

## **PUBLIC NOTICE AND AGENDA**

**Faculty Senate-University Council Rules, Governance and Elections Committee**

**Friday, April 22, 2022, 1 p.m.**

**Altgeld Hall 125**

**Northern Illinois University**

**DeKalb, Illinois**

**I. CALL TO ORDER**

**II. VERIFICATION OF QUORUM**

**III. ADOPTION OF THE AGENDA**

**IV. APPROVAL OF THE MARCH 22, 2022, MINUTES – Pages 2-4**

**V. PUBLIC COMMENT**

**VI. UNFINISHED BUSINESS**

- A. Finalize definition of cyberbullying
- B. Website feedback and additions
- C. Recommendations for President Freeman

**VII. NEW BUSINESS**

**VIII. ADJOURNMENT**

## **MINUTES**

**Faculty Senate-University Council Rules, Governance and Elections Committee**  
**Tuesday, March 22, 11:30 a.m.**  
**Altgeld Hall 125**  
**Northern Illinois University**  
**DeKalb, Illinois**

**VOTING MEMBERS PRESENT:** Chen, Chomentowski (for Creed), Hunter (for Penkrot), Martin, Nicholson, Olson, Rogers, Sharp, Timko

**VOTING MEMBERS ABSENT:** Creed, Collins, Cripe, Maki, Penkrot

**OTHERS ABSENT:** Hill

### **I. CALL TO ORDER**

FS-UC Rules, Governance and Elections (RGE) Committee chair, **H. Nicholson**, called the meeting to order at 11:35 a.m.

### **II. VERIFICATION OF QUORUM**

A quorum was verified.

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

**J. Olson** moved to adopt the agenda, seconded by **G. Chen**. Motion passed.

### **IV. APPROVAL OF THE FEBRUARY 22, 2022, MINUTES – Pages 2-4**

**J. Olson** moved to approve the minutes, seconded by **G. Chen**. Motion passed.

### **V. PUBLIC COMMENT**

### **VI. UNFINISHED BUSINESS**

#### **A. Faculty/staff survey**

**S. Sharp** presented employee survey findings. The discussion included the following points:

- Similar to the student survey data, this employee survey data shows that cyberbullying might not be as pervasive as previously thought, but it does exist, can lead to harmful consequences and must be addressed.

- The survey sample is smaller than hoped for.
- In regard to those who reported knowing the identity of their cyberbully, does the data show any trends such as faculty bullying other faculty, students bullying faculty, or other?
- What constitutes cyberbullying or harassment to the victim?
- Consider including the survey data on the cyberbullying resources website.

B. Finalize definition of cyberbullying

**M. Timko** reported on cyberbullying definition research. The discussion included the following points:

- Many definitions exist for cyberbullying. Four recurring characteristics (either explicit or implied) are: persistence, electronic, intentional, harm.
- Harassment can be unintentional, but bullying has an intentionality behind it.
- There must be some harm experienced by the victim, which brings feelings into the equation. Harm might need to be broken down: mental, physical, financial, how it makes you feel. To make this assessment more objective, focus on the content of the message as opposed to whether it hurts someone. Is the message disparaging? Is it derogatory? Was there intent to harm?
- Persistence – can you report after one incident, or must you wait for two or three incidents? The offender might be persistent, but not with the same people. Typically, persistence refers to a particular target, but for this context, consider allowing people to report after one incident. This must be taken into consideration as NIU’s institutional definition of cyberbullying is developed. Consider being over-inclusive in the definition.
- The purpose of the definition is so: 1) people know what cyberbullying is so they don’t do it, and 2) if it happens to someone, they know they can report it.
- Consider providing a variety of examples of what could be interpreted as cyberbullying as opposed to a specific definition.

C. Website feedback and additions

**H. Nicholson** presented the updated Cyberbullying Resources website. Discussion included the following points:

- Three initial tabs: What to Do, Campus Contacts and Resources, Learn More. It was suggested that initial tabs for the distinct audiences of faculty, staff, students be considered.
- Resources currently includes: Ombudsperson, Employee Assistance Program, Student Legal Assistance, Student Affairs, Counseling and Consultation Services, Student Conduct, Peer Mentors, Faculty/Staff and Student Links, Division of Information Technology. It was suggested to add the Gender and Sexuality Resource Center to the resource list. The Student Affairs website has recently been updated and now includes a helpful flow chart showing where to go for help with various issues. Consider adding cyberbullying webinar information.
- **H. Nicholson** will provide opportunity for further website feedback.

D. Policy updates

**P. Chomentowski** will provide **H. Nicholson** with a list of policies that will need to be updated.

**VII. NEW BUSINESS**

**VIII. ADJOURNMENT**

The RGE Committee will meet one more time this spring semester with the intention to present the work to President Freeman in May.

**J. Olson** moved to adjourn, seconded by **G. Chen**. Motion passed.

Meeting adjourned at 12:25 p.m.