

Meeting of the
BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
March 7, 2019

1. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 9:01 a.m. by Board Chair Dennis Barsema in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Chelsea Duis conducted a roll call. Members present were Trustees John Butler, Nathan Hays, Tim Struthers, Eric Wasowicz and Board Chair Dennis Barsema. Members absent were Trustees Veronica Herrero and Bob Pritchard.

Also present: President Lisa Freeman; Board Liaison Matt Streb; Acting General Counsel Greg Brady; Vice President for Administration and Finance Sarah McGill; Vice President for Research and Innovation Partnerships Jerry Blazey; Vice President for NIU Advancement Catherine Squires; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Associate Vice President for Student Affairs and Dean of Students Kelly Wesener-Michael; Vice Provost for Institutional Effectiveness Carolinda Douglass; and University Advisory Committee (UAC) Representatives Alex Gelman, Cathy Doederlein, Therese Arado, Sarah Marsh, and Holly Nicholson.

Chair Dennis Barsema opened with comments expressing sympathies and prayers from the Board of Trustees to the families of all of the shooting victims in the recent Henry Pratt Company shooting on February 15, especially the families of Clay Parks, NIU alum, and Trevor Wehner, current NIU student. “Our hope is that we can be a world that continues to lead with love and not hate and that we can see fewer of these senseless acts as we go forward.” He continued by thanking President Lisa Freeman, Dean of Students Kelly Wesener-Michael, and all who helped with and took part in the tribute to Clay and Trevor.

2. VERIFICATION OF QUORUM AND APPROPRIATE NOTIFICATION OF PUBLIC MEETING

Acting General Counsel Greg Brady indicated a quorum was present and appropriate notification of the meeting has been provided pursuant to the Illinois Open Meetings Act.

3. MEETING AGENDA APPROVAL

Chair Dennis Barsema asked for a motion to approve the meeting agenda. Trustee Eric Wasowicz so moved and Trustee John Butler seconded.

Chair Dennis Barsema asked for a motion to amend the previous motion for a consent agenda of agenda items 9.b.1 through 9.b.11. Trustee Eric Wasowicz so moved and Trustee John Butler seconded. The amendment was approved.

The motion was approved.

4. RESOLUTION HONORING FORMER TRUSTEE WHEELER COLEMAN FOR DISTINGUISHED SERVICE TO THE NORTHERN ILLINOIS UNIVERSITY BOARD OF TRUSTEES

Chair Dennis Barsema introduced agenda item four and asked Trustee John Butler to present the item.

Trustee John Butler read the following resolution:

“Whereas service to others within one’s community and responsible governance, civic engagement and positive community relations are pursuits worthy of the highest praise; and

Whereas, wise stewardship is critical to the vitality and economic sustainability of institutions of

higher education in the State of Illinois; and

Whereas, sustaining high standards of university governance requires intelligent and imaginative approaches to facilitate and align the work of a university with that of its governing board; and

Whereas, Wheeler G. Coleman, over the course of seven years as a member of the Board of Trustees of Northern Illinois University, has served with the highest distinction and achieved significant and lasting improvements, including being elected to serve as Board Chair for two one-year terms and skillfully guiding the presidential search process that resulted in the appointment of NIU's thirteenth president; and

Whereas, during his service on the Board, Wheeler G. Coleman also served as Board Secretary and Vice Chair, Chair of the Academic Affairs, Student Affairs and Personnel Committee, and Vice Chair of the Ad Hoc Committee on Enrollment; and

Whereas, throughout his service on the Board, Wheeler G. Coleman brought his professional expertise in IT management to bear on issues involving NIU's technology challenges and infrastructure; and

Whereas, Wheeler G. Coleman brought to his board service a comprehensive and distinct perspective beginning with his matriculation as an undergraduate through the NIU CHANCE Program and continuing with his achievement of a bachelor's degree in Computer Science from NIU and master's in Business Administration degree from the University of Notre Dame and a successful career as an innovative IT professional and corporate leader; and

Whereas, Wheeler G. Coleman has set a high standard for professional excellence and community engagement focused on the future of NIU and other organizations and causes, including as a member and officer of the NIU Alumni Association Board; a coach in the Southside Little League; a fellow at Leadership Greater Chicago; and a member of the boards of the Daniel Murphy Scholarship Foundation, the Black Ensemble Theater, the Planites Credit Union and the Catholic Charities Adoption Guild; and

Whereas, Wheeler G. Coleman's commitment to public service, leadership excellence, and philanthropy has been both recognized and demonstrated, including recognition as Chicago United's 2007 Leader of Color, and with his wife, the Honorable Sharon Johnson-Coleman, founding the Wheeler and Sharon Coleman Family Scholarship at Trinity United Church of Christ and providing substantial support for NIU students and the CHANCE Program through scholarships, mentoring, and personal advocacy.

Now, therefore be it resolved that the Board of Trustees of Northern Illinois University in formal meeting herein assembled extends its grateful appreciation to Wheeler G. Coleman for his distinguished service to Northern Illinois University and the Board of Trustees.

Be it further resolved that this resolution be presented to Wheeler G. Coleman and a copy of this document be placed in the official files of the Board of Trustees as part of the permanent record of the University and the great State of Illinois and as a lasting tribute to the accomplishments of Wheeler G. Coleman

Adopted in a regular meeting assembled this seventh day of March, 2019. - The Board of Trustees of Northern Illinois University."

