

4-23-2014

## FS Agenda Packet 2014-04-23

Northern Illinois University

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**FACULTY SENATE AGENDA**  
**Wednesday, April 23, 2014, 3 p.m.**  
**Holmes Student Center Sky Room**

**I. CALL TO ORDER**

**II. ADOPTION OF AGENDA**

**III. APPROVAL OF THE [MINUTES](#) OF THE MARCH 26, 2014 FS MEETING**

**IV. EXECUTIVE SESSION**

- A. Report from the Committee to Evaluate the President of Faculty Senate/  
Executive Secretary of University Council
- B. Report from the Committee to Evaluate the Faculty and SPS Personnel Advisor

**V. PRESIDENT'S ANNOUNCEMENTS**

- A. [Recognition](#) of faculty members who have completed their terms – Page 4

**VI. ITEMS FOR FACULTY SENATE CONSIDERATION**

- A. Libraries Advisory Committee, Gleb Sirotken, FS liaison – report – walk-in
- B. Open Access Research Articles Act (OARAA) Task Force,  
Gleb Sirotken, Winifred Creamer, and Rebecca Hunt, FS liaisons –  
report – walk-in

**VII. CONSENT AGENDA**

- A. Approve [list](#) of candidates running unopposed to serve on committees of the  
University – Pages 5-6

**VIII. REPORTS FROM ADVISORY COMMITTEES**

- A. FAC to IBHE – Sonya Armstrong – [report](#) – Page 7
- B. Student Association – report
- C. University Benefits Committee – Deborah Haliczzer, Chair;  
Therese Arado, FS-Committee on the Economic Status of the Profession Liaison -  
[report](#) – Pages 8-9
- D. Computing Facilities Advisory Committee – George Slotsve – report

- E. BOT Academic Affairs, Student Affairs and Personnel Committee – Dan Gebo and Andy Small – no report
- F. BOT Finance, Facilities, and Operations Committee – Alan Rosenbaum – no report
- G. BOT Legislation and External Affairs Committee – Deborah Haliczzer and Rosita Lopez – no report
- H. BOT Compliance, Audit, Risk Management and Legal Affairs Committee – Deborah Haliczzer and Alan Rosenbaum – no report
- I. BOT Ad Hoc Committee on Sponsored Research Activity and Technology Transfer – Greg Waas – no report
- J. BOT – Alan Rosenbaum – [report](#) – Pages 10-11

**IX. REPORTS FROM STANDING COMMITTEES**

- A. Faculty Rights and Responsibilities – Richard Siegesmund, Chair – no report
- B. Academic Affairs – Sarah McHone-Chase, Chair – no report
- C. Economic Status of the Profession – George Slotsve, Chair – no report
- D. Rules and Governance – Robert Schneider, Chair – no report
- E. Resources, Space and Budgets – Jim Wilson, Liaison/Spokesperson – [report](#) – Pages 12-14
- F. Elections and Legislative Oversight – Stephen Tonks, Chair
  - 1. Nomination of the Executive Secretary of the University Council for 2014-15  
[William Pitney](#) – Page 15
  - 2. Election of the Faculty and Supportive Professional Staff Advisor for a 2-year term  
[Paul Stoddard](#) – Pages 16-17

3. Election of UCPC representatives for 2014-16 – Ballots will be distributed at Faculty Senate meeting; voting will be by college (COB, COE, CEET, CLAS, and CVPA have vacancies to fill this year); votes will be counted following the meeting and newly-elected UCPC members will be notified – walk-in
4. Committees of the University 2014-15 – Election of candidates who are running opposed and must be selected by Faculty Senate – Ballot packets will be distributed at Faculty Senate meeting; votes will be counted following the meeting and those elected will be notified – walk-in

