

## TRANSCRIPT

### FACULTY SENATE

Wednesday, February 23, 2022, 3 p.m.

Barsema Alumni and Visitors Center

231 N. Annie Glidden Road

Northern Illinois University

DeKalb, Illinois

**VOTING MEMBERS PRESENT:** Birch, Bohanon, Books, Bradley, Carpenter, Chen, Cheyney, Chomentowski, Clark, D. Collins, V. Collins, Creed, Duffin, Duffrin, Engel, Fredericks, Gorman, Grund, Haidar, Hu, Hua, Hunter, Ito, Johnson, Jong, Keddie, Lampi, Liberty, Lulinski, Maki, Marsh, McConkie, McKee, Mellon, Miguel, Montana, Nesterov, Palese, Penkrot, Qamar, Richter, Rossetti, Serowka, Sharp, Smith, Staikidis, Sullivan, Vahabzadeh, Valentiner, Whedbee

**VOTING MEMBERS ABSENT:** Akst, Bujarski, Chung, Demir, Knoll, McGowan, Montgomery, Qin, Sirotkin, Slotsve

**OTHERS PRESENT:** Bryan, Ferris, Groza, Howell, Ingram, McEvoy, Saborío

**OTHERS ABSENT:** Beyer, Falkoff, Ferguson, Jaekel

### I. CALL TO ORDER

**P. Chomentowski:** Greetings, everyone. How are you all today, and glad for coming by. I will call the meeting to order today for the Faculty Senate for Wednesday, Feb. 23, 2022.

Meeting called to order at 3:02 p.m.

### II. VERIFICATION OF QUORUM

**P. Chomentowski:** Pat, do we have a quorum for today's meeting?

**P. Erickson:** We do have a quorum, and I want to remind you to complete your attendance slip and leave it at your place so that we can collect it after the meeting. Also, I want to remind you that we are recording the meeting today. And remember, even though we might physically be able to hear you in this room, if you don't use the microphone, nothing you say will be audible on that recording. So, we ask you to approach a microphone if you want to make a motion or a comment or if you have a question. Also, it's always helpful if you state your name and the constituency your represent. Thanks.

**P. Chomentowski:** Thank you, Pat.

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

**P. Chomentowski:** We'll move on to Item III. Can I have an adoption of the agenda for the meeting today, and a second?

**D. Valentiner:** So moved.

**I. Montana:** Second.

**P. Chomentowski:** All those in favor of adopting the agenda today, please say aye.

**Members:** Aye.

**P. Chomentowski:** All those opposed, say no. Any abstentions? All right, we have adopted the agenda.

### **IV. APPROVAL OF THE JANUARY 26, 2022, MINUTES**

**P. Chomentowski:** So, we'll move on to Item IV. Can I have a motion and a second to approve the minutes from the January 26, 2022, meeting. Is there any discussion about the minutes, real quick? All right, can I get a motion and a second?

**Unidentified:** So moved.

**Unidentified:** Second.

**P. Chomentowski:** All those in favor of approving the minutes from the January 26 meeting, please say aye.

**Members:** Aye.

**P. Chomentowski:** All those opposed, please say no. Any abstentions? The minutes pass.

### **V. PUBLIC COMMENT**

**P. Chomentowski:** Pat, do we have any public comment for today?

**P. Erickson:** We do not.

### **VI. FACULTY SENATE PRESIDENT'S ANNOUNCEMENTS**

**P. Chomentowski:** I'll move on to Faculty Senate president's announcements. I have one announcement today that I'm going to make, that's coming up when we talk about the FS-UC Rules, Governance and Elections Committee. I just want to let all the Faculty Senate members know that for next year, I will not accept the nomination for Faculty Senate president. I am going to be returning to teaching for my department and going back to working with my grad students,

which I need to do for the next year. So, when we get to the Faculty Senate and UC Rules, Governance and Elections Committee, we will have information on that, which will be presented under that committee.

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

- A. United Faculty Alliance  
Kerry Ferris, UFA President

**P. Chomentowski:** Moving on, we have items for Faculty Senate to consider. We have a guest here today, who is going to speak with us. Dr. Kerry Ferris is an associate professor in the Department of Sociology, and she is also the president of the United Faculty Alliance [UFA] at Northern Illinois University. Please give a welcome to Kerry Ferris.

