

Minutes of the
Board of Trustees of Northern Illinois University
Regular Meeting
September 12, 2019

1. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 9:02 a.m. by Board Chair Dennis Barsema in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Karen Campbell conducted a roll call. Members present were Rita Athas, John Butler, Montel Gayles, Veronica Herrero, Madalynn Mershon, Bob Pritchard, Vice Chair Eric Wasowicz, and Board Chair Dennis Barsema.

Also present: President Lisa Freeman; General Counsel Bryan Perry; Board Liaison Matt Streb; Executive Vice President and Provost Beth Ingram; Vice President for Administration and Finance Sarah McGill; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Vice President for Advancement Catherine Squires; Associate Vice President of Information Technology Matt Parks; Associate Vice President for Student Affairs and Dean of Students Kelly Wesener-Michael; Executive Director of the Northern Illinois University Alumni Association Reggie Bustinza; Associate Vice President, Administration and Human Resources Operations Celeste Latham; Vice President of Research and Innovation Partnerships Jerry Blazey; Associate Vice President of Facilities Management and Campus Services John Heckmann; and University Advisory Council (UAC) Representatives Kendall Thu, Cathy Doederlein, Sarah Marsh, Jeffrey Royce, Jason Hanna, and Alex Gelman.

Chair Barsema welcomed everyone and opened the meeting by asking for the roll call.

Roll Call:

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

2. VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

General Counsel Bryan Perry 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 Rita Athas seconded. The motion was approved.

Chair Barsema asked for a motion to amend that motion in order to approve a consent agenda as follows: Information Items 8.b.1. through 8.b.10. He noted that item 8.b.3, FY2019 Report of Tuition and Fee Waivers, had been updated with figures through August 31, 2019. This was an update to the previous item of the same name presented at the FACFO Committee Meeting in August. This updated report contained the final figures to be reported to the Illinois Board of Higher Education. Trustee Montel Gayles so moved and Trustee Bob Pritchard Seconded. The motion was approved.

4. REVIEW AND APPROVAL OF MINUTES OF JUNE 13, 2019 AND AUGUST 15, 2019

Chair Dennis Barsema asked for a motion to approve the minutes of June 13, 2019. Trustee Eric Wasowicz so moved and Trustee John Butler seconded. The motion was approved.

Chair Barsema asked for a motion to approve the minutes of August 15, 2019, noting that the top of the minutes read August 14th, but should read August 15th. Trustee John Butler so moved, and Trustee Veronica Herero seconded.

Chair Barsema then stated that the approval needed to include the amending of the date. Trustee Montel Gayles so moved and Trustee Herrero seconded. The amended motion was approved.

5. CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Dennis Barsema welcomed UAC Representatives Kendall Thu, Alex Gelman, Cathy Doederlein, Sarah Marsh, Jason Hanna and Jeffry Royce and opened the floor to their comments.

UAC Representative Thu first commended Chair Barsema on his speech at the State of the Non-profit Sector Luncheon, adding that the speech was compelling and that Chair Barsema represented NIU well. He then recognized fellow faculty members and union members who were present. He said that when asked what is special about NIU, his response is faculty, staff and SPS leaders. NIU faculty are next to none across the country in the care that they give to their students and the involvement that they give to the students. Representative Thu continued that he hoped all the faculty and union members present for the meeting would attend commencement as well. Representative Thu further expressed his confidence that the union would reach an agreement with the university through the Collective Bargaining Agreement, and once again be seen as a leader in Illinois in terms of the way in which the university and the union work together. A strong university is derived from a close working relationship between the faculty union and shared governance. Representative Thu affirmed his commitment as Faculty Senate President and as Executive Secretary of the University Council to maintain that close relationship.

UAC Representative Cathy Doederlein had a few comments on the agenda. She was pleased to see some of the capital projects being discussed for consideration as part of the budget package. DuSable, Reavis, and Watson stood as three important student spaces in need of renovation. She also stated her excitement for the discussion of paid parental leave and extending sick leave from 20 days to 25 days, and commended the administration for bringing that forward. She also commended her colleagues, faculty, staff, and students from the Presidential Commission on the Status of Women, who brought those items forward. She thanked Chief Diversity Officer Dr. Vernese Edghill-Walden for helping to ensure that the presidential commissions were brought more to the floor and able to provide advisory guidance to the president and to the administration on matters such as these.

UAC Representative Jeffry Royce stated that the agenda items have been well received at the staff council and amongst staff in general. There are a few successes of shared governance that appear on the agenda, which the UAC appreciates. The Council looks forward to hosting several members of the administration this year at meetings. Representative Royce reminded those present that meetings are open for anyone to attend, and occur the first Thursday of the month at 9:00am in the Sky Room. He added that the Council hopes to host a couple of Trustees at some point in the year.

Chair Barsema welcomed back students, faculty, and staff to a new semester, and affirmed his agreement with all of the comments by the UAC members. The NIU faculty is amazing. Chair Barsema noted that he was a part of the faculty for ten years and used to echo the same words that Representative Thu said. When Chair Barsema lived on the West Coast, he lectured at several major California universities and would put NIU students up against those students any day of the

week. NIU students are where they are because of the great faculty. He continued by thanking the faculty for the jobs they do and the work they do.

Chair Barsema noted his excitement for the new semester, particularly the opening of the remodel of the Holmes Student Center; not only for the students but also for the faculty, staff, and the community of DeKalb. The remodel should be open at least in part in the next few months. Chair Barsema went on to congratulate Coach Hammock and the football team for his first win as a head coach against ISU.

Chair Barsema expressed his disappointment in the headline that the local newspaper had regarding NIU's enrollment. He felt that it did not do justice and service to NIU and to the hard work that has been done to have the very successful numbers relative to freshmen, transfer, and graduate student enrollment. The *Daily Chronicle* had been notified with the release the Strategic Enrollment Management Plan that total enrollment on this campus was expected to be down this fall over last year, so that was not new news. The goals for incoming freshmen, transfer students, and graduate students were all exceeded. NIU increased the academic profile of the incoming class of students. This year's class is more diverse than ever before. The important thing is that what the university promised in the Strategic Management Enrollment Plan was accomplished. This is a key indicator of the credibility of the plan and of the administration that is responsible for execution of that plan. Meeting the goals for the first year of a five-year plan is very important. The fact that the *Daily Chronicle* used enrollment being down as the headline was irresponsible and upsetting. Chair Barsema offered congratulations to President Lisa Freeman and her team and staff; to Vice President for Enrollment Management, Marketing and Communications Sol Jensen and his team; and to everyone present who has worked hard to get new students to campus. It is everyone's responsibility to be good stewards of the NIU reputation, the NIU image, and reasons to come to NIU. Finally, Chair Barsema reiterated his happiness that the first-year goals of the Strategic Enrollment Management Plan were achieved.

6. PUBLIC COMMENT

General Counsel Bryan Perry indicated that there were two timely requests for public comment. He called Mark Schuller to the podium.

