

Minutes of the
NIU Board of Trustees
ACADEMIC AFFAIRS, STUDENT AFFAIRS AND PERSONNEL
COMMITTEE MEETING
May 28, 2015

CALL TO ORDER AND ROLL CALL

The meeting was called to order by Chair Robert Marshall at 10 a.m. in room 233 at the Northern Illinois University Hoffman Estates campus. Recording Secretary Liz Wright conducted a roll call of Trustees. Members present were Trustees Robert Boey, Wheeler Coleman, Anthony Iosco, Cherilyn Murer, Marc Strauss, Student Trustee Paul Julion, Committee Chair Robert Marshall, and BOT Chair John Butler. Also present were President Douglas Baker, Committee Liaison Lisa Freeman, Board Liaison Mike Mann, General Counsel Jerry Blakemore, and UAC Representatives Dan Geo and Bill Pitney. With a quorum present, the meeting proceeded.

VERIFICATION OF APPROPRIATE NOTICE OF PUBLIC MEETING

Chair Marshall asked Mr. Blakemore to verify that there is quorum and that the appropriate notice of this meeting was posted.

Parliamentarian Blakemore confirmed quorum and that the appropriate meeting notice pursuant to the Illinois Open Meetings Act was made.

MEETING AGENDA APPROVAL

Chair Marshall asked for a motion to approve the agenda. Trustee Strauss made a motion to approve the agenda, seconded by Trustee Boey. The motion was approved.

REVIEW AND APPROVAL OF MINUTES

Chair Marshall asked for a motion to approve the minutes of the AASAP meeting of February 26, 2015. Trustee Boey made a motion to approve the minutes, seconded by Trustee Strauss. The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Marshall welcomed everyone to the Hoffman Estates campus and noted the full agenda, including a presentation from NIU Student Julia Boyle and brief reports on the work of the presidential commissions over the last year. The work of the commissions directly connects to NIU's focus on diversity and inclusion. He also noted anticipation of Provost Freeman's update related to the searches for this year, including the Chief Diversity Officer and several dean searches that will actually be starting in the upcoming academic year.

Along with information items, there are three items for approval. These items include the recommendation for faculty promotions, tenure, and promotions with tenure, as well as recommendations for a change in

the degree designation for the Doctorate in Instructional Technology which will become a Ph.D. in Instructional Technology, and the approval of the oral English proficiency report. In addition, our committee will provide the full Board with a report on NIU and the Greek letter system at NIU at the regular June board meeting.

Before proceeding, Chair Marshall made a few comments on faculty receiving tenure. As most in higher education know, securing tenure is a significant milestone in the lifecycle of a faculty member as are the steps of promotion from assistant to associate to full professor. These accomplished members of NIU's faculty have been evaluated at the levels of their departments, their colleges, and the university. The faculty presented to the Board of Trustees for approval, embody excellence in teaching, in research, in scholarship and artistry, and in outreach and engagement. NIU is fortunate to have so many talented individuals as members of the faculty.

PUBLIC COMMENT

Chair Marshall asked Mr. Blakemore whether there were any public comment requests.

Parliamentarian Blakemore replied that no requests for public comment have been made.

Chair Marshall recognized the University Advisory Committee representation, Dan Gebo and Bill Pitney and asked them if they would like to make comments.

Professor Pitney noted that it is with great pleasure the members of the Board and campus community see the hard work and dedication of their colleagues rewarded today with promotions, tenure, and promotions with tenure. The traditional purpose of tenure, as you know, is to protect academic freedom. It protects faculty from arbitrary removal from a position, it confers the faculty right to express views, even if they are unpopular, without reprisal, but it goes further. Tenure provides faculty with the freedom to explore new areas of research and scholarly activity that ultimately help to solve critical and noteworthy problems faced by society. It allows faculty to teach and shape curricula in meaningful ways and push the boundaries of the social order. It allows faculty to serve the public, academia and the professions. As Carrie Nelson wrote in a 2012 article published in the *Wall Street Journal*, tenure helps establish a campus climate in which free expression is both tolerated and valued in which intellectually, unconventional, and innovative work can be rewarded, and he contends it means universities will have a core of faculty members who have the kind of institutional commitment and memory that makes good decisions and successful collaboration possible. To that end, we applaud our faculty for exceeding the bar, for pushing the limits, for teaching well and being productive scholars. We recognize too that with tenure and promotion our efforts do not cease, but rather we promise to continue to drive forward and contribute the university and the common good.

Professor Gebo noted the update pertaining to the search process for academic deans in four colleges. Specifically, Provost Freeman will be sharing a plan to request the use of search firms. Given the current financial status in the state, pension issues, declining enrollment, and the state's continued divestment in higher education, it may prove difficult to attract quality candidates for these positions. Thus the use of a firm is likely necessary to build strong pools of applicants to provide key leadership in our colleges.

Chair Marshall thanked Professors Pitney and Gebo for their thoughtful comments and asked Dr. Freeman to present the university report.

UNIVERSITY RECOMMENDATIONS/REPORTS

Agenda Item 7.a. Recommendations for Faculty Promotions, Tenure, and Promotions with Tenure for 2015-2016

Provost Freeman thanked Chair Marshall and the university representatives for their comments. The first action item under university recommendations is agenda item 7.a. the recommendations for faculty promotion, tenure, and promotions with tenure for 2015-2016. Others today have spoken about the importance of tenure, the importance of faculty commitment to our institution, and of our institutional commitment to our faculty, of the excellence of our faculty, but Provost Freeman noted that she would be remiss in her role as Chief Academic Officer if she did not say that the faculty members who are being recommended for promotion, tenure, and promotions with tenure today are excellent in all that they do. They have achieved milestones in their teaching, in their research, scholarship and artistry that would allow them to be tenured as faculty at many great research universities across our nation. They distinguish themselves through their commitment to NIU because of their enthusiasm for undergraduate teaching in addition to their love of their discipline and for their commitment to engaging students in their work and to taking their work out into our community.

As you look at the list of faculty on page 17 you will notice that some of them have dates next to their names and some of them have the designation early next to their names, and that is because normally we start tenured appointments on the 16th of August, but we have productive faculty members who work over their summer with funding achieved external to the university and it is important that we appoint them in time for them to do this work. The designation of early is one that means faculty have achieved what is expected to gain tenure in less than the normal time. We have a number of designations of early tenure and Provost Freeman assured the Board that the more than usual granting of early tenure does not signify that NIU has in any way changed its standards or diminished its standards. This is related to the fact, that over the course of the past five years we have been able to hire truly spectacular individuals and they have accomplished so much so early. This allows us to offer them tenure as an incentive to retain them and a way to make sure that we demonstrate our commitment to them and encourage their commitment to us.