Wheeler Coleman thanked Trustee John Butler and others who prepared the resolution. When he submitted his letter of resignation to the governor, he did not use a standard resignation letter. Instead, he used it as an opportunity to make the governor aware of the need for a capital budget to make needed facility repairs here and at other state universities. In his letter to the university, he noted we have done a lot and come a long way, but there is more work to be done. He noted the priority items for Trustees and the university administration are stabilizing and improving

enrollment; stabilizing our financial challenges; and ensuring we are a university of inclusion.

Wheeler Coleman continued he receives a quote every day and sends this to his family with a quote from him in conjunction with the quote of the day. The quote he received today is, "All you need is the plan, the roadmap, and the courage to press on to your destination." His quote to the Trustees to go along with this is "Don't be afraid to make tough decisions even if it will render criticism. Do what's right for the university." He offered his time to the Trustees and President Freeman to help NIU. After seven years of service, he will miss the university in the times of sorrow and in the times of joy. He will miss the preparation for the board meetings, as well as the weekly calls with President Freeman to discuss the university. Coleman continued, noting not petitioning the governor for another six year term was one of the most difficult decisions he has had to make. But, his personal life had to come before giving of his time to NIU as a trustee. He acknowledged the time it takes to serve as a Trustee and hopes others see that too. He concluded by thanking his fellow Trustees and the administration for their support over the years.

Chair Dennis Barsema said in his career, he normally starts something new or goes into an organization that is struggling. He noted this is not true following Wheeler Coleman as chair of the Trustees. He hopes to continue the work Coleman has done in the past years as a trustee. He thanked Coleman for all that he has done.

Trustee Eric Wasowicz thanked Trustee John Butler for the work he did in preparing the resolution. Trustee Butler acknowledged it as a team effort between him, the President's office, and the other Trustees. He noted his great appreciation for Wheeler Coleman as a peace maker in times of turmoil, a person who values his colleagues, and a person who gives and provides support.

Chair Dennis Barsema asked for a motion to approve the resolution. Trustee Tim Struthers so moved and Trustee John Butler seconded. The resolution was approved.

5. REVIEW AND APPROVAL OF MINUTES OF FEBRUARY 7, 2019

Chair Dennis Barsema asked for a motion to approve the minutes of the Special Board of Trustees meeting of February 7, 2019. Trustee Eric Wasowicz so moved and Trustee Tim Struthers seconded. The motion was approved.

6. CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Dennis Barsema recognized members of the University Advisory Committee for comments.

UAC Representative Therese Arado said she looks forward to the Board's approval of the sabbatical leave list. She noted the value of sabbaticals to not only the individual, but also the institution. New perspectives and energies are brought back to the lab, stage, and classroom by the faculty returning from sabbatical. She concluded by noting she looks forward to hearing and seeing the results of the sabbaticals approved today.

UAC Representative Cathy Doederlein thanked Carolinda Douglass for directing the vision, mission, and values group and thanked Professor Shanthi Muthuswamy and Holly Nicholson for co-chairing the group. She continued by thanking Trustee John Butler and senior administration for leading the charge within the state for issues related to the State University Civil Service System and the shifts from Supportive Professional Staff to Civil Service. She concluded by recognizing the winners of the SPS Presidential Awards of Excellence: Mary Strub, Jeremy Benson, Karinne Bredberg, and Brooke Ruxton. She thanked President Lisa Freeman and Liz Wright for coordinating the President delivering the news to each of these employees.

UAC Representative Alex Gelman said through his participation in the open forums for the recent Executive Vice President and Provost search, he continues to be impressed by his colleagues' passion and interest in the future and wellbeing of the institution. Even through frustrations, they remain invested and committed in the growth and improvement of the institution.

Chair Dennis Barsema thanked the UAC representatives. He continued by noting how proud he is to serve as chair for the remainder of former Chair Coleman's term. He continued, "History is a great teacher. History is not to be ignored. History teaches us what we could have done better and what to do right in the future, and I think I just endeared myself to many history teachers. We have many challenges that are behind us, but many opportunities in front of us. But the opportunities will take hard work, and as Chair Coleman said, layered with difficult decisions. For example, it will take the efforts of everyone to meet our enrollment, our budget, and financial goals. Making NIU a desired destination for students is the job of everyone. We cannot sit back and let Lisa do it. That was pretty good, I'm gonna say that again. We cannot sit back and let Lisa do it." President Lisa Freeman thanked Chair Dennis Barsema. Chair Dennis Barsema continued, "She and the leadership team of NIU need everyone pulling in the same direction at the same time. That is not to say that we won't ask questions, that we won't ask why, that we will sometimes disagree. We will expect answers. We will expect transparency and accountability and we will expect everyone to operate at the highest ethical standards and support the values of NIU. With high school graduate numbers shrinking, and with those same graduates choosing to go out of state or to not go to college at all, higher ed in particular in our state, has become a very competitive space. I know everyone in this room loves NIU for many different reasons. It will take the intelligence, the creativity, the teamwork of every student, faculty member, staff, alumni, administration and Trustee to make and keep NIU an elite and respected national university going forward. Forward, together forward, and go Huskies! Thank you."

7. PUBLIC COMMENT*

Acting General Counsel Greg Brady indicated that there was one request for public comment. Acting General Counsel Brady called forward Professor Virginia Naples.

