

Minutes of the  
**Board of Trustees of Northern Illinois University**  
**Regular Meeting**  
June 13, 2019

**1. CALL TO ORDER AND ROLL CALL**

The meeting was called to order at 9:00 a.m. by Board Chair Dennis Barsema in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Chelsea Duis conducted a roll call. Members present were 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; 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; and University Advisory Council (UAC) Representatives Holly Nicholson, Cathy Doederlein, Sarah Marsh, and Alex Gelman.

**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.

**3. MEETING AGENDA APPROVAL**

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

Chair Barsema asked for a motion to amend the previous motion for a consent agenda of agenda items 10.a.17., 10.a.18., 10.a.25., 10.a.29., 10.a.30., 10.a.31., and 10.b.1. through 10.b.7. Trustee Wasowicz so moved, and Trustee Rita Athas seconded.

Trustee Bob Pritchard asked whether the purpose of the consent agenda was to expedite the meeting. Chair Barsema explained that all the consent agenda action items came through committee and are deletions of academic items. Since they were discussed during the committee meetings, moving them to the consent agenda would shorten the meeting. Trustee Wasowicz commented this is something that is done in the corporate world, and he applauds moving these to consent agenda. Trustee Pritchard asked to revisit some of the information items in the future.

The amendment was approved. The motion was approved.

**4. RESOLUTION HONORING FORMER TRUSTEE TIMOTHY STRUTHERS FOR DISTINGUISHED SERVICE TO THE NORTHERN ILLINOIS UNIVERSITY BOARD OF TRUSTEES**

Chair Dennis Barsema introduced agenda item 4, and asked Trustee John Butler to present the item. Trustee Butler read the resolution:

“Whereas, the support of community leaders is critical to the success of America’s public institutions of higher learning; and

Whereas since 2015 Timothy A. Struthers has expanded his commitment to his community through service on the Board of Trustees of Northern Illinois University; and

Whereas Timothy A. Struthers has served faithfully as a member of the Board's Executive Committee, the Finance, Audit, Compliance, Facilities and Operations Committee, the Academic Affairs, Student Affairs and Personnel Committee, and the Research and Innovation, Legal and Legislative Affairs Committee; and

Whereas Timothy A. Struthers has also served as Board Secretary and Chair of the Finance, Audit, Compliance, Facilities and Operations Committee; and

Whereas Timothy A. Struthers has helped guide the institution during exceedingly challenging times and contributed wisely to the presidential search process that resulted in the appointment of NIU's 13<sup>th</sup> president; and whereas Timothy A. Struthers has given generously of his time to gain full understanding of the complex issues surrounding Northern Illinois University's future and has achieved significant and lasting improvements with a particular focus on the university's fiscal sustainability and financial reporting practices; and

Whereas Timothy A. Struthers brought to his Board service a comprehensive and distinct perspective from his long career in banking and service on the Boards of the Kishwaukee Water Reclamation District, the DeKalb County Community Foundation, the DeKalb County Economic Development Corporation, the Kishwaukee United Way, and the Annie Glidden North Revitalization Project; and

Whereas Timothy A. Struthers has also served his state and region through service to the Illinois Bankers Association, the Illinois Council on Economic Education, and the NIU Foundation Board; and

Whereas Timothy A. Struthers is a proud Northern Illinois University alumnus of significant influence and impact, with both bachelor's and master's degrees from the College of Business and has maintained his commitment to the university through his dedication, loyalty, time, talents and resources.

Now, therefore it be resolved that the Board of Trustees of Northern Illinois University in formal meeting herein assembled extend its grateful appreciation to Timothy A. Struthers for his distinguished service to Northern Illinois University.

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

Adopted in a meeting assembled this thirteenth day of June 2019."

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

Mr. Tim Struthers made several remarks. He reflected on the time he served, noting that 2016 and 2017 were particularly difficult; with a \$30 million loss, declining enrollment, state budget crisis, multiple investigations, a president under pressure, management and Board turnover, limited financial reporting, and underperforming enrollment management. He said that those were tough times that may have been one of the most difficult periods in NIU History. He is proud that the university is markedly better today than in September 2015.

Tim Struthers furthermore hopes that this Board and future Boards will have highly engaged trustees and truly understand that they are ultimately responsible for the progress of the university. The Board should be able to manage goals appropriately, and recognize the many obstacles challenging the university. These obstacles must be met with big, strong steps to overcome them.

Trustees should appreciate the significance of NIU's proud history and endless potential, and that the university has impacted hundreds of thousands of people.

Finally, Tim Struthers urged the Trustees to capitalize on the progress that has been made in the past few years. He stated that Dennis (Barsema), Eric (Wasowicz) and President Freeman are exceptional leaders. Sarah (McGill) and Sol (Jensen) in Finance and Enrollment are in mission critical positions, and the university is fortunate to have them both. Wheeler Coleman led the Trustees through the most difficult times. Tim Struthers continued by thanking all employees at every level of the institution. He closed by remarking that the university is in a solid position to move forward and embrace changes that will allow NIU to prosper for the next 124 years.

Chair Barsema said he has known Mr. Struthers a long time, and that they worked together first on the Foundation Board and then the Board of Trustees. He has never failed to leave something better than he found it. Chair Barsema thanked Mr. Struthers for all that he did as a Trustee and added that he knows Mr. Struthers will continue to influence the university moving forward.

## **5. REVIEW AND APPROVAL OF MINUTES OF MAY 9, 2019**

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

## **6. CHAIR'S COMMENTS/ANNOUNCEMENTS**

Chair Dennis Barsema welcomed University Advisory Committee Members Alex Gelman, Sarah Marsh, Holly Nicholson, and Cathy Doederlein, and invited them to comment.

UAC Representative Holly Nicholson thanked Trustee Struthers and Student Trustee Hays for their service and stewardship. She then thanked Greg Brady for his service as acting general counsel. She welcomed new General Counsel Bryan Perry and stated that she looked forward to working with him.

She said that she is excited to see the Board regulation amendment regarding educational benefits come before the Trustees today. It exemplifies how this administration values employees as well as the mission of the university, which includes promoting professional, personal and intellectual growth, advancing social mobility, empowering students, pursuing knowledge, valuing equity and inclusion, and respecting every member of our community, making knowledge accessible, and promoting student success. She noted several cases of student employees struggling because of inconsistent tuition waivers and stated that any time the university can remove a barrier to someone furthering their education, it's a victory. She hoped that the amendment would pass.

UAC Representative Cathy Doederlein echoed UAC Representative Nicholson's statements. She went on to thank the President and University Administration for bringing forward a three percent salary increment for consideration. She stated that she appreciates seeing key leadership initiatives which discuss reimagining human resource services including a more strategic communications approach among the President's Fiscal Year 2020 goals. She concluded by thanking UAC Representative Therese Arado for her work as Faculty Senate President, welcoming Faculty Senate President Kendall Thu to that role, and thanking UAC Representative Nicholson for all she does for staff at NIU.

Chair Barsema thanked UAC Representative Doederlein and welcomed Faculty Senate President Thu to his new role.

Chair Barsema stated that he had two comments. First, on June second, NIU lost a friend when Mr. Gaylen Larson passed away. He was prominent in the accounting and financial world, so much so that he is one of few people in the Financial Hall of Fame. He served for 19 years as a member of the Foundation Board. He also has received the NIU Distinguished Alumni Award. He was awarded the College of Business 50<sup>th</sup> Anniversary Golden Alumnus award. Mr. Larson and his

wife fund several scholarships at NIU that are awarded to students annually, and they have been strong influences in not only NIU's College of Business in the Accounting Program, but in all parts of the university. He will be missed, and condolences go out to his wife Joanne Larson, his children, and his family.

Secondly, Chairman Dennis Barsema mentioned that Recording Secretary Chelsea Duis would be leaving at the end of July. The Trustees thanked Ms. Duis for making the meetings run smoothly. Ms. Duis will also be missed, and the Trustees wish her the best of luck in Texas.

## **7. PUBLIC COMMENT**

Acting General Counsel Greg Brady indicated that two timely requests for public comment had been received. He first called forward Mr. Daniel Porter.

Daniel Porter: "Good morning everybody. My name is Daniel Porter, AKA DJ Dan, and the reason why, again I'll be very brief, the reason why I am here today is it's the only time I can make it. I am a CTE teacher here in Northern Illinois. I've been teaching for the past three years. I love it. I also have a very special relationship with a lot of the undergraduate students here at NIU through my time as a DJ. Well, the enrollment has me a little bit concerned. I work with – a lot of my colleagues are also graduates of Northern Illinois University. And I've been brainstorming and being a CTE teacher it occurred to me, and if I'm not mistaken, some time ago NIU used to offer classes in vocational training. I'm not sure if the university does that anymore. I think that would be a very good idea to reconsider doing that again. I think that we would draw a lot of students who otherwise would pass up NIU back into our forum. That's like a two-year program. We could take on like UTI and Lincoln Tech and all these other places. For example, you've got construction tech, plumbing, electrician work, a lot of things that people need and it would be an incentive for younger people to reconsider NIU because while they can think to themselves, "Okay, if I go here for two years, after those two years I'll have something tangible. I'll have a job. Something I can use to pay my rent." And I thought to myself why did I go to NIU? Well there were two chief reasons why I selected NIU as my college of choice. Well number one, obviously it was fun. The NIU social life that I had here was something, it transformed me and once I enrolled here, I didn't want to leave. I really enjoyed the student body and have gotten to know about almost 3,000 Facebook friends. But number two, I'd say it was affordable. It was doable. It was something that I could afford in my field going to the College of Engineering and Technology, those are really hard classes. You really can't have like an afterschool job and pay your way through college. You have to go on student loans. The declining enrollment, the other reason why it has me concerned is this is where I graduated and if this trend continues, we're all in really big trouble because my accreditation is from here and NIU she is who I stand with. I do everything I can in my power to get my students not to be biased, but my high school students I try to get them out to the university. I try to get them to see our campus and you know sometimes I get into a little bit of hot water talking about how much fun NIU was when I went to school here. That's another concern that I have. Something that I think we need to painfully address here is the way certain people in the NIU community treat the public and the student body. I want to cite one Facebook friend of mine if I may. Taylor Maddingly, she was one of the most resourceful people that I have ever worked with here in the NIU Greek community. We were raising money for charity for a special Olympics and well. I saw her post on Facebook and I knew that she was choosing different options and that really had me concerned because unlike students at large, people who are in the Greek community are anchored to the university by the student organization in which they belong. And when they start leaving us, we're never gonna get them back. I think, just in closing, just to be brief, I think that the council here should consider maybe a college of vocational training if we don't already have something, some kind of an arrangement like that yet. I think that would draw students back here, a two-year program, something they can afford, and hopefully we can turn this trend around. Thank you for your time."

