XII. INFORMATION ITEMS

- A. [Policy Library](#) – Comment on Proposed Policies (right-hand column on web page)
- B. [Minutes](#), Academic Planning Council
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- P. [Minutes](#), University Benefits Committee
- Q. [Minutes](#), Univ. Comm. on Advanced and Nonteaching Educator License Programs
- R. [Minutes](#), University Committee on Initial Educator Licensure

- S. FS 2020-21 dates: Sep 2, Sep 30, Oct 28, Nov 18, Jan 20, Feb 17, Mar 24, Apr 21
- T. UC 2020-21 dates: Sep 9, Oct 7, Nov 4, Dec 2, Jan 27, Feb 24, Mar 31, Apr 28

XIII. ADJOURNMENT

T. Arado moved to adjourn, seconded by **E. Fredericks**. Motion passed.

Meeting adjourned at 4:41 p.m.

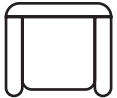
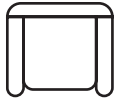
Preamble to NIU Constitution

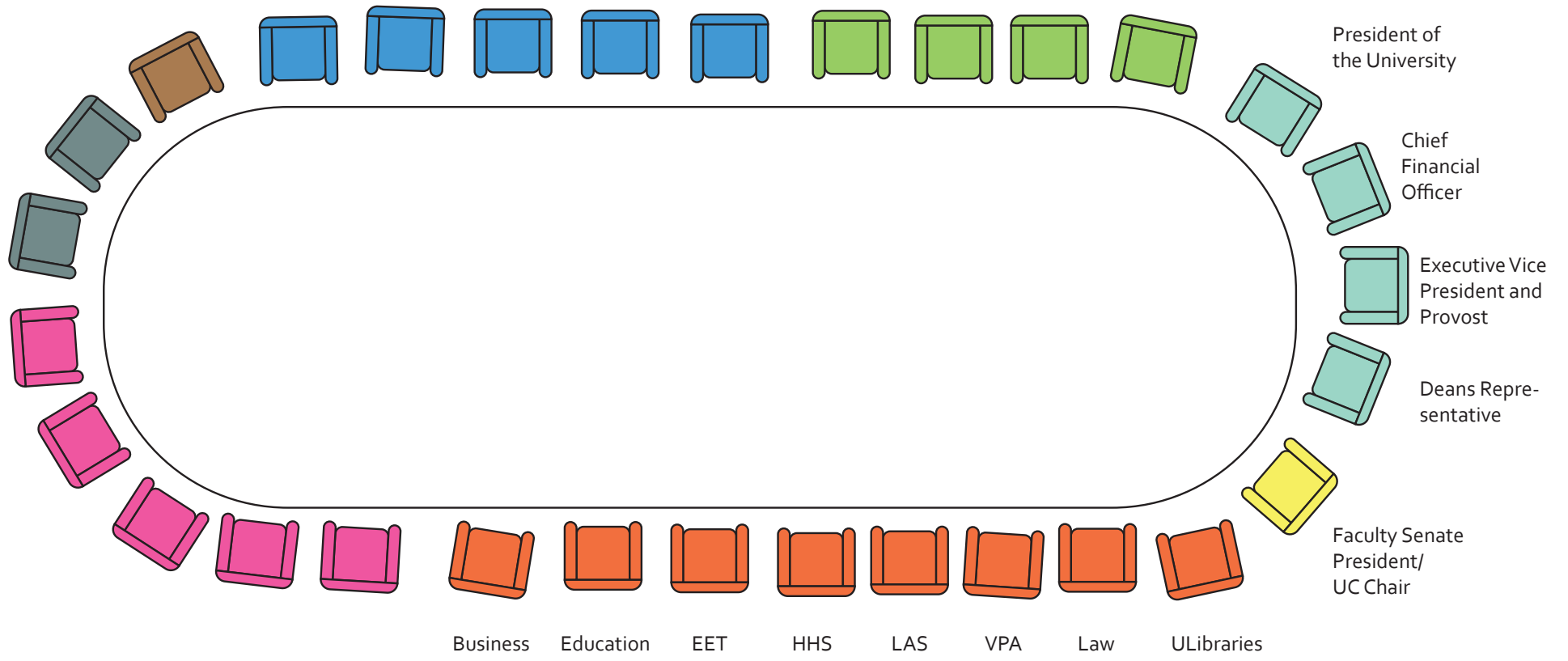
The purposes of university governance shall be to: 1) promote the pursuit of knowledge and the appreciation of the intellectual value of the arts, the humanities, the sciences, and the professions; and 2) to enhance the quality of campus life for all members of the university community; and, to these ends, to protect and promote the individual rights of all members of the university community.

To achieve governance guided by the first principle, the Northern Illinois University Faculty Senate is established, together with its related councils and committees, to participate in the establishment, direction, and control of educational policy. To achieve governance guided by the second principle, the Northern Illinois University Council is established, together with its related councils and committees.