Virginia Naples: "Thank you. I hope you will take it out of my time to speak about the topic I want to address to say thank you to our Trustees and our administration for the heartfelt condolences to the family members who lost our two students. It is far too common that people finish their university education and move on and don't recognize that they are remembered or that they left a mark where they were and this really has highlighted that students never really leave. They're always part of our community. So I really appreciate that especially the letter that President Lisa Freeman provided to the community. It was something that was very timely and needed, and may not have always occurred in the past from previous administrators, so I very much appreciate that. I also want to say that following previous Chair Coleman's comments, it's making it kind of a tough act. However, what I do want to talk about is a serious issue and I spoke last fall about the problems that have been faced by the faculty salary equity task force reports and you may want to roll your eyes and say well she's been here talking about this before as have many other people. I assure you I will continue to present the problem until we get a good quality resolution. One of the things that I need to do is to correct the record. After I spoke the last time and maybe some of you were here to hear my comments, the comment was made and I have heard it twice since then that there is nothing that the administration can do to enhance faculty salaries even in the situation to resolve the inequities because of rules of regulations because the faculty are in negotiations with the United Faculty Alliance for the tenure and tenure-track faculty. That is not the case. I have checked with many sources and I can give you an example where this did not apply. Just last year when it was announced that there was going to be an across-the-board three percent raise which was exceedingly welcomed, the faculty in negotiations in the union were not initially included. After we persuaded the administration that, yes indeed the faculty, even if they had joined the union, were very interested in participating in the raise that was extended to us. So there is no rule or precedent or regulation that is preventing the administration and our trustees or any of the groups of people in this room who make these decisions, from extending the opportunity to provide a separate source of equity for our faculty who has served very well for many years and have not

been appropriately compensated. I'm not only talking about women, but I'm talking about the protected category minorities. I am addressing the issue with the faculty, but I know there are parallel issues with the staff compensation. I do not have those data to present. I do have the data for the faculty. It was received by the Faculty Senate and many of the other bodies of the university. The most recent study was commissioned by the administration through the Faculty Senate. They chose the individual who was to lead the team because of excellent quality qualifications. I certainly agree with that. The most recent report was broad in scope, it was thorough, it was deep, and it was thoughtfully analyzed. It needs to be used. The faculty salary equity needs to be addressed. I went to all of the provost candidate forums and several of those candidates said that they had actually done similar things in their previous jobs. Starting faculty salary equity studies and setting aside a pool of money to correct the most egregious of the problems on an annual basis. That is what I request that we do here and I would like to see it be done right away regardless of whether the union negotiations are ongoing or not. And it would be also very nice to see the union negotiations proceed in a smoother and more rapid manner. The sad thing is that our faculty feel undervalued, they don't feel as though they are being kept up-to-date, and there are real financial hardships. This is not an unusual problem that this university has faced. This is not the first time. You may be aware, but in the late 1970s, there was an across the board three thousand dollar salary raise for women faculty. I don't know if anything was done to compensate protected category minorities then. A lot of the laws have changed since that time. That would be equivalent to twenty-five or thirty thousand dollar salary increases per individual at this point. And the university probably was forced to do this because people provided pressure and hopefully many people recognized the ongoing inequity. And so I'm asking our administration to do that again because we want to be a part of the valued team to deliver the educational products that we provide research, teaching, professional public service to our student body. You can't do it without the students. I have lots of ideas I hope are good to try and help with that, as I'm sure many of you do, but you also can't do it without the faculty. Thank you for the time."

Chair Dennis Barsema thanked Dr. Naples for her comments.

8. REPORTS OF BOARD COMMITTEES AND BOARD LIAISONS

Chair Dennis Barsema reported the committee reports could be found in the Board Report as an information item under Agenda Item 8. He pointed out the volunteer numbers in the Alumni report were encouraging. He asked for any comments regarding the alumni participation increase. Vice President for Advancement Catherine Squires noted the hiring of Liz McKee as volunteer coordinator for the Alumni Association and another additional staff member are the reason for the increase in numbers. The two staff members have also engaged at the collegiate level, adding value to the volunteer efforts that happen at that level. This engagement is also a pipeline through the Nexus program, the portal for alums to engage virtually and pair with opportunities within the colleges and university. Chair Dennis Barsema also pointed out, with enrollment as a top issue going forward, it is great to see the support coming from the Alumni Association in putting together the receptions for admitted students. President Freeman noted that given the financial constraints the university is currently under, the addition of staff to any area is something thoughtfully done. But opportunities to engage the alumni network within our mission of advocacy, student recruitment, and professional development of students and staff are worth the investment. Trustee Eric Wasowicz added that he will be hosting one of the receptions for admitted students after a persuasive conversation with Liz McKee.

Trustee John Butler noted the extensive report for the Merit Board report. He commended President Lisa Freeman and Acting EVPP Chris McCord on the professional and strategic manner they executed the meeting with Jeff Brownfield, Executive Director of the State Universities Civil Service System. Chair Dennis Barsema thanked Trustee Butler for his service on the Merit Board. Chair Barsema then called forward Vice President for Advancement Catherine Squires again to

give a verbal report on the NIU Foundation.

Vice President Catherine Squires began by noting Jeff Yordon will complete his three year term as chair of the NIU Foundation Board in June. There have been many accomplishments during Yordon's tenure as chair, but most notably was the conversion of Red and Black to a fundraising event. Since then, Red and Black has raised over \$900,000 for scholarships. This would not have happened without Yordon's pursuit of a change in culture among the Foundation board. On July 1, Michael Cullen will become the new Foundation board chair. Recent alumni engagement trips included Florida and Arizona, and next week, a Capitol Hill event will be held in Washington D.C. Chicago events are also upcoming. The recent return to markets such as Arizona and Florida has raised confidence among alums and has been a great opportunity to introduce President Freeman. Vice President Squires thanked President Freeman for her partnership in these events.

