

Minutes of the
Board of Trustees of Northern Illinois University
Special Meeting
May 9, 2019

1. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 1:53 p.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 Rita Athas, John Butler, Montel Gayles, Nathan Hays, Veronica Herrero, Bob Pritchard, Vice Chair Eric Wasowicz, and Board Chair Dennis Barsema.

Also present: President Lisa Freeman; Acting General Counsel Greg Brady; Board Liaison Matt Streb; Acting Executive Vice President and Provost Chris McCord; Vice President for Administration and Finance Sarah McGill; University Policy Librarian Rebecca Hunt; and University Advisory Committee (UAC) Representatives Cathy Doederlein, Holly Nicholson, and Therese Arado.

2. VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

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

Chair Dennis Barsema called for a recess of the Board. The Board recessed at 1:54 PM. The meeting resumed at 2:25 PM. Chair Barsema called for a roll call. Members present were Rita Athas, John Butler, Montel Gayles, Nathan Hays, Veronica Herrero, Bob Pritchard, Vice Chair Eric Wasowicz, and Board Chair Dennis Barsema.

3. MEETING AGENDA APPROVAL

Chair Dennis Barsema asked for a motion to approve the meeting agenda. Trustee Eric Wasowicz so moved and Trustee Bob Pritchard seconded. The motion was approved.

4. REVIEW AND APPROVAL OF MINUTES OF MARCH 7, 2019

Chair Dennis Barsema asked for a motion to approve the minutes of March 7, 2019. Trustee Eric Wasowicz so moved and Trustee Bob Pritchard seconded. The motion was approved.

5. CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Dennis Barsema welcomed members of the University Advisory Committee.

UAC Representative Therese Arado noted it has been an exceptional experience for her to serve as the Faculty Senate President the past year. On behalf of the faculty, she thanked the Board for the work they do for the University and welcomed the new Trustees. She said it will be exciting to see the things happening on the board in the future. Chair Barsema thanked Arado for being a great partner to the Board and for her service.

UAC Representative Cathy Doederlein thanked Therese Arado for her service and work for the University. She continued by noting she is excited to welcome Provost Beth Ingram to her role on behalf of SPS personnel. They look forward to working with her in a shared governance capacity and continuing work with HR in relation to the conversions from SPS to Civil Service. She continued by thanking Acting Provost Chris McCord for his leadership, commitment to shared governance, passion for NIU, and providing stability to NIU in uncertain times in the transition

process. She noted the Board will see an item for review and approval for an amendment to the University Constitution. The item previously was approved by University Council and then approved by a faculty referendum. She intends to bring forward to the University Council a change that will include staff in votes not solely related to curriculum, such as this item. She hopes to have the item brought successfully to the University Council and then to the Board for approval.

UAC Representative Holly Nicholson echoed Doederlein, noting they look forward to welcoming Provost Ingram. She also thanked Provost McCord, noting it was an honor working with him and hopes to work with him in his new position. She also intends to join Doederlein on the referendum issue this summer to propose new language to include staff. She concluded by thanking Arado for her service as well.

Chair Barsema thanked the UAC representatives.

6. PUBLIC COMMENT

Chair Dennis Barsema asked if any timely requests have been received for public comment. Acting General Counsel Greg Brady called forward Kristen Foley. She was not in attendance. Acting General Counsel Brady called forward Levi Smith.

