**Northern Illinois University**

**FACULTY SENATE PERSONNEL COMMITTEE**

**March 25, 2025**

**2:00 p.m.**

**Altgeld Hall Suite 203**

**MINUTES**

Voting Members Present: Therese Arado, Veysel Demir, Blythe Kitner, Jodi Lampi, Mark

Mellon, Bette Montgomery, Cristan Sabio, George Slotsve, Stephen Tonks, David

Valentiner

Voting Members Absent: Danica Billingsly, Kimberly Hart, Chang Liu, Virginia Naples,

Non-Voting Members Present: Bárbara González, Richard Mocarski, Joan Parrish

Non-Voting Members Absent: Laurie Elish-Piper

**Call to Order**

González called the meeting to order at 2:00 p.m.

**Adoption of Agenda**

González requested a motion to add an item to the agenda. It has been requested that the Faculty Senate Personnel Committee create guidance to the College Councils regarding federal funding and resource availability repercussions to faculty members seeking promotion and/or tenure. Montgomery moved. Lampi seconded. The addition to the agenda was approved.

**Approval of Minutes**

González requested a motion to approve the January 21, 2025 meeting minutes. Arado moved. Valentiner seconded. The minutes were approved with one abstention.

**Public Comments**

González inquired if there are any requests for public comment. There were no requests

for public comment.

**Funding/Resource Ramifications on Faculty Promotion and/or Tenure**

Gonzalez discussed funding repercussions to tenure/promotion. Faculty need to

document impacts to funding. Gonzalez requested that guidance for faculty come down

from the FSPC. Gonzalez clarified that there might be resource databases that might not

be available, making it hard for some faculty to continue their research. Funding might also be an issue. We need to ask the faculty how they have been impacted. Mocarski is encouraging faculty to reach out to RIPS. Mocarski added the faculty should continue to apply, even if the pool gets smaller, otherwise the funding could go away. It was suggested that college councils should reach out to the departments to try to get this information. Gonzalez advised this should be an ongoing process. College Council needs to reach out to all faculty members and collect data on how they are being affected. Each PC needs to look at impacts and possibly adjust criteria. This can also apply to annual evaluations. Need to encourage PC’s to be flexible. The Provost office could request an annual report from the college councils. The FSPC could send a statement to the faculty senate and to the college councils. A document will be placed in the SharePoint site that the committee can work on. Valentiner will start the document, everyone can review on SharePoint site, then vote at the next meeting.

**Review of Proposed College Bylaw Changes**

González discussed the bylaw changes submitted by the colleges.

CHHS

González requested a motion to approve the changes to the personnel policies and

procedures submitted by the College of Health and Human Sciences. Arado moved.

Lampi seconded. It was asked if there can be more than one clinical faculty member sit on

the college council, as the one clinical faculty member has many departments to try to

cover. Having only one creates a burden. Proposed changes will be returned to CHHS

with the request to review the number of clinical faculty members, suggesting that they

consider having more than one and return the College Council determination as soon as

possible.

COE

González requested a motion to approve the changes to personnel policies and

procedures submitted by the College of Education. Lampi moved. Tonks seconded.

The proposed changes were approved.

CVPA

González requested a motion to approve the changes to personnel policies and

procedures submitted by the College of Visual and Performing Arts. Arado moved.

Mellon seconded. The document submitted doesn’t have track changes. Workload policy

final document is blank. A request for the documentation will be sent to the college. This

is tabled until all documents are received.

**Next Meeting and Adjournment**

González advised the next meeting would be held on April 1st at 2:00 p.m. González asked for a motion to adjourn. Sabio moved. Lampi seconded. The motion to adjourn was approved. Committee adjourned at 3:00 p.m.