

UNIVERSITY COUNCIL MEETING AGENDA
Wednesday, November 2, 2016, 3 p.m.
Holmes Student Center Sky Room

I. CALL TO ORDER

II. ADOPTION OF THE AGENDA

III. APPROVAL OF THE MINUTES OF THE OCTOBER 5, 2016 MEETING

IV. PRESIDENT'S ANNOUNCEMENTS

V. CONSENT AGENDA

VI. NEW BUSINESS

- A. Discussion and review of [human diversity requirement](#) – Pages 3-9

VII. UNFINISHED BUSINESS

- A. Program Prioritization update – Lisa Freeman, Provost

VIII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. FAC to IBHE – Paul Stoddard – report
- B. University Advisory Committee to the Board of Trustees – no report
Cathy Doederlein, Greg Long, Holly Nicholson,
Rebecca Shortridge, Kendall Thu, Leanne VandeCreek
- C. Academic Policy Committee – no report
- D. Resources, Space and Budget Committee – Sarah McHone-Chase, Chair – no report
- E. Rules, Governance and Elections Committee – Therese Arado, Chair – report
- F. University Affairs Committee – Linda Saborio, Chair – no report
- G. Student Association – Giuseppe LaGioia, President – report
- H. Operating Staff Council – Holly Nicholson, President – no report
- I. Supportive Professional Staff Council – Cathy Doederlein, President – report

IX. COMMENTS AND QUESTIONS FROM THE FLOOR

X. INFORMATION ITEMS

- A. [Minutes](#), Academic Planning Council
- B. [Minutes](#), Athletic Board
- C. [Minutes](#), Baccalaureate Council
- D. [Minutes](#), Board of Trustees
- E. [Minutes](#), Campus Security and Environmental Quality Committee
- F. [Minutes](#), Comm. on the Improvement of the Undergraduate Academic Experience
- G. [Minutes](#), General Education Committee
- H. [Minutes](#), Graduate Council
- I. [Minutes](#), Graduate Council Curriculum Committee
- 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](#), University Benefits Committee

XI. ADJOURNMENT

15.5 Baccalaureate Council

15.5.5 Substantive changes in policies under the jurisdiction of the Baccalaureate Council are subject to review and potential disapproval by the University Council. The Baccalaureate Council shall report to the University Council changes that the Baccalaureate Council considers to be substantive. The University Council may also determine that it considers an issue to be substantive and subject to University Council review. To do so, at its next regularly scheduled meeting after receipt of such a report, the University Council will have the opportunity to indicate (by a majority vote of those present and voting) an intention to review an action of the Baccalaureate Council that was not referred to it. Whether an item is referred to University Council or is voted by University Council as substantive, University Council shall act on the proposal within the next two subsequent meetings. If the University Council does not, on the timetable indicated, indicate its intention to review an action and then vote on that action, then the action of the Baccalaureate Council will be deemed to be approved.



**Northern Illinois
University**

Division of Academic Affairs

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October 20, 2016

Greg Long
Executive Secretary of the University Council
Altgeld 103

Dear Dr. Long,

In accordance with the Bylaws of Northern Illinois University 15.5.5, this memo and the accompanying documents are to serve as official notification to the University Council of two substantive changes.

The Baccalaureate Council approved at its October 13, 2016 meeting the catalog language for a Human Diversity graduation requirement that would go into effect for students entering NIU with the 2017-18 undergraduate catalog. The minutes of this October 13, 2016 meeting which contain the human diversity requirement have been approved by the Baccalaureate Council.

Please find enclosed with this memo (or as an email attachment) a copy of the approved Baccalaureate Council October 13, 2016 minutes as well as a copy of the undergraduate catalog language for the Human Diversity requirement. Should you have questions or need further documentation, please do not hesitate to contact me.

Cordially,

A handwritten signature in blue ink that reads "Anne L. Birberick".

Anne L. Birberick
Vice Provost for Undergraduate Academic Affairs

Cc. Lisa Freeman
Encl. (2)

Your Future, Our Focus

University Graduation Requirements

Upper-Division Courses

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Writing-Infused Courses

Students entering NIU with 30 or fewer credit hours, excluding credits awarded through NIU's Credit by Examination Program, must earn credit in two upper-division courses that are designated as "writing-infused." These courses may be taken within the general education program, the major program, or through electives. The Class Search in MyNIU can be searched to find writing-infused classes offered for a specific term by selecting the course attribute of "Writing-Infused." See the section in this catalog titled "Writing Infused Courses" for the complete list.

Human Diversity Baccalaureate Requirement

All undergraduate students must complete the human diversity baccalaureate requirement either through a designated human diversity course, **OR** a non-course based experience that is designated as "human diversity." Human Diversity is defined as gender, ability, race/ethnicity, citizenship, wealth/material resources, religion, age, or sexual orientation, and includes an analysis of power and addresses people's differing access to resources/opportunities in the present or past. Students may meet this requirement within their general education program, their major program, a minor program, electives, through community college courses with an IAI designation "N" or "D," or through a university-approved co-curricular experience. See the section in this catalog titled "Human Diversity Requirements" for the complete list of courses and additional information on university-approved co-curricular experiences.

Proposal for the Human Diversity Baccalaureate Requirement

Introduction

NIU's proposed Human Diversity baccalaureate degree requirement reaffirms the university's commitment to human diversity and our belief that inclusion, academic equity, and diversity represent dimensions of excellence. The human diversity degree requirement places NIU in compliance with IL Public Act 87-581, which requires that institutions of higher learning in the state of Illinois address human diversity in the course of a student's education. This proposal seeks to ensure that every student will have the opportunity to develop the cultural competency and awareness of social justice necessary to participate meaningfully in a multicultural and global society. The Human Diversity Baccalaureate Degree Requirement Committee has researched 40 institutions across the country, Mid-American Conference, and state, as well as NIU internal cultural programs in order to create a benchmark for excellence in human diversity education.

