



Board of Trustees
5500 North St. Louis Avenue
Chicago, IL 60625-4699

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held accountable by the Board for the effective administration and management of the institution. In the discharge of these responsibilities, the President shall consult with the Board of Trustees and with such constituencies as are appropriate. The President shall be employed by and serve at the pleasure of the Board unless the contract of employment specifies otherwise.

- B. The President shall be accountable to the Board of Trustees for performing the following duties within his/her designated areas of responsibility:
1. Providing general leadership for the university.
 2. Making recommendations concerning the mission, scope, and organization of the university and concerning plans and policies for the development and enhancement of university operations and activities.
 3. Administering and directing university plans, operations, programs, and activities in the areas of academic affairs, administrative and fiscal affairs, student affairs, and public affairs and development.
 4. Serving, as the principal spokesperson and representative for the University with the governor and General Assembly, Illinois Board of Higher Education, and other external constituencies.
 5. Developing and maintaining good public relations including establishment of rapport between the university and the region in which it is located and the public which it serves.
 6. Making recommendations concerning the initiation, continuation, or modification of university programs and activities.
 7. Making recommendations concerning the operating and capital Budget requests, appropriation requests, and internal budgets of the university.
 8. Making recommendations concerning the selection and appointment of such officers as may be designated by the Board.
 9. Performing such other duties as may be delegated by the Board.
 10. Developing guidelines, procedures, and interpretations for the implementation of the Board's Governing Policies and regulations.

SECTION 3. RESOLUTION OF DISAGREEMENTS

Except as specifically provided in any contract for employment of the President, the following procedure shall be used in the event of a disagreement between the President and the Board



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unfavorable discharge from military service, status as a disabled veteran or veteran of the Vietnam era, or (if the applicant or employee is a U. S. citizen or an "intending citizen") citizenship. Current state and federal legal definitions of the above prohibited bases of discrimination shall be followed, when applicable. In addition, the university, will maintain an affirmative action plan and report biennially to the Board on progress toward achieving the goals stated in the plan. This policy is not intended to waive any constitutional or statutory rights to claim sovereign or other immunities.

The following categories of personnel employed by the university define the various constituencies that enable the university to achieve distinction in its assigned mission. The university may recognize subgroups within the categories designated herein and shall specify in writing the rights, privileges, and responsibilities of persons in the different categories and subgroups, as appropriate in the discretion of the President.

A. FACULTY EMPLOYEES

Faculty employees comprise all persons with the faculty ranks of Professor, Associate Professor, Assistant Professor, or Instructor, including Counselors and professional Librarians.

B. ADMINISTRATIVE EMPLOYEES

Administrative employees comprise those administrative and professional employees who are not employed under the State Universities Civil Service System, including medical doctors engaged in providing health services appointed in accordance with Board Regulations. Administrative employees may be granted faculty rank and tenure in appropriate circumstances as provided in Board Regulations.

C. CIVIL SERVICE EMPLOYEES

Civil Service employees include those employees who are employed under the State Universities Civil Service System.

D. OTHER EMPLOYEES

Other employees, including temporary faculty, faculty assistants, graduate assistants, and other student employees shall be employed in accordance with Board Regulations and the procedures adopted by the university, and applicable negotiated agreements.

SECTION 5. ACADEMIC FREEDOM AND RESPONSIBILITY

In adopting the following statements concerning academic freedom and responsibility, the Board of Trustees affirms that academic freedom should not be abridged or abused and joins the numerous other organizations which have endorsed such principles.

A. ACADEMIC FREEDOM

Institutions of higher education are conducted for the common good and not to further the interest of either the individual faculty member or the institution as a whole. The common good depends upon the free search for truth and its free exposition. Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the faculty member in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.