**X. UNFINISHED BUSINESS**

**XI. NEW BUSINESS**

**XII. COMMENTS AND QUESTIONS FROM THE FLOOR**

**XIII. INFORMATION ITEMS**

- A. [Minutes](#), Academic Planning Council
- B. [Minutes](#), Admissions Policies and Academic Standards Committee
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Campus Security and Environmental Quality Committee
- E. [Minutes](#), Committee on Advanced Professional Certification in Education
- F. [Minutes](#), Committee on the Improvement of Undergraduate Education
- G. [Minutes](#), Committee on Initial Teacher Certification
- H. [Minutes](#), Committee on the Undergraduate Academic Experience
- I. [Minutes](#), Committee on the Undergraduate Curriculum
- J. [Minutes](#), Computing Facilities Advisory Committee
- K. [Minutes](#), General Education Committee
- L. [Minutes](#), Honors Committee
- M. [Minutes](#), Operating Staff Council
- N. [Minutes](#), Supportive Professional Staff Council
- O. [Minutes](#), Undergraduate Coordinating Council
- P. [Minutes](#), University Assessment Panel
- Q. [Minutes](#), University Benefits Committee
- R. [Meeting Schedule](#) – 2014-15 – Page 18

**XIV. ADJOURNMENT**

**RECOGNITION OF FACULTY SENATORS**  
**April 23, 2014**

**COMPLETING SERVICE:**

\*Brad Cripe, Department of Accountancy  
Jane Rheineck, Department of Counseling, Adult and Higher Education  
Mayra Daniel, Department of Literacy and Elementary Education  
Lynette Chandler, Department of Special and Early Education  
\*Lichuan Liu, Department of Electrical Engineering  
\*Sherry Fang, School of Family, Consumer and Nutrition Sciences  
Winifred Creamer, Department of Anthropology  
Gretchen Bisplinghoff, Department of Communication  
Ibrahim Onyuksel, Department of Computer Science  
Christopher Nissen, Department of Foreign Languages and Literatures  
\*Mark Frank, Department of Geology and Environmental Geosciences  
Eric Jones, Department of History  
Sien Deng, Department of Mathematical Sciences  
Leonard Clapp, Department of Philosophy  
Art Ward, Department of Political Science

**LEAVING FOR UNIVERSITY COUNCIL:**

Shi-Jie (Gary) Chen, Department of Systems and Industrial Engineering

**RE-ELECTED:**

Jozef Bujarski, Department of Biological Sciences

**NEWLY ELECTED:**

Lee Covington Rush, Department of Counseling, Adult and Higher Education  
Eui-Kyung Shin, Department of Literacy Education  
Greg Conderman, Department of Special and Early Education  
Reinaldo Moraga, Department of Industrial and Systems Engineering  
Mitch Irwin, Department of Anthropology  
Jimmy Manning, Department of Communication  
Minmei Hou, Department of Computer Science  
Robert Reichle, Department of Foreign Languages and Literatures  
Ismael Montana, Department of History  
Joseph Stephen, Department of Mathematical Sciences  
Valia Allori, Department of Philosophy  
Kheang Un, Department of Political Science

\*Eligible for another term; department has not held election yet.

**CAMPUS SECURITY AND ENVIRONMENTAL QUALITY COMMITTEE –  
2-year term**

Two faculty members appointed at-large **by the Faculty Senate** from nominees submitted by each of the college councils, the Library Council and the faculty of the College of Law.

The CSEQC sets its meeting schedule in the fall per members' availability.

To view a complete description and membership list for this committee, visit [http://www.niu.edu/u\\_council/committees/2014-15/CSEQ.shtml](http://www.niu.edu/u_council/committees/2014-15/CSEQ.shtml)

<b>CONSTITUENCY</b>	<b>TO REPLACE</b>	<b>FACULTY NOMINATED</b>
At- large	Philip Carpenter, GEOL	<b>Chalermsee Olson, ULIB</b>

**Chalermsee Olson, ULIB**

I have been a library faculty since November 1992. Since then I have been the head of Cataloging Department, Technical Services Librarian, and am currently the Associate Dean for Collections & Technical Services. I am an active associate faculty member of the Center for Southeast Asian Studies. I am an alternate for the Dean of the Libraries for the University Council and the Academic Planning Council. I hold M.A. in Linguistics from University of Pittsburgh, PA with the support from Fulbright Scholarship and M.L.S. in Library and Information Science from NIU. I have taught Thai language for NIU Foreign Languages and Literatures Department.

