

Minutes of the  
NIU Board of Trustees  
**ACADEMIC AFFAIRS, STUDENT AFFAIRS  
AND PERSONNEL COMMITTEE**  
May 25, 2006

**CALL TO ORDER AND ROLL CALL**

The meeting was called to order by Vice Chair Cheryl Murer at 9:08 a.m. in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Sharon Mimms conducted a roll call of Trustees. Members present were Trustee Cheryl Murer and Student Trustee Andrew Nelms. Chair Boey was present via teleconference. Not present were Trustees Manuel Sanchez and Marc Strauss. Also present were Committee Liaison Ivan Legg, President John Peters and Board Parliamentarian Kenneth Davidson. With a quorum present, the meeting proceeded.

**VERIFICATION OF APPROPRIATE NOTICE OF PUBLIC MEETING**

Confirmation of Open Meetings Act notification compliance was given by Board Parliamentarian Ken Davidson.

**MEETING AGENDA APPROVAL**

Student Trustee Nelms made a motion to approve the agenda. It was seconded by Trustee Boey. The motion was approved.

**REVIEW AND APPROVAL OF MINUTES**

It was moved by Trustee Boey and seconded by Student Trustee Nelms to approve the minutes of the March 1, 2006 meeting. The motion was approved.

**CHAIR'S COMMENTS**

Today we have several items on our agenda, Vice Chair Murer said. We have five items that will be presented for action and one for information. The May meeting of this committee is always of particular importance to the university and to the faculty because it is the time that the Board acts on recommendations for tenure and promotion. The agenda includes for action: Recommendations for Faculty Promotions, Tenure and Promotions with Tenure for the 2006-2007 Academic Year; a request for three appointments with rank and tenure to Provost and Executive Vice President, associate dean and department chair; approval of an interim dean of the university libraries; and two programmatic issues, a request for a new degree program and a request for five new specializations. A summary of program reviews completed this past year will be presented for information.

**PUBLIC COMMENT**

The Vice Chair asked Board Parliamentarian Kenneth Davidson if any members of the public had registered a written request to address the Board in accordance with state law and the Board of Trustees Bylaws. Mr. Davidson noted that one timely request for public comment had been received from Dr. Virginia Naples and recommended that she be recognized for remarks not to exceed five minutes in duration.

Before we receive any presentations, Vice Chair Murer said, I want to remind the Trustees and the members of the public who are present today that these presentations are informational to be used by the Board committee concerning any pending business. We will defer to the appropriate processes for addressing any issues that are brought to our attention. Any matter that is brought to our attention will be given appropriate attention and respect. Therefore, the chair recognizes Dr. Virginia Naples for a

presentation of no more than five minutes. Because of the nature of this meeting and the number of items on our agenda, I will ask our parliamentarian to maintain the clock on this time limit.

Dr. Naples, Professor of Biological Sciences, talked about salary differentials between female professors and the male professors in the Department of Biological Sciences. She feels that there is discrimination in the salaries of female professors in her department and a systemic discrimination which has resulted in female wage depression at Northern Illinois University. She has alerted the appropriate personnel at the university of her concerns and asked that the Faculty Salary Equity Task Force revise its procedures to better reflect salary differentials at the university.

The university is built on a philosophy, attitude and atmosphere of nondiscrimination of gender, ethnicity, disability, and so forth, Vice Chair Murer said. We encourage you to continue to work through the proper channels according to the university's administrative policies and procedures. University administration is asked to keep the Board of Trustees informed on the status of this issue.

## **UNIVERSITY REPORT**

### **Agenda Item 7.a. – Recommendations for Faculty Promotions, Tenure and Promotions with Tenure for 2006-2007 Academic Year**

I would like to make one observation, Provost Legg said, and that is the number of people who are going through tenure and promotion from assistant professor to associate professor is 42. And the number of those going from associate to full professor is 16. This is the largest number I have seen for tenure and promotion recommendations since I have been here. In trying to rationalize it, I came up with the following. I came here one year after these faculty were hired. A month after I arrived, the budget crashed. So what we are seeing here is the last of what I call a budget bulge, because, from this point on, I expect the number of faculty that will come up for tenure and promotion to steadily go down reflecting the tight budget that we had and the hiring that we had to do at that particular time. The motion to approve the Recommendations for Faculty Promotions, Tenure and Promotions with Tenure for the 2006-2007 Academic Year was made by Trustee Boey, seconded by Trustee Murer. The motion was approved.