Chair Dennis Barsema thanked Mr. Porter for his comments and extended his appreciation for Mr. Porter's concern for enrollment at NIU.

Acting General Counsel Brady called Professor Virginia Naples forward.

Professor Virginia Naples: "Good morning everyone and thank you for the opportunity to speak. I have spoken to this group many times before and I have promised to continue to come back to raise some issues. But before I start talking about previous concerns, I would like to say that I am officially sanctioned today as a member of the United Faculty Alliance and the Emeritus President that your faculty are very disturbed at the prolonged negotiations for our first contract. We feel as though we are very much being deprived. Other members of our university employee community who are also extremely deserving have been receiving raises and we have had nothing. The university faculty are the main reason we are capable of meeting our mission. I know everyone at this university wants to see the university succeed and one of the main reasons why the university succeeds is that we have a very hard-working, qualified, and dedicated group of faculty members who work far above and beyond what they are receiving in remuneration. They are the university's best ambassadors for recruiting new students and for retaining students. And we feel as though we are being neglected and very sadly having sat in on many of the negotiations, we feel as though we are being treated with contempt by the negotiators from the administration in many situations. I don't understand why this should be an adversarial process. We should all be a single community. We are all striving for the same thing, which is excellence for NIU. And I'm very concerned that if this trend does not change, I personally know many faculty who are capable of going elsewhere who are diligently seeking to leave NIU. This is a tremendous loss for our educational community, and it will deprive us of completing our mission with as much success as this university has the potential to achieve. So I implore you to change the attitude to one of mutual cooperation and reward your faculty who have labored very hard and very long, and many of whom are suffering tremendously by financial losses, wage compression, inversion and all of those kinds of things that I and many other people have addressed in the past. In conclusion, I also want to bring back to your attention once again the fact that completely separate from the union negotiations for the faculty is the ongoing, decades old problem of discrimination against women and minorities in salary. We have had six reports, all of which have studied that issue, and come to the same conclusion. I reiterate that this is illegal. It may be that everybody looks at oh well the speed limit is 35 miles an hour, I can get away with 40 and 45; and that's fine as long as you don't get caught. But after as many reports as we have had that have all said the same thing, that the discrimination is real, and it is pervasive, and it is long-term, and it's extraordinarily harmful. I implore you to correct this problem. I don't want to see the university be in violation of our state and federal statutes on discrimination. Thank you very much."

Chair Barsema thanked Dr. Naples for her comment. Acting General Counsel Greg Brady indicated that no more people had registered for public comment.

## **8. PRESIDENT'S REPORT NO. 134**

Chair Dennis Barsema directed attention to Agenda Item 8, and asked President Lisa Freeman to make her report. President Freeman noted that Dean Balaji Rajagopalan would be giving an overview of the College of Business, which had been postponed from a previous meeting, at this time.

Dean Rajagopalan covered several initiatives from the College of Business: the launch of the Executive MBA program in Nanjing, China; the fact that NIU has received many national accolades including that *US News and World Report* has listed the College of Business as one of the best schools in the country for many years; the significant changes happening in the business world that require changing the way students are prepared to enter the workforce; and the challenging of students, faculty, and the community to cross boundaries. The college's vision to

inspire and empower, to drive business innovation, to change lives and to make a difference in the world is aligned with the changes that are happening in industry and how NIU prepares graduates for a future that is increasingly driven by innovation.

Dean Rajagopalan noted that there are five themes that define the College of Business' strategic priorities: building a culture of innovation; creating distinctive student experiences; faculty professional development and research; and embracement of an inclusive community.

Dean Rajagopalan then elaborated on the idea of challenging students, faculty, and the community to cross boundaries. Business in Action is a new freshman-level course that helps students understand that business is an interconnected space of all its functional areas. For juniors and seniors, the college has Ignite, a program which allows small and medium-sized businesses to hire NIU students as interns through scholarship funding. MATTER is a project that gives undergraduate and graduate students the opportunity to work on a real-life problem for various healthcare agencies in the Chicago area. For alumni, the college has launched the Young Alumni Board, providing an opportunity for younger alumni to participate with, engage with, and impact current students.

New initiatives include a Creativity Lab that will be a platform to drive innovation ideation for students. The Experiential Learning Center is now rebranded as the Impact Lab, an umbrella center that houses both the Belief and Passport programs. The college plans to launch the Digital Innovation and Data Analytic Center, a professional sales program. Finally, the college plans to launch a FinTech lab to embrace the Bloomberg terminals but also have other technologies that are driving the FinTech revolution.

The college has several other ongoing programs. Barsema's Closet helps students find affordable formal clothing. The College of Business currently has 237 international students from 31 countries. It has a partnership with a university in Italy, where MBA students travel and earn a double degree. The MBA program is launching in Nanjing, China this Sunday, with a first cohort of 20 students. There is a partnership with another institution in Columbia, the first College of Business venture in which NIU is offering a program on its own in an international location.

Dean Rajagopalan stated that the college is looking for a way to measure the impact that the college has in three broad categories: revenue, reputation, and relationships.

Dean Rajagopalan concluded with the core values of the College of Business: excellence in learning, teaching, research and service; integrity in how people conduct themselves in the classroom and beyond; and in caring in relationships and service to the world.

Chair Barsema asked for more information about the Passport program, and Dean Rajagopalan asked the Director of Accreditation, Academic Report, and Strategy for the College of Business, Amy Buhrow to explain.

Director Amy Buhrow explained that the Passport program was developed to make College of Business students more well-rounded. All College of Business students must participate in at least one activity in each of seven continents: business ethics, business communication, leadership, global, experiential learning, service and business communication. To help students market their experience to employers, the college plans to create badges for their LinkedIn profiles. A student who does five activities in a single continent becomes a Continent Scholar. A student who participates in five activities in four to six continents becomes a Passport Scholar, and a student who completes five or more activities in all seven categories becomes a Distinguished Business Scholar. This enables students to communicate their accomplishments to the marketplace.

Chair Barsema noted that he has heard from many students that at first, they didn't like the Passport program because it was a requirement, but at the end of the process they were really glad that they participated.

Trustee Eric Wasowicz asked whether Belief cards are still available. When Dean Rajagopalan answered yes, Trustee Wasowicz asked for several cards to give out.

Trustee Wasowicz then asked whether the sales program still has a one hundred percent employment rate. After Dean Rajagopalan affirmed this, Trustee Wasowicz replied that he is surprised that not many other universities have a similar program. Dean Rajagopalan added that entry to the sales program is very competitive.

Chair Barsema commented that he is aware of collaboration between Dean Don Peterson of the Engineering School and Dean Rajagopalan, as well as a lot of collaboration between the two schools to cross-educate students since business and engineering students can partner in many areas. Chair Barsema encourages engineering students to take a sales class, because an engineer who can speak before customers is an asset for any company.

Trustee Veronica Herrero asked what value the Passport program has created for employers.

Director Amy Buhrow responded that the program helps prospective employers connect to students. Employers come and make presentations to the students, which gives the employers the opportunity to speak globally about their businesses. Employers are using the program to connect more broadly with students.

Chair Barsema recognized Trustee Bob Pritchard, who thanked Dean Rajagopalan for his presentation and for working to prove value to the students. The Trustees appreciate the College of Business objectives, goals, and strategies.

## **9. REPORTS OF THE BOARD COMMITTEES AND BOARD LIAISONS**

Chair Dennis Barsema directed the Trustees to Agenda Item 9., the reports of the Board committees and the Board liaisons, observing that they are informational only and do not require approval.

Trustee John Butler noted that the section on the university Civil Service Merit Board called for him to give an oral report and presented it. Trustee Butler met with the executive director of the Merit Board to keep NIU's concerns and issues at the front of his mind. He asked the Trustees to look at the list of new members of the Merit Board to see if they had connections that would allow them to introduce the new members to himself. Trustee Butler hopes to give his next report at the September 12<sup>th</sup> Regular Board of Trustees Meeting.

Trustee Montel Gayles commented on Agenda Item 9.b. Looking at Oracle and the other Wi-Fi projects in process at the university, there is an opportunity for NIU to provide some sort of social change, social engineering. Considering procurement of Oracle, there is a major problem. Oracle has very little competition, which makes the company less willing to accommodate any special requests from NIU.

Trustee Gayles hopes that NIU can look at its procurement process. NIU should think about contracts up for bid, limiting the timeframe in which those contracts are offered, and not committing to a nine-year opportunity that blocks other diverse communities from participating. NIU should consider putting incentives in bids such that firms want to do business with NIU and to do the things that NIU needs.

Chair Barsema next directed the Trustees' attention to agenda item 8.f. He first celebrated the outstanding engagement of alumni through the Alumni Association. Chair Barsema commended Executive Director of the Alumni Association Reggie Bustinza, Director of Alumni Volunteer Engagement Liz McKee, and their entire team for getting alumni re-engaged at NIU.

