

PUBLIC NOTICE AND AGENDA

**Faculty Senate Steering Committee
Wednesday, April 14, 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 MARCH 17, 2021 MINUTES – Pages 2-3**
- 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, 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.

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

OTHERS PRESENT: Moyer

I. CALL TO ORDER

Faculty Senate (FS) Steering committee chair, **K. Thu**, called the meeting to order at 3:03 p.m.

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

T. Buck moved to adopt the agenda, seconded by **P. Chomentowski**. Motion passed.

IV. APPROVAL OF THE FEBRUARY 10, 2021 MINUTES – Pages 2-4

C. Doederlein moved to approve the minutes, seconded by **B. McGowan**. 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 March 24 draft FS agenda included the following points:

- Professor William Mills will be honored with the Bob Lane Faculty Advocacy Award
- The FS Ad Hoc Social Justice Committee will present its report and recommendations for FS review and feedback.
- Rules, Governance and Elections Committee FS liaison/spokesperson, B. Creed, will oversee the FS president nomination process.
- A proposed amendment to FS Bylaws, Article 3, to establish a new FS subcommittee, the Social Justice Committee, will be presented for a second reading and vote.
- A follow-up discussion on the approach to grading for the spring 2021 semester will be facilitated during the meeting, including results of the survey distributed to FS members recently.
- A motion to approve **M. Subramony** to serve as faculty representative on the Chief Human Resource Officer Search Committee will be presented.
- CDO Vernese Edghill-Walden will present on Academic Diversity, Equity and Inclusion: Initiatives, Accomplishments and Action.
- Reports will be received from the: Faculty Advisory Council to the IBHE, University Advisory Committee to the BOT, Student Government Association, Operating Staff Council and Supportive Professional Staff Council.

N. Johnson moved to approve the March 24 draft FS agenda per above discussion, seconded by **N. Petges**. Motion passed.

VIII. ADJOURNMENT

C. Doederlein moved to adjourn, seconded by P. Chomentowski. Motion passed.

Meeting adjourned at 4 p.m.

PUBLIC NOTICE AND AGENDA - DRAFT

**FACULTY SENATE
Wednesday, April 21, 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 MARCH 24, 2021 MINUTES** – Pages 4-7
- V. PUBLIC COMMENT**
- VI. FACULTY SENATE PRESIDENT’S ANNOUNCEMENTS**
- VII. ITEMS FOR FACULTY SENATE CONSIDERATION**
- VIII. FS-UC RULES, GOVERNANCE AND ELECTIONS COMMITTEE** – report
Ben Creed, FS Liaison/Spokesperson
 - A. Nominations for 2021-22 FS president/UC chair – Page 8
 - 1. Peter Chomentowski – Pages 9-10
 - B. Approve faculty candidates running unopposed to serve on committees of the university – walk-in
 - C. Approve 2021-22 FS-Social Justice Committee membership roster – Page 11
 - D. Elect faculty representative to serve on the Police Chief Search Committee – Page 12
 - E. Committees of the University 2021-22 – Election of faculty candidates who are running opposed and must be selected by Faculty Senate. Following the meeting, a Qualtrics ballot will be distributed to the tenured/tenure track faculty, clinical faculty and instructor members of Faculty Senate.

- F. Election of Faculty Senate Personnel Committee representatives for terms to begin in fall 2021. Only CHHS and CVPA have vacancies to fill. Those elected must be tenured faculty members of Faculty Senate. Following the meeting, a Qualtrics ballot will be distributed to the tenured/tenure-track faculty members of Faculty Senate, from CHHS and CVPA, respectively.