**K. Ferris:** Hi there. I just wanted to thank Pete and the rest of the Faculty Senate for the invitation. I am chagrined to admit that this is the first time that I have been to a Faculty Senate meeting, and I've been here for 17 years. So, thank you for getting me in to the shared governance rooms. Speaking of shared governance, I also appreciate the invitation because, as the president of the tenure-track faculty union, we're looking for all possible ways to collaborate across all of the units that represent faculty at NIU. So, making this connection is important, and I appreciate the opportunity to do that.

I've been the president of UFA for about six months. I have previous executive board service on the union e-board for three years prior to that. And I served on successive COVID MOU bargaining teams from 2020 to the present, so I've put in a lot of time and energy and other resources into the union, because I feel that it's important for us to perceive ourselves as a collective, as a group of people whose fates are intertwined.

Just for personal stuff, I live in Rockford with my husband and son. We have three cats and an elderly golden retriever, all of whom are sorry they couldn't be here today, because with the turn back to in-person meetings and stuff like that, they're not making as many appearances at our family's classes and meetings and stuff like that.

I just thought I'd spend a few minutes telling you a little bit about the UFA if you are unfamiliar about it, talking a little bit about the high points of our current collective bargaining agreement, and then talking a little bit about what's coming next. We're about to begin bargaining our next contract. And then give you a list of ways to get involved if you're interested.

About the UFA, our bargaining unit includes all of the tenure-track and tenured faculty at NIU, except for the law school, and then also minus a few folks who move into management positions like chair or director or dean. And they can return to the bargaining unit when they leave those positions. We began organizing in 2015, and we signed our first contract, collective bargaining agreement or CBA, in 2019. It expires this coming June 30, so that's why we're ramping up for the negotiations for the subsequent contract. Those negotiations should start soon, hopefully, in March.

I just wanted to review some of the high points of the current CBA, the current contract, just to remind us all of what the efforts of our union have wrought for faculty at NIU. Many of our wins were in the area of compensation, including salary minimum at all ranks. That impacted about 20 percent of our colleagues. Our across-the-board three percent raises for all of our bargaining unit members for the past three years. And, of course, that gets added to your base salary. We also were able to win \$500,000 a year for three years to address compression, inversion and inequity in salaries. And we got \$750,000 over those three years for research support, travel, curricular innovation, through the UFA RIPF, everyone's favorite acronym. We were also to win parental leave, including five weeks of paid parental and medical leave. This was ultimately extended to all NIU employees, so we were in the vanguard for that. And a semester of modified duties at full pay for all new parents. We were able to win some layoff and closure protections, including [inaudible] procedures for program elimination, strong protections in case of layoffs, including 12-month notice for layoffs, and mandatory reassignment and recall in the case of layoffs.

So, those are the high points of our current CBA, but we have also spent the last two years in almost constant negotiation of health and safety aspects, due to the pandemic. When the conditions of our work changed, as a result of the COVID pandemic, we got to work trying to structure our work in a way that did the best possible job of keeping our faculty, our students and our NIU community safe. We were able to win things like mask mandates, a variety of different kinds of safety equipment, masks, wipes for cleaning and those HEPPA filters, the new quieter HEPPA filters should be making their way into your classrooms over the next few weeks. We still have the right not be compelled to attend in-person meetings. Immunocompromised colleagues still have the right to work from home.

We were also able to win some acknowledgement that the pandemic is impacting people's career trajectories, as well as our immediate health and safety. So, we were able to win for existing professors an automatic one-year extension of the tenure clock, some retroactive pay for those who extend their tenure clock and \$1,000 to all assistant professors, at least those who were assistant professors as of August 16 and who were employed at NIU on January 1 of 2021. So, our efforts to improve our workplace have been fairly successful, both in terms of the everyday conditions of our labor in the before times, and in terms of pandemic related health and safety.

Because of these successes, many of our bargaining priorities for our next contract are similar. People like things like workload protections and layoff and unit closure protections. People like the pay related items, across-the-board raises minimum at rank compression, equity and inversion funds, and travel and research funds. We are also going to be prioritizing some other things, as well, including equity and anti-racism measures.