Mark Schuller: "Hello. My name is Mark Schuller, Associate Professor of Anthropology in the Center for Nonprofit and NGO Studies. I'm speaking on behalf of the United Faculty Alliance as Vice-President. If members would like to stand to be recognized. We are here because we care. We care deeply about the future of public higher education, about the optimal learning environment for the students of Illinois and particularly NIU, which provides higher education for many first generation college students, rural students, African-American students, and/or growing number of Latinx including undocumented students, as well as students from out of state and many other countries. We are proud to serve the public through our roles of professors who play central roles in NIU's mission of excellence in research, teaching and public service. We share with you, the Board of Trustees, President Freeman and the NIU leadership the commitment to maintaining this excellence serving a critical role in the region and in the state. We would like to thank you for taking the time to hear our perspectives and concerns. We look forward to completing the contract currently under negotiation and working with you in fulfilling our roles in the shared governance of the university. As faculty whose job it is to analyze and disseminate knowledge, we have a vast wealth of shared expertise in fulfilling the promise of NIU, to our students, their parents, our community, the region and the state. As you know, faculty working conditions are students' learning conditions. We come here as a united voice to publicly thank the dedicated individuals who have spent hours poring over the details of our contract. This high level of engagement from both parties speaks well to the vitality of our tripartite mission and we indeed have come a long way in the process. We would also like to share our pride that you, the Board, are reviewing family leave policy that faculty researched during our negotiations. It is just this shared vision and

deliberation that makes this public university worthy of the public trust. As we make the case to Illinois high school students and their parents to attend our public school system and NIU in particular, and to attract international, out-of-state students, we are here this morning taking time out of our work, many of heading to class some at 9:30, because we would like to take this opportunity to remind the Board of the crucial importance of faculty's roles beyond the classroom and fulfilling our promise to the students. As a public research institution, faculty at NIU are leaders in our fields, studying climate change, clean water, sustainability in farming and conservation, local development, inclusion and accessibility in education, managing and tapping into diversity, disaster preparedness and response, caring for aging parents and special needs children, closing the achievement gap, humanitarian aid, nonprofit management, as well as penning original works of music, art, and drama that inspire, move, and challenge the public. We are honored to have the privilege of serving the people of Illinois. Especially as we pull ourselves out from our statewide budget impasse, investing in our faculty as leading researchers, scholars and artists, is one of the best ways to attract and retain a high-quality, diverse, student population, both graduate and undergraduate. Investing in research pays dividends in high-quality education for students. We bring students with us to the field. We supervise and work with them as they develop their own original research projects. We bring up-to-date information, readings, analyses, debates, and our experience and enthusiasm to the classroom. As both parties head to conclude negotiations on a first-ever contract, we want to take this moment to publicly reflect on the importance and synergy of the three pillars of NIU's mission; public service, research, and teaching and we respectfully urge the Board to settle a fair contract as soon as possible. Many of us do have to return to the jobs we spent our careers preparing for this morning, so we wanted to be sure to thank you for your time and for doing yours."

General Counsel Perry next invited Virginia Naples forward.

Virginia Naples: "Good morning everyone. I'm very pleased to be able to be here, although I'm sad that I feel the necessity to raise an issue I have been talking about. I'm sure that many of you who have been here before have heard me speak on this issue and I'm sure our Board is aware, and I have been very gratified personally as well as for the entire group of us to hear the high-quality praise for our university faculty. I wholeheartedly agree my colleagues are some of the most vibrant, exciting and well-intentioned people I have ever known. I am proud to be a member of that group. Unfortunately, we are not receiving the kinds of treatment that meet our needs. The faculty have not been paid raises more than one three percent raise on average for at least ten years, but the issue that I'm talking about goes beyond that. It goes beyond inversion of salaries and compression of salaries directly to discrimination issues. I'm showing you the Northern Illinois University Affirmative Action and Diversity Resources Policy, and I'm sure every one of you has read this at one point or another or is familiar with it, but we don't all remember all the details of things so I just thought I would go through that with you again. This is taken directly from the university website and it is compliant with state and federal and all other laws about non-discrimination. It is the academic decisions that are not to be based on race, color, national origin, sex, and a variety of other categories. I'm here specifically talking about the sex and minority salary discrimination that has been present at this university probably since its inception. We have had a half a dozen faculty salary equity task force reports, all of which have reported that. Nothing has been done. My first address to the Board of Trustees about the sex salary discrimination, all of my data of course are taken only from public records, was in 1988 when Cheryl Murer some of you remember was chair. Nothing has yet been done about that issue. And the discrimination against women and minority in salary is a violation of university as well as state and federal policy. And I'm listing employees or students, so it is all of our categories. We have the right and the responsibility to report this activity. I am acting upon both that right and that responsibility and have been doing so consistently. I've been here four or five times already talking about this issue. So, suitable corrective action needs to be applied. And this has occurred. The most recent study

that was done by Virginia Wilcox was sanctioned and selected by the administration because of her extremely high qualifications. She's a labor economist and does research in that area. Her methodology was state of the art and her conclusions matched all of the previous conclusions that yes indeed there are problems with salary discrepancies for men and women and minorities. And this is what is required to be done. Again, directly from the university's own policy from the website, I did it the other day. And these are the categories, I did highlight and bold the things we're talking here about, employees. I'm specifically talking about the tenure and tenure-track faculty because that's the group with whom I have standing. And specifically the policy prohibits conduct that discriminates against any employee in this case with regard to and here I'm addressing compensation as well as these other issues. And again I emphasize pay, retirement benefits, disability leave, other things are also very important as well and some of these have been addressed this morning as well as elsewhere. And these are my conclusions, the faculty salary equity task force reports show a systemic pattern of sex and minority salary discrimination. Just because it occurs at Northern Illinois University doesn't mean this is the only place it occurs. It occurs in all businesses and industries all across the nation. However, simply because it is the general practice does not make it acceptable. I'm asking that our Trustees and our administration act on their belief that we have an excellent high-quality faculty and give us the rewards that we need that go along with that. This is a long-term problem. There have been studies, it has been studied to death. The new proposals are saying well we'll do yet another study. That is simply a way of postponing taking action. The action needs to have been taken a long time ago. We can't go back into the past without a time machine. So we need to take action now. And salary compression inversion and discrimination contribute to faculty dissatisfaction and loss. We have lost many faculty. About ten years ago we had over 900 faculty. My understanding is that we now have fewer than 600 tenure and tenure-track faculty. So not only are we losing students, we are losing faculty. We are losing the people who are the university. Faculty are the heart of the university's core mission. We make the magic happen. We've heard testimony from a variety of people today talking about exactly that fact. So I am asking that we are being given long-term merit. Look back on the people who have served this university for decades in some cases, who have not been rewarded. Whose salaries have fallen behind. Who have not had benefits that would help to advance their careers that would have allowed them to reach or exceed their expected potentials. This university is a marvelous institution. It has great potential for the future, but the faculty need to be brought into that part of the university. And the other thing that faculty erosion exacerbates student enrollment losses. If the courses cannot be taught, the students cannot come here and complete their programs in a timely manner. When I was an undergraduate, everybody finished a four -year degree in four years. Now my understanding is that most people who come here expect to complete a degree in five and a half of so years, and that's only about fifty percent of our student population. Part of that is because students cannot get the courses they need in a timely manner. It is time-consuming, it is expensive, it is frustrating for them. We need to help with that problem. And finally, something people may not realize is that illegal discrimination jeopardizes the university across the board obtaining all forms of federal funding. So I leave you with that. I ask our Trustees and our administration to work with us to improve the long-term salary issues and other benefit issues for all of the tenure and tenure track faculty. I know it's not just faculty that have these issues, but my standing is with the faculty so that is the group I'm speaking on the behalf of. So thank you very much for your time. And all of the Trustees have a copy of my slides and you can certainly look it up on the university website to make sure it's exactly the same with the exception of my putting things in color on the last couple pages. Thank you."

