

TRANSCRIPT

FACULTY SENATE

Wednesday, September 28, 2022, 3 p.m.

Altgeld Hall Auditorium, 2nd Floor

Northern Illinois University

DeKalb, Illinois

VOTING MEMBERS PRESENT: Akst, Arado (for Fox), Barrett, Batz, Berke, Books, Borre, Buck, Campbell, Chen, Chomentowski, Clark, Douglass, Duffin, Duffrin, Hartenhoff, Hu, Hunter, Ito, Johnson, Jong, Kim, Konen, Liberty, Marsh, May, McGowan, McKee, Mellon, Miguel, Montana, Mooberry, Naples, Neal (for Shulman), Nesterov, O’Grady (for Bohanon), Palese, Puckett, Rejabi, Rogers, Rossetti, Saborío, Serowka, Sirotkin, Slotsve, Valentiner, Whedbee, Zheng

VOTING MEMBERS ABSENT: Allori, Benner, Bohanon, Cheyney, Demir, Fox, Gors, Lampi, Montgomery, Nicholson, Penkrot, Saiyed, Scanlon, Sharp, Shulman, Vaezi, Vahabzadeh

OTHERS PRESENT: Bryan, Byrd, Ingram, McEvoy, Mellon, Mitchell, Nicklas, Streb

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

I. CALL TO ORDER

I. Montana: I call the September 28, 2022, meeting to order.

II. VERIFICATION OF QUORUM

I. Montana: We move to item II., Verification of Quorum. The Illinois Open Meetings Act provides that, as a public body, Faculty Senate must have a quorum of a simple majority for a meeting to convene. Pat, do we have a quorum to proceed?

P. Erickson: We do have a quorum. And I’ll just take a moment to remind everyone who’s joined us today to please complete that attendance sheet that’s at the table or on the chair. And just leave it on your seat or at your place, and we’ll pick it up after the meeting. Also, our meeting today is being recorded and, even though you might have a really loud voice, and we might be able to hear you just fine in this room, we ask you to please go to one of the microphones if you want to make a comment or ask a question, so that even those who are listening on the live stream can hear and so that we also have it on the recording. Also, it really helps us if you tell us your name and your constituency that you’re representing when you make a comment or ask a question. Thanks.

I. Montana: Thank you, Pat, for this logistical information.

III. ADOPTION OF THE AGENDA

I. Montana: This brings us to item III., Adoption of the Agenda for today's September 28, 2022, Faculty Senate meeting. May I have a motion and a second to adopt today's agenda?

J. Rossetti: So moved.

B. McGowan: Second.

I. Montana: Okay, good. All in favor, signify by saying aye.

Members: Aye.

I. Montana: Any opposed? Abstentions? Thank you. So, the approval of the agenda for today's meeting has passed.

IV. APPROVAL OF THE AUGUST 31, 2022, MINUTES

I. Montana: We shall now move to agenda item IV., to approve minutes of the August 31, 2022. Everyone should have the minutes in the agenda packet that Pat has sent out. The minutes are on page 3 through page 6 of the packet. We'll allow about a minute for folks who would like to refresh their mind or look it over.

May I have a motion and a second to approve the minutes?

C. Campbell: So moved.

P. Chomentowski: Second.

I. Montana: All in favor, signify by saying aye.

Members: Aye.

I. Montana: Any opposed? Abstentions? Any discussion, additions, deletions, to the agenda? Seeing no discussion, the minutes for the August 31, 2022, meeting passes. Thank you, everyone.

V. PUBLIC COMMENT

I. Montana: Agenda item V. is Public Comment. Pat, do we have any timely requests for public comment?

P. Erickson: No requests for public comment today.

VI. FACULTY SENATE PRESIDENT'S ANNOUNCEMENTS

I. Montana: This brings us to agenda item VI., Faculty Senate President’s Announcements. So, for this agenda item, I want to use the opportunity to remind faculty about the application for the faculty personnel advisor position that was brought to this body’s attention during the last Faculty Senate session. The deadline to receive application from interested candidates for this position is October 7, 2022. Information on this position can be found in the August 31 meeting minutes. It is also posted online in the NIU official announcements for the week of September 26.

I also want to take a moment to acknowledge our special guests who are joining us today in relation to two items: a presentation and campus safety issues listed under Items for Faculty Senate Consideration.

First off, I’m excited to welcome to Faculty Senate, Joy Mitchell, director of the Office of Student Conduct. As a background, the Office of Student Conduct within the Division of Student Affairs is charged with administering an educational developmental student process rooted upon the mission, values and goals of the university. As of August, 2022, the office has adopted a new code of student conduct. Joy Mitchell is here with us today to introduce the changes to the student code of conduct.

Second, I want to welcome our special guests seated to my right. City Manager of the City of DeKalb, who is no stranger to NIU, Bill Nicklas; City of DeKalb Police Chief David Byrd; and two of our own from NIU, NIU Chief of Staff from the Office of the President, Matt Streb; and NIU Chief of Police Darren Mitchell.

And lastly, as this body recalls, during the last Faculty Senate session on September 28, the second reading of the proposed amendment to the student evaluation of instruction policy was passed unanimously. The policy is now making its way up to the university’s Policy Library; and because of its vital importance to the academic curriculum and faculty personnel process, I would like to urge all faculty senators to communicate the passing of this policy to your home department.

VII. PROVOST’S ANNOUNCEMENTS

I. Montana: And with that, we will move to agenda item VII., which is Provost’s Announcements. I have conferred with Provost Ingram, who does not have any announcements. But nevertheless, the benefits for having the provost’s announcements on the agenda is that we have her amongst us. So, if there are questions, I’m happy to defer just a minute or so, if anyone has questions that you need to direct to the provost. The provost is with us, and maybe she can address that quickly before we move on. Is there any question anyone would like to ask?

VIII. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. New [Student Code of Conduct](#)
Joy Mitchell, Director, NIU Office of Student Conduct

I. Montana: Okay, we will move on to agenda item VIII, Items for Faculty Senate Consideration. For this, we have two items: agenda item VIII. A, is a presentation on the new student code of conduct by Joy Mitchell, director of the Office of Student Conduct who, as I stated in my welcome remarks, is here to introduce changes to this the student code of conduct to faculty; and to,

hopefully, engage our thoughts, questions and collaboration to help foster student success that her office is charged with. So, Joy Mitchell, welcome to Faculty Senate, and the floor is all yours.

J. Mitchell: Thank you, can you all hear me? Hello, everyone, my name is Joy Mitchell. I am the director of student conduct here at NIU. I do like to start with introducing myself, because some of your faces I have never seen before, and I'm sure it's the same for mine. So, just a little bit about me in the short time that I'll be before you. Aside from being the director of student conduct, I'm also a person outside of my work, as you are all. I also do photography. I'm a mom and wife of three – a mom of three and a wife – not a wife of three, sorry about that. I'm also an NIU grad from undergrad as well as grad school. So, I've been at NIU for a very long time in different capacities. And also, I have a connection with NIU Police. At the time when I was an officer long, long ago when I was youngers, 20's, 22, 23, Chief Mitchell was one of the lieutenants at the time, so, yes, it's a full circle moment for me. Thank you again for welcoming me into your meeting. I won't be before you long.

