

MINUTES

Faculty Senate-University Council Rules, Governance and Elections Committee
Thursday, November 8, 2018, 1 p.m.
Altgeld Hall 203
Northern Illinois University
DeKalb, Illinois

VOTING MEMBERS PRESENT: Chitwood, Chomentowski, Doederlein, Kassel, Monteiro, Nejd, Siegesmund, Tatar

VOTING MEMBERS ABSENT: Fredericks, Millis, Shi

OTHERS PRESENT: Krishnamurthi, McCord

I. CALL TO ORDER

FS-UC Rules, Governance & Elections Committee Chair **R. Sigesmund** called the meeting to order at 1 p.m.

II. VERIFICATION OF QUORUM

A quorum was established.

III. ADOPTION OF THE AGENDA

C. Doederlein moved to adopt the agenda, seconded by **J. Chitwood**. Motion passed.

IV. PUBLIC COMMENT

There was no public comment.

V. NEW BUSINESS

A. Review proposal to amend NIU Bylaws [Article 3 Operating Procedures of the University Council](#)

C. McCord introduced the proposal regarding the compensation of the University Council Executive Secretary/Faculty Senate President (ESP). Discussion included the following points.

- NIU's faculty are from varying disciplines and salaries. Because the ESP salary is tied to the individual's home department salary, different people holding this same position end up receiving significantly different levels of

compensation for doing the same job. And ESPs who were already serving in 12-month appointments in their home department receive no additional pay coming into the position.

- It was proposed that the ESP salary be tied to the ESP position and not to the salary of the faculty member coming into the ESP position.
- It was proposed to benchmark how the ESP salary is addressed at peer institutions.
- Is there a clear job description including duties and expectations? It was proposed that the job description could be used to undertake a compensation analysis.
- It was proposed that the CBL language call for the ESP position, but not dictate the details, such as compensation. In such a scenario, who decides the compensation rate? Perhaps protocol for deciding compensation could be addressed through a policy outside the CBL. What is University Council's role in the ESP compensation rate decision?
- Since half the faculty are above the median faculty salary, tying the ESP salary to a specific amount defined as the median faculty salary might be viewed as dis-incentivizing half the faculty from considering the position, although the present system does provide three months of pay in addition to a faculty member's typical nine-month contract.
- What is the value of the ESP position to the faculty? Regardless of the types of tasks involved in the position, the ESP represents an important position in the faculty and it seems that the faculty are the best group to determine the value of that position.

Following discussion, there was consensus that **C. Doederlein** will follow up with Operating Staff Council leadership to track down their sense of peer institutions with a similar value of shared governance as NIU for benchmarking purposes. **R. Siegesmund** will work with **P. Erickson** to determine if there is a current, clear job description on file for the ESP and if there are other sources of information within the UC/FS Office to suggest other peer institutions to be included in the benchmarking exercise. Additionally, both **C. Doederlein** and **R. Siegesmund** will bring work on language options for the committee to consider at a later date.

VI. ADJOURNMENT

J. Monteiro moved to adjourn, seconded by **P. Chomentowski**.

Meeting adjourned at 2 p.m.