Chair Dennis Barsema thanked the speakers and faculty for attending the meeting. He expressed, on behalf of all the Trustees and the administration, tremendous respect for what the faculty does.

7. REPORTS OF THE BOARD COMMITTEES AND BOARD LIAISONS

Chair Dennis Barsema directed the conversation to Agenda Item 7., Reports of the Board Committees and the Board Liaisons. He asked whether any of the Trustees had questions or comments regarding Items 7.a. through 7.g., pointing out that Item 7.h., the Northern Illinois University Foundation Report would be an oral report from Vice President for Advancement Catherine Squires. He asked Trustee Veronica Herrero to speak on Agenda Item 7.d., Illinois Board of Higher Education, because Trustee Herrero serves on that board. He further asked Trustee John Butler whether he had any comments on Agenda Item 7.e., the Civil Service Merit Board Report.

Trustee Veronica Herrero indicated that she had recently attended her second meeting with the Illinois Board of Higher Education. Since the report presented was from the previous meeting, she chose to give an update on the most recent meeting. She stated that she was excited for the Illinois Board of Higher Education because of a new constitution of the board, and new Chair John Atkinson. The focal point for the board will be equity and attainment. The board is a very diverse group, with many different stakeholders from the education community across the state. Trustee Herrero is the Vice-Chair of the IBHE, which gives her the opportunity to use NIU as an example of driving equity and attainment outcomes.

Trustee Herrero shared a few highlights from the IBHE meeting. Host institutions will begin giving equity and attainment initiatives updates, ensuring that the board is up-to-date and has a very good understanding of what is happening across the state. The IBHE has begun discussing best practices in equity, attainment and completion in student success. Waubensee Community College hosted the meeting and shared amazing initiatives and a lot of innovation.

Trustee Herrero continued, noting the approval of several items. One was granting degrees, authority, and operating authority to independent for-profit institutions. She expressed her satisfaction in the fact that the board was very questioning and engaged, not just a rubber-stamping board. She expects this kind of questioning to continue, thereby holding independent institutions accountable to the same student success outcomes as public institutions. The Board also approved two centers and four degree programs at three public universities including NIU's three doctoral programs with the College of Engineering. The board also approved the adoption of the proposed joint rules for reverse transfer of credit, pending ICCB approval. These rules are student-centered, and allow for the ability for marketing the program at the university level. This is to help students who are at a four-year institution and have attended a community college and earned 15 credits at the community college to be able to reverse-transfer their credits at the four year college to earn their associate's degree, as well as taking some of the burden off the student to accomplish these things. The board additionally approved the appointment of the Diversifying Higher Ed Faculty in Illinois program. This provides financial awards and support services to underrepresented students pursuing graduate and professional degrees at Illinois public and private institutions. As a condition of the awards, the students have to agree to work within the state as faculty or staff within a given period of time. Chief Diversity Officer Vernese Edghill-Walden serves on the Diversifying Higher Ed Faculty in Illinois Board. Nile Robinson, the Interim Executive Director, gave an overview of the budget context, which is not great. While Fiscal Year '20 was a good year, the long-term outlook is not good.

President Lisa Freeman said that, in addition to NIU being proud of the fact that Trustee Herrero represents public university trustees on the IBHE in the seat reserved for that purpose, she was sure that all of the public university trustees are very pleased to have somebody with Trustee Herrero's extensive knowledge of higher ed and commitment to equity and access in that position. President Freeman pointed out that IBHE agendas and minutes are posted publicly, as they are open meetings under Illinois statute. She went on to thank the members of the IBHE, as well the new board chair, who met with the presidents and chancellors. The presidents and chancellors of

the public universities also look forward to a very productive relationship with the new board members and the IBHE board chair. Finally, she recognized the members of the NIU team who prepared the materials that went through the standard process for getting NIU's doctoral programs in Engineering approved: Provost Beth Ingram, Vice Provost Carolinda Douglass, and Dean Don Peterson of the College of Engineering and Engineering Technology.

Chair Barsema invited Vice President for University Advancement and President and CEO of the NIU Foundation Catherine Squires to give an update on the NIU Foundation.

Vice President Squires reported the final results for Fiscal Year '19. The NIU Foundation had a fantastic year, ending over the \$17.5 million goal, with \$21 million in total philanthropy for Fiscal Year '19. One of the most important features of the successful year, other than raising money, was that the Foundation recovered a number of donors that had been lost. In Fiscal Year '18, the same number of dollars as the previous year were raised, but there were fewer donors. Losing donors is often a sign that a program is in trouble. The NIU Foundation regained the donors that were lost in Fiscal Year '18 and increased donors by another six percent.

Vice President Squires commended the colleges, faculty and deans for their assistance with the great year by meeting or exceeding their fundraising goals. For example, Dean Judy Ledgerwood and the College of Liberal Arts and Sciences outperformed their goal by several hundred percent. Because of this, the goal has been adjusted for Fiscal Year '20. This success was due to the combination of the contributions of Ray Earl-Jackson working with a dean like Judy Ledgerwood, who allowed him to develop a program without too much pressure. The colleges have not had a long history of fundraising at the level to which the Foundation aspires as it prepares for a several-hundred-million-dollar capital campaign. The results in CLAS have been extraordinary to the extent that the CLAS advancement team had been expanded for Fiscal Year '20. Vice President Squires predicted that these kinds of results will continue as staff gain in their maturity and the deans become more comfortable with fundraising at a high level.

Vice President Squires listed factors that contributed to a successful fundraising year. Unrestricted revenue increased by 15%. One of the other important achievements was scholarship funding, which increased by \$10 million dollars, exceeding the goal set for Fiscal Year '19. This helps support the enrollment goals of the university. The broader scholarship goal of \$25 million in increased funding by 2022 will be easily achievable. All this is possible through major, principal, and planned gifts. NIU received a \$7 million planned gift last year. An additional highlight from Fiscal Year '19 was the Day of Giving, another partnership effort that exceeded goals. Vice President Squires thanked Director of the Northern Fund, Michael Adzovic, and his team for building the Annual Fund through the Huskie Engagement Center, which is a cadre of student callers who diligently dial for dollars in the basement of Grant Towers.

Regarding Alumni Relations, Vice President Squires noted that, thanks to NIU Alumni Association Director Reggie Bustinza and Alumni Volunteer Engagement Director Liz McKee, and the partnership of the colleges, the engagement of alumni has increased significantly in the last year. More alumni events are happening than ever before. She then credited the entire Alumni Association Staff for engaging more alumni in meaningful ways, leading directly to an increase in the NIU Foundation's ability to fundraise among donors.

Vice President Squires presented the fundraising goal for Fiscal Year '20 as \$25 million. She expressed her belief that the right team is in place and said that she felt optimistic about this goal and hoped to be able to stand in the Board of Trustees Meeting a year from now and report that the goal was exceeded for Fiscal Year '20 as well.

She explained that planning is underway for a comprehensive capital fundraising effort that will begin early in 2021, leaving a little more than a year to get the institution ready for the campaign. President Freeman and Vice President Squires are working on initial planning for communication,

building a campaign steering committee, and creating the infrastructure required to engage in university-wide conversation to formalize a case for support.

From an advancement perspective, the team is ready. Several of the gift officers came to work at NIU because they knew a campaign was coming, which is an excellent career opportunity. It is a new day in terms of the way in which philanthropy can be utilized in the funding of capital projects. President Freeman has talked a lot about blended funding and NIU will never lose the opportunity again that a state-funded building gets ignored by the Foundation. It is important for everyone to work together to leverage all of NIU's revenue streams and income opportunities with donors, investors and others to make the very best effort to build buildings, endow programs, and do all of the things that are required to make this university flourish. The Trustees are singularly important in the leadership of such an effort institutionally.

