

Minutes of the
Board of Trustees of Northern Illinois University
Academic Affairs, Student Affairs, and Personnel Committee
August 15, 2019

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:32 am by Chair Pritchard in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Parrish conducted a roll call. Members present were Rita Athas, Montel Gayles, Madalynn Mershon, Eric Wasowicz, Dennis Barsema, and Robert Pritchard. Veronica Herrero arrived at 8:34 am. John Butler was absent.

Also present were President Lisa Freeman; General Counsel and Board Parliamentarian Bryan Perry; Board Liaison Matt Streb; Vice President for Administration and Finance Sarah McGill; Vice President for Research and Innovation Partnerships Jerry Blazey; Vice President for EMMC Sol Jensen; Vice President for Diversity, Equity and Inclusion Vernese Edghill-Walden; Associate Vice President for Student Affairs and Dean of Students Kelly Wesener-Michael and UAC Representatives Alex Gelman, Cathy Doederlein, Kendall Thu and Jeffrey Royce.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

General Counsel Perry indicated the appropriate notification of the meeting had been provided pursuant to the Illinois Open Meetings Act and advised that a quorum was present.

SWEARING IN OF TRUSTEE MADALYNN MERSHON

Board Chair Dennis Barsema swore in Student Trustee Madalynn Mershon.

Madalyn Mershon remarked about starting her final chapter as an NIU undergraduate as the NIU Student Trustee. She added that she hoped to make a difference for the NIU students that follow.

MEETING AGENDA APPROVAL

Committee Chair Pritchard asked for a motion to approve the agenda. Trustee Gayles so moved and Trustee Athas seconded the motion. The motion was approved.

REVIEW AND APPROVAL OF MINUTES

Committee Chair Pritchard asked for a motion to approve the minutes of May 9, 2019. Trustee Wasowicz so moved and Trustee Gayles seconded. The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Committee Chair Pritchard welcomed those in attendance and provided a brief overview of the agenda. He also recognized the members of the University Advisory Committee.

UAC Representative Kendall Thu advised that he would hold his comments for the full board meeting.

UAC Representative Catherine Doederlein remarked about her excitement at welcoming students back to campus. She welcomed Dr. Kendall Thu and Jeffrey Royce to UAC roles. She continued by thanking Ian Pearson for his efforts in reaching out to the shared governance bodies and stated that she is looking forward to working with Ian and Naomi Bolden in the coming year. UAC Representative Doederlein welcomed Madalynn Mershon in her role as student trustee. She also remarked about witnessing internship experiences including a recent visit to John Deere, and commented that NIU was the most represented university present with exception of ISU. She

commended the four students that represented Northern Illinois University. She expressed excitement for the coming year.

UAC Representative Jeffrey Royce stated he did not have any comments prepared and thanked the Board for the welcome.

UAC Representative Alex Gelman stated he appreciated the Board's request to have colleges present their accomplishments and was looking forward to Dean Block's presentation.

Chair Pritchard thanked the UAC representatives.

PUBLIC COMMENT

Chair Pritchard asked if any timely requests had been received for public comment. General Counsel Perry called forward James Krause. He was not in attendance.

UNIVERSITY REPORTS

Agenda Item 8.a. NIU Delegation to Southeast Asia

Committee Chair Pritchard advised that Executive Vice President and Provost Beth Ingram was traveling and had requested that Vice President of Enrollment Management, Marketing and Communication Sol Jensen present the University Report and Recommendations.

Vice President Jensen welcomed new Trustee Mershon and introduced President Lisa Freeman to present on her itinerary and outcomes associated with an NIU delegation that visited Southeast Asia to expand partnerships and engage alumni.

President Lisa Freeman remarked on her pleasure at the addressing those assembled about the NIU delegations to Southeast Asia. She said that as many of the students use the summer to engage deeply in research, artistry, civic engagement activities, and advance the university's mission and vision of being an engine of creativity, and innovation, and social mobility, many of the faculty are similarly engaged over the summer. She discussed the power of NIU, both home and abroad. She advised that people from senior leadership, the Center for Southeast Asian Studies, the Center for Burma/Myanmar Studies and Educate Global were involved and that she would later call on them to introduce themselves. She advised that she had been joined by Vice President Jerry Blazey and Eric Jones and that she would show pictures from the trip. She offered a little information about NIU's engagement in Southeast Asia and the centers that are fixtures and points of pride for NIU. The Center for Southeast Asian Studies is 50 years old. It grew out of one of the first Peace Corps training programs for Southeast Asian volunteers. It has been designated as a U.S. Department of Education Title VI National Resource Center and it has had that designation since 1997. That means that the center can offer scholarships in undergraduate and graduate programs, and funding for community outreach, training, and faculty support. The center also actively partners with the State Department and other government departments, international entities and organizations for youth leadership development programs. NIU is a Title VI National Resource Center; there are only six of them. The other Title VI Centers for Southeast Asia are Cornell, UCLA, Michigan, Wisconsin-Madison, and Berkley. In addition, the Center for Southeast Asian Studies offers language training in Burmese, Indonesian, Khmer which is Cambodian, Tagalog, and Thai. Additionally, the center conducts research in a variety of disciplines, cultural and networking activities, and study abroad opportunities for the students in Southeast Asia, as well as exchange opportunities for language scholars, both students and faculty. The Center for Burma Studies is 30 years old. Not quite as old as the Center for Southeast Asian Studies, but it has been with NIU, a jewel in its crown, for a long time. A major objective of this center is to collect and preserve information, articles, and artifacts of all kinds related to the peoples and cultures of Burma/Myanmar and to make these materials broadly available for research and study. NIU has a unique relationship with the Burma Studies Foundation and a very impressive