That's what the union has been up to over the last few years. There are many different ways to get involved. And again, we encourage involvement, because we represent you, right, so we want to know what faculty want and need. And you can help us learn those things by becoming a member. Yes, you are still represented by the UFA even if you are not a dues-paying member. But the more members we have, the more influence we have, and the more support we have for the things you enjoy about our contract, like raises. Anyway, please feel free to speak to me or to your departmental representative about becoming a member, and we can talk about what some of the benefits are and get some of that paperwork done for you. You can also come to our meetings. We

have general membership meetings pretty regularly, at least once a semester. In fact, there is one today at 4:30, so I might have to leave a little bit early, depending on how long we go. You can become a department representative or a member organizer. In other words, you can help the folks in your department or college solve some of their particular issues. We recognize that different departments and colleges have different dilemmas that need to be solved and that the union might be able to help them with; but unless we've got representatives from those departments and colleges, we may not even know about those dilemmas, in order to help you solve them. So, that's a way to get involved as well.

Finally, right now at least, having been inspired by the work of this body's Social Justice Committee, we are running a series of anti-racist workshops about revamping one's personnel evaluation policies through an anti-racist lens. We see this as a really nice match with the provost's call to revise evaluation documents through an equity lens, and we are trying to collaborate with the many other groups on campus that are doing this kind of anti-racist and social justice work. If you are interested in signing up for those workshops, I can send a link and my email address and stuff like that, although that's easy to find, to Pat, and thank you, and you can get the information there.

So, that's a super quick review of what's going on at the union, significantly less entertaining, because my pets are not available. I'm open for any questions you might have and happy to answer them.

**P. Chomentowski:** No questions for Kerry? Sure.

**A. Keddie:** I'm from the School of Health Studies. I was just wondering, what is the current percentage of tenured/tenure-track faculty that are members of the union?

**K. Ferris:** That's a good question. It's always fluctuating, but it is – I think at last count we were closing in on 70 percent. I'll have to check that with Reva Freedman, she's our data person.

**D. Valentiner:** [inaudible]

**K. Ferris:** David was the secretary for the last three years as well. Part of the work of the department reps and the member organizers is to not just recruit new members, to keep our numbers up, right, but to recruit current members into new positions so we don't burn people out. If you're interested in a leadership role or more involvement. Even if you're already a member, please let me know and we can talk about what might be a good fit for you. Thanks.

**E. Nesterov:** [inaudible]

**K. Ferris:** What is the structure of the membership dues? Our membership dues will not exceed, I believe it's 1.5 percent of salary. [inaudible] and it's 1.38 percent. I don't see the structure changing much, because much of it is determined by entities beyond the UFA. We are members of UPI, which is the University Professionals of Illinois, which is the local for public university faculty unions. UPI is a member of IFT, the Illinois Federation of Teachers. IFT is a member of AFT, the American Federation of Teachers. I'm pretty sure it goes all the way up to the AFL-CIO, so the structures of those dues are pretty concrete. I don't see them changing too much. And those dues

support things like our field services representative, Robert Vodicka from the IFT, who guides our self governance within the union, due to his expertise, stuff like that. I also believe we paid that \$18 to NIU for a set of tables to sit on and have you all vote on the contract back in November of 2019, ice cream, that sort of thing. So, our dues go to good causes. I don't see the structure changing too much.

**P. Chomentowski:** Any more questions? All right, thank you very much, Kerry.

**K. Ferris:** Thank you. Thanks for the invitation. I'm going to stay as long as I can, but I may have to leave before you all are done.

**Unidentified:** [inaudible] I'm trying something new, which is UFA office hours. So, if you think of a question or have something you want to talk to me about in more privacy, please drop by Zulauf Hall 805 between 11 and 1 on Wednesdays; I'll be there. We've got masks. I'll be there.

**P. Chomentowski:** Thank you very much.

## **VIII. CONSENT AGENDA**

**P. Chomentowski:** We don't have anything for consent agenda.

## **IX. UNFINISHED BUSINESS**

- A. Proposed amendment to FS Bylaws:
    - Article 2, Officers of the Faculty Senate
    - Article 8, Personnel Review Responsibilities
    - Article 14, Faculty and SPS Personnel Advisor
- SECOND READING/ACTION  
Peter Chomentowski, Faculty Senate President

**P. Chomentowski:** We'll move on to unfinished business. We are on A, which is the proposed amendment to the Faculty Senate Bylaws, Article 2, Officers of the Faculty Senate, Article 8, Personnel Review Responsibilities, Article 14, Faculty and SPS Personnel Advisor, which is on pages 7 through 11. And this is a second reading from our previous month when we had the first reading. Can I get a motion and a second on this proposed amendment on the floor?