President Lisa Freeman stated that Huskie pride means being mentors to students, returning to campus, and continuing to be sponsors for Huskies current and past throughout their professional

careers. Executive Director Bustinza has done an excellent job working with the deans and his staff to foster that sense of not only Huskie pride, but also Huskie obligation among NIU alumni.

Chair Barsema asked Executive Director Bustinza to report on positive results from the nationwide events being held by the Alumni Association. Executive Director Bustinza said that his team has been very diligent in tracking event attendees for several years. Notably, attendees at alumni events tend to give at a rate nearly twice the participation rate of non-attendees. The team is currently investigating whether event attendees give or volunteer after the event if they never had before the event. As the Fiscal Year ends, the Alumni Association will look for return on investment across events and will be able to present those numbers to the Board of Trustees in August or September.

Trustee Rita Athas said that after being on the Alumni Board for six years, four as the Vice President, and being on the selection committee for Executive Director Bustinza, she is please to find that he excels at performance management.

Trustee Montel Gayles gave public recognition to Vice President of University Advancement and CEO of the NIU Foundation Catherine Squires and her staff for the monies that they've been able to raise this year, noting that she's done a great job.

Chair Barsema moved to Agenda Item 9.h. and highlighted that year-to-date fund raising is \$20.2 million, including a \$7 million estate gift from a retired professor and his family.

## **10. PRESIDENT'S REPORT NO. 134 CONTINUED**

Chair Dennis Barsema returned to the President's Report No. 134 and asked for a motion to accept the following action agenda items through a consent agenda as previously agreed.

### **UNIVERSITY RECOMMENDATIONS FORWARDED BY THE BOARD COMMITTEES**

**Agenda Item 10.a.17. – Request for Deletion of Graduate Concentration in Latino and Latin American Studies**

**Agenda Item 10.a.18. – Request for Deletion of Master of Science in Teaching (M.S.T.) with a Specialization in Geoscience Education**

**Agenda Item 10.a. 25. – Request for Deletion of the Bachelor of Science in Athletic Training**

**Agenda Item 10.a.29. – Request for Deletion of the Certificate of Graduate Study in Adult Education**

**Agenda Item 10.a.30. – Request for Deletion of the Certificate of Graduate Study in Career Development**

**Agenda Item 10.a.31. – Request for Deletion of Specializations in the M.A.Ed. in Higher Education and Student Affairs**

Trustee Eric Wasowicz so moved, and Trustee Montel Gayles seconded.

The motion was approved.

Chair Barsema asked for a motion to further 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 10.b.1. – FY18 Audit Results**

**Agenda Item 10.b.2. – Quarterly Financial Summary – FY19 Third Quarter**

**Agenda Item 10.b.3. – Fiscal Year 2020 University Budget – Preliminary Summary**

**Agenda Item 10.b.4. – Periodic Report on Investments for Period Ending March 31, 2019**



**Agenda Item 10.b.5. – Quarterly Summary Report of Transactions in Excess of \$100,000 for the Period January 1, 2019, to March 31, 2019**

**Agenda Item 10.b.6. – Semi-Annual Progress Report of Active Capital Projects**

**Agenda Item 10.b.7. – Facilities Update**

Trustee Wasowicz so moved, and Trustee Rita Athas seconded.

The motion was approved.

**UNIVERSITY RECOMMENDATIONS FORWARDED BY THE BOARD COMMITTEES**

*Trustee Butler left the meeting at 10:32 AM*

**Agenda Item 10.a.1. – New Oracle ERP Hardware/Software Contract**

President Lisa Freeman presented agenda item 10.a.1., which will modernize the university's enterprise resource planning system. The new contract is quoted at about \$4.8 million over three years with a ten percent contingency.

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

Trustee Wasowicz asked whether everything is cloud-based now and asked for clarity as to whether NIU no longer needs some of the hardware associated with Oracle in the past. Associate Vice President of Information Technology Matt Parks answered that NIU has two options: replace the legacy hardware with new hardware that would sit within the data center or move to the cloud. Within the next two weeks, Associate Vice President Parks will have a recommendation.

Trustee Wasowicz said that the Oracle sales team is highly incentivized to get people to the cloud. Associate Vice President Parks agreed, and Trustee Wasowicz said Oracle will push hard to move NIU to the cloud. Associate Vice President Parks agreed about the incentive issue but said that it is ultimately NIU's decision whether to move to the cloud or not.

The motion was approved.

**Agenda Item 10.a.2. – Wireless Network Expansion and Upgrade – Phase 3**

President Freeman presented agenda item 10.a.2. Phase 3 is the third year of a multi-year effort to improve the provision of mobile Wi-Fi access to the university community. The funding source is institutional local funds for \$425,000.

*Trustee Butler returned to the meeting at 10:35 AM.*

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

The motion was approved.

**Agenda Item 10.a.3. – FY20 Cisco Hardware Maintenance Contract**

President Freeman presented agenda item 10.a.3. The funding source is institutional local funds for \$400,000.

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

Trustee Montel Gayles reiterated his previous comments, saying that this is a great opportunity to find diverse candidates that can perform this type of work.

*Trustee John Butler left the meeting at 10:36 AM.*

Chair Barsema said that this is Cisco hardware and asked whether there are opportunities to receive bids from other independent organizations who service Cisco hardware. Associate Vice President Parks answered negatively, stating that this contractor is an approved vendor from the State of Illinois' IPEC contract, a set of pre-approved, pre-vetted vendors that NIU can leverage for these types of projects. Trustee Gayles speculated that the list doesn't include minority or women candidates, and Associate Vice President Parks agreed.

The motion was approved.

#### **Agenda Item 10.a.4. – Ciena Hardware Maintenance – Five-Year Agreement**

President Lisa Freeman introduced agenda item 10.a.4. The Division of Information Technologies requests permission to enter into a five-year maintenance contract for hardware, software and 24/7 technical support for a high-speed fiber optic broadband network that connects NIU's DeKalb campus to the outreach centers in Naperville, Hoffman Estates and Rockford. The contract is valued at approximately \$800,000 with an annual payment of approximately \$160,000 coming from institutional or local funds.

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

Trustee Gayles commented that this seems like an opportunity for revenue generation and asked whether it is possible to expand the number of state or private institutions that may want to use this network.

*Trustee Butler returned to the meeting at 10:39 AM.*

President Freeman affirmed that this is a source of revenue. Associate Vice President Matt Parks indicated that the totality of the broadband networks that NIU is involved in operating and leading includes five to six hundred public sector organizations throughout the Northern Illinois region and across Illinois. This order is for a subset of that network infrastructure.

Trustee Gayles asked for clarification of how NIU will set the rate for other organizations to access the network. Associate Vice President Parks stated that when the networks were built from 2011 - 2013, NIU was aware of basic market rates for connectivity. Many of NIU's networks deliver services to public sector organizations below the market rate to be affordable. The Department of Information Technology checks that market price regularly. This has been a successful model which is affordable for those public sector organizations to leverage. Trustee Wasowicz inquired as to whether there is a ceiling on the price. Associate Vice President Parks said that prices for services provided through these broadband networks are not governed by the state.

Chair Barsema asked why a five-year agreement was chosen over other contract lengths.

Associate Vice President Parks answered that, specifically for Ciena, the longest multi-year contract available is five years. NIU received a significant discount compared to a one- or three-year contract, making the five-year agreement the most cost-effective choice. Chair Barsema inquired whether the contract includes sufficient out clauses for non-performance. Associate Vice President Parks observed that NIU has a long-standing relationship with Ciena, a well-known telecommunications provider. Performance clauses are included in this contract.

Trustee Gayles said that sometimes companies prefer long-term contracts because putting together a bid spec is labor intensive. Trustee Gayles always looks at the extension periods to ensure that they cannot go into perpetuity. Associate Vice President Parks agreed and commented that this contract is fixed at five years with no renewal.

The motion was approved.

#### **Agenda Item 10.a.5. – FY20 NIU Foundation Professional Services Contract**

President Lisa Freeman presented agenda item 10.a.5. The NIU Foundation is an independent organization that operates to support the mission of NIU through fundraising, asset management and related support activities. Annually, the university and foundation enter into a contract which serves to outline the fundraising services and activities to be provided by the foundation on behalf of the university. The contractual agreement is in accordance with legislative audit commission guidelines. The amount of \$743,600 requested here represents no change over Fiscal Year 19.

*Trustee Veronica Herrero left the meeting at 10:43 AM.*

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

The motion was approved.

### **Agenda Item 10.a.6. – FY20 Intercollegiate Athletics Secondary Student Health Insurance Contract Renewal**

President Lisa Freeman presented agenda item 10.a.6. The Board had many questions during committee discussion. Today's item will address those questions. This insurance policy provides coverage for medical expenses resulting from athletically related injuries and is a requirement of NCAA membership. This secondary insurance policy is in addition to coverage that the student athletes may have through their primary insurance. This insurance has been designed specifically for NCAA members with the master policy form negotiated on behalf of the schools in accordance with the NCAA regulations. The policy recommended to the Board is the NCAA group insurance program and although participation in this specific program is not required, it does offer specific benefits to NCAA members. Notably, the benefit provides quicker access to the NCAA's catastrophic injury policy. The Fiscal Year 20 approval amount of \$325,000 includes NCAA group basic accident medical program insurance plan, administrative fees, and aggregate deductible claims coverage for a two- year period per student athlete accident. Of the total nine-year contract, this is a one-year renewal which will be revisited annually. The renewal award will be advertised in the Illinois Procurement Bulletin. The funding source is local funding.

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

Trustee Gayles commented that this is yet another example of a long nine-year commitment. Though the policy is a unique one that is offered through the NCAA, he wondered if there a is broker being used to buy this; and if so, has there been advertising to bid for brokerage services?