As the person who oversees part of the library employees and the library collection, I am consciously aware of both personal and property (library materials) security. I would like to be part of the Campus Security and Environment Quality Committee with hope that I can learn something more at the university level and that I can contribute what I know and have learned to the committee.

**STUDENT CONDUCT BOARD – 3-year term**

One faculty member from the College of Law and two faculty members from each of the other degree-granting colleges recommended by the dean of the college and appointed by the Faculty Senate.

The SCB sets its meeting schedule per members’ availability.

To view a complete description and membership list for this committee, visit [http://www.niu.edu/u\\_council/committees/2014-15/SCB.shtml](http://www.niu.edu/u_council/committees/2014-15/SCB.shtml)

CONSTITUENCY	TO REPLACE	FACULTY NOMINATED
BUS	N/A	
BUS	N/A	
EDU	Melanie Koss	<b>NO NOMINEE</b>
EDU	N/A	
EET	Reza Hashemian	<b>NO NOMINEE</b>
EET	N/A	
HHS	N/A	
HHS	N/A	
LAW	N/A	
LAS	Deborah De Rosa	<b>Anita Andrew, HIST</b>
LAS	N/A	
VPA	Vacant – need nominee	<i>CVPA is asked to identify someone to serve 2 years and someone to serve 3 years to restore the staggered term pattern.</i>
VPA	Vacant – need nominee	
		<b>NO NOMINEES</b>

## Report on the IBHE-FAC Meeting, April 1, 2014

The Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC) met on April 1, 2014, at the College of Lake County. This was a shortened FAC meeting as it was held in conjunction with the scheduled IBHE meeting.

### FAC Meeting

FAC Chair Abbas Aminmansour called the meeting to order and introduced IBHE Academic Affairs Deputy Director Dan Cullen, who discussed the implications of the rollout of the Common Core State Standards. He has been working with ICCB and ISBE on assessment in this area. He reported that the PARCC, which will measure if students are progressing toward college and career readiness, is currently being field-tested and will roll out for administration next year in grades 3 to 11.

The group then considered topics to bring up with Board members at lunch. The minutes from the March 21<sup>st</sup> meeting were approved. The FAC meeting was followed by lunch with members and staff of the IBHE. Following lunch was the regularly scheduled IBHE meeting.

### IBHE Meeting Highlights

The IBHE meeting was called to order by Chair Lindsay Anderson. Following several introductions and welcome remarks was an update by Executive Director James Applegate on the 60% by 2025 goal and the current challenges faced in Illinois. Next were updates on the Public Agenda after 5 years, as well as Underrepresented Groups in Illinois Higher Education. PowerPoints and reports are available for review at <http://www.ibhe.state.il.us/Board/agendas/2014/April/Default.htm>

Full meeting minutes are posted to the FAC-IBHE website (once approved) for public viewing. These can be accessed at <http://www.ibhe-fac.org/Meetings.html>. In addition, the audio of the full IBHE meeting is available at <http://www.ibhe.state.il.us/aboutBHE/audio.htm>

Respectfully submitted,

Sonya L. Armstrong  
Associate Professor in the Department of Literacy Education  
NIU Representative to the IBHE Faculty Advisory Council

*NOTE: This report is based on the minutes taken at that meeting by IBHE FAC Secretary, Steven Rock (WIU). Full meeting minutes can be accessed at <http://www.ibhe-fac.org/Meetings.html>.*

*ALSO NOTE: I welcome any questions, comments, or requests for clarification at [sarmstrong@niu.edu](mailto:sarmstrong@niu.edu).*



EXECUTIVE: 04-16-14  
STEERING: 04-16-14  
FACULTY SENATE: 04-23-14  
UNIVERSITY COUNCIL: 04-30-14  
REFER TO:

## **UNIVERSITY BENEFITS COMMITTEE MEETING SUMMARY APRIL 10, 2014**

The final meeting for the year of the University Benefits Committee was held on April 10, 2014. Guess reported on the upcoming Benefits Choice period (May 1-May 31) and what we know to date. The annual briefing for the benefit changes will take place on April 22, and Human Resources will send out a campus communication on any changes taking place. It appears there may be no increases in premiums, except dental, though it is likely there will be increases in deductibles and co-pays, but the amounts are not yet available. The State may be looking for a new administrator of flex spending programs, but nothing specific is known yet. Human Resources is considering scheduling benefit briefing presentations in early May, and arrangements are being made. There will not be a Benefits Fair this year since there are no substantive changes in benefit plans or vendors. At this time, the dependent audit is still scheduled for August. Details will be sent to employees closer to the time, when details are known.