art collection, which is the foundation for scholarship and engagement activities. Educate Global is an opportunity that the College of Education provides to students, an opportunity for hands-on multicultural teaching through partnerships with international school districts. It gives students an opportunity to spread their wings, to work with international colleagues, to distinguish themselves from their peers, and to see the power of engaging others in a completely different culture, and for students who select Educate Global, in addition to a transcript notation, their experience includes roundtrip airfare and room and board. So it is something that the university can make accessible and affordable to future teachers. NIU is very proud of these programs. President Freeman paused to ask the center directors, and the deans of the College of Education and Liberal Arts and Sciences, as well as Vice President for Research and Innovation Partnerships Jerry Blazey to walk over to the microphone and say a little bit about themselves.

Eric Jones introduced himself as the Acting Director of the Center for Southeast Asian Studies.

Catherine Raymond introduced herself as the Director of the Center for Burma Studies.

Laurie Elish-Piper introduced herself as the Dean of the College of Education.

Judy Ledgerwood introduced herself as the Acting Dean of the College of Liberal Arts and Sciences and the former Director of the Center for Southeast Asian Studies.

Carmin Berchiolly introduced herself as the Program Coordinator at the Center for Burma Studies.

Jerry Blazey introduced himself as the Vice President for Research and Innovation Partnerships, and took the opportunity to thank his colleagues for gently introducing him to Southeast Asia.

President Freeman proceeded to outline where they had traveled. They flew into Bangkok, then to Myanmar, then to Thailand, then to Laos, and then to Indonesia. Not everyone in the delegation attended every aspect of the trip, but NIU was well represented in each of the countries where they have different levels of engagement. The first stop was Myanmar, where they had been engaged because of Professor Raymond's deep ties. This was the longest leg of the trip. They spent time affirming established partnerships, attending formal ceremonies, discussing new opportunities for research and taking advantage of cultural and alumni-engagement opportunities. President Freeman continued that she wanted those in attendance to understand how well NIU was represented around Southeast Asia and said she would hit a highlight moment from each trip. She then showed pictures of Fulbright Language Fellow Eric Jones wearing a traditional garment that was gifted by one of the universities, and went on to discuss a former student, Arcar, who was known on campus as David and Yepiya, who was known on campus as Eric. Eric was an alum of the College of Business. He got a Bachelor's in Business Administration with certificates in Social Entrepreneurship and Civic Engagement, and calls Dennis Barsema his mentor. While they were there meeting with these two young alumni, they were notified that they received a State Department grant for about 20 thousand dollars to run a program in Myanmar. President Freeman read a paragraph from the executive summary, "International exchange alumni of the U.S. Department of State and Taxila Institute from Myanmar, Burma will conduct educational leadership and classroom management projects in five border states supervised by the Advisory Board comprised of the dean and professors across Northern Illinois University's College of Education, College of Business, College of Liberal Arts and Sciences, Center for Southeast Asian Studies, and Center for Burma Studies. The project focuses on the theme of promoting inclusion and educational opportunity in order to aspire to teachers from 18 universities." President Freeman continued that NIU has taken its mission of social justice, of equality in education, of empowering others, and of civic engagement in social entrepreneurship to Myanmar by empowering these two young men who will be a credit to NIU for a long, long time. She spoke about visiting many universities to strengthen ties and engaging with alumni of the youth leadership programs as well as the degree programs, and with the alumni Huskies who are in leadership positions in government and non-government organizations as well as schools, then visited some of the cultural sites that

