

Northern Illinois University
UNIVERSITY COUNCIL PERSONNEL COMMITTEE
Fourth Meeting of 2019-2020
March 31, 2020
2:00 p.m.
Microsoft Teams Meeting Live

MINUTES

Present: Hamid Bateni, James Burton, Gary Chen, James Cohen, Sean Farrell, Alastair Fletcher, William Goldenberg, Beth Ingram, Robert Jones, Chad McEvoy, Janet Olson (substitute for Bryan Dallas), Nestor Osorio, William Penrod, Charles Petersen, Richard Siegesmund, Robert Tataara, Simon Weffer

Absent: Gerald Blazey

Staff/Guests: Al Crowley, Pat Erickson, Noca Ervin, Mia Hannon, Jeremy Hernandez, Andrew Johnson, Joan Parrish, Kendall Thu, Liz Wright

Call to Order

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

Adoption of Agenda

Penrod moved to approve. Petersen seconded. The agenda was approved with no changes.

Approval of Minutes

The January 14, 2020, meeting minutes were approved unanimously.

Public Comments

There were no public comment requests.

College of Law Personnel Guidelines

Burton moved to approve. Osorio seconded. McEvoy/Jones briefly explained the need for the change. The motion passed unanimously.

Tenure Clock Extension for Probationary Faculty

Penrod moved to approve. Burton seconded. Opened the floor for discussion.

There was concern that the extension did not include any date specific information. The Provost recommended the proposal to be amended to "...the university will grant an automatic one-year extension to the tenure probationary period for all *current* probationary tenure-track faculty."

Penrod motioned for a friendly amendment to add the word current.

The motion passed unanimously including friendly amendment.

Use of Student Course Evaluation Data for Spring 2020

Penrod moved to approve. Olson seconded. Opened the floor for discussion.

Members had many concerns but the committee realized each department and college use student course evaluations in different ways. Therefore, the committee cannot get more specific than what was written in the proposal.

Jones offered a friendly amendment for a missing noun "If a faculty member chooses not to include this data, departments, schools and colleges will not use the lack of reported *data* to inform evaluations."

Ingram called for a vote

The most passed unanimously including friendly amendment.

Next Meeting and Adjournment

UCPC will not be meeting on April 7th. However, there still could be a need to meet this semester. Whether that is around issues of COVID-19 disruptions or for cases of personnel hired for tenure/rank positions which may need to come before the UCPC. If there is a need to meet members will be notified.

Members requested that the UCPC go to the University Council and bring up evaluation of teaching and the need for it to be reviewed.

Penrod moved to adjourn. Peterson seconded. The meeting adjourned at 2:45 p.m.

Tenure Clock Extension Proposal Draft

Given the current situation related to COVID-19, faculty research, teaching, and engagement have been disrupted by exceptional circumstances. Because of these circumstances, the university will grant an automatic one-year extension to the tenure probationary period for all current probationary tenure-track faculty. The requirements for earning tenure and promotion will not be affected by this extension. Faculty who wish to remain on their original tenure schedule may do so by informing their department chair by May 1 of the academic year prior to the academic year in which they want to be evaluated (so by May 1, 2022, for example, if the faculty member wishes to be evaluated in the 2022-2023 academic year).

Use of Student Course Evaluation Data Proposal Draft

Due to the impact of COVID-19, the collection and analysis of student evaluations of teaching will be affected. Student evaluations will be conducted for each course, consistent with university policy. However, faculty will have the right to decide whether to include Spring 2020 course evaluation data in their annual and promotion/tenure evaluation materials. If a faculty member chooses not to include this data, departments, schools and colleges will not use the lack of reported data to inform evaluations. Units are encouraged to discuss how to appropriately address this in personnel processes within their department and school meetings.