I want to talk a little bit about what is student conduct. I think oftentimes student conduct gets the narrative that we are the principal's office or the big bad wolf. And so, it's important to me to change that narrative, especially as we are in this new year. Just some pieces that I've put here for your consideration:

Student conduct is an educational process to promote responsible behavior. But in that, we want to make sure that it's educational and that we're intentional and also restorative in this process. Some pieces that we are adding this year is restorative conferencing. What that means is, the parties involved, those who were harmed and those who caused harm, to come together to come up with a solution for whatever that was that happened, so whatever the incident was. Of course, this is a process that is voluntary. Outside of the traditional conduct process, one of the incentives with that is that it doesn't become a student conduct record. But it is a way to help students to deal with conflict and also learning how to converse and deal with uncomfortable situations. So, that is something that we have added, as well as other educational programming. We are coordinating with different campus partners to coordinate for healing circles, things of that nature, with ADEI, and utilizing those, as well, as options for our students outside, again, of the traditional conduct process.

And then there is also conflict mediation. There are cases that we get where it may not necessarily need to go through the traditional conduct process – or the hope is that we can use alternatives. And so conflict mediation is, again, another thing that students can utilize where they can talk through their issues and also gain some education on how to deal with uncomfortable situations. My goal for this office is not to ding our students to create conduct history. If there are other options, I want to make sure we can utilize that and also educate them in the process.

I like pictures, so that's why you'll see a lot of different things. As the new director of student conduct, for me, it's important that I express my vision and expectations for student conduct today. And so, I'll talk a little bit about that. I focused on it a little bit, but as far as my vision and expectations for student conduct, this is definitely a space where I want there to be more options. I think, historically, we've utilized the conduct process with students where you get in trouble, you're coming to see someone in student conduct, there may or may not be sanctioning.

I think it's important that we use other ways when it comes to educating our students where it's not viewed as a punitive process, but something that is educational where they actually can take something from it and learn and grow and take those skills and actually put them into practice. So, that's something that's really, really important for this department for me. And so, again, creating those options and those spaces.

One of the pieces that I didn't put on the previous slide, I apologize, was conflict coaching. Sometimes students – I would say a lot of our students oftentimes will express their concerns and frustrations on social media. That's a big thing, whether it be about a student or a staff member or what have you. And so, we've created a space for students to come and discuss in confidence maybe an issue that they're dealing with within reason and maybe discuss some ways to approach it so, again, they can take those tools and utilize them outside when they're having conflict with others or dealing with an uncomfortable situation.

Also for our department, it's definitely important for me to be collaborative and be partnering in the student conduct process. For example, in situations where there's a disruptive behavior report, we've really been working more on working with departments, with the students, with that professor or instructor to figure out a plan of action for that student, whether it be a behavioral expectation plan, things of that nature, to hopefully again, add that extra layer of accountability for the student. And so, hopefully, that will help versus a student going through the traditional conduct process, which in some cases is necessary. But we want to provide those options and also having more developmental conversations with our students, understanding that the process for students is different. They're at different levels, developmentally. And so, it's important that we're having those discussions as well. And so, those are some of the pieces for my vision and expectations.

Okay, moving on to the code. So, out with the old and in with the new [code of conduct](#). We have been working on the code all last year, and it was official on August 2. It's a bit shorter, and one of the things we wanted was to make sure it was easier to read and understand. I also have some copies if you like. It's also located on our [website](#), which is what that link is. I wanted to pull out some of the main things that are probably most relevant for this group.

Disruptive behavior – there's definitely been some changes to the definition for disruptive behavior. It is more comprehensive. I would say the last one was pretty short and a bit vague. And so, we went about making it more comprehensive, especially when it comes to issues in the classroom or in the residence halls where we are speaking to those issues to also support our faculty and staff.

As far as academic misconduct, I would say that, for the majority, that pretty much is consistent and has stayed the same. When it comes to cases for student conduct, the process typically with the first time with students, it would be that we, of course, are asking that you document it and also let our office know. We notify the student, and again this is for a first time. Typically, if it's a second time, they will be called into our office and go through the traditional conduct process. Ultimately, if a student disagrees with a decision, they would go to an academic board hearing, which would include two faculty members, one of which will be a professor, and a student representative. We also ask that the professor be present if they're able. Any questions?

I did want to ask, did anyone have any questions about submitting incident reports? There are two specific spaces to submit reports on our website. You would typically, as faculty, use the academic misconduct report form. In situations where you're concerned about a student, we also have the student of concern report form. That's where you will report anything that you find suspicious or odd, and you would like us to respond, there is a space for that, as well. So, I just wanted to make sure you were all aware of that. Any questions?

D. Valentiner: [inaudible]

J. Mitchell: As far as student of concern, I would say, for example, the difference would be maybe you have a student in your class who has expressed feelings of depression. Maybe they're a student who was showing up for class, turning in assignments, and you see a shift in that. And maybe they stop coming, or you see them coming to class disheveled or things that are odd that you might not have seen before. And you might be concerned about that student. And outside of having a conversation, you can send in that report. It's not really an alleged conduct violation versus a genuine concern that you have for that student. And then it would allow our committee to respond and to provide any interventions that the student might need.

Anything else? Thank you for your time.

I. Montana: Thank you very much. Please join me in thanking Joy Mitchell.

- B. Campus Safety Issues
Matt Streb, Chief of Staff, Office of the President, NIU
Bill Nicklas, City Manager, City of DeKalb
Darren Mitchell, Chief of Police, NIU
David Byrd, Chief of Police, City of DeKalb

I. Montana: Our next agenda item is item VIII.B., Campus Safety Issues. Many of us in this auditorium today have probably experienced first-hand or may have read or seen lately in the news that DeKalb, over the last couple of weeks, have witnessed an uptick in gun violence, gunshots and a series of petty and other forms of crimes. Many of these incidents, according to the latest reports, are concentrated in the Annie Glidden North near the NIU campus within the vicinity of the 800 block of Ridge Drive, reputed to be a source of concern to campus safety and security.

Faculty, who raise concerns, have asked what the university and the city of DeKalb officials are doing to curb the occurrence of this violence that could creep at any time into campus. I want, again, to thank all our guests for making time to come to Faculty Senate to address these concerns over campus safety, and to speak on what the university and the city of DeKalb are doing to contain the source or the spread of this violence.

The format of this discussion is going to be conversational style with Matt Streb and Bill Nicklas starting the conversation, and Chief Byrd and Chief Mitchell following up to report on specific actions or strategies their individual departments are taking or doing to address this issue. So, after we hear from our guests, we will take questions from the floor, and we will take the conversation from there. This agenda item today will probably take the bulk of our time; so, when it comes to

questions and comments, we will be intentionally mindful of time. Without further ado, I want to thank again our guests and turn the floor to Matt and Bill to start the conversation.