The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse the request and ask that the president forward it by means of the President's Report to the Board of Trustees for approval at its meeting on June 18, 2015.

Committee Chair Marshall asked for a motion to approve the recommendation. Trustee Boey motioned approval, Trustee Murer seconded. Committee Chair Marshall called for discussion

Trustee Strauss had a couple of questions and clarified that it is not because he is opposed to the concept, but to ensure the health of the process. He asked whether there were people who would in the ordinary course have qualified that are not being recommended for tenure and if so, how many?

Provost Freeman responded that there were very few cases this year. There were no split decisions and all of the faculty who were not recommended for tenure were unanimous decisions without any appeals by the faculty member.

Trustee Boey asked on the basis of total faculty, what percentage of our faculty are professors? Provost Freeman said that it is less than a third at the full professor level but she would have to look up the exact numbers.

Trustee Butler asked Provost Freeman to explain the normal timeframe in which somebody is in a probationary period from the point that they are hired in a tenured track position to the point that they are recommended for tenure? Provost Freeman responded that the normal course of tenure and promotion is six years and at the midpoint there is a rigorous review of credentials with the expectations for tenure and promotion being well articulated to the faculty members. This is so that they can determine whether they are on track or off track in terms in meeting expectations regarding to performance in the classroom, performing in terms of research scholarship and artistry, and aspects of service. Generally, for faculty who are early in their career and who have not yet achieved tenure, we minimize the amount of commitment we place on them in terms of university service, so that they can spend the time where it matters most making a mark in their discipline and on our students in the classroom.

Chair Marshall called the vote, which was unanimously in favor of the motion.

Provost Freeman asked the Board and meeting attendees to take a moment and applaud all of the faculty who are advancing.

Agenda Item 7.b. Request for a Change in Degree Designation

Provost Freeman said the next agenda item, 7.b. is the request for a change in degree designation. As Trustee Marshall shared during his comments, the Ed.D. in Instructional Technology is being requested to be changed to the designation of Ph.D. in Instructional Technology. We have had similar requests from the College of Education related to the changing nature of the requirements for their doctoral degrees in the market into which our graduates go. Here to talk specifically about this request is the Associate Dean from the College of Education Marc VanOverbeke along with Professor Tom Smith from the department making the request. The Chair of the Department, Wei-Chen Hung, is in Saudi Arabia so he could not be here with us today, but I am sure that Professor Smith will be an able advocate for the change.

Associate Dean VanOverbeke reiterated that this change in degree designation is to align what is already going on in the program and to reflect what students are asking for. This change will help NIU students be more competitive as they finish up their degrees and look for positions. Having the Ph.D. is going to be a more useful credential for them given the changes in the job market. We are simply transitioning the type of degree, so this will not require any new resources from the university to make this an effective program. Professor Smith can answer any specific questions about the change and about the curriculum or the program, but this is really the best arrangement for our students.

Professor Smith reiterated what Associate Dean VanOverbeke said. The Ph.D. is in line with what is current research requirements and the rigor of the program. Most of the students are taking beyond the required methodology and assessment courses in the current Ed.D. program, which is in line with what we are asking them to do in the new Ph.D. program. Students who are requesting information of our program have consistently been asking about Ph.D. We are the only institution in the state now that has the Ed.D.

Trustee Murer asked whether there were differences in the requirements for the Ed.D. compared to the Ph.D., and the second part of the question is whether students are required for the Ed.D. and/or Ph.D. to write a dissertation? Provost Freeman said that Professor Smith can address the dissertation question. She said that historically the Ed.D. has been more of a clinical or a practitioner degree and the Ph.D. has been more of a research degree. Over time, we have seen the students in the College of Education, as in the other departments, really express more of a desire to be involved in different types of research, to take the research methodology courses, and over time they have really designed their own curriculum within the Ed.D. to look more like a Ph.D. curriculum.

Professor Smith said that traditionally the distinction between the two degrees has been that the Ed.D. has been a much more practitioner oriented degree, oriented toward preparing students for practitioner related jobs as opposed to research oriented or academic positions. Over the past number of years our program has been de facto like a Ph.D. The research requirements are fairly rigorous and the students in the Ed.D. did complete a dissertation as they will in the Ph.D. The requirements for the program; the number of credit hours is the same, but for the Ph.D. program we do have an additional research methods course for the students that are currently taking four research methods courses. Again, the Ed.D. has become a very research oriented degree and really we are changing the name to reflect what the students are actually doing in the program.

Trustee Murer asked whether we need any other permission other than the Board. Do we need any permission from the Higher Learning Commission when you switch out and Ed.D. to a Ph.D.? Provost Freeman said yes, this will be forwarded to the Illinois Board of Higher Ed as a change.

Trustee Boey asked in terms of total hour requirements, are we saying that the Ed.D. and the Ph.D. is now similar in terms of hours in terms to achieve them? Professor Smith said, yes, they are both 63 credit hours.

Provost Freeman reminded the Board that the recommendation is that the Academic Affairs, Student Affairs and Personnel Committee endorse this request to change Ed.D. in Instructional Technology to a Ph.D. in Instructional Technology and ask that the president forward it by means of his report to the Board of Trustees for approval at the June meeting.

Trustee Murer motioned to approve the recommendations, Trustee Coleman seconded the motion. Trustee Marshall called the question and the motion was unanimously approved.

Provost Freeman thanked the representatives from the program and the Trustees for their continued interest in our students and their opportunities. Before we move on to the next item 7.c. our final action item, she said that Vice Provost Douglass was able to get an answer to address Trustee Boey's earlier question. We have 1,023 full time faculty across our academic departments and the rankable professor we have 210, so it is just about twenty percent. Trustee Boey thanked Vice Provost Douglass for gathering that information.

Agenda Item 7.c. Oral English Proficiency Annual Report 2013-2014

Provost Freeman continued to the final approval agenda item, 7.c., the oral English proficiency annual report. This is a statutory requirement. The state of Illinois requires that the university takes appropriate steps to ensure oral English language proficiency of the individuals who provide classroom instruction. As a result of this, all academic departments are asked annually to document student complaints regarding English proficiency and the corrective actions that were taken. All student complaints are investigated and prompt action is taken as appropriate. This year of the 47 departments that were requested to provide information, there were no complaints received. So there is very little to report, but we do ask that the Board of Trustees acknowledge with a motion that they have received the oral English proficiency annual report for the previous academic year of 2013-14, so that we can forward this approval through the president's report to the full board meeting on June 18, 2015.