Preamble to Faculty Senate Bylaws

The Northern Illinois University Faculty Senate is established, together with its related councils and committees, with the responsibility to establish, direct, and oversee academic matters. Academic matters are defined by the purpose of the Faculty Senate in items 1-7 of this preamble. In addition, to ensure effective faculty involvement in university governance, Article 7.3 of the University Constitution establishes a Faculty Senate as the representative body of the faculty.

Parliamentarian   Administrative Assistant

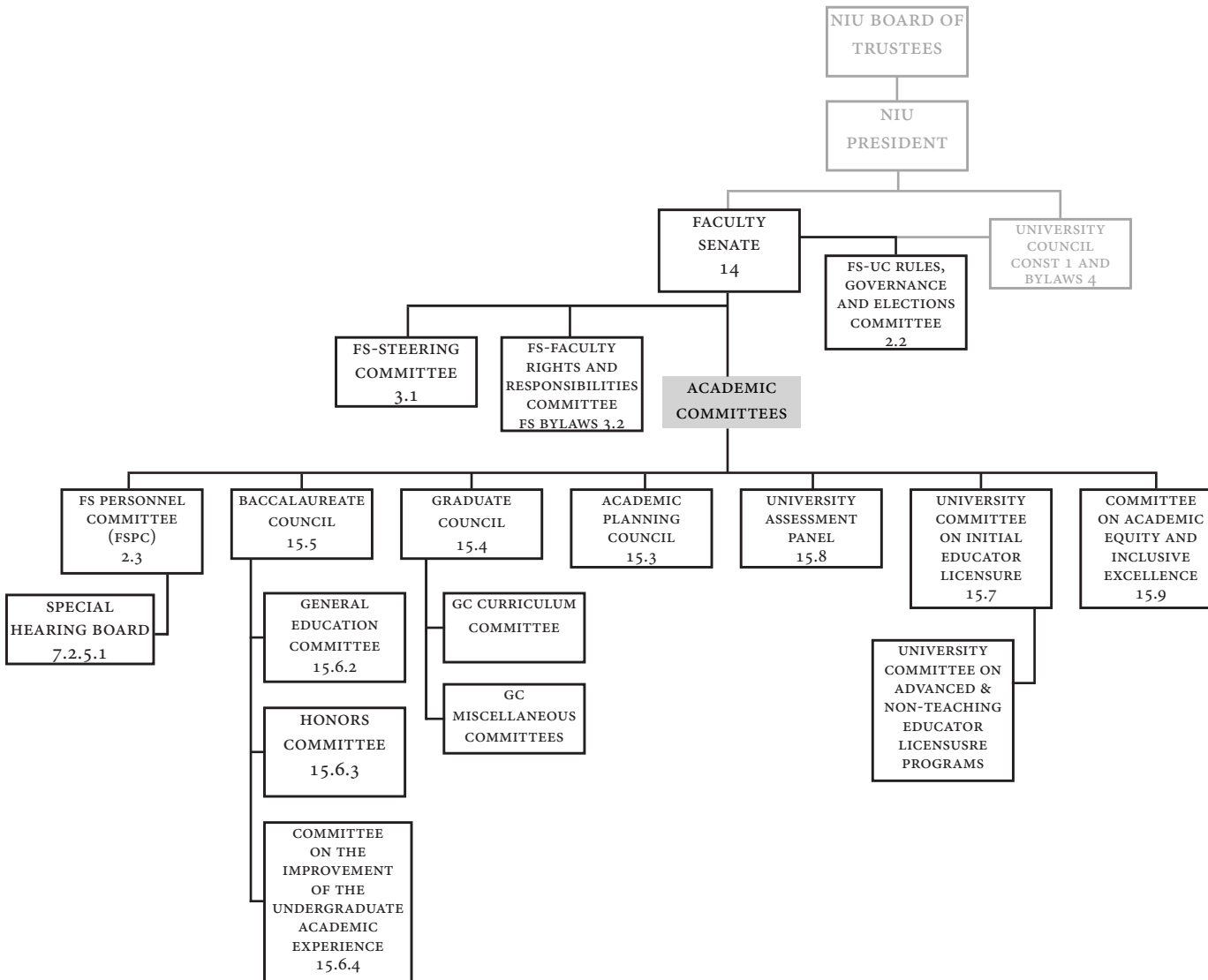


Proposed Revision of University Council 2.1
MARCH 1, 2020

-  Tenure Track Faculty
-  Students
-  Instructors
-  Clinical Faculty
-  Operating Staff
-  Supportive Professional Staff
-  Administration
-  Non-voting members