*Trustee Herrero returned to the meeting at 10:47 AM.*

Senior Associate Athletics Director Debra Boughton replied that the broker that services the NCAA policy is Ascension Benefits and Insurance Solutions, which is the only broker that provides the NCAA link. She understands the need to look for other products. The current year, number six of nine, saw 17 or 18 claims, making this a bad time to look for other vendors. However, she understands the value of looking for different vendors and will continue to investigate that in the future. President Freeman stated that there has been a name change as specified in the agenda item; Ascension Benefits Insurance Solutions is now Relation Insurance Services of Mutual of Omaha.

President Freeman said that the NCAA is a division which, along with its member institutions, is very invested in diversity, equity, and inclusion at all levels. As a member institution, NIU can suggest to the NCAA that that be a consideration in choosing a broker for the master program.

The motion was approved.

### **Agenda Item 10.a.7.– New Depository Account for Commercial Card Program**

President Lisa Freeman presented agenda item 10.a.7. NIU requests approval to open a depository account with J.P. Morgan Chase Bank. This account is an investment account held as collateral for the university's commercial card program. The deposit requirement is \$1M, which may increase or decrease based on changes to the university's annual card spending and/or credit rating.

Chair Dennis Barsema asked for a motion to approve the agenda item. Trustee Montel Gayles so moved, and Trustee Veronica Herrero seconded.

The motion was approved.

#### **Agenda Item 10.a.8. – Fire Services Contract Extension with the City of DeKalb**

President Lisa Freeman presented agenda item 10.a.8. The university obtains fire response and emergency ambulance services from the City of DeKalb in the same manner as the local community at large. Because the university does not pay property taxes, a contract with the city serves as the mechanism to fund an appropriate share of these services. The current five-year contract for fire and ambulance services with the city expires on June 30<sup>th</sup> of this year. Because of several transitions of leaders in the city and fire department, details on a new multi-year contract have not yet been fully determined. To provide more time for these discussions, an extension on the current contract to December 31<sup>st</sup> is proposed at a cost of \$415,857 for the six-month period.

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

Trustee Rita Athas asked whether the current contract is based on usage, and whether that amount is reviewed annually. Vice President of Administration and Finance Sarah McGill replied that usage is reviewed annually; however, the existing contract specified an amount. Contract negotiations include ways to review usage to ensure that what NIU pays is consistent with usage.

The motion was approved.

#### **Agenda Item 10.a.9. – Fiscal Year 2020 SPS and Civil Service Staff Salary Increment Allocation Guidelines**

President Lisa Freeman presented agenda item 10.a.9. The fiscal year 2020 guidelines incorporate a three percent across the Board salary increase for eligible Supportive Professional Staff and Civil Service Employees, along with other staff employee groups. All graduate assistants are eligible for the increment subject to university procedures. The staff employees who are represented by a union or legally recognized collective bargaining representative will receive a negotiated increment per the specific provisions of applicable current or future agreements.

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

Chair Barsema asked for clarification of what percentage of staff employees would be covered by this item. President Freeman estimated between one quarter to one third. Board Liaison Matt Streb promised definite information by the end of the meeting. President Freeman added that many of the university's bargaining contracts have a provision that the increment negotiated is either what is in the contract or a pass through of what other employees get, whichever is higher. There are probably some negotiated staff employees who will receive the increment as detailed in this item.

Trustee Rita Athas noted that this is a three percent increment across the Board, with opportunity for an additional merit increase. Trustee Athas asked how merit increases are processed. President Freeman stated that historically the university has procedures for merit-based increments for faculty, but not for staff, though that is an aspiration.

The motion was approved.

#### **Agenda Item 10.a.10. – Request for New Degree Program in Doctor of Philosophy in**

## **Electrical Engineering**

President Lisa Freeman presented agenda item 10.a.10. She stated that the next three items relate to doctoral programs in the College of Engineering and Engineering technology and are associated with our very innovative Industry Fellows program.

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

Chair Barsema asked how this degree program compares to other universities with an engineering college. President Freeman answered that NIU's engineering college is relatively young and was authorized with tremendous support from regional, small and medium manufacturing businesses, as well as from specific sectors like manufacturing and aerospace in the Rockford region. NIU is known for its excellent undergraduate and engineering programs and great service to industry. Having only master's level programs to perform innovation and research has been a challenge for faculty. Increasing students' creativity and discovery research has been difficult because students only stay for two years for the master's rather than the longer time for the doctorate. The distinguishing factor of these three Ph.D. programs under the umbrella of the Industry Fellows Program is that NIU is recognizing a market trend that the majority of Ph.Ds. in engineering disciplines do not work in academia, but in industry. NIU continues to distinguish itself through that very tight connection to the practical rather than the theoretical, even though these are doctoral programs. There is great enthusiasm among corporate partners for a move in this direction.

The motion was approved.

## **Agenda Item 10.a.11. – Request for New Degree Program in Doctor of Philosophy in Industrial and Systems Engineering**

President Lisa Freeman presented agenda item 10.a.11.

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

The motion was approved.

## **Agenda Item 10.a.12. – Request for New Degree Program in Doctor of Philosophy in Mechanical Engineering**

President Lisa Freeman presented agenda item 10.a.12.

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

Trustee John Butler indicated that key turning points in the university's trajectory have been the establishment of new Ph.D. programs. Trustee Gayles stated that he hoped these new degrees would generate marketing. President Freeman responded that it would.

Chair Barsema noted that the creation of new Ph.D. programs was a presidential goal for Fiscal Year 19 and congratulated the president and Dean of the College of Engineering Don Peterson for achieving this goal.

The motion was approved.

## **Agenda Item 10.a.13. – Request for New Certificate of Graduate Study in Financial Risk Management**

President Lisa Freeman presented agenda item 10.a.13.

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

The motion was approved.

**Agenda Item 10.a.14. – Request for New Certificate of Graduate Study in Advanced Study in Accounting Analytics**

President Lisa Freeman presented agenda item 10.a.14.

Chair Dennis Barsema asked for a motion to approve agenda item 10.a.14. Trustee Montel Gayles so moved, and Trustee Eric Wasowicz seconded.

The motion was approved.

**Agenda Item 10.a.15. – Request for New Certificate of Undergraduate Study in International Marketing**

President Lisa Freeman presented agenda item 10.a.15.

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

The motion was approved.

**Agenda Item 10.a.16. – Request for New Certificate of Graduate Study in Latin American Studies**

President Lisa Freeman presented agenda item 10.a.16.

Chair Dennis Barsema asked for a motion to approve the agenda item. Trustee Veronica Herrero so moved, and Trustee Bob Pritchard seconded.

The motion was approved.

**Agenda Item 10.a.19. – Request for New Certificate of Graduate Study in Health Professions Education**

President Lisa Freeman presented agenda item 10.a.19.

Chair Dennis Barsema asked for a motion to approve agenda item 10.a.19. Trustee Bob Pritchard so moved, and Trustee Rita Athas seconded.

The motion was approved.

**Agenda Item 10.a.20. – Request for New Minor in Addiction Studies**

President Lisa Freeman presented agenda item 10.a.20.

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

The motion was approved.

**Agenda Item 10.a.21. – Request for New Certificate of Undergraduate Study in Illinois Early Childhood Education (ECE) Credential Certificate – Levels 2-5**

President Lisa Freeman presented agenda item 10.a.21.

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

The motion was approved.

**Agenda Item 10.a.22. – Request for New Emphasis in Vision Rehabilitation Therapy within the B.S.Ed. in Special Education**

President Lisa Freeman presented agenda item 10.a.22.

Chair Barsema called for a motion to approve agenda item 10.a.22. Trustee Rita Athas so moved, and Trustee Bob Pritchard seconded.

The motion was approved.

**Agenda Item 10.a.23. – Request for New Emphasis in Special Populations within the B.S.Ed. in Special Education**

President Lisa Freeman presented agenda item 10.a.23.

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

The motion was approved.

**Agenda Item 10.a.24. – Request for New Specializations in Behavior Analysis and in Assistive Technology Used by Persons with Visual Impairments within the M.S.Ed. in Special Education**

President Lisa Freeman presented agenda item 10.a.24.

Chair Dennis Barsema requested a motion to approve the agenda item. Trustee Montel Gayles so moved, and Trustee Veronica Herrero seconded.

The motion was approved.

**Agenda Item 10.a.26. – Request for New Certificate of Graduate Study in User Experience (UX) and Learning Analytics**

President Lisa Freeman presented agenda item 10.a.26.

Chair Barsema asked for a motion to approve the agenda item. Trustee Veronica Herrero so moved, and Trustee Eric Wasowicz seconded.

The motion was approved.

**Agenda Item 10.a.27. – Request for New Minor in Counseling**

President Lisa Freeman presented the agenda item.

Chair Dennis Barsema asked for a motion to approve agenda item 10.a.27. Trustee Montel Gayles so moved, and Trustee Veronica Herrero seconded.

The motion was approved.

**Agenda Item 10.a.28. – Request for New Specializations in Higher Education Administration and College Teaching within the Ed.D. in Higher Education**

President Lisa Freeman presented agenda item 10.a.28.

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

The motion was approved.

**Agenda Item 10.a.32. – Recommendations for Faculty Tenure and/or Promotion**

President Lisa Freeman presented agenda item 10.a.32. She reminded the Trustees that the annual recommendation of faculty for tenure and/or promotion is an annual reason for celebration.

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

Chair Dennis Barsema said that after the Academic Affairs, Student Affairs and Personnel Committee met, additional administrative hires were confirmed, each carrying tenure privileges. The amendment contains the names of those hired at the rank of Professor with tenure.

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

The following were newly hired at the rank of professor with tenure: Provost M. Beth Fisher-Ingram, Daewoo Park in Management, Mansor Alom in Electrical Engineering, Andrew Glendening in Music, Yueh-Jaw Linn in Mechanical Engineering, and Teriq Shamim in Mechanical Engineering.

Chair Barsema congratulated the new hires and asked for a roll call vote on the amendment.

Roll Call Vote:

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

The amendment was approved.

Chair Barsema said that a roll call vote was needed to approve amended item 10.a.32.