Pension updates included discussion of the pension issues raised at the last Faculty Senate meeting, where more detailed information is being sought on the specific challenges to the pension law. Haliczzer brought to the attention of the Committee the communications from the Annuitants Association and a synopsis posted on the SURS website regarding legal challenges to the pension law. It was reported that there will be a SURS Pension Reform presentation for employees on April 24, 10-12 at Sandburg auditorium, with overflow space at the Regency Room, and the presentation will be streamed for those who cannot attend. Retirement application processing sessions are taking place, and people are attending in anticipation of the upcoming increase in retirements in June. Human Resources has posted a range of pension information on their website. The Annuitants Association reported that a pension reform session will be presented by SURS for retirees on April 23, 5-7pm at the Holmes Student Center.

The Committee discussed salaries and increments, the budget process and presentations made by the Interim Provost and acting CFO. While the budget situation is quite serious, the Committee discussed the long-term impact of the lack of raises, and concerns about increasing workload and viability of academic programs when colleagues retire and it becomes harder to recruit new faculty and staff. The Committee urged that when the impact of retirements is known, and the budget situation becomes clearer, that the University needs to seek ways to address compensation concerns.

The UBC heard a discussion of a proposal by PCSW to address dual career hires. They reviewed a preliminary summary of the upcoming report. The Committee deferred any votes on the issue until the proposal is in its final version and they have an opportunity to review and discuss what is being proposed.

During the summer, the Committee's annual report will be drafted for approval at the September meeting.

The chair thanked those members whose terms are ending for their service to the Committee. One SPS position, and one Operating Staff position will need to be filled. Other appointments will be reviewed.

The committee adjourned after tentatively scheduling a meeting for September 4 at noon.

Respectfully submitted,

Deborah Haliczner, Chair

## **Report on the NIU Board of Trustees Meeting March 27, 2014**

The NIU Board of Trustees met on Thursday, March 27 at DeKalb. The board convened at 9:05 a.m. and immediately went into executive session for 45 minutes. They reconvened at 10 a.m. and moved many of the agenda items into the consent agenda. It should be noted that the BOT approved all recommended sabbatical leaves for faculty and SPS as part of the consent agenda. Chair Butler noted the Board's concerns about the impact of the pension reform bill and the expected wave of retirements. He stated that many senior employees are being forced into retirement by the threat of reduced benefits if they do not retire before June 1. He also noted that there was nothing the BOT could do to remedy it.

President Baker opened his report by describing the recent budget hearings before the legislature in Springfield. He noted that the governor has proposed a flat budget for the university predicated on the legislators extending the temporary income tax increase. The governor also presented an alternate budget reflecting a 12.5% decrease in the state appropriation to NIU if the income tax increase is allowed to expire in January, 2015. The cost to NIU of the alternate budget proposal is more than \$11 million.

The board approved the following action items:

- The deletion of the concentration in SE Asian Studies which is being replaced by a certificate in SE Asian Studies which is considered a more attractive option.
- The BOT approved the president's request to use \$4.5 million of local funds to demolish the Douglas dormitory complex and extend Lucinda Ave. through to the West campus and Convocation Center, creating a "Main Street" for the university as per the master plan.

The Board also heard several presentations (informational items) which included:

- An update on the Chief Diversity Officer. This position will report to the Executive Vice President and Provost and serve on both the President's Cabinet and the Council of Deans. A task force is being formed to lead a campus-wide discussion regarding expectations for the position and the search process; feedback from the discussion will inform the search process that will be launched in Fall, 2014.
- A wrap-up of the IHSA football championships which were held at NIU for the first time this past November and were, by all accounts a big success both for the university and for the Dekalb community. NIU plans to host this event every other year.

