

TRANSCRIPT

University Council
Wednesday, September 9, 2020, 3 p.m.
Microsoft Teams Meeting
Northern Illinois University
DeKalb, Illinois

All University Council members will receive an Outlook invitation to this Teams meeting. Others wishing to join the meeting, please send your request to Pat Erickson at pje@niu.edu, no later than 12 noon, September 9.

VOTING MEMBERS PRESENT: Arado, B. Beyer, G. Beyer, Brinkmann, Chinniah, Collins, Conderman, Cripe, Doederlein, Freeman, Garcia, Ingram, A. Johnson, N. Johnson, Martin, Monteiro, Nicholson, Olson, Royce, Teso-Warner, Vaughn, Weffer

OTHERS PRESENT: Blazey, Bryan, Douglass, Garner, Hulseberg, Hunt, Jensen, Kassel, Klaper, McEvoy, Mitchell, Petersen, Saborío, Skarbinski, Thu

I. CALL TO ORDER

L. Freeman: I want to welcome everybody back, and I'll have more comments later, but my first official act this afternoon, virtually, is to call this meeting to order.

Meeting called to order at 3 p.m.

II. VERIFICATION OF QUORUM

L. Freeman: And to ask either Pat Erickson or Ferald Bryan, whoever is the appropriate person in this virtual format to verify that we have a quorum.

P. Erickson: We do have a quorum.

L. Freeman: Thank you, Pat.

III. ADOPTION OF THE AGENDA

L. Freeman: Moving on to Roman numeral III, can I have a motion to adopt the agenda. And, Kendall, how do you want people to make motions? In the chat box?

K. Thu: It's a fairly small group, so they can open their video and mic and make the motion, and then make a second. And then we'll do the vote by default. So, if anybody objects, they can object via the chat box. Otherwise, we will assume that it passes.

N. Johnson: So moved.

T. Arado: Second.

L. Freeman: So we have Johnson moving and Arado seconding. I guess now it's my turn to say, is there anyone opposed to adopting the agenda as written? Hearing no objections, I will say that the motion passes.

IV. APPROVAL OF THE APRIL 29, 2020 MINUTES

L. Freeman: Which will allow us to move on to Roman numeral 4, approval of the April 29, 2020 minutes of University Council. May I have a motion to approve?

T. Arado: So moved.

C. Doederlein: Second.

L. Freeman: Okay, we have a motion from Arado and a second from Doederlein. Is there any objection or discussion for approval of the April 29, 2020 minutes? Hearing none, I will say that the motion passes.

V. PUBLIC COMMENT

L. Freeman: I will now ask our parliamentarian or Pat Erickson, either of which may be able to tell me, Ferald or Pat, have we had any requests for public comment.

P. Erickson: I have received no requests.

VI. NIU PRESIDENT LISA FREEMAN'S ANNOUNCEMENTS

L. Freeman: Okay, in that case, we can move forward to comments from the president, which is me. So, I want to start out by saying welcome back to the fall semester. Welcome to the new University Council. I wish we were all together to see the exciting new configuration, the culmination of our work in transforming shared governance. And I will also say I just really miss having everybody in the room a little before the meeting and walking around and saying hi and catching up. I'm sorry, and I miss that.

I also want to really thank you for your commitment to shared governance at our university, because it is a meaningful commitment at this university. Shared governance makes a difference. I want to add that I look forward to working with you, really to talk about and ensure the future of NIU over the course of the next year.

And just to let you know what I'm doing over the course of the next week in that context, I'm going to be discussing annual goals with our Board of Trustees. And I look forward to discussing them with you, the University Council, soon thereafter.

I'll give you a little bit of a preview. The annual goals are aligned with, and synergistic across, the six themes of NIU's action planning framework. And to remind you, because it might have been a while since you thought about them, those are: empowerment in shared responsibility; student recruitment, student success and student experience; academic excellence and curriculum innovation; diversity, equity and inclusion; research, scholarship, artistry and engagement; and resource development and fiscal responsibility.

And as I'm formulating and discussing the goals with our board, I want you to know that they're not my goals, they're our goals. They incorporate feedback received from the university community, ideas, comments, suggestions that were shared over the course of the last year or even a little before, with me, with our provost, our chief financial officer, with other senior leaders, ideas that were shared in informal and formal meetings and communications, both pre- and post-pandemic. So, these include ideas relevant to racial and social justice and systemic and equity on our campus. They also include ideas about things like what we should stop doing and how to simplify NIU procedures and policies.

And so, in particular, if there's really a common thread across the goals, I'd say that they reflect our shared understanding as a university community that our long-term sustainability as a university is going to require us, over the course of the coming months, to expand our focus from crisis response to crisis recovery, and to think beyond just this fall and this fiscal year to plan for long-term sustainability in an environment that's been significantly and permanently altered by the COVID-19 pandemic.

I'm confident that we can and will make strides together, working collaboratively, because I have seen that, when the members of our community move together forward with intention, things happen. We saw this last year when we explored and questioned our use of standardized tests in admission and in the award of merit scholarships. We saw it in March when we had to change just about everything almost overnight to respond to the initial phase of the public health emergency. And we saw it – and this is cause for a big smile on everybody's face – we saw it in the positive enrollment outcomes that were announced yesterday.

And so in that context, I want to say thank you personally and as president to everyone for the roles that they played in attracting students to our university, making them feel part of our community and supporting their academic success, because every single person on this phone call and every single person in our university community contributed to that effort. And I do, if Sol is on, I see in the chat box that he was able to join, just give him an opportunity to talk to the group a little bit about the gains we made in enrollment through the recruitment of new students and through the retention and continued success of the students who were already with us. So, Sol, please turn on your video and just talk to the community a little bit about our fall 2020 enrollment.

S. Jensen: Thanks, President Freeman. I've kind of had a perma-smile for the last couple of days. There's a lot to be proud of, let me just say that. I'll reiterate a lot of what President Freeman just shared about community and how we all played a part in this. But the headline really is, we are up one percent in our total enrollment, about 160 students.

Breaking that down a little bit, we had an increase of eight percent in our new freshman class,

almost 2050 new freshmen. We were down a little bit in transfers, a bit expected, at least as the year moved on. We've seen a lot of decline in our transfer pool. The community colleges are certainly struggling with their enrollment and, obviously, that's a huge feeder for us.

Our graduate numbers are essentially flat, almost identical to where they were last year. Law school is pretty much flat every year. We pretty much have the same law school enrollment, although, this year we still did increase by 30+ students, which equates to a 12 percent increase there in our law school.