Levi Smith: “Hello members of the Board of Trustees. My name is Levi Smith. I am a Geography major with Environmental Studies minor here at NIU. I come to you on behalf of the Geography and Geology students that have been left in the dark about the current situation involving the Geology and Geography departments. I come to you to address the problem that I cannot be certain has come to your attention or to the President’s, but it has come to the attention of some students and that is that the Geography and Geology Departments are merging with very short notice. From the information that few of us have been informed about, the involvement of the Environmental Studies major is not being considered during this process. Interim Dean Ledgerwood has made these decisions without major discussions between the Environmental Studies majors, Geography or Geology Departments. Not only does this inhibit the working relationship between students, faculty and staff, but it also violates NIU’s community core values of transparency, collaboration, participative decision making, and open communication. The Acting Dean of the College of Liberal Arts and Sciences has decided to force this merger within the year. Students and staff that do know about this merger feel like this is too short of a timeframe to make such a drastic change to these departments as they will need to form new bylaws, decide on new curriculum, and decide which faculty to keep. This quick transition has also caused strife between staff of these majors. The Interim Dean is forcing professors to submit to the merger or be cut without discussion. Staff seems to be prohibited to talk about this with students from fear of termination. And statements berating the students and staff has been made by the Interim Dean declaring Geography and Geology as namby-pamby sciences. As a student who changed my major for me invest to Geography and will be graduating this Saturday with a Bachelor’s degree in science in Geography, this decision concerns me because the students that are going to be affected by this decision have no voice in the matter and they have been left in the dark not knowing that any of these decision have even been made for them. As a soon to be graduate, I see the importance of Geography and Geology and Environmental Studies because of the intersectionality of these majors. The Geography and Geology degrees are optimal in job sectors like Environmental Conservation, consultation, or even political environmental science. I implore the Board to facilitate communication between the Interim Dean, Geography, Geology and Environmental Studies, students and staff. Thank you.”

Chair Barsema thanked Smith for his comments and congratulated him on his graduation.

Acting General Counsel Brady called forward Professor Virginia Naples.

Professor Virginia Naples: “First of all, good afternoon on this lovely spring afternoon, and thank you for the opportunity for allowing me to speak. I would also like to welcome our new trustees and I need to bring to your attention an item that you may not have become aware of, but it is something that I began to address the Board of Trustees about more than 30 years ago. And this is something that I have raised with the Board of Trustees twice previously, and at that time I promised I would come back and readdress this issue until the problem is corrected. And that problem I am speaking about, I am sure you’re already aware, is the salary inequity for women and minorities that has occurred probably since the inception of the University. You may not be aware however, that in the late 1970’s there was a settlement. There had evidently been a lawsuit either filed or threatened and there was a settlement by the university that gave each and every female faculty member who was in the tenure or tenure track position a \$3,000 salary increment. And that was because there was a systemic pattern of sex discrimination in salary, something that many of us who are female and also a minority, are very aware of. And this is actually the dead elephant in the room everybody is ignoring because this undercuts every effort that all of us can make for job satisfaction and ability for faculty to live their lives and do things that really will help them to feel comfortable and happy and valued in their positions. I will tell you that we hear good things, but actions speak louder than words. And this is a problem that has been addressed by five separate faculty salary equity task force reports that started in the late 1990’s. I did an additional one myself. Some of you may remember it was above the fold on the front page of the Northern Star. I did a salary analysis for 20 years for all 17 departments of the College of Liberal Arts and Sciences, and because I wanted to make the point, I color coded the salaries pink and blue, and pink for girl, blue for boys, and it showed unequivocally that assistant professors were kind of mixed, associate professors the female salary members started to gather at the bottom; and for the full professors not only was there a tremendous loss in numbers of female full professors, but there were a few token female salaries that were higher, but never one at the very top and that’s over 20 years, 17 departments, 3,525 data points, over 400 individuals per year in that analysis. Believe me, it took a lot of time. But I don’t have any problem doing the numbers. I have not updated that, but I know that those trends have continued. This is not just an abstract problem. This affects people, individuals, actual living people who have lives that they have to manage. If it was that the faculty are so dedicated to what they do that they would gladly do their job without pay, that would be fine. If also everyone for whom we needed goods or services said, “Okay, fine. You’re a university faculty member you don’t have to pay for it.” Unfortunately, we do. I can’t share other people’s stories with you, but I do want to remind you that a few meetings ago, one of my colleagues, Dr. Valentiner from Psychology, and his wife were discussed by him to this body saying that his daughter who is literally the poster child for the music program is unable to attend NIU as a student because they cannot afford that. Now that is an issue that is saying their salaries are very poor in comparison to other faculty at Illinois institutions and other faculty across the country. We are not receiving what we need to do our best job. A happy faculty is what is going to help with recruitment, retention and enrollment for our students. And this is one of the things that I am asking you please reassess the way monies are distributed so that this issue can be eliminated. The numbers don’t lie. I’ve been told that, ‘Oh, no, it is just a matter of opinion.’ It is not a matter of opinion. There are six studies that show exactly the same thing. The most recent one was commissioned by the university administration itself, and the person to conduct that study was touted as having excellent credentials with which I’m sure everybody agrees. The study was accepted evidentially by the university. It was presented in various formats and venues and it came up with exactly the same conclusions that all of the previous ones had done. And I would really urge you, please, to reevaluate where you are putting the money because the happier the faculty, the greater the recruitment tool they can be, and we are the heart of the university. So, I want to thank you and I do want to remind you that this is illegal. This is sex and protected category minority discrimination. I have said this multiple times before. I know our new board members