IX. UNFINISHED BUSINESS

- A. Ad Hoc Social Justice Committee recommendations
Ismael Montana, Chair
Kendall Thu, Faculty Senate President

X. NEW BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws, Article 1, Membership of the Faculty Senate – Pages 13-14
FIRST READING
- B. Five-Year Review of Student Evaluation of Instruction – report
Chad McEvoy, Chair, Faculty Senate Personnel Committee
Mary Lynn Henningsen, Member, SEI Ad Hoc Committee
- C. Student Learning Outcomes Assessment – report
Marc Falkoff, Assistant Chair, Academic Planning Council

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. 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

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 2021-22 dates: Sep 1, Sep 29, Oct 27, Nov 17, Jan 26, Feb 23, Mar 30, Apr 27
- R. Email Authentication – Upcoming Changes – Page 15
- S. Summary of Service – Faculty Senate President – Pages 16-17
- T. Summary of Service – Faculty Personnel Advisor – Page 18

XIII. ADJOURNMENT

MINUTES

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.*

[Full transcript](#)

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

VOTING MEMBERS ABSENT: Berke, Bujarski, Cheyney, Demir, Fanara, Hunter, Maki

OTHERS PRESENT: Boston, Bryan, Edghill-Walden, Falkoff, Frazier, Ghrayeb, Gorman, Groza, Hendricks, Hunt, Ingram, Jaekel, Klaper, Matuszewich, McEvoy, Mills, Moyer, Saborio

OTHERS ABSENT: G. Beyer, Klaper, Marsh

I. CALL TO ORDER

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

II. VERIFICATION OF QUORUM

III. ADOPTION OF THE AGENDA

E. Fredericks moved to adopt the agenda, seconded by **G. Aygen**. Motion passed.

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

C. Doederlein moved to approve the minutes, seconded by **B. McGowan**. Motion passed.

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.

D. McConkie nominated P. Chomentowski, seconded by **V. Books**.

- 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

N. Johnson moved to approve the proposed amendment, seconded by **Y. Ito**. Motion passed.

Yes – 44

No – 1

Abstain - 4

- 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

D. Valentiner moved to approve, seconded by **P. Chomentowski**. Motion passed.

- 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
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- 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

T. Buck moved to adjourn, seconded by **N. Johnson**. Motion passed.

Meeting adjourned at 4:55 p.m.

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.



**Northern Illinois
University**

College of Education

Department of Kinesiology and
Physical Education
DeKalb, Illinois 60115-2896
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April 7th, 2021

Faculty Senate and University Council

Dear NIU Colleagues:

I am very pleased and honored to accept the nomination for Faculty Senate President and University Council Executive Secretary. The strength of an institution is derived from its people and I am excited for the opportunity to work with all stakeholders at Northern Illinois University (NIU).

I can state with enthusiasm that since beginning my professional academic career at NIU in 2014, I have been an active faculty member in the Kinesiology and Physical Education (KNPE) department. I received tenure in 2020 and throughout this time, I have served on several committees at the departmental, college, and university level. Currently this is my sixth year on Faculty Senate, where I have served as the chair of the Faculty Rights and Responsibilities Committee (2020-2021) and the Academic Affairs Committee (2019-2020). Concurrently, I have been involved with the Division of Student Affairs serving on the Student Code of Conduct as a member and board chair for seven years. Last spring, I served as interim Graduate Director in KNPE assisting our department by providing guidance for our graduate students and maintaining the quality of our programs and our outstanding enrollment. I regularly teach undergraduate and graduate courses along with mentoring directed research projects. As of 2021, I have chaired fifteen Master's theses and mentored one dissertation. The breadth of my involvement in committee and university service has granted me many experiences to learn more about higher education, our student body, and my colleagues at NIU.

Shared governance is an intricate part of a university's effort to promote excellence for all individuals who have a collective stake in the institution's future. It is critical that faculty from all disciplines are directly involved in the decision-making and managing of the university. Shared governance has been a passion of mine since my first days on the NIU campus. I firmly believe that being an active leader is a vital component to move our university through new challenges. An active role in leadership is a core ideology that anchors a group when facing a new challenge and an active leader seeks to involve all individuals who have an active stake in the decision when searching for a viable solution. I plan to continue my work as a leader in Faculty Senate shared governance and with an active collaboration of ideas from NIU faculty, staff, and students.