M. Streb: Thanks, Ismael. Good afternoon, everybody. Thanks for the opportunity to talk to you about some good policy issues that are [inaudible] in Annie Glidden North. I'll be very brief. I'm going to speak and Bill Nicklas has some things to say, then Chief Byrd and Chief Mitchell, as well. What's going on in the Annie Glidden neighborhood is complex. The incidents [inaudible] from a public safety perspective would be much easier to address if they weren't random. But most of those received going on in that area is random, and Chief Byrd will probably talk a lot more about that. And then Chief Mitchell will talk a little bit about what we're doing on our campus.

What I want you to know is that the City of DeKalb and NIU have an incredibly strong relationship, both with the administration and with our police departments. And to be perfectly honest with you, that has not always been the case in the past. There have been times in the past where our police forces, frankly, did not work in tandem. There have been times where we actually had co-policing efforts, but there was a lot of trust between the two departments. And what I want you to know is that we have two fairly new chief, Chief Mitchell and Chief Byrd. We have somebody that's been a former Huskie – you're still a Huskie, right – who has supported this university, a fairly new mayor. And we are in constant contact. We are in regular conversations about the issues.

As I said, what's going on there is complex. It is a great challenge, but I just want you to know we are very much in step with the city. So, Bill, I'll turn it over to you to make a couple of comments.

B. Nicklas: Thank you very much, Matt. [inaudible]. I'm Bill Nicklas. I'm a grandfather of six [inaudible] as Matt said, was an employee of the institution [inaudible] At that time, we would not have been called to speak to this topic today. We had issues, but in terms of crime in our community, and we had a pretty good working relationship. As Matt said, it hasn't always been good, but I am very pleased to be here to have this opportunity, because what I'd rather be doing is talking about something that, when I was hired in 2019, I said to the council in my interview that we had to do, it happens to have a fierce but civil conversation about race in our community. That conversation has certainly been engaged since the beginning of time, but in recent years we have been evolving a very constructive conversation about belonging in our town. And we are all linked together in that challenge and in that goal. But what doesn't belong – I'm talking about not who – what doesn't belong here is the kind of unlawful activity that we have seen spiking in the last couple of years, and most recently in a most egregious way with the loss of life and threats to neighborhoods near the campus, which affects the family that is NIU, as well as other neighborhoods more remote from campus. How many of you live in DeKalb? Some. Everyone of you at some point takes advantage of our restaurants. Certainly, if you're here for NIU events and evening or daytime activities, you are moving around our city. So, we're interested in your safety, as well as everybody's safety and especially students who come here with other purposes than to be worrying about whether it's safe to go from here to there.

So, here's where we are, and the gentlemen flanking me in blue will be able to more effectively talk to the details. But we are at a point where we have to define how we can provide safer housing in our community, because, ultimately, bad actors who are here to prey on our students, to prey on you, to prey on adults who have been here for as long as I have, have to have a place to lay their

head at night. And we have had housing in our community that has been abided by certain landlords, not most, but certain landlords and a rising number of units where we've had unlawful activity, frequent and chronic police calls. NIU has been supporting our municipal police force, and we are backing them up as well. And other agencies do the same to help all of us. But we have had a situation where a system we've had in place since 2013 – it's called the Crime-Free Initiative – has I think run its course. Every person who rents an apartment – student, non-student, young or old – is supposed to be signing a crime-free lease. It's a model lease that we have. It lays out the reciprocal responsibilities to the landlord and tenant. Frankly, it still stands up. It grew out of a lot of conversation ten years ago, and, in recent conversations, landlords and tenants that I've talked to seem to think it still stands up. Landlords are not being accountable and doing what they're supposed to do in ways that we like to see.

So, one last thing I'm going to say. What we're talking about here are not violations like – well, I've been here for 52 years and when I came here in 1970, the worse thing that our police department dealt with were open containers on front lawns during a weekend, a school weekend. That's no longer the case. We're looking at Class A and Class B offenses, it's not important that I list them all, but these are felonious offenses that are affecting women in many cases, children. And violence is the one common denominator, whether it's a domestic offense or something that involves the loss of life, of course, on the other extreme and a lot of things in between. Violence is the common denominator, and that cannot be acceptable here. That is what we cannot abide. And how we work together, all of us, people in this room and everywhere in our community, it is what keeps me up and abides with me all day long.

D. Mitchell: Thank you again for having me. As Matt pointed out, I am the new chief of police here. I was appointed January of this year. Although I'm the new chief of police for NIU PD, I'm not new to DeKalb, and I'm not new to this university. I've been here in this community now since 1988. I came here as an undergraduate student, and I'm a homeowner here, met my wife here at the university and raised our kids here. I literally live five minutes off campus. And so, I'm a Huskie. I bleed the red and black. And I'm honored to be the chief of police here. So, this is my home, and I will tell you that the concerns that you have are the concerns that I have, are the concerns that the men at this table with me also have. And I would tell you that the good news is, besides some of your concerns, is that the two police departments here work very close together in order to combat, attack and prevent the issues that are happening in our community.

But here's the reality. Our community is not in a bubble, and we are suffering some of the same issues that are proliferating across this country. The violence that's happening here and like Bill just said, he came here in '72 and the petty offenses that the police were dealing with back then. I came here in '88; I'm from Chicago. So, the violence that I saw in Chicago, coming here as a student, when I came into this town, there hadn't been a murder in this town in over 50 years. And I thought this was utopia. And after being here for all of these years and seeing our community continue to grow, thrive and now the evolution of some of the crime issues. We're working very hard to communicate, share information. Our detectives work together, our boots on the ground work together. And per capita, this community, we have more officers per capita than a lot of communities across the country, because the university is here and you have two police departments in close proximity with each other in order to serve the campus and surrounding community, as well as, obviously, the entire city.

So, that's the good part. Chief Byrd is an excellent partner. We have scheduled meetings every week, and we talk a couple of times throughout the week, whether we're on the phone texting each other, and as I said, our police departments are always sharing information. But we work very closely on co-policing initiatives. And so, one of the things that we talk about is how do we deal with these issues. Well, proactive policing. FBI studies show to this day that one of the best ways to combat the type of issues that we're seeing is boots on the ground, foot patrol, uniformed cops out in the community. And we're doing that. So, you have vehicle patrols. You have people on foot patrol. The university has committed significant expenses into bringing additional private security, particularly to campus and the Annie Glidden North area, in order to be more of a uniform presence to support the police and what we're doing. And so, you will see extra private security in cars, on foot patrol, on campus and in the Annie Glidden North area. And we've gotten feedback from people about that uniform presence. Our officers are out, we patrol the campus and the surrounding community, because public safety is the number one priority for the university, for the city and the initiatives that we put in place in order to keep these areas safe.