Trustee Iosco moved approval of the acknowledgment and Trustee Boey seconded. The motion was unanimously approved.

Agenda Item 8.a. Presentation by NIU Student Julia Boyle

Provost Freeman stated that the first information item 8.a. is a presentation by NIU student Julia Boyle who has had tremendous success representing us through our forensics program. She invited the Director of the B.G.S. in the College of Liberal Arts and Sciences, Judy Satacanterina to make the formal introduction of Ms. Boyle and thanked Trustee Butler. She stated that Trustee Butler's forensics expertise is well known to the board and to the NIU community and he suggested this opportunity to see this example of student success at the board meeting. Trustee Butler would you like to make any comments?

Trustee Butler stated that Director Satacanterina has prepared many NIU students for the national orator competition or the interstate oratory competition. It was started in 1875 and some of the most important and powerful people that have worked in US society have competed in this competition. It is a major distinction. Trustee Butler asked Director Satacanterina to address the board.

Director Satacanterina thanked Trustee Butler and the board for this opportunity. She planned to bring the Director of Forensics, Lisa Roth, but Director Roth was unable to be here. She is in Peoria recruiting students. Director Satacanterina noted proudly that, for the fall semester, there are eight recruits from the community college who have already committed to attending NIU. Under Director Roth's leadership, we have experienced one of the most successful seasons in the history of NIU forensics. We took third overall as a team at the novice nationals. We also were the state champions in debate and you will be hearing the

state champion orator, Julia Boyle. Ms. Boyle will be going into her senior year this fall. She is a communication major with a minor in sociology. Ms. Boyle's began working on her speech last fall. It was a wonderful collaboration and she worked with passion. It involved a lot of re-writes, a lot of research, and in March she was named the state champion in oratory. That qualified her for the oldest speech contest in the history of the country and that is the interstate oratory contest. At the 141st interstate oratory contest held at Barry College in Mount Barry, Georgia, Ms. Boyle made it out of the preliminary rounds as the second seed; made it out of the semi-final as the first seed and competed in the Henry Ford auditorium where she took fifth representing the state of Illinois and more importantly all of us at Northern Illinois University. Director Satacanterina had the pleasure of introducing Ms. Boyle, who will be presenting her oratory. She continued that this is one of the most rewarding because it is truly a collaboration and it represents the traditions of NIU forensic but also the hope for the future. And what it shows is a student coming together and finding their voice and showing their passion.

Ms. Boyle's Oratory:

Last summer Beth, a registered nurse from Minnesota, made the decision to upgrade to the new iPhone. Perhaps like many of us she marveled at a seemingly endless amount of apps. Apps allowed her to order her lunch, connect with friends, share her location, and they also left her vulnerable to harassment, violation, and abuse. Upon purchasing her iPhone Beth noticed that her abusive ex-boyfriend appeared to show up wherever she went and knew her entire work schedule despite having inconsistent hours. Terrified and bewildered as to how her abuser knew where she was at all times, she suspected he somehow was stalking her through her smartphone. Beth's fear intensified when her cell phone service found foreign stalking apps on her phone. However, police unfamiliar with the new technology believe Beth had faked herself cell phone stalking until her abuser battered her to death. NPR of September 15, 2014 explains that a staggering 85% of domestic abuse shelters have worked with victims who have been stalked by cyber apps. Michaela Pash, advocate for the Women's Service Network, noted spyware technology is the new form of domestic violence abuse which enables the perpetrator to exert round the clock control over their victims. Secretly downloaded spyware in the form of apps is the newest legal way to stalk, control and violate. So today we must first explore the problem of spyware apps. Next examine the causes behind its devastating current states before finally looking to some solutions we can employ. Because although technology has changed, the problem has not. In order to completely understand this problem, we must first uncover how spyware apps are being used; and secondly, examine how we are once again overlooking the victims of domestic violence. As we all have come to know, even the tightest of security can be broken. In the case of smartphone abuse, access is very easy with or without a pass code. The previously mentioned NPR article states that the affordability and convenience of spyware apps are astounding. For only \$70.00 a month apps such as M-Spy perform in ways victims never thought imaginable. The stalking can range anywhere from rejecting calls from certain people; a key logger option which records every key a victim types and even taking unsolicited videos of the victim from the convenience of a stalkers home. Once M-Spy is downloaded, it takes up very little space and is virtually inconspicuous to the victim. All a user needs is a few minutes alone with the device. But even more horrific are apps like (inaudible) spy stealth that according to the apps website last accessed yesterday, could be downloaded entirely remotely. In other words, the abuser does not need any physical access to the phone to stalk and violate. But regrettably, no one has actually counted the number of victims so they remain unidentified and nameless. As the use of technology has clearly increased over the past decade, unfortunately so has the abuse of technology. Or as Jennifer Perry, Chief Executive of the Digital Trust, noted if I have a domestic violence victim I assume there will be some type of digital abuse. It's no longer the exception, it's the obvious assumption. The June 14, 2014 US Senate hearings on the national networks to end domestic violence claims, that the most recent cell phone stalking statistics were collected eight years ago. The Department of Justice projected over 26,000 victims were stalked via GPS back in 2006. That was a year before the iPhone was released and two years before app stores were even opened. Clearly, with advancements in smartphone technology, these numbers have grown exponentially, but the lack of current research should not in any way minimize