Learning Today, Leading Tomorrow

Northern Illinois University is an Equal Opportunity/Affirmative Action Institution.

If elected to the position of Faculty Senate President and Executive Secretary of the University Council, I commit to being open, transparent, listening, and being dedicating to a welcoming shared governance that invites all voices with different ideas and experiences. I look forward to working together to further strengthen our NIU community.

Sincerely,



Peter Joseph Chomentowski 3rd
Associate Professor – Kinesiology and Physical Education department

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 tenured 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.

Constituency	2021-22
Faculty-BUS-MKTG	Elisa Fredericks
Faculty-EDU-KNPE	Xiaodan Hu
Faculty-EET-MECH	Sahar Vahabzadeh
Faculty-HHS	
Faculty-LAS-HIST	Ismael Montana
Faculty-LAW	
Faculty-LIB	Beth McGowan
Faculty-VPA	
Student	SGA will select
Instructor	
Operating Staff	Natasha Johnson
SPS	SPS Council will select
Nonvoting Participants	Biagio Palese Faculty-BUS-OMIS
	Ben Creed Faculty-EDU-LEPF
	David Valentiner Faculty-LAS-PSYC

**Faculty Representative to Serve on the
NIU Police Chief Search Committee**

Nominees

1. Jodi Lampi
College of Education
Department of Curriculum and Instruction
2. Lisa Liberty
College of Education
Department of Special and Early Education
3. Rich Grund
College of Visual and Performing Arts
School of Theatre and Dance

Proposed amendment to Faculty Senate Bylaws, Article 1

Rationale: Changes operating staff term length from three years to one year.

ARTICLE 1: MEMBERSHIP OF THE FACULTY SENATE

1.1 Voting Members

1.1.1 Election of Voting Members

Voting members of the Faculty Senate shall be elected in the following manner:

(A) One member of the Faculty Senate shall be elected from and by the tenure-track faculty of each academic department or school in the degree-granting colleges of the university, with two elected from each department or school of over 50 faculty members, and one faculty member each from the College of Law and the University Libraries. Members of the University Council may not serve as the elected Faculty Senate representative of an academic department. Alternates for elected members of the Faculty Senate shall be selected from the member's department. Alternates may attend and participate as voting members in the event the elected member is unable to attend.

In addition, 10 non-tenured instructors as defined by the Instructors collective Bargaining Agreement Article 1 shall be voting members. One instructor will be selected by each of the seven degree-granting colleges. The remaining three instructors will be selected at large.

One clinical faculty member will be selected by the Council of Deans.

Two Supportive Professional Staff members will be selected by the Supportive Professional Staff Council.

Two Operating Staff members will be selected by the Operating Staff Council. **Operating Staff will serve one-year terms.**

(B) When the Faculty Senate does not contain at least one elected faculty representative who is a member of a minority racial group, the elected faculty members of the Faculty Senate shall meet and elect such a representative. The person thus elected shall be chosen from among the faculty members of the university who are eligible for election as a faculty representative of the Faculty Senate. Prior to conducting such an election, the elected faculty representatives on Faculty Senate shall seek nominations from the college faculties and shall elect one of the persons thus nominated. The position thus filled shall be in addition to the number of seats otherwise apportioned. The faculty representative so elected shall serve a term of three years.

(C) Eleven students will have voting membership on the Faculty Senate. One student will be selected by the Student Advisory Committee from each of the six undergraduate degree-granting colleges. Two undergraduate students will be selected by the Student Government Association. Two graduate students will be selected by the Graduate Council. One College of Law student will be selected by the College of Law. Students will serve one-year terms. Students will not vote on faculty and staff personnel matters.

1.1.2 The terms of office for all voting members of the Faculty Senate, except students and operating staff, shall be for three years and shall begin July 1 of each year.

Change to Email Authentication:

You may not be aware, but O365 currently allows two modes of authentication to your email. These are basic authentication and modern authentication. Only modern authentication supports MFA and protects your account from hackers. Basic authentication does not support MFA and does not protect your account from hackers the way modern authentication does. Due to this lack of protection, and changing liability regulations, basic authentication has already been removed for all staff, students and retiree accounts.