I think even breaking down even further, without going in to every single specific – I'd love to, just don't have time – but just incredible gains in some of the diversity of our incoming class. Our academic profile continues to remain very strong. And we'll have more NIU Today articles coming up in the next week or so that reflect a little bit more detail than what we had in the initial NIU Today story.

The other piece that President Freeman alluded to is retention, and we certainly have many others on this meeting who can probably speak more specifically to the details than I, but we moved our first-year retention rate for all students from 72 percent up to 78 percent, which as most of us know, is an incredible feat over the course of just one year. We certainly had a lot of strategies and tactics in play already before COVID. And then there were a couple policy changes certainly that we made in response to COVID that also helped with retaining our students. And that was certainly the fair thing to do amidst all of the unsurety, just didn't know what was going to happen.

Further along on the retention side, we saw significant gains in closing our equity gaps for our underrepresented student populations. We saw African American, Asian American and Latinx all increase the first-year retention rates by 10 percentage points over the course of the year, and it's really incredible. It's in the NIU Today article specifically speaking to our African American population. That number in the state, the number in the country, had seen a decline over the past few years. And this is, I believe, the fifth straight year that we've seen an increase in our number of African American students. And we're just continuing to plug along.

I just want to reiterate the fact that we have a plan. We have a Strategic Enrollment Management Plan, and although COVID did make us pivot on a few things, and we needed to regroup and kind of reset. But we had the plan, and things were already moving. And I think having that overarching framework helped us to continue on the path that we were already heading at that point.

In conclusion, I just want to say kudos to everybody on campus. This really is an opportunity for all of us to celebrate, for all of us to take pride, because we all did have a piece of helping to share our messages, share our stories, to recruit students, to keep the students that were here engaged and help them to come back to make their education more accessible and affordable. All of us played a huge part in that, so I just want to say thank you to all of you.

L. Freeman: Thanks, Sol, for sharing that. Kendall, should I take questions now, or would you like me to wait til the end?

K. Thu: I think if anybody has questions about the great news from yesterday, I think this is the time to do it.

L. Freeman: All right.

K. Thu: Just as a reminder, if you do have something to say, please indicate so in the chat box so we can gauge the order, rather than raising your hand, which is hard to gauge who came first.

J. Royce: Thank you, Kendall. I was going to ask if I could abuse my power and just stick a question in there as I'm monitoring the chat box of others. I was wondering if you happen to know, Sol, in addition to the great news, whether there was any impact on the total credit hours, or the average number of credit hours per student?

S. Jensen: Jeffry, that's a great question. I have not seen that after the final enrollment.

L. Freeman: The provost can answer that. She's in the chat box. Thank you, Provost Ingram.

B. Ingram: Total credit hours were about constant going into the fall, compared fall over fall.

J. Royce: That makes the news even better.

B. Ingram: Yes.

J. Royce: We have a question from Greg Beyer. Are the six pillars supporting our mission that President Freeman shared posted on our website?

L. Freeman: The six themes of the action planning framework were approved or introduced – I'll have to look back to be sure – at the Board of Trustees meeting last year. And they were also introduced to the leadership group. So I would suspect that they're probably on our website in those two places. You raise a good question: Should they be somewhere else on our website? And I actually have to go check on that. So, thanks, Greg for asking that. I assume implicit in the request is that you'd like to see the entire document forefront, and we can make that happen.

G. Beyer: Thank you, President Freeman. I really appreciate that. They're really bold statements, and they fill me certainly with some inspiration. And I'd like to share that inspiration widely.

L. Freeman: Thank you.

Holly Nicholson: [shared via chat box]: <https://www.niu.edu/president/priorities/index.shtml>
FY 2020 Presidential Goals.

L. Freeman [via chat box]: Not sure if that is exactly what I was referring to. Will make sure we resolve.

H. Nicholson [via chat box]: I'm happy to help with that.

L. Saborío [via chat box]: Does anyone happen to know if other Illinois public universities saw an increase in enrollment?

L. Freeman [via chat box]: <https://www.chicagotribune.com/coronavirus/ct-covid-19-fall-enrollment-illinois-colleges-20200909-goq66touoregdetibhwc5ikiha-story.html>

Some Illinois universities see drop in freshmen and international student enrollment during COVID-19 pandemic

L. Teso-Warner [via chat box]: EIU has reported a more than 10 percent enrollment gain.

J. Royce: Natasha [Johnson] has the next question.

N. Johnson: I was going to ask, are there any additional initiatives that are going to take place in order to maybe try to retain these students that we've received, especially because now that a lot of things are virtual, classes are online, are there new things that you guys will do or implement to try to make sure that we retain this new growth that we got?

L. Freeman: Absolutely. I'm going to ask the provost if she would be willing to address that. I'll just preface it by saying that the pandemic really in our extremely effective personal outreach to students during the pandemic, we got a lot of insight into the complexity and the fragility of their lives. And it's really given us a stronger foundation than we had before to work on our retention initiatives. Beth, why don't you just expand on that.

B. Ingram: Let me make a few comments. One of the elements of our retention strategy was really taking a personalized approach to how we work with students. And a lot of that happened through a software platform we had called Navigate, and the expansion of academic advising services. One thing we learned during the spring semester is that, actually having virtual appointments as far as students for advising, was very effective. A lot of students preferred the convenience of virtual appointments. And our advisors became more adept at how to work with students virtually. So that's one thing we'll continue, is to offer that kind of support virtually. I think that played a big role in getting students. We ran a re-enrollment campaign last spring through the advisors, and I think that was part of the reason for our retention numbers.

The second piece is that we know that our students struggled last spring with employment, and over the summer, finding ways to support themselves, because of the terrible unemployment numbers in Illinois and across the country. And so, I've been working with Sarah [Chinniah] to find some ways to provide some relief for our students so that they're not overburdened with debt going into the spring semester. So that's a second pillar of what we're looking at, to make sure that financially students can stay with us.

And then the third piece is all of the great collaborative work that goes on between the colleges and Student Affairs and people in my office to make sure that the students feel supported and engaged, and to encourage virtual ways to engage with students to make sure that, even though they're away from us, they aren't really away from us. And I know that the colleges have been doing really good work in ways that take advantage of virtual platforms to make sure that students feel that they have a home here at NIU.

L. Freeman: And, Beth, you mentioned your office and Student Affairs. And I just want to also call out our resource centers under our vice president for diversity, equity and inclusion. It's a team effort to make students feel like they have a place here.

B. Ingram: Yes.

L. Freeman: All right, seems like the chat box questions have settled down, which means it's my favorite part of the meeting where I get to turn the gavel over to the Faculty Senate president and executive secretary, Kendall Thu.