One of the things that we've talked about, David and I, in particular, is that like Matt mentioned, a lot of this is just random. And also, not only proliferation of access to guns, but as well as the increase in the mental health crisis that is happening across this country. Some of the things that you may see and the safety bulletins that we put out, whether it's the city or the university, about shots fired or conflicts between people, most of those conflicts happen between people who know each other. And other conflicts are happening with people who have some mental health concerns. So, that's the vast majority of it. And we just want to make sure that we're working in concert, we're communicating with you. I know I've heard personally that people say, "Wow, you guys put out so many messages; what's happening?" Well, number one, we want to make sure you're informed. Number two, it's federal law that we make sure that we communicate with our campus community about things that are happening, so that's very important. But information is power, and so if we're sharing the information with you, it's because we want to make sure you're informed. Also, it's our responsibility to do so, and we want you to be able to respond and take appropriate measures, be informed and take appropriate measures, because public safety is a shared responsibility. The most important thing that we get in the police department, in order to help us do our job, is information from community. And that information drives a lot of the things that we do, in order to enhance our public safety initiatives.

And I will say this last thing, and then I'm going to turn it over to my friend, Chief Byrd. Another thing that the university has invested a lot of money into is our NIU Safe App. I encourage everyone, our students, our faculty and staff, to download our NIU Safe App, because that gets you access to a lot of information that the university can provide you, whether it's public safety information, weather alerts, our mobile blue light initiative that gets you connected directly to the police department and other resource information that I think will be beneficial to public safety. So, I'll turn it over to David right now and be ready to answer any questions that come our way.

B. Nicklas: Just before you do, I just want to say how important that point is about mental health issues, and I think Joy was talking about that earlier too. And we don't by any means today want to suggest that there is a very clear separation between the issues that arise in the home where the conflicts may be resolved for the most part, and some cases are not, and some cases lead to

violence, and the kind of spike in the sharper violence that we're seeing. We have to work at the same time and cover both of those general sources of concern, and unnerving concern in some cases.

D. Byrd: Thank you sir. Good afternoon, everyone. This is an honor to be here. Like Chief Mitchell said, we're not just partners in crime fighting, we're friends, we spend a lot of time together, and we do talk about public safety on a regular basis. Unfortunately, I am a stranger to DeKalb. I am originally from the south side of Chicago, and I started my career with the Illinois State Police, did 32 years with the Illinois State Police, and I worked strictly in the Chicagoland area. I retired as a colonel of the Division of Patrol, so I was over all the patrol officers for the Illinois State Police throughout the state, so approximately 1500 personnel under my span of control. So, we're used to dealing with serious crime.

Before I retired from the state police and City Manager Nicklas was gracious enough to bring me over as the chief of police of the city of DeKalb, we were dealing with 200 shootings on the interstate on a yearly basis for the last two or three years when I was over the Division of Patrol. So, I'm very familiar with violent crime, unfortunately. Growing up on the south side of Chicago and then working for 32 years in the city of Chicago as a police officer, so very unfortunate that we have to deal with this. I personally have had the unfortunate stance where I've dealt with violent crime – my younger cousin was killed on a street on the south side of Chicago where we grew up, same place where we bought comic books as children, he lost his life in front of the same store. So, I have been personally affected by violent crime. I've worked in the city of Chicago and dealt with it. Unfortunately, it's a very complicated problem. I wish there was an easy answer, but that would be disingenuous of me to think that, because that's not the case – very complicated.

And one of the things that Chief Mitchell said, and I mentioned this Monday at our city council meeting, is that we are all stakeholders when it comes to public safety for the city of DeKalb. Everyone has a burden to meet when it comes to public safety, meaning that we need you to be an extension of the police. And what I mean by that is, I don't want you to make an arrest, I don't want you to confront a violent offender, but if you need something, we need you to say something. If you get a license plate, you'd be surprised how just you jotting down the license plate or color of a vehicle will lead to an arrest. So, when I say that, I just want to make sure – we don't need you to be the police, we'll handle it. But we do need you to be our eyes when we are not there. We can't be at every corner; I wish we could. I'm sure every law enforcement agency in the country would love to have an officer for every corner for every street, but that's just not possible. So, we do need you to be a stakeholder as it pertains to public safety.

As far as the DeKalb Police Department, what we're doing to make sure that the city of DeKalb is a safer place and to make sure, of course, that the university is safe, as well, we've done a lot, a lot with technology. We've added license plate readers in certain areas in the city of DeKalb. And let me just tell you right now, they're extremely impactful. For anyone who's probably unaware of what license plate readers are, basically, they're cameras, but they actually read constantly license plates. Now, we have a filter in the system, and it picks up certain types – we call them hits – but a hit is something we're looking for, meaning that we can put in a filter into the system that says we're looking for all stolen vehicles, anyone who involved in a felonious act. We can do amber alerts, which are missing children. We can do silver alerts, which are missing elderly. So, we get

hits on any of those particular criteria that's in the filter. So, we've been able to really be impactful with the license plate readers, and the good thing is that the city manager and the city council of the city of DeKalb has given us opportunity to actually buy more license plate readers in the future. What we would like is that license plate reader system can serve as a security net over the system. And it really gives us eyes when we don't have eyes. A lot of these type of violent offenders that we're interdicting, we might not have had contact with if it wasn't for the license plate readers. So, they're very impactful, and we're going to continue to add to the program.

Another resource that we've added is the K9 program. We've added two K9 police dogs to the city of DeKalb. We have both narcotics dogs, and they have been very impactful, as well. And we just purchased a gun dog. So, this dog will be able to detect firearms, whether they're fired or not. So, that's going to be very impactful, as well. The K9 program at the DeKalb Police Department is really improving, and I'm very excited about the K9 program.

Also, staffing – we're increasing our staffing through the help of the city manager and the city council and the mayor of the city of DeKalb. So, our staffing numbers are growing. We're going to continue to add staffing to our force, because visibility is extremely important. I've learned that through my career. As I've said, this is my 33rd year in law enforcement, and I will tell you that visibility is probably one of the most impactful deterrents to crime. Believe me, if there's a criminal or predator in the area, and every block or every two blocks he sees a marked squad car, believe me, he'll think twice about committing a crime in the city of DeKalb. We understand that, and we're moving forward toward increased staffing.

One of the other things that I would like to at least speak about is in regard to crime, one thing I will pat the DeKalb Police Department on the back for is that we have swiftly acted every time there's a major crime that occurs in the city of DeKalb. What I mean by that is, I'll just give you an example: We had a rape that occurred on September 6, and we had that subject in custody almost eight hours later. And that's just because of really strong police work. And our officers have been doing that, like I said, on a daily basis. We try to win the day every day. And I tell them that every day. Let's win the day. That means that, if somebody commits a crime, I want him in custody as fast as possible. And our officers are doing that for the city of DeKalb. And it serves as a deterrent; and it's hard to quantify, because we don't get to have conversations with criminal that come through our town. I wish we could, because they might tell you that we got out of DeKalb, you guys are too quick, and you guys are making arrests too fast. Believe me, though, those conversations are happening on the back channels, we're just not privy to them, but those criminals are talking.