the country has to offer, often accompanied by faculty who work with faculty. President Freeman was also there in 2013, right after President Obama's visit along with many of the faculty who were also on this trip, and noted that the country is changing. Huskies are emerging as leaders. Faculty connections that were made in 2013 are really starting to bear fruit. Many of the faculty that NIU used to connect with were at the more regional universities like Yadanabon, but they have now moved to the flagships, to Yangon and to Mandalay. In fact, as a result of a conversation that NIU leadership had at Yangon University in July, they now have a Fulbright Scholar coming this fall to work on water purity along with Melissa Lenczewski from the Environmental Institute. If Myanmar was about visiting with Huskies who are emerging leaders, Thailand was really about visiting with Huskies who are established leaders, reinforcing relationships and forging new relationships. Thammasat University is a premiere institution in Thailand. The NIU delegation went there to sign an agreement that established dual-degree programs in Economics, Political Science, and Not-for-Profit in NGO studies, paving the way for more Thai undergraduates to come to NIU. And just two weeks after the return from Southeast Asia, NIU had a delegation from Thammasat on campus signing combined Bachelor's-Master's program in Public Administration with the School of Global and Public Affairs and Political Science. The alumni in Thailand were at the very top levels of nongovernment organizations, of the Thai government, and of the universities. That is because NIU has a very long history in Thailand with very distinguished faculty, particularly in Political Science and Anthropology, including Thai specialists Ladd Thomas, Clark Neher, Danny Unger in Political Science, and Andrea Molnar in Anthropology. The Thai military attaché who is coming to Washington, DC at the end of this month is an alum of NIU. Two of the top advisors to the Thai leader are alums of NIU. Major university heads are alums of NIU. This was an amazing experience and it is an important asset to the university. President Freeman remarked about the Thai alums that follow Mission, the mascot, on social media, voraciously so. The last country that Lisa was in, the third country that the delegation visited was Laos. Here they had some people leave. Dr. Blazey actually departed after the Thai visits but before the Laos visits. They were joined in Laos by College of Education Dean Laurie Elish-Piper and Terry Borg, who is the Supportive Professional Staff member attached to many global programs. They were invited by the embassy because of Dr. Eric Jones' excellent relationship with the embassy's public affairs officer and with the ambassador. As a result, they were able to attend the Fourth of July party hosted by the embassy as well as do some sightseeing. They visited with universities, visits that the embassy arranged, and they experienced a very traditional Buddhist ceremony to welcome them to the capital, Vientiane. They spent a lot of the time meeting with educators across the P20 spectrum. A real priority is furthering English language development at all levels. President Freeman discussed one of her favorite moments from the trip. The embassy had arranged a meeting for them with a group of Lao educators. They were going around the table and talking about what was important to them, one of the younger Lao teachers, very humble, eyes down, said, "We have students in our school who speak 40 languages and dialects at home, and they don't have English at home, we don't really know how to teach them English." She was obviously presenting this as something that she took as a personal shortcoming. Laurie Elish-Piper, with a smile and a positive attitude said, "In Elgin, Illinois, 30 miles from NIU, we have schools where 30 different dialects of Lao are spoken at home, and English isn't the primary language, and we're training teachers to go into those schools, and you can help us train them and we can help you." In that moment, there was a smile, there was a radiance and there was NIU. Speaking of Elgin, 10,000 people of Laotian heritage live there. They are a diaspora community. In 2017, they reconnected as a sister city to the Laos capital, Vientiane. This represents an opportunity to make some domestic connections related to recruitment and enrollment, as well as some international ones. President Freeman pointed out that on this trip, and documented in a NIU Today story, they were able to present a scholarship to a young Lao woman who was part of the youth leadership program, so that she can come and attend NIU as an undergraduate. President Freeman pointed out the t-shirt that the young woman was wearing in

the picture. She had that t-shirt made because she loves NIU and she loves being a Huskie. President Freeman added that she was not in Indonesia, but her colleagues who were would be delighted to talk about what went on. There was cultural engagement, there was alumni engagement, and there were opportunities to forge new agreements and explore new research and scholarship opportunities with universities there. There was an opportunity to notify one of the Distinguished Alumni of the College of Liberal Arts and Sciences that an award would be presented in October. There was an opportunity for Educate Global in West Madura, Indonesia. As NIU thinks about what the future opportunities are there, this is a real opportunity to build on a 50-year-old foundation to strengthen its international reputation in a region where NIU is thought of in the same breath as Cornell and Berkley and Michigan and Madison. There is an opportunity to formally engage alumni in a regional way. There are already discussions about next year in Bangkok, creating an annual opportunity for alumni to come together. NIU talks about its mission as involving teaching, learning, research, scholarship, artistry, outreach and engagement, and very often focuses on everything except tangible examples of engagement, where it is a real reciprocal relationship. President Freeman continued that she had witnessed that Catherine Raymond, Judy Ledgerwood and Eric Jones take all three aspects of NIU's mission and add them together. There are students engaged from both countries in scholarly work, in outreach work. NIU is making faculty relationships. It is making agreements that promote enrollment. It is also helping NIU students and students there, NIU faculty and faculty there, see things through a new lens to create and integrate new knowledge to advance Southeast Asian culture and advance global competency on campus. NIU should highlight these opportunities as much as possible. Going forward, the university will continue to be proud of its Southeast Asian relationships. NIU can act upon that pride when thinking about succession planning in the centers, faculty hiring across disciplines, and growing enrollment through strategic partnerships. President Freeman invited the board to ask her or the other members of the delegation questions.