this problem or make it any less significant. Beth, and victims like her, are not insignificant. If anything, the lack of current research only reinforces the fact that we are ignoring a growing serious problem. It is imperative that we examine the causes behind this abuse. First, the unsuspecting nature of the technology, and second an abysmal lack of regulation. Tragically, victims are often completely unaware that there is spyware on their phones simply because they don't know these apps exist. Daily News of June 8, 2014 explains that often times abusers were past romantic partners that helped the victim set up her phone and in doing so already downloaded the secret app. These apps train the phone's battery life and data while simultaneously providing the abuser with personal information of the victim's private life. Cindy Southworth of the National Network to End Domestic Violence claimed, if you suspect your ex knows too much, it's entirely possible all of your devices have been compromised. And in some tragic cases, these apps are aiding offenders in locating the victim to committee murder. Such was the case for Jaqline Wosnewski. In 2012 Wosnewski was shot in a stairwell by her ex-boyfriend Timothy Jordan. Despite the termination of their relationship, Jordan always knew where she was. He had been stalking her without her knowledge through a spyware app for months. Which leads to the second cause, currently there is an abysmal lack of regulation on the marketing of spyware apps. Recently, Hamad Echbar, creator of the spyware app stealth genie, was arrested by Los Angeles police for his criminal activity. But as Popular Science of October 1, 2014 remarks, one down, 400 more to go. Although this arrest was a step in the right direction, stealth genie had over 100,000 downloads. The article goes on to say that it is virtually impossible for police to differentiate between a stalking apps and a legitimate tracking app. Realistically, the FBI cannot track down every creator of these apps, let alone the hundreds of thousands of people downloading them. The problem intensifies when these apps advertise themselves as parental or employee monitoring apps that require explicit permission from those who are monitoring. Yet other apps are much more blatant about their purpose and are still legal. Flexi-spy overtly states that its app can be used to catch a cheater in the act. The apps website, last accessed yesterday, brags women are better at lying than men and you can always know what they're seeing, what they're saying, and what they're doing all thanks to flexi-spy. The ability to stalk a domestic partner can be legally downloaded and in the abusers fingertips in under three minutes. Clearly, it's time to take back the technology. In an evolving technological world we ultimately will not be able to escape smartphone technology; nor should we want to, but we can change how we use it. Solutions must be discussed on a legislative, personal, and technological level. Minnesota senator Al Franken is attempting to pass the location privacy protection act which demands that Americans will have control over what third parties has access to their personal information and ultimately would make spyware apps illegal. Despite receiving initial praise for the act, it came with backlash. According to Business Insider of June 24, 2014, the bill has been criticized for stifling innovative new ways to use technology and will ultimately discourage apps developers. Supporters must look past innovation and focus their attention towards victims like Beth, Jaclyn Wosnewski, and the countless number of others who had no legal protection from their smartphone stalker. In order to support Franken's bill, we must work to raise awareness. I personally began this process by speaking to some members of the Presidential Commission on the Status of Women. Our hope is to create a public service campaign and to address spyware apps in our student code of conduct. I hope, as a Board of Trustees, you can assist in any way possible with this problem. Additionally, if you suspect anyone you know is being stalked through their smartphone, it's possible they have no idea. The National Domestic Violence Hotline of June 24, 2014 explains that a victim may be tempted to throw out their phone or try to remove the spyware themselves. However, this could cause the abuser to retaliate. Instead, a victim can take cautionary steps by using a friend's phone for calls and in doing so contact the National Domestic Violence Hotline. Finally, on a technological level, fortunately there are outlets to help combat against this abuse. For example, Android recently released the app called devise control and for iPhone users there is looky-looky. These apps can mute microphone recordings and disable unwarranted camera operations if they suspect any spyware. Both apps have received a 4.7 out of 5 rating with commentators specifically praising them for helping victims of domestic stalking. Now apps like devise control and looky-looky are not going to abolish spyware. But by raising awareness of the problem, we can help fight back using the same media that's abusing

victims. While we have once looked at technology as a way to protect against crime, it has become a medium to perpetrate crime. Today we explore the problem of spyware apps. We examine the causes behind its devastating current state and we offer some solutions to help victims who have endured enough. Yet as Cindy Southworth reminds us, at its best technology can be used as a tool to help victims finally stand up and speak out. Clearly, it's time to take back the technology.

Trustee Murer said that she expected to hear oratory excellence and is now shaken to have heard the content. She did not recognize that, as part of this competition, the content would be so penetrating. She recalled the presentation to the research committee at which the Center for the Study of Family Violence and Sexual Assault was highlighted and she wondered if there could be coordination in efforts to educate on this issue. She was astounded that this exists and agrees that the best way to fight it is through communication and acknowledgement that it exists. Trustee Murer told Ms. Boyle that she is a remarkable young woman who has taken on a crusade. She expected oratory excellence, but did not expect to witness a leader in our midst today.

Chair Marshall asked if there is a way that this information can be disseminated across the campus. Provost Freeman asked Professor Myers to respond and noted that she is not only the head of the Presidential Commission on the Status of Women, but she is also chairing the implementation task force for the Violence Against Women Act on our campus.

Professor Myers stated that she was going to talk about Ms. Boyle during her PCSW report, so this worked out well. Ms. Boyle's research is really important. It dovetails the work that is being done by the Violence Against Women Act Implementation Committee. Ms. Boyle will be invited to join that Committee and her recommendations will be part of the recommendations that are made to President Baker. The first report will be submitted to him Monday and has a lot of long term vision ideas, but some of these are actually ready to implement this semester. Trustee Marshall asked if the Trustees can get a final report. Professor Myers said yes, that once the report is final they will share.

Trustee Coleman complimented Ms. Boyle on her presentation. He was really impressed with not only the content but the way it was delivered. He described his career in technology and software and noted that corporations are also having this same problem. They are losing intellectual capital at an alarming rate. The problem that laws have not kept up with the change in technology exists in so many areas. Every six months there is a leap frog; there is something new, there is something bigger, there is something better; and organizations, higher education, individuals, have to find a way to ensure safety for those that have access to technology. Right now our responsibility is to bring awareness to others, and also advocate the caution.

Provost Freeman told Ms. Boyle that it was an outstanding oratory on a very important topic. The provost's office stands ready to support you including an introduction to Dr. Julie Crouch who directs the Center for the Study of Family Violence and Sexual Assault. She also recognized Raquel Chavez, the incoming student trustee, who is very passionate about this topic and who chaired our campus "It's on Us" campaign. You have the full support of everyone in this room to make sure that everyone on our campus is aware of the problem. Thank you very much.

Agenda Item 8.b. Presidential Commissions Year End Updates

Provost Freeman said the next agenda item 8.b. is report from the presidential commissions. NIU strives to be both a diverse and an inclusive community and we recognize that in order to do so we have to be able to both understand the challenges and opportunities and confront them. For that reason, President Baker is served by four commissions; the Presidential Commission on Persons with Disabilities represented by Cathy Doederlein today; the Presidential Commission on the Status of Minorities represented here by Joe Flynn today; the Presidential Commission on the Status of Women represented by Kristen Myers; and the Presidential Commission on Sexual Orientation and Gender Identity represented by Molly Holmes. Provost Freeman asked Professor Doederlein to present first.

