

**PUBLIC NOTICE AND AGENDA**

**FACULTY SENATE**  
**Wednesday, October 26, 2022, 3 p.m.**  
**Altgeld Hall Auditorium, 2<sup>nd</sup> Floor**  
**Northern Illinois University**  
**DeKalb, Illinois**

- I. CALL TO ORDER**
- II. VERIFICATION OF QUORUM**
- III. ADOPTION OF THE AGENDA**
- IV. APPROVAL OF THE SEPTEMBER 28, 2022, MINUTES – Pages 3-5**
- V. PUBLIC COMMENT**
- VI. FACULTY SENATE PRESIDENT’S ANNOUNCEMENTS**
- VII. PROVOST’S ANNOUNCEMENTS**
- VIII. ITEMS FOR FACULTY SENATE CONSIDERATION**
- IX. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES**
  - A. Faculty Advisory Council to the IBHE – 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 –report  
Lori Hartenhoff, FS/RGE Liaison/Spokesperson
  - 1. Election of Faculty Personnel Advisor
    - a. Rodney Caughron – Page 6
    - b. Emerson Sebastiao – Page 7
    - c. Carrie Kortegast – Pages 8-9
- 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

## **X. 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: Oct 26, Nov 16, Jan 25, Feb 22, Mar 29, Apr 26
- R. [2021-22 Annual Reports](#)

## **XI. ADJOURNMENT**

## MINUTES

**FACULTY SENATE**  
**Wednesday, September 28, 2022, 3 p.m.**  
**Altgeld Hall Auditorium, 2<sup>nd</sup> Floor**  
**Northern Illinois University**  
**DeKalb, Illinois**

[Full transcript](#)

**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**

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

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

A quorum was verified.

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

**J. Rossetti** moved to adopt the agenda, seconded by **B. McGowan**, Motion passed.

### **IV. APPROVAL OF THE AUGUST 31, 2022, MINUTES**

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

**IX. CONSENT AGENDA**

**X. UNFINISHED BUSINESS**

**XI. NEW BUSINESS**

**XII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES**

- A. Faculty Advisory Council to the IBHE – 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. FS 2022-23 dates: Sep 28, Oct 26, Nov 16, Jan 25, Feb 22, Mar 29, Apr 26
- R. [2021-22 Annual Reports](#)

### **XIV. ADJOURNMENT**

**P. Chomentowski** moved to adjourn, seconded by T. Buck. Motion passed.

Meeting adjourned at 4:35 p.m.

**From:** Rodney Caughron <[rcaughron@niu.edu](mailto:rcaughron@niu.edu)>  
**Sent:** Tuesday, September 6, 2022 10:27 AM  
**To:** Ismael Montana <[montana@niu.edu](mailto:montana@niu.edu)>  
**Subject:** FACULTY PERSONNEL ADVISER

Dr. Montana, I would be interested in the open Faculty Personnel Adviser position with the Faculty Senate.

I have been on the KNPE DPC, and College Council rep for both KNPE and the former LESO departments.

I teach sport law which also involves Constitutional law and personnel law (I have a chapter in a sport law textbook on employment contracts), which I believe would be helpful in guiding faculty in specific areas of concern.

Thank you for your time and consideration.

Rodney L. Caughron, PhD  
Associate Professor  
Sport Management  
KNPE Department

Rod

Sent from [Mail](#) for Windows

September 12, 2022

Dr. Ismael Montana  
President of the Faculty Senate  
Northern Illinois University  
DeKalb, IL 60115

**Re.: Faculty Personnel Advisor**

Dear Dr. Ismael Montana,

I am writing with great enthusiasm to officially apply to the **Faculty Personnel Advisor (FPA)** position within the Faculty Senate.

Since the beginning of my journey at NIU in 2017, I have nourished an interest in administrative positions that would allow me to assist/guide not only students but fellow faculty members to ensure they have a work environment that is respectful, fair, healthy, and fosters success. To this end, I believe that the FPA position matches my current and future career aspirations here at NIU. This position will allow me the opportunity to provide meaningful support to faculty not only from my home department but also for the entire NIU community.

Currently, I am an Associate Professor in the Department of Kinesiology and Physical Education, where I also serve as the director of the Health and Exercise Research Group and co-direct of the Motor Behavior Laboratory. In addition, I am a member of the Department Personnel Committee (DPC), the Baccalaureate Council, and the Dissertation Completion Fellowship Committee. It is clear to me that some of the core responsibilities of the DPC overlap with that of the FPA. Thus, I will be able to bring my experience from the DPC and other important committees to this position. Moreover, the past 5 years at NIU afforded me the opportunity to be part of various committees at different levels. Such an experience helped me have a good understanding of the administrative structure and operations of the university, which is of paramount importance to perform in the role of FPA.