President Freeman encouraged the Board to look at the websites for the centers, adding that there is so much more there that NIU is internationally recognized for, the university needs to make sure that everyone is aware of that. Neither NIU's Southeast Asia connections nor NIU should be well-kept secrets any longer.

Board Chair Barsema added that this is a great opportunity for NIU to understand the communities that exist within, not just the geographic range of NIU, like Elgin, but to also bring students from their home country over here. From an international student standpoint, this is a great connection to make for future Huskies on campus.

President Freeman responded that NIU should credit the National Resource Center and the language-training aspects of the centers. The best recruiters for NIU are current students. They are enjoying those transformative experiences. The fact that NIU has federal funds to support student exchange and to send students there to talk about being a Huskie is a tremendous value add to the university.

Board Chair Barsema added that NIU tends to look at many different barriers as to why students can't come to a four-year institution. Be it economic, gender, or race, the university tends to forget language as being a barrier. NIU can knock that barrier down so that language never becomes a reason why somebody cannot go on and continue their education at an institution like NIU.

President Freeman agreed and added that cost can be a barrier for the Southeast Asian students. NIU faculty and administrators are very creatively working with domestic community colleges. Some of the degree programs have that same type of seamless pathway, a guided pathway aspect, to bring Southeast Asian students here. So the innovation of NIU faculty is going to make a difference. The university hopes that this just continues to grow and prosper. President Freeman thanked everyone in the delegation for a wonderful time.

Committee Chair Pritchard congratulated the delegates and thanked them.

UNIVERSITY RECOMMENDATIONS

Agenda Item 9.a. Request for New Certificate of Graduate Study in FinTech

Vice President Jensen presented agenda item 9.a. Request for New Certificate of Graduate Study in FinTech, offered by the department of Finance within the College of Business. FinTech is a powerful theme in the financial services industry such as digital payments, money transfers, financial software, and automation, as well as alternative funding and lending platforms. The certificate includes courses in financial modeling, computer programming, data analytics and visualization. Employers interested in this skillset include banks, consulting firms, financial, technology, and investment firms. Job growth and investment in this field is booming. Other leading institutions such as Cornell, Harvard, and NYU have already created FinTech certificates. The University of Illinois currently offers a FinTech track in their Master of Science and Finance Program. Currently, about one-third of the fall 2019 NIU Master of Science and Finance student body has indicated an interest in pursuing the FinTech certificate without even advertising the program.

Committee Chair Pritchard asked for a motion to approve the agenda item. Trustee Wasowicz so moved and Board Chair Barsema seconded.

Board Chair Barsema advised that he was in support of the agenda item, but was curious as what the stimulus was behind bringing this idea forward.

President Freeman invited Dr. Gina Nicolosi or Dean Balaji Rajagopalan to respond.

Dean Rajagopalan began that NIU has a Master's in Financial Risk Management in Chicago and one of the things that his team looked at was what the market is saying about the future of the financial services industry. He added that they completely redesigned the financial risk management program to be a Master of Science and Finance with a graduate certificate in FinTech. The certificate in Risk Management is also available for students. NIU is now providing two pathways for that. The impetus was the data from the market showing where the industry is going and offering an opportunity to completely redesign the program.

Board Chair Barsema inquired if NIU plans to take existing courses and combine them together into this certificate. He also asked if a master's degree student would be helped in acquiring a job or would list this certificate on a resume.

Dr. Nicolosi spoke about Dean Rajagopalan's request to incorporate FinTech into the program and how she went to the marketplace and met alumni, including an alum that is an entrepreneur in the Chicagoland area in the FinTech space. She inquired about what types of courses and things to include, and got a lot of helpful feedback. Some alumni are on the Advisory Council as well. She responded that NIU is not creating new courses right now, but ascertaining the need for the certificate. Counterparts are being very generous in letting NIU use some of their existing courses, but NIU is also developing some of its own courses based on the demand. This year NIU will do a FinTech capstone and will use it in the MBA program. This certificate is not solely for Master of Finance Students. It can be for MBA students. It can be for non-degree-seeking students. The department has been pushing technology a lot, already mandating that finance undergrads do a modicum amount of computer programming.

Trustee Wasowicz requested an example of a class that could be created for a FinTech certificate.

Dr. Nicolosi responded that in addition to the capstone which deals with things like blockchain, AI, deep learning bots, there could be classes addressing regulation and privacy concerns that appear all the time in the media as well. She continued with what she is hoping for is specifically in the programming area. There is a huge demand for computer science already; it is hard for

students to get into their graduate-level classes. It would be really good to get some feedback from current MSF students

Trustee Herrero asked how NIU compares with other universities, whether ahead of the game or sort of behind in incorporating FinTech into Finance MBA programs.

Dr. Nicolosi replied that NIU is not ahead of the game.

Trustee Herrero said that it is time.