K. Thu: Thank you, Lisa. I'm actually no longer the executive secretary of University Council. I'm not the chair of University Council.

L. Freeman: Oh, pardon me. We all have to get used to this.

K. Thu: Well, I want to echo the words of President Freeman and congratulate Sol Jensen and his team and everybody involved in contributing to the good news that came out yesterday. To just add a little perspective to it, some of you follow higher education news across the country, might remember that late spring, early summer this year, there were projections of an average decrease of 15 percent in higher education enrollment. And during some of the planning meetings with the BOT, NIU was making an assumption of a seven to eight percent decrease. And here we are with a one percent increase overall. That's just phenomenal. And so, we all need some good news these days, and that certainly is a part of that. So, congratulations once again.

I also want to say thank you to everybody, particularly the new members of the UC who I'll have introduce themselves very briefly. Thank you for your service. As I've said in the past, shared governance is only as good as the people who are willing to serve and put the time and the energy and the passion. So I want to thank you all for joining the UC in our revamped UC structure and UC function.

I want to remind you that one of the things that we did last year, and I'm going to give an overview of the shared governance changes here in just a bit, is that we did away with the University Council Steering Committee. And the reason is that we're a smaller group now. And Pat sent out the agenda for the University Council quite early. The reason for that is that we want you to help set the priorities for the UC agenda in the coming year. So, when you get the note from Pat, please think of things that your constituencies want to see attended to by the University Council, and we'll make certain that those agenda items get added. Of course, you're welcome to contact me or Pat if you want to have a conversation about a potential agenda item. That's certainly welcome, as well.

VII. ITEMS FOR UNIVERSITY COUNCIL CONSIDERATION

A. Review of changes to shared governance

K. Thu: So with that, particularly for the new members, I want to just provide a review of shared governance changes that we made last year. And we're all very proud of it. When I saw we, it truly

was we. It was students, the staff, the faculty and the administration that helped make these changes happen. Pat, could you put up the chart that shows the Faculty Senate. I think I want to start there, and then we'll morph into the University Council. There we go. I'm going to try to make this brief and to the point. Last year, when I first became Faculty Senate president, I did a benchmarking exercise where I looked at our shared governance structure compared to our sister institutions in Illinois. And what it showed was what many of us long suspected, was that we had a very strange shared governance structure. That led to conversations about how we can change our shared governance structure.

Most shared governance structures, for example, don't really have a University Council. Most shared governance structures have a Faculty Senate being the primary academic authority on campus. And, in fact, when I was going through our bylaws and constitution, it didn't take long for me to notice that in the constitution, it says that faculty members shall prevail in basically academic matters. But, in fact, Faculty Senate didn't have any academic authority. So it became sort of a running joke upon a lot of faculty in Faculty Senate that, why do we need to get together when we can't do anything.

So, one of the three primary things that we did is we transferred the authority for academic policy from University Council over to Faculty Senate. And the new Faculty Senate composition is what you're seeing above. So, we retain all of the tenure-track faculty members, and we added instructors, students, staff, as well as one clinical faculty member. And I'm particularly proud that we added instructors to both shared governance bodies, because they had not been at the table previously.

The second thing that we did was we reduced the number of overall committees. I don't think there's anybody, probably, in this meeting that is a fan of serving on multiple committees and going to multiple committee meetings. So, we reduced the number of committees. And we could do that, because there was a lot of duplication between the Faculty Senate and the University Council. And there were also committees that, quite frankly, just didn't meet, didn't do anything for the most part.

So, first thing we did was transfer academic authority to the senate. The second was that we reduced the number of committees. And that brings me to the third. Pat, if you could go to the University Council graphic. So, this is what University Council looks like now. Now you don't see the before and after, but many of the folks on this call know what the before looked like. The previous University Council was much larger than this, and I agree with President Freeman, I wish we could all meet in person, because my vision of this was a round table, or at least an oval table, like you're seeing here.

So, the previous University Council was dominated by faculty. This is one of the things that faculty had to give up, in order to move academic authority over to the senate. So, University Council became smaller, and it has more equitable representation among stakeholder groups. So, if you look on this chart, you'll see tenure-track faculty orange. You'll see students in pink. And there's no rhyme or reason to the color coding, by the way. We added instructors. We added a clinical faculty member. And then, of course, we have operating staff and supportive professional staff. This is the new University Council. It's much smaller, leaner, meaner, hopefully. Well, maybe not meaner. And then my title changes. As the Faculty Senate president, I'm the chair of the University Council.

I'm not a voting member of University Council. So, I think, I hope that this is going to be the new order for shared governance. And by the way, we're still getting used to it, so I hope you, as I said to the Faculty Senate, please be patient with us, because Pat and I are still working through some kinks in the armor.

That said, I want to recognize the new members of University Council. There are a number of returning members. And on the faculty side, we have – and if you want to turn your video on when I say your name and just wave, so we put a face to the name, that would be great. Among faculty members, the new members are Brad Crips from the College of Business. Brad, are you there.

B. Cripe: Hey.

K. Thu: Hey, welcome. We have a new faculty member from the College of Education, Greg Conderman. Greg, are you here?

G. Conderman: Hey, how are you doing?

K. Thu: Good, welcome.

G. Conderman: Thank you.

K. Thu: Janet Olson from the College of Health and Human Sciences. Janet, are you with us.

J. Olson: Yes, good afternoon.

K. Thu: Hi Janet, welcome. We have a new faculty member from the library, Larissa Garcia. Larissa, are you here?

L. Garcia: I am. Hello.

L. Freeman: Hi, Larissa.

K. Thu: Hi, welcome. Then we have a seat for clinical faculty, and that is Wendy Vaughn. Wendy, are you with us?

W. Vaughn: I am. Hi everyone. Thank you.

K. Thu: Hey, welcome. We have new Student Government Association leaders, Antonio Johnson. Antonio, are you there?

A. Johnson: Hi everyone. I'm here.

K. Thu: Antonio is the president of the Student Government Association. Welcome, Antonio. Brad Beyer, who is the speaker of the Student Government Association Senate. Brad, are you with us?

B. Beyer: Yes, I am. Good to be here.

K. Thu: Good to have you. Thank you. Then we also have Devlin Collins from the Student Government Association. Devlin, are you with us? Okay. We also have the newly elected president of the Operating Staff Council joining us, Natasha Johnson. I know Natasha is here. Hey, Natasha. Then we also have a new Operating Staff Council member, Lauren Teso-Warner. Lauren, are you with us?