Vice President Catherine Squires reported total philanthropy for the year is significantly ahead of last year with \$16.4 million raised, 94% of this year's goal. Key to that number is a recent \$7 million bequest intention from a local DeKalb couple who wish to remain anonymous at this time. The bequest is for general scholarship use. Three things that came into play for this gift are enhanced communication, giving officer relationships, and rising confidence in the university. Enhanced communication includes bringing back Northern Now in hard copy and sending mail regarding planned estate giving. Judy Schneider serves as the planned giving officer for this bequest. Her relationship built with the anonymous donors was one of trust in the direction of the university and trust in the gift use. The confidence in NIU has helped to raise confidence after a time of doubt in leaders and a lackluster fundraising year last year. President Freeman will be meeting with the donors soon.

Vice President Catherine Squires concluded by noting the goal throughout the presidential transition was to remain steady at the helm, keeping engagement high with alumni and donors and raising money for scholarships. Since April 2017, \$13 million for scholarships has been raised through cash giving, pledged systems, and deferred giving. To be ready for deliberate steps toward a university-wide comprehensive fundraising campaign, the division undertook its own internal readiness assessment work and looked at ways to strengthen and improve its processes. Consultants were brought in for things like IT security, but the entire staff was also engaged in work teams led by content and subject matter experts, which led to learning what other members of the team did and led to thinking and ideas that will serve Foundation well in the next phase. Recommendations from this will come by the end of the semester. With clearly articulated university priorities, talk about focusing on a format for a campaign will come from these processes. She thanked the Board for the opportunity to speak.

Trustee Tim Struthers congratulated her on the publication of Northern Now. He asked if KPIs are available for the last five to ten years for number of donors, dollars restricted, and dollars unrestricted along with seeing the giving by students within the first year after they graduate. Vice President Catherine Squires will get the information to him.

Chair Dennis Barsema noted he hopes the anonymous donors decide to come forward, allowing them to enjoy the love of the university, the joy of the gift, and see the number of students the scholarships will impact. He noted this type of gift sets an example for others to follow, as seen in 2000. He hopes it encourages other alumni to look at NIU again. He thanked Vice President Squires, Gift Officer Schneider, and the anonymous donors.

9. PRESIDENT'S REPORT NO. 132

Chair Dennis Barsema moved to the President's Report No. 132 and asked for a motion to accept the following agenda items through a consent agenda as discussed at the beginning of the meeting.

UNIVERSITY REPORTS FORWARDED BY THE BOARD COMMITTEES

Agenda Item 9.b.1. – Annual Report on the Outcomes of Sabbatical Leaves (Consent)

Agenda Item 9.b.2. – Oversight of Academic Programs (Consent)

Agenda Item 9.b.3. – Quarterly Financial Summary – FY19 Second Quarter as of December 31, 2018 (Consent)

Agenda Item 9.b.4. – Periodic Report on Investments for Period Ending December 31, 2018 (Consent)

Agenda Item 9.b.5. – Quarterly Summary Report of Transactions in Excess of \$100,000 for the Period October 1, 2018, to December 31, 2018 (Consent)

Agenda Item 9.b.6. – Facilities Update (Consent)

Agenda Item 9.b.7. – Clery Report Update (Consent)

Agenda Item 9.b.8. – State Legislative Report (Consent)

Agenda Item 9.b.9. – Federal Legislative Report (Consent)

Agenda Item 9.b.10. – Sponsored Programs Administration Quarterly Report (Consent)

Agenda Item 9.b.11. – NICCS Update (Consent)

Trustee Eric Wasowicz so moved and Trustee Nathan Hays seconded.

Chair Dennis Barsema asked if a similar report to the Clery Report is available for the City of DeKalb. President Lisa Freeman noted DeKalb Police Chief Gene Lowery reports publically at meetings of the governing bodies of the City of DeKalb and those reports are posted on the City of DeKalb website. Chair Barsema asked if the City of DeKalb is seeing the same downward trend in the reported benchmarks. President Lisa Freeman did not want to speak on it without referencing the report directly. She noted the area of greatest concern in terms of crime for NIU and the DeKalb is domestic and partner violence. NIU and DeKalb are working together to see what can be done to address this.

The motion was approved.

UNIVERSITY RECOMMENDATIONS FORWARDED BY THE BOARD COMMITTEES

Agenda Item 9.a.1. – Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2019-2020 Academic Year

President Lisa Freeman presented agenda item 9.a.1, noting that the privilege of a sabbatical is one that serves the entire university community well.

Chair Dennis Barsema asked for a motion to approve the agenda item. Trustee John Butler so moved and Trustee Eric Wasowicz seconded.

The motion was approved.

Agenda Item 9.a.2. – Request for Deletion of the Certificate of Undergraduate Study in Actuarial Science

President Lisa Freeman presented agenda item 9.a.2., noting items 9.a.2 through 9.a.5 are a package to support new Bachelor of Science programs in Statistics and Actuarial Science.

Chair Dennis Barsema asked for a motion to approved this agenda item. Trustee Tim Struthers to moved and Trustee Eric Wasowicz seconded.

The motion was approved.

Agenda Item 9.a.3. – Request for Deletion of Emphases within the B.S. in Mathematical Sciences

President Lisa Freeman presented agenda item 9.a.3.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Tim Struthers so moved and Trustee Eric Wasowicz seconded.

The motion was approved.

Agenda Item 9.a.4. – Request for New Degree Program – B.S. in Actuarial Science

President Lisa Freeman presented agenda item 9.a.4.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Eric Wasowicz so moved and Trustee Tim Struthers seconded.

Trustee John Butler asked if the minor in Actuarial Science and the minor in Statistics will be a part of the new department of Statistics and Actuarial Sciences. Chair Bárbara González confirmed this. Trustee Butler asked if the minors need Board of Trustees approval. President Lisa Freeman said they do not.