Commission Chair Doederlein, current chair for the Presidential Commission on Persons with disabilities, said that she has been in the chair role for one year and is excited to continue to be a part of the commission. She said that there were 22 total voting members with 8 liaison contacts on the commission this year. The commission has been leaner than in recent years, but that has allowed the opportunity to have greater participation from the full group and get input from everybody involved. Also, the fact that we have a nice mix of faculty, staff, and students means various voices are represented. We have monthly meetings; the third Thursday of each month and the average attendance for those meetings is about 16 members. We focused our meetings on collaboration and partnership by including some sort of training or guest speaker for each meeting. One of our goals is to be the best liaisons for persons with disabilities on our campus. We also include videos that feature discussions on disabilities just to make sure that our community is as aware as possible. We also consistently include reports from the AADR and the DRC in Dallas, which is our student group, as part of our monthly meetings. She highlighted the active partnership with the new Director of the Disability Resource Center (DRC), Jennifer Pippin, who is a great partner.

In the future, we are working with the DRC to provide awards to disability/access partners across campus. The DRC and PCPD have done awards in the past, but it has been several years since we have done them. We are also working to bring back our wheelchair basketball game. That was something we have done for a few years and took a few years off. It is a very daunting process in terms of the time commitment and the cost, so for 2015/2016 we are actually starting the planning already. Two key things we will need for the basketball game to be successful is a partnership with athletics and a partnership in Alpha Phi Omega (a student service group). We are really excited that the Resource, Space and Budget Committee within University Council is making disability a top priority for next year.

The board was provided handouts, which include our brainstorming on the top 19 issues. Each person in the group contributed and provided highlights of the issues that they felt are the biggest challenge facing our campus community and this was for students, faculty and staff. In that handout you will notice highlighted in yellow are items that we feel could actually be directly impacted by some additional resources and we plan to discuss with the RSB. The other two handouts that were provided are the first working documents from that process. Our real focus is to make sure that we can actually do tangible changes within the commission.

Trustee Murer noted that the last two topics have touched her heart. She started her career as Director of Rehabilitation Medicine at Northwestern and served on President Bush's national committee on disabilities for the inauguration. This is an area of great significance as we talk about diversity; those with disabilities should retain as much consideration as any other minority group. The desire NIU to be as recognized in the field of being accommodating to those with disabilities and sensitive to those with disabilities as our University of Illinois Champaign campus. There are many things that we can do. She commended both the president and the commission and hopes that we continue to focus on the needs of the disabled. As we start to plan we must do so on the support mechanisms of the future; and that has a lot to do with technology so we can start to integrate engineering and other necessary components. There are many opportunities for technology partnerships with the research that we are seeing in disabilities and all of that serves in a positive environment that we need to continue to create at NIU in support of those with disabilities.

Commission Chair Doederlein thanked Trustee Murer for her comments. In terms of not only respecting the advancement of technology and the need to look forward, we also need to look towards universal design, because that will benefit those with disabilities and the entire campus. Also, in becoming more accommodating to students with disabilities and our faculty and staff with disabilities, we are going to be able to retain those people better, we are going to inspire people to want to come to our campus, so it will also help with enrollment. One key thing to be learned in working with this commission and then also through my own personal experience, is usually consideration of disability or lack thereof is not out of malice. It is simply that someone may not have thought about it. She shared the example of her father in a wheelchair and her brother, when he was planning his wedding, was talking about the venue. It was

this beautiful outdoor venue in Boston on a hillside, but her brother had to consider whether or not it was handicapped accessible. Even having a parent in a wheelchair did not necessarily bring it to the top of his mind. We need to do a better job of getting people to think about it.

President Baker gave a shout out to Commission Chair Doederlein and the commission. They began the work of prioritizing expenses right away and have been proactive in getting their needs and priorities prepared for the RSB and the President, the Provost, and the Vice President for Finance and Administration. He noted that there are many high priority items that are not costly. He agreed that educating the campus is a priority. We appreciate the commission for helping us think through those issues and make it a conscious issue.

Commission Chair Doederlein thanked President Baker and Trustee Marshall for allowing the Presidential Commissions to come and speak. She also thanked Ms. Wright for her help in organizing the commissions for the meeting.

Trustee Marshall noted that the committee would love to hear back on any issues affecting the commissions and also their partnerships, initiatives, etc. He said there was once a director of disabled student services at a community college who gave a statement that has been remembered for many years. He said, "Most of us are at one point in life, at least temporarily able, but that there are later stages and sometimes sooner you are no longer able but disabled." We should keep this thought with us.

Provost Freeman thanked Commission Chair Doederlein and invited Commission Representative Vice Chair Professor Flynn to present the update from the Presidential Commission on the Status of Minorities.

Professor Flynn said that, unfortunately, Felicia Bohanon our chair could not make it today. Many of these members have been very, very active in the Presidential Commission on the Status of Minorities and we are all really proud of the work that we do. We fundamentally believe that not only all of the commissions, but our commission is vitally important to the health and climate of the campus. He discussed the goals that they set last summer. The first one was to promote the importance and impact of diversity in a small community series and we began to have dialogs about the notion of communiversity with DeKalb/Sycamore's Rotary Club and local businesses. Both faculty and staff as well as students have consistently commented about treatment in the DeKalb/Sycamore area, especially off campus. We wanted to try to open dialog with community members and business folks to help them understand just exactly what it is that our minority students, faculty, and staff feel on a day to day basis in terms of their treatment in the town. We have also sponsored with the women voters of DeKalb, a speaker on racial profiling and community policing. This was a successful event. This particular topic is of timely importance obviously with the events of Cleveland, Baltimore, Ferguson, etc. We know that students as well as faculty and staff are buzzing about this issue in particular and we also know that these constituents have also lodged a number of comments about policing in the DeKalb/Sycamore area. This particular issue is of high importance to the commission and we will continue to reach out to the campus community as well as the large DeKalb/Sycamore committee to encourage further conversation and dialog.

We also want to create diversity guides to post on our website as well as hard copies for distribution. By diversity guides we mean small pamphlets to share information, not only about what it is that the Commission on the Status of Minority does, but also provide ideas about how to engage in inter-cultural dialogs, how to diffuse issues, etc. that can help build community at NIU. We are in progress on that. Goal two; continued support of on-campus activities. In the past we have had the Deacon Davis award. The Deacon Davis award is named after the gentleman who was the first director of the Chance program. The award is given to students, faculty, staff as well as organizations and departments on campus that have made a particularly special or important contribution to diversity on campus. This year we awarded two students and an administrator, Sandra Gonzalez, Sara Briseno, and Karen Baker. Associate Vice President Baker is a special recipient because amongst students as well as other faculty and staff, she is considered one of the people who works behind the curtain to insure that diversity is paid attention to rigorously. Associate Vice President Baker really does help the minority community and we were really happy that she

was nominated and proud to recognize the work that she does.