This change is scheduled to go live on Friday, July 30, 2021 and will be applicable to all faculty and instructors. Once this improvement goes live on Friday, July 30, 2021, only software that supports modern authentication will function with our O365 service. A detailed list of **these supported software clients is available at [this page](#)**. If you are using any clients which are not on the supported list, you would have to make the **transition to one of these clients** to be able to access your NIU email.

Change to NIU Guest Wi-Fi network:

The Division of Information Technology made changes to the NIU Wi-Fi network in January 2021 in preparation for phasing out the unencrypted 'NIUGuest' network. The 'NIUGuest' Wi-Fi network is being replaced by the new 'NIUVisitor' Wi-Fi network. Below is the information you need to know to keep your devices connected to NIU's Wi-Fi network while you are on campus.

NIU provides multiple methods of Wi-Fi access to students, staff, faculty and guests, and **strongly recommends** the use of the encrypted 'NIUwireless' Wi-Fi network, whenever possible. 'NIUGuest' is an open unauthenticated Wi-Fi network and is more vulnerable to intentional abuse, accidental misuse, and poses other inherent risks to its users. To reduce these risks for the current implementation of the open and unencrypted 'NIUGuest' Wi-Fi network, NIU is implementing a registration-based guest Wi-Fi where campus visitors will register before gaining access to the internet.

These improvements are applicable to all students, staff, faculty, and guests who would like to use the Wi-Fi network services provided by NIU.

- All students, staff and faculty are required to connect to the encrypted 'NIUwireless' Wi-Fi network using their NIU username and password on their compatible devices such as phones, tablets, and laptops.
- Campus visitors can gain access to the internet by connecting to 'NIUvisitor' Wi-Fi network. This network requires users to register and limits access to the network to 5 days from the date of registration.
- Students, staff and faculty with personal devices such as smart TVs, gaming devices and personal assistants that cannot authenticate to the encrypted 'NIUwireless' Wi-Fi network can gain access to the unencrypted 'NIUvisitor' Wi-Fi network by registering their devices via the MyDevices Portal. The portal can be accessed by visiting <https://mydevices.niu.edu/> while connected to the NIU network or VPN.
- For NIU owned and managed devices that cannot connect to the encrypted 'NIUwireless' Wi-Fi network, DoIT has created a process to register these devices which will allow access the network by connecting to the unencrypted 'NIUregistered' Wi-Fi network. Check the details of this process on [DoIT's website](#).

A more detailed explanation of these changes, along with the instructions document, can be found on [DoIT's website](#).

These new additions and improvements were put in place on Monday, Jan. 4, 2021. Though, the current open unencrypted 'NIUGuest' Wi-Fi network will remain available until July 30, 2021, it is **highly recommended** to move immediately to the applicable networks as explained above. This is so that any issues users might face, can be resolved before the 'NIUGuest' network is taken down.

Mangaiah Chowdary Garikapati

Project Manager

PMO | Division of Information Technology

3100 Sycamore Road | DeKalb, IL 60115

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NIU Faculty Senate President's Report

Kendall Thu

April 7, 2021

Pursuant to the Faculty Senate's (FS) vote on January 20, 2021 to pilot test a new approach, this report provides a summary of the FS President's work for 2020-2021. The FS President was voted in for a second one-year term of office in April of 2020. The current term of office begins July 1, 2020 and extends through June 30, 2021. While this report focuses on the 2020-2021 period, initiatives started in the previous term and continued into the current year are also be referenced.