- A briefing on the master plan which was produced by a consulting group of architects and city planners convened by Ron Walters. The plan was described as a charette rather than as a formal proposal and has been on display in the Holmes Student Center. In addition to the Lucinda Avenue extension noted above, the plan aims to integrate the university with the surrounding community; facilitate movement across campus by the use of electric trams; restrict automotive traffic through the campus; develop more centralized housing similar to the Gilbert Hall renovation; develop the MLK commons into more of a mall which might include dining and retail space, outdoor eating areas, and new common areas for both the HSC and the library; and make better use of the lagoon and other waterways on the campus.

The meeting adjourned at approximately 12:30 p.m.

Respectfully submitted,

Alan Rosenbaum  
UAC Representative

EXECUTIVE: 04-16-14
STEERING: 04-16-14
FACULTY SENATE: 04-23-14
UNIVERSITY COUNCIL: 04-30-14
REFER TO:

**Committee on Resources, Space, and Budgets**  
**Meeting with the President and Provost**

Wednesday, April 2<sup>nd</sup>, 2014  
14:00 - 15:00 Altgeld 300

Prior to the meeting the committee sent a list of 5 questions to the President and Provost to focus the meeting.

1. Progress on the new budget model and the process for the next budget cycle.

An update was provided on the upcoming vacancy hearing process and how this was aligned with the new budget model and guiding principles. This was framed in the context of the “perfect storm” the university is facing: decrease in state funding; non-renewal of the tax increase; falling enrollments; pension changes and potential for retirements; decrease in fees and revenue; flat hiring levels despite decrease in enrollments. The combination of the potential for a loss in revenue and the uncertainty as to the number of employees who may retire and from what operational areas is making it difficult to develop a comprehensive budget process for this year. As many budget decisions outside of NIU’s control have yet to be made, the situation is very fluid and dynamic.

The President, Provost, and CFO all stressed the need for the process to focus on prioritizing the central focus of NIU’s mission and the President’s pillars. A vacancy hearing process has been established with all units required to submit their permanent vacancies that need to be filled with a rationale and in priority order. The vacancy hearings will be focused on permanent replacements and the Provost’s Office is working on a pilot program with the College of Education to address temporary part-time and full-time instructional positions. Any position that becomes vacant sees the funds returned centrally and not to the unit. It was emphasized that there was no ‘automatic’ refilling or repurposing of any vacant position. The academic unit will be going first in this process due to the critical need to determine hires to cover classes. All units though will be subject to the vacancy hearing process. Each college will get to present their needs to their peers at budget hearings scheduled for April 16<sup>th</sup> and April 30<sup>th</sup> whether for teaching or support positions. The Provost’s Office will develop a rank order of the requests based on the mission, the pillars, and the priorities outlined by the Resource, Space, and Budget Committee (RSBC). The RSBC and the Academic Planning Council will meet on May 5<sup>th</sup> to review the list and will be asked to comment on alignment of the requested positions with the mission, pillars, and RSBC priorities. A parallel process will operate for the non-academic units. Final decisions will be made through the President’s Cabinet.

As we moved forward it was stressed that we need to be looking for efficiencies and savings within and across units. The Provost shared that at Council of Deans colleges need to look at how best to deliver programs and for synergies across programs both in terms of instructional delivery and administrative support. It was stressed that this is an institutional issue that requires everyone to take collective responsibility and work as a team to build the processes necessary for change.

## 2. State budget update.

The President summarized the recent state appropriations committee meetings and that NIU had to present two scenarios: the impact of a 12.5% cut to the House and a 20% cut to the Senate. The President explained the different scenarios were related to differing interpretations of the impact of the non-renewal of the tax increase. It was noted that a 20% cut was equivalent to the current combined allocation of three colleges. There was some positive news in that the Governor was visiting NIU soon to announce an increase in MAP funding. No final decisions have been made at the state level and with the Governor to propose a flat budget for Higher Education the President is optimistic that NIU will not face the level of cuts presented to the House and Senate. However, with the uncertainty in the budget and the impact of the pension changes there is a need for prudent planning.