The motion was approved.

Agenda Item 9.a.5. – Request for New Degree Program – B.S. in Statistics

President Lisa Freeman presented agenda item 9.a.5.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Eric Wasowicz so moved and Trustee Tim Struthers seconded.

The motion was approved.

Agenda Item 9.a.6. – Intercollegiate Athletics Apparel Sponsorship Package

President Lisa Freeman presented agenda item 9.a.6. The sponsorship package is funded from local funds for an initial seven year contractual period. The cost is a maximum of \$3.5 million.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Eric Wasowicz so moved and Trustee Tim Struthers seconded.

Trustee Eric Wasowicz asked how long NIU has had the relationship with Adidas. President Lisa Freeman was unsure of the length of time but will follow up with the board. Trustee Wasowicz voiced concern with the length of the contract. President Freeman noted the contract is seven years with three one-year renewal options. Approval is only being sought for the initial seven year period. She noted other factors that went into the length of the contract included providing the rest of campus access to the contract and the cost of turning over a sponsorship with disposal of all related team apparel. Other competitive proposals were also considered in the process. Board Liaison Streb later said the relationship with Adidas started in 2001 and became exclusive in 2007.

The motion was approved.

Agenda Item 9.a.7. – FY20 Intercollegiate Athletics Air Charter Services for Football Team

President Lisa Freeman presented agenda item 9.a.7.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Eric Wasowicz so moved and Trustee John Butler seconded.

Chair Dennis Barsema asked for a motion to amend the previous motion to delegate authority to the president or her designee to approve changes to location, times, or other logistical arrangements and associated expenses due to unforeseen circumstances. Substantial actions taken will be reported back to the board at a subsequent meeting. Trustee Eric Wasowicz so moved and Trustee

John Butler seconded.

The amendment was approved.

Trustee Eric Wasowicz asked about travel to Miami of Ohio for the game played there. Chair Dennis Barsema clarified the decision to fly or drive has not been made.

The motion was approved.

Agenda Item 9.a.8. – FY20 Master Agreement Facility Open Order Contract Renewals

President Lisa Freeman presented agenda item 9.a.8. The agreements in the item provide a streamlined mechanism allowing engagement of companies effectively and efficiently as requirements arise on an emergent basis. The renewal awards will be advertised in the Illinois Procurement Bulletin. The funding request is up to \$16,025,000 from local funds.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Eric Wasowicz so moved and Trustee Nathan Hays seconded. Chair Dennis Barsema asked for a roll call vote.

Trustee John Butler: Abstain
Trustee Veronica Herrero: Absent
Trustee Tim Struthers: Abstain
Board Chair Dennis Barsema: Yes

Trustee Nathan Hays: Yes
Trustee Bob Pritchard: Absent
Vice Chair Eric Wasowicz: Yes

The motion was approved.

Agenda Item 9.a.9. – FY20 Consumable Commodities Open Order Contract Renewals

President Lisa Freeman presented agenda item 9.a.9. The renewals or agreements will be processed in accordance with Illinois procurement regulations and advertised in the Illinois Procurement Bulletin. The funding request is up to \$1.87 million from local funds.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee John Butler so moved and Trustee Tim Struthers seconded.

The motion was approved.

Agenda Item 9.a.10. – FY20 Division of Information Technology Campus Copier Program Contract Renewal

President Lisa Freeman presented agenda item 9.a.10. The vendor contracted is Gordon Flesch. The funding request is for \$700,000 from local funds.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee John Butler so moved and Trustee Eric Wasowicz seconded.

The motion was approved.

Agenda Item 9.a.11. – FY20 Division of Information Technology Microsoft Enrollment Contract Renewal

President Lisa Freeman presented agenda item 9.a.11. The licensing under this contract allows NIU to run Microsoft Windows desktop operating system and Microsoft Office products, along with any applicable updates, on all university owned computers. The vendor contracted is ScholarBuys. The funding request is \$400,000 from appropriated funds.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Tim Struthers so moved and Trustee Eric Wasowicz seconded.

The motion was approved.

Agenda Item 9.a.12. – FY20 Student Health Insurance

President Lisa Freeman presented agenda item 9.a.12. The vendor contracted is Aetna Life Insurance. Funded solely by student health insurance fees, the amount requested is \$7.75 million.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Tim Struthers so moved and Trustee Eric Wasowicz seconded.

Trustee Eric Wasowicz asked if there has been any movement with the other state universities in Illinois for group buying student health insurance. President Lisa Freeman said the enthusiasm has been varied among the presidents and chancellors based on the financial advantage or disadvantage for the institution. She noted the issue has been raised and will be revisited when talking to members of the Illinois General Assembly. Trustee Wasowicz asked if there is any timeline to have this move forward legislatively. Board Liaison Matt Streb said these things typically move slowly and with the universities not united on the issue, it is more difficult. Trustee Wasowicz asked if all universities would need to be in agreement to move this forward. Board Liaison Streb noted it is not necessary, but if all are in agreement, more political support would be gained. Trustee Wasowicz asked if just those wanting to form the group could do so. Board Liaison Streb said it is a possibility, but President Freeman noted the ones who do want to group together are the ones that the expense problem would be better amortized over the ones who don't want to do it.

The motion was approved.

Agenda Item 9.a.13. – FY20 International Programs Division Expenditures

President Lisa Freeman presented agenda item 9.a.13. The funding request from institutional local funds flows through to support study abroad and international programs and will not exceed \$2 million.

Chair Dennis Barsema asked for a motion to approve this agenda item. Trustee Eric Wasowicz so moved and Trustee John Butler seconded.

