

PUBLIC NOTICE AND AGENDA

FACULTY SENATE
Wednesday, April 26, 2023, 3 p.m.
Altgeld Hall Auditorium, 2nd Floor
Northern Illinois University
DeKalb, Illinois

- I. CALL TO ORDER**
- II. VERIFICATION OF QUORUM**
- III. ADOPTION OF THE AGENDA**
- IV. APPROVAL OF THE MARCH 29, 2023, MINUTES – Pages 4-7**
- V. PUBLIC COMMENT**
- VI. FACULTY SENATE PRESIDENT’S ANNOUNCEMENTS**
- VII. PROVOST’S ANNOUNCEMENTS**
- VIII. ITEMS FOR FACULTY SENATE CONSIDERATION**
 - A. [Huskie Closet](#)
Alicia Schatteman
Associate Professor and Director, Center for Nonprofit and NGO Studies
 - B. Recognition of Faculty Senate members who have completed their service
- IX. FS-UC RULES, GOVERNANCE AND ELECTIONS COMMITTEE – report
Lori Hartenhoff, FS Liaison/Spokesperson**
 - A. Election of 2023-24 FS president/UC chair per FS Bylaws, Article 2 – Page 8
 - 1. Ben Creed – Pages 9-10
 - B. Committees of the University 2023-24 – Approve faculty candidates running unopposed to serve on committees of the university – walk-in
 - C. Committees of the University 2023-24 – Election of faculty candidates running opposed. Following the meeting, a Qualtrics ballot will be distributed to the tenured/tenure track faculty, clinical faculty and instructor members of Faculty Senate.

- D. Faculty Senate Personnel Committee 2023-24 – Election of representatives for terms to begin in fall 2023. Those elected to serve on the FSPC 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.

X. UNFINISHED BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws,
Article 4.8, University Assessment Panel – Pages 11-13
SECOND READING/VOTE
Jason Rhode, Associate Vice Provost for Teaching, Learning and Digital Education

XI. NEW BUSINESS

XII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. Faculty Advisory Council to the IBHE – no report
Linda Saborío, NIU representative to FAC-IBHE
- B. University Advisory Committee to the Board of Trustees – report
Felicia Bohanon, Holly Nicholson, Ismael Montana
Katy Jaekel, Karen Whedbee, Brad Cripe
- C. Faculty Rights and Responsibilities Committee – no report
- D. Social Justice Committee – report
David Valentiner, Chair
- E. FS-UC Rules, Governance and Elections Committee – no report
Lori Hartenhoff, FS/RGE Liaison/Spokesperson
- F. Student Government Association – report
Dallas Douglass, Speaker of the Senate
- G. Operating Staff Council – report
Holly Nicholson, President
Natasha Johnson, OSC/FS representative
- H. Supportive Professional Staff Council – report
Felicia Bohanon, President
Andrew Rogers, SPSC/FS representative

XIII. 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. [Annual Report](#) – Faculty Senate President – Pages 14-17
- R. [Annual Report](#) – Faculty Personnel Advisor – Pages 18-19
- S. 2023-24 FS schedule: Sep 6, Oct 4, Nov 1, Nov 29, Jan 24, Feb 21, Mar 27, Apr 24

XIV. ADJOURNMENT

MINUTES

FACULTY SENATE
Wednesday, March 29, 2023, 3 p.m.
Altgeld Hall Auditorium, 2nd Floor
Northern Illinois University
DeKalb, Illinois

[Full transcript](#)

VOTING MEMBERS PRESENT: Akst, Berke, Birch (for Johnson), Bohanon, Books, Buck, Campbell, Chen, Cheyney, Chomentowski, Clark, Demir, Duffin, Gray, Hartenhoff, Hunter, Isawi (for Hu), Ito, Jong, Kim, Liberty, Marsh, May, McConkie, McGowan, McKee, Mellon, Miguel, Montana, Mooberry, Nesterov, Nicholson, Palese, Penkrot, Puckett, Qin, Rejabi, Rossetti, Saborío, Scanlon, Serowka, Sharp, Sirotkin, Slotsve, Sullivan, Vahabzadeh, Valentiner, Whedbee