I do want to say that there are some trends, some very dangerous and deadly trends that are occurring in the city of Chicago and some other counties that are not affecting the DeKalb County. We do not have car jackings here in DeKalb County, and I am so happy, and I pray every day that this does not occur here. It's probably one of the most violent offenses that a criminal can partake in. But, like I said, my family is from Chicago, so I know firsthand that car jackings are occurring on a nightly basis, multiple times, and it's just very dangerous. But, we are not seeing car jackings in the city of DeKalb. And also, we do not have an actual gang war in the city of DeKalb. Believe me, if there was a gang war in the city of DeKalb, there would be a lot of extensive carnage from the back and forth over gang war. I know this firsthand, just from working in the city of Chicago my

whole career, and those are two things that we do not have, definitely, in the city of DeKalb. So, I just want to make sure that everyone understands that, as well.

And lastly, I do want to speak about mental health. That is a major problem, not just in the city of DeKalb, but throughout the country. Every law enforcement agency is dealing with mental health. And I'll be honest with you and completely transparent, anyone who fires a weapon at someone else and it's not in self defense temporarily has a mental issue or a mental breakdown. It's really the truth. We look at mental health, we think of someone who is clinically mentally ill. But sometimes these mental breakdowns may be temporary, but that is what is occurring. And so, we do have social workers that work at the PD, and we use them extensively. We try to get them out to assist us on as many calls as possible; however, we have to make sure that these things are extremely safe before we bring in a social worker to ascertain and try to help us with the situation or make the assessment.

At the end of the day, we are working extremely hard to keep the city safe, and work extremely hard with Northern Illinois University Police Department. Like Chief Mitchell said, we meet on a regular basis, we're friends, we text, we call, we talk, we make sure that we have as many officers in the area as possible. We actually reach out to Illinois State Police, they send officers to help us, as well. DeKalb County Sheriff is also a part of the public safety initiative that we have in place in the city of DeKalb, so there is a lot of law enforcement in the area. If you've heard the saying, "it takes a village," it does. It takes a village for us to keep the city of DeKalb safe, it really does. And that's why when I tell everyone that they have a stake in this, they do. If you see something, you have to say something. If you can get a license plate, get a license plate. If you can get a color of a car, get a color of a car. It's the beginning of our investigation. You just don't know how impactful those small bits of information can lead to an actual arrest. But I do want to thank you all for having me. Thank you.

D. Mitchell: Can I just add, David, thank you very much, I think you did a great job of explaining the initiatives. But also, I want to point out, because I want everyone in the room to understand that this campus is extremely safe. Compared to other campuses our size, this campus is a very safe campus. The biggest crime that we deal with on this campus is theft. Very, very safe campus. Sometimes we might have a homeless person who is trying to frequent our buildings, but we get people who call and say, "Hey, this person looks like they may be homeless," and we're there quickly in order to address the situation and try and provide that person some type of resources to get them to where they need to be. But I do want to stress that this is a very, very safe campus.

I. Montana: At this point, we will invite questions, and I would suggest that those who have questions, we have two microphones set up, one on the right-hand side, and there is another microphone. So, if you have a question, please move to one of the microphones.

V. Naples: I apologize for taking a long time in getting here but I have an Achilles tendon injury, and I lose races to turtles walking across campus. It actually makes me more afraid of not being able to run away successfully from a predator. My name is Virginia Naples. I'm from Biological Sciences. I am particularly interested in all aspects of public safety, because I teach forensic sciences, and I'm also a long-term member of the Cook County Medical Examiners Disaster Response Team. But I would very much like to thank our officers for their service, because they

make our lives so much better, and I appreciate it. But I do have a question. And one of the questions that I have is: Have you redistributed your license plate readers in response to dealing with contemporary issues, such as the problems on Ridge Road.

D. Byrd: Those license plate readers are fixed; we can't just take them down and reaffix them somewhere else. But the good thing is that we are purchasing additional license plate readers. So, we will do an assessment. When we do an assessment, we do think about traffic volume, calls of service. We have to look at what we consider our hot spots, or heat map is what we call it, and it just tells us where most of our calls for service and where most of the violent crime is occurring. And then we try to make sure that we have that covered first. So, that's what we did with our first series of license plate readers, and we'll do that again when we make the next assessment. We will look at that area, though, ma'am, that's for sure, and we will do an assessment to make sure that we put the license plate readers where they can be the most effective.

V. Naples: Thank you. And the other question is mostly because I don't know the difference, but I wonder if you would be kind enough to explain, at least to me, what is the difference between a license plate reader of the sort that you are using and traffic camera plate readers.

D. Byrd: Sure. It's really a software difference and an equipment difference. A red light camera is a totally different mechanism, and we don't have that. And I've heard that in the past, and I've tried to rebuke it as much as possible. The license plate readers are not for traffic violation; it is not. We don't have the equipment to do it. It will not do that for us. So, we put in the filters that are most important, and the reason we have license plate readers is to interdict violent crime or to assist us in finding missing persons, such as amber alerts. There are some departments that actually will filter suspended drivers license, but they'll never have a quiet day in their life, because suspended drivers are all over the place. But that's not our purpose. Our purpose is to interdict violent crime, to assist us in finding missing persons, and we have officers working the street every day to deal with traffic violations, red light violations, so there's no need for us to do that. And to be honest with you, to add that into our filter would water down the main reason why we have them up in the first place, and that is for violent crime interdiction and looking for missing persons. So, you will never see that in the city of DeKalb, at least with the equipment we have now. I just want to be sure that everyone understands that it's not for traffic violations.

V. Naples: Thank you very much. And if I may, you did touch upon this, but I would appreciate it if you could expand your explanation. What kind of cooperation are you getting from landlords to try to ensure safe behavior between landlords and tenants, because we have very many people who are renting here and especially in the areas where there have been lots of problems reported. And I'm very concerned, not only of my own safety, but for everybody else in the local community. Thank you.

B. Nicklas: Good question, and I'll just address that very briefly. There are about 1,300 landlords in town. We have some that own single-family houses they converted to rental basis. But where most of our attention has been, unfortunately, are the larger apartment complexes with sometimes 150, 200, even 300 units to a complex. It might have multiple buildings. And, as you I think know, we've tried to be aggressive. And one of our most difficult landlords – per court guidance, I'm not supposed to name them, but I think most of you know – we fought a couple years long legal battle

to try to find a way to relieve them of some of their properties, and we were reasonably successful in doing that. They went from 1,000 to 500 units, that helped. But the other 500 we were still addressing in one form or another. So, what I didn't lay into because we have a limited amount of time here, I'll just take one more minute. The system we've had to try to make landlords more responsible has loosely been called a three-strike system. The first time, in the interest of due process, when something happens at a unit and the police report it to the person who's involved in the bureau, we may find out that the landlord couldn't possibly have known what was going to happen. He might have been fishing in Canada with presumed help back here in good old DeKalb with a property manager and a fight occurred. So, normally, there's just a conversation. Maybe we can stiffen the security plan you have for when you're away. And it would go to a second strike if it happened again in an indefinite period. It could have happened again two years later. Maybe at this point, there's some reason to believe that the preponderance of the evidence was that the landlord could have known, should have known, could have done something differently. And the third strike is the possibility that that unit, one apartment or the whole building might be considered a disorderly house. It could be appealed to an administrative hearing process and ultimately to the circuit court, which provides a state level of due process.