may not be aware of it, but you can access any of the faculty salary equity task force reports. I'm sure you can get the full reports although most of the public only was able to access the executive summaries for most of them. But the most recent one is available online and anyone who would like to see my salary analysis I would be delighted to share it with you. So, thank you for this time, and please end this illegal discrimination. It's a problem I know from personal fact has gone on for more than 30 years. Thank you."

Chair Barsema thanked Professor Naples for her comments.

7. PRESIDENT'S REPORT NO. 133

Items Directly from the President

Agenda Item 7.a Appointment of Executive Vice President and Provost

Chair Dennis Barsema asked President Freeman to present agenda items 7.a through 7.d.

President Lisa Freeman congratulated Levi Smith and the other 2,800 graduate and undergraduate students receiving their diplomas that weekend. She thanked Therese Arado for her service as Faculty Senate President and Executive Secretary of University Council. She continued by recognizing Acting Executive Vice President and Provost Chris McCord. She noted his rigor, integrity, compassion, and passion for NIU in his acting role. He came to the role in challenging circumstances and an unexpected transition. As instructed by the Board, he kept things moving forward at an unstable time. He has worked tirelessly on behalf of the institution, students, employees, and the Board with tremendous ethics and integrity. The University is better for having had him in the role. She asked for a round of applause. Chair Barsema echoed President Freeman's words. He noted his son graduate from NIU and had a relationship with Acting Executive Vice President and Provost McCord. He noted McCord went out of his way to make sure his son and all students received the education they needed. He concluded by thanking him for stepping into the role at a critical time in the history of the University and doing an exceptional job.

President Freeman presented agenda item 7.a. Appointment of Executive Vice President and Provost Beth Ingram. Dr. Ingram comes to NIU from North Dakota State University where she served four years as the Provost and Vice President for Academic Affairs. She previously spent 26 years at the University of Iowa, beginning as an assistant professor and rising to Associate Provost for Undergraduate Education.

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

Trustee Rita Athas: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Vice Chair Eric Wasowicz: Yes

Trustee John Butler: Yes

Trustee Nathan Hays: Abstain

Trustee Bob Pritchard: Yes

Chair Dennis Barsema: Yes

Acting General Counsel Greg Brady clarified the reason for the roll call vote was, by law, the student trustee is prohibited from voting on tenure and faculty promotion issues and this appointment comes with tenure.

The motion was approved.

Agenda Item 7.b. Northern Illinois University Facility Naming Policy

President Lisa Freeman presented agenda item 7.b. Northern Illinois University Facility Naming Policy. The policy has been under development for several years. Due to transitions in key leadership positions, the presentation to the Board was delayed. The document included in the Board Report outlines protocol regarding the naming of facilities. Naming opportunities are

important in efforts to secure major philanthropic gifts, but also to recognize eminent people for outstanding service of contributions to NIU. To effectively guide these processes, it's necessary to delineate standards to followed, factors to be considered, and criteria to be employed prior to granting approval for formal naming associated with any university facilities. The sole and final approval for naming of campus facilities is the responsibility of the Board of Trustees of NIU as stated in the regulations of the board. The policy is effective May 9, 2019.

Chair Barsema asked for a motion to approve the agenda item. Trustee Montel Gayles so moved and Trustee Butler seconded.