VOTING MEMBERS ABSENT: Allori, Borre, Douglass, Duffrin, Gors, Hu, Johnson, Konen, Majeed, Montgomery, Naples, Saiyed, Shulman, Vaezi, Woods

OTHERS PRESENT: Bryan, Cotsones, Doederlein, Groves, Lee-Gordon, McEvoy, Middlemist, Schatteman

OTHERS ABSENT: Cripe, Falkoff, Ferguson, Hughes, Jaekel

I. CALL TO ORDER

Faculty Senate President **I. Montana** called the meeting to order at 3 p.m.

II. VERIFICATION OF QUORUM

A quorum was established.

III. ADOPTION OF THE AGENDA

B. McGowan moved to adopt the agenda, seconded by **D. Valentiner**. Motion passed.

IV. APPROVAL OF THE FEBRUARY 22, 2023, MINUTES

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

V. PUBLIC COMMENT

VI. FACULTY SENATE PRESIDENT'S ANNOUNCEMENTS

VII. PROVOST'S ANNOUNCEMENTS

VIII. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. Introduction
George Middlemist
Vice President of Administration and Finance
Chief Financial Officer
- B. Centering Engagement, Driving Impact Task Force – presentation
- Rena Cotsones
Chief Engagement Officer and
Vice President, Outreach, Engagement and Regional Development
- Alicia Schatteman
Associate Professor and Director, Center for Nonprofit and NGO Studies

IX. CONSENT AGENDA

- A. Approve Department of Operations Management and Information Systems Professor Biagio Palese to serve on the Chief Diversity Officer Search Committee
- D. Valentiner** moved to approve the consent agenda, seconded by **S. Marsh**.
Motion passed.

X. UNFINISHED BUSINESS

- A. Nominations for 2023-24 Faculty Senate President/University Council Chair
Lori Hartenhoff, FS/RGE Liaison/Spokesperson
- Nominations for 2023-24 Faculty Senate president/University Council chair will be taken from the Faculty Senate floor during the March 29 Faculty Senate meeting.
 - Letters of acceptance of nomination are due in the Office of Faculty Senate by Friday, April 14, and can be emailed to Pat Erickson at pje@niu.edu.
 - Letters of acceptance of nomination will be provided to Faculty Senate voting members via email by Wednesday, April 19, and also will be included in the April 26 Faculty Senate agenda packets.
 - Election of the 2023-24 Faculty Senate president/University Council chair will be held during the April 26 Faculty Senate meeting.

D. McConkie nominated **B. Creed**, seconded by **T. Puckett**. Hearing no other nominations, the nominations were closed.

XI. NEW BUSINESS

- A. Proposed amendment to Faculty Senate Bylaws,
Article 4.8, University Assessment Panel
FIRST READING
Jason Rhode, Associate Vice Provost for Teaching, Learning and Digital Education

XII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. Faculty Advisory Council to the IBHE – report
Linda Saborío, NIU representative to FAC-IBHE
 - 1. Early College: What to Consider?
 - 2. Equity Tools & Resources for Faculty Engagement
- B. University Advisory Committee to the Board of Trustees – no report
Felicia Bohanon, Holly Nicholson, Ismael Montana
Katy Jaekel, Karen Whedbee, Brad Cripe
- C. Faculty Rights and Responsibilities Committee – no report
- D. Social Justice Committee – no report
David Valentiner, Chair
- E. FS-UC Rules, Governance and Elections Committee – no report
Lori Hartenhoff, FS/RGE Liaison/Spokesperson
- F. Student Government Association – no report
Dallas Douglass, Speaker of the Senate
- G. Operating Staff Council – no report
Holly Nicholson, President
Natasha Johnson, OSC/FS representative
- H. Supportive Professional Staff Council – no report
Felicia Bohanon, President
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XIII. INFORMATION ITEMS

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- 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 2022-23 remaining meeting dates: Mar 29, Apr 26

XIV. ADJOURNMENT

D. Valentiner moved to adjourn, seconded by **T. Buck**.

Meeting adjourned at 3:55 p.m.

