

**Northern Illinois University**  
**Special Hearing Board**  
**March 22, 2024**  
**2:30 p.m.**  
**Altgeld Hall Suite 203**

**MINUTES**

Present: Brianno Coller, Melissa Fickling, Jinsook Kim, Heidi Frostestad, Amanda Littauer, Kim Martens, Eric Mogren, Rob Peterson, David Taylor, Paul Wright, Lei Zhou, Don Zinger

Absent:

Staff/Guests: Joan Parrish, Anthony Del Fiacco, Abdoulaye Diallo, Mene-Bella Diallo, Alpha Diallo, Paul Priester, Sarah Garner, Melani Duffrin, Kelly Fiala, Bette Montgomery, Janet Olson, Taylor Anderson, Kerry Ferris

**Call to Order**

Wright called the meeting to order at 2:32 p.m.

**Adoption of Agenda**

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

**Approval of Minutes**

Wright requested a motion to approve the March 7, 2024 meeting minutes. Littauer moved. Coller seconded. The minutes were approved.

**Public Comments**

Wright inquired if there are any requests for public comment.

**Promotion Appeal**

Wright advised that we are allowing all parties to give a closing statement. Dr Duffrin made a statement on behalf of the school. Dr Olson made a statement on behalf of the college. Dr. Diallo made a statement.

Wright advised the committee that they would now go into closed session.

Closed session began at 2:58 pm. Closed session ended at 4:15 pm.

Wright moved that the board vote if the School of Interdisciplinary Health Professions discriminated against Dr. Diallo during the personnel process on the basis of race,

national origin or disability. Fickling seconded. Parrish took a roll call vote:

Mogren: yes

Fickling: no

Zinger: no

Kim: no

Zhou: no

Frostestad: yes

Littauer: yes

Wright: no

Peterson: no

Taylor: yes

Coller: no

Martens: no

There are 8 no and 4 yes votes

Wright moved that the board vote if the College of Health and Human Sciences discriminated against Dr. Diallo during the personnel process on the basis of race, national origin or disability. Parrish took a roll call vote:

Mogren: yes

Fickling: no

Zinger: no

Kim: yes

Zhou: no

Frostestad: yes

Littauer: yes

Wright: no

Peterson: no

Taylor: yes

Coller: yes

Martens: no

There are 6 no and 6 yes votes

Wright advised the board that they would need to forward recommendations and rationale for the vote based on the Faculty Senate bylaw.

The recommendation of a majority of the Hearing Board present and voting shall be the decision of the Hearing Board. This recommendation, along with the rationale for the recommendation, shall be forwarded to the president, to all parties involved in the appeal or grievance, to the office of Affirmative Action, and to the Faculty Senate Personnel Committee within seven (7) days after the closing of the hearing. If no recommendation is made by a majority of the Hearing Board, the recommendations and rationale of each faction shall be forwarded to the president and others as indicated above.

### **Recommendations**

School: Majority voted they did not find a preponderance of evidence of discrimination.

The committee concurs with the recommendation made by the FSPC, with specific consideration to lateral hires. *(we had just started, this recommendation is incomplete)*

College:

The Board ran out of time and agreed to meet again to complete the recommendations and rationale.

**Meeting and Adjournment**

Wright advised the next meeting would be held next week. Wright asked for a motion to adjourn. Zhou moved. Marten seconded. The motion to adjourn was approved. Committee adjourned at 4:30 p.m.