Roll Call Vote:

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

The motion was approved.

### **Agenda Item 10.a.33. – Request for Authorization to Retain Executive Search Firms for the Appointment of Specific Dean Level Positions**

President Lisa Freeman presented agenda item 10.a.33. Fiscal year 2020 searches may be initiated for deans and will definitely be initiated for the deans of the College of Law and the College of Liberal Arts and Sciences. Pursuant to the provisions of Public Act 97-0814 and the Northern Illinois University policy on the use of external search firms approved by the Board of Trustees on May 29, 2014, it is recommended that the Board authorize the president to retain such executive search services to assist with these searches with the provision that the president report such plans to the Board as practical. This request is being made as a result of the critical roles and functions that deans fulfill at the university. This combined with the further expansion of the dean role in fundraising and enrollment management, creates a justifiable need to use search firms for these positions per paragraph two of the university’s policy, which is included in the Board packet.

Chair Dennis Barsema called for a motion to approve agenda item 10.a.33. Trustee Eric Wasowicz so moved, and Trustee Rita Athas seconded.

Trustee Bob Pritchard asked whether the cost of executive search firms is dependent on the position or simply a standard fee. President Freeman replied that NIU has used three different models to obtain executive search services. In one model, the search firm takes a percentage of the salary; the market salary for dean positions depends on the discipline. A second model uses flat rates for an a la carte menu of services. That’s a model NIU has used with success in some searches and less success in others. The third model means acquiring professional services at an hourly rate under the procurement limit of \$100,000 and working with procurement to negotiate a contract that guarantees NIU will get the necessary services under the limit at the most affordable cost.



Each of these models has pros and cons. The model chosen will be individually determined based on the search firm and the dean under consideration.

The motion was approved.

Board Liaison Matt Streb interjected that as the president had indicated, about a third of NIU staff are not unionized, but the number of people that are benefiting from the salary increment approved today is substantially higher than that because of language in some of the negotiated contracts.

Chair Barsema asked for a motion to take a break and reconvene at 11:30. Trustee Bob Pritchard so moved, and Trustee Veronica Herrero seconded.

The motion passed and Chair Barsema announced that the Trustees would reconvene at 11:30.

Recessed at 11:21 AM.

Returned at 11:35 AM.

## **ITEMS DIRECTLY FROM THE PRESIDENT**

### **Agenda Item 10.c.1. – Fiscal Year 2020 Internal Budget**

President Lisa Freeman presented agenda item 10.c.1. The Fiscal Year 20 budget is a component of a multi-year budget strategy that will produce a structurally balanced university budget by Fiscal Year 24. Future fiscal year budgets will build upon the immediate actions identified through the Fiscal Year 20 budget process, creating a pathway that leads from controlled annual deficits to a balanced spending plan that incorporates mission critical values-driven investments. Annually, the university seeks Board of Trustees approval of the internal budget for the next fiscal year. The recommended budget presented today includes \$418.2 million in expenses against \$413 million in anticipated revenues including a state appropriation of \$87.8 million.

President Freeman recognized the Illinois General Assembly and Governor's Office and Staff for their bipartisan effort to give the university a 5% appropriated funding increase over last year's fiscal budget. She also commended the staff in Administration and Finance, who have been working tirelessly on the multi-year budgeting strategy that informs the Fiscal Year 20 budget. Finally, she recognized members across the university community who rallied around the ambitious and necessary goal of creating a multi-year budget strategy to get NIU on strong financial footing for the future without compromising NIU's commitment to academic excellence and students.

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

Chair Barsema echoed the sentiments of Dr. Freeman, thanking everyone who participated in the budget process, and for their achievement in narrowing the budget deficit from \$8 million in Fiscal Year 19 to \$5 million in Fiscal Year 20. Trustee Eric Wasowicz also applauded the Division of Administration and Finance, recognizing the heavy workload involved.

The motion was approved.

### **Agenda Item 10.c.2. – Fiscal Year 2020 Presidential Goals**

President Lisa Freeman presented agenda item 10.c.2. The Presidential Employment Agreement requires the president and the Board of Trustees to finalize the president's annual goals and objectives on or before July 1<sup>st</sup> for the next one-year term of contract. There are five weighted categories that reflect the university's vision, mission, and values with enrollment weighted 25%; diversity, equity, and inclusion weighted 20%; research, artistry, innovation, and regional engagement weighted 20%; key leadership initiatives weighted 15%; and fiscal sustainability weighted 20%. The Presidential Goals and Objectives are consistent with the priorities of the Board as well as with key university strategies presented in the Strategic Enrollment Management

Plan, equity initiatives, research vision, and multi-year budgeting process. They reflect commitment to being innovative, proactive, data-informed, and values-driven.

Several of the Trustees said that they support President Freeman and that the Trustees will assist her in any way they can. Chair Barsema added that the fact the five categories of goals used last year are the same this year shows two things: there is still work to be done in those areas, and those are probably the critical areas of focus for the university.

The motion was approved.

### **Agenda Item 10.c.3. – Appointment of General Counsel**

President Lisa Freeman presented agenda item 10.c.3. Following a national search, Bryan Perry will become NIU's General Counsel. Mr. Perry currently serves as General Counsel at Baltimore City Community College with a dual appointment in the Office of the President, serving as Chief of Staff. Prior to joining the community college in 2010, Mr. Perry served as Associate General Counsel at Morgan State University. He also serves as an Assistant Attorney General in the Maryland office where he was elected to serve as counsel to the Southern Maryland Higher Education Center. Mr. Perry earned his Bachelor of Science in Economics from Morgan State University and his Juris Doctorate from the University of Maryland School of Law.

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

Chair Barsema commented that he was part of the interview team and knew that that Mr. Perry was the choice for President Freeman. He has experience in every area of legal expertise that NIU needs and will be an asset to the university.

The motion was approved.

Chair Barsema welcomed General Counsel Perry and invited him to say a few words.

General Counsel Bryan Perry: "You know it's dangerous to give a lawyer a microphone, but also I know I'm one of the few items standing between you and lunch right now, so I'll try to be brief. I just want to say thank you to the Board of Trustees, to Dr. Freeman, to my colleagues on the leadership team, and to you all in the university community for welcoming me into the NIU family and making me feel at home from day one. I just want to say the second I stepped on campus, I could feel the energy, the passion and pride around NIU. I mean it's just powerful. And not just about the tradition and history of NIU, but also the future of where the university is going. Dr. Freeman, you are a visionary leader. I'm honored to be a part of your team and I'm excited to see where the university will go under your leadership. To Greg, to my OGC team I see sitting out there, I look forward to working with you and continue to make the OGC office the best on campus and continue to provide a valuable resource to the university and the talent and expertise to make good decisions and help advise all the senior leadership team. All I can say at this point is for those who have not yet had an opportunity to meet, education is everything to me. It is the greatest equalizer there is, no matter what you look like, what you have in your pocket, where you're from; it can put you on the path to greatness. At NIU that's what we do. We put students on the path to greatness. I can't think of any job I'd rather do than to be a higher ed lawyer. I think it's the greatest thing in the world. I love what I do. It's challenging work, but I embrace it; I love it; I'm passionate about it. I'm excited to get started. And the only other thing I could say is Go Huskies!"

### **Agenda Item 10.c.4. – Appointment of Interim Dean of the College of Law**

President Lisa Freeman presented agenda item 10.c.4. A member of Northern Illinois University Law faculty since 2006, Professor Laurel Rigertas, has been appointed, pending Board approval, to serve as the Interim Dean of the College of Law. She currently teaches courses for professional responsibility, torts, advanced torts, and a mindfulness course for law students. She has served

multiple terms on the College of Law's Promotion and Tenure Committee, and since 2013 she served as the College of Law's representative on the University Council Personnel Committee. Prior to joining the university, Professor Rigertas practiced commercial litigation as a partner with Michael, Best and Friedrich in Chicago. She graduated magna cum laude from the University of Minnesota Law School, and she received her B.S. in Art from James Madison University.

Chair Dennis Barsema asked for a motion to approve agenda item 10.c.4. Trustee Montel Gayles so moved, and Trustee Veronica Herrero seconded.

The motion was approved.

Chair Barsema invited Interim Dean Rigertas to speak.

Interim Dean Rigertas: "I'll continue with the spirit of brevity. I just want to thank the Board and the president and the provost for giving me the opportunity to lead the Law School this year. It's been my home since 2006, so I'm excited to be at the helm this year while we do our permanent dean search. I'm also very grateful that you approved the cost of the executive search committee for the permanent dean search so that we can get that important position filled this year. I also just want to say you may be tired of the thanks, but I'm not tired of saying it yet, so I just wanted to thank your current interim dean, Mark Cordes, for all the work he's done leading the school the last four years and all of his work on the faculty the last 36 years. He's been a tremendous colleague, teacher, scholar and I've really appreciated his leadership these past few years and I just wanted to say thank you again."

Chair Barsema also thanked Interim Dean Mark Cordes for his service.

#### **Agenda Item 10.c.5. – Fiscal Year 2020 Unrepresented Faculty Salary Increment Allocation Guidelines**

Before introducing the agenda item, President Lisa Freeman also thanked Interim Dean Mark Cordes and wished him well.

President Freeman then presented agenda item 10.c.5. The Fiscal Year 20 increment guidelines incorporate a 3% across the Board salary increase and a 1% merit increase for eligible unrepresented faculty. This increase was recommended by the University Council Personnel Committee at its meeting on June 4, 2019. Faculty who are represented by a union or other legally recognized collective bargaining representative will receive a negotiated increment pursuant to the specific provisions of applicable existing collective bargaining or other future negotiated agreements.

Chair Dennis Barsema asked for a motion to approve agenda item 10.c.5. Trustee Rita Athas so moved, and Trustee Eric Wasowicz seconded.

