

PUBLIC NOTICE AND AGENDA

**University Council
Wednesday, December 6, 2023, 3 p.m.
Altgeld Hall 315
Northern Illinois University
DeKalb, Illinois**

I. CALL TO ORDER

II. VERIFICATION OF QUORUM

III. ADOPTION OF THE AGENDA

IV. APPROVAL OF THE NOVEMBER 8, 2023, MINUTES – Pages 3-5

V. PUBLIC COMMENT

VI. NIU PRESIDENT LISA FREEMAN’S ANNOUNCEMENTS

- A. Budget and Planning Update

VII. NEW BUSINESS

- A. Temporary Appointment Timeline Waiver Request per NIU Bylaws, Article 10.5.2.2
Interim Chair, School of Interdisciplinary Health Professions (SIHP) – Pages 6-7
Kelly Fiala, Dean, College of Health and Human Sciences

VIII. ITEMS FOR UNIVERSITY COUNCIL CONSIDERATION

- A. Supreme Court Decision on Affirmative Action and its Impact on NIU
Bryan Perry, Vice President and General Counsel
- B. Academic Diversity, Equity and Inclusion: It’s All in the Name
Carol Sumner, Vice President and Chief Diversity Officer
Jade Silva Tovar, Assistant Vice President for Diversity, Equity and Inclusion
Joe Flynn, Executive Director, Equity and Inclusion

IX. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. Faculty Advisory Council to the IBHE – Linda Saborío – report
- B. University Advisory Committee to the Board of Trustees – report
Felicia Bohanon, Natasha Johnson, Ben Creed
Larissa Garcia (Katy Jaekel alternate for fall 2023), Karen Whedbee, Brad Cripe
- C. Rules, Governance and Elections Committee – Marc Falkoff, Chair – no report

- D. Student Government Association – report
Olivia Newman, SGA President
Cole Hensley, Speaker of the Senate
- E. Operating Staff Council – Natasha Johnson, President – report
- F. Supportive Professional Staff Council – Felicia Bohanon, President – report

X. INFORMATION ITEMS

- 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](#), Comm. on the Improvement of the Undergraduate Academic Experience
- G. [Minutes](#), General Education Committee
- H. [Minutes](#), Graduate Council
- I. [Minutes](#), Honors Committee
- J. [Minutes](#), Operating Staff Council
- K. [Minutes](#), Supportive Professional Staff Council
- L. [Minutes](#), University Assessment Panel
- M. [Minutes](#), University Benefits Committee
- N. [Minutes](#), Univ. Comm. on Advanced and Nonteaching Educator License Programs
- O. [Minutes](#), University Committee on Initial Educator Licensure
- P. 2023-24 UC schedule: Sep 13, Oct 11, Nov 8, Dec 6, Jan 31, Feb 28, Apr 3, May 1

XI. ADJOURNMENT

MINUTES

University Council
Wednesday, November 8, 2023, 3 p.m.
Altgeld Hall 315
Northern Illinois University
DeKalb, Illinois

[Full transcript](#)

VOTING MEMBERS PRESENT: Birch, Bohanon, Elish-Piper, Falkoff, Freeman, Howell, Johnson, Middlemist, Monteiro, Morris, Myung, O’Grady, Phares, Pitney, Richter, Stoker, Sutcliffe, Vaughn, Walther, Ziarati

VOTING MEMBERS ABSENT: Hartman, Hensley, Martin, Njue

OTHERS PRESENT: Bryan, Creed, González, Saborío

I. CALL TO ORDER

NIU President **L. Freeman** called the meeting to order at 3 p.m.

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

F. Bohanon moved to adopt the agenda, seconded by **Z. Birch**. Motion passed.

IV. APPROVAL OF THE OCTOBER 11, 2023, MINUTES

S. Howell moved to approve the minutes, seconded by **W. Vaughn**. Motion passed.

V. PUBLIC COMMENT

VI. NIU PRESIDENT LISA FREEMAN’S ANNOUNCEMENTS

A. Budget and Planning Update

VII. ITEMS FOR UNIVERSITY COUNCIL CONSIDERATION

- A. Multiyear budgeting: an overview of the process and faculty and staff engagement in the planning and implementation

Laurie Elish-Piper
Interim Executive Vice President and Provost

George Middlemist
Vice President for Administration and Finance and Chief Financial Officer