L. Teso-Warner: I'm here. Good afternoon.

K. Thu: Good afternoon, and thanks for joining us. Great turnout by the way. Then Bob Brinkmann, dean of the College of Liberal Arts and Sciences. Bob, are you with us?

B. Brinkmann: Yes, I am. Hey, everyone.

K. Thu: Bob, to celebrate the occasion, I wore my College of Liberal Arts and Sciences t-shirt. Of course, it's projecting backwards, but I wore it just for the occasion.

B. Brinkmann: I love it. Thanks a bunch.

K. Thu: It's from back in the day when we had a little extra money. I also want to point out that Sarah Chinniah, who is our CFO, is now a voting member of the University Council.

S. Chinniah: Hi everyone.

K. Thu: And I also want to thank Ferald Bryan for continuing to be our parliamentarian. Thank you, Ferald, if you're joining us. Last week at Faculty Senate, I made the mistake of asking Ferald how many years he's been our parliamentarian. So, I will just say it's somewhere between five years and 50 years – sort of in the middle there. So, thank you, Ferald.

I will also note that we're still in the process of filling slots. So, we're still in the process of filling student slots and SPS slots. So, we're not completely settled yet. But thanks for all the good work.

So, those are the 36,000-foot level review of changes, and I'm very proud of what we've done. We're now in the process of implementing everything, and there's going to be a little bit of a growing pain. But I hope by the end of this year that we're humming along. Are there any questions about the shared governance changes that we've made?

J. Royce: Kendall, I wonder whether you might have forgotten a couple new members. You might want to give them the opportunity.

K. Thu: Oh, who did I forget?

J. Royce: I know we at least have a couple other operating staff members here that were not UC members last year.

K. Thu: Oh, the reason I didn't put Jay Monteiro and you, Jeffrey, and Holly is that you're old hands

at shared governance. But welcome. Anybody else I might have missed.

H. Nicholson: Thank you for that description, Kendall. Good to see everyone again.

J. Monteiro: Nice to be old.

L. Freeman: I would say actively involved, not old, just for the record.

K. Thu: There you go.

L. Freeman: There you go.

K. Thu: I like the active part of that. One other thing I want to mention is that we are working on revising the APPM, The Academic Policies and Procedures Manual, through the course of this year. There's a small group of faculty and administrators who are working to clean up the APPM. And actually, our goal is to get rid of the APPM and place the policies that are in the APPM in the Policy Library where it belongs. So, it's going to be a long process on the heels of all the shared governance changes we've made. It's going to be heavy lift, but we've got a dedicated team of myself, Brad Bond, Becqui Hunt, Omar Ghrayeb, Chad McEvoy, that are taking the lead and reaching out to other parties as we begin that process. So, I just wanted to make you aware of that.

B. Sexual Misconduct Policy presentation
Sarah Garner, Ethics and Compliance Officer

K. Thu: I am pleased to introduce Sarah Garner, who is the second item under items for University Council consideration. Sarah is NIU's ethics and compliance officer. And Beth Ingram suggested to me that we put on the agenda an update on our Sexual Misconduct Policy, which was revised earlier this year. By the way, that's the way things can work. If you have an agenda item that you want to put on here, just contact me and we can have a conversation and we can figure out how to do it. So, Sarah graciously agreed to do a 10- to 15-minute presentation on those new policies. So, Sarah, I'm going to turn it over to you.

S. Garner: Awesome, thank you so much, Kendall. I'm going to go ahead and share my screen just to kind of have something to look at as I go through the presentation. And thank you, Kendall, if you can go ahead and look at the chat too as I'm going through everything to see if there are any questions that do pop up.

I'm Sarah Garner. I'm also our Title IX coordinator, so it's my responsibility to look at our sexual misconduct policy and see what we may need to change in response to the new federal regulations, which brings me to my first item. Why change our policy? This May amidst all of COVID, the U.S. Department of Education issued a new final regulations implementing Title IX. Basically, what they did is they rewrote how the university must respond to sexual harassment. This was issued after administrative rule making with notice and comment. That notice and comment period occurred in about the winter of 2019. So, about a year and a half later, the new regulations were issued. We were kind of waiting with bated breath for like 18 months for these regulations. So, they were issued in May, about mid-May with an implementation date of 8/14. So, we were on a very tight

turnaround during COVID, which is always another wrench into what's going on with the university. We went ahead and added our policy, and it was effective August 11 of 2020.

So, let's kind of talk about some changes, nine things you should know, Title IX, figure we might as well make nine things that are important to know about our policy. First important thing to note is that this is not a change; it's just something that we've always done. All universities [employees] remain responsible employees and are required to report sexual misconduct to me as coordinator. This is all done online, and if anyone wants a primer, refresher on what it means to be a responsible employee, I encourage you to reach out. We're happy to do one-on-one training sessions with departments or units or whatever sub-unit you can think of. We're happy to get more education out there. So, if you're an employee of the university, unless you're a campus counselor or health services, you're considered a responsible and must report sexual misconduct to our office.

The second piece is a very substantial change. As a part of the new regulations, once again, one of the objectives of the regulations was to provide a little consistency in how universities address sexual misconduct on campuses. As part of that, they created a new three-part definition of sexual harassment. The first part is general quid pro quo, employee conditions a benefit for individual's participation in unwelcome sexual contact. The second is the most major change, defining sexual harassment as unwelcome conduct that is so severe, pervasive and objectively offense that it denies equal access to the university. Sexual harassment in the past used to be severe or pervasive. Now it must be severe, pervasive and objectively offensive. So, the government really raised the threshold on what they consider to be sexual harassment. And then the third definition is sexual assault, dating violence, domestic violence and stalking. So, a lot of sexual misconduct policies across campuses nationwide are then going to have a policy that is quite consistent with what they define as prohibitive conduct.

Policy procedures apply to both students and employees, regardless of location. Before our old policy only applied to students. This applies to both students and employees, both faculty, staff, support staff, operating staff and extra help, etc.

The fourth piece is really the regulations allowed a lot of complainant autonomy in how they wished to address what they experienced. In the past, universities may have to act if we were on notice, just by whether we received a complaint or not. The new regulations do allow for a lot of complainant's decision on how they wish to address what they have experienced, which I think is great, really, providing the control in their hands on whether they wish to initiate investigation or not.

A great piece of the regulations as well is the confidential supportive measures. We can offer those before a complaint's filed, after a complaint is filed or even if no complaint is filed. In the past, if someone wants a no contact order, for example, because a student may be harassing them and they just want them to stop contacting them, in order to achieve that no contact order, they would have to file a complaint. Now they don't have to file a complaint in order to have that person to be prevented from contacting them in an enforceable way through a no contact order. So, I think this is a great piece of the regulations, providing for the confidential supportive measures.