Trustee John Butler wanted to check his understanding of the merit portion of this item. He asked whether it was correct that there is personnel process at the department level whereby the Faculty Personnel Committee does an annual evaluation of some kind and they score the faculty member's performance. Then that gets calculated to a merit increase of up to 1%. President Freeman replied that his understanding was correct.

The motion was approved.

#### **Agenda Item 10.c.6. – Collective Bargaining Agreement – United Brotherhood of Carpenters and Joiners of America Local 790**

President Lisa Freeman introduced agenda item 10.c.6. The Collective Bargaining Agreement has been tentatively approved, ratified by the Bargaining Unit, and is submitted today to the Board for approval. It is a five-year successor agreement effective July 1, 2019 through June 30, 2023. The terms and conditions of the agreement are consistent with university policies and guidelines.

Chair Dennis Barsema called for a motion to approve agenda item 10.c.6. Trustee Eric Wasowicz so moved, and Trustee Bob Pritchard seconded.

Chair Barsema noted that the items states “11” followed by “(seventeen)” union members are represented by this contract. After discussion, the Board decided that the approval covers the entire collective bargaining unit regardless of this discrepancy, so the vote could go forward. However, they asked for a correction in the future.

The motion was approved.

### **Agenda Item 10.c.7. – Media Buying Services**

President Lisa Freeman presented agenda item 10.c.7. It is the first of two items that pertain to the university’s critical investment in enrollment management. President Freeman invited Vice President of Enrollment Management, Marketing and Communications Sol Jensen to provide more information.

Vice President Jensen spoke about the Strategic Enrollment Management Plan, marketing and advertising. One of the very first objectives of the plan is to increase financial investment in university marketing and advertising by Fiscal Year 2020. The university no longer wants to be a secret, and marketing is the way to stand out in the competitive market. The university must be intentional about establishing and sustaining a strong reputation and distinct brand identity in one of our country’s largest and most expensive media markets. This will require thoughtful strategy as well as a targeted investment of additional resources. NIU currently has a woman-owned vendor that focuses on promoting university events and generating greater awareness of the NIU brand. They also make recommendations based on data analytics, especially in digital marketing. Further, they help achieve cost savings. So Hambrick and Associates, the current partner, has estimated that they have saved NIU approximately \$72,000 over this past fiscal year alone, just by earning additional markets. NIU is truly starting to realize the vision from several years ago about having an Enrollment Management, Marketing and Communications Division that’s all together. Marketing is now in alignment with recruitment.

In 2016, the division began a search for a media buyer. The university invested a modest advertising budget to begin a stronger focus on improving enrollment. At the March 2017 Board of Trustees Meeting, the advertising agenda item was approved, which provided the university with expenditure authority for media buyer services, not to exceed \$2.5 million over the Fiscal Years 18 - 23. After a Request for Proposal process, Hambrick and Associates became NIU’s vendor. Advertising spending increased in Fiscal Year 18 and 19 through a combination of increased permanent funding as a result of program prioritization; shifting funding within the Division of Enrollment Management, Marketing and Communications based on internal prioritizations; and one-time funding in each year from the Provost’s Office, specifically earmarked to begin efforts to promote online academic programs. This effort has been transferred to Wiley Educational Services.

In addition to online academic program campaigns, there is focus on three overarching campaigns: academic programs; open house attendance; and advertising to out-of-state populations. So, in preparation for Fiscal Year 20 and beyond, the focus is on fulfilling the initiatives that are covered within the Strategic Enrollment Management Plan. Therefore, although the contract still has a few years remaining, the annual spending on media purchasing has increased. Since the last Board item was approved, the approved expenditure threshold will be reached at the end of Fiscal Year 19; the end of this month.

Because of the increased marketing investment and the need for a new contract, a new Request for Proposal is being prepared and will be advertised on the Illinois Procurement Bulletin later this summer. Enrollment Management, Marketing, and Communications expects to award a vendor during Fiscal Year 20 for future years, at which time Enrollment Management, Marketing, and

Communications will provide an update to the Board and seek additional expenditure authority for a new media purchase and contract. It is important to note how closely the team can monitor, track, and evaluate how things have been going.

So far marketing is showing great results, but there is learning associated with each campaign. Enrollment Management, Marketing, and Communications constantly measures website traffic and costs. Spending needs to increase for things that are working well and be reduced or eliminated for things that underperform. Vice President Jensen is accountable for the marketing results and for the strategic allocation of the funding that goes towards the initiatives within the Strategic Enrollment Management Plan and how the initiatives are accomplished.

In order to meet the objectives of the Strategic Enrollment Management Plan, NIU brand presence must be strengthened in a very crowded, expensive marketplace; that presence needs to be in place throughout the year. NIU currently has limited visibility in the market. All that current spending provides is six weeks in the out-of-state market and fifteen weeks in the in-state market per year. To be able to continue to have the flexibility to introduce additional campaigns or new markets or audiences, more money must be spent. As Vice President Sarah McGill mentioned earlier in her budget statements, this would be in alignment with the multi-year strategic planning for the budget, and so this is all accounted for as one of those priorities the president mentioned.

Chair Dennis Barsema asked for a motion to approve item 10.c.7. Trustee Rita Athas so moved, and Trustee Veronica Herrero seconded.

Trustee Montel Gayles said he knows that one objective is to increase the number of Latinx students at the university and asked whether that is a special campaign or embedded in this effort. Vice President Jensen said that it is embedded in this proposal. Over the past year, directives aimed at Latinx students and parents have launched, and will continue.

Trustee Wasowicz asked how spending on NIU marketing compares to our competitors. Vice President Jensen replied that it is very challenging make direct comparisons. The University of Illinois system uses a vendor and has a six-year, \$7.5 million per year contract. In the Chicago metro area, NIU ranks 20<sup>th</sup> of all institutions in marketing through traditional media, using about one fourth of NIU's total budget.

The motion was approved.

#### **Agenda Item 10.c.8. – Financial Aid Leveraging**

President Lisa Freeman presented item 10.c.8. NIU has worked with an external consulting firm, Ruffalo Noel Levitz, for financial aid leveraging services since 2017. The existing contract will expire on June 30<sup>th</sup> this year and NIU expects to select a vendor shortly through a competitive Request for Proposal process. This covers Fiscal Year 20 - 29 and will not exceed \$865,000. The nine-year period includes nine one-year renewal options.

Chair Dennis Barsema requested a motion to approve the agenda item. Trustee Veronica Herrero so moved, and Trustee Rita Athas seconded.

Trustee Montel Gayles asked whether the Request for Proposal process has a Minority Business Enterprise/Women Business Enterprise percentage participation. Vice President Sarah McGill said that as part of the Request for Proposal process, and aligned with state procurement aspirational goals, there is a part of the Request for Proposal that asks potential vendors to report whether they would work with any subcontractors or other vendors that would allow them to meet the 20% goal.

The motion was approved.

**Agenda Item 10.c.9. – Proposed Amendments to Board Regulations Related to Educational Benefits of Faculty and Staff**

President Lisa Freeman presented agenda item 10.c.9. This is an example of meaningful shared governance, in which concerns were brought forward by the councils through their members of the University Advisory Council to administration and now to the Board of Trustees. The proposed amendments clarify things that were somewhat contradictory in Board regulations and that limited employee opportunities. Differential tuition will be covered by the employer and annual limits on credits taken by employees will be imposed, with no limits per semester. NIU wants employees to be able to develop professionally and advance. There will be no harm to the university, but many benefits to employees.

Chair Dennis Barsema asked for a motion to approve agenda item 10.c.9. Trustee Montel Gayles so moved, and Trustee Rita Athas seconded.

Trustee Bob Pritchard noted that President Freeman mentioned that this was a no harm to the university and asked whether the waived fees have a cost to the university. President Freeman stated that the overall costs of covering differential tuition are negligible in the context of the university’s budget and pale in comparison with the benefit to the university in being able to advance and retain talented employees. Comparing the cost of the additional tuition coverage to the transaction costs and training costs related to onboarding new employees for a position is also negligible, so there is no harm and in fact great benefit to the university.

Trustee Pritchard said he was not raising questions about the general nature of this program but thought that there were some costs that were not being covered and that is why the amendments are coming forward.

Chair Barsema asked for a roll call vote.

Roll Call Vote:

Trustee Rita Athas: Yes	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	Board Chair Dennis Barsema: Yes

The motion was approved.

**Agenda Item 10.c.10. – Request for New Certificate of Graduate Study in Advanced Study in Accountancy**

President Lisa Freeman presented agenda item 10.c.10. It is unusual for a certificate request to come forward directly from the president, but through an administrative oversight, this was omitted from the last Academic Affairs, Student Affairs, and Personnel agenda. To ensure that students in the college are not negatively impacted by this mistake, the Board has agreed to hear this today. This is a certificate designed for graduate level students who want to advance their skills beyond the bachelor’s degree or in preparation for certification exam in accountancy.

Chair Dennis Barsema asked for a motion to approve agenda item 10.c.10. Trustee Eric Wasowicz so moved, and Trustee Montel Gayles seconded.

The motion was approved.

**Agenda Item 10.c.11. – University Council Amendment to the Northern Illinois University Constitution Article 6.5.**

President Lisa Freeman presented agenda item 10.c.11., an information item. This item removes outdated and confusing language from the Northern Illinois University Constitution, language that applies to the President’s Staff.

## **Agenda Item 10.c.12. – Student Conduct Policy and Procedure Review**

President Lisa Freeman introduced agenda item 10.c.12. She asked Associate Vice President for Student Affairs and Dean of Students Kelly Wesener-Michael to make the presentation on NIU's Student Conduct Policy and Procedure Review.

Associate Vice President Wesener-Michael began by stating that feedback was received last year regarding the student conduct process and this review is in response to that. She noted the goals of the student conduct process are educating students as they evolve, learn, grow, and develop character on the campus; deescalating behaviors and concerns in our community; addressing health, safety, and behavioral issues that might cause harm; and being a good community member. In the feedback, students noted that NIU is a student-centered organization and needs to hear what they are saying about the process to understand what they needed and what could be improved. The feedback indicated the process should be clearly articulated and easily understood, while promoting growth and healing; be timely and equitable; and be respectful of student rights and choices.