The motion was approved.

Items Directly from the President

Agenda Item 9.c.1. – Northern Illinois University Mission, Vision, and Values Statement

President Lisa Freeman introduced agenda item 9.c.1 and commended the work done by the faculty and staff involved in the process. She called forward Vice Provost for Institutional Effectiveness Carolinda Douglass who provided administrative oversight to the process and Professor Shanthi Muthuswamy and Operating Staff Council President Holly Nicholson who co-chaired the working group.

Vice Provost Carolinda Douglass thanked President Freeman and turned over the presentation to the co-chairs.

Holly Nicholson began by noting the honor it was for her and Professor Shanthi Muthuswamy to co-chair this committee. They worked with an amazing group of people from shared governance bodies to update the vision, mission, and values statements. Members of the committee included Therese Arado, Cathy Doederlein, Brad Cripe, Janet Hathaway, David Ballentine, Manju Daniel, Chad McEvoy, and Marc Falkoff. Professor Muthuswamy continued by thanking Vice Provost Carolinda Douglass and supporting staff members Melanie Magara, Lisa Miner, Jennice O'Brien, Crystal Doyle, Susan Smith, and Ritu Subramony.

Holly Nicholson continued that during the committee's work, they felt it important for the statements to be memorable, concise, and speak to the things that differentiate NIU from other institutions. Statements from President Freeman's open forum in August, NIU's colleges' mission, vision and values statements, the University's value proposition and brand guidelines, and peer

institutions were all considered. Draft statements were released to the NIU community and feedback was sought. Feedback included wanting a stronger, more competent vision statement; explaining what our service looks like; and being more specific in the type of growth we are promoting. Statements were finalized and presented to President Freeman to review and are presented today. The Northern Illinois University Vision Statement is as follows:

Northern Illinois University's vision is to be an engine for innovation to advance social mobility; promote personal, professional and intellectual growth; and transform the world through research, artistry, teaching and outreach.

Holly Nicholson then discussed the mission statement. The mission reflects the day-to-day work the University does to fulfill our vision. Feedback included giving students more power while at NIU, not just what they can do after graduating; explicitly adding the idea of community; and forming the mission into a single sentence so as not to prioritize one idea over another. The Northern Illinois University Mission Statement is as follows:

The mission of Northern Illinois University is to empower students through educational excellence and experiential learning as we pursue knowledge, share our research and artistry, and engage communities for the benefit of the region, state, nation and world.

Holly Nicholson concluded by noting how the values were finalized. Focus was made on four overarching values that are simple to remember. Three bullet points are under each value to explain each further. Feedback suggested the values were too concise, but the committee felt the need to exclude excess wording. The values were placed in alphabetical order to avoid any hierarchy. The values should be used as strategic planning is conducted, university policies are formed, and hiring and onboarding continue to get us closer to living out these values. Professor Shanthi Muthuswamy presented the Northern Illinois University Values Statement as follows:

In pursuing our vision and fulfilling our mission, we value and practice:

- *Curiosity and creativity.*
 - *We provide our students active learning experiences.*
 - *We champion innovation.*
 - *We commit our resources to supporting students, faculty and staff in their research, artistry and professional development.*
- *Equity and inclusion.*
 - *We seek and are strengthened by the diverse perspectives and experiences of our university community members.*
 - *We use an inclusive decision-making process.*
 - *We appreciate and respect every member of our community.*
- *Ethics and integrity.*
 - *We prepare our students to become global leaders who work to build a better society.*
 - *We model ethical behavior in and out of the classroom.*
 - *We are transparent and accountable to our stakeholders.*
- *Service and stewardship.*
 - *We serve society and confront local, national and global challenges through collaborations that improve our learning, teaching and research.*
 - *We make accessible the knowledge and resources we create.*
 - *We promote our students' success through advising and mentoring.*

Trustee Tim Struthers thanked the group for the work done. He noted his skepticism based on his stereotype of a public university's statements. He noted it describes NIU well and is memorable. Professor Shanthi Muthuswamy noted the group was made up of passionate people, who love NIU, and they wanted the statements to embody the spirit of NIU.

Trustee Eric Wasowicz acknowledged the work that goes into creating these statements based on his experience doing so. He congratulated the team.

Chair Dennis Barsema congratulated and thanked the committee for their work on this. He noted these updated statements will be the roadmap that guides us. Value centered leadership guides the university from the President on down. He continued that a proper way to keep the vision, mission, and values in front of everyone will need to be determined. He concluded it is important to everyone at NIU to uphold themselves to the value of NIU and that we hold each other accountable for the value. Chair Barsema asked for a motion to approve this agenda item. Trustee Tim Struthers so moved and Trustee Eric Wasowicz seconded.

The motion was approved.

Agenda Item 9.c.2. – Strategic Enrollment Management Accountability Plan and Key Performance Indicators

President Lisa Freeman presented agenda item 9.c.2. This item builds on the Strategic Enrollment Management (SEM) Plan presented previously. She asked Vice President for Enrollment Management, Marketing and Communications Sol Jensen to make the presentation.

Vice President for Enrollment Management, Marketing and Communications Sol Jensen began by commending his colleagues on the presentations and items presented previously at the meeting, noting there is a lot of momentum and great things happening at NIU. The SEM Accountability Plan will include very specific tactics and actions for each of the objectives under the SEM plan. Each tactic includes at least one accountable individual with most tactics having more than one responsible individual. The accountability plan will also include how each tactic will be assessed and an expected date of completion. He then pointed to the accountability plan to show how the tactics lie under each objective. He noted that the completion date is the date the tactic is expected to be completed, not the date the enrollment impact is expected. Vice President Jensen noted there are four distinct key performance indicators, but multiple performance indicators under each key performance indicator in the SEM Accountability Plan. The measurements will be looked at regularly to see if shifts need to be made to the tactics or new tactics need to be added. He concluded by noting the individual(s) listed under each tactic are at the highest level. Countless individuals reporting to the highest level will be involved in implementing the tactics. He encouraged individuals and departments to review the plan and see where they can contribute to the success of the plan.