Trustee Wasowicz was surprised a policy like this isn't already in place. President Freeman noted the policy has been in development for several years, but due to the senior level transitions, it never reached a final form of approval. As our development operations matured and the thinking on naming policies evolved, additional aspects were added, including recalling a name if a new report showed it was no longer in the University's best interest to have a facility named after a particular individual. She noted the policy is very thoughtful and has been vetted over the course of time.

Trustee Pritchard asked how the policy has been reviewed. President Freeman noted Vice President for Advancement Catherine Squires was the lead on this policy and asked Acting General Counsel Brady to discuss how the General Counsel office was involved. He noted they have been involved at different stages throughout the years. The three key people involved are the General Counsel, Vice President for Advancement, and Vice President for Finance and Administration. Their areas have developed the policy starting with the Board of Trustees regulation for naming of facilities. The maturity of the NIU Foundation and opportunities for naming not only complete facilities but also rooms and areas brought the need for a full policy. Trustee Pritchard noted the policy is very thorough. He followed up asking how the dollar amounts contained in the policy were decided. Acting General Counsel Brady noted informal benchmarking of other institutions of our size was used along with asking other institutions about their policies or practices. Trustee Pritchard noted he hopes the policy helps in fundraising and recognition of people of NIU significance.

Trustee Herrero asked if the policy is for those donations to come or if it is retroactive. Acting General Counsel Brady noted it is intended to move forward prospectively, but it doesn't completely prohibit a retroactive review though consideration of the terms and conditions of donations before the policy can be quite complicated. Chair Barsema noted number 7 of the policy clarifies this information.

Trustee Butler asked if naming a facility still comes to the Board. Acting General Counsel Brady confirmed this. Trustee Butler asked about the vetting process a naming will go through. Acting General Counsel Brady noted the policy intends to create a better vetting process for facility naming. Trustee Butler asked if internal spaces have a different process. Acting General Counsel Brady confirmed this. It was clarified internal space naming does not come to the Board but goes through a different vetting process.

Chair Barsema noted the policy is very detailed, pointing out the size of the signage for a facility naming depending on the size of the monetary donation is explained in the policy.

The motion was approved.

Agenda Item 7.c. University Council Amendment to the Northern Illinois University Constitution Article 6.5

President Freeman presented agenda item 7.c. University Council Amendment to the Northern Illinois University Constitution Article 6.5. Approved by the University Council at their meeting on April 3, 2019, the amendment eliminates references to President's Staff in the University

constitution. A faculty referendum was conducted, and the amendment was approved by a 159 to 49 majority of those voting. Pursuant to Article 10 of the NIU constitution, the change must now be approved by the Board.

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

Trustee Butler asked how the faculty referendum was conducted. President Freeman answered it was done by a Qualtrics poll administered by Pat Erickson. Trustee Butler asked if a link was emailed to all faculty members. President Freeman confirmed this.

Chair Barsema asked the last time the constitution was changed. Acting General Counsel Brady said he believes it was the Policy Library initiative. Trustee Butler clarified the Policy Library was a change in the bylaws. Trustee Butler does not recall a constitutional change in his time on the Board. Later in the meeting, Trustee Butler corrected his statement, noting four changes to the constitution have been made with the most recent occurring in 2016.

The motion was approved.

Agenda Item 7.d. University Policy Library Update

President Lisa Freeman introduced agenda item 7.d. University Policy Library Update. An initiative that began in the Faculty Senate's Rules, Governance and Elections Committee (RGE), presentations and updates were given to Faculty Senate and the University Council. Other institutions' policy libraries were examined to show how they worked and how it would benefit us. In 2017, a letter was sent to the president from shared governance and RGE, proposing the creation of the policy library and requesting funding for a policy library position. This was notable because it is very unusual for NIU's faculty and staff to request creation of a new administrative position. It speaks to how important of an initiative this was. After the proposal was approved, Dr. Rebecca "Becqui" Hunt was hired in Spring 2018 to begin her duties in August 2018. In August 2018, she began collecting university policies and the policy library was launched April 9, 2019. President Freeman introduced and thanked Dr. Hunt for joining the meeting.