Vice President Squires closed by thanking the Trustees for their partnership and commitment, and for their call for the NIU Foundation to move forward with planning for a campaign.

Trustee Montel Gayles noted that upon first hearing out about the money that had been raised by the Foundation, they all applauded. He reiterated that applause. The money was raised because of both the professionalism and the warmth that comes from leadership as it relates to raising money. Stewardship is very important and so is the ability to promote NIU whenever possible. Trustee Gayles commented that the NIU Black Alumni Picnic was a great event, but that a lot of money was left on the table there. He suggested that in the future, Foundation staff be in attendance at events like that, so that as much money is raised as possible. He concluded his remarks by commending Vice President Squires for her hard work and the great job she is doing.

Chair Barsema said that when Vice President Squires arrived at NIU about five years ago, he was the Chair of the Foundation Board. At that time, the fundraising goals were generally \$10 to \$15 million, and now the goal is \$25 million. He urged everyone not to overlook the significance of the fact that the fundraising goal for the Foundation has basically doubled over a five-year period during which the university has faced financial difficulties.

Chair Barsema noted that it would have been easy for alumni to turn the other way. Echoing Trustee Gayles' comments, he stated that because of the leadership of Vice President Squires and her team, many alumni have returned to giving. He said that the number of alumni returning to NIU not only from a physical standpoint, but also from a gift standpoint, is one of the most significant numbers. NIU needs to get alumni as well as the community re-engaged.

Chair Barsema congratulated Vice President Squires and her team for doing a great job. He further recognized the accomplishments of Executive Director Bustinza, Director McKee, and the Alumni Association, because while there were only seven more alumni events compared to the previous year, the events engaged 111% more alumni than the previous year.

8. PRESIDENT'S REPORT NO. 136

Chair Dennis Barsema introduced President's Report No. 136. and asked for a motion to accept the following information agenda items through a consent agenda as discussed at the beginning of the meeting:

UNIVERSITY REPORTS FORWARDED BY THE BOARD COMMITTEES

Agenda Item 8.b.1. – Oral English Proficiency Report

Agenda Item 8.b.2. – 2018-2019 Faculty Emeritus Recognition

Agenda Item 8.b.3. – Fiscal Year 2019 Report of Tuition and Fee Waivers

Agenda Item 8.b.4. – Fiscal Year 2019 Annual Report of Cash and Investments

Agenda Item 8.b.5. – Fiscal year 2019 Annual Summary Report Obligation of Financial Resources

Agenda Item 8.b.6. – Quarterly Summary Report of Transactions in Excess of \$100,000 for the Period April 1, 2019 to June 30, 2019

Agenda Item 8.b.7. – State Legislative Update

Agenda Item 8.b.8. – Federal Relations Report

Agenda Item 8.b.9. – Sponsored Programs Administration Report

Agenda Item 8.b.10. – Faculty Scholarship Presentations

Trustee Eric Wasowicz so moved, and Trustee Veronica Herrero seconded.

The motion was approved.

UNIVERSITY RECOMMENDATIONS FORWARDED BY THE BOARD COMMITTEES

Agenda Item 8.a.1. – Request for New Certificate of Graduate Study in FinTech

President Lisa Freeman presented Agenda Item 8.a.1., noting that it was discussed at length at the Academic Affairs, Student Affairs and Personnel Committee and that the recommendation forwarded from that committee to the board is for the approval of a new Certificate of Graduate Study in FinTech.

Chair Barsema called for a motion to approve the agenda item. Trustee Montel Gayles so moved, and Trustee Bob Pritchard seconded.

The motion was approved.

Agenda Item 8.a.2. – Fiscal Year 2021 Budget Request

President Lisa Freeman presented Agenda Item 8.a.2., stating that each year at this time, staff seeks the board’s approval of budget request guidelines for the overall level of state funding requested for the upcoming fiscal year, meaning fiscal year 2021. For this year, NIU is requesting a funding level of \$93,628,600.

Chair Barsema asked for a motion to approve. Trustee Eric Wasowicz so moved and Trustee Montel Gayles seconded.

Trustee Veronica Herrero noted that she had abstained in the committee meeting and planned to abstain again because of her role on IBHE.

Chair Barsema asked for a Roll Call Vote, which proceeded as follows:

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

The motion was approved.

Agenda Item 10.a.3. – Fiscal Year 2021 IBHE Capital Budget Request

President Lisa Freeman brought forward Agenda Item 8.a.3., saying that this request is submitted to the Illinois Board of Higher Education in the fall prior to the budget year in order meet IBHE and state capital project review and approval submission schedules. There are two principle categories of projects requesting state funding support and a third category that provides notification of anticipated non-instructional projects that might eventually require specific IBHE approval. Eleven capital projects totaling \$326 million and twenty capital renewal projects totaling approximately \$57 million are proposed for submission as detailed in the board item.

Chair Barsema called for a motion to approve the agenda item. Trustee Eric Wasowicz so moved, and Trustee Montel Gayles seconded.

Trustee Veronica Herrero stated that she would again abstain because of her role on the IBHE.

Chair Barsema requested a roll call vote.

Roll Call Vote:

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

The motion was approved.

Agenda Item 8.a.4. – Student Recreation Center Changing Room Remodel

President Lisa Freeman presented Agenda Item 8.a.4. As discussed at the last FACFO meeting, the Student Rec Center locker rooms have not been renovated since the original construction in 1983, but student lifestyle and expectations have changed significantly. The existing configuration, fixtures, finishes, and infrastructure need to be updated to best align with the needs and preferences of a diverse student population.

Chair Dennis Barsema requested a motion to approve. Trustee Eric Wasowicz so moved, and Trustee Rita Athas seconded.

Trustee John Butler asked whether this would include the complete remodel work or just the design work. President Freeman responded that it includes remodel and design. Trustee Butler replied that he thought this was a terrific development. This has been of long-standing interest in the student government, and several student Trustees have brought these issues to the board's attention. Absent the capacity to build a new center or a complete redo of the center, making these kinds of improvements is very important.

The motion was approved.

Agenda Item 8.a.5. – Bowl Game Participation Expenses

President Lisa Freeman presented Agenda Item 8.a.5. At this time of year, the university requests that the Board of Trustees delegate to the president or designee approval for all necessary and proper expenses related to NIU's participation in a post-season bowl game competition. This happens because the bowl invitations do not always coincide with the schedule of the Board of Trustees, and this preserves the university's opportunity to meet the expected contract deadlines.

Chair Barsema called for a motion to approve. Trustee Montel Gayles so moved, and Trustee Eric Wasowicz seconded.

Trustee Gayles commented that he fully supports this item, but would also like to see what revenues are coming in as a result of the bowl games so that the Trustees can see what expenses and revenues are in the future.

Trustee Wasowicz clarified that this is primarily a wash. The football team is bringing money in on this, so the university is not just doling out money.

President Freeman answered that the specifics depend on the particular bowl, the contribution from the MAC, and what type of transportation is required, but the University understands that the Board expects an itemized accounting of bowl expenses.

The motion was approved.

ITEMS DIRECTLY FROM THE PRESIDENT

Agenda Item 8.c.1. – University Council Amendment to the Northern Illinois University Constitution Article 6.5.