Acting Provost Chris McCord charged Associate Vice President Wesener-Michael to bring together a review committee. The existing Student Conduct Advisory Board, along with additional student representatives and representatives from Public Safety; Housing; Academic Diversity, Equity, and Inclusion; Ombudsperson; General Counsel; and Alumni made up the committee.

In the fall of 2018, a working group was convened and charged with the review. They worked that fall and drafted recommendations in the spring of 2019. A content expert reviewed the recommendations. The recommendations were also presented to students for feedback. Student feedback agreed that the changes made this past semester were positive and made suggestions for enhancements moving forward. The recommendations were submitted and accepted for approval this spring with full implementation in the fall. The recommendations confirmed the procedures are sound, based on legal precedent, and consistent with professional standards due to extensive literature review and best practices benchmarking by the review committee.

Associate Vice President Wesener-Michael highlighted the changes that make the process more clearly articulated and easily understood. Previously, students were given a general phone number to contact a conduct process advisor. Now, students are provided with the name and contact information for two specific staff members. They also receive text reminders for appointments with the advisors. Additionally, the Off-Campus Social Event Policy was clarified. Online training for the social event policy was implemented with 75% of a student organization required to complete the training module before holding an off-campus event. Better communication at the beginning of the academic year through emails to all student organizations explaining expectations for being a student organization, along with additional communication to those with a conduct history, resulted in student organization violations going from 72 the previous year to 27 this year. If there is a student organization headed in the wrong direction, proactive approaches are taken. The final update in the conduct process is a website that is being created to help students throughout the process.

Restorative justice practices were tested this past year with two fraternities with escalating behaviors. Members and advisors participated in peace circles with great compliments on this restorative justice practice in place of the traditional conduct process. Skidmore College, a top research institute in restorative justice, will be conducting training with conduct officers and selected student-focused areas of campus. Changing the language in the process to recommended outcomes instead of minimum sanctions helps to promote student moral development and critical thinking. These changes will be more widely seen in the process beginning in the fall. The conversation between the student and the conduct officer is a conversation and not a hearing. A

rapport with the student is established by asking well-being questions before going into the questioning of the incident.

Students asked to have choices in the conduct process, so the choice of a Hearing Board or a Hearing Officer is now offered. The release of conduct records is now clearly stated. The use of social media information and technology devices in the process is now stated upfront with students. The students' rights to divulging information is also clearly stated during the process. If more than one violation occurs, an attempt to have two separate conversations is made. If the conversation takes place and more than one violation is to be addressed for efficiency, the students are made aware of this. The \$25 user fee has been removed. The review of decisions is now a central review process. No appeals are heard through the conduct office, so concerns of bias or conflicts of interest are negated. The recommendation also includes the proposal of an additional staff member to help speed up the interview process, work on prevention practices, and work with restorative justice practices.

Trustee Montel Gayles asked how a student that is exhibiting disturbing behavior but is not violating any conduct rules is handled. Associate Vice President Wesener-Michael responded that weekly meetings are held to address students of concern. An incident report can be submitted talking about concerning behaviors as well as bias behavior. The team can determine the best way to support the reported student. Trustee Gayles continued by asking about wellness checks and whether the students are seen in person. Associate Vice President Wesener-Michael said a team meets to determine the way to intervene that best meets the needs of the student. They utilize existing relationships to assess the student's well-being and ensure the campus community is secure. The procedures developed with Virginia Tech for crisis management are utilized for this. President Freeman added that encouraging students to speak up about their fellow students if they sense a change in behavior has also helped in these situations. Associate Vice President Wesener-Michael noted that the compassion for students makes NIU feel like a smaller institution. This helps in the student conduct process.

Trustee John Butler complimented Associate Vice President Wesener-Michael on the presentation and the changes in the process. He asked who appoints the Student Conduct Advisory Board and who appointed the additional representatives. She said the Board goes through the University Council committee appointment process. Working with the provost, key constituent groups that have a vested interest in the process are identified to have a representative. Trustee Butler asked whether any of the working group members were appointed by the student government. She responded that a number of student representatives were in the group. They were added to the group based on conversations between the provost and herself. Trustee Butler asked if there was vetting or endorsement of the change in process by the student government. She noted that once the recommendations were completed, they were brought to the students for feedback with their additional pieces added into the recommendation. Trustee Butler continued, asking if the bundling of violations that has occurred in the past and come to the attention of the Board has been addressed. She noted each situation that occurs is handled as a separate conduct case. She said that if the instances occur too closely together, it takes away the educational intervention opportunity for the organization. The department has worked particularly with Greek Life in preventing conduct issues. Trustee Butler expressed his concern over the use of the word process vs. hearing, along with the social media personal technology practices. Complaints are brought to the Trustees, and he wants to know the students are aware of the potential consequences of their disclosure. Knowing the consequences could be as severe as expulsion may lead the students to seek help from advisors, parents, and even an attorney during the process. His concern with social media is tied to how personal phones are used and the potential to see things on the student's phone that has no tie to the subject matter. He said the students should be made fully aware of these things during the process. Associate Vice President Wesener-Michael said that throughout the process, it is made clear to the students they have choices in answering questions, providing evidence, etc. The



department has looked at how other institutions do this as well. She addressed Trustee Butler's concern of support for students by noting each student in the conduct process is provided contact information for two specific advisors. Trustee Butler asked who the advisors are. Associate Vice President Wesener-Michael said they are staff on campus educated in the process, and their job is to help the students make the best choices during the conduct process investigation. Trustee Butler noted he is not against the process but wanted to address some of the concerns that have come to him in the past. Associate Vice President Wesener-Michael said that the process will continue to support students in their learning.

Trustee Eric Wasowicz asked whether it was mainly Greeks that go through the process. Associate Vice President Wesener-Michael said that student organization are handled a bit differently than individual students, and the process applies to all student organizations, not just Greeks, though most of the cases involve fraternity organizations. Trustee Wasowicz asked Trustee Nathan Hays to weigh in on the changes in the process.

Trustee Hays thanked Associate Vice President Wesener-Michael for all the work her office did for this, noting that the relationship between her office and the students has gotten better through these new implementations for the conduct process. The reason for this is open communication and collaboration. He encouraged Associate Vice President Wesener-Michael to continue the open communication and collaboration, since organizations have a high rate of turnover in their leadership and membership.

Chair Barsema asked for clarification on the dramatic drop in violations. Associate Vice President Wesener-Michael said a few things went into this. The previous year had had a higher than usual number of instances, relationships were built, and Fraternity/Sorority Life was established, allowing a place for students to go and allowing for more proactive work before violations occurred. Chair Dennis Barsema was concerned that violations were reclassified, and she answered that the approach to violations remains the same, but the proactive work has gotten ahead of it.

Trustee Veronica Herrero asked who oversees the appeal process and how are they selected. Associate Vice President Wesener-Michael said they are appointed by her office and are upper level staff at the university. To ensure a neutral decision, staff from the area in which the student is being investigated are not hearing the appeal. Trustee Herrero asked if students could be brought into the appeals process. Associate Vice President Wesener-Michael said staff are looking into piloting students in a review of the Greek Life process. Chair Barsema encouraged her to continue to be proactive and engage students when possible and thanked her for her presentation.

## **11. CHAIR'S REPORT NO. 91**

### **Agenda Item 11.a. – Fiscal Year 2020 Election of Board Officers and Civil Service Representative**

Chair Dennis Barsema introduced agenda item 11.a.

Acting General Counsel Greg Brady informed the Trustees of the procedure. First, the Chair shall provide an opportunity for members to make public expressions of interest, vision or acknowledgements, or willingness to serve as elected officers. Next, Acting Counsel Brady will provide ballots for each office consisting of all eligible members for that office and collect them. A majority of the Board must approve any office, so voting is done one office at a time. The recording secretary and the general counsel will count the votes for each successive office. The general counsel will inform the chair of the results of each vote for announcement. The order of voting will be chair, vice-chair, secretary, fourth member and civil service board member.

Trustee John Butler explained that there could be formal nomination steps taken as well, but that is not the historical way that NIU Board of Trustees elections have been conducted. If anyone thinks this process needed to change, then the Board should discuss that.

Acting General Counsel Brady shared that, for historical purposes, the Board should understand that Northern Illinois University law says that the chair and secretary positions will be elected by secret vote. Then the Attorney General's office issued a binding opinion some years ago for a different entity, indicating that officer elections must be public. To accommodate both authorities, the ballots for chair and secretary will not have voters' names on them, but the ballots for the other positions will, so that there will be a record of each vote. That is the historical component that has led to the current way of electing officers.

Chair Barsema asked anybody who has a statement of interest or a statement of perspective or concern on any of the positions to raise them.

Trustee Eric Wasowicz said that he believed Chair Barsema still wanted to be the chair. Chair Barsema responded that he has been honored to serve as the interim chair since Trustee Coleman left the Board in January and would be honored to continue to serve as chair.

Acting General Counsel Brady directed the Trustees to vote for the chair. By the university's bylaws the student trustee is not eligible for the chair position.

Chief of Staff Matt Streb commented during the ballot process that there are 11 members of the Carpenters and Joiners union.

Chair Barsema said during the voting tabulation that he wanted to officially welcome Provost Ingram to NIU.

Chair Barsema announced that he had been re-elected as chair.

Acting General Counsel Brady said that next would be the vote for vice chair. He noted that the chair cannot also serve as the vice chair and instructed the Trustees not to vote for Dennis Barsema for vice chair. Also, under the university's bylaws, the student trustee cannot fill the position.