Proposed Catalog Language

All undergraduate students must complete the human diversity baccalaureate requirement either through a designated human diversity course, **OR** a non-course based experience that is designated as "human diversity." Human Diversity is defined as gender, ability, race/ethnicity, citizenship, wealth/material resources, religion, age, or sexual orientation, and includes an analysis of power and addresses people's differing access to resources/opportunities in the present or past. Students may meet this requirement within their general education program, their major program, a minor program, electives, through community college courses with an IAI designation "N" or "D," or through an approved co-curricular experience. See section in this catalog titled "Human Diversity Requirements" for the complete list of courses and additional information on university-approved co-curricular experiences.

Course Based Option

For any new or existing courses to be credentialed as NIU human diversity courses, evidence that the courses meet the following criteria must be submitted to the college curriculum committee in the department's home college:

- The course must focus on one or more of the following social categories: gender, ability, race/ethnicity, citizenship, wealth/material resources, religion, age, or sexual orientation. In cases where a course focuses on *only* one category, reasonably similar breadth and depth of study must be devoted to its social impact;
- The course's approach to diversity must include an analysis of power and address people's differing access to resources/opportunities in the present or past;
- At least 33% of the course material must address diversity as outlined above;
- At least 33% of the course grade must comprise assignments/assessments focused on diversity as outlined above;

All sections of a course must be approved by their college curriculum committee in order for a course to be designated as a Human Diversity course.

Non-Course Based Option

Colleges and departments will be encouraged to identify and/or create activities that can provide a non-course based human diversity experience for students. Sample activities may be seen in detailed description attached below. For non-course based experiences to be credentialed as NIU Human Diversity experiences, evidence that the experience meets the following minimum criteria must be submitted to the sponsoring college's equity team. For activities not sponsored by a college, evidence must be submitted to the Committee for Multicultural Curriculum Transformation cmct@niu.its.onmicrosoft.com:

- The activity must entail a minimum of 48 hours of work. *This corresponds to 33% of a 16-week course: 16 contact hours and 32 hours of work outside of class.*
 - The activity must focus on one or more of the following social categories: gender, ability, race/ethnicity, citizenship, wealth/material resources, religion, age, or sexual orientation. In cases where an activity focuses on *only* one category, reasonably similar breadth and depth of study must be devoted to its social impact;
 - The activity's approach to diversity must involve an analysis of power and address people's differing access to resources/opportunities;
 - The activity must be overseen by a faculty or staff supervisor;
 - If the supervisor of a college sponsored activity deems that a student did not satisfactorily engage in or complete the work involved in the activity, the supervisor can determine that the activity does not count toward satisfying the human diversity requirement for that student.
 - The student may appeal the decision to the supervising college equity team.
 - The college equity team's decision regarding a student's successful completion of a college sponsored activity will be final;
 - If the supervisor of a non-college sponsored activity deems that a student did not satisfactorily engage in or complete the work involved in the activity, the supervisor can determine that the activity does not count toward satisfying the human diversity requirement for that student.
 - The student may appeal the decision to the CMCT.
 - CMCT's decision regarding a student's successful completion of a non-college sponsored activity will be final;
 - The student must complete both a pre- and post-activity evaluative reflection to document how the activity will/has advanced their achievement of the Intercultural Competency baccalaureate student learning outcome (SLO);
- *Professional development will be available for faculty or staff seeking additional training for a proposed or approved Human Diversity course/experience.*
- *Optional rubrics will be made available to facilitate assessment of student achievement of the intercultural competency baccalaureate student learning outcome.*

Implementation Process

- The proposal will go through the normal curricular process in the fall of 2016. If approved, both course and non-course based options will take effect in **Fall 2017**.
- Departments will be asked to identify courses for possible human diversity designation and submit them to their college curriculum committee.

- College curriculum committees will vet proposed human diversity courses and send a list of approved courses to the Catalog Editor for inclusion in the 2017-2018 catalog by January 1, 2017.

Sample Human Diversity Requirement Options

Activities below are proposals that could plausibly satisfy the human diversity requirement:

The Human Diversity Institute (still in development)

An intensive, week long institute dedicated solely to the roles of power, privilege and inequality as they relate to social justice with respect to at least one of the following: race, ethnicity, gender identity, age, disability, nationality, religion or sexual orientation.

This option could be ideal for transfer students entering a prescribed program of study with no room to take additional courses.

Human Diversity Spring Engaged Learning Experience

An intensive alternative spring break experience dedicated solely to the roles of power, privilege and inequality as they relate to social justice with respect to at least one of the following: race, ethnicity, gender identity, age, disability, nationality, religion or sexual orientation.

This option could be ideal for transfer students entering a prescribed program of study with no room to take additional courses, as well as native students looking for an alternative experience to a course.

Human Diversity Winter Engaged Learning Experience

An intensive alternative winter break experience dedicated solely to the roles of power, privilege and inequality as they relate to social justice with respect to at least one of the following: race, ethnicity, gender identity, age, disability, nationality, religion or sexual orientation.

This option could be ideal for transfer students entering a prescribed program of study with no room to take additional courses, as well as native students looking for an alternative experience to a course.

Undergraduate Research Experiences

This option could be ideal for students who are interested a research focused program of study and would like to take a diversity lens to research in their field. This option is also designed for students who interested in research but are not ready to begin research within their major field, or have not decided upon a major field.

Study Abroad Programs

This option could be ideal for transfer students entering a prescribed program of study with no room to take additional courses, as well as native students looking for an alternative experience to a course.