1. The faculty member is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his/her other academic

duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

2. The faculty member is entitled to freedom in the classroom in discussing his/her subject. The faculty member should be careful not to introduce into his/her teaching controversial matter that is not related to his/her subject.
3. The university faculty member is a citizen, a member of a learned profession, and an officer of an educational institution. When he/she speaks or writes as a citizen, he/she should be free from institutional censorship or discipline, but his/her special position in the community imposes special obligations. As a person of learning and an educational officer, he/she should remember that the public may judge his/her profession and his/her institution by his/her utterances. Hence, he/she should be accurate at all times, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he/she is not an institutional spokesperson.

B. ACADEMIC RESPONSIBILITY

Membership in the academic community imposes on students, faculty members, and administrators an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off campus. The expression of dissent and the attempt to produce change, therefore, may not be carried out in ways that injure individuals or damage institutional facilities or disrupt the classes of one's teachers or colleagues. Speakers on campus must not only be protected from violence, but also given an opportunity to be heard. Those who seek to call attention to grievances must not do so in ways that significantly impede the functions of the institution. Students are entitled to an atmosphere conducive to learning and to even-handed treatment in all aspects of the teacher-student relationship. Faculty members may not refuse to enroll or teach students on the grounds of their beliefs or the possible uses to which they may put the knowledge to be gained in a course. Students should not be forced by the authority inherent in the instructional role to make particular personal choices as to political action or their own part of society. Evaluation of students and the award of credit must be based on academic performance professionally judged and not on matters irrelevant to that performance, whether personality, race, religion, degree of political activism, or personal beliefs.

It is the faculty members' mastery of their subjects and their own scholarship that entitle them to their classrooms and to freedom in the presentation of their subjects. Thus, it is improper for faculty members to introduce material that is not related to their subjects, or to fail to present the subject matter of their course as announced to their students and as approved by the faculty in their collective responsibility for the curriculum.

Because academic freedom has traditionally included the faculty member's full freedom as a citizen, most faculty members face no insoluble conflicts between the claims of politics, social action, and conscience, on the one hand, and the claims and expectations of their students, colleagues, and institutions, on the other. If such conflicts become acute, and



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SECTION 6. PARTICIPATION IN UNIVERSITY GOVERNANCE

A. SHARED PARTICIPATION

(Revised April 10, 2014, Board action)

In order to promote shared participation in responsible and wise decision-making and to ensure channels of communication, the University shall provide for elected University organizations, the structures of which shall be determined by the constituencies they represent and approved by the President. Except as limited by the scope of collective bargaining negotiations between the Board and University employees and the requirements of good faith collective bargaining, the appropriate and duly constituted shared governance committees may participate in the decision-making process of the university in the following areas:

1. Basic policies with regard to campus planning and facilities construction and utilization.
2. Selection of administrative officers at the level of Dean and Vice President as well as selection of the President of the university.
3. Policies relating to student life and conduct, following consultation with the Student Government Association.
4. The determination of priorities fo





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ARTICLE III. ADOPTION, AMENDMENT, OR REPEAL OF POLICIES

Governing policies may be adopted, amended, or repealed at any regular meeting of the Board by a majority vote of the voting members then serving on the Board. Requests for the adoption, amendment, or repeal of governing Policies shall be submitted to the President, who shall notify the Board's Chair of such requests. The President shall report such requests with recommendations for action to the Board. Board action on the proposal shall normally be taken not earlier than the next regular meeting following first reading. During the interim between first reading and Board action, the President shall distribute copies of the proposal to appropriate faculty, staff, and student groups. Up to ten days prior to the Board meeting at which action is to be taken, members of the faculty, staff, and student body may submit their views and comments in writing to the President for distribution to the Board together with the President's recommendation for action on the proposal.

ARTICLE IV. RESERVATION OF POWERS

The Board of Trustees is charged by law with full responsibility for governing the university under its jurisdiction. Although the Board properly and necessarily delegates authority to designated officers and the university, it cannot divest itself of its ultimate legal responsibility. Accordingly, the Board expressly reserves to itself