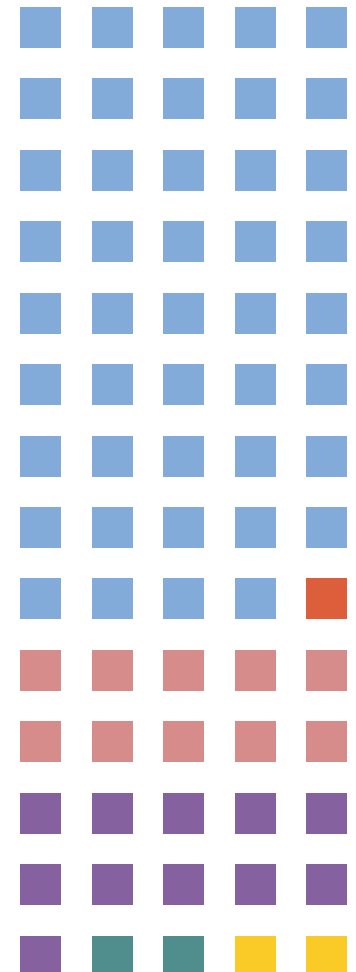
REVISED FACULTY SENATE 1.0

MARCH 2020



70 VOTING MEMBERS

- 44 TENURE-TRACK FACULTY
- 1 CLINICAL FACULTY
- 10 INSTRUCTORS
- 11 STUDENTS
- 2 SPS
- 2 OS



**Recommendations and Issues from:
The “Antiracism Planning Forum for Shared Governance”
and the “Black Student Town Hall”**

1. Lack of representation of Black faculty and staff
2. Mandatory antiracism training for all students, faculty and staff, perhaps through Title IX
3. Education-pushing an intro course on racism in the workplace
4. Make Black Studies courses more visible
5. More transparency in the bias incident reporting process – Is there real accountability?
6. Provide more resources for Black student leaders – for example, a conference
7. Seminars about systemic racism imbedded into courses not Black Studies
8. Not enough exposure for the CBS
9. Decolonizing the curriculum
10. Faculty of color and tenure and promotion policies and practices
11. Inventory of courses on racism and social justice
12. Accountability, transparency, and support of African American students
13. Student involvement in hiring
14. Greater financial support for Black and other students of color
15. Mentorship for Black faculty
16. Student retention
17. More bonding between Black and white students
18. Microaggression
19. Differential treatment

18 June 2020

Dear Chair Bode, Director Lenczewski, Dean Ledgerwood, Dean Brinkman, Provost Ingram, and President Freeman,

Our interdepartmental group of faculty, which started as BIOS/ESE faculty and has since grown to faculty across various departments, want to thank you for your recent statements on the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, and others. While we appreciate your sentiments, we feel that now is the time for much stronger action. For too long, academia has held up the institutions of racism and white supremacy; it's long past time to take more meaningful, lasting, and impactful actions that can help ensure Black, Indigenous, and People of Color (BIPOC) scholars and staff can thrive in our institution.

NIU was founded in 1896, the same year that the *Plessy v. Ferguson* decision by the U.S. Supreme Court established racial segregation within the public school system. Synchronized with that racist law, NIU was established as a normal school to train teachers to work in a segregated school system, to pass on the values, beliefs, and knowledge of the day to subsequent generations. The values, beliefs, and knowledge that dominated US society were racist. The location for NIU was chosen, in part, because DeKalb is relatively secluded and far from the city, affording an opportunity for educators to shape the hearts and minds of their young students far from the cares of urban life. In 1897, the local community was quite homogenous and inhospitable to people of color. Even as late as the 1960s, DeKalb was a 'sundown town.'

Even today, DeKalb is not a welcoming place for everyone and it remains racially homogenous. Structural/geographical considerations such as the placement of the police headquarters across from the Center for Black Studies, placement of satellite campuses, etc. speak to how much work remains to be done. It will take the recognition of this context, and the direct redesigning of structures and policies with an anti-racist lens to get at the root of institutional racism at NIU.

Below is a list of suggestions that we think will make substantive changes here at NIU. While the departmental-specific ideas are aimed at Biological Sciences specifically, we encourage other departments to use this document to formulate their own demands. We also fully support [the requests of our department's graduate students](#), many of which complement the list we have compiled.

We acknowledge that the authors of this letter are not primarily BIPOC and that we are not the group of leaders on this campus who have been addressing these issues for a long time - and that is problematic. We do not wish to add to the workload or trauma of recent events for BIPOC, but would like to make it clear that we strongly welcome leadership and/or input on ways to improve and add to our demands from any interested BIPOC. As we send this letter today, we are in the process of engaging with BIPOC faculty at NIU who have been working on these issues for years. We recognize these scholars as leaders on this campus, and as we engage in these discussions, we emphasize that this letter is just the start of what we hope will

be an enduring movement, that includes higher levels of engagement to keep racial justice and equity at the fore at NIU, not just in the departments of leaders in this movement, but across NIU. We will continue to update and edit this list as these conversations move forward.

The items listed below are mission critical - they would aid in recruitment/retention of faculty/students and help create the experience we want to provide all Huskies, regardless of race, ethnicity, creed, religion, gender, or sexual orientation.