Another great piece is the informal resolution. In the past, informal resolution was limited to certain

circumstances. Now the regulations allow for it to be actually an action for resolving most complaints at the university. We see this also as a way to achieve resolution for these types of complaints in a less adversarial manner [inaudible] hearing fee is. So, it's a way for both individuals to come to terms on what an appropriate resolution may be without having to go through a full investigation or a full adjudication process.

Number 7, our investigator gathers evidence and no longer makes a determination of responsibility. In the past, our investigators were the ones deciding that responsibility, meaning if someone had violated policy, now they no longer take on that role. They're simply gathering evidence and presenting that evidence during a hearing, which brings me to number 8.

Who decides sanctions and responsibility? That's going to be decided by a neutral third party during a live hearing. So what's going to happen is an investigation will occur. Facts will be gathered, and then a hearing will be called, and both parties will attend the hearing. And during that time, evidence will be presented and someone who is very neutral in the sense that they have not met with either party, they are not involved with what's going on, will listen to both sides of the story, listen to all of the evidence and determine whether or not a violation of policy has occurred, and determine what appropriate sanctions should be. That's much different than what we have now. In the past, we did not have a hearing. We simply made these decisions via the investigation process. But now we will have a hearing requirement for determining those two pieces.

And then the last piece, which is a big departure from our policies and a lot of [inaudible] across the nation is that cross-examination is permitted to occur during the hearing, where both the complainant and the respondent are basically represented by advisors, and they can conduct cross-examination during the hearing. Really cross-examination is to clear up discrepancies, clear up disputed facts and assess credibility. Once again, this is something that a lot of universities, campuswide, don't do. But it is something that we're now required to do for the new federal regulations. So, it's something that's different. We're working through this. If you're involved with a party, I do encourage you to reach out to us for questions or concerns on how to kind of navigate this as it's something new across our university that we're looking forward to what can we do better, how can we implement these when we have some flexibility.

With that said, I know it's a huge lot to go in for nine things in a short amount of time, but I'm happy to take any questions regarding the new changes to the policy, any questions that pertain to my office. So, I'm definitely all yours right now.

K. Thu: Thank you very much, Sarah. We certainly have time for a few questions or comments from anybody. Obviously, extremely important changes in a policy that we all need to be aware of.

S. Garner: And there will be a training coming out in the spring also to all our employees per usual, which will talk about a lot of this stuff as well.

K. Thu: Questions? Comments for Sarah? Part of the function of the shared governance is to take the news back to your constituencies, so please, if you're not aware of these changes, please take them back to your departments, your colleges, and disseminate them widely and talk about them.

J. Royce: There is a comment from Simón Weffer who said, I know that there is some concern that this puts more burden on the victims. How do we ensure that from – how do we keep that from happening?

S. Garner: That's a great question. One great thing is that we do have an increased collaboration with Safe Passage right now. So, they're going to be our 24/7 advocacy service for our students. So, they're going to be very equipped to help our students guide through this process and understand what they can expect. As I mentioned earlier, one great thing is that it does put a lot of control and power back in their hands on how they wish to address what they've experienced, which I think is a great thing. And we have the resources to help them if they decide this is where they want to go, whether it be through Safe Passage, whether it be with our ombudsperson, or with our campus counseling center. So, I think we have a really robust program on campus and resources for our students to help them, whether or not they do want to go forward with a complaint process.

J. Royce: Here's a question from Lauren [Teso-Warner]. How are your recruiting advisors for the claimants and respondents? Is there a way to recommend colleagues?

S. Garner: That's a great question. We do have advisors on campus for our students. They were individuals who were previously involved with our Title IX process, so they are very knowledgeable about what to expect, about the regulations, very knowledge, in my opinion, about sexual harassment and misconduct. So, we've recruited them to serve as advisors. We have about four or five people. I would love recommendations. So, we can definitely connect offline, and I would love to hear some recommendations as we would like to grow our pool to provide for more diversity and to provide more people to better serve our students. So, I would love to hear suggestions.

K. Thu: Any other questions, Jeffry, from the chat box?

J. Royce: None that are currently showing.

K. Thu: Well, again, thank you, Sarah, for coming, and for the presentation. And I look forward to getting the word out to as many people as possible on campus.

S. Garner: Awesome. Thank you, Kendall. Thank you, President Freeman. Thank you.

K. Thu: Great.

VIII. CONSENT AGENDA

K. Thu: Okay, so that takes care of items for University Council consideration and brings us to Roman numeral VIII, consent agenda. There are two items under the consent agenda. For those of you who are new, the consent agenda means that I read out what these items are, and then we vote on them as a whole. Ferald, you correct me; or Pat, correct me if I have that wrong. So, the first item on the consent agenda are two new members to the University Advisory Committee to the Board of Trustees. This university advisory committee provides input from different stakeholder groups to the Board of Trustees. They regularly attend the Board of Trustees meetings, as well as

the subcommittee meetings. We have two new members. Katy Jaekel has agreed to join us for a three-year term. Thank you, Katy. And then Greg Beyer is going to join us, replacing Jason Hanna, who had two years remaining on his term. He had to step down, because he became a department chair. So, thank you both for agreeing to serve.

The second consent agenda item is establishing the Ombudsperson Review Committee per NIU Bylaws. And as you can see, Pat has projected the composition of that committee. We have Antonio Johnson, who is the undergraduate student appointed by the Student Government Association. We have Ebenezer Okpiri also from the Student Government Association. Myself and Katy Jaekel will serve as the faculty members to the review committee. Andrea Hein is appointed from the Supportive Professional Staff Council. Natasha Johnson, Natasha, you're everywhere. One member of the Operating Staff Council. And then Beth Ingram, our provost and representative from the university administration.

This all reminds me, Pat, that we need to get our meetings lined up fairly soon. We hope to have the work done – and we will have the work done – by the end of the year. And I know that Sarah Klaper has expressed interest in continuing that role, so we will certainly do a thorough review, and we will be reaching out for input as part of that process.

Are there any questions about either of those items before we vote on both of them together? If not, I will entertain a motion to approve the consent agenda.

W. Vaughn: I move to approve the consent agenda.

K. Thu: Thank you, Wendy. Do we have a second.

T. Arado: Second.

K. Thu: Okay. Any discussion? Okay, following our previous voting procedures, I'm going to suggest that, if you do not agree, or if you vote no or abstain, please indicate so by typing in the chat box. I'll give you a few seconds to do that. And seeing none. Do you see any, Jeffrey.