Chair Dennis Barsema noted that, having previously approved all of the items from 8.b.1. to 8.b.10 through the consent agreement, the meeting would proceed to Items Directly from the President, which is 8.c. on the agenda.

President Lisa Freeman brought forward Agenda Item 8.c.1. This proposed amendment to the NIU constitution was approved by the University Council on April 3, 2019. Subsequently, a faculty referendum was conducted, and the amendment was approved by a 159 to 49 majority of those voting. Per Article X of the NIU Constitution, the change must be approved by the Board of Trustees pursuant to the Board's governance documents which dictate that their Bylaws may be amended at any regular meeting of the Board by six affirmative votes provided that notice of the intention to amend is presented in writing at the regular or special meeting immediately preceding. This item has been presented to the Board previously at the special meeting held on May 9, 2019 and the regular meeting held on June 13, 2019. The purpose of this item is to remove mention of the President's Staff from NIU's constitution. The effort was undertaken to clarify confusion between this described entity and the current Senior Roundtable, an informal advisory committee that operates at the discretion of the president. The University believes that it is helpful to remove outdated and unclear language from governing documents. It should be noted that removal of the President's Staff Committee from NIU's Constitution and Bylaws does not impact the status of such a committee or the current Senior Roundtable with respect to the Open Meetings Act. A determination letter issued by the Office of the Attorney General of the State of Illinois on April 29, 2019 concluded that the President's Staff Committee as described in article 6.5 of NIU's Constitution is not a public body subject to the requirement of the Open Meetings Act. This letter has been made available to the public through the University Council as information item 11.U. on the September 11, 2019 agenda.

Chair Barsema asked for a motion to approve. Trustee John Butler so moved, and Trustee Veronica Herrero seconded.

Chair Barsema questioned why the board was seeing this item again, since it had already approved.

President Freeman explained that the action taken on this item was taken at a Special Meeting of the Board of Trustees. To be conservative in interpreting the applicability of the Board of Trustees Bylaws to the process used, the university wanted to ensure that the item came up at the meeting immediately preceding a regular meeting of the Board of Trustees where the vote was taken.

Chair Barsema summarized that the concern was that the special meeting it was approved in did not meet the spirit of law relative to a regular board meeting.

President Freeman affirmed Chair Barsema's statement.

Trustee Butler asked whether, in this case, the Bylaws were the complication.

President Freeman answered that Article 10 of the Constitution says that the Board must act in accordance with their governance documents. The Board's governance documents speak specifically to how the Board modifies its own Bylaws, so the strict interpretation is that the Board uses those criteria for this action. She invited the General Counsel to give a more detailed explanation.

General Counsel Bryan Perry responded that President Freeman's explanation was accurate. It is the Board's governance documents that required this be done at a regular meeting prior to the special meeting.

Trustee Butler asked whether that requirement could also be changed. General Counsel Perry confirmed that it could be.

Trustee Butler stated that the Board should change the governance documents if it wants to have the flexibility and nimbleness to make these kinds of changes in a timely manner.

General Counsel Perry agreed with that as well.

Chair Barsema stated that according to Article IV., Section 8. of the Regulations of the NIU Board of Trustees, the University Constitution may be amended after approval of a proposed amendment by the University. The Board at any regular meeting may approve such amendment by majority vote of the total voting membership of the Board, provided that notice of the proposed amendment shall have been presented in writing at the regular meeting immediately preceding. Such notice was presented at the most recent regular meeting of the Board of Trustees on June 13, 2019 as agenda item 10.c.11. University Council amendment to the Northern Illinois University Constitution Article 6.5.

Chair Barsema requested a roll call vote.

Roll Call Vote:

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

The motion was approved.

Agenda Item 8.c.2. – Proposed Amendments to Board Regulations Related to Educational Benefits of Faculty and Staff

President Lisa Freeman presented Agenda Item 8.c.2. This item is also necessitated by the complexity of the Board’s governing documents. At its June 2019 meeting, the Board approved amending the Board Regulations to allow differential tuition to be covered as part of the Employee Tuition Waiver Policy articulated in Board Regulation Section II., Subsection D.9. and Section III., Subsection C.7. Another part of the Board regulations that also needed to change to reflect the new policy was Section V., Financial Affairs, Subsection K. Tuition and Fees, Item 1. Registration and Fees.

Chair Dennis Barsema called for a motion to approve. Bob Pritchard so moved, and Montel Gayles Seconded.

Chair Barsema noted that, according to Article IV, Section 7 of the Regulations of the Board of Trustees, the Regulations may be amended at any regular meeting of the Board by a majority vote of the total current voting membership of the Board, provided that notice of the intention to amend the Regulations shall have been presented in writing at least three days preceding that meeting. Such notice shall provide so far as possible the exact wording of the amendment proposed. Notice for this item was posted September 9th.

Roll Call Vote:

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

The motion was approved.

Agenda Item 8.c.3. – Proposed Amendments to Board Regulations Related to Sick and Parental Leave

President Lisa Freeman presented Agenda Item 8.c.3. In 2018, the Presidential Commission on the Status of Women surveyed NIU employees about their experiences and their perceptions related to family leave policies and practices at NIU. Last year, the Commission presented a series of recommendations based on those findings. Because of the Commission’s hard work, the University has proposed an amendment to the Regulations of the Board of Trustees, one that expands parental leave and adds flexibility to non-accumulative sick benefits to provide even more support to NIU employees who are caregivers. This is an excellent example of meaningful shared governance. President Freeman asked the two members of the President’s Commission who were in attendance to stand and be recognized. She also noted that if the Board were to approve the University’s recommendation, NIU would have the most generous paid leave policy among Illinois public universities. The University recommends that the Board of Trustees approve changes to the Board of Trustees Regulations Section II., Faculty and Administrative Leave, Faculty Administrative Employees, Subsection D. Benefits, 6. Sick Leave and 8. Leave of Absence, and Section III. Civil Service Employees, Subsection C. Benefits, 2. Sick Leave and 6. Other Leaves of Absence. The proposed changes have minimal financial costs and are important to improve employee morale and make the university more competitive in its recruitment of employees. Under Item 6. Sick Leave, Section 8. Accumulative Leave, the first clause, “Subject to the exceptions provided in 6.d. below...,” should be removed and that sentence should begin, “Faculty and administrative employees are entitled to accumulative sick leave at...” The reason for that is that section 6.d. was struck from the document, so it is no longer appropriate to refer to it. With that correction, the University recommends that the proposed changes be approved by the Board of Trustees as an amendment to the Board Regulations regarding faculty, administrative employees and civil service employee’s benefits.

Chair Barsema asked for a motion to approve. Trustee Rita Athas so moved, and Trustee Veronica Herrero seconded.

Trustee Rita Athas congratulated the administration and the committee that helped put this together, and expressed that having NIU be at the forefront and have a leadership on this issue is astounding. She further complimented everyone who was involved in helping to take NIU out of the Dark Ages that people sometimes live in in this country when it comes to maternity leave.

Chair Barsema echoed Trustee Athas’ comments, adding that this issue was something he studies for another research project, and the United States in general is far behind other countries in the world relative to parental leave of absence, both maternal and paternal. It appears that higher education is even farther behind. He thanked the Commission and stated that he hopes NIU continues to make strides in areas like this relative to its workforce.

Trustee Butler added that this is a very good example of the Presidential Commission process working and thanked the members of the Commission for bringing some really outstanding proposals forward. He said that he was pleased to see this issue brought forth by the Commission and be resolved in a meaningful and significantly material benefit in a relatively short period of time. He thanked the Commission for its work and asked that items continue to come to the Board through the process.