University Policy Librarian Dr. Becqui Hunt began by reviewing the policy library background information President Freeman presented. She noted the policy library website is mobile friendly. University-wide policies are defined as: statements of principles, associated with the conduct required of NIU's employees and students; consistent with the University's purpose and mission; and all employees and students must follow the policies. Policies specific to individual departments/colleges/divisions do not reside in the policy library. She gave examples of university policies, such as the alcohol beverage policy; Disability Resource Center policy; clean desk policy; and the non-discrimination, harassment, and retaliation policy. The policy on managing University policies was drafted in collaboration with shared governance and University stakeholders. It formalizes the University policy making procedures and intends to provide structure, consistency, and transparency to the policy making process. It also establishes the process for developing, reviewing, approving, and maintaining all university-wide policies apart from the NIU constitution and bylaws, which are exempt from this policy. The President is the approval authority for the policy on managing policies as it is an administrative policy. Those responsible for keeping the policy library current are the Policy Librarian and the Policy Library Committee, comprised of the Executive Vice President and Provost (or designee), the Vice President of Administration and Finance (or designee), Senior Associate Vice President for Human Resources, Executive Secretary of University Council, Chair of the University Council Rules Governance and Elections Committee, President of Operating Staff Council, President of Supportive Professional Staff Council, President of the Student Association, and General Counsel (or designee) in an advisory role.

The Policy Librarian maintains, publishes and notifies the University community of all approved and revised university policies. The Policy Librarian establishes a review cycle for all policies and works with University Archives for proper archiving of policies. The committee meets on a monthly basis to review University policy proposals and revisions. They recommend, approve, revise, rescission, and rewriting of new and existing policies. The Policy Library Committee considers whether a policy is necessary and consistent with the mission of the University. It recommends the appropriate policy approval authority for final approval of a policy proposal or revision. Finally, it identifies, as needed, content, experts, or other resources needed for policy development approval and/or review.

Policy Librarian Hunt continued by reviewing the policy making procedures. Policy proposals and revisions are developed by a sponsor, who submits the policy proposal or revision using the online policy template. After reviewing for completion, the Policy Librarian submits the policy proposal or revision to the Policy Library Committee. The committee will either approve the proposal and send to the policy approval authority, which could be the president, University Council, or the Board of Trustees. Once vetted, the Policy Librarian will place the policy proposal or revision on the policy library website for 30 days for review and public comment from the University community. Finally, after the 30 days have gone by, all comments will be reviewed by the sponsor and the policy librarian and, if needed, changes to policy proposal and revisions will be made. The final policy proposal or revision is returned to the Policy Library Committee with relevant changes, if any. If there's no further consultation needed, the proposal or the revision is sent to the policy approval authority for final approval. After final approval, the policy librarian will publish the final approved policy and revisions to the policy library website. The procedure continues for each new policy proposal or revisions and all policies will be placed on a three-year review cycle to keep the policy library current. She asked for any questions.

Trustee Gayles asked how big the database is for policies. Hunt answered there are currently 291 policies.

Chair Barsema asked for clarification on the review cycle. Hunt answered that most are on a three-year review cycle with some reviewed yearly. Chair Barsema asked if all are currently being vetted to understand what is current. Hunt replied that yes, all policies are being looked at with some from as far back as 1992.

Trustee Gayles asked if it is a key word searchable database. Hunt replied that it is searchable by key word or has an A to Z index.

Chair Barsema thanked Hunt for the presentation and noted it is great to see this come to fruition.

Trustee Pritchard asked if there is a policy police and who determines if a policy has been violated. Acting General Counsel Greg Brady said it is dependent on the policy. There is a myriad of ways to report a violation including the Ethics and Compliance Office, direct supervisors, and Human Resource Services.

8. CHAIR'S REPORT NO. 90

(Trustee Rita Athas left the meeting at 3:17 PM.)

Agenda Item 8.a. Litigation – Jackson v. Board of Trustees of Northern Illinois University, et. al.

