



Board of Trustees

Academic Affairs, Student Affairs
and Personnel Committee

August 20, 2020

BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
Academic Affairs, Student Affairs and Personnel Committee

8:30 a.m. – Thursday – August 20, 2020

This BOT meeting is being conducted through video conferencing communications and is being conducted pursuant to Section 6 of Executive Order 2020-7 (Suspending OMA requirements of in person attendance by members of a public body).

AGENDA

1. Call to Order and Roll Call
2. Verification of Quorum and Appropriate Notification of Public Meeting
3. Swearing in of Trustee Aidan Shields
4. Meeting Agenda Approval.....*Action*..... i
5. [Review and Approval of Minutes of May 14, 2020](#)*Action*..... 1
6. Chair's Comments/Announcements
7. Public Comment*
8. University Reports
 - a. [Annual Listing of Changes Fiscal Year 2020](#)..... *Information*.....4
 - b. [Summary of the Voluntary Incentive Retirement Program for Faculty and Staff](#) *Information*..... 7
 - c. [2019-2020 Faculty Emeritus Recognition](#) *Information*..... 8
 - d. [Protecting the Pack Presentation](#)..... *Information*..... 11
9. Other Matters
10. Next Meeting Date
11. Adjournment

*Individuals wishing to make an appearance before the Board should consult the [Bylaws of the Board of Trustees of Northern Illinois University, Article II, Section 4 – Appearances before the Board](#). Appearance request forms can be completed [online](#) in advance of the meeting or will be available in the Board Room the day of the meeting. For more information contact Crystal Doyle, ccoppel@niu.edu, Recording Secretary to the Board of Trustees, Altgeld Hall 300, DeKalb, IL 60115, 815-753-1273.

Anyone needing special accommodations to participate in the NIU Board of Trustees meetings should contact Crystal Doyle, ccoppel@niu.edu or (815) 753-1273, as soon as possible.

Minutes of the
Board of Trustees of Northern Illinois University
Academic Affairs, Student Affairs, and Personnel Committee
May 14, 2020

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 9:43 a.m. by Chair Pritchard. This Academic Affairs, Student Affairs, and Personnel Committee meeting is being conducted through video conferencing communications and is being conducted pursuant to Section 6 of Executive Order 2020-7 (Suspending OMA requirements of in person attendance by members of a public body). Recording Secretary Parrish conducted a roll call.

Members present were Trustee John Butler, Trustee Montel Gayles, Trustee Madalynn Mershon, Trustee Eric Wasowicz, Board Chair Dennis Barsema and Committee Chair Robert Pritchard.

Trustee Rita Athas joined at 9:57 a.m. and Trustee Veronica Herrero joined at 10:05 a.m.

Also present were President Lisa Freeman; General Counsel and Board Parliamentarian Bryan Perry; Executive Vice President and Provost Beth Ingram; Board Liaison Matt Streb; Vice President for Administration and Finance Sarah Chinniah; Vice President for Research and Innovation Partnerships Jerry Blazey; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Vice President for Diversity, Equity and Inclusion Vernese Edghill-Walden; Associate Vice President for Student Affairs and Dean of Students Kelly Wesener-Michael and University Advisory Council Representatives Alex Gelman, Cathy Doederlein, Jason Hanna, Sarah Marsh, Kendall Thu and Jeffry Royce.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

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

MEETING AGENDA APPROVAL

Committee Chair Pritchard asked for a motion to approve the agenda. Trustee Gayles moved, Trustee Butler seconded, the motion passed.

REVIEW AND APPROVAL OF MINUTES

Committee Chair Pritchard asked for a motion to approve the minutes of February 13, 2020. Board Chair Barsema moved, Trustee Wasowicz seconded, the motion passed.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Committee Chair Pritchard expressed disappointment that COVID-19 had robbed the University of celebrating the graduation of 2,700 or so students.

PUBLIC COMMENT

Committee Chair Pritchard inquired to Mr. Perry if any members of the public registered a written request to address the board in accordance with state law and Board of Trustees bylaws.

General Counsel Perry advised that Roderic Moyer has requested to speak.

Roderic Moyer gave a presentation and discussed social change and leadership.

Trustee Gayles requested clarification about the information presented about the first Black Student Association President and then informed Mr. Moyer that the first Black Student Association President was actually Trustee Gayles.