The FPA position interests me not only because of my career aspirations, but because of my interest and passion in helping faculty navigate different aspects of academia including but not limited to personnel policies and procedures, conflict resolutions, and other issues. This is exemplified by my non-official role as faculty mentor within the Department of Kinesiology and Physical Education, providing guidance to junior faculty with questions concerning tenure and promotion, and also by my support and leadership to faculty facing issues helping them reach resolution. Additionally, my motivation for this position relates to the unique opportunity to expand and refine my interpersonal relationship skills.

In summary, I believe that my experience and strong motivation make me an excellent candidate for the **FPA** position.

Thank you for considering my application, and please do not hesitate to contact me if you have any questions or need any additional information.

Sincerely,



Emerson Sebastião, PhD  
Associate Professor  
Department of Kinesiology and Physical Education  
Northern Illinois University  
(815) 753.3656  
[esebastiao@niu.edu](mailto:esebastiao@niu.edu)



NORTHERN ILLINOIS UNIVERSITY

## Department of Counseling and Higher Education

*College of Education*

October 7, 2022

Ismael M. Montana, Ph.D.  
President, Faculty Senate

Dear Dr. Montana,

I am writing to express my interest in the Faculty Personnel Advisor position. I believe my professional and academic background align with the needs of this position. I have a comprehensive understanding of university personnel policies and procedures, experience related to advising and addressing personnel issues, and strong interpersonal skills. For me, at the center of all personnel decisions is making sure there is a fair and equitable process in which policies and procedures are followed.

I am currently an Associate Professor in the Department of Counseling and Higher Education. My teaching and scholarship have focused on higher education and student affairs administration as well as how to promote equity, diversity, and social justice within higher education contexts. I believe my academic expertise is a benefit for this position as I have a deep understanding of the administration of higher education, the experiences of faculty, and the literature regarding issues of equity and diversity within higher education.

While at NIU, I have served on the Department of Counseling and Higher Education's Department Personnel Committee as the College Council Representative. In this role, I have been able to observe personnel decisions and issues at the department level. I have also been a member of the College of Education College Council since fall of 2019. Currently, I am serving as the Faculty Co-Chair, a role I also held in fall 2021 (I was on sabbatical in spring 2022). During my time on College Council, I have become very familiar with personnel policies and procedures both at college and university levels. I have also participated in reviews of sabbatical requests, promotion and tenure, and annual reviews/faculty service reports. Additionally, I have assisted in reviewing departmental handbooks and provided suggestions on how to clarify language and policies. In my role as Faculty Co-Chair, I have had to communicate with DPCs about procedural questions and provided advice on ensuring fair processes. I also assisted in the revisions of the promotion to professor rubric and the development of a pathway for promotion for clinical faculty in the College of Education. Though my experience on College Council, I have gained valuable experience and knowledge about personnel policies and procedures at the department, college, and university level.

Prior to becoming a faculty member, I served as an Assistant Dean of Students and Director of Housing and Residential Life at Denison University. I mention this experience because within this role, I often had to mediate conflicts, assist individuals with understanding university policies and procedures, as well as make recommendations to revise policies and procedures in order to enhance clarity, fairness, and equity. In this position, I learned the importance of

***Your Future. Our Focus.***

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



gathering information before passing judgement, consulting institutional policies and procedures, as well as advocating for individuals when processes and procedures were not followed.

As I reflect on the role of the Faculty Personnel Advisor position, it seems that the position requires someone with knowledge of university policies and procedures, someone with strong listening, interpersonal, and problem-solving skills, and someone that can be an advocate for all faculty. Through outreach efforts, I would make myself known and available to all faculty, including tenure/tenure-track, clinical, and instructors, needing advice and support regarding personnel matters. I would work collaboratively with other university administrators to support faculty and gain clarity on university policies and processes. I believe some of the most consequential decisions we make as a university and within our own departments and colleges are those related to personnel matters. Because of this, we must ensure our policies, practices, and decisions are fair, equitable, and defensible. I see this position as important in assisting faculty in navigating some of the most consequential decisions of their personal and professional lives.

Please let me know if I can provide any additional information about my experience and qualifications for this position. I can be reached at by email at [ckortegast@niu.edu](mailto:ckortegast@niu.edu) or by phone at 740-403-8144. Thank you for your consideration.

Take care,  
Carrie Kortegast, Ph.D.  
Associate Professor  
Department of Counseling and Higher Education

***Your Future. Our Focus.***

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