Institutional Actions

- *FY 21:* Historically and to this day, policies and structures at NIU were created that propagate racism. NIU should create a taskforce to review and revise structures and policies using an anti-racism lens.
- *FY 21:* The Graduate Record Examination (GRE) has been empirically shown to be a product of privilege and access rather than an accurate reflection of potential in grad school. We thus laud the graduate school for removing the GRE as a requirement for graduate school applications. However, this had led to department-specific rules on the GRE. All departments should be required to remove the GRE as an application requirement.
- *FY 21:* NIU should hold a series of town halls and/or open forums to enable faculty, staff, and students to discuss their experiences and brainstorm ways to dismantle racism and white supremacy at our institution.
- *FY 21:* Investment in campus police for public safety should be reimagined, with the input of faculty, staff, and students. Military-grade equipment does not have a place in public safety and if NIU possesses this, they should forfeit it. Unarmed public safety, healthcare, and mental health experts should be invested in and deployed to respond to the majority of emergency calls. We advocate for the vast majority of police officers to not carry firearms. We insist that the campus police operate under [8 use of force policies](#), that when enacted, have been shown to reduce police killings by 72%.
- *FY 21 and in perpetuity:* NIU has (or had) funds it uses for diversity faculty hires. The availability of these funds should be made transparent, and endowed funding sources should be established to recruit BIPOC faculty.
- *FY 21 and in perpetuity:* Evidence-based, in-person anti-racism, bystander, and implicit bias training should be offered for all faculty and staff on an annual or bi-annual basis. If no such trainings exist on campus, outside facilitators such as Crossroads (<http://crossroadsantiracism.org/>) and the People's Institute (<https://www.pisab.org/>) should be hired to conduct such trainings.

College Actions

- *Effective immediately:* The Director of Diversity position should be filled, and a Diversity/Equity committee under that director should be established, similar to the existing one in the College of Education, which has one member from each department. [\[new as of 26 June\]](#)

- *Effective immediately:* Graduate directors and undergraduate advisors should be offered evidence-based in-person implicit bias, bystander, and anti-racism training annually and receive annual evaluations from fellow faculty and graduate/undergraduate students.
- *Effective immediately:* Reports on racial/ethnic make-up of NIU student body relative to racial/ethnic make-up of each major should be shared with faculty and be made transparent to students.
- *By FY 24:* In the spirit of NIU being a finalist for the Howard Hughes Medical Institute Driving Change program, all STEM programs in the college should begin the process of creating robust formal mentoring programs for undergraduate and graduate students of color. Benchmarks for progress should be set and evaluated at the college level.

Biology Department Actions

- *Effective immediately:* GRE scores should no longer be considered for admission to the graduate program. Instead, similar to faculty hiring, a mutually-agreed upon rubric should be used by all graduate committee members to evaluate applicants.
- *FY 21 and in perpetuity:* The Director of Graduate Studies should begin to create relationships with minority-serving institutions (including HBCUs and HSIs) to help recruit diverse graduate students.
- *FY 21 and in perpetuity:* All faculty will be offered evidence-based in-person implicit bias, bystander, and anti-racism training annually. Attendance of such trainings should be recognized in merit scores.
- *FY 21 and in perpetuity:* Multiple faculty meetings each year should be centered on anti-racist literature that faculty read, then discuss together. Training on how to create diverse curricula and inclusive teaching practices should also be provided in faculty meetings on an annual basis. Attendance of such trainings should be recognized in merit scores.
- *FY 21 and in perpetuity:* Evaluate the role of the department in retaining BIPOC faculty and foster such an environment.
- *FY 21 and in perpetuity:* Provide resources as well as venues to BIPOC and women faculty that they can approach when facing microaggressions and help them thrive throughout their career. A formal mentorship structure could facilitate this.
- *FY 21 and in perpetuity:* Include a graduate student representative on faculty hiring committees.
- *FY 21 and in perpetuity:* Solicit letters from current and past graduate students as considered documents in faculty tenure and promotion materials.
- *FY 21 and in perpetuity:* Remove, as much as possible, faculty/administrator discretion for tenure/promotion and hiring decisions. Instead use mutually agreed-upon rubrics to evaluate tenure, promotion, and hiring decisions.
- *FY 21 and in perpetuity:* Create, sustain, and communicate a departmental mechanism for reporting and tracking incidences of racism and other forms of (overt) discrimination, bigotry, and prejudice. Reports will be reviewed by the chair on a bi-annual (2x/year) basis and will be considered in annual merit reviews. Increase transparency in communication about bias reports submitted through the Academic Diversity, Equity, and

Inclusion office - are these reports shared with Chairs and considered in merit reviews? If not, we request them to be.

- *As soon as we can hire faculty:* Create a cluster of hires intended for diverse job candidates. Increase diversity within the department such that a minimum of 75% within the next four hires are BIPOC. Like the NFL instituted for coaching jobs, ensure at least one BIPOC job candidate is on the shortlist for each faculty hire. Create a formal mentorship structure for new BIPOC faculty.

