

PUBLIC NOTICE AND AGENDA

**FACULTY SENATE
Wednesday, November 18, 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.*

I. CALL TO ORDER

II. VERIFICATION OF QUORUM

III. ADOPTION OF THE AGENDA

IV. APPROVAL OF THE OCTOBER 28, 2020 MINUTES – Pages 4-6

V. PUBLIC COMMENT

VI. FS PRESIDENT’S ANNOUNCEMENTS

VII. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. Advancing Administrative Efficiency
Chris McCord, Senior Advisor to the Vice President, Administration and Finance
- B. Faculty Senate Ad Hoc Social Justice Committee update
Ismael Montana, Chair

VIII. CONSENT AGENDA

IX. UNFINISHED BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws Article 3.3, Faculty Senate
Personnel Committee – Page 7
SECOND READING/VOTE

X. NEW BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws Article 4.9.1, Committee for Academic Equity and Inclusive Excellence Composition – Page 8
Vernese Edghill-Walden, Vice President for Diversity
Tamara Boston, Program coordinator, Academic Diversity, Equity and Inclusion
FIRST READING
- B. Proposed Field Work Safety Policy – Page 9
Shannon Stoker, Director, Research Compliance, Integrity and Safety
Josh Schwartz, Lab Manager, Dept. of Geology and Environmental Geosciences

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 – report
- 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.
- R. Potential mental health resource syllabus statements – Page 10

XIII. ADJOURNMENT

MINUTES

FACULTY SENATE
Wednesday, October 28, 2020, 3 p.m.
Microsoft Teams Meeting
Northern Illinois University
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Full Transcript

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

VOTING MEMBERS ABSENT: Allori, Dmitruk, Fanara, Jong

OTHERS PRESENT: Barnhart, Bryan, Douglass, Falkoff, Frazier, Ghrayeb, Ingram, Klaper, Rhode

OTHERS ABSENT: G. Beyer, Ferguson, 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 SEPTEMBER 30, 2020 MINUTES

D. Valentiner moved to approve the minutes, seconded by **E. Fredericks**. Motion passed.

V. PUBLIC COMMENT

VI. FS PRESIDENT'S ANNOUNCEMENTS

VII. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. Faculty Senate Ad Hoc Social Justice Committee update
Committee charge: To identify factors contributing to institutional racism at NIU, particularly policies, procedures and practices and take actions to correct them.
- B. Student Mental Health Initiative
Brad Beyer, Speaker of the Senate, Student Government Association

VIII. CONSENT AGENDA

IX. UNFINISHED BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws Article 4.5.1 Baccalaureate Council membership and Article 4.6.2.1 General Education Committee membership
Omar Ghrayeb, Vice Provost for Undergraduate Studies
SECOND READING/VOTE

D. Valentiner moved to approve the proposed amendment, seconded by **B. McGowan**. 53-yes, 0-no, 1-abstain. Motion passed.

X. NEW BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws Article 3.3 Faculty Senate Personnel Committee
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 – no report
Natasha Johnson, Cathy Doederlein, Kendall Thu
Katy Jaekel, Sarah Marsh, Greg Beyer
- C. Faculty Rights and Responsibilities Committee – Peter Chomentowski, Chair – report
- 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

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- O. [Minutes](#), Univ. Comm. on Advanced and Nonteaching Educator License Programs
- P. [Minutes](#), University Committee on Initial Educator Licensure
- Q. [Annual Reports](#), 2019-20
- R. FS 2020-21 dates: Sep 2, Sep 30, Oct 28, Nov 18, Jan 20, Feb 17, Mar 24, Apr 21
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- S. Revisions to Spring 2021 academic calendar

XIII. ADJOURNMENT

N. Johnson moved to adjourn, seconded by **B. McGowan**. Motion passed.

Meeting adjourned at 4:02 p.m.

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

The responsibility for coordinating and chairing the Faculty Senate Personnel Committee is delegated to the vice provost for faculty affairs. This proposed amendment acknowledges that responsibility.