Dr. Nicolosi reinforced that big universities such as NYU and Cornell have these online certificates available. In preparation for teaching these courses and being knowledgeable, faculty are enrolled in these certificate programs right now.

Committee Chair Pritchard asked how many of the classes are going to be online versus face-to-face.

Dr. Nicolosi replied that one of the four courses will be offered online. A Financial Modeling course is a required course for the Master of Finance program and hopefully will be a required course for the undergraduate program. The idea is that a hybrid format would be offered online sometime this year and if there is demand, the additional two courses will be developed. Right now they are being offered by outside programs, so NIU cannot put those online. If there is demand, those programs should be in house, giving NIU control over offering them online.

President Freeman reminded the board that a certificate program is a tool for faculty to use for curricular innovation, to modernize curricula, to start to create courses that meet contemporary need, and do it in a way that allow those curricula to be developed and tested over time. When NIU creates a new course for a certificate, that new course is also almost immediately available as an elective in other programs and over time it starts to inform the content of courses that are ready to be made more contemporary. Certificates are stackable into credentials so that they can be the gate into a graduate degree program.

Trustee Mershon asked whether, when the two additional courses are designed, they would be added to the existing four or replace two of those four classes.

Dr. Nicolosi advised that the courses would be replaced, but first demand must be established.

Committee Chair Pritchard asked for a roll call vote.

Trustee Rita Athas: Yes	Trustee John Butler: Absent
Trustee Montel Gayles: Yes	Trustee Madalynn Mershon: Yes
Trustee Veronica Herrero: Yes	Committee Chair Bob Pritchard: Yes
Trustee Eric Wasowicz: Yes	Board Chair Dennis Barsema: Yes

The motion was approved.

Agenda Item 9.b. Recommendations for Tenure and/or Promotion

Vice President Jensen presented Agenda Item 9.b. Recommendations for Tenure and/or Promotion. The Board of Trustees approved a number of recommendations for tenure and promotion at the June meeting. There were some late hires that occurred this summer that resulted in faculty being hired with tenure. The two individuals listed are recommended for tenure at this meeting. It is important to note that in determining qualifications for hiring with tenure, the faculty member's credentials are fully vetted by the department chair and personnel committee as well as the dean and the college council.

Committee Chair Pritchard asked for a motion to approve the agenda item. Trustee Gayles so moved and Trustee Herrero seconded.

Committee Chair Pritchard welcomed and congratulated the Health and Human Sciences

Associate Dean for Academic Affairs and the Chair of Nursing. He also noted that Board policy indicates that faculty tenure and promotion items need a roll call vote and that the student trustee is not allowed to vote on this particular issue.

Trustee Rita Athas: Yes	Trustee John Butler: Absent
Trustee Montel Gayles: Yes	Trustee Madalynn Mershon: Abstain
Trustee Veronica Herrero: Yes	Committee Chair Bob Pritchard: Yes
Trustee Eric Wasowicz: Yes	Board Chair Dennis Barsema: Yes

The motion was approved.

Board Chair Barsema welcomed two associate professors that were present.

UNIVERSITY REPORTS CONTINUED

Agenda Item 10.a. Oral English Proficiency Report

Vice President Jensen presented Agenda Item 10.a. Oral English Proficiency Report. The governing boards of Illinois public institutions are required by Public Act 84-1434, to take appropriate steps to ensure the oral English language proficiency of all individuals who provide classroom instruction. In order to comply with this statute, universities are expected to implement policies and practices that verify oral English language proficiency in the delivery of classroom instruction. It is further required by NIU Board of Trustees' regulation, Section 1F, that the university maintain a record of this compliance on behalf of the Board of Trustees. The rest of the information on this item shows that NIU has taken a series of steps to make certain that classroom instruction is not affected by lack of English proficiency including communication of the procedure for any students to make official complaints. All academic departments are asked annually to document student complaints regarding English proficiency and the corrective actions that were taken to remedy the problem. All student complaints are investigated, and prompt action is taken as appropriate. Of the 48 departments that were requested to provide information, no complaints were received.

Trustee Herrero verified that there were no complaints.

Board Chair Barsema asked if students know how to make a complaint.

President Freeman reassured that students know how to make a complaint.

Agenda Item 10.b. 2018-2019 Faculty Emeritus Recognition

Vice President Jensen presented Agenda Item 10.b. Faculty Emeritus Recognition. Northern Illinois University has created a regular process for the identification of retirees for whom the emeritus designation is appropriate. Emeritus is granted by the university to tenured ranked faculty members who retire from the university in good standing. Faculty who are granted emeritus status will retain their professorial rank and title at the time of retirement followed by the designation, emeritus. The most significant benefit that cannot be measured is the title that shows the faculty member has finished his or her distinguished career in good standing, continues to hold the professorial rank at the institution, and contribute to the university and its disciplines. A list of ranked faculty who have announced or finalized retirements during the fiscal year is prepared annually by Human Resource Services and reviewed by the provost for presentation to the Board of Trustees. The University hereby informs the Board of Trustees of the retired faculty members designed as emeritus for Fiscal Year '20.