VIII. NEW BUSINESS

IX. UNFINISHED BUSINESS

X. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

- A. Faculty Advisory Council to the IBHE – Linda Saborío – report
- B. University Advisory Committee to the Board of Trustees – no report
Felicia Bohanon, Natasha Johnson, Ben Creed
Larissa Garcia (Katy Jaekel alternate for fall 2023), Karen Whedbee, Brad Cripe
- C. Rules, Governance and Elections Committee – Marc Falkoff, Chair – no report
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- F. Supportive Professional Staff Council – Felicia Bohanon, President – no report

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XII. ADJOURNMENT

S. Howell moved to adjourn, seconded by **B. Pitney**. Motion passed.

Meeting adjourned at 4 p.m.

**Temporary Appointment Timeline Waiver Request
per NIU Bylaws Article 10.5.2.2
Interim Chair, School of Interdisciplinary Health Professions (SIHP)**

Per NIU Bylaws, Article 10.5.2.2, College of Health and Human Sciences Dean Kelly Fiala seeks University Council approval of a request for waiver of the timeline restrictions outlined in NIU Bylaws, Article 10.5.2 pertaining to temporary administrative appointments. This request for a waiver of the timeline restrictions was approved by the SIHP faculty on November 16, 2023.

Brief description

Currently, Dr. Melani Duffrin serves as the SIHP interim chair. Moving forward with a temporary appointment (Dr. Duffrin or another candidate) is a prudent decision as the college reevaluates organizational structure to improve function and considers strategies to improve efficiencies and reduce costs.

On June 15, 2023, the permanent dean began their tenure at NIU and is currently overseeing a strategic planning process. As the college is still in the initial phase of this process to seek input and feedback for the direction of the college, changes to the organizational structure in terms of program alignment would be premature. At this time, it is unclear whether such changes are imminent. Allowing for this interim appointment would afford the college the time necessary to solicit feedback and make decisions regarding the structure. In addition, filling the position on an interim basis allows the interim appointee the opportunity to explore their interest in a leadership position of this nature.

Given that Dr. Duffrin is currently in the interim appointment and NIU Bylaws, Article 10.5.2 specifies that a search for the permanent incumbent must be instituted within six months, I am requesting a waiver per NIU Bylaws, Article 10.5.2.2. On November 16, 2023, per bylaw requirement, SIHP faculty unanimously voted to support the request to continue with an interim appointment (whether Dr. Duffrin or another candidate) for an additional year until June, 2025. The proposed process to fill the interim position going forward would include an open call, presentations from the candidates, and a feedback session with faculty before a decision is made regarding the appointment of the interim chair. If faculty prefer a more streamlined process, adjustment would be made. Any process utilized would include faculty support prior to making an appointment.

The relevant bylaw article can be found on the next page:

NIU BYLAWS

Article 10.5 Acting and Other Temporary Administrative Appointments

10.5.1 If it is necessary to fill an administrative office, either because the incumbent is on leave of absence or because the office must be filled on a temporary basis while the search procedures specified in section 10.3 of these bylaws or in other university regulations are being completed, the administrative officer to whom the person to be appointed will report may appoint a temporary, acting replacement. This appointment shall be made only after consultation with the principal faculty committee and other committees routinely involved in advising the administrative office being filled. Questions regarding the appropriate committees for such consultation in any particular instance shall be resolved by the University Council Rules and Governance Committee.

10.5.2 When a vacant administrative office is being filled with a temporary or acting appointment, search procedures to secure a permanent incumbent for the office must be instituted within six months of such an appointment. Temporary or acting appointments made under such circumstances shall be for a term of no more than one year, and may not be renewed unless the subsequent search to fill the position fails to produce a permanent appointee.

10.5.2.1 This section of these bylaws may be waived when the office responsible for making the acting or temporary appointment is itself filled by an administrative officer holding office on an acting or temporary basis. In such instances, this section shall become operative on the date that an administrative officer who has a regular appointment as the incumbent in the appointing office assumes the responsibilities of that office.

10.5.2.2 This section of these bylaws may be waived if approval for such a waiver is obtained by the officer making the acting or temporary appointment from appropriate advisory committee and subsequently from the University Council. Questions about the appropriate advisory committee for any position shall be resolved by the University Council Rules and Governance Committee.