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 a tenured faculty voting member elected to 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 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.

April 14, 2023



**Northern Illinois
University**

College of Education

Department of Leadership, Educational
Psychology and Foundations
DeKalb, Illinois 60115-2896
815-753-4404
Fax 815-753-8750
lepf@niu.edu

Dear Faculty Senate,

I am writing to accept the nomination to run for Faculty Senate President and University Council Chair for the 2023-2024 academic year. I am pleased and honored to have been nominated.

I began my NIU career when I joined the Department of Leadership, Educational Psychology and Foundations in 2016 as an assistant professor of Educational Administration. I started serving in the Faculty Senate in 2017 and have been involved over that time: most recently as the chair of the FS-SJC's Academic Affairs subcommittee for two years (2020-19 to 2021-22); as the Faculty Senate Liaison/Spokesperson to the UC/FS Rules Governance, and Election Committee (2021-22); as a member of the former Resource, Space and Budget Committee (2019-20); as a member of the Course Fee Policy subcommittee (2019-20); and as a member of the FS's Committee on the Economic Status of the Profession (2018-19).

My university service goes beyond these FS roles to include university wide committee service which has allowed me to have conversations and build relationships with the Vice President of Research and Innovation Partnerships, senior leadership in Outreach, Engagement and Regional Development, and with Academic Diversity, Equity, and Inclusion senior leadership. I cofounded the NIU P20 Research and Data Collaborative and serve as the lead faculty voice in this group to ensure opportunities for faculty across the campus are realized and that the faculty perspective is present during conversations. These opportunities have helped shape my understanding of shared governance at NIU – affirming the value of collaboration and consensus in planning, decision-making, and implementation.

In my department, I have played active roles in committee work, I collaboratively re-envisioned and updated our doctoral program in order to better serve our students while addressing faculty workload issues, I have coordinate our doctoral program, implemented cycles of data collection on several of our programs so we can engage in data-informed cycles of improvement, and have provided informal opportunities for our current and former students to connect, learn from one another, and continue their development outside of their formal coursework and experiences. I have also served as direct support to our department chair. In the College of Education, I have participated on research committees, award committees, and engaged in mentorship and professional development opportunities. In parallel to this work, my research has focused on how leaders in the preK-12 education system are prepared, engage in ongoing learning, and make decisions.

Learning Today, Leading Tomorrow

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In all, I believe I can serve the NIU community well in the role of Faculty Senate President and University Council Chair as I will approach the position how I have approached my professional role: collaboratively, collegially, intentionally, and with a spirit of learning and openness. I have seen the promise, and value, of shared governance first-hand and I look forward to the opportunity to engage with the current issues facing NIU, identifying those challenges which need addressing, and contributing to helping NIU continue down a productive path into the future.

Sincerely,

Benjamin Creed
Associate Professor of Educational Administration
Leadership, Educational Psychology, and Foundations | College of Education
419 Graham Hall | DeKalb, IL 60115
630-890-5135 | bcreed@niu.edu

Proposed amendment to Faculty Senate Bylaws, Article 4.8, University Assessment Panel

Rationale:

4.8.1.1 – The chair of the committee needs to change as the Vice Provost for Institutional Effectiveness position was eliminated and the institution is conducting a search for a new leader for assessment and accreditation.

4.8.1.2 – Updated to broaden faculty representation options to include any full-time faculty members and to align with recent updates to university definitions of faculty.

4.8.1.3 – Updated title of Vice Provost position overseeing academic support to reflect current title for this role moving forward.

4.8.1.4 – Updated to align with updates in 4.8.1.2, broadening faculty representation options to include any full-time faculty members and to align with recent updates to university definitions of faculty.

4.8.1.5 – Updated to reflect a new process for selecting student members, which is needed due to the inadequacy of the current method in consistently and reliably supplying student members to the panel.

