

**PUBLIC NOTICE AND AGENDA**

**Faculty Senate Steering Committee  
Wednesday, April 19, 2023, 3 p.m.  
Altgeld Hall 225  
Northern Illinois University  
DeKalb, Illinois**

- I. CALL TO ORDER**
- II. VERIFICATION OF QUORUM**
- III. ADOPTION OF THE AGENDA**
- IV. APPROVAL OF THE MARCH 22, 2023, MINUTES – Pages 2-3**
- V. PUBLIC COMMENT**
- VI. ITEMS FOR FS STEERING COMMITTEE CONSIDERATION**
- VII. DISCUSSION AND APPROVAL OF FACULTY SENATE DRAFT AGENDA –  
attached packet**
- VIII. ADJOURNMENT**

## MINUTES

Faculty Senate Steering Committee  
Wednesday, March 22, 2023, 3 p.m.  
Altgeld Hall 225  
Northern Illinois University  
DeKalb, Illinois

**VOTING MEMBERS PRESENT:** Hartenhoff, Hunter, Kim, Liberty, Marsh, McConkie, McGowan, Montana, Valentiner

**VOTING MEMBERS ABSENT:** Bohanon, Demir, Douglass, Nicholson

**OTHERS PRESENT:** Naples

### I. CALL TO ORDER

Faculty Senate (FS) Steering Committee Chair **I. Montana** called the meeting to order at 3 p.m.

### II. VERIFICATION OF QUORUM

A quorum was verified.

### III. ADOPTION OF THE AGENDA

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

### IV. APPROVAL OF THE FEBRUARY 15, 2023, MINUTES

**D. Valentiner** moved to approve the minutes, seconded by **S. Marsh**. Motion passed.

### V. PUBLIC COMMENT

### VI. ITEMS FOR FS STEERING COMMITTEE CONSIDERATION

**D. Valentiner** is researching issues related to academic freedom at NIU. **I. Montana** called his attention to FS Bylaws Article 14, Grievance Procedures for Violation of Academic Freedom.

**VII. DISCUSSION AND APPROVAL OF FACULTY SENATE DRAFT AGENDA – attached packet**

A review of the draft FS agenda included the following points:

- Chief Financial Officer George Middlemist will make a brief self-introduction.
- Chief Engagement Officer Rena Cotsones and Professor Alicia Schatteman will provide a presentation on Centering Engagement, Driving Impact Task Force.
- Professor Biagio Palese will be presented for approval to serve on the Chief Diversity Officer Search Committee via the consent agenda.
- Nominations for 2023-24 FS president will be taken.
- A proposal to amend FS Bylaws, Article 4.8, University Assessment Panel, will be presented for a first reading.
- Reports are anticipated from the Faculty Advisory Council to the IBHE, Social Justice Committee, Student Government Association, Operating Staff Council and Supportive Professional Staff Council.

**L. Hartenhoff** moved to approve the draft FS agenda per above discussion, seconded by **B. McGowan**. Motion passed.

**VIII. ADJOURNMENT**

Meeting adjourned at 3:32 p.m.

**PUBLIC NOTICE AND AGENDA - DRAFT**

**FACULTY SENATE  
Wednesday, April 26, 2023, 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 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 – Page TBD (will be inserted when received)
  - 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 9-11  
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 –  
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 12-15
- R. [Annual Report](#) – Faculty Personnel Advisor – Pages 16-17
- 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, 2<sup>nd</sup> 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](mailto: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  
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
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- H. [Minutes](#), General Education Committee
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- 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 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.

## 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

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

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.  
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