Agenda Item 10.c. College of Health and Human Sciences Overview

Vice President Jensen introduced Dean Derryl Block to present Agenda Item 10.c. College of Health and Human Sciences Overview.

Dean Block thanked the Board for the opportunity to present an update on the work happening in the College of Health and Human Sciences. The college serves over 2,100 undergraduates and over 500 graduate students with degree programs that include integrated experiential learning through practicums and clinical experiences. The mission is to promote health and wellbeing through scholarship that integrates teaching, research, and service. The college transforms lives through active engaged learning and hands-on research. The vision is to be nationally recognized for quality and impact of research, teaching, and service. The college produces graduates who are career or graduate school ready. Faculty are involved in research to solve real-world problems, earning grants and awards, and creating more opportunities for students to learn in exciting ways. The programs are accredited by 12 outside agencies, and some accreditors accredit more than one program in the college. Having outside accreditors helps ensure that programs maintain high levels of standards. In many disciplines, accreditation is necessary to recruit faculty and students as well as for graduates to be licensed and employed. The programs are housed in five schools and a department. They have 21 degree programs. Many of the programs have tracks or specializations. The Marriage and Family Therapy program is a specialization within the Human Development and Family Sciences Master's program. The college has been working hard to develop and improve online programs, online degree programs, and online certificate programs that extend offerings to working adults. NIU's Faculty Development and Instructional Design Center aids in making all courses meet Quality Matters Standards, to review programs that have partnered with NIU's online support team for program promotion. The college runs a number of enterprises that offer teaching/learning experiences for students as well as services for the NIU and larger community. Last year they had over 4,600 visits at the clinics. There are over 800 off-campus practicum sites in healthcare facilities, community and social service organizations, and businesses. The college operates the Child Development and Family Center that provides childcare and related services to the NIU and larger community, and runs Ellington's Restaurant in the Holmes Student Center. The Department of Military Science offers a minor in Military Science and is the academic home of the U.S. Army ROTC program. In the last year, ROTC has more than doubled its freshman enrollment. The Army has also doubled the number of faculty, and ROTC now has a recruiting officer dedicated to bring in quality prospective students to NIU. The School of Allied Health and Communicative Disorders exemplifies the college's commitment to engaged learning that benefits the community. The audiology faculty and students provide hearing health services at a local retirement home. They also work with local veteran's service agencies to provide audiological care. The Doctor of Physical Therapy Students perform free injury screenings at the NIU Recreation Center, as well as screenings for athletic teams at NIU and at community high schools. The speech language pathology faculty and students facilitate a music and memory program that provides personalized music for passive listening for residents at a local long-term care facility. They also lead a choir for adults with cognitive communicative impairments such as aphasia. Additionally, an interdisciplinary team offers a monthly autism caregiver group where students provide activities for children while caregivers receive information, resources, and support. In the School of Family and Consumer Sciences, as a result of program prioritization, two campus units offering childcare were merged to create the Child Development and Family Center. The energy created by this merger resulted in both a five-year 1.6-million-dollar IBHE Preschool for All grant to pay for full-day kindergarten services for at-risk children and a one-million-dollar U.S. Department of Education grant to fund childcare costs for NIU students who are also parents. This grant supports NIU's efforts to increase student retention. The School of Health Studies has added an accelerated master's program in public health that allows students to earn both their Bachelor of Science and their Master of Public Health in as little as five years, saving time and money. One of the accelerated MPH students was featured at the recent Salute to Illinois Scholars event in Rockford, which aims to encourage top students to stay in Illinois for higher education. A year ago, a fifth organizational home, the School of Interdisciplinary Health Professions, was created. This school gives an academic home to Health