We're narrowing that – not narrowing it – we're compressing it to basically a strike. So, the first strike, same due process. Any official action by the city might be stayed if there's a reasonable explanation. But if within 180 days, six months, one of the enumerated offenses occurs at the same unit, then it's a fine, not \$50, it's \$5,000. The next offense and every subsequent offense is \$10,000. So, think about this, \$800, roughly, a month for many of these apartments. So, let's round it up to \$10,000 a year. You've just taken away a year's worth of income, which certainly gets somebody's attention. And that's our intention here. We don't by any means it solves all crime in the city of DeKalb, but it should begin to roll back the most egregious behavior that's happening here in DeKalb. And I hate to be – this may sound cavalier – if the bad actors who are doing the worst work, and maybe they're just several hundred people, but there are enough of them and it's happening on a nightly basis and a daily basis, if they decide to go to some other place, because, obviously, they came from someplace to find safe refuge here, I don't care. I'm caring about DeKalb. I won't say I don't care entirely, but mostly I care about what happens here. So, that's what we're trying to do. The council heard the presentation on Monday night. In two weeks, we bring this up for an action event, and we'll see if the council supports it. If they do, we'll proceed to get it in place and get it rolling. And we'll report to you at your pleasure, maybe in six months or so, we might come back and let you know.

M. Streb: I think it's important enough to say that many of the landlords actually support.

B. Nicklas: Absolutely, I meant to say at the beginning, the system we had was the result of many conversations in the last 30 to 45 days with landlords, many of whom were here in 2013 working on the crime-free lease addendum and are still very much involved, really bulwarks of the community, working with NIU and us, also the Regrow Revitalization. There are a lot of good things and Chief Mitchell said, here are some positive things. Here's another positive thing: Some physical areas in town, geographic areas, are seeing a new look. Blackhawk and Hillcrest is one of those. We still have more work to do over there, and it's not enough to just physically improve the infrastructure, but we're trying to make it a more welcoming area, and we'll keep trying.

J. Rossetti: Thank you for your presentation. I'm Jeanette Rossetti from the School of Nursing. Chief Mitchell, I know you've heard a lot from us. And I really wanted the Faculty Senate members to know how responsive you and your team have been to us. We teach late in the evening. We're out on the outskirts of campus, where a lot is happening. I'm always sitting looking at the text alerts when it's in the evening, and I'm thinking, "Oh, if that was a Thursday night, I'd be in the classroom right now." So, you have brought police out. We have told them when we let class out. They've been in the parking lot. I teach every Thursday night til 6:40 p.m. They're there from 6:30 to 7 every Thursday night. We also have late classes on Monday evening. They're there every Monday evening. So, when we leave, we at least see that presence, and it means a lot to, I know, myself and the students. Thank you.

D. Mitchell: Thank you very much. And I thank you so much for pointing that out, because I think that's a great example of what I was talking about earlier. The chair of the nursing department reached out to me and vocalized some concerns that she had. And me and my deputy chief went out and met with her, and, literally, after just understanding what her concerns were, we adjusted the things that we were already doing, because we were already doing foot patrols in the nursing building and making sure we had a visible presence. But she identified some things and pointed out some things that we weren't aware of. So, we adjusted our security procedures, and here's the end result. I'm glad that you guys are pleased, because, again, our ultimate job, my ultimate job – and I'm very supported by Dr. Streb and President Freeman – in order to make sure that I get the support I need in order to do my job. And so, I'm very responsive, like I said, this is my home too. I am a Huskie. I live in DeKalb, so I'm also a DeKalb resident. I'm an empty nester, so I have nothing else to do but devote myself to my job, so me and my wife, who also works for the law school. So, thank you very much for sharing that story, thank you.

E. Nesterov: Evgueni Nesterov from Chemistry & Biochemistry. Thank you for your presentation. I think my question will be more to Chief Mitchell about the parking garage on Normal Road next to La Tourette Hall. In the late evening hours, this is usually a very spooky place, and I am just wondering, is there any video recording [inaudible] in the garage? And if there is, it probably would be a good idea to have some sort of a clear, very visible that this place is under constant surveillance. That probably would make students less scared about actually going in the garage in the late hours.

D. Mitchell: Thank you very much, sir. I will say this: We work with Facilities in order to make sure that the lighting is – well lit – that all the bulbs are in place in the parking deck. Some of the technology that is over there, we've been evaluating. We do what's called security assessments of facilities, and the parking deck is one of those. And so, we work with Facilities in order to identify the things that are needed in order to make sure that the parking deck is a secure place, as much as it can be. It's an open parking lot, so it's not like it's gated or anything like that. Our police department does constant patrols over there, particularly at night, because, unfortunately, we've actually had a couple of people go to the parking deck and try and commit suicide. The parking deck is definitely a place that we pay attention to, and Facilities is aware of the things that we point out, particularly as it pertains to there are actual call boxes at the parking deck that you can press the button. However, that technology is being phased out. Our mobile blue lights, that technology is being phased out, because it's old technology; and the technology that's new is the Safe App and the mobile blue light that you have literally in the palm of your hand, that's more helpful nowadays.

So, unfortunately, because it's an open parking deck like most parking decks, there's vulnerability in any open – like this is a public university – there are going to be vulnerabilities. But we do all we can in order to address it, but at the same time letting people know the things that you need to do in order to keep yourself safe, be aware, that type of thing. And I will tell you this: The biggest problems that we have – I've mentioned the incidents of people going to the top of the parking deck and harming themselves. That's only happened a couple of times since I've been here, and I've been here 22 years. The biggest problems that we have in the parking deck, quite honestly, are people that come and park illegally, that's the biggest problem that we deal with over there. So, again, the parking deck is a safe place. Campus is a safe place. But we are working to just make sure the lighting is always illuminated as best as possible. I hope I answered your question.

D. Douglass: Hi everybody. Of course, Matt Streb and Chief Mitchell, I've had the pleasure. City Manager Nicklas and Chief Byrd, I don't think I have. I'm Dallas Douglass, current speaker of the senate for the Student Government Association. I wanted to thank all of you for your time today, but particularly to you, Chief Byrd and City Manager Nicklas, for joining us. It's difficult to get students to come out to things like city council meetings and other municipal activities, so I really appreciate the active outreach. What I've heard from all four of you today is a really impressive investment in addressing crime issues and a few mentions of proactive measures. And I'd like to hear more about those proactive measures, particularly from the city side of things. So, City Manager Nicklas, you mentioned infrastructure investments and mental health, like social services to the PD. I'm curious about other things like that, whether that's safe, affordable housing, food insecurity, stuff like that.

