

**Northern Illinois University**  
**Special Hearing Board**  
**February 26, 2024**  
**3:00 p.m.**  
**Altgeld Hall Suite 203**

**MINUTES**

Present: Melissa Fickling, Heidi Kuehl, Amanda Littauer, Kim Martens, Eric Mogren, Rob Peterson, David Taylor, Paul Wright, Don Zinger

Absent: Brianno Coller, Jinsook Kim, Heidi Kuehl, Lei Zhou

Staff/Guests: Joan Parrish, Abdoulaye Diallo, Paul Priester, Bette Montgomery, Alan Clay, Jeff Kidder, Janet Olson

**Call to Order**

Wright called the meeting to order at 3:01 p.m.

**Adoption of Agenda**

Wright requested a motion to approve the agenda. Peterson moved. Zinger seconded. The agenda was approved with no changes.

**Approval of Minutes**

Wright requested a motion to approve the February 19, 2024 meeting minutes. Littauer moved. Fickling seconded. There was one abstention. The minutes were approved.

**Public Comments**

Wright inquired if there are any requests for public comment.

**Promotion Appeal**

Wright advised the committee that individuals/committees that were named as parties at the last meeting were given access to the evidence collected so far. Wright disclosed that he has a working relationship with one of the parties named last week, Melani Duffrin. Duffrin sent an email that says she is experiencing a medical condition that precludes her attending meetings in person and attached a letter of statement. Committee members and all parties were advised they would be given access to this document. Diallo asked if would be able to ask questions to Duffrin. Wright advised that he would check with the office of the General Counsel about these circumstances. Wright advised that meeting recording transcripts will be made available after they are prepared. Wright discussed the link from the Ethics and Compliance office that was shared with committee and discussed confidentiality. It was asked if the committee could consider the amount of service required by other schools/departments. Wright advised that he would follow-up

on that question at the next meeting. Wright requested that the parties request evidence and call witnesses.

#### Abdoulaye Diallo

Diallo advised he would call Paul Priester as a witness. He stated that he might call family members Lara, Nene-Bella and Alpha as witnesses or he might present their written statement.

Diallo requested that all documents considered by the school Personnel Committee and by the College Council be submitted to this committee as evidence.

Diallo will submit an email he received from the school Personnel Committee as evidence.

#### School of Interdisciplinary Health Professions

Email and letter sent from Melani Duffrin. (School Personnel Committee: Bryan Dallas, Andy Notebaert, Tomoyuki Shibata and Kathryn Mazurek)

#### College of Health and Human Sciences

Fiala requested that the College Council be called as witnesses and/or give written testimony. Janet Olson, Tomoyuki Shibata, Jie Chen, Daniel Boutin, Bette Montgomery and Jie Chen. Fialla requested that the email that she sent to respond to questions from the Faculty Senate Personnel Committee be entered into evidence.

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The committee requests that the College Council submit into evidence all recordings, meeting minutes and transcripts made of their deliberations. If none are available, ask what practice the Council uses to document their deliberations. The committee requests that all members of the College Council appear before them for questions. The committee requests all documents considered in the hire with rank or promotion of Kelly Fialla, Paul Priester, Melani Duffrin, Andrew Notebaert and Shondra Clay.

The committee request that the school Personnel Committee submit the letter they sent to the College Council in regard to the Diallo promotion application.

#### **Meeting and Adjournment**

Wright advised the next meeting would be held February 29<sup>th</sup> at 11:00 a.m. Wright asked for a motion to adjourn. Fickling moved. Peterson seconded. The motion to adjourn was approved. Committee adjourned at 4:42 p.m.