### **Agenda Item 7.b. – Appointments with Rank and Tenure**

In addition to the new chair and associate dean appointments, Provost Legg said, the new provost appointment is also being presented for your consideration. As you will see from the summaries in your materials, all three of these candidates are strong scholars and definitely deserve to be tenured. Being considered are Raymond W. Alden, in conjunction with his appointment to Executive Vice President and Provost effective July 1, 2006; Raimund K. Ege, in conjunction with his appointment as Chair with the rank of associate professor in the Department of Computer Science effective July 1, 2006; and Bradley G. Bond, in conjunction with his appointment as Associate Dean of the Graduate School, with the rank of associate professor in the Department of History, effective July 1, 2006. Vice Chair Murer asked for a motion to approve the appointments of Raymond W. Alden as Executive Vice President and Provost, Raimund K. Ege as Chair with the rank of associate professor in the Department of Computer Science, and Bradley Bond as Associate Dean of the Graduate School with the rank of associate professor in the Department of History, effective July 1, 2006 with rank and tenure. Trustee Boey so moved, seconded by Trustee Murer. The motion was approved.

### **Agenda Item 7.c. – Appointment of the Interim Dean of the University Libraries**

With the recent retirement of Art Young, Professor Mary Munroe has been appointed Interim Dean of the University Libraries with the Board's approval, Provost Legg said. The Vice Chair asked for a motion to approve the appointment of Mary Munroe as Interim Dean of the University Libraries. Trustee Boey so moved, seconded by Trustee Murer. The motion was approved.

### **Agenda Item 7.d. – Request for a New Degree Program**

The Ph.D. in Art Education as a new degree program has been under consideration since I have been here, so it has been very carefully evaluated over a four-and-a-half year period. I reviewed the material

we used for approving degrees and made sure that this material emphasized two very important points. Number one, that there is a demonstrated need for the new degree. And number two, that the financing of the degree is not going to put pressure on the university, particularly at this time as we recover from a severe budget cut. Those two items have been met. Employment for Ph.D.'s in art history is very high in various roles from P-20, preschool through college education. And, in preparation for the Ph.D. in Art Education, the school, for some time, has been focusing its resources as they become available into the program, particularly into the faculty. Vice Chair Murer asked for a motion to approve the request for the Ph.D. in Art Education. Student Trustee Nelms so moved, seconded by Trustee Boey. The motion was approved.

#### **Agenda Item 7.e. – Request for New Specializations**

This is a request for several new specializations which are subdivisions of existing degree programs, Dr. Virginia Cassidy said. We would like to name a cluster of courses that are currently being offered so that this information can be provided on the students' transcripts for a variety of important reasons. The Specialization in Sport and Exercise Psychology would be offered within the master's program in physical education. Identifying the requirements that the students complete in this area of specialty would benefit the university as a recruitment tool for students who are interested in our master's degree in physical education. When the students complete the requirements for the specialization, it would be noted on their transcripts so it would be evident to employers the expertise they developed within sport and exercise psychology. The request for four specializations within the master's program in nursing would benefit students by having this notation appear on their transcripts. This is particularly important because the students who complete this course work sit for certification examinations. So, after students have completed their course work, whether it is as an adult clinical nurse specialist, an adult nurse practitioner, family nurse practitioner or as a nurse educator, this specialization notification makes it clear to the certification boards that the students have met the requirements for the exams they request to take. The Vice Chair asked for a motion to approve the request for the new specializations in sport and exercise psychology and in nursing. Trustee Boey so moved, seconded by Student Trustee Nelms. The motion was approved. This is very timely, Vice Chair Murer added. This is an area that I work in and seeing the identification by the specializations is important. It is very important because, in trying to secure positions, when a human resource person is looking at a resume without a specialization being noted, he may skip over someone highly qualified.