Science students and allows NIU to give more attention to pre-professional students as they plan to be admitted to undergraduate programs with secondary admission or to graduate programs. The college began offering an accelerated B.S. to M.S. in rehabilitation counseling. This program allows high-achieving students to complete both degrees in five years, again, saving them time and expense. And to meet the growing demands and needs for addiction recovery, they have added a minor in Addiction Studies. Also added is a graduate certificate in Health Professions Education and a master's degree in Health Sciences. The PhD in Health Sciences is a hybrid program which attracts out-of-state students. Begun in 2015, it already has four alumni and 58 students. Dean Block thanked the Board of Trustees for allowing the college to have an innovative financial model for the PhD in Health Sciences program. She remarked how much she appreciated the speed with which the Board approves programs. Being able to start programs quickly allows them to be competitive in the marketplace. Nursing has been a hallmark of NIU for 60 years, reaching 9,000 alumni this year, and earning a reputation for adding outstanding nurses to the regional and national workforce. The School of Nursing was named one of the top three in the country for educating men in nursing. There are more than five qualified applicants for every seat in the pre-licensure bachelor's degree program and the program is at capacity at this time. The first-time pass rates for the NCLEX licensure exam for nurses are consistently above the national average, most recently, 97%. There have been improvements to the RN to BS nursing program. Through an Illinois Board of Higher Education grant, the school is improving quality through faculty development, online program platform improvements, and integration of organized feedback from employers and feeder schools. All of the family nurse practitioner graduates have passed their certification tests this year and the school is on track for the first class of Doctor of Nursing Practice graduates next year. Faculty are involved in important research and receive external recognition. Professor King Chung received a Fulbright Award to continue humanitarian work in Brazil while also testing her iPad hearing test program. Professor Nancy Petges was named 2019 Nurse Educator Fellow by the IBHE. She was instrumental in getting the IBHE grant to expand the RN to BS program. Professor Kim Wedoff launched her research on teletherapy for speech language services for children under 3. This unique approach to delivery is especially important in rural areas. Professor Melani Duffrin joined NIU in 2018 and brought her FoodMASTER program and its 930,000-dollar NIH Science Education Partnership award. FoodMASTER is a program that uses food to teach math and science skills. Professor Kathryn Mazurek has 2.8 million dollars of contracts with the Illinois Department of Public Health in collaboration with the Centers for Disease Control and Prevention for data collection for the behavioral risk factor surveillance system. This program gathers information through telephone surveys regarding health risk behaviors, chronic health conditions and the use of preventative services. The college's new Survey Research Laboratory collects the data for this survey. Dr. Mazurek also has a 1.5-million-dollar subcontract funded by the U.S. Department of Health and Human Services to give technical assistance to Illinois clinicians to navigate Medicare's Quality Payment Program for Medicare reimbursement. The college does face some challenges. There are some severe facility limitations in some of the college's programs. Additionally, a number of health disciplines have increased educational requirements over the past years, and the faculty to teach those programs is extremely limited nationwide. Because of acute competition, faculty searches often take a long time and faculty are sometimes recruited away by other institutions. Student recruitment for the degree-completion programs is a challenge. At this time, there are 50 articulation agreements and transfer pathways with community colleges, and the college has developed a dual enrollment with one community college. They have not yet found the most productive way to recruit community college graduates and working adults. The health and human sciences fields desperately need graduates who are members of underrepresented groups. There is also a great need for bilingual graduates. NIU can help fill those societal needs. At this time, 50% of College of Health and Human Sciences students identify as members of underrepresented groups. The college will continue to develop and deliver high-quality Health and Human Sciences programs. It is hoped in

the future to develop a major in gerontology aging services. They already have a minor in gerontology and a graduate specialization in Leadership in Aging Studies as part of the Master of Science in Applied Human Development and Family Sciences program. The first full-time faculty member in this area will be starting in January. Reorganization and development of the B.S. in Health Sciences has led students who are in pre-nursing and pre-medical lab science and other pre-professional programs to graduate with a useful degree even if they do not get into their preferred major. There are plans to redouble retention efforts in this area and throughout the college. The college also plans to continue to attract, support, and retain research-active faculty through startup support with the help of the Division of Research and Innovation partnerships, promotion of interdisciplinary research collaboration, faculty writing groups, and participation in NIU's Principal Investigator Academy. The Illinois General Assembly's 2020 budget included funding for construction of a new Health Informatics and Technology Center. The new facility will allow for greater collaboration among programs which are currently dispersed across seven buildings on campus. Having a better simulation lab would allow substitution of a portion of clinical experiences with simulation experiences. It would also be useful for collaboration with other colleges, especially the College of Engineering and Engineering Technology's Biomedical Engineering program. The college is excited to learn more about plans for the building. The College of Health and Human Sciences has high-quality programs that integrate engaged learning with science in the service of society.

Committee Chair Pritchard inquired about practicum learning outside of the classroom and if there was difficulty finding those kind of sites.

Dean Block responded that there has been a great deal of difficulty. Some need legal agreements first. Sites do not always take the number of students agreed upon, and there is competition.

Trustee Athas complimented Dean Block on the quality of the programs. She asked how resources were provided for all of the programs and how the college makes sure to offer courses that are attractive to students and that there are not too many options.

Dean Block advised that the college has a great team. It gets help from the Director of Communications and from marketing by the university. It is a struggle. For example, there is a huge demand for occupational therapy nationwide, specifically for aging populations. But, because it is an expensive program that would need a huge amount of resources, the college is unable to start another clinical program. They also look at demand, both societal and student demand. Looking at what the competitors are doing, some things are not affordable. The college also make changes to programs, to enhance them.

Trustee Herrero complimented Dean Block on the presentation and inquired about the size of the College of Health and Human Sciences, in terms of how many students and faculty.

Dean Block responded that there are 2,100 undergraduate students, 500 graduate students, 70 faculty members and about 60 instructors.