Chair Barsema announced that the vice chair for Fiscal Year 20 is Trustee Wasowicz. He said the next vote would be for secretary. Acting General Counsel Brady gave three pieces of information, first that the student trustee is eligible for this position. Second, according to the bylaws of the Board, a trustee cannot serve two consecutive terms as secretary. Therefore, Trustee Butler is not eligible. Finally, Chair Barsema and Vice Chair Wasowicz cannot fill the role either.

Chair Barsema announced that the secretary for Fiscal Year 20 is Trustee Pritchard.

Acting General Counsel Brady instructed the Board to vote for the fourth member of the Executive Committee. Again, none of the Trustees who have already filled positions may be elected to this position. For clarity, John Butler is eligible for this position.

Chair Barsema announced that for Fiscal Year 20, the fourth member of the Executive Committee is Montel Gayles.

Acting General Counsel Brady directed the Board to elect the member who will represent the university's Civil Service Merit Board and serve as the fifth member of the Executive Committee. Every Trustee is eligible for the Civil Service Merit Board position.

Chair Barsema announced that for Fiscal Year 20, the Civil Service Merit Board member is Trustee John Butler. That completed the officer elections for Fiscal Year 20.

### **Agenda Item 11.b. – Resolution Honoring Student Trustee Nathan Hays for Distinguished Service to the Northern Illinois University Board of Trustees**

Chair Dennis Barsema introduced agenda item 11.b. He stated that he has known Nathan about a year and a half, meeting him before he became the student trustee. Nathan continued the tradition of the previous student trustee but found a way to set the bar even higher. Nathan has left the student trustee position better than he found it.

Trustee John Butler: “This is a resolution for Nathan Hays for distinguished service to the Board of Trustees of Northern Illinois University.

Whereas Nathan Hays has faithfully served as a student member of the Northern Illinois University Board of Trustees from July 1, 2018 through June 30, 2019; and

Whereas prior to his appointment as student trustee, Nathan Hays has been active on a variety of committees representing students and working to improve student life including the campus activity Boards, athletic committee and educational leadership committee, and has served as the elected trustee of the NIU Student Association; and

Whereas as a member of the Board of Trustees, Nathan Hays has contributed valuable insight and information regarding the student perspective, serving as a member of the Academic Affairs, Student Affairs and Personnel Committee; the Finance, Audit, Compliance, Facilities and Operations Committee; and the Research and Innovation, Legal and Legislative Affairs Committee; and

Whereas Nathan Hays is also a proud member of the Sigma Nu Fraternity, and has served that organization as both its treasurer and president; and

Whereas during his experience as a student at Northern Illinois University, Nathan Hays completed a Bachelor of Science in Mathematics with an emphasis in Probability and Statistics, and a Bachelor of Science in Economics with an emphasis in Financial Economics; and

Whereas we as his colleagues on the Board of Trustees want to express our appreciation for Nathan’s service to the NIU students and community and congratulate him on his achievement of his undergraduate degrees and wish him continued success in his professional career.

Now, therefore, be it resolved that the Board of Trustees of Northern Illinois University, in formal meeting herein assembled, extend its grateful appreciation to Nathan Hays for his distinguished service to Northern Illinois University.

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

Adopted in a meeting assembled this thirteenth day of June 2019, the Board of Trustees of Northern Illinois University.”

Trustee Butler moved to adopt this resolution, and Trustee Montel Gayles seconded.

Several Trustees congratulated Nathan and wished him good luck.

The resolution was adopted.

Trustee Hays: “Thank you everyone. I just want to first start off by thanking the current and the former Board members that I had the privilege to serve with this past year. The continuous support from each and every one of you has made serving in this position one of the best experiences not only in my time here at NIU, but also just in growing up. I’ve learned so much from all of you and I will definitely cherish these memories. In addition to the Board members, I would like to extend my gratitude to President Freeman. I had a very unique opportunity in the fact that most student trustees don’t get the opportunity to do in that I was a part of the selection of President Freeman. While this was at the beginning of my term, a lot of information, and a couple of really long meetings, it was by far the most rewarding part of this entire experience. Just being able to go through that entire process and select someone as distinguished and a leader that President Freeman is, is a true honor. So, thank you for allowing me to work with you and your staff this past year and I look forward to seeing what you guys do with this University. I remember standing

up here last year about the same time right when I got sworn in and although it had just been a year, I feel like I have grown and been able to change in so many ways since then. A position like this forces you to step out of your comfort zone and I had to be sure that the student body's thoughts and concerns were always heard and that the decisions we made on the Board were always in their best interest. This is a role I never pictured myself having coming into college and to be honest, a role that I didn't even think I wanted coming into college. But looking back through this past year and the experiences that I've been able to go through and the people that I've been able to meet, it is very clear that I contribute so much of my growth and maturity as a leader, a learner, and just a person to this position. Being able to serve on this Board has given me a different appreciation for this university. As a student it's hard to understand really how much goes in each and every day to make this university function, and to be able to give all the students that are enrolled here the tremendous experience that we get. So, being able to even have a small part in that process is something that I'll never forget. NIU has given me so many opportunities that I never imagined I would be granted. And my gratitude for this university is really hard to put into words, but if there's one thing that I can say with absolute certainty, it is that I'm truly proud to call myself a Huskie. Thank you."

**Agenda Item 11.c. – Resolution Honoring Acting Vice President and General Counsel Gregory Brady for Distinguished Service to the Northern Illinois University Board of Trustees**

Chair Dennis Barsema introduced agenda item 11.c. Mr. Brady stepped into this role as the Acting General Counsel over two years ago, during a fairly tumultuous time in the history of the university. Mr. Brady provided calm and intelligent guidance to the Trustees. Mr. Brady has done a tremendous job as acting general counsel.

Trustee John Butler: "This is a resolution honoring Acting Vice President and General Counsel Gregory Brady for distinguished service to the Northern Illinois University Board of Trustees.

Whereas Gregory A. Brady has faithfully served as Acting Vice President and General Counsel to Northern Illinois University since December 2016; and

Whereas while serving as Acting Vice President and General Counsel Gregory A. Brady has also served the university in the roles of Parliamentarian for the Board of Trustees of Northern Illinois University and as Board Liaison to the Compliance, Audit, Risk Management and Legal Affairs Committee and the Ad Hoc Committee on Governance; and

Whereas since coming to Northern Illinois University in 2002, Gregory A. Brady previously served as Deputy General Counsel, University Counsel, Associate University Counsel, Assistant University Counsel, and Assistant to the Corporation Counsel; and

Whereas Gregory A. Brady has been recognized for his service to the university with the Supportive Professional Staff Certificate of Recognition in 2004, 2010 and 2017 and the Supportive Professional Staff Award for Advocacy in 2014; and

Whereas Gregory A. Brady is a former mentor for the NIU College of Law, current participant in the Political Science Mentorship Program, and current member of the advisory committee for the Department of Political Science, having received the Department of Political Science Daniel Witt Service Award in 2019; and

Whereas Gregory A. Brady has provided counsel to the university during the most recent presidential search process as well as the appointment of the president and the transition of certain Board members and members of senior leadership; and

Whereas Gregory A. Brady has leveraged the Office of General Counsel's resources in an efficient manner to provide a vast scope of high-quality legal services including overseeing the roll out of the Office of General Counsel's online process for contract review requests; and

Whereas through his participation with the National Association of College and University Attorneys and the DeKalb County Bar Association, Gregory A. Brady has strengthened Northern Illinois University's local, state, and national standing; and

Whereas under his guidance and through the Office of General Counsel, Gregory A. Brady has been actively engaged and part of the learning community on campus to provide interns from NIU's College of Law and the Department of Political Science the opportunity to gain valuable, hands-on working experience.

Now, therefore, be it resolved that the Board of Trustees of Northern Illinois University in formal meeting herein assembled extend its grateful appreciation to Gregory A. Brady for his distinguished service as Acting General Counsel to Northern Illinois University.

Be it further resolved that this resolution be presented to Gregory A. Brady and a copy of this document be placed in the official files of the Board of Trustees as part of the permanent record of the university and the great State of Illinois and as a lasting tribute to the accomplishments of Gregory A. Brady. Adopted in a meeting assembled this thirteenth day of June 2019, the Board of Trustees of Northern Illinois University.

Trustee Butler motioned to accept the resolution, and Trustee Nathan Hays seconded.

Several Trustees expressed their personal thanks to Acting General Counsel Brady.

The resolution passed.

Acting General Counsel Brady: "Very quickly, thank you so much. This was a surprise and it's truly appreciated. It's an honor to serve the Board and the university and that can't be done alone. The Office of General Counsel has a tremendous staff who is diligent and always working for this university and this job cannot be done without them, so I thank them and we are really excited about Bryan's hire and we are ready to work with you to offer the services that the Office of General Counsel can provide. So, thank you again."

## **12. OTHER MATTERS**

No other matters were discussed.

## **13. NEXT MEETING DATE**

The next regularly scheduled meeting of the Board of Trustees will be held September 12, 2019.

## **14. 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); Litigation and Risk Management Matters as generally described under Sections 2(c)(11) and (12); Closed Session Minutes Matters as generally described under Section 2(c)(21) of the Open Meetings Act.

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

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: Yes  
Trustee Bob Pritchard: Yes  
Board Chair Dennis Barsema: Yes

The meeting is now closed and will re-open at the conclusion of the closed session. The Board adjourned for closed session at 1:46 p.m.

**Reconvene Meeting:**

The meeting reconvened at 4:30 p.m. Chair Barsema asked for a roll call. Trustees present were Rita Athas, John Butler, Montel Gayles, Nathan Hays, Veronica Herrero, Bob Pritchard, Vice Chair Eric Wasowicz, and Board Chair Dennis Barsema.

**15. ADJOURNMENT**

Chair Dennis Barsema asked for a motion to adjourn. Trustee Montel Gayles so moved and Trustee Rita Athas seconded. The motion was approved. Meeting adjourned at 4:31 p.m.

Respectfully submitted,

Karen Campbell/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.*