B. Nicklas: Great questions and thank you for opening that up. And we'd be happy to go to the student organization meetings, as well. Just very quickly, because you have another part of your agenda here, in terms of proactive things, Chief touched on our licensed social workers, we have two, we're aiming toward three, so that arguably every shift has somebody at hand who's actually on duty at the time that something that is occurring, and we'll get there. Also, we have a community services department that was started during COVID, even though the money was down before all the federal money came our way, to do things like that. And I'm happy to say we made a commitment then and that commitment is continuing and increasing. Chief Mitchell said correctly, and Chief Byrd touched on this as well, there used to be this concept of Officer Friendly. I mean people get to know you. It's the age-old thing. You can't build trust without familiarity, and once you build the trust, you also move in the direction of some kind of a mutual respect. And at that point, a lot of things get better, and a lot more people feel that they can approach and get involved, and they feel that they're working toward a larger whole. And that's our goal. Actually, that's happening every day, but there are just these things that keep popping up – beep, beep, beep – if we had our email and text messages coming through, you'd be hearing it, and that's something over here, something over there. And it only takes a couple hundred people in a town of 40,000 to kind of upset the apple cart at times, so, we're going to keep pushing. Your help is essential.

So, last words on this, this past summer, we had no pop-up parties. We didn't have a murder. We had shots fired and a lot of this is coming from young people who have access to guns who are firing them in the air. And some of you have heard them. How many of you have heard them in neighborhoods where you live – okay. It's very unnerving. What does that mean? Does it mean that somebody loose? As Matt said to start the conversation today, these are random. There isn't a wave

of people coming in a direction of this neighborhood or that neighborhood. So, what can we do about that? The students that we serve, all of us serve, and try to educate in many ways, formally and informally, like we do, are a ripe market. I hate to say it, but that is absolutely the case. Thousands of young people coming here with other good intentions are easy prey for people who are here for their purposes, which are illegal, to prey on young women, to prey on young men, to prey on others who will give them the time of day. They put heads in beds, that's why we are focusing on housing right. That's not the only thing we're focusing on. And we have to work together all year round on that. Your help, better communication between us and the students we serve would be just the right thing.

D. Byrd: And if I could just give you a snippet, of all the officers that we do have at the PD, we just graduated two young officers. My initial challenge, just so you have an idea of who's working the streets and who you all have encounters with, my initial challenge was to, when you do go to the academy, not to be pedestrian and to be leaders, be impactful. So, both of them actually took that to heart, and one of our young officers, a female named Savannah Long, she went down there, and she was the class president of her class. And she won the fitness award. Her partner who went down was the secretary of the class, and he was tied for top shot in the class. So, those are the type of officers that we have at the city of DeKalb. We challenged them to be the best they can be. I know that's a cliché, but I give them a letter every time I get a new officer, and it's a challenge, and it's for their eyes only. And that's the type of officers we want in the city of DeKalb, because they're leaders. They already have leadership ability, and they're doing an amazing job here in the city of DeKalb, along with the Northern Illinois University police officers. Like I said, I know a lot of them, some of them are my friends, good friends of mine. And they work together in tandem. When we put our bike teams out in the summer, you'll see a DeKalb Police Department officer and a Northern Illinois University officer together on the bikes. We're moving in the right direction. I understand that this is a shift in what the city of DeKalb – sure if we go back 10 or 12 years ago, they're probably like, wow, whoever thought we'd be dealing with this type of crime nexus. It is a wave that's going across the country, and if you see what happened in Highland Park, it doesn't matter how much money you have, it really doesn't. There are predators in every city throughout the country, and some of them hide pretty well, and some of them are right in your face all the time. So, you just have to be mindful of that, and I think at the end of the day, and I always say this, a dark alley in DeKalb is just like a dark alley in Chicago is just like a dark alley in Naperville. You have to keep your head on the swivel, be smart. Like you were saying about the garage, I told my daughter when she was in college, FaceTime me every time you leave. If you have a late class, FaceTime me, because if you're on the phone or you're talking to someone, they will bypass you. But if you have your head down with your headphones on and you're not paying attention, that's the one they will target, because you're not paying attention. I just wanted to put that out there, because I just wanted you to know the type officers that you have working for you, not just in the city of DeKalb, but at the university. Thank you.

D. Mitchell: And also, let me just say this, as well. Because I hear this still, I've been here 22 years, and I still hear this from people who will find out about something and they'll say, "Oh, well I didn't want to call you guys, because I didn't want to bother you." No, it's our jobs. You call us any time. We're open 24/7. You're never a bother. We get paid, we're the paid public safety professionals to take care of our communities, to work with our constituents. So, there's never a

time you should ever feel like, oh, I don't want to call the police, because I don't want to bother them. No, it's our job to serve you.

I. Montana: Are there any other questions? We'll take a last one and move quickly if there are any. If not, then in the interest of time, I would like to ask the Faculty Senate to join me in thanking every one of our speakers for taking time to come here today, address this issue, which is of evolving, but at the same time, also of prime importance to the campus community and the DeKalb community, as well. Please join me in thanking them.

IX. CONSENT AGENDA

I. Montana: We'll move to agenda item IX., which is Consent Agenda. Pat, do we have any items.

P. Erickson: We do not.

X. UNFINISHED BUSINESS

I. Montana: Item X., Unfinished Business. Looks like we do not have unfinished business, as well.

XI. NEW BUSINESS

I. Montana: Do we have new business, which is agenda item XI?

P. Erickson: We do not.

XII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

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

I. Montana: Next, we have agenda item XII., Reports from Councils, Boards and Standing Committees. Agenda item XII.A., we have the Faculty Advisory Council to the IBHE. I wonder if Linda is here? Great.

L. Saborío: I don't mean to disappoint anyone, but I don't actually have a report for you today, and let me explain why if you'll indulge me for a moment. I showed up at Peoria, which is where the September 16 meeting was being held, and the chair of the FAC contacted me to tell me he wasn't going to make it to the meeting. So, I had to chair the meeting, and it was rather last-minute notice, and so I was very busy making sure that we had everything that we needed at that meeting, and was not able to take extensive notes. So, I've decided to postpone our report so that I can give you a more comprehensive report and maybe look at the minutes from our new secretary to fill in all the gaps that I wasn't able to take notes on. Our next meeting is October 21 at Benedictine, and that is before the next Faculty Senate meeting, and I will be able to have more a comprehensive report for you at that time. But I would like to say, Pat, before I go, that the name tents were a huge success. Thank you so much.