4.8.1.6 – With the Director, Accreditation, Assessment, and Evaluation position vacant, the assistant chair of the committee needs to change to be a representative from the Office of Accreditation, Assessment and Evaluation.

4.8.2.9 – In line with the values expressed in the university’s vision and mission statement, the University Assessment Panel would like to make the pursuit of equitable student outcomes a permanent function of this body.

ARTICLE 4: ACADEMIC COUNCILS AND COMMITTEES OF THE UNIVERSITY

4.8 University Assessment Panel

4.8.1 Composition The University Assessment Panel shall consist of the following members:

4.8.1.1 Chair The ~~vice provost for institutional effectiveness~~ assistant vice provost for Assessment and Accreditation or provost’s designee in a similar role who shall serve as the chair of the University Assessment Panel, ex officio, nonvoting.

4.8.1.2 ~~Tenured and Tenure-Track Faculty Representation~~ ~~Tenured and tenure-track~~ faculty members, which may include any full-time faculty as defined by

Article 6.1.1 of the University Constitution and Bylaws, from each of the colleges as follows:

(A) Fourteen ~~tenured and tenure-track~~ faculty representatives shall be chosen as follows: One from the College of Law; two each from the Colleges of Business, Education, Engineering and Engineering Technology, Health and Human Sciences, and Visual and Performing Arts; and three from the College of Liberal Arts and Sciences (one each from the areas of humanities, the social sciences, and the natural sciences.

(B) ~~Tenured and tenure-track~~ Faculty shall be elected by the college council of the college they represent, or by the college faculty if there is no college council. They shall serve three-year staggered terms beginning in the fall semester.

4.8.1.3 Staff Representation

(A) One staff member from academic support and/or student affairs units, appointed by the vice provost for ~~undergraduate~~ Academic Affairs.

4.8.1.4 Libraries Representation

(A) One staff or ~~tenured or tenure-track~~ faculty member from the University Libraries.

4.8.1.5 Student Representation

(A) ~~Two~~ **One or two** students, ~~one undergraduate and one~~ **or** graduate, shall be appointed annually as voting members of the panel. The appointments shall be made by the president of the Student Government Association from a list of nominees submitted by the college student advisory committees. Each student advisory committee shall be entitled to nominate annually one undergraduate ~~and one~~ **or** graduate student, as appropriate to degrees offered in that college. Terms of office for student members shall begin at the beginning of the fall semester; no such terms shall extend beyond the beginning of the succeeding fall semester. Students shall be eligible for reappointment to successive terms. **If the Student Government Association appointment deadline passes without filling this membership position, then the UAP may nominate one or more students to be a member of the panel.**

4.8.1.6 Administration Representation

(A) One associate or assistant dean responsible for curriculum assessment, appointed by those persons; they shall serve a two-year term beginning in the fall semester;

(B) ~~Director, Accreditation, Assessment, and Evaluation~~ Representative from the Office of Accreditation, Assessment and Evaluation, ex officio, nonvoting, serving as an assistant chair;

(C) Associate director, Educator Licensure and Preparation, ex officio, nonvoting.

4.8.2 Duties The duties of the University Assessment Panel shall be:

4.8.2.1 To review the university mission statement, other statements of university objectives, and state-level policies as a context for assessment;

4.8.2.2 To serve in an advisory capacity to review and provide input on activities pertaining to regional accreditation, and to support the university with preparation of assurance arguments and other initiatives conducted to fulfill accreditation mandates;

4.8.2.3 To provide advice on performance measures and benchmarks to be used externally for state approval and internally for program review processes;

4.8.2.4 To review and approve assessment plans for new programs prior to submission for IBHE review;

4.8.2.5 To work with the General Education Committee and the Committee on Initial Educator Licensure Preparation on assessment activities in the general education program and in initial teacher licensure programs, respectively;

4.8.2.6 To support campus-wide assessment activities to improve learning outcomes; to support programmatic assessment activities in coordination with academic program review schedule, advise departments preparing for program review, and provide input to the Academic Planning Council on assessment progress of student learning outcomes or programs under review;

4.8.2.7 To support departments and colleges preparing for the assessment component of discipline-specific accreditation reviews;

4.8.2.8 To review and update the university academic assessment plan to make recommendations for funding support for expanded assessment activities of departments and colleges.