**S. Marsh:** So moved.

**D. Valentiner:** Second.

**P. Chomentowski:** Any discussion. This is from last month. Without hearing any discussion, I am going to turn to Pat.

**P. Erickson:** Okay, first thing I'm going to do is go back to our voting members page and take a look at that. If you are a voting member, you need to go in the back and get a clicker. So, if you see your name on this list or if you are here today as an alternate for someone whose name is on this

list, that means you're a voting member, and we'll just give you some time to go back by the entryway there, pick up a clicker. Quick refresher: Remember, there is no need to turn the clickers on or off, they activate automatically when you vote; they deactivate after several seconds of nonuse. There's no need to erase previous votes. If you vote and then you change your mind, just click the next number the corresponds with your vote; it'll automatically be erased, and your new vote will be counted. So, I'm going to open up the polling here, and I'm going to remind you that if you want to vote yes, you agree with the motion to approve the proposal, that's 1. Two is no, you do not agree with the propose. And 3 is abstain. It's like not voting at all. In this case, clicking 3 will not impact the total vote. Now, I'm going to open that up. And you can go ahead and click 1 for yes, 2 for no, 3 for abstain. If you're having trouble with your clicker, if anything's not working, please feel free to raise your hand and we'll help out. All right, I think we're going to close the poll then.

And that passes.

Yes – 40 votes

No – 1 vote

Abstain – 3 votes

P. Chomentowski: All right.

## **X. NEW BUSINESS**

### **A. Academic Calendar**

Beth Ingram, Executive Vice President and Provost

Proposal to:

1. Revise the Academic Calendar Guidelines to include instructions for the annual holiday of Juneteenth and the biennial holiday of General Election Day;
2. Revise all previously approved academic calendars to include the annual holiday of Juneteenth and, where appropriate, the biennial holiday of General Election Day;
3. Approve the proposed 2031-32 academic calendar, which includes the annual holiday of Juneteenth.

**P. Chomentowski:** So, we will move on to new business, and we have a new proposal for the academic calendar. And I'm going to ask Provost Ingram to speak on behalf of this.

**B. Ingram:** I don't know if there's much to say about this. Apparently, one of my duties is to present to you the academic calendar and any changes that need to be made. This is a proposal to do three things. One is to change the guidelines so that we can include two new holidays, Juneteenth and the election holiday that Gov. Pritzker put forward this year. We to now revise all previously approved calendars to reflect those two holidays. So, Juneteenth every year and the election holiday every other year. And then, finally, I'm asking you to approve the calendar for 2031-2032, so we approve these about ten years ahead of time. So, it's those three elements. Are there any questions? All right, take it away, Peter.

**P. Erickson:** And are we doing a voice vote or a clicker vote?

**P. Chomentowski:** Clickers.

**P. Erickson:** Okay, let's use our clickers again. We need just a simple majority to approve this. And again, 1 equal yes – let me open it first, though – 1 equals yes, 2 equals no, 3 equals abstain; it's like not voting; it does not impact the total.

Anybody else? Okay, we'll close it. And that passes.

Yes – 44 votes

No – 1 vote

Abstain – 1 vote

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

- A. Faculty Advisory Council to the IBHE – report  
Linda Saborío, NIU representative to FAC-IBHE

**P. Chomentowski:** Now we will move on to reports from councils, boards and standing committees, Linda.

**L. Saborío:** Good afternoon, everyone. The FAC had a very productive meeting on February 18. I'm not sure how much time we have this afternoon – I'm just kidding. We started the morning with two guest speakers. We had Dr. Cheryl Green, the Governors State University president, who spoke to us for a number of minutes about the myriad ways that her faculty are engaged on their campus and in their community. And then we had Jessica Specht, the director of GSU's dual degree program, who spoke to us for several minutes about the agreements they have at GSU with a number of surrounding community colleges.

We continued with our work in our caucus groups and our working groups. And next month I am going to bring you a list of all the accomplishments that we've done this academic year in our groups. We have been asked to provide to our chair a summary of our work so far, that he is going to share with the IBHE at their March meeting. I will bring that next month for you.

We would like to travel to Springfield in May or June, Pat, so that we can visit with legislators; but just really uncertain about what's going to happen there. Even if they decide to open up the building, there may not be many legislators actually there physically at the site. I will let you know. But for fall, we are planning to move back to face-to-face meetings, so you can put that in the budget again. Thank you.