I. Montana: Thank you, Linda.

- B. University Advisory Committee to the Board of Trustees – report
Felicia Bohanon, Holly Nicholson, Ismael Montana
Katy Jaekel, Karen Whedbee, Brad Cripe

I. Montana: Agenda item XII.B., University Advisory Committee to the Board of Trustees, I will report on this, and if there are other members around, they can, hopefully, chime in. The Board of Trustees met on September 15. The board received many reports, mainly from President Freeman, including collective bargaining agreement for the NIU instructors' unit, Local 4100 of the University Professionals of Illinois. This unit represents 236 employees, approximately 224 of which are in the Division of Academic Affairs, and 12 in the Division of Outreach, Engagement and Regional Development. The scope of the negotiation calls for a four-year agreement which will be retroactively effective from July 1, 2021, through June 30, 2025. As we went through the terms and conditions of this agreement and university policies and guidelines, President Freeman recommended that the Board of Trustees approve the agreement. The board did unanimously, and President Freeman acknowledged and thanked the role of the NIU instructors' unit 4100, the University Professionals of Illinois for their essential role in the success of the university.

The board also received a report on surplus real estate property determination for the School of Nursing building located at 1240 Normal Road in DeKalb. This property consists of a single-story, 24,000 square foot structure on nine-and-a-half acres. The university purchased this property back in 1987 for use as the School of Nursing program. This building has served the university well over 35 years as the university property, but the eventual relocation of the School of Nursing program to the new Health IT Center, causes this building to become a surplus to academic requirements. As a result of the DeKalb Community School District 428's interest seeking to accommodate its growing student population, there is a potential that this building will continue to serve the community, that is if something comes through that. President Freeman presented the university recommendation to the Board of Trustees to determine the property as surplus to university needs. The board approved the university recommendation unanimously again.

The last relevant and important highlight is that President Freeman also presented a university recommendation requesting the Board of Trustees to establish an award to recognize current staff who are instrumental in the university's success.

I'm happy to call on either Holly or Felicia, if they are here, to add anything they like. Otherwise, the full information on any of these topics can be found on the Board of Trustees website. And if you look at the information section of your agenda, you will find a link where you can find the minutes.

- C. Faculty Rights and Responsibilities Committee – no report

D. Social Justice Committee – report
David Valentiner, Chair

I. Montana: With that, I would now like to call on agenda item XII.D. That would be a report from the Faculty Senate Social Justice Committee, and my wonderful colleague, David Valentiner, will deliver that report.

D. Valentiner: Thank you, Ismael. I missed the first Faculty Senate meeting; I was away. So, I thought that I would just give a little bit of a brief recap, just to recount the brief history of the Faculty Senate Social Justice Committee. It was about a year-and-a-half ago that the then-ad hoc Faculty Senate Social Justice Committee, headed by Ismael, issued a report that included a recommendation to create the standing committee, the Faculty Senate Social Justice Committee. And that report also included a number of recommendations. So, when the standing committee was formed, they took five of those recommendations, recognized them as priority recommendations, created three work groups and, through last year, they worked on these priority recommendations. I should also note there was quite a bit of work being done by ADEI [Office of Academic Diversity, Equity and Inclusion] here on campus headed by Vernese Edghill-Walden, and that group is charged with addressing DEI issues here on campus. And they were doing a lot of work that fit with many of the recommendations that we were working on.

The provost, recognizing that we had very ambitious goals and that we needed support to do the work, provided some support. And so, there were some people who worked on moving some of those recommendations forward throughout the summer. Since the semester started, we've had one Faculty Senate Social Justice Committee meeting. The work groups have all had at least one meeting, and they continue working on it. It seems like a natural next step for us is to coordinate with ADEI. As I understand it, Vernese has something of a plan, a Community of Practice, that they're in the process of rolling out. We don't have information on that. We need to get information on that to coordinate, and we have a meeting set up to try to facilitate some of that coordination. I think that meeting takes place tomorrow.

The main thing that I see going forward is that I'm hoping to have somewhat of a systematic evaluation of the recommendations that we're working on, that we've identified. I think that we've been making progress on them, although we haven't systematically evaluated whether we're working on all of them.

I don't have any other initiatives planned, but it's early days, and we still need to coordinate with ADEI. If any of you have any interest or concerns, I hope that you'll bring them to me, because I'd very much like to have the work we do informed by the concerns and interests that the faculty have. That's it for my report.

I. Montana: Thank you, David.

- E. FS-UC Rules, Governance and Elections Committee – no report
Lori Hartenhoff, FS/RGE Liaison/Spokesperson

I. Montana: Item XII. E., Rules, Governance and Elections Committee. Have any report? No.

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

I. Montana: Item F., Student Government Association?

D. Douglass: Thanks, Dr. Montana. Hello, everybody. I'm Dallas; I'm the current speaker of the senate for the Student Government Association. Thank you to everyone who presented today, though they've all gone now: Joy Mitchell for the new student code of conduct, and our panelists on campus and community safety. I'm intending to pass along all the information that I gathered to the senate at our meeting this Friday at 2 p.m.

Just some updates from our side of things, the senate is working on orienting itself to engage in research and collaboration on addressing a number of issues facing students right now that we're hearing, like infrastructure, hiring and pay, and dining. So, if you get an email from a senator, or somebody you know gets an email from a senator, rest assured we're intending to work in tandem with existing university initiatives to address these problems.

I also want to specifically address anybody here from the College of Education or from university housing. We have one senate seat available in the College of Education and three in housing. Getting all those seats filled is essential to the function of the senate and to a productive SGA. So, if you can think of any students who would be a good fit for public service, please shoot me an email at ddouglass1@niu.edu. And that's it for me.

I. Montana: Thank you.

- G. Operating Staff Council – report
Holly Nicholson, President
Natasha Johnson, OSC/FS representative

I. Montana: We move to agenda item XII.G., Operating Staff Council. No report? Okay.

- H. Supportive Professional Staff Council – report
Felicia Bohanon, President
Andrew Rogers, SPSC/FS representative

I. Montana: Item XII.H., Supportive Professional Staff Council. No report? Okay.

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. FS 2022-23 dates: Sep 28, Oct 26, Nov 16, Jan 25, Feb 22, Mar 29, Apr 26
- R. [2021-22 Annual Reports](#)

I. Montana: Our next agenda item, then is agenda item XIII., Information Items. This is self-explanatory; they are what they are, listing Policy Library, Academic Planning Council, etc. And there are minutes and agendas for all these university committees. If you're interested in any of this, please visit it for any information you would like to access.

XIV. ADJOURNMENT

I. Montana: With that, I believe we have covered everything that we have on our agenda today, unless if there are any important things that I missed. If not, then I would like to entertain a motion and a second to adjourn today's meeting, if you guys would like.

P. Chomentowski: So moved.

T. Buck: Second.

I. Montana: All in favor, say aye.

Members: Aye.

I. Montana: Opposed? Abstentions? The meeting is adjourned, and thank you, everyone, for your time.

Meeting adjourned at 4:35 p.m.