UNIVERSITY RECOMMENDATIONS

Agenda Item 7.a. New Degree Program in Specialist in School Psychology

Trustee Gayles moved, Trustee Wasowicz seconded. Board Chair Barsema commented that this degree was removing roadblocks for students. The motion carried.

Agenda Item 7.b. Appointment of Dean, College of Liberal Arts and Sciences

Board Chair Barsema moved, Trustee Butler seconded. Various members of the board welcomed Robert Brinkmann and thanked Acting Dean Judy Ledgerwood. The motion carried.

Agenda Item 7.c. Appointment of Dean, College of Law

Trustee Mershon moved, Trustee Gayles seconded. Various members of the board welcomed Cassandra Hill and thanked Interim Dean Laurel Rigertas. President Freeman welcomed Dr. Hill. The motion carried.

Agenda Item 7.d. Recommendations for Faculty Tenure and/or Promotion

Trustee Wasowicz moved, Board Chair Barsema seconded. Trustee Wasowicz discussed Professor Bart Sharp. Chair Pritchard was grateful to see this item considering the problems of the past year. Board Chair Barsema congratulated the esteemed group of recipients. The motion carried.

UNIVERSITY REPORTS

Agenda Item 8.a. Extension to Appointment, Acting Dean of the College of Liberal Arts and Sciences

President Freeman and various board members thanked Acting Dean Judy Ledgerwood.

Agenda Item 8.b. Northwestern Medicine Partnership Update

Assistant Vice President for Student Affairs Mike Stang gave a presentation.

Agenda Item 8.c. Proposed Amendments to Board Regulations Related to Return from Parental Leave for Non-Represented Faculty

This is an informational item. Provost Ingram discussed the proposed amendments.

Agenda Item 8.d. Oral English Proficiency Annual Report 2018-2019

This is an informational item. Provost Ingram discussed the Oral English Proficiency Report. It was asked how students report. Provost Ingram advised that these come through the chair, the college and ultimately the Provost office.

OTHER MATTERS

Committee Chair Pritchard asked if there are other matters. There were none.

NEXT MEETING DATE

The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be Thursday, August 20, 2020.

ADJOURNMENT

Committee Chair Pritchard asked for a motion to adjourn. Trustee Gayles moved, Trustee Herrero seconded, the motion carried.

Meeting adjourned at 10:44 a.m.

Respectfully submitted,

Joan Parrish
Recording Secretary

In compliance with Illinois Open Meetings Act 5 ILCS 120/1, et seq, a verbatim record of all Northern Illinois University Board of Trustees meetings is maintained by the Board Recording Secretary and is available for review upon request. The minutes contained herein represent a true and accurate summary of the Board proceedings.

ANNUAL LISTING OF CHANGES FISCAL YEAR 2020

The Fiscal Year 2020 Annual Listing of Changes are reported, and sent, to the Illinois Board of Higher Education (IBHE) in the summer after the academic year is completed. The changes have been approved through the normal curricular processes or in accordance with the policies of the NIU Board of Trustees. The report was sent to the IBHE in June 2020.

For the 2019-2020 fiscal year, NIU created five degrees, three certificates of graduate study, two certificates of undergraduate study, three minors, one emphasis, and six specializations. There was one degree, one certificate of undergraduate study, seven certificates of undergraduate study, and one emphasis that were deleted. The President also approved six name changes, which included one department, two degrees, two emphases, and one certificate.

ANNUAL LISTING OF CHANGES REPORT
Fiscal Year 2020

ADDITIONS

Degree

B.A./B.S. in Women, Gender, and Sexuality Studies
Ph.D. in Kinesiology and Physical Education
Ph.D. in Electrical Engineering
Ph.D. in Industrial and Systems Engineering
Ph.D. in Mechanical Engineering

Certificate

Certificate of Graduate Study in FinTech
Certificate of Graduate Study in Instructional Coaching
Certificate of Graduate Study in Environmental Health and Safety
Certificate in Undergraduate Study in Illinois Family Specialist Credential Certificate-Level 5
Certificate of Undergraduate Study in Black Studies

Minor

Minor in Esports Industry Professionals
Minor in Rehabilitation Counseling
Minor in Music