Trustee Tim Struthers thanked Vice President Sol Jensen. He encouraged creation of a way to easily visually track the indicators and the progress being made.

Trustee Nathan Hays commended everyone who has worked on the SEM and Accountability Plan. He said students have taken an interest in the SEM, unlike many other high level plans and strategies. He noted this will not affect the students here now, but they are encouraged to know NIU is working to remain the best it can be.

Trustee Eric Wasowicz agreed with Trustee Tim Struthers on finding a way to easily focus on the plan. He noted recent branding efforts for the MBA program at the Chicago train station have a great impact on those walking through the station.

Chair Dennis Barsema said while we tend to focus on new student enrollment, student retention is just as important, as progress can be made by upping the percentage on students retained. He shared the story of the recruitment of a high school football player to NIU, and the impact it made on the young man with the branding done in the process. He thanked Vice President Sol Jensen and his team on the progress of this plan.

Trustee John Butler asked if the cultural competency training, diversity hiring plan, and new employee hiring and onboard trainings listed under market position brand awareness are there to

signal an awareness in the campus community. Vice President Sol Jensen confirmed this. Vice President Jensen noted they want current and new faculty, staff, and students to be aware of who NIU is now as a student population and where we are going. President Lisa Freeman noted changes will soon be unveiled for the employee onboarding program due to efforts by Brian Smith, Susan Swegle, Celeste Latham, and the whole HR team. It will be less like a bunch of forms to complete and more like a welcome to the NIU community and what it means to be a Huskie. Board Liaison Matt Streb noted the Board will see this presentation in May at the AASAP committee meeting. Trustee Butler noted this is the most streamlined he has ever seen the institutional goals and objectives relationship to the enrollment goals and the way the success of the plan is measured.

Agenda Item 9.c.3. – University Libraries Overview

President Lisa Freeman introduced agenda item 9.c.3. The Trustees requested updates from each dean and the academic unit they oversee. This will be the first of the presentations by the deans. She asked Dean of the NIU Libraries Fred Barnhart to talk about the Libraries.

Dean of NIU Libraries Fred Barnhart thanked President Lisa Freeman and the Board for inviting him to speak. In his presentation, he pointed out the physical size of the library and the size of the library collection. He noted the building's architectural style allows room for renovations as seen in the recent addition of Coffee and Bagels, Founder's Gallery, 71 North and the Code Orange spaces. They have all brought added energy to the main library. He noted the two satellite libraries on campus, the Music Library and the Faraday Science Library. National and international lending and borrowing occurs. Two million e-resource searches and 500,000 e-resource downloads occur. Though the Libraries budget has declined over the past five years, NIU Libraries is doing quite well compared to other universities. Inflation of the materials does have an impact on the budget. Additional services offered by the Libraries include reference and research service assistance via in person, online chat, IM and the phone; in depth research assistance available to faculty and students; and first year student help through Libraries partners University Writing Center, PAL Tutoring, and a DoIT location. Libraries has been working on a strategic plan and will utilize the SEM plan and the new vision, mission, and values statements to complete this. They are working to transform the collections and space of the Libraries.

Dean Fred Barnhart continued by noting the strengths of the Libraries, noting the staff are the strongest asset from the faculty providing instruction in the use of the Libraries' resources and building and organizing the collections, to the operating staffs' institutional knowledge and assistance helping students, to the unique experience and knowledge of the Supportive Professional Staff. He continued by highlighting the collections the Libraries hold. The research intensive collection NIU holds is similar to other MAC and peer institutions despite financial challenges. Distinctive strengths include the Southeast Asia, Burma, and rare books collections. The Regional History Center was also noted. Dean Barnhart noted the Textbook Affordability Initiative has been a success and Open Access Educational Resources is a next step in making textbooks and learning materials affordable for students. NIU is known for online digital collections such as the Johansson Dime Novel, Lee Shriner sheet music, Genoa newspaper project and the Abraham Lincoln collection. The Huskie Commons is another attribute for NIU faculty to share their scholarship. The Huskie Commons follows the lead of other institutions to use open access. Alumni dissertations and theses are included in Huskie Commons. A grant funded project Dean Barnhart highlighted is the POWRR program. Staff are sent out to other libraries to help digitize collections at other libraries. The recent tenant additions in the library space and the other university programming there form great relationships and create energy in the library. Cultivating the relationships with the colleges and divisions that are in place with subject libraries and subject specialists is ongoing.

Dean Fred Barnhart highlighted some of the challenges the Libraries face. The cost of a research collection, inflation of materials, and the expectation of "everything available right now" for

faculty and students are concerns. He pointed out the Student Association art collection being hidden. He hopes it becomes more visible and highlighted again. The Libraries facilities' deferred maintenance is another concern as it is around campus. Limited space for the collections as they grow is another challenge. Another area of concern Libraries hopes to address in partnership with other division on campus is information and technology literacy and the digital divide to promote equity among students. The main library does have a laptop lending program, but many of them are out of date. The final challenge he noted is the change in personnel as formats and services change in the library bringing the need to hire new personnel and train current personnel.