J. Royce: Nope.

K. Thu: Okay. So the consent agenda is approved.

- A. Approve the 2020-21 University Advisory Committee to the Board of Trustees membership roster, confirming Katy Jaekel for a three-year term and Greg Beyer for a two-year term per NIU Bylaws, Article 8.4.1.1
- B. Establish Ombudsperson Review Committee per NIU Bylaws, Article 11.5

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

- A. Temporary appointment timeline waiver request per NIU Bylaws, Article 10.5.2.2, for Douglas Boughton, Interim Director, School of Art and Design –

Paul Kassel, Dean
College of Visual and Performing Arts

K. Thu: That brings us to Roman numeral IX, new business. There are two items. The first one is the temporary appointment of the timeline waiver request for the interim director of CVPA, I mean, sorry, not CVPA, interim director of the School of Art and Design, Doug Boughton. And I know Paul Kassel has joined us. So, Paul, I'm going to join it over to you to walk us through this.

P. Kassel: Thank you, Kendall. And thanks, everyone, for this opportunity. Dr. Boughton was the interim director last year, and we were thinking about doing an external search for a permanent replacement. But given the situation and the financial position, we decided that it would be more prudent to have him extended for one more year, while the faculty regroup and think about how they want to best proceed.

That has occurred. The Personnel Committee in the School of Art and Design and the Rules Committee in the School of Art and Design voted unanimously to recommend Dr. Boughton's reappointment for this year. He's been a very effective leader, and we are already beginning to put together a search committee for a permanent director, which will be an internal search.

So, we're simply asking the University Council to approve this reappointment for a term of one year, as you can see, through June 30 of 2021. That's about it. Is there anything else that you need for me to say?

K. Thu: Thanks, Paul. I don't think so. Just a little history here. The reason this rule is in place is that we don't want to allow temporary or interim positions to just languish forever. So, this basically says, get your act together within a certain period of time. If you want to extend the one-year period, then come back to the UC and get permission. We have done this several times in the past, and it's somewhat proforma. First of all, I'll entertain a motion to approve and a second, and then we can open it for discussion, if any.

T. Arado: Motion to approve.

K. Thu: Arado, a motion. Do we have a second?

N. Johnson: Second.

K. Thu: Any discussion or questions for Paul? If not, following our previous voting procedures, if you vote no or abstain, please indicate so by typing in the chat box. Otherwise, we will assume that it passes. So I'm going to give you a few seconds to potentially type in the chat box. And, Jeffry, I'm guessing we see the same thing.

J. Royce: I'll stop you when I see something.

K. Thu: Okay, I know you will. So, the proposed waiver is passed. Thank you, Paul.

P. Kassel: Thank you very much, everybody.

- B. Approve proposed amendments to Appearances Before the University Council and UC Standing Committees policy per 5 ILCS 120/2.06(g) Illinois Open Meetings Act

K. Thu: The second item under new business is to approve a proposed amendment to Appearances Before the University Council and UC Standing Committees per our policy. And if, Pat, you want to scroll down to that item. This, just to simplify this, I had communication between Pat and me and Greg Brady about our policy concerning appearances before the University Council. Our policy previously had made the distinction between formal proposals, I'm sorry, formal appearance before the UC and informal appearances. Greg Brady reminded me that there is no such distinction in the Open Meetings Act in Illinois. And in the spirit of trying to make the appearances before the University Council more inviting and easy, I wanted to do away with that distinction to try to invite more folks to come to the meeting and speak up. So, that's the essence of the change here. I'll entertain a motion to approve, a second, and then we'll open it up for discussion, if anything.

J. Royce: So moved.

K. Thu: Do we have a second?

B. Beyer: Second.

K. Thu: Okay, questions or comments? Okay, if none, same voting procedure. If you want to vote no or abstain, please indicate so by typing in the chat box. And I'll give you a few seconds to respond. Seeing none, we'll consider the proposal passed. Thanks, everybody.

XI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. Faculty Advisory Council to the IBHE – Linda Saborío – report

K. Thu: Next, under Roman numeral X., we have reports from councils, boards and standing committees. And for the new members, this is a standing element of our agenda, although, at the first meeting of the year, we usually don't have that many reports.

But, I wanted to turn to Linda Saborío, who is our Faculty Advisory Council representative to the Illinois Board of Higher Education. And, Linda, I'm going to turn it over to you, and maybe you can describe just a little bit what this council is.

L. Saborío: Good afternoon. Yes, I am one of the old people on University Council. And while I hope not to disappoint anyone, I don't have a report today. The first meeting of the FAC will take place next Friday. And those of you who are interested in looking more to what it is that we do, we

have a new website, and I'm going to share that URL with you in the chat box.
<http://www.facibhe.org/index.php>

K. Thu: Thank you, Linda. I assume those meetings are going to be virtual?

L. Saborío: Yes. We're going to meet virtually not only fall semester, but spring semester as well.

K. Thu: Which reminds me that shared governance meetings are going to be virtual as well, certainly through the calendar year, and I suspect well into the spring semester.

B. University Advisory Committee to the Board of Trustees – report
Natasha Johnson, Catherine Doederlein, Kendall Thu
Katy Jaekel, Sarah Marsh, Greg Beyer

K. Thu: Report from the University Advisory Committee to the Board of Trustees. There was a Board of Trustees meeting in – I'm blanking now – it was a very short Board of Trustees meeting.

L. Freeman: August. It was a special meeting of the Board of Trustees in August on committee day.

K. Thu: Yes. So, there's not a lot to report to that, I think. I want to remind everybody that you can observe the board's meeting. They're all real-time video streamed. So, feel free to again, I think, the next meeting we will have a more fact-based budget for the Board of Trustees. And the budget that's been presented to the Board of Trustees has been contingent, because there's a lot of unknowns, including enrollment. So, I look forward to listening in to that discussion.

L. Freeman: Kendall, I can just add on the budget, what certainties cometh, certainty taketh away, So, we have enrollment numbers, which we're excited about. But the uncertainty at the federal level about COVID relief depends on action between the senate and the house of representatives. And that's important, both for direct aid to universities and for aid to the state, who gives us our appropriations. So, we are more certain about enrollment and a little more nervous about the other stuff. So, stay tuned.

K. Thu: It's an emotional roller coaster. Thank you, Lisa. I also want to thank Lisa and the other presidents of the universities in Illinois for writing a letter to our congressional delegation, asking for support. And we did the same thing from Faculty Senate, as well. Any other UAC members want to comment? Okay.