Members of the PCSM, including officers as well as general members, have participated in several key activities including work on the student diversity inclusion steering committee; working on the diversity task force that had been convened; as well as making significant and substantial input concerning candidates applying for various positions especially the new incoming Chief Diversity Officer. We talk consistently at our meetings about the importance of a new Chief Diversity Officer and we have really high hopes that whomever occupies that position can really corral all of these efforts and push us forward. Additionally, members have attended and promoted the PCSM at student activities as well as programs offered by colleges and organizations. Both Commission Chair Bohanon and Professor Flynn have tried early on to raise the consciousness or the profile of PCSM on campus. We wanted students even more so than administrators and faculty, to understand that we exist and that we are here to serve this student community first and foremost, and so we started having conversations about the necessity and importance of us being present at student activities and taking visits to student organizations.

For example, on campus there is an organization called Expressions which is largely an African-American group of students that use Cavan Auditorium in Gable Hall to express themselves, literally, using whatever form of art you would like. A student can come up on stage, can rap, can dance, can spit spoken word poetry; a number of different activities and receive constructive feedback from the audience in real time. It is a very loving and open and caring attitude and sentiment and it is really wonderful. On a weekly basis, anywhere from 50-70 students show up to watch and/or participate. Professor Flynn began to also join infrequently to let the students know that the commission is there to support them. Many of the commission members have similar examples of reaching out to student organizations.

In addition to reaching out to students, the commissions are also joining together. On June 4th we are having a summit. We will spend the first half of the day talking and coordinating with the other commissions and in the afternoon our commission will break off and we will plan what our goals are for next year. Additionally, we are extending invitations for participation in diversity inclusion conference to other commissions. As you may recall, I mentioned the Deacon Davis awards. The Deacon Davis awards were passed out annually at what was called the Friendships Abloom Luncheon. We started to feel that there were some problems with that format. One of the major problems is that it was a luncheon that was during the day. Students would largely show up, eat, and then leave before the award was actually given and we did not feel like we were really learning too much from the participants and the larger community. We decided, under the leadership of Commission Chair Bohanon as this was her idea, to start a conference. Instead of spending all this money on a free lunch for faculty, staff and students, we are hosting a conference where we can exchange some ideas, learn from each other, and develop a running conversation.

This year was our inaugural conference, we had 85 attendees, and we framed it as a regional conference. We sent invited Illinois schools as well as southern Wisconsin, eastern Iowa and other regional universities. We had 85 attendees representing eight different institutions. Our guest speakers included the Honorable Mr. Jerry Blakemore; Jonathan Lackland, Director of Government Relations at Illinois State University; as well as a performance artist Ariel Lucky, who did a multi-media presentation on immigration, assimilation, and white privilege. It was really, really well done. The students were talking about it as they were leaving so we know that it was fairly successful. Overall through the day we had 13 total breakout sessions. This activity was funded through the Office of the President and President Baker was very generous and helpful and really supportive of this, so we want to thank you for that leadership. We partnered with the College of Education for media and promotional support. We feel that the PCSM has had a really wonderful year. We are really proud of the conference and hope to build on our first year success next year. Thank you for the opportunity to join the board and update you.

Chair Marshall commented that he is seeing evidence of a consortium of commissions rather than single commission. He hopes that all of the commissions will continue to work together for the benefit of all of our constituents. Thank you.

Provost Freeman thanked Professor Flynn and introduced Commission Chair Professor Myers from the Presidential Commission on the Status of Women.

Professor Myers asked the members of the commission to wave and noted that it is a vibrant group of people and includes faculty, staff, and students. She noted that she is the acting chair because the chair Rebecca Hannigan was fortunate enough to have a year-long fellowship. Professor Myers stated that she took over in January and the presentation today is partially work that was undertaken under Professor Hannigan's leadership. The PCSW has is a research committee. This year, over the past two years, the research committee has been working on a report which has already been submitted to the president on dual hiring policies at NIU and at other universities. The reason that we undertook this project is that we feel that student success is not possible without a committed and present faculty and staff. Nationally a problem is occurring within our faculty hires, is retention. More and more faculty and staff are coming to universities with partners who are also faculty and were looking for faculty or staff positions. With the changing market, we lose these people. We wanted to look into this, to see what NIU is currently doing and what others are doing as well. The reason that this is an issue for PCSW, and the campus, is that the person who is usually considered harder to hire is the trailing spouse which is often a women, although our report also dealt with same sex couples. NIU does not have a formal policy to attract and retain dual career couples. Instead it is handled on a case-by-case basis; often times those are successful, but there is not a clear policy.

We surveyed all the chairs and directors at NIU, which was 46 people across all colleges. Almost all of them replied and of those people, 75% of them have negotiated partnership hires during their tenure as a chair director. They explained to us that lack of a partnership policy is a major reason that faculty leave NIU. One respondent noted that in their 11 years as chair, a spouse/partner moving has been the main reason for leaving at least four times. This is a problem because when we have people who are committed to NIU and they have established roots in our community, they stay for a very long time and they are often very excellent people. In our report we recommended the creation of a formal dual hiring policy that is irrespective of networks; irrespective of whether your dean is able to broker a deal. It should be noted that we are happy when those deans are able to do that and we support them, but this would help attract and retain highly productive faculty at the university level. We submitted that report earlier in the year and the research committee is working on other items now.

Another thing that we do in PCSW is work with students and this year we were able to support and work with several NIU students. Early in the year Raquel Chavez and Brooke Russell came in and talked about their work that they had done as part of a CLCE course where they did a survey on sexual assault services on campus. This was an important survey that was being talked about widely. This undergraduate project and the It's on Us campaign which Ms. Chavez, as part of her work in the SA, was able to bring to NIU has been really important. This energized PCSW and we decided to create another opportunity for the large community to learn about their work and they actually presented at a luncheon. Ms. Boyle reached out to us as well and we heard an earlier version of the speech that you got to hear today. What really was impressive today is that this was a different speech than we heard earlier. She is constantly updating it. We also were able to create a paid internship this year and hope to be able to continue that in the future. It does not pay a lot, but it pays enough and we hired a graduate student, Erica Sparby, who is working on updating our profile. We have a very outdated website that is currently being overhauled. We have now a Facebook page, we have Twitter, we have all sorts of things and she is amazing. She is an English doctoral student and she is also culling all of our minutes and creating archives. She will be able to put that on her transcript, which will benefit her at the next step of her career.