4.8.2.9 To approach all of the listed duties with the goal of promoting equity in assessment practices; to support programs in identifying disparate impacts and equity gaps evidenced in student outcomes; and evaluating the effectiveness of these efforts.

To: Faculty Senate

From: Ismael Montana. Faculty Senate President/University Council Chair

RE: Faculty Senate Activity Report for AY 2022-2023

Date: April 10, 2023

Pursuant to the Faculty Senate's (FS) Bylaws Article 2.5 outlining the duties of the Faculty Senate President, this report hereby provides a summary of main duties and accomplishments during my term which began July 1, 2022, and extends through June 30, 2023. Since my tenure as Faculty Senate President officially ends June 30, the report does not include activities extending through the remaining period of term.

I: Primary and Routine Duties:

- Worked with Patricia Erickson, Faculty Senate's Administrative Assistant to coordinate, set agendas and chaired, to date, seven Faculty Senate meetings.
- Co-facilitated University Council (UC) agendas and co-chaired UC meetings (with President Freeman).
 - Participated in UC prep sessions with President Freeman and Matt Streb, Chief of Staff, Office of the President.
- Co-facilitated agendas and meetings of the Faculty Senate Social Justice Committee (FSSJC).
- Serve as the primary liaison between faculty and NIU shared governance.
- Leveraged administration and shared governance support for the (FSSJC's effort to implement the FSSJC 2020 Draft Report's Prioritized recommendations.
- Led three Faculty Fellows, three Graduate Assistants, and a Research Assistant appointed by the Provost's Office to conduct summer research to support the work of the FSSJC. Work Period: May 16 through June 30.
- Led the FSSJC's efforts to provide feedback to President Freeman's 2023 Draft University Goals and Draft Article 8 Revisions within the context of the Academic Affairs working group of the FSSJC's emerging framework focused on updating NIU's tenure and promotion process.
- Served as alternate on the University Advisory Council to the IBHE.
- Held regular meetings with Shared Governance: (*Monthly*) including with Lisa Freeman (NIU President); Beth Ingram (Executive Vice President and Provost); Chad McEvoy (Vice Provost for Faculty Affairs); Vernese Edghill-Walden (Vice President for Diversity, Equity, and Inclusion, & CDO) Joseph Flynn (Executive Director for DEI); Felica Bohanon (President, Supportive Professional Staff Council) and Holly Nicholson (President, Operating Staff Council).
- Attended State of the Union Student Government Address.
- Facilitated a panel discussion in response to faculty concerns over Campus Safety Issues. Panelists included Matt Streb, Chief of Staff, Office of the President, NIU; Bill Nicklas, City Manager, City of DeKalb; Darren Mitchell, Chief of Police, NIU; and David Byrd, Chief of Police, City of DeKalb.
- Served on the Campus Violence Prevention Committee.

II: Faculty Senate Meetings and Actions Taken:

Date: 8/31/ 22

- Proposed amendment to Student Evaluation of Instruction: Second Reading (Passed).
- Confirmation of Professor Sarah Marsh (Department of Management) to serve as the 2022-23 Faculty Senate vice president per FS Bylaws, Article 2.2.
- Confirmation of Professor Ferald Bryan (Department of Communication) to serve as the 2022-23 Faculty Senate parliamentarian per FS Bylaws, Article 2.2.
- Confirmation of the 2022-23 Faculty Senate Standing Committee membership rosters per FS Bylaws, Article 3.
- Confirmation of the 2022-23 University Advisory Committee to the Board of Trustees membership roster, and confirming Professor Brad Cripe (Department of Accountancy) for a three-year term, per NIU Bylaws, Article 8.4.1.1.
- Confirmation of faculty candidates running unopposed to serve on committees of the university.
- Confirmation of Professor Peter Chomentowski (Department of Kinesiology and Physical Education) to serve as NIU's academic representative to the State Universities Retirement System Members Advisory Committee (SURSMAC).
- Confirmation of Professor Sarah Marsh (Department of Management) to serve on the 2023 BOT Professorship Award Selection Committee.