Today I wanted to share with you some bills and legislation that are concerning higher education. This is a list that was compiled by our FAC legislative liaison, and I would be more than happy to share it with anyone interested. Just send me an email, and I can send you a copy of it. And, hopefully, these numbers are correct this time.

We have HB4361, which provides that the Board of Higher Education and the Illinois Community College Board shall require each Board of Trustees of a public university or community college district in the state to establish a minimum salary for instructors that is not less than \$1,333 per credit hour taught. And this bill is in committee, which indicates that it will need to pass out of committee. Getting kind of late, deadline was, but it could still happen.

And then we have HB5315, requires the governing board of each public university or community college to notify a part-time or non-tenure-track faculty member about the status of enrollment of the class the faculty member was hired to teach at least 30 days before the beginning of a term, and again at 14 days before the beginning of the term. And this one has passed out of committee and has moved to the House for a second reading, actually.

We have HB5361, creates the paraprofessional fast track to teaching degree pilot program act. And that one's in committee still.

5428 creates the student freedom of speech act, which is in committee, a rather interesting one if you want to take a look at that.

5464 is an IBH omnibus, which adds provisions concerning the implementation of equity plans and practices in regard to the underrepresentation of certain groups in higher education. And that has moved to the House for a second reading, out of committee.

A couple more here. We have 5506, which amends the dual credit quality act. It has passed out of committee and it's moved to the House for a second reading on that one.

And then, finally, 3856, which requires a university or community college to provide all necessary coursework materials for rental, free of charge to any student under this section, who meets all the following qualifications. They must be a resident of the state, graduated from an approved high school in the state, enrolled for the upcoming semester and has not previously earned or received a bachelor's degree. That one has passed out of committee and moved to the Senate for the second reading.

Again, if you're interested in reading more about each of these bills, I would be more than happy to share with you the full list that I have.

And that's all for today. If you have any questions, I am going to take them at this time. I don't think so, okay?

**P. Chomentowski:** Okay, there's no questions.

**L. Saborío:** Thank you. I'll see you in March.

**P. Chomentowski:** Thank you.

- B. University Advisory Committee to the Board of Trustees – report  
Felicia Bohanon, Holly Nicholson, Peter Chomentowski  
Katy Jaekel, Karen Whedbee, Greg Beyer

**P. Chomentowski:** We'll move on to the University Advisory Committee to the Board of Trustees. Felicia, if you want to go ahead, and then I'll speak about some things too.

**F. Bohanon:** FACFO [BOT-Finance, Audit, Compliance, Facilities and Operations Committee] had a very robust agenda. I'm going to try to quickly go through just some of the highlights.

One of the things that went through and that was passed was funding for the education system, basically, in terms of data support. And that did pass. And one of the things that had previously come up in terms of providing technological support for the data warehouse, but one of the things that happened prior to COVID is that it was put on hold and then it needed to go back to the board for approval of additional funding, so that was approved.

Also, there was approval for roof repairs. One of the things throughout campus, particularly in relationship to [inaudible], and that was also approved for funding at the meeting. In addition, in terms of other capital improvements, roof repairs – well repairs in general, particularly in terms of Stevenson and Grant Towers was one of the issues that came up that was also approved for funding.

One of the things that you may be aware of is that, particularly in terms of student fees, as well as tuition, there were slight increases in those amounts that were approved, most particularly, the last five years, that funding for tuition has remained flat. There is a concern particularly as it relates to student services, mental health services, that that's a part of where the increase in funding will be allocated, particularly in relationship to advising and working with both undergraduate, as well as graduate, students. That was approved at the most recent meeting. As I said, it was a very robust meeting. Also, I mentioned previously that there was an increase to student fees, both at the undergraduate and graduate level. And that information is included in terms of what those fees will go toward.

One of the other things that came up was the relocation of human resources. That's been an issue for a number of years, it's been under discussion. And so, as you know, human resources will be moving to be centrally located. And so, the funding for that was approved, and that will allow for number one, human resources to be more accessible, but also other expansion of that part of campus. And so that was part of the discussion also.

So, those were some of the highlights. As I said, there were a number of items that came up, and those were the key items, particularly as it relates to action items. Thank you.