## 3. Impact of retirements due to pension changes.

There is considerable confusion over the pension changes going into effect. There is some ambiguity in the wording of the law that has led to several different dates being circulated as to when it is critical to make a decision on retirement. Injunctions have been filed but nothing has been through the court system yet. All state schools are experiencing the same pressures and frustrations and all are reporting that the potential for substantial retirements is high. Clarity is being sort on the pension questions and the President indicated he would work with all involved to get NIU employees the most up to date and reliable information. With the potential for so many retirements, the Provost's Office has developed guidelines for hiring back retirees on a critical need basis for short-term cover.

## 4. Review of administrative structure provided by Provost Freeman.

Provost Freeman briefly talked through the documents she had circulated detailing NIU's organization structure. She indicated that new administrative positions were being funded through the elimination of certain Provost Office positions and through streamlining operations and added no additional cost to the budget. Provost Freeman also elucidated the importance of the senior positions in the pipeline to addressing the President's cornerstone goals and pillars. The Provost emphasized that everything was being done to improve efficiency and be as prudent as possible. This included reorganization office space and administrative support functions.

5. Faculty and staff recruitment and retention/competitive salaries.

The President reiterated his position that this is an important issue. He stressed that given the current economic conditions, this was not the time to address this issue. He acknowledged that a plan needs to be developed to address salary raises and this is something he will be considering. Concerns were raised about the impact on morale and the potential for increasing workloads as people retire and the budget may preclude rehiring.



# Northern Illinois University

*Department of Kinesiology  
and Physical Education*

EXECUTIVE: 03-19-14  
STEERING:  
FACULTY SENATE: 03-26-14  
UNIVERSITY COUNCIL:  
REFER TO:

Dear fellow faculty members,

I am pleased to accept the nomination for the Executive Secretary of the University Council and Faculty Senate President. I am honored to have been nominated and humbled by the level of encouragement I have received.

Though I have taken the time to investigate the responsibilities of this position, I would be insincere if I said I was fully prepared for all facets of the role; indeed this appears to be a position one must learn informally over a short period of time. That said, however, I believe I possess several characteristics and have adequate leadership experience to be effective in the role.

The role of Executive Secretary of the University Council requires an understanding of multiple perspectives from administration, faculty, staff and students. I believe I have an ability to understand others' perceptions and can work collaboratively with all constituents to reach common ground and solve problems. My recent leadership as the University Affairs Committee chair, whereby we created a student grievance process, serves as an example this. Should I get this position, I would endeavor to be a calm, yet persistent voice for our university community to represent us well.

As faculty Senate President and Executive Secretary, one must facilitate various committee activities and represent the voice of the faculty and staff. Thus there exists a need to communicate well, have positive interactions with others, and identify critical and noteworthy issues germane to faculty to solicit input. I have leadership experience in my department as I have chaired our department personnel committee for numerous years, chaired our student engagement committee, participated on our curriculum committee, led several search committees, and have been the director of resources and planning. I have served on the College of Education Scholarship Committee and curriculum Committee. At the university level I have served on the Committee on the Undergraduate Academic Environment (chair 2012-2013), the Committee on the Undergraduate Curriculum, the Provosts workload committee, the Faculty Senate, and the University Council.

In my profession I served two terms as the Editor-in-Chief of the Athletic Training Education Journal and section editor of the Journal of Athletic Training--two signature journals of the National Athletic Trainers' Association (NATA). I have also served as the Chair of the Task Force on Continuing Professional Education for the Board of Certification and am currently a member of the NATA Executive Committee on Education. The combination of university and professional service has allowed me to obtain some broad leadership experiences I hope to transfer into this role, if elected.

Please know that If elected as the Executive Secretary of the University Council and Faculty Senate President I will bring a strong work ethic, ability to collaborate and lead by example, and an open mind to understand many perspectives. This is an exciting time for NIU and I would welcome the opportunity to serve.

Thank you for considering me as a candidate.