Improving diversity and inclusion in our curriculum

- *FY 21:* Graduate student orientation (BIOS 623) should include discussions of racism in science, resources for BIPOC and ally training, a review of incident reporting procedures, and how to create an inclusive classroom.
- *FY 21:* Study how to revamp our curriculum to make it more student-centered and increase retention of students of color. Studying how we could adapt our curriculum to include Peer-Assisted Team Research in Freshman/Sophomore years, and other such innovations, will be critical.
- *FY 21:* Teaching evaluation scores should be devalued in merit reviews as they have shown to be biased against BIPOC and women.
- *FY 21:* Create incentive structures for faculty to use inclusive teaching practices, including using readings from BIPOC, using active learning and engagement strategies, and centering the experiences of BIPOC in all components of learning.
 - Inclusive teaching should be viewed positively in annual merit scores and assessed by peer evaluation of teaching and teaching materials.
 - Course releases, pay incentives, and/or teaching assistants should be offered for faculty to transform courses to use more inclusive teaching practices, especially 100- and 200-level courses.
 - Programmatic Assessments should include fostering diversity/inclusion in teaching.

We look forward to continuing an ongoing dialogue about these issues as a university, college, and department. We respectfully request a response to the above requests by 3 July 2020. We hope that the work of working through and discussing anti-racist writing, podcasts, movies, and art can begin immediately. We note that much of the work to accomplish these demands will need to come from us - we are willing and excited to get to work and commit to prioritizing such work going forward.

Sincerely,

Holly P. Jones, Associate Professor, BIOS/ESE
Karen E. Samonds, Associate Professor, BIOS
Jennifer A.H. Koop, Assistant Professor, BIOS
Pallavi Singh, Assistant Professor, BIOS
Heather E. Bergan-Roller, Assistant Professor, BIOS

Mitchell Irwin, Associate Professor, ANTH
Dana N. Bardolph, Assistant Professor, ANTH
Justin P. Dodd, Associate Professor, GEOL

Courtney M. Gallaher, Associate Professor, GEOG/CSWGS
Wesley D. Swingley, Associate Professor, BIOS
Giovanni Bennardo, Professor, ANTH/COGSCI/ESE
Andy Bruno, Associate Professor, HIST
Colin Kuehl, Assistant Professor, POLS/ESE
Elizabeth C. Shelleby, Assistant Professor, PSYC
Mandy Faretta-Stutenberg, Assistant Professor, WLC
Kate Cady, Associate Professor, Communication
Olivier Devergne, Assistant Professor, BIOS
Matthew B. Smith, Assistant Professor, WLC
Shannon Becker, Assistant Professor, WLC
Abu Bah, Professor, Sociology Department
Douglas G. Wallace, Professor, Psychology
Laura J. Heideman, Associate Professor, Sociology and NNGO
Clare Kron, Instructor, BIOS
Mark Schuller, Associate Professor, Anthropology and NNGO
Laura Vazquez, Professor, Department of Communication

To add your name to this list, please go to this [link](#)

Update 6/19/2020

Here is President Freeman's and Provost Ingram's Response:



Northern Illinois
University

Office of the President

June 19, 2020

Dear Faculty,

We want to express our gratitude and respect for the leadership and thoughtful reflection seen throughout your honest letter. Your ideas demonstrate the multiple opportunities we have to make significant and lasting changes to not only dismantle systemic racism that exists within higher education and NIU, but to specifically improve the minds and hearts of our community. That is powerful and needed.

We'd like to take some time to think through your requests, consider how they align with and build on efforts in place, and come back to you and the university to establish an action agenda that is specific, timely, impactful and sustainable. With your permission, I would like to share this letter with university leadership as part of that process.

Holding one another accountable is the only way change – meaningful change – can be achieved and we are both committed to doing our part to make that happen at NIU. We are buoyed to see you are as well. Please confirm we can share your letter and know that we'll be following up with you in the coming weeks.

I look forward to future conversations and working together.

Thank you,

Lisa C. Freeman
President

Beth Ingram
Executive Vice President and Provost

Your Future. Our Focus.

1425 W. Lincoln Hwy • DeKalb, Illinois 60115-2828 • 815-753-9500 • Fax 815-753-8686 • www.niu.edu

NORTHERN ILLINOIS UNIVERSITY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION INSTITUTION.

**Draft Notes to Provost Ingram: Recommendations to Simplify Program
Review and Assessment Procedures and Policies at NIU
Kendall Thu
May 21, 2020**

President Freeman asked Provost Ingram and Faculty Senate President Kendall Thu to co-lead an effort to simplify academic policies, and procedures. In consultation with Provost Ingram, Kendall Thu agreed to take the lead on researching program reviews at NIU. He also agreed to take the lead on student evaluation of teaching. Recommendations for student evaluations of teaching will be a shared governance issue when the Faculty Senate reconvenes in the fall of 2020. Consequently, this brief summarizes recommendations for program review and assessment.

To understand what is encompassed by program review and assessment, I met with 24 faculty department chairs and directors across colleges directly experienced in producing program reviews and assessments. These are summarized as follows:

CBUS: 3
CEDU: 2
CEET: 4
CHHS: 3
CLAS: 6
CLAW: 1
CVPA: 3
ULIB: 2

I also met with Carolinda Douglas and Ritu Subramony in the Assessment Office.