Trustee Herrero inquired if the College of Health and Human Sciences was one of the larger colleges and if Dean Block could explain a little about the courses being offered in Hospitality, Tourism and Fashion Merchandise.

Dean Block explained that Hospitality programs vary in the way they are offered nationwide, sometimes within the College of Human Services, sometimes within the College of Business and sometimes as a freestanding college. At NIU, they are located within the College of Health and Human Sciences because of the legacy of Home Economics Education, a large program from early in NIU's history. Now, local schools are not really hiring home economics or shop educators. They have changed their curricula. Therefore, the college has branched out, and now has Nutrition Dietetics, Human Development and Family Science, Hospitality and Fashion Merchandising.

Trustee Gayles asked how the college was managing the space problem.

Dean Block responded that the new Health Informatics and Technology Center will help.

Trustee Gayles asked if the classes are geographically near each other.

Dean Block responded that they are not and that it has created problems with accreditations and interdisciplinary collaboration. They do have interdisciplinary lunch and learns, but it would be good if more of the programs were together geographically.

President Freeman added that the geographic dispersion of the programs in the College of Health and Human Sciences and the quality of the facilities that some of those programs have been in because of a deferred maintenance backlog is a tragedy for the university and for the students. They are very hopeful that the building that they have been waiting for 20 years on the Capital Development Board list will help unite those programs and also help the university to realize the opportunity for more interdisciplinary collaboration not only across the programs within the College of Health and Human Sciences, but across that college and others. President Freeman referenced that Dean Block had mentioned the opportunity to collaborate more effectively with Biomedical Engineering. Every college has an opportunity with the potential for a simulation lab, with the potential for actors as patients, with the potential for Kinesiology and Anatomy programs that reside in other colleges to try to come together. Planning what this looks like and how to realize those opportunities is going to be a big effort going forward. President Freeman added that Dean Block has not been waiting for this building without trying to make effective collaborations, public and private partnerships, looking at simulation labs in other places and thinking about hospital partnerships. Sometimes a simulation lab in a hospital is set up to handle one set of situations and address one cohort of employees with one set of needs, and it is not that easy to shoehorn in students who are in training, there are no easy answers to what has been a vexing problem. The University is probably more optimistic now than it has been in quite a while because of the capital appropriation.

Trustee Mershon commented about the ROTC, that they had doubled in size since last year.

Dean Block responded that counting this incoming class, it had doubled.

Trustee Mershon asked about racial dispersion of incoming and current ROTC students.

Dean Block replied that the student body and faculty are very diverse. She added that except for an administrative support person, the faculty and staff are paid for by the Army. One of the reasons the Army has a dedicated recruitment officer for the program is NIU's proximity to Chicago.

Trustee Herrero asked if there was enough recruitment for the capacity of the college.

Dean Block replied that there was demand for clinical programs that are expensive. It is hard to grow clinically intense programs without a great infusion of money. What they have been doing in the past years is growing programs that are not so clinically intensive. The Bachelor of Science in Health Sciences and the plan for Gerontology are examples. There is room for expansion of clinically intensive programs. Using Nursing as an example, the school can plan to increase the number of applicants in that program because of an agreement with a local healthcare institution that has agreed to take more of students. In order to expand, it would need a better simulation lab. It has a simulation lab that keeps the accreditation, but a topnotch lab is needed. Then it could increase numbers.

Trustee Athas asked how many applications for the School of Nursing were received and from that number, how many were accepted.

Dean Block replied that there are five qualified applicants for each slot. There are 80 candidates accepted, twice a year. She added that the program starts in the second semester of the students' sophomore year. Some students start in the fall and some in spring, to maximize resources.

Board Chair Barsema invited the other Board members to visit the School of Nursing and the building where it is located. It is a former elementary or middle school. He also discussed the great reputation of the nursing program. Sharing that several members of his family are graduates of the nursing program. Despite the limitations of the facilities, the energy in the building and students is amazing. He also encouraged the board to visit the Speech and Hearing clinic on Sycamore Road.

Dean Block stated that they college welcomes visits. She added that agencies and hospitals speak very well about NIU graduates from the College of Health and Human Sciences programs.

Board Chair Barsema asked what the Board could be doing to help the college. He added that President Freeman had been doing a good job getting this type of information to Board on the school's behalf. He added that if Dean Block did not have a ready answer, they would take the response at a future meeting.

Dean Block replied that innovations need to go forth with curricular changes, and that she would follow up with the Board.

Vice President Jensen concluded the University Report.

OTHER MATTERS

Committee Chair Pritchard asked if there were other matters to be brought before the board. There were none.

NEXT MEETING DATE

The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be Thursday, November 14, 2019.

ADJOURNMENT

Committee Chair Pritchard asked for a motion to adjourn. Trustee Gayles so moved and Board Chair Barsema seconded. The motion was approved. Meeting adjourned 10:01 AM.

Respectfully submitted,

Joan Parrish
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.