Chair Dennis Barsema presented agenda item 8.a. Litigation – Jackson v. Board of Trustees of Northern Illinois University, et. al. as follows: “On October 2, 2015 Keith Jackson brought a lawsuit against the Board of Trustees of Northern Illinois University, former president Doug Baker, and former Interim Chief Financial Officer Nancy Sutfenfield in Federal District Court related to his separation from employment with NIU. In addition, Mr. Jackson filed a separate

claim against the Board of Trustees with the Illinois Court of Claims. The parties participated in a settlement conference held by the Federal District Court on April 17, 2019. As a result of that settlement conference the University and Mr. Jackson have reached a proposed agreement to forever resolve the issues presented in the cases and end the litigation between the parties. The settlement of these matters in no way constitutes an admission of wrongdoing on the part of the university, its employees, or Mr. Jackson. Under the proposed agreement, Mr. Jackson will receive a total of \$600,000 which will be paid out by the university's insurance carrier after all qualifying expenses related to the litigation are applied to the applicable insurance deductible limits. In return, Mr. Jackson agrees that all claims brought against the university and the individually named defendants will be dismissed. In addition, the university will provide Mr. Jackson with a letter of reference noting positions held, the length of time served at NIU, and the integrity with which Mr. Jackson served and Mr. Jackson will agree not to disparage the university and its employees. The settlement was entered into with the approval of the university's insurer and with concurrence from the office of the Illinois Attorney General. Considerations wain in favor of a settlement include, but are not limited to, the financial costs of a trial and associated hearings in both matters, inconvenience to the university's employees who were also defendants or potential participants in the cases, and the disruption of university operations for university employees to participate in the cases moving forward. The Board of Trustees is being asked to authorize the terms of the proposed settlement and associated payments as described here and in the board item to fully and finally resolve all claims brought by or on behalf of Keith Jackson in the United States District Court for the Northern District of Illinois and the Illinois Court of Claims. If approved, the board approval will also include authorization for the Office of the Illinois Attorney General to reduce the terms of the proposed settlement into a written agreement for the parties of the litigation to sign and execute. May I have a motion to approve?"

Trustee Eric Wasowicz so moved and Trustee Veronica Herrero seconded. A vote was called for and made, however, Trustee Montel Gayles asked to abstain, so a roll call vote was taken.

Trustee Rita Athas: Absent
Trustee Montel Gayles: Abstain
Trustee Veronica Herrero: Yes
Vice Chair Eric Wasowicz: Yes

Trustee John Butler: Yes
Trustee Nathan Hays: Yes
Trustee Bob Pritchard: Yes
Chair Dennis Barsema: Yes

The motion was approved.

9. OTHER MATTERS

Chair Dennis Barsema asked if there were any other matters requiring the attention of the Board. Trustee Eric Wasowicz thanked Acting Vice President and Provost Chris McCord for his service and wished him luck in his future endeavors.

10. NEXT MEETING

The next regularly scheduled meeting of the full Board of Trustees is June 13, 2019, at 9:00 a.m.

11. 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; Student Disciplinary Cases as generally described under Section 2(c)(9) 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 Montel Gayles so moved and Trustee Bob Pritchard seconded. A roll call vote of the Trustee to recess to Closed Session was as follows:

Trustee Rita Athas: Absent	Trustee John Butler: Yes
Trustee Montel Gayles: Yes	Trustee Nathan Hays: Yes
Trustee Veronica Herrero: Yes	Trustee Bob Pritchard: Yes
Vice Chair Eric Wasowicz: Yes	Chair Dennis Barsema: Yes

The Board adjourned for closed session at 3:25 p.m. The meeting will reopen at the conclusion of the closed session.

Reconvene Meeting:

The meeting reconvened at 6:53 p.m. Chair Dennis Barsema asked for a roll call. Trustees present were John Butler, Montel Gayles, Nathan Hays, Veronica Herrero, Vice Chair Eric Wasowicz, and Board Chair Dennis Barsema. Absent were Rita Athas and Bob Pritchard.

12. ADJOURNMENT

Chair Dennis Barsema asked for a motion to adjourn. Trustee Montel Gayles so moved and Trustee Nathan Hays seconded. The motion was approved. Meeting adjourned at 6:54 PM.

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.