Dean Fred Barnhart spoke to the opportunities available to the Libraries. The main library sits at the heart of campus, across from the Holmes Student Center and on the Martin Luther King Jr. Commons. They want to build on this location to have more programs, scholarship centers, artistry and innovation. They have begun this work through shared space for technology exploration, such as 3D printers. Data visualization is another area of technology that could help the library. Housing print collections in off-site or compact shelving would free up inviting student space. Marketing the collections to targeted audiences could enhance the NIU brand. He concluded, noting enhancing the library enhances the experience of future students since they are often brought there when visiting campus. If they see a vibrant place, it is more attractive to come to NIU.

Trustee Tim Struthers asked if the number of 10,000 patrons per week during the school year is stable, increasing or decreasing. Dean Fred Barnhart said it is increasing.

Trustee John Butler inquired about the governance structure of the library. Dean Fred Barnhart said there is a library advisory committee made up of representatives from all of the colleges who advise the provost. Trustee Butler asked what kinds of things the committee does. Dean Barnhart answered they present as much information as possible about what's happening at the libraries. He also noted they have a Libraries college council. Trustee Butler asked if the faculty go through a tenure process. Dean Barnhart said they do have tenure process with a robust research agenda. Trustee Butler asked how they are evaluated. Dean Barnhart noted they have a personnel committee and college council that evaluates the tenure track faculty in librarianship (similar to teaching), scholarship, and service.

Trustee Eric Wasowicz asked how NIU became a place for Southeast Asia Studies and Myanmar information. Dean Fred Barnhart deferred to President Lisa Freeman. She answered there was a strong interaction between philanthropic interest and support and faculty excellence. Overtime, there was a concerted effort to capitalize on the strength we had in the area by hiring joint appointments across disciplines and Southeast Asia studies. Acting Executive Vice President and Provost Chris McCord added it started in the 1960s as a training site for Peace Corps volunteers to Malaysia and has grown from there. Faculty whose research expertise was in the area recruited students from the area, particularly Indonesia and Thailand. NIU alums include foreign government officials, including the governor of Jakarta. Title VI funding from the U.S. Department of Education was/is received as a language resource center. One of the things done through this was to build the library collection for this. Currently, one of the projects is partnering with libraries in Myanmar to help rebuild their facilities from decades of neglect.

Chair Dennis Barsema asked if we keep the hard copy when it is digitized. Dean Fred Barnhart said it depends on how the original responds during the digitizing process. Chair Dennis Barsema commended the work done on the addition of Coffee and Bagels and the Discover Card Code Orange spaces. He noted they have added a buzz in the student population. He often conducts his meetings on campus in the Coffee and Bagels space and recently couldn't find a place to sit. Chair Barsema inquired about the space in the front of the main library before you go through the detectors and asked if it could be used for an art exhibit or something similar. Dean Barnhart agreed. Chair Barsema asked Dean Barnhart about his background. Dean Barnhart came to NIU in 2017 from Loyola where he was the Associate Dean of Libraries. When Dean Barnhart came to

NIU, he discovered many hidden treasures at the Libraries. Chair Barsema noted he has had the same thing happen to him when he learns of things at NIU. Chair Barsema thanked Dean Barnhart for the presentation. President Freeman concluded the item by noting that Dean Barnhart not only is a great advocate for the Libraries, but he is also a DeKalb resident and brings the community to the Libraries through different community groups he is involved in. She is very proud of this collaboration.

10. OTHER MATTERS

Chair Dennis Barsema congratulated Trustee Eric Wasowicz on his election as Vice Chair at the previous meeting. He also thanked President Lisa Freeman for working through her voice loss during the previous week and at today's meeting. He also thanked Board Liaison Matt Streb, Recording Secretary Chelsea Duis and other support staff for the planning and execution of the board meetings.

11. NEXT MEETING DATE

The next regularly scheduled meeting of the Board of Trustees will be held June 13, 2019.

12. CLOSED SESSION

Chair Dennis Barsema asked for a motion to close the public meeting to conduct an executive session to discuss the following subjects authorized by the Illinois Open Meetings Act, as amended: Personnel Matters as generally described under Sections 2(c)(1)(2)(3) and (21); Collective Bargaining Matters as generally described under Section 2(c)(2) of the Open Meetings Act; Litigation and Risk Management Matters as generally described under Sections 2(c)(11) and (12); and Closed Session Minutes Matters as generally described under Section 2(c)(21) of the Open Meetings Act.

Trustee Eric Wasowicz so moved and Trustee John Butler seconded. A roll call vote of the Trustees to recess to Closed Session was as follows:

Trustee John Butler: Yes	Trustee Nathan Hays: Yes
Trustee Veronica Herrero: Absent	Trustee Bob Pritchard: Absent
Trustee Tim Struthers: Yes	Vice Chair Eric Wasowicz: Yes
Board Chair Dennis Barsema: Yes	

The meeting is now closed and will re-open at the conclusion of the closed session. The Board adjourned for closed session at 11:34 a.m.

Reconvene Meeting:

The meeting reconvened at 3:31 PM. Chair Dennis Barsema asked for a roll call.

Trustee John Butler: Here	Trustee Nathan Hays: Here
Trustee Veronica Herrero: Absent	Trustee Bob Pritchard: Absent
Trustee Tim Struthers: Here	Vice Chair Eric Wasowicz: Here
Board Chair Dennis Barsema: Here	

13. ADJOURNMENT

Chair Dennis Barsema asked for a motion to adjourn. Trustee Eric Wasowicz so moved and Trustee Tim Struthers seconded. The motion was approved. Meeting adjourned at 3:32 p.m.

Respectfully submitted,

Chelsea Duis
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.