PRIMARY FINDINGS

There is a considerable cultural chasm at NIU between most Chairs and Directors who write assessment documents and the assessment office itself. From the perspective of most Chairs and Directors, writing various assessment documents for program review and annual assessment is busy work taking time and effort that does little to improve programs or student learning. This sentiment was expressed most strongly with respect to the annual learning outcome assessment where boxes were checked and data were provided in order to complete the task. The attitude in the assessment office is quite different where assessment is viewed as essential to the operation and accreditation of NIU. The news that external accreditation can serve as a significant substitute for program review is most welcome but not widely understood.

With President Freeman's question in mind, we should follow a principle of making assessment in all its forms as minimal and simple as possible with as much local control as possible. Since this is an academic policy issue I believe NIU should thoroughly review its assessment program via Faculty Senate in the coming academic year.

Specific issues highlighted in the interviews include:

- Sentiment that data being provided and asked for isn't meaningful for program improvement and student learning outcomes.
- Assessment process too cumbersome and not aspirational.
- Feels like busy work and not terribly insightful.
- Do away with annual assessment, takes too much time and isn't meaningful.
- Some of the feedback can be petty, e.g. the color of graphs provided.
- The collection of annual data can be useful, but primarily for external accreditation or program review when local control over data collection is allowed.
- Make clear what is actually required by HLC and the IBHE. The assessment office believes "best practices" should be followed but the meaning is unclear.
- Program reviews have gotten better in recent years with shorter reports being required in response to the four question areas required by the IBHE.
- Being told we have to do it with little to no understanding of where the reporting lines are. The assessment office should be held accountable to shared governance.
- Quantitative data not as meaningful in certain programs, e.g. CVPA.
- Annual student learning outcome data is atomized and not useful for programs.
- Takes far too much time for what it's worth.
- Far too much nit-picky comments internally from those who are not experts in our field. A lot of work for little benefit.
- Perhaps every 2-3 years a 2-3 page program summary.
- Biggest problem is faculty buy-in, they don't believe the data are meaningful.
- We would continue to do some sort of annual assessment for internal discussion purposes even if not required by the assessment office.
- Need a dashboard or simple platform.
- Feedback from assessment office is not particularly useful, though we do it because we feel we have to and want to get it out of the way.
- Be clear about what data we're producing and who it's for.
- Felt the feedback from the assessment office was offensive.
- Set up an automatic program for annual assessment so it isn't difficult.
- We were told our faculty hiring would be held up if we didn't turn in our reports.
- We shouldn't add additional reviews for Centers.
- If assessment and reviews are more localized, need a mechanism to benefit from cross-college and inter-departmental practice sharing.

Faculty Senate Standing Committees – 2020-21

FS Steering Committee	
Faculty-BUS	Mahesh Subramony
Faculty-EDU	Benjamin Creed
Faculty-EDU	Peter Chomentowski
Faculty-EET	Veysel Demir
Faculty-HHS	Nancy Petges
Faculty-LAS	Kendall Thu
Faculty-LAS	George Slotsve
Faculty-LAW	Heidi Kuehl
Faculty-LIB	Beth McGowan
Faculty-VPA	Todd Buck
Instructor	
Operating Staff	Natasha Johnson
Supportive Professional Staff	Cathy Doederlein
Student Government Association	Bradley Beyer

FS-Faculty Rights and Responsibilities Committee	
Faculty-BUS	John Pendergrass
Faculty-EDU	Peter Chomentowski, Chair
Faculty-EET	Sahar Vahabzadeh
Faculty-HHS	Arlene Keddie
Faculty-HHS	Florensia Surjadi
Faculty-LAS	Karen Whedbee
Faculty-LAS	Phil Carpenter
Faculty-LIB	Beth McGowan
Faculty-VPA	David Maki

FS-UC Rules, Governance and Elections Committee – FS faculty members	
FS Faculty-LAS	Shane Sharp
FS Faculty-EET	Gary Chen
FS Faculty-EDU	Ben Creed Liaison/Spokesperson
FS-Faculty	TBD

8.4 University Advisory Committee (UAC) to the Board of Trustees

8.4.1 Composition

8.4.1.1 The committee shall consist of the president of the Faculty Senate, the presidents of the Supportive Professional Staff Council and the Operating Staff Council, and three additional faculty members selected to represent the faculty's multiple roles in the university, particularly those in teaching, research, and service. These faculty shall be nominated by the University Council chair and confirmed by the University Council. They shall serve three-year staggered terms. In the event of a mid-term vacancy in a faculty position, the University Council chair shall nominate a person to fill the remainder of that term with the nomination confirmed by the University Council. In the nomination of the faculty representatives, the University Council chair shall consult with the Faculty Senate.

8.4.2 Duties

8.4.2.1 The Board of Trustees expects the president to meet regularly with the University Advisory Committee. The president shall keep the University Advisory Committee informed of and shall seek and receive advice from it about matters coming before the Board of Trustees. The University Advisory Committee may appoint one or two of its members to serve as liaison to each of the working committees of the board. A University Advisory Committee liaison, or a spokesperson chosen by the University Advisory Committee because of expertise on a specific issue, will be recognized at a regularly scheduled point on the committee agenda.