Sincerely,

William A. Pitney, EdD, ATC, FNATA  
Professor  
Department of Kinesiology & Physical Education  
College of Education



EXECUTIVE:  
STEERING:  
FACULTY SENATE: 03-26-14 walk-in  
UNIVERSITY COUNCIL:  
REFER TO:

Department of Geology and  
Environmental Geosciences  
DeKalb, Illinois 60115-2828  
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[www.niu.edu/geology](http://www.niu.edu/geology)



*Learning today, Leading tomorrow*

March 25, 2014

Alan Rosenbaum  
Executive Secretary of the University Council  
President of the Faculty Senate  
Northern Illinois University

RE: Faculty and SPS Personnel Advisor Position

I'd like to officially nominate myself for the Faculty and SPS Personnel Advisor (F&SPS PA) position. Having served as Faculty Senate President and University Council Executive Secretary (FSP/UCES) for five years (2004-2009), I have had the opportunity to assist faculty and staff in their dealings with department, college, and university administration. When a faculty or staff member is at odds with others in his or her unit, it can feel like he or she is alone, and in these circumstances a helping hand and a voice of support can be very important in dealing with the situation. Being able to provide those was one of the more rewarding parts of my tenure as FSP/UCES. The fact that I still get asked about personnel issues even today, speaks to my ability to fulfill the role of F&SPS PA here at Northern.

During my time in office, I served as advocate and advisor in tenure appeal cases, and counselor and observer in personnel issues between faculty and department chairs and college deans. I also had the opportunity to work the people throughout the university hierarchy, from the President and Provost, to the executive vice presidents, deans, and many of the department chairs. I believe it fair to say that I have earned a reputation with the administration as someone who will look out for faculty and staff rights, and as someone who has earned their respect. In addition to the administration, I have worked closely with many in our support community, including previous F&SPS PAs, the ombudsman, and those on HR's wellness staff. In all these experiences, as well as many others, I have developed a good sense of how the university works, where in the vast array of governing documents to find specific provisions (or at least whom to ask about finding such provisions), and how to navigate our red tape.

In addition to helping faculty resolve personnel and other issues, I would like to increase the office's visibility and reporting. Specifically, I'd like to create an F&SPS PA web page, tied to the NIU Faculty/Staff resource page. This new page would have an FAQ section and suggestions to help faculty resolve issues on their own. I would also work with the Ombudsman's to identify units where multiple problems arise, and try to work with unit heads to minimize these issues.

As F&SPS PA, I would bring all my experiences to the table to help faculty and supportive and professional staff, either by advising - or by advocating if that is their choice - when any personnel issues arise.

Thank you for your consideration.

A handwritten signature in black ink that reads "Paul R. Stoddard". The signature is fluid and cursive, with a long horizontal stroke extending to the right at the end.

Paul Stoddard  
Associate Professor  
Department of Geology and Environmental Geosciences  
Northern Illinois University  
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EXECUTIVE: 04-16-14 STEERING: 04-16-14 FACULTY SENATE: 04-23-14 UNIVERSITY COUNCIL: 04-30-14 REFER TO:
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## 2014-2015 MEETING SCHEDULE

EXECUTIVE COMMITTEE OF THE FACULTY SENATE  
STEERING COMMITTEE OF THE UNIVERSITY COUNCIL

FACULTY SENATE  
UNIVERSITY COUNCIL

<b>FS-EXECUTIVE COMMITTEE</b> 1 – 2:30 p.m.	<b>FACULTY SENATE</b> 3 – 5 p.m.	<b>UNIVERSITY COUNCIL</b> 3 – 5 p.m.
<b>UC-STEERING COMMITTEE</b> 3 – 4:30 p.m.  Altgeld Hall 225	Clara Sperling Sky Room Holmes Student Center	Clara Sperling Sky Room Holmes Student Center
August 27, 2014	September 3, 2014	September 10, 2014
September 24, 2014	October 1, 2014	October 8, 2014
October 22, 2014	October 29, 2014	November 5, 2014
November 12, 2014	November 19, 2014	December 3, 2014
January 14, 2015	January 21, 2015	January 28, 2015
February 11, 2015	February 18, 2015	February 25, 2015
March 18, 2015	March 25, 2015	April 1, 2015
April 15, 2015	April 22, 2015	April 29, 2015

Spring Break March 8-15, 2015