C. Rules, Governance and Elections Committee – report

K. Thu: The next report comes from Rules, Governance and Elections. And that's a typo. There is no report from Rules, Governance and Elections.

- D. Student Government Association – report
Antonio Johnson, President
Bradley Beyer, Speaker of the Senate

K. Thu: So, we can move on to the Student Government Association, and I'm going to invite Antonio Johnson first to provide a few remarks. And then we'll turn it over to Brad Beyer. So, Antonio, take it away.

A. Johnson: Thank you. I really don't have a long report today, but SGA would just like to let everyone know that we're happy to serve on this council this year again. And we look forward to working with all of you. Second, I have a few topics that we're working on this semester. Student involvement and engagement is one of our top priorities. Voter registration and events, I know that that is in disarray at the moment. We don't know how that's looking this fall, but that's something that I'm planning at the moment. And student advocacy, that's the third, which is our number one. And also, we do look forward to continued working on the Protect the Pact initiative. So, I think that's about it for me. If anyone has any questions, I'll yield. Thank you.

K. Thu: Thank you, Antonio. Looking forward to working with you and Brad on the work ahead. So, Brad, I'm going to turn it over to you.

B. Beyer: Hi everyone. In terms of what the legislative kind of side of things has been up to, again, our first senate meeting is this weekend, so that's been keeping me busy all week. And I suppose it will keep me busy this weekend too. I'd just like to echo what Antonio said. I think student involvement and engagement have missed the semester being largely remotely is a challenge. And so we are working closely, not only with the students, but also those from Student Affairs on just trying to think about ways in which to go about that. And then in terms of the civic engagement, I, myself, do sit on the All In Democracy Challenge team. Actually, our next meeting is tomorrow. It's a collaboration of a bunch of people from around campus led by Matt Streb. So, that's again something that we're really involved with. And then just student advocacy, like Antonio said, doing lots of kind of check-ins throughout the semester with the leaders in shared governance and the leaders at the university, as well. So, I think it will be a good year. And as we officially get started now that we're settled into the semester, we'll maybe have some more substantive reports to give. But as of right now, I think that does it for me and Antonio. I can take questions if anybody has one.

K. Thu: Thank you, Brad. And again, thank you, Antonio. Does anybody have any questions for Brad and Antonio? They are going to be a great leadership team for SGA this year. And we certainly look forward to working with them. Okay, thank you.

- E. Operating Staff Council – Natasha Johnson, President – report

K. Thu: So, now let's turn to Natasha Johnson, president of the Operating Staff Council. Natasha, take it away.

N. Johnson: Thank you. I would say our priorities will just consist of first, us reaching out to civil service workers. We're going to do a survey just to kind of survey everybody, give them some options and then leave some spaces open so they can let us know what really is important to them.

Those are the priorities we kind of want to work on. So, we'll be reaching out to them. Once we collect the data and the information, then we'll go forward from there.

We just had our last Operating Staff Council meeting on September 3. And I was able to update them on the last Board of Trustees meeting that included mentioning layoffs and possible furloughs for the future as a way to cut costs and figure out how we're going to get rid of all the debt that we currently have going. And so, in the meantime, from that point, we heard that there will be possibly 35 to 40 positions that will be laid off, and people will be notified probably at some point this week if not already. And so I guess some of the questions were, how did they come about figuring out which positions would be laid off? And how does that fit into the overall budget reduction? And how would this affect the costs?

I guess essentially people will kind of want to know what the plan is going to be moving forward so maybe we can help out or all be on the same type of goal, because it's one thing to lay people off, but then it's another thing when it's just an NIU problem, it's a nation problem. So, when people get laid off, they can't really go and find a different job, because other employers are also laying people off and taking other measures as well. I guess at the end of the day, it's to be noted we're grateful that as many of us as still have jobs, still have jobs, because other universities are in a worse situation than we are. So, I guess kind of more having some more, a little bit more transparency about what the process looks like or what the plan is moving forward to be able to deal with the debt that we have and how we, as staff, can figure this out. And so, in saying all of that, there were a few questions that were raised at the meeting that people were concerned, not only with the layoffs, but more so, when layoffs happen, people are told there's not enough work or whatever the case may be. But then when that person is gone, those duties are distributed amongst those that are still there. So, staff were a little bit concerned about taking on two jobs on top of the already three or four jobs that they've taken on. So, at that point, figuring out what programs can be sunset or before someone is being laid off, what are we going to do with the duties that they have. What can we get rid of or what can we get rid of, of another person who's going to have to take on maybe some of these priorities. So then in that way, people who do stay don't feel like they're overworked or overwhelmed, because you may take one or two days off for vacation, but if you're the only person to do the work, it's still going to be waiting for you when you get back. That was pretty much the gist of it.

We did talk with Dr. Vernese Edghill-Walden and also Pulchratia Smith, and they both are going to give a presentation coming up to kind of give us the information on the current layoffs that have already happened, to give us a breakdown of were they SPS? How many were SPS? Civil service? How many people utilized bumping rights. Obviously, we're still keeping confidential information, we're just looking for the numbers. So, then that way, we can be able to look at the data and figure out, does it seem fair for the Operating Staff Council if 90 of the people out of 100 were them. So, we're just trying to get a feel of what's happening and be able to keep people as calm as possible during unprecedented times.

K. Thu: Thank you, Natasha. I can feel the pain in your voice.

N. Johnson: It's difficult. But you want to leave people with the positivity that we should be grateful that we're still standing as a university, and people are working hard to figure out. But

when you have people coming back and forth and saying they're losing their jobs and they have a family and they don't know where to go because other jobs also are not hiring.

K. Thu: Right. Right. So, I would like to see this conversation continue in UC. But I want to give an opportunity to President Freeman or anybody else who wants to respond to Natasha's comments. I know I had a meeting with Vernese Edghill-Walden about these layoffs, and I think that the point that Natasha is making about understanding where this fits, these layoffs fit in a larger plan, what's going on to address our structural deficit at NIU. So, Lisa, do you want to comment.

L. Freeman: I don't want to take up the rest of the time here, but let me say that we are committed to having those conversations, to being transparent about what's going on. In the goals that are being put forward and in every conversation we've had with any of the staff councils or with the board, because of the incredible uncertainty, we're taking a quarterly approach to budgeting this year. As we know more information, we put that into the budget. We make every effort not to impose unnecessary hardship on staff if there's a possibility that we don't have to. And just to address one aspect of what Natasha very justifiably raised, there are clearly things that we have stopped doing. And you'll start to see those things be announced. So, stay tuned.