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 president for 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 **as chair**, and who shall not vote;

3.3.1.6 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

The proposal is to add one voting seat to the committee, an instructor, as they support faculty in executing the mission and vision of the university. Instructors, like faculty, assist in developing students' professional and academic growth and provide another perspective in achieving our goals for closing the academic equity gaps to achieve student success.

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;
- 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, voting;
- One instructor, 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.



Field Work Safety Policy

Purpose:

Northern Illinois University (NIU) is committed to providing faculty, staff, and students with opportunities to conduct field work in a safe environment. Field activities present a special set of hazards that can put participants at significant risk if not addressed. All individuals performing field work on behalf of the university are responsible for ensuring they work in a safe and conscientious manner and follow this policy at all times. The goal of this policy is to minimize the risk associated with field work by requiring a risk assessment prior to field activities and defining responsibilities of those involved.

Definitions:

“Field work” refers to work conducted by a student or researcher outside of a classroom or laboratory, in the natural environment. It consists of activities that are authorized by NIU conducted by faculty, staff, students and authorized individuals for the purpose of teaching, or research in locations where planning for risk in a natural environment is essential.

“Field work” does not include travel for conferences, seminars, visits to other institutions, or ROTC training.

“Field activity” is a singular activity that is part of field work.

This policy does not apply to field work that is supervised by another institution or organization.

Responsibilities:

- 1) Department Chairs or Directors with faculty, staff, or students participating in field work shall:
 - a) Ensure that each group has considered the health and safety hazards associated with these activities and completed a “[NIU Field Activity Risk Assessment](#)” for their field work.
 - b) Review and approve all “NIU Field Activity Risk Assessment” for field work.
 - c) Notify The Office of Research Compliance, Integrity & Safety (ORCIS) of any incidents.
- 2) Each Lead Instructor or Principal Investigator (PI) conducting fieldwork shall:
 - a) Complete the “NIU Field Activity Risk Assessment” for their specific field work. Field work that is comprised of multiple field activities at different locations and/or spanning multiple days can be covered with a single risk assessment. Review this Field Safety Policy and submit the form documenting the review annually.
 - b) Review the “NIU Field Activity Risk Assessment” with the participants of the field work and encourage everyone to add to the list of hazards during the trip.
 - c) Bring a Field First Aid Kit stocked with appropriate items for the field activity. A list of recommended items can be found [here](#)
 - d) Provide each participant with a copy of:
 - i) [NIU Field Tactics and Safety Strategies](#)
 - ii) [NIU Emergency Medical Information](#)
 - iii) [First Aid Report Form](#)
 - e) Notify the department of any incidents as soon as reasonably possible.
 - f) When working with other institutions or organizations, formally coordinate when possible and if their field safety policy is less stringent or nonexistent, use the NIU policy as a guideline.
- 3) Faculty, staff and students participating in fieldwork activities shall:
 - a) Review the "NIU Field Activity Risk Assessment" for this activity.
 - b) Follow guidance from the PI, Lead Instructor, and Field Team Leader for minimizing risks.
 - c) Complete the NIU Emergency Medical Information card and keep it on your person.
 - d) Notify the Field Team Leader, PI, or Lead Instructor of any newly identified hazards.
 - e) Report all incidents to the Field Team Leader, PI, or Lead Instructor.

Potential Mental Health Resource Syllabi Statements

COVID Specific:

We are currently living in stressful times. This has resulted in unsettling uncertainty and increased mental health complications. If you or anyone you know is struggling with anxiety, depression, or other issues, do not hesitate to reach out. Please know that the university is here to support you and has resources available to you on campus. Visit the [Family and Couple Therapy Clinic](#), [Community Counseling Training Center](#), [Counseling and Consultation Services](#), and the [Psychological Services Center](#) for more information. Call 815-753-1206 for immediate, after hours support. In the event of an emergency, please call 911.

More General:

College students of today face great stressors that may interfere with academic success. If you or anyone you know is struggling with anxiety, depression, or other issues, do not hesitate to reach out. Please know that the university is here to support you and has resources available to you on campus. Visit the [Family and Couple Therapy Clinic](#), [Community Counseling Training Center](#), [Counseling and Consultation Services](#), and the [Psychological Services Center](#) for more information. Call 815-753-1206 for immediate, after hours support. In the event of an emergency, please call 911.