

PUBLIC NOTICE AND AGENDA

**Faculty Senate Steering Committee
Wednesday, March 17, 2021, 3 p.m.
Microsoft Teams Meeting
Northern Illinois University
DeKalb, Illinois**

All Faculty Senate Steering Committee members will receive an Outlook invitation to this Teams meeting. Others wishing to join the meeting, please contact Pat Erickson at pje@niu.edu.

- I. CALL TO ORDER**
- II. VERIFICATION OF QUORUM**
- III. ADOPTION OF THE AGENDA**
- IV. APPROVAL OF THE FEBRUARY 10, 2021 MINUTES – Pages 2-4**
- V. PUBLIC COMMENT**
- VI. ITEMS FOR FS STEERING COMMITTEE CONSIDERATION**
- VII. DISCUSSION AND APPROVAL OF FACULTY SENATE DRAFT AGENDA –
attached packet**
- VIII. ADJOURNMENT**

MINUTES

**Faculty Senate Steering Committee
Wednesday, February 10, 2021, 3 p.m.
Microsoft Teams Meeting
Northern Illinois University
DeKalb, Illinois**

All Faculty Senate Steering Committee members will receive an Outlook invitation to this Teams meeting. Others wishing to join the meeting, please contact Pat Erickson at pje@niu.edu.

VOTING MEMBERS PRESENT: Beyer, Buck, Chomentowski, Creed, Demir, Doederlein, Johnson, McConkie, McGowan, Petges, Slotsve, Subramony, Thu

VOTING MEMBERS ABSENT: Miguel

I. CALL TO ORDER

Faculty Senate (FS) Steering Committee chair, **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 **G. Slotsve**. Motion passed.

IV. APPROVAL OF THE JANUARY 13, 2021 MINUTES – Pages 2-4

P. Chomentowski moved to approve the minutes, seconded by **N. Petges**. Motion passed.

V. PUBLIC COMMENT

VI. ITEMS FOR FS STEERING COMMITTEE CONSIDERATION

VII. DISCUSSION AND APPROVAL OF FACULTY SENATE DRAFT AGENDA – attached packet

A review of the February 17 draft FS agenda included the following points:

- **K. Thu** intends to present a brief update on COVID vaccines.
- A proposed amendment to FS Bylaws Article 4.8.1 to update the University Assessment Panel membership will be presented for a second reading and vote.
- A proposed amendment to FS Bylaws Article 4.6.2.1 to update the General Education Committee membership will be presented for a second reading and vote.
- Proposed faculty employee definitions will be presented for FS review. If FS approves, a proposed amendment to the NIU Constitution, to include these definitions, will be presented to University Council. During FS-Steering Committee discussion, there was consensus to remove “in the shared governance activities of the university” from Section 5 of the proposal document for FS review, and the revised document will be presented at the Feb. 17 FS meeting.
- A proposed amendment to FS Bylaws, Article 3, to establish a new FS subcommittee, the Social Justice Committee, will be presented for a first reading.
- Rules, Governance and Elections Committee FS liaison/spokesperson, **B. Creed**, will present information on the upcoming election of FS president.
- Rules, Governance and Elections Committee FS liaison/spokesperson, **B. Creed**, will present **L. Saborío** for reappointment as NIU’s representative to the Faculty Advisory Council to the IBHE.
- Nominee for the Bob Lane Faculty Advocacy Award, William J. Mills, will be presented for approval.
- CDO Vernese Edghill-Walden will present on Academic Diversity, Equity and Inclusion: Initiatives, Accomplishments and Action.
- NIU Web Manager Holly Nicholson will present on Exception to AP Style to allow use of “Dr.” title on the NIU website.
- Provost Beth Ingram will assist in the facilitation of a discussion on spring semester grading during the pandemic.
- NIU representative to the IBHE Strategic Planning Advisory Committee, Simón Weffer, will present an update on this project.

- The Student Government Association, Operating Staff Council and Supportive Professional Staff Council will all present reports.

P. Chomentowski moved to approve the February 17 FS agenda per above discussion, seconded by **G. Slotsve**. Motion passed.

VIII. ADJOURNMENT

B. Beyer moved to adjourn, seconded by **T. Buck**. Motion passed.

Meeting adjourned at 3:42 p.m.

PUBLIC NOTICE AND AGENDA - DRAFT

**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.

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.

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
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.*

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, Ghrayeb, 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

- A. [Policy Library](#) – Comment on Proposed Policies (right-hand column on web page)
- B. [Minutes](#), Academic Planning Council
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- D. [Minutes](#), Baccalaureate Council
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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**

| 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 |
| 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.