And I very, very much want to have those conversations with this body, with the University Advisory Council to the Board of Trustees. I invite you to come and comment there. One of the new aspects of our shared governance structure is that this body is really taking on the responsibility of the Resource, Space and Budget Committee. And we're going to have to get used to that, and make sure that the cycles align. But very much want to hear your thoughts and ideas and to make sure you understand the basis for the decisions that we're making.

K. Thu: Thank you, Lisa. So my daughter is making soup in the background, so there might be a little noise. Let me know, Natasha, if you want to bring this up at a future UC meeting, structured in a certain way and invite certain people. I think we all share the pain, but we also have to deal with this structural deficit. And everybody needs to understand how that's being dealt with.

N. Johnson: I would say, too, that I do feel like the board is being transparent, because even in the last Board of Trustees meeting, they were pretty much saying, these are things that need to be on the table, because at the end of the day, the university is a business, and we need to make sure that there's a university to come back so. And so, I did let the Operating Staff Council know, and additional people, that these are open meetings. And so, there's nothing like getting information firsthand if you really want to know what's going on.

K. Thu: Absolutely. Thank you, Natasha.

F. Supportive Professional Staff Council – Catherine Doederlein, President – report

K. Thu: Last and certainly not least ever, Cathy Doederlein from the SPS Council. Cathy, do you want to say a few words to round out the day?

C. Doederlein: Sure, absolutely, thanks for the opportunity. I apologize that we do not have our full representation available yet. It can sometimes be tricky to fill in any university committees, but I

know SPS has been struggling over the last couple of years. Just as people are uncertain about whether or not they will be SPS vs. civil service, sometimes they're hesitant to commit to committee opportunities. But we have a lot of people interested in serving in this body, and so we know we will have that finalized here for the next meeting, and I look forward to having full representation. And in general, I think that's something that just the SPS Council is passionate about, is representing SPS. Certainly there are other members on campus who are not part of a collective bargaining unit as far as staff and some other folks that are part of collective bargaining. But SPS represents the only body that the entirety of the body is not represented by collective bargaining. So, we just want to continue to advocate for ourselves and be an active voice. And we really appreciate the extent to which the university administration is willing to work with us to try to ensure that we're given the fairest opportunities possible in the context of everything that's been going on. Obviously, share concerns about the potential need for layoffs, but understand the situation that we're in and appreciate the transparency that has continued. And also appreciate hearing about the, for lack of a better word, humane way in which they're being handled. Layoffs are never a positive or fun experience for anyone involved, but the way things have been described sounds as if the employee that is being impacted is really being given the opportunity to think through their options and make sure that they understand what's available to them resource-wise.

So, I do appreciate that, and I know SPS Council, this would typically be a year that we would do our, this coming year would be when we would do our climate survey within SPS. The council has decided that this is a tricky time to try to figure out the overall climate of SPS relative to COVID and other factors. So, we're actually going to be doing some work on trying to determine some of the things that we see as being positives that have come out of the university's response to COVID-19, as well as some things that could potentially be improved upon, so that we can share our story more broadly. We are lucky to have some new members to council, including our federal relations rep, who thought that being able to kind of tell the story about the faculty and staff response to COVID-19 and the impact on faculty and staff relative to COVID-19, could make an interesting and compelling case in some of the work that she does.

So, we're just looking forward to being able to, again, kind of tell that story and just advocate in general for faculty and staff on campus. Thanks very much.

K. Thu: Thank you, Cathy. Anybody have any questions or comments? I will say that one of the things that I did over the summer was to listen to our faculty and listen to the stories that they could tell about the consequences of COVID for their students. And I sent those stories in a letter to our congressional delegations so that they could get some sense of what our students and faculty are dealing with in the middle of COVID-19.

XII. INFORMATION ITEMS

K. Thu: With that, so for our new members, this is the University Council. This is not normally the way we operate, but this is what it looks like, at least virtually. So, the remaining items on your agenda are informational items. They're links to minutes of various committees, as well as some committee vacancies. As information items, we don't take them up directly. We just add them to the agenda, because, as they namesake implies, they're information that you have at your disposal. If there's no other business and, Pat, did we miss anything?

P. Erickson: No, I think we covered it all really well.

K. Thu: Thank you. So, I suspect that UC meetings are normally going to take a little longer than this. This is particularly short, because it's the first one of the year. So, you can expect meetings going forward to last about an hour and a half to two hours, hopefully, closer to the hour and a half mark. Our Faculty Senate last Wednesday lasted an hour and 45 minutes. So, just keep that in your expectation rolodex.

- A. [Policy Library](#) – Comment on Proposed Policies (right-hand column on web page)
 - B. [Minutes](#), Academic Planning Council
 - C. [Minutes](#), Athletic Board
 - D. [Minutes](#), Baccalaureate Council
 - E. [Minutes](#), Board of Trustees
 - F. [Minutes](#), Campus Security and Environmental Quality Committee
 - G. [Minutes](#), Comm. on the Improvement of the Undergraduate Academic Experience
 - H. [Minutes](#), General Education Committee
 - I. [Minutes](#), Graduate Council
 - 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 Reports](#), 2019-20
- R. UC 2020-21 dates: Sep 9, Oct 7, Nov 4, Dec 2, Jan 27, Feb 24, Mar 31, Apr 28
All fall 2020 semester meetings will be held via Microsoft Teams. The Teams meeting link and the agendas will typically be sent via email on the Friday preceding the UC meeting.
- S. At large committee vacancies – Several university committees currently have at large faculty vacancies, which can be filled by faculty from any college (as opposed to college-specific representation). If you have interest in serving, or know someone who does, contact Pat Erickson at pje@niu.edu.

[University Benefits Committee](#) – Fall 2020 semester only (to serve as an alternate in an at-large faculty seat). Meets monthly on Thursdays at 2 p.m.

[Campus Parking Committee](#) – two-year term. Meets monthly on Thursdays at 1 p.m.

[Parking Appeals Committee](#) – one-year term. Meets second and fourth Tuesday of the month, 1:30-3:30 p.m.

[Campus Security and Environmental Quality Committee](#) – two-year term. Meets the

third Wednesday of the month at 10 a.m.

XIII. ADJOURNMENT

K. Thu: With that, I will entertain a motion to adjourn.

T. Arado: So moved.

K. Thu: Do we have a second?

H. Nicholson: Second.

K. Thu: Okay, same voting procedure. If there's anybody that wants to stay online and see faces, you're welcome to do so. The rest of us are going to go make dinner or something. So, if you object or abstain from adjourning the meeting, please indicate in the chat box. Otherwise, the meeting stands adjourn.

Meeting adjourned at 4:15 p.m.