1. Set agendas for Faculty Senate and led FS meetings eight times per year.
2. Co-facilitated University Council agendas and co-chaired (with Pres. Freeman) meetings eight times per year.
 - a. Participated in UC prep sessions with Pres. Freeman's leadership team.
3. Implemented shared governance changes passed in 2019-20.
4. With FS member input, sent letter to returning students expressing our support for Black Lives Matter.
5. Appointed Ad Hoc Faculty Senate Committee and Committee Chair on Social Justice. Presented charge to the Committee with Committee's input.
 - a. Met with Committee on a regular basis culminating in a draft report to the FS and campus community on March 21.
6. Led effort to pass FS by-law changes resulting in a permanent FS Social Justice Committee.
7. Led effort to establish test-free admissions policy for undergraduates at NIU.
8. Led effort to pass constitutional changes clarifying the definition of university faculty (pending faculty referendum and approval by Board of Trustees).
9. Co-led ongoing reform to the Academic Policies and Procedures Manual.
10. Worked with Provost's Office, Student Government Association leaders, and FS members to set the spring academic calendar in the pandemic context.
 - a. Worked with the same group to recommend grading approaches for the fall and spring semesters.

11. Facilitated two student grievance cases under Article 6 of the by-laws.
12. Leading effort to revise and up-date the student grievance procedure under Article 6 of the by-laws.
13. Following Pres. Freeman's charge to simplify policies and procedures, spearheaded an effort with the Provost to review and revise assessment practices at NIU.
14. Participated in a variety of Covid-19 planning meetings.
15. Served on the Ombudsperson's five-year review committee.
16. Served on the Dean of Student's penultimate year review committee.
17. Spoke to the Student Government Association's Senate.
18. Held regular meetings with the President, Provost, CFO, Ombudsperson, and VP for Diversity, Equity and Inclusion.
19. Regularly attended meetings of the Supportive and Professional Staff Council, as well as the Operating Staff Council.
20. Regular participation in the Policy Library Committee meetings.
21. Regularly attended the Board of Trustees meetings, BOT subcommittee meetings, and served as a member of the Faculty Advisory Committee to the Board.
22. Participated in the Illinois Network of Faculty Senate Presidents.
23. Member of NIU's Computing Facilities Advisory Committee.
24. Started review process for shared governance committee compliance with the Open Meetings Act.



NORTHERN ILLINOIS UNIVERSITY

**Department of Kinesiology
and Physical Education**

College of Education

April 6, 2021

Office of Faculty Senate
Northern Illinois University
DeKalb, IL 60115

Re: Summary of Service - Steve Howell

Dear Dr. Thu and NIU Faculty Senate:

I have had the esteem pleasure of serving as NIU's Faculty Personnel Advisor since June 2020. During this time, I have interacted with a number of faculty and administrators from the various colleges and units at the university. This experience has been challenging, but quite rewarding. I have gained a better understanding of how the university's shared governance policies works and succeeds, as well as how to optimize conflict resolution efforts. Please allow me to share my summary of service to the Faculty Senate through various quantifiable metrics, as well as to offer some suggestions for the future of this role.

Since June 2020, I have served 18 individual clients, which resulted in 47 meetings and 68 email correspondences. These interactions were generally resolved during these meetings; or the parties involved were pointed to the appropriate individual / unit for additional counsel. Additionally, I met frequently with University Ombudsperson, Sarah Klaper, and General Counsel, Bryan Perry, to discuss issues pertaining to the role and how they can support the position's mission and purpose.

Different from previous individuals in this role was the presence of the United Faculty Alliance (UFA). The UFA was a great asset to this role and assisted significantly to its success and support with many clients. In the future, it is my hope that this role continues to work closely with the UFA in order to optimize the success of our faculty. Additionally, it may be advantageous for this role to work closer to the Faculty Senate to create more of an awareness to others of the services offered and provided.

Overall, I believe this role continued to successfully address its goals and mission over the past academic year, but improvements can always be considered. I appreciate the support provided by the Office of the Ombudsperson, General Counsel, and the Faculty Senate. Please feel free to reach out should you have any other questions or desire additional materials. All the best for a successful rest of the spring semester and to moving forward productively and positively.

Sincerely,

Steven M. Howell, Ph.D.
Associate Professor | Faculty Personnel Advisor
Department of Kinesiology and Physical Education
Northern Illinois University
showell2@niu.edu

Your Future. Our Focus.