Chair Barsema again noted that Article IV., Section 7., of the Board of Trustees Regulations allows for a vote on this amendment. Notice for this item was posted on September 9th.

Roll Call Vote:

Trustee Rita Athas: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Bob Pritchard: Yes
Vice Chair Eric Wasowicz: Yes

Trustee Madalynn Mershon: Yes
Board Chair Dennis Barsema: Yes

The motion was approved.

President Freeman declared that the University and all of its employees thank the Board on behalf of everyone who has to balance being part of the Huskie family with taking care of children, parents, or other members of their families.

Agenda Item 8.c.4. – Collective Bargaining for Route Drivers

President Lisa Freeman began by noting that, relevant to both Agenda Item 8.c.4. and 8.c.5., NIU negotiates with 17 groups of employees that are recognized by labor unions. Bargaining unit member salary increases and other terms and conditions of employment are subject to negotiation, with final agreements submitted for approval by the Board of Trustees. Agenda items 8.c.4. and 8.c.5. are one-year extensions of existing agreements effective for the period from July 1, 2019 through June 30, 2020 for route drivers and health services respectively. These agreements have been tentatively approved, ratified by the bargaining units, and are being presented to the Board for approval. Before considering them individually, she stated that, in contrast to past practice through an oversight, the contracts were not posted as part of the Board Materials. They are available here today and they will be posted online.

President Freeman then presented Agenda Item 8.c.4. Collective Bargaining for Route Drivers; this agreement is a one-year successor agreement to an existing contract with the International Union of Operating Engineers Local 150. In addition to extending the existing terms, this collective bargaining agreement allows eligible members to receive the July 1, 2019 increment and it also contains new language regarding parking permits recognizing the employer's right to set the parking permit rate.

Chair Barsema asked for a motion to approve Agenda Item 8.c.4. Trustee Bob Pritchard so moved, and Trustee Montel Gayles seconded.

The motion was approved.

Agenda Item 8.c.5. – Collective Bargaining for Health Services

President Lisa Freeman presented Agenda Item 8.c.5. Collective Bargaining for Health Services. This agreement is a one-year successor agreement to an existing contract with the AFSCME Council 31 on behalf of Local 963. In addition to extending the existing terms, this bargaining agreement allows eligible members to receive the 7/1/19 increment and contains new language regarding parking permits recognizing the employer's right to set the parking permit rate.

Chair Barsema asked for a motion to approve. Trustee John Butler so moved, and Trustee Bob Pritchard seconded.

Chair Barsema asked how many employees are covered under this agreement because most of the healthcare employees have moved over to Northwestern. After some discussion it was decided that there were three employees covered, even though the Agenda Item says four. Board Liaison Matt Streb said that he would confirm that number later.

President Freeman stated that she believed that despite the question, the vote on approval could proceed, and Board Liaison Streb agreed.

The motion was approved.

Agenda Item 8.c.6. – Surplus Real Estate Property Determination – President's House

President Lisa Freeman explained that Agenda Items 8.c.6 through 8.c.8 relate to surplus real estate property determinations, and the Board is considering these items because of recently enacted changes to the Illinois Property Control Act that allow public universities to sell surplus real estate

and use the proceeds to address deferred maintenance and emergency repairs of institutional property. If the Board of Trustees approves the real estate under consideration as surplus, the University will move forward with marketing and/or sales with the resulting net sales proceeds to be deposited in an account conforming to the Property Control Act.

President Freeman presented Agenda Item 8.c.6. Surplus Real Estate Property Determination – President’s House. Although it has served several presidents and has had considerable historical value, the President’s House, located at 901 Woodland Drive in DeKalb, is now considered non-essential to the university’s mission and operations requirements.

Chair Barsema requested a motion to approve. Trustee Rita Athas so moved, and Trustee Wasowicz seconded.

Trustee Bob Pritchard asked whether the university might need a presidential house in the future. Although it doesn’t apply to President Freeman’s situation, someday the Board might come back to this topic.

Several Trustees affirmed that this decision is only for the current home, and that in the future the Board may need to consider purchasing a different, more suitable home for a future president.

Chair Barsema asked how the home has been cared for during its vacancy.

President Freeman answered that the grounds and the home have been kept up so that it did not lose property value or offend the neighbors to that property, but money has been saved by not having the home occupied because that decreased the need for routine cleaning and certain types of maintenance.

Trustee John Butler congratulated and thanked the people involved in moving the changes to the Illinois Property Control Act through the state relations process.

Trustee Barsema added his thanks to State Legislative Liaison Jenna Mitchell’s and Board Liaison Streb’s team for their work in getting the change through the state legislature.

The motion was approved.

Agenda Item 8.c.7. – Surplus Real Estate Property Determination – Sycamore Land

President Lisa Freeman presented Agenda item 8.c.7. Surplus Real Estate Property Determination for Sycamore Land. This refers to approximately 11 acres of land located near the City of Sycamore’s wastewater treatment plant. It is now considered surplus and non-essential to the university’s mission and operations requirements. The property has been under a long-term lease with the City of Sycamore after moving the College of Engineering to the DeKalb main campus. Once approved as surplus, the University will engage with the City of Sycamore to develop a timeline for the sale transaction. There are provisions for this sale established in the existing lease.

Chair Barsema asked for a motion to approve. Trustee Bob Pritchard so moved, and Trustee Eric Wasowicz seconded.

Trustee Montel Gayles asked whether this is unimproved land.

Associate Vice President of Facilities Management and Campus Services John Heckmann explained that originally the land was just land, but 20 years ago when NIU leased it to the City of Sycamore, it was under the understanding that the city would put some developments and improvements on the land. So those improvements belong to Sycamore, the land belongs to NIU.

Chair Barsema asked Associate Vice President Heckmann what the lease rate has been. Associate Vice President Heckmann stated that provisions were laid out in the lease that was crafted 20 years ago, and the most recent lease followed the same sequence. There was a provision for inflationary increases, with the understanding that the land value was approximately the same as farmland rent.

The motion was approved.

Agenda Item 8.c.8 – Surplus Real Estate Property Determination – Art Annex

President Lisa Freeman brought forward Agenda Item 8.c.8. Surplus Real Estate Property Determination for the Art Annex. This is a warehouse located at 2211 Sycamore Road in DeKalb. It is considered surplus and nonessential to the university's missions and operations requirements. In fact, due to the structure's poor condition, efforts have been under way for some time to relocate supported functions to available space on the main campus. The University recommends Board approval on determination of surplus real estate and authorization to proceed with efforts to sell the property. President Freeman made a correction to the recommendation as written in the Board Book, noting that it should say that the University requests Board approval on this determination of surplus real estate property and authorization to proceed with efforts to sell the property period, rather than mentioning the City of Sycamore; this is not a building that is currently under lease to the City of Sycamore, that is just a typographical error.

Chair Barsema asked for a motion to approve. Trustee Rita Athas so moved, and Trustee Montel Gayles seconded.

Trustee Gayles said that he likes the idea of being able to get rid of surplus property and having that money returned back to the university. He would like the Board to put together some sort of system or process that defines how property becomes surplus or unusable, so that if someone five years from now comes back and asks why the land was sold, at least some sort of template is available that shows why that land was no longer useful to the university.

President Freeman stated that she looks forward to discussions about a process that is more transparent.

Trustee John Butler asked what the building currently holds.