8.4.2.2 The committee shall be accountable to the University Council. Members of the committee shall also be accountable to their specific university organization--Faculty Senate, Operating Staff Council, or Supportive Professional Staff Council.

	2019-20	2020-21	2021-22	2022-23
FS President	Kendall Thu	Kendall Thu		
Faculty	Sarah Marsh	Sarah Marsh		
Faculty	Alex Gelman	Katy Jaekel	Katy Jaekel	Katy Jaekel
Faculty	Jason Hanna	Greg Beyer for Hanna	Greg Beyer for Hanna	
SPS Council President	Cathy Doederlein	Cathy Doederlein	Cathy Doederlein	
Operating Staff Council President	Jeffry Royce	Natasha Johnson		

Committees of the University – For terms to begin Fall 2020

The nominees listed below are running unopposed to serve on various committees of the university, and they require Faculty Senate approval and/or recommendation. For each committee, a chart provides the constituency of the vacant seat, the person whose term is expiring, and the **nominee who is running unopposed**. For at-large vacancies, nominees were invited to provide a paragraph outlining their qualifications and/or desire to serve.

CAMPUS PARKING COMMITTEE – 3-year term

Faculty members appointed by their college and appointed by Faculty Senate.

CONSTITUENCY	TO REPLACE	RECOMMENDED
At-large	Hamid Bateni (3-year term)	Mary Burns, LIB
At-large	Vacant (2-year term)	No nominee yet

CAMPUS SECURITY AND ENVIRONMENTAL QUALITY COMMITTEE – 2-yr term

Faculty members appointed by their college and appointed by Faculty Senate.

CONSTITUENCY	TO REPLACE	RECOMMENDED
At- large	Vicki Collins	No nominee yet

LIBRARIES ADVISORY COMMITTEE – 3-year term

Faculty members are nominated by their college, recommended by the Faculty Senate and appointed by the provost.

CONSTITUENCY	TO REPLACE	RECOMMENDED
LAS – Social Sciences	Scot Schraufnagel	Mitch Pickerill, POLS

PARKING APPEALS COMMITTEE – 3-year term

Faculty members are recommended by their college and appointed by the Faculty Senate.

CONSTITUENCY	TO REPLACE	RECOMMENDED
At-large	Vacant (1-year term)	No nominee yet
At-large	Sarah Holmes (3-year term)	Sarah Holmes, LIB

STUDENT CONDUCT BOARD – 3-year term

Faculty members are recommended by the dean of the college and appointed by the Faculty Senate.

CONSTITUENCY	TO REPLACE	RECOMMENDED
EET	Kevin Martin	No nominee yet
LAS	Keri Burchfield	Victor Ryzhov, CHEM

UNIVERSITY PRESS BOARD – 3-year term

Faculty members are recommended by Faculty Senate and appointed by the president.

CONSTITUENCY	TO REPLACE	RECOMMENDED
EET	Ted Hogan	No nominee yet
LAS	Andy Bruno	Andy Bruno, HIST

Appearances Before the Faculty Senate and FS Standing Committees

A. Consistent with applicable law, the Faculty Senate (FS) shall provide an opportunity for members of the public to address the FS or its standing committees at each regular or special meeting of the FS or its standing committees. The opportunity for public comment shall be on the approved agenda of the meeting. In lieu of oral presentations, individuals may present brief written materials not to exceed five pages to the administrative assistant for the FS for distribution and consideration by the FS or its standing committees in advance of the meeting.

B. Standing committees of the FS review university proposals for action and make adjustments and endorsements as appropriate for further consideration by the full FS. Public comments are generally most useful at meetings of FS standing committees where proposals are first considered and the time for interaction most feasible.

C. Those members of the public who wish to address the FS or its standing committees must register on an FS-provided **request form** which must be completed by the requester and provided to the FS's administrative assistant or chair of the meeting before the scheduled start of the meeting. To be recognized, the appearance request must include the name of the individual wishing to speak. The requester can, but is not required to, provide the following information on the FS-provided request form: address, contact information (such as phone number, email address, or other), position, name of any organization or group represented, concise summary of the presentation, whether the requester has appeared earlier on the topic before any other meeting of the FS or its standing committees, and any other pertinent information that the requester would like to provide on the form to inform the FS or its standing committees as to the content or purpose of the public comment.

D. The chair of the meeting will recognize duly registered individuals at the appropriate point during the meeting. The chair of the meeting has the discretion to set reasonable time, place and manner constraints on any appearance before the FS or its standing committees in order to maintain decorum at the public meeting, assure that such meetings are efficiently conducted, or when it is otherwise necessary to further a significant university interest. All appearances before the FS or its standing committees must be relevant to the business and operations of the university or matters within the FS's or its standing committees' jurisdiction. Unduly repetitive comments may be restricted by the chair. Those appearances that are not relevant or unduly repetitive will be ceased and not allowed to continue, so as to not inappropriately disrupt the business and operations of the FS or its standing committees.