**P. Chomentowski:** Thank you. To add just a little bit, if anyone is curious, HR will be moving to Neptune North.

I attended the Academic Affairs and the special BOT meeting. Just a few of the highlights I took away from Academic Affairs, they approved full professor to Dean Kerry Wilks. She will be the new dean of the Graduate School. She'll be starting in, I believe, July. The university also approved

an honorary doctorate for this year. It will be to Jesse White, who is the 37<sup>th</sup> secretary of state. And one of the other things from Academic Affairs was the sabbaticals were approved for this upcoming year for the university. And that's pretty much what I have from my notes.

C. Faculty Rights and Responsibilities Committee – no report

**P. Chomentowski:** We don't have anything from the Faculty Rights and Responsibilities Committee.

D. FS/UC Rules, Governance and Elections Committee – report  
Ben Creed, RGE/FS Liaison/Spokesperson

**P. Chomentowski:** We move on to D, which is the Faculty Senate-University Council Rules, Governance and Elections Committee, Ben Creed.

1. President of Faculty Senate/Chair of University Council 2022-23  
Call for nominations – Page 25

- Nominations for the office of Faculty Senate president will be taken from the Faculty Senate floor during the March 30 Faculty Senate meeting. Faculty Senate voting members are asked to review the list being provided at this time and use the coming weeks to prepare for making nominations at the March 30 meeting.
- Letters of acceptance of nomination will be due in the Office of Faculty Senate by Friday, April 15.
- Letters of acceptance of nomination will be provided to Faculty Senate members via email by Wednesday, April 20, and also will be included in the April 27 Faculty Senate agenda packets.
- Election of the 2022-23 Faculty Senate president will be held during the April 27 Faculty Senate meeting.

**B. Creed:** As Peter mentioned earlier, we're going to have a call for nominations for president of Faculty Senate and chair of the University Council for the upcoming academic year. So, it's time to begin that process for electing the new Faculty Senate president for next academic year. The list of those eligible is on page 25 in your packet and on the screen. The nominations for this office of Faculty Senate president will be taken from the Faculty Senate floor during next meeting, which is March 30. Faculty Senate voting members are asked to review the list being provided at this time and use the coming weeks to prepare a nomination to be made on the floor at the March 30 meeting. Letters of acceptance of nomination will be due in the office of Faculty Senate by Friday, April 15. And the letters of acceptance of nomination will be provided to Faculty Senate members via email by Wednesday, April 20, and will also be included in the Faculty Senate agenda packet for April 27. At that April 27 meeting, the election of the 2022-2023 Faculty Senate president will be held.

**N. Johnson:** I just have a question. Do you pick someone every year for the president? And if that's the case, have you considered multi-year?

**B. Creed:** For Faculty Senate president? It's every year. It's currently every year that we vote.

**P. Chomentowski:** Yes, it's a one-year term, and then from there, the voting process happens every year. And so it just determines if whether someone stays one, two, however many years, but every year, it is renewable [to be] reelected every year.

**M. Engel:** I have a question about the eligibility list. I was looking at Philosophy. I'm Mylan Engel, I'm the representative from Philosophy, but you're listing Valia Allori. I'm just asking, how is it determined who is eligible to serve as president.

**P. Chomentowski:** By the list, what do you mean?

**M. Engel:** Well, there was a list, page 25, showed the people who were [eligible].

**P. Chomentowski:** To be eligible, you have to be – any Faculty Senate voting member may nominate a candidate, and you need to be seated member of the Faculty Senate for the current year and for the ensuing year. And that's what's in the bylaws.

**M. Engel:** Okay.

**P. Chomentowski:** Did that answer the question?

**M. Engel:** Good enough.

**P. Chomentowski:** Well,

**M. Engel:** Valia Allori is not currently seated. I'm the representative from the Department of Philosophy, but she's listed as the person on that list.

**P. Erickson:** That's right. Valia is elected to the seat, and she is – I can't remember now, is she on sabbatical this spring? For some reason, she's not able to fulfill her duties this spring, and you're serving as her alternate. But she is duly elected to that seat for this current year and for next year.

**M. Engel:** Okay, all right.

## 2. Cyberbullying Resources Project Update

**P. Chomentowski:** Are you going to give a report on cyberbullying?

**B. Creed:** Yes, I can share an update on the cyberbullying, which is part of this committee's work. Shane Sharp sent out a survey to a random sample of undergraduate and graduate students, asking them about their experiences with cyberbullying. And that will be used to inform the work of this committee. The data will inform the website content, as well as a set of recommendations that will

be delivered to President Freeman. The recommendations that will be put forward will also include a list of policies that will need language added to include cyberbullying. As part of those efforts, there is a website that will be made available through NIU's website, and that design is underway. Any questions?