We also are interested in transforming the community for everyone to make it a better place and we do that in several ways. One way that we do it is through networking luncheons. We scheduled four this year, although we only ended up holding three. The first one was a presentation by Ms. Chavez and Ms. Russell about the research that they shared with us. This was very well attended with 62 participants. In November we had two networking luncheons where people come and sit at tables with similar topics. The first one

was about women's research, which included 30 attendees. And the second one was about work, life, fit, which we decided was a false dichotomy that our work is our life and our life is our work sometimes, which had 48 attendees. These are informal and ways for people to meet who have not met. It is for students, faculty, staff; men and women. There is sometimes a misperception that this is only for women. Women and men live together, work together, so these issues are everybody's issues.

Another thing that we do is we recognize the work done by women and men for women on campus and we have a very large awards ceremony. Director Satacanterina is instrumental in that huge amount of work. It is a very impressive ceremony and this year we were able to recognize 49 outstanding women students. If you are able to come to these awards, you will hear the truly inspiring stories that students at NIU accomplish from the undergrad to the graduate level. They represent all colleges; 31 majors at the graduate and undergraduate level; and are really, really impressive. We also give an outstanding mentor award, Jessica Raymond, an assistant professor in English received that this year. The Sharon Howard Women Who Make a Difference Award was given to Molly Swick who is an instructor in LEFP and then the very prestigious Wilma Strickland award this year went to Dr. Laverne Gyant who is the director for Black Studies. This is a wonderful ceremony and paid for by the President's Office which we really, really appreciate. We think it supports the campus climate that enhances gender equity empowerment. Next year we have program prioritization on our lens as well which means the opportunity to come up with a strategic plan, which I think is very important. Our budget needs to speak to our mission and our mission needs to be facilitated by our budget. We look forward to that. Our research committee will be focusing on a project that Dr. Baker suggested to Professor Hannigan in the fall; a maternity/paternity/parental leave policy. Thinking about what that could look like here; what it looks like in other places. We want to continue to collaborate with other commission as much as possible. Molly will talk about a project that we're hopefully going to continue to work on in the future. And again as Joe said, the CDO is very important to us. We expect to work hand-in-hand with that person being their foot soldiers. We're going to update our bylaws in addition to all of this. All these things are a lot of work and people do this as volunteers and I think it's really valuable.

Trustee Murer thanked Chairman Marshall for putting this together. This was one of the most informative group of presentations and she personally really enjoyed it and learned a lot. She also thanked President Baker. These are important things being presented today and everything is very pragmatic. In examining your comments in regard to spousal trailing, my son and daughter-in-law are in that situation right now. It is very complex and it is not necessarily the man or the woman going first or second. That it becomes probably one of the more dominant issues and especially in academia. Academicians tend to come together and marry and have spouses that are within similar fields. These are really very important, very highlighted and the work is excellent because the work is very pragmatic and reasonable.

Provost Freeman noted that she and President Baker have both read the Presidential Commissions' Report on Dual Career Hiring and Partner Accommodation. While they have been looking at possible solutions to that, a small group that includes Jerry Blazey, Interim Vice President for Research, as well as Associate Vice President Baker and Murali Krishnamurthi the Vice Provost for Faculty Affairs. The three of them have been working together to look at policies at other universities for three specific instances where searches are waived to make hires of faculty and spouse. Interim Vice President Blazey was included because of the type of hiring we do to enhance research clusters or artistic clusters on campus. Associate Vice President Baker was included because of the equity inclusion issues related to partner accommodation and also targeted hires of opportunity where we are able to increase the diversity of our faculty or staff by adding people who become known to us who are members of historically represented groups and also accomplished scholars or experts in their field. Vice Provost Krishnamurthi was included because of the faculty implications for tenure home. While that group has been putting together a white paper that we hope to see soon with some policy analysis, both myself and Vice President Phillips have been talking about what it would take to create a central pool of funds that could be used to assist in hiring under these circumstances. This is a problem that some universities have been able to address by having a revolving pool of funds where those that are empowered to make these special targeted hires, for any of the reasons mentioned, with the idea that over time the positions will come onto a college payroll or a department

payroll because of staff attrition and the money will go back into the pool. This is something that veterinary medicine has become quite adept at. It seems that physicists and veterinarians are the two academic disciplines that intermarry the most; create the most couples, heterosexual and same sex couples and create a two body problem. When you can engage faculty as a couple in your community and on your campus, you have a large part of engagement and retention solved. So we commend the commission for their research and we are actively working for a solution.

Trustee Boey asked if the board can have similar presentations at least once a year if not more often. How many commissions do we have? President Baker responded that there are four.

Provost Freeman introduced the final presenter, Professor and Director of the Gender and Sexuality Resource Center (GSRC) Molly Holmes, representative from the Presidential Commission on Sexual Orientation and Gender Identity.

Professor Holmes thanked the Board and Trustee Marshall for allowing her to join. She is attending in place of Andrea Drott, who is presenting at a national conference and she is the chair of the Presidential Commission on Sexual Orientation and Gender Identity (PCSOGI). The mission, like the other commissions, is to advise the president on issues related to LGBTQ people with is lesbian, gay, bi-sexual, transgender, queer questioning people and we look at academic programs, student services, workplace matters, university policy, and the general campus environment. She shared a handout with the Board.

We collaborate with individuals, departments, occasionally the other commissions to make sure that we are really the thread of looking at all of the entities LGBTQ related on campus. Additionally, our members, the makeup is very similar to the other commissions, have strong ties to the community, including working with LGBTQ youth in the area in the elementary and secondary schools in the DeKalb region as well as with parents of LGBTQ individuals. We support the Center for the Study of Women Gender and Sexuality. We also support the GSRC, which is my home department; PRISM which is NIU's largest LGBTQ student organization; Transitions which is NIU's student organization for gender non-conforming and transgender students; and also one of our newest organizations for LGBTQ people which is called OSTEM which is Out in Science, Technology, Engineering, and Mathematics.

We have signature events and we focus on bringing the campus together with these events. We reach out in the beginning of the year with our annual ice cream social which is during NIU Welcome Days in August, and then we do our end of the year event which is Pride Awards in April. Our newest event is our LGBTQA, the A stands for ally, tailgate event that we do during homecoming. At both the Welcome Days event and the alumni event we were able to debut our newest way of being visible which was through a t-shirt which is the NIU Huskie head with this rainbow. That allows us to be very visible. We have our name on the back of it and everybody wants a t-shirt so we continue to explore ways to make that available more widely for campus.