E. While requesters who properly register to appear before the FS or its standing committees pursuant to this policy will be provided a reasonable opportunity to address the FS or its standing committees, as required by law, they are not guaranteed any specifically allotted amount of time or any particular means of communication with the FS or its standing committees beyond verbal communication. The time references mentioned in this policy are just for informational and planning purposes only. When feasible, the chair will attempt to provide at least five minutes for each requester to address the FS or its standing committees. However, the scheduling of such appearances in relation to (a) the meeting agenda, (b) the number of requests for appearances, and (c) other relevant university interests is at the discretion of the chair, who may delay or defer appearances when appropriate, and defer or refer questions received from presenters for answers if available. The administrative

assistant shall confer with registered speakers to cooperatively assist the Chair of the meeting in assuring coordinated issue presentation and an efficient use of allocated time. The administrative assistant shall acquaint requesters with the generally accepted procedures and decorum for presentations before the FS and its standing committees

F. All participants in FS or its standing committee meetings should cooperate with the chair of the meeting and show due respect to other meeting participants. Meeting participants should adhere to Robert's Rules of Order and all applicable FS or standing committee protocols. A copy of this policy and any other FS or its standing committees' protocols, if applicable, will be reasonably available from the FS's administrative assistant upon request.

G. This policy aligns with the NIU Board of Trustees Bylaws Article II, Section 4. If the NIU Board of Trustees Bylaws Article II, Section 4 is examined and subject to change in the future, equivalent changes will be made to this policy for FS and its standing committees.

Proposed amendment to Faculty Senate Bylaws
Article 3.3: Faculty Senate Personnel Committee

The responsibility for coordinating the Faculty Senate Personnel Committee is delegated to the vice provost for faculty affairs. However, that position was inadvertently left off this committee membership roster. This proposed amendment adds that position to the membership roster as a nonvoting member.

In addition, this proposed amendment updates the current title of the vice president for research and innovative partnerships, who also serves on the committee as a nonvoting member.

Article 3: Standing Committees of the Faculty Senate

3.3 Faculty Senate Personnel Committee

3.3.1 Composition All voting members of the Faculty Senate Personnel Committee shall be tenured members of the faculty. The committee shall consist of members chosen as follows:

3.3.1.1 Seven members of the Faculty Senate: one each from the faculty elected to represent the colleges of Business, Education, Engineering and Engineering Technology, Health and Human Sciences, Visual and Performing Arts, and two from among the faculty elected to represent the College of Liberal Arts and Sciences.

These members shall be appointed by the Faculty Senate prior to the selection of other members of the committee and shall serve staggered two-year terms during their membership on the Faculty Senate.

3.3.1.2 One member from each of the following college councils chosen by members of that college council: Business, Education, Engineering and Engineering Technology, Health and Human Sciences, Liberal Arts and Sciences, and Visual and Performing Arts; such members shall not be chosen from the same academic departments as the members selected for the committee from these colleges by the Faculty Senate.

3.3.1.3 One member each from the faculty of the College of Law and the University Libraries chosen by that faculty.

3.3.1.4 The vice provost president for graduate studies and research and innovation partnerships, who shall serve ex officio, and who shall not vote;

3.3.1.5 The vice provost for faculty affairs, who shall serve ex officio, and who shall not vote;

3.3.1.56 The executive vice president and provost, who shall serve ex officio as chair, and who shall not vote.

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

This proposal is a continued effort to support success for all students. It is important that the IT accessibility officer become an ex officio member to bring a technological lens of equity and accessibility to academic equity gaps and further support retention and persistence of all students.

Additionally, the proposal adds one faculty seat from the University Libraries as a voting member. Library faculty actively support students' research and artistry, which helps to close the academic equity gaps and supports the retention and persistence of all students.

4.9 Committee for Academic Equity and Inclusive Excellence (CAEIE)

4.9.1. Composition Membership of the committee shall consist of the following:

- Chief Diversity Officer, ex officio, nonvoting;
- Director, Center for Black Studies, ex officio, voting;
- Director, Center for Latino and Latin American Studies, ex officio, voting;
- Director, Center for the Study of Women, Gender, and Sexuality, ex officio, voting;
- Director, Center for Southeast Asian Studies, ex officio, voting;
- Director, Disability Resource Center, ex officio, voting;
- Director, Asian American Studies Certificate, ex officio, voting;
- IT Accessibility Officer, ex officio, voting;
- Representative from the Office of the Vice Provost for Undergraduate Academic Affairs, nonvoting;
- Representative from the Division of Student Affairs, nonvoting;
- Representative from the Office of Student Engagement and Experiential Learning;
- One faculty member from each degree-granting college and from University Libraries, voting;
- Director, Testing and Academic Affairs Research Support, ex officio, nonvoting;
- One supportive professional staff member, voting;
- One curricular associate dean, nonvoting;
- One undergraduate and/or graduate student, voting.

Faculty and staff members shall be appointed to serve three-year staggered terms beginning in the fall semester, not to exceed two consecutive terms. All other members, or their designees, shall serve continuous terms. Members shall be appointed by the Provost.