President Freeman replied that very little is in the building right now because of the poor condition of the building, including water damage that required that NIU move valuable theatrical supplies that were salvageable to other place on campus. Grant Towers was used for that. Faculty and student studio space that was there has been relocated to campus to provide better access and a habitable area. So, it is truly a surplus building. President Freeman invited Dean of the College of Visual and Performing Arts Paul Kassel to the microphone if he had anything to add.

Trustee Butler interjected his specific concern that NIU was storing historic sets from the Lyric Opera in the Art Annex. Hearing that this is true, Trustee Butler wanted to know that NIU is taking good care of those historical items that were entrusted to the university.

Dean Kassel responded that due to the water damage, the poor condition, the poor environment, and the discovery that most of the elements from the Chicago Lyric Opera were made with lead paint, NIU employees are not allowed to touch the sets. The mitigation for that would be exorbitant and the legal documents from the Chicago Lyric Opera give NIU the sole right for the disposition of those elements. A plan is underway for how to move those elements that are still desirable into safe and proper environments.

Trustee Butler indicated that NIU should at least provide the Lyric Opera some indication of plans to destroy any of those items. Dean Kassel responded that he would do that.

The motion was approved.

Board Liaison Matt Streb said that he wanted to follow-up on the mystery four or three people in the health services union. The fourth person recently retired. For the record, there are three union members remaining.

Chair Barsema initiated a brief break.

(Break from 10:44 to 10:54)

Agenda Item 8.c.9. – College of Visual and Performing Arts Overview

President Lisa Freeman introduced Item 8.c.9., a presentation by Paul Kassel the Dean of the College of Visual and Performing Arts.

Dean Kassel began by pointing out a drawing by student Una Holton, who had an internship at Disney this past year. He then opened his presentation with a video.

The College of Visual and Perform Arts offers professional degrees: BFA, MM, MFA; liberal arts degrees: BA, BS, MA, and a PhD in Art Education. Enrollments have been steady for the last five years, with a slight increase this year, and the retention rate has equaled or exceeded the university average over the last eight years.

The college’s vision statement has four points: “Engaged – ‘Bringing arts to audiences and audience to the art;’ Inclusive - ‘Arts for all and all for the arts;’ Boundless - ‘Arts across disciplines, arts without borders;’ and Strong – ‘Art is a noun; people, places, things.’” These align with university mission and vision, values and practice, in particular curiosity and creativity, and service and stewardship. Both are underpinned by a commitment to equity and inclusion.

NIU has a community of artists who are present at the highest level nationally and internationally. NIU scholars are running at the cutting edge and appearing in publications of the highest reputation. Teachers are routinely given the highest accommodations by learners and peers. Staff provide the highest level of service. Most importantly, students are eagerly sought by industry and by graduate schools in public institutions because they know, make, perform, speak, and write with authority, clarity and purpose.

NIU is a center for the arts in the region. The University offers the very best in culture and entertainment conveniently located near Chicago, but more easily accessible and affordable. Everyone can find something to suit their taste, expand their mind, and enrich their soul. College of Visual and Performing Arts events are university assets available to anyone. 300 events each year provide cultural enrichment to the community. These events are appropriate for guests, dignitaries, and donors.

Student artists are enlisted by members of the community for various projects. The new brewery on Main Street has asked the Art Department to find students to paint a mural. The school would like to increase the number of community art projects, but is waiting for the City of DeKalb to develop a public art policy. Dean Kassel has been working with Mayor Smith and Jason Blumenthal to accomplish that.

The college is a knowledge creation business and every performance and exhibit it just that, the creation of new knowledge in the form of art. It is unique in that it produces a product for a paying customer on time and within budget, and sometimes with no budget at all. This is real world experience. There is a lot of talk about high impact practices in the classroom, intense student-teacher interactions, and experiential learning. All these things are already being accomplished in the college.

Dean Kassel highlighted some points of pride for the college:

- Mary Quinlan is an art historian who received a grant from the National Foundation of Science, linking her specialty in Renaissance art and vision with current thinking and how ideas about vision have evolved.
- Geof Bradfield is a jazz saxophone player who created a CD, “Yes, and,” inspired by theater improvisation and supported by an external grant as well as a RIPS grant in research and artistry.

- Kay Martinovich is a Theater faculty member. She directed a play at Remy Bumppo Theater, one of the premier Chicago institutes with very cutting-edge entertainment. The play also included lighting designer Jeremy Floyd and costume designer Brandon Wardell.

Dean Kassel invited everyone to subscribe to the college's blog, NIUarts.com, for reminders of all the events happening.

He recognized some of NIU's famous alums: Joan Allen, Broadway and movie actress; Marquis Hill, jazz trumpeter; and Bruce Niemi, sculptor. Dean Kassel added that a group from NIU visited Joan Allen on Broadway last December, and she spent some time with them. He then went on to recognize Professor Liam Teague, a presidential professor in research, scholarship, and artistry; Una Holton, the student who was mentioned at the beginning of the presentation; and Carmine Bertolli, who was voted Best Graduate Student by the Illinois Museum of Art.

Dean Kassel announced that the Burmese collection was awarded a \$250,000 grant from the Institute of Museum and Library Services from the federal government to preserve and maintain the collection. He congratulated Dr. Catherine Raymond, the director of the center, for that.

The Art Museum celebrated the 50th anniversary of the Jack Arends building last year with a show featuring 69 alumni artists. The museum also offered an innovative show on data visualization. It included pieces by Joe Insley, who is a shared hire with Argonne National Laboratories. He is also an alum of the Graphic Arts Program, and earned his Computer Science degree from UIC. Professor Insley now teaches data visualization to students in both Computer Science and in NIU's Graphic Design or Visual Arts program.

Plans are in process to develop a center for data studies that would include most of the colleges at NIU. It would tell the story of data, which is where programs in Theater, Music, Dance and Visual Arts could be very, very effective. This grows out of Dean Kassel's experience with the Alda Center for Communicating Science at Stony Brook.

The Community School of the Arts offers six summer camp programs serving 500 students. The classes are cost effective and taught by very capable people.

Dean Kassel explained that until three years ago, the college never had a development officer. With the addition of Kristin Miller, the college has made great strides in fundraising, including a terrific showing on the first Day of Giving. Ms. Miller's hiring is a model of shared services that has now been duplicated a couple of times. Andy Dolan, Director of Marketing, holds a position in the college, but also with EMMC. This brought excellent talent to the university because of its innovative thinking and partnership.

Dean Kassel also reported some other initiatives. The college is considering creating greater connections between Engineering and Design, and perhaps creating a program in Entertainment Technology. There are only two other such programs in the nation; one at Purdue and one at UNLV.

The College of Visual and Performing Arts and the College of Education are considering reviving the Dance Education program in partnership with Chicago Public Schools. CPS is in need of 170 teachers in the arts and wants to partner with NIU to develop a pipeline over the next five to ten years.

Another partnership is with Ingenuity, which pairs artists with schools in CPS and Afterschool Matters. This is a great path for students who want to come to NIU and study the arts in particular, and also a way for current students to be employed. This is all connected to the Creative Path for College Success, an initiative developed to help students who have a love for the arts find a pathway to connect their passion to learning.

Finally, the college has been working with the Arts Alliance of Illinois to develop an arts indicator for all K-12 schools in Illinois, through the Every Student Succeeds Act. Illinois would be the first state in the nation to adopt such an indicator. What this means is that every school guarantees that every student is exposed and participates in the arts. The ISBE is considering it carefully, and NIU is cautiously optimistic that it will be adopted.