**P. Chomentowski:** Any questions for Ben? All right, thank you.

- E. Social Justice Committee – no report  
Ismael Montana, Chair

**P. Chomentowski:** We'll move on to the Social Justice Committee, and we have no report.

- F. Student Government Association – report  
Devlin Collins, President  
Dallas Douglass, Speaker of the Senate

**P. Chomentowski:** Student Government Association has no report.

- G. Operating Staff Council – report  
Natasha Johnson, Representative  
Zac Birch, Representative

**P. Chomentowski:** And so, we move on to Operating Staff Council, Zac or Natasha?

**N. Johnson:** It's me again, hi everybody. The OSC wanted just to kind of notate that the different shared governance committees that hear from our president, Holly Nicholson, about uncomfortable issues regarding retention, equity and turnover and more. Please note that these are not her own thoughts. These are the thoughts from the people who elected her as the president. And we all know that everybody can't physically be at the table, so she'll be speaking on their behalf. I know there were a couple of instances where people were really concerned with why we're pushing an agenda so hard. Well, the people are emailing her consistently, trying to figure out if there's anything that we can do. So, with that, what we were looking to pose the question to this group would be what would you all think that we could do to keep the knowledge and expertise here at NIU and understand that trying to increase salaries would be great. But if that is your answer, where do you think we would get these funds from. And if someone has something to say today, fine. But if not, if they could email the [osc@niu.edu](mailto:osc@niu.edu) email, because we're trying to broaden the range of information and maybe someone did research on this as a topic or have some solutions on what we can do to make sure that we're keeping the knowledge and expertise here, because a lot of people have a lot of different options as we heard today. People are looking for hybrid. People are looking for more flexibility. And at the end of the day, we don't want to continue to lose our coworkers and our colleagues and be left doing the jobs of multiple people. And that's what we have.

**P. Chomentowski:** Any questions for Natasha?

**N. Johnson:** Or any comments on solutions that anybody's been thinking about, because it's pretty much going to be the same thing that we're talking about consistently everywhere we go. And

again, if you think of anything, please email the [osc.niu@edu](mailto:osc.niu@edu) email, and then we can start trying to gather some information and make a plan to, hopefully, be able to move forward and really be here for the students, as well. Thank you.

**P. Chomentowski:** Thank you.

- H. Supportive Professional Staff Council – report  
Felicia Bohanon, President  
Stephanie Richter, Representative

**P. Chomentowski:** We'll move on to Supportive Professional Staff Council, Felicia once again.

**F. Bohanon:** I'd just like to mention that the Supportive Professional Staff Council is looking for – this is our awards time – so we're looking for nominations for the presidential supportive professional staff award of excellence. And that went out in the announcements for this week. And then we also have the supportive professional staff council awards in the areas of advocacy, cultural competency, excellence in supervision, institutional advancement and also partnership and collaboration.

We recently completed a survey to look at campus climate among SPS personnel. We're still waiting for the results for that. We anticipate that we will have that next month. And then we finally believe that we have selected a candidate for our SPS personnel advisor position, so it took a while to be able to fill that position. So, we should have that in the next 48 hours. Really happy about that. Thank you.

**P. Chomentowski:** Thank you, Felicia.

## **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 meets monthly on Wednesdays, 3 p.m.  
Spring 2022 meeting dates: Jan 26, Feb 23, Mar 30, Apr 27.

**P. Chomentowski:** I'll move down to information items. One item that I always bring up is that our next meeting is March 30. And then our last meeting will be April 27. Both will be here, the Barsema Alumni and Visitors Center. Is there anything else for discussion?

### **XIII. ADJOURNMENT**

**P. Chomentowski:** Then I will ask for a motion and a second to adjourn the meeting today.

**D. Valentiner:** So moved.

**N. Johnson:** Second.

**P. Chomentowski:** All those in favor of adjourning the meeting today, please say aye.

**Members:** Aye.

**P. Chomentowski:** All those opposed, please say no. Any abstentions? There we go, meeting is adjourned.

Meeting adjourned at 3:50 p.m.