Date: 10/26/22

- Election of Professor Carrie Kortegast (Department of Counseling, Adult and Higher Education) to serve as the Faculty Personnel Advisor.

Date: 1/25/23

- Proposed Amendment to Faculty Senate Bylaws, Article 4.6.3.1, Honors Committee, Student Membership: First Reading.
- Proposed Amendment to Faculty Senate Bylaws, Article 1, Membership of the Faculty Senate: First Reading.

Date: 2/22/23

- Proposed Amendment to Faculty Senate Bylaws, Article 4.6.3.1, Honors Committee, Student membership: Second Reading (Passed).
- Proposed Amendment to Faculty Senate Bylaws, Article 1, Membership of the Faculty Senate: Second Reading (Passed).
- Proposed 2032-33 academic calendar (Passed).
- Three tenured faculty members selected by lot to serve on the 2023-24 grievance panel for student grievances.
- Three instructors selected by lot to serve on the 2023-24 grievance panel for student grievances.

Date: 3/29/23

- Approval of Biagio Palese, Associate Professor (Department Operations Management and Information Systems) to serve on the Vice President-Chief Diversity Officer Search Committee.
- Nomination of Professor Ben Creed to serve as 2023-24 Faculty Senate President/University Council Chair.
- Proposed Amendment to Faculty Senate Bylaws, Article 4.8, University Assessment Panel: First Reading.

III: University Council Meetings

Date: 9/7/22

- Proposed amendment to NIU Bylaws 2.2, UCPC membership and duties – FIRST READING.
- Approved the 2022-23 University Advisory Committee to the Board of Trustees membership roster, confirming Professor Brad Cripe for a three-year term per NIU Bylaws, Article 8.4.1.1.
- Approved Professor Peter Chomentowski and Human Resource Services Director of Insurance and Benefits Liz Guess to serve as NIU's academic and non-academic representatives, respectively, to the State Universities Retirement System Members Advisory Committee (SURSMAC).
- Approved Professor Brad Cripe to serve on the Student Mandatory Fee Advisory Committee.
- Approved the University Council tenured/tenure-track faculty serving on the FS-UC Rules, Governance and Elections Committee, and approved the University Council Personnel Committee membership roster per NIU Bylaws, Article 2.1.1(A) and 2.2.1(A).

Date: 11/2/22

- Proposed amendment to NIU Bylaws, Article 2.2, UCPC membership and duties SECOND READING/VOTE (Passed).

IV: University Search Committees & Task Force:

- Vice President for Research and Innovation Partnerships search.
- Executive Director of Graduate Enrollment for the Graduate School search.
- Senior Associate Vice President and Chief Human Resource Officer search.
- Vice Provost for Faculty Affairs search.
- Director, Center for Black Studies search.
- Member, Campus Accessibility Education Task Force (Chair, Holly Nicholson)

V: Other Key Activities:

- Participated in Council of Illinois University Senates Fall and Spring 2022-23 (Virtual) Meetings.
- Participated in National Council of Faculty Senates Fall and Spring 2022-23 (Virtual) Meetings.
- Spoke to the 2022 Staff Professional Development Academy:
 - Topic: NIU's Shared Government Councils Engagement with Broader University Community, Holmes Student Center, 9/16/ 2022.
- Spoke to NIU's MAC Academic Leadership Development Program Participants:
 - Topic: Shared governance and unionization on campus, 2/14/2023.
- Provided Public Testimony on Teaching U.S. History at Illinois State Legislature in Springfield (Virtual):
 - With Robert Brinkmann (Dean, College of Liberal Arts and Sciences) and Valerie Garver (Chair, Department of History), 2/16/2023.