Dean Kassel concluded by saying that art is a way of knowing, a way of feeling, and a way toward social justice. Art gives names to a complex set of feelings that cannot be articulated in any other way. It only occurs in that instantaneous encounter with the art. It is immediate and one-time only. The college's job is to try to optimize the opportunity so that can occur again and again for individuals, for the community, for donors, and most importantly for students. All of this is best exemplified by a work that was created at NIU that went all the way to the top. A dance program called ENUF choreographed by Paula Frasz. The dance was inspired by the events at Ferguson, Missouri and addresses the history of oppression and violence against minorities. This dance was recognized as an outstanding performance in the region and invited to the Kennedy Center in Washington, D.C. last June by the American College Dance Association. There's no trophy associated with this honor, only the recognition it confers and the knowledge that audiences were moved, but one of the best things about art is that if it is a game played well, everybody wins.

Chair Barsema began the comments by saying that the college, from the faculty to the students to the products and performances, is right up at the very top in terms of points of pride for NIU. He thanked Dean Kassel for the extraordinary work of the college.

Dean Kassel noted that the art museum has opened a beautiful exhibit called Aspects of War, for which the college partnered with Veterans Services in Chicago. He further invited those present to attend the opening reception that night.

Trustee Madalynn Mershon asked whether the Ferguson tribute dance is on video that can be accessed, or might be performed again. UAC Representative Alex Gelman responded that the performance is not on video.

Chair Barsema recommended taking a tour of the buildings that the college uses, including new Stevens Hall. Tours can be arranged through Dean Kassel, Dr. Gelman or Dr. Kendall Thu.

Trustee Bob Pritchard stated that there had been a wonderful performance on aspects of war that Dean Kassel might want to comment on. Dean Kassel responded that a couple of faculty members got involved with a historian at Florida State and a small college called Chipola. Florida State houses an archive of letters from World War II veterans and their partners. These were dramatized to create a theater piece. Patricia Skarbinski directed the performance, and Jeremy Floyd was the costume designer. It was a beautiful evening. Every university that has anything to do with veterans will want to see this show. It's a beautiful tribute to the men and women who sacrificed their lives both actually and in their service for this country.

Trustee Pritchard added that it was an excellent performance by NIU alumni and the kind of the jewel that no one knows about in this area. There needs to be more promotion. Certainly DeKalb is trying to be a veteran-friendly community, but the city did not really promote this. NIU needs some partnerships so that others can take advantage of the great jewel that NIU has.

Dean Kassel noted that the college has an agreement with the Egyptian Theater, in which they advertise in NIU performance programs and NIU performances are advertised in theirs. That agreement has not been fully formalized yet, but is close.

Mayor Smith and Dean Kassel have been talking about a triangular relationship among the city, the Egyptian, and the college around the entertainment that can be provided. That team hopes to revive a performing arts series that has not happened for 20 years. The Egyptian Theater is eager

to partner. They have a very unique venue. The college is looking forward to partnering with them and the mayor is very interested in seeing that happen.

Also, the college participates in the 10K run. The steel band, the jazz and the marching bands all participate. The run goes through the university. In 2018, the college started a partnership with Cohen Barnes and Sundog, and this year there was a call for artists to create mile markers. There is going to be sponsorship for that.

Trustee Montel Gayles asked whether there were plans to sell tickets online. Dean Kassel replied that all tickets are available online.

Trustee Gayles clarified that he meant that he wants to be at home and be able to see one of the performances. Dean Kassel answered that live streaming is available for music events that are not rights restricted, and has been for many years.

Chair Barsema asked whether any of performances happen in downtown Chicago to be closer to the alumni that live in Chicago. Dean Kassel responded that yes, NIU has the use of the 105 Madison space as a gallery. The Visual Communication program always does a show on Grant, downtown in Chicago. NIU rents out a theater downtown, but in Dean Kassel's time at NIU, no production has been there. The musicians are going downtown all the time. In fact, Professor Liam Teague and a number of his fellows, along with harpist Faye Seaman performed at the Chicago Sinfonietta's 40th anniversary a year ago.

Finally, Dean Kassel explained that the college had done a unique thing when the Avalon String Quartet lost its home at the Art Institute a couple of years ago when they changed the direction of their music programming. Working in partnership with Avalon and Roosevelt University, Gance Hall above the Auditorium Theater on Michigan Avenue was identified as an appropriate place for the quartet. The Avalon is playing at Gance Hall on a regular basis for almost nothing, just the cost of maintenance. So NIU and Roosevelt do not see each other as competitors, but as collaborators. This is a great example of that kind of innovative thinking.

9. CHAIR'S REPORT NO. 92

Agenda Item 9.a. – Closed Session Minutes Review and Release

Chair Dennis Barsema stated that The Open Meetings Act of Illinois requires public bodies to review the minutes of their closed session meetings on a semi-annual basis and to determine what parts of the minutes they should make available to the public because they no longer require confidential treatment. The recommendation upon review and advice of the Board's General Counsel is that the Board approve no additional release from confidentiality of any of the previously unreleased sections of the closed session minutes at this time. Those sections which are still subject to confidentiality, together with sections from subsequent meetings, will be considered again in six months.

Chair Barsema asked for a motion to approve. Trustee Montel Gayles so moved, and Trustee Rita Athas seconded.

The motion was approved.

Agenda Item 9.b. – Board of Trustees 2020 Meeting Dates Approval

Chair Barsema introduced Agenda Item 9.b. Following the general pattern of meeting dates for previous years and input from board members, the following choices are offered for consideration by the Board: March 5th, June 18th, September 17th, and December 10th for full board meetings. The Northern Illinois University Law and Article III of the Bylaws of the Board of Trustees of Northern Illinois University state that the Board shall convene at least once each quarter. These dates would meet those requirements. All Board meetings will convene beginning at 9:00 a.m. unless indicated differently in future meeting notifications. The committee meeting dates for

Executive Committee as needed, Academic Affairs, Student Affairs and Personnel Committee; Finance, Audit, Compliance, Facilities and Operations Committee; and the Research and Innovation, Legal and Legislative Affairs Committee; are proposed for February 13th, May 14th, August 20th, and November 12th. All Board of Trustee Committees will convene in the Board of Trustees Room beginning at 9:00 a.m. unless indicated differently in future meeting notifications.

Chair Barsema asked for a motion to approve. Trustee Rita Athas so moved, and Trustee Bob Pritchard seconded.

The motion was approved.

10. OTHER MATTERS

No other matters were discussed.

11. NEXT MEETING DATE

The next regularly scheduled meeting of the Board of Trustees will be held December 5, 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.

Chair Barsema asked for a motion to approve. Trustee John Butler so moved, and Trustee Bob Pritchard seconded. A roll call vote of the Trustees to recess to Closed Session was as follows:

Roll Call Vote:

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

The motion was approved, and the Board recessed for Closed Session at 11:37 a.m.

Reconvene Meeting:

The meeting reconvened at 4:15 p.m. Chair Barsema asked for a roll call. Trustees present were John Butler, Montel Gayles, Madalynn Mershon, Bob Pritchard, and Chair Dennis Barsema.

Roll Call:

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

13. ADJOURNMENT

Chair Dennis Barsema asked for a motion to adjourn. Trustee Montel Gayles so moved and Trustee Bob Pritchard seconded.

The motion was approved. The meeting adjourned at 4:23 p.m.

Respectfully submitted,

Karen Campbell
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.