I would also like to add that this request is going to put a very shiny cover on an already fine program, Dr. Legg said. It is our mission over the years to take the many good programs we have here and continue to promote them so that they market well in the public sector.

#### **Agenda Item 7.f. – 2005-2006 Program Review Summary**

A report that we provide to the Board annually each spring is the summary of program reviews, Dr. Cassidy said. It provides a brief summary of the programs that were reviewed over the past academic year. This year, we reviewed 19 academic degree programs in the College of Business, the College of Health and Human Sciences, and the College of Liberal Arts and Sciences as well as four centers that were affiliated with the programs included in this review. In this report, we try to provide a very brief highlight of some of the findings of the program reviews. I want to particularly note in relation to these reviews that our programs in accountancy maintain their excellent reputations and very high success in the pass rates for students completing the Certified Public Accountancy examination. Our master's of Business Administration program is very popular and is offered in a variety of formats to meet the needs of working professionals primarily in the western suburbs.

One of the programs that we noted a major change in this year is the program in Operations and Information Management as a result of what was called the dot-com bust. We found that enrollments in that program decreased substantially. The chair, the dean and the Provost's Office are aware of this, and we are looking at any changes that might need to be made in terms of the resources allocated to the program because of the change in enrollments.

One other point that I would highlight is that our programs in nutrition and dietetics are very strong. We have a very strong internship program that accompanies those. The laboratory on campus for those

programs, which is the Chandelier Room, has attracted the attention of the Marriott Corporation. They are working with us to upgrade and update some of our equipment.

When I came here, Provost Legg said, I had been working in schools primarily in the southern part of the United States and before that in Washington state, and I had never seen such an extensive review process as we have here. Instinctively, I looked at it as more business that we had to deal with driven by the State of Illinois, and I did not see a great value in it. But through Virginia's educating me and being patient with me over the years, it has become very clear to me that when it is done well, it is a very important part of our existence in making sure we keep our programs at that quality level. Secondly, a spin-off of all this is the committee that considers these is a mixture of faculty from across the university, and it gives these people a chance to know in some detail about other programs on campus. In terms of our looking at interdisciplinary research and other goals in the future, this is a very important factor.

This is the last meeting that Provost Legg will be attending of the Academic Affairs Committee, Vice Chair Murer said. We would be remiss to not say on behalf of the Committee how much you will be missed here at the university, and we thank you so much for your leadership. I will echo that, Trustee Boey said, and I will do a better job at the Board of Trustees meeting next month.

I have known Ivan a long time, President Peters said, and my first association with him was when we were deans. I was at Nebraska and I believe Ivan was at Auburn. One of the things at the national scene that always impressed me about Ivan is that he was always involved with issues of faculty reward and regard and diversity issues. That is his cachet nationally in addition to having built the chemistry program at Washington State and also Amalgamated Science departments at Auburn, and then tackled a complex, evolving metropolitan university, University of Memphis. The one thing we are all aware of is the humanity of Ivan Legg. His commitments to students and standards are deep here. At one of Ivan's last functions, and I was sitting next to Dr. Leroy Mitchell, who is the head of our CHANCE program, and he said something that I thought was profound and meaningful, because if you know Leroy, he is not a person given to hyperbole or overstatement. The issue was diversity, and Leroy leaned over to me and said, "That man gets it." And very quietly, behind the scenes, Ivan has pulled together individuals who have worked very hard on climate issues for members of our faculty and staff, and it has made a big difference. So, as I said, Ivan has had a tremendous career in higher education, and he has made a difference here. NIU is better for your years of commitment.

#### **NEXT MEETING DATE**

The Vice Chair announced that the next meeting of the Academic Affairs, Student Affairs and Personnel Committee will be held on September 7, 2006.

#### **ADJOURNMENT**

There being no Other Matters, Vice Chair Murer asked for a motion to adjourn. Student Trustee Nelms so moved, seconded by Trustee Boey. The meeting was adjourned at 10:09 a.m.

Respectfully submitted,

Sharon M. Mimms  
Recording Secretary