NORTHERN ILLINOIS UNIVERSITY

Department of Counseling and Higher Education

College of Education

April 12, 2023

Office of Faculty Senate
Northern Illinois University
DeKalb, IL 60115

Re: AY22-23 Summary of Service – Carrie Kortegast

Dear Dr. Montana and NIU Faculty Senate:

On October 26, 2022, I was elected by Faculty Senate to serve in the role of Faculty Personnel Advisor (FPA). As the position was currently vacant, I agreed to begin the position on November 16, 2022, rather than at the start of spring semester. In transitioning into this position, I met with Brian Smith, Director of Employee Assistance and Sandra Cox, Ombudsperson, to discuss the role of the FPA as well as to discuss employee resources at NIU.

Between November 16, 2022 and April 12, 2023, I provided assistance to seven individual faculty members. This included 48 email exchanges and 6 meetings. The nature of the assistance included sharing campus resources for managing interpersonal conflict, clarifying policies regarding course scheduling, sabbatical requests, and disability accommodations, as well as discussing incidents of perceived discrimination and retaliation. For three cases, I was able to assist via email as the nature of the inquiry was informational and/or clarification of policies.

For the other four cases, we exchanged multiple emails and met virtually to discuss their situations and concerns. The four individuals were all tenured faculty contacting me because they were experiencing micro/macroaggressions, discrimination, and/or perceived retaliation in their departments. During these meetings, I provided support, advice, and discussed potential responses. When appropriate, I also referred individuals to the Ombudsperson, Employee Assistance, and/or Human Resources.

In my letter of interest to Faculty Senate, I stated that I would engage in outreach efforts to make myself know and available to faculty. With that, I was able to present to Faculty Senate on February 22, 2023 about the role of the FPA. I also shared a handout to be distributed to faculty. The handout included information about the FPA position and how I can provide assistance to all faculty, regardless of rank and title. As I continue in this position, I hope to engage in additional outreach efforts.

NIU leadership, Faculty Senate, the faculty unions, and many individual colleges and departments have indicated commitments to creating more inclusive, equitable, and supportive workplaces for faculty, staff, and students. Moreover, some of the most consequential decisions we make as a university and within our own departments and colleges are those related to personnel matters. Ensuring that at the center of all personnel decisions is a fair and equitable

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process in which policies and procedures were followed is important. However, policies are often not enough.

The larger scholarly literature on academic and faculty cultures includes well documented cases of discrimination for women, people of color, LGBTQ individuals, people with disabilities, and individuals with other minoritized identities. There is also well documented literature on academic bullying and toxic academic cultures that foster mistrust, unkindness, and inequity. While I would not characterize the university in this light, there are pockets of concern within individual programs, departments, and colleges. From the individuals I have worked with during the past five months as well as through my interactions with other NIU faculty members over the course of my NIU career, there are areas in the university in which these behaviors are manifesting and festering.

Given the nature of faculty work and the hierarchical structure, interpersonal dynamics are often difficult to manage and address. At the same time, these interpersonal dynamics often have a differential impact on individuals' wellness, health, and quality of work. Moreover, these dynamics can inequitably influence individuals' careers and livelihoods. Current efforts to focus on policies and written documents through an equity lens is important and necessary work. However, policies are not enough. There is a need for more support, educational workshops, and professional development on how to navigate interpersonal issues, work through conflict, as well as how to not engage in discriminatory practices.

Lastly, academic and professional standards related to rigor and quality can be maintained without treating people unkindly in the process. We can develop strategies to maintain dignity and respect while still upholding standards, policies, and responsibilities. Perhaps, more messaging and attention needs to focus on this.

Thank you for the honor of serving in this position. Please let me know if you have any questions about the contents of this report. I look forward to continuing in this role for the next academic year.

Sincerely,

Carrie Kortegast, Ph.D.
Associate Professor | Faculty Personnel Advisor
ckortegast@niu.edu

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