A few other additional highlights and things that we do and we have done this year. We support professional development for students to attend conferences. One of the conferences that they go to regularly is the Midwest Bisexual, Gay, Lesbian, and Transgender Ally College Conference. We call that an acronym too it's called MBGLTAC as well as the National Conference on LGBTQ Equality. We also support the campus interview processes, most recently with the CDO, but we also try to participate in other interview processes because LGBTQ identity we are not always visible and so we always want to try to make sure we ask our candidates questions about their experience working with LGBTQ individuals and faculty and staff. We serve on the Joseph Harry scholarship, which is an endowed scholarship the Gender and Sexuality Resource Center facilitates. This year we awarded \$7,000 for our students for fiscal year '15 and they are pictured in your handout. We also support the Signature campus trainings. Significant ones include our ally training program which helps students, faculty, and staff to be more inclusive in their areas and our newest offering is trans-ally training which helps folks be a little bit more inclusive specifically related to transgender identity because it is so intricate. As you see here we have the numbers, these are the highest numbers we've ever had, which really says something I think for the campus climate and the community wanting to be so inclusive in these ways.

Finally, in addition to supporting the LGBT minor offered by the Center for the Study for Women, Gender and Sexuality, the Gender and Sexuality Resource Center is launching the first ever LGBTQA cluster in New Hall. It is currently full with a wait list which I'm very proud to see. We work to encourage students, faculty and staff to assist with hosting duties at the national conference in LGBTQ equality which will take place in Chicago in 2016 and you can see from this slide there will be quite a few people attending that conference. I want to I guess conclude my comments with a quote from a student as the students were unable to be here. PCSOGI sponsors Lavender Graduation which is the ceremony for anyone whose sexual orientation or gender identity is underrepresented and one of our graduates this year shared this quote in her bio as we were recognizing her. This is what she said. "I came to NIU as a transfer student. I have always been active on campus and was involved in PRISM, OSTEM, PCSOGI, Speakers Bureau, Student Accounting Society and Women in Business. I also contributed in starting the LGBTQA floor. After graduation, I plan to pursue accounting and public service and will return to NIU in the fall for my graduate work. About my NIU experience, I know I am not the same person as I was before I arrived in so many positive ways. I've gained confidence and I've gained experience that make me a stronger person and an emerging professional leader. Over the years I felt supported and credit PRISM, the GSRC and all of my friends for helping me be okay in my own skin and being my whole self. Thanks to the connections I've made at NIU I feel able to conquer the world." This is a very nice quote. The support of student organizations, student experiences, academics, student affairs and enrollment management and individuals across campus is why PCSOGI does what we do. We want to continue to create open and accepting safe spaces for students like this one at NIU and contribute to retention, their persistence and NIU being amongst the strongest and most inclusive places for LGBTQ students and their allies in the country. Thank you.

Trustee Murer recognized the importance of the work because it is reflective of our society. It speaks to the leadership of NIU being cognizant of where social mores are, where the interest of our nation is, and it is really reflective of the new direction. So I commend everyone for this involvement.

Trustee Marshall thanked all the presenters.

Agenda Item 8.c. Current Search Progress and Future Searches FY16

Provost Freeman thanked all of the representatives of the Presidential Commissions for wonderful highlights to the meeting today. Our final information item in the university report is Item 8.c. an update by Provost Freeman on search progress and future searches for fiscal year 2016.

She continued that this is a dynamic time in the Division of Academic Affairs. We are close to making an offer to one of the candidates we interviewed for Senior Associate Vice President for Academic Affairs and Chief Diversity Officer. As noted we had four highly qualified, committed, and articulate finalists interview on campus. President Baker and Provost Freeman debriefed with the search committee, listening to their assessment of strengths and weaknesses for all of the candidates and looking at the broader campus feedback. We then asked the search committee to help us with background checks and reference checks. Once those were completed, we wound up with two qualified candidates that offered different strengths and weaknesses and the challenge of deciding in between them, so we invited them back to campus with their spouses. The President and Provost had dinner with one of those two last night and the other remaining finalist with spouse will be here on June 6th. The reason for the gap in between those for once is not the president's and my schedules but there's a national conference, NCORE, the National Conference on Race and Ethnicity where all of the people who want this job will be for the next week and so as a result we have had a little break in the action.

We will also be resuming the search for Senior Associate Vice President for Human Resources. And most importantly we are going to be looking, as Dr. Gebo noted, for four academic deans in the coming year as well as Senior International Officer. Today in the special meeting the Board of Trustees will be asked to approve three temporary appoints to the positions of Interim Vice President for Research and Innovation Partnerships, Interim Dean of Law, and Interim Dean of the College of Visual and Performing Arts. At the

next board meeting we will bring forward a temporary appointment for your approval to the position of Acting Dean of the College of Education. We will have the opportunity to conduct national searches next year for four new deans at NIU to provide leadership to the College of Business, College of Education, College of Law and College of Visual and Performing Arts and in the future, we will also seek a new International Officer.

As noted by Dr. Gebo, President Baker will recommend to the Board of Trustees that we approve the use of external search firms to support the searches for academic deans to help recruit and screen candidates in order to enhance the quality of the pool. As you may remember, on May 29, 2014 in item 6A1, the Board approved an item titled Authorization to Retain Executive Search Firms for the Appointment of Dean Level Positions, and therein, it was recommended that the president be authorized to select executive search firms for the search of university deans that such selection be from the list of prequalified search firms provided to us by the state of Illinois and it was further recommended in that item that the president periodically report back to the Board regarding the selection and the status of such searches. We are currently researching the experience of the executive search firms that have been selected by the Illinois Public Higher Ed cooperative and to review the dean searches they have done at other institutions, the success of those searches, the quality of the candidates, and simultaneously Vice Provost Krishnamurthi is reviewing the provision of the college policies related to search committee appointment and other aspects of our dean selection process. And on behalf of the president, I will periodically update the Board regarding the status of the dean searches and I am happy to answer any questions that you might have right now.

Hearing no questions, Trustee Marshall thanked Provost Freeman for her report.

OTHER MATTERS

Chair Marshall asked if there were other matters to come before the Board. Hearing none he announced the upcoming meeting date.

NEXT MEETING DATE

The next Committee meeting is August 27, 2015.

ADJOURNMENT

Chair Marshall asked for a motion to adjourn the meeting. Trustee Murer motioned, Trustee Strauss seconded and the motion passed.

Meeting adjourned at 11:46 a.m.

Respectfully submitted,

Liz Wright
Recording Secretary

In compliance with Illinois Open Meetings Act 5 ILCS 120/1, et seq, a verbatim record of all Northern Illinois University Board of Trustees meetings is maintained by the Board Recording Secretary and is available for review upon request. The minutes contained herein represent a true and accurate summary of the Board proceedings.