Emphasis

Emphasis 6. Sustainable Food Systems within the B.A./B.S. in Environmental Studies

Specialization

Ph.D. in Educational Psychology with a Specialization in Behavior Analysis
M.S.Ed. in Curriculum and Instruction with a Specialization in Teacher Leader with Endorsement
M.S.Ed. in Curriculum and Instruction with a Specialization in Curriculum and Cultural Pedagogies in Social Justice
M.S.Ed. in Curriculum and Instruction with a Specialization in Academic Literacies, Language, and Culture
M.S.Ed. in Literacy Education with a Specialization in Reading
M.S.Ed. in Literacy Education with a Specialization in English as a Second Language/Bilingual

DELETIONS

Degree

M.S. in Integrated Systems Engineering

Certificate

Certificate of Undergraduate Study in Culturally Relevant Teaching
Certificate of Graduate Study in Applied Mechanics
Certificate of Graduate Study in CAD/CAM/CAE
Certificate of Graduate Study in Simulation, Modeling and Data Analysis
Certificate of Graduate Study in Thermal, Fluid, and Energy Systems
Certificate of Graduate Study in Vibration, Robots and Control Systems
Certificate of Graduate Study in Integrated Systems Engineering
Certificate of Graduate Study in Children's and Young Adult Literature/Media

Emphasis

Emphasis 2. Geomatics (B.S.) in the B.A./B.S. in Geography

OTHER CHANGES

Name Changes

Department of Technology TO Department of Engineering Technology

B.S. in Technology TO B.S. in Engineering Technology

Emphasis 4. Energy and Environmental Technology within the B.S. in Engineering Technology
TO Emphasis 4. Energy and Environmental Engineering Technology within the B.S. in
Engineering Technology

Certificate of Graduate Study in Quality Control in Manufacturing Processes TO Certificate of
Graduate Study in Quality Control

Emphasis 6. Educator Licensure-Environmental Science within the B.A./B.S. in Environmental
Studies TO Emphasis 7. Educator Licensure-Environmental Science within the B.A./B.S.
in Environmental Studies

M.S. in Industrial Management TO M.S. in Industrial Management and Technology

June 10, 2020 CCD

SUMMARY OF THE VOLUNTARY INCENTIVE RETIREMENT PROGRAM FOR FACULTY AND STAFF

Summary: In Fall 2019, NIU offered to tenured and tenure track faculty the option of a voluntary early retirement program. In Spring 2020, a similar program was offered to non-faculty employees. In both cases, employees were required to meet certain criteria to be eligible, to submit an application to the program, and to sign a separation agreement. As an incentive, the first program offered twenty weeks' salary upon retirement; the second program offered twelve weeks salary.

Below is a summary of each program.

Tenured/tenure track faculty: Twenty-one faculty retired, with retirement dates ranging from January 1, 2020 through September 1, 2020. The FY20 base salary of the faculty members amounted to \$2,133,398 and the total payout was \$1,021,106. The numbers, by college, were as follows:

Education	3
Engineering and Engineering Technology	2
Health and Human Sciences	1
Liberal Arts and Sciences	9
Business	3
Visual and Performing Arts	3

For the non-faculty program, seventy-six employees completed agreements with retirement dates ranging from July 1, 2020 to October 1, 2020. The FY20 base salary of the employees amounted to \$3,925,000 and the total payout was \$918,000. By division, the retirements are as follows (note that one person is missing from this chart):

Academic Division	32
Administration & Finance	7
Division of Information Technology	11
Enrollment Mgmt, Mktg & Comms Dv	2
Office of Diversity	1
Outreach Engagemt Regl Dev Dv	6
Student Affairs	14
Univ Administrative Services	2

2019-2020 FACULTY EMERITUS RECOGNITION

Universities have a long tradition of granting emeritus status to faculty who retire in good standing. Northern Illinois University has created a regular process for the identification of retirees for whom the emeritus designation is appropriate. A list of ranked faculty who have announced or finalized retirements during the fiscal year is prepared annually by Human Resource Services and reviewed by the Provost for presentation to the Board of Trustees. The University hereby informs the Board of Trustees of the retired faculty members designated as emeritus for FY21.

The faculty being granted emeritus status, with their departments, ranks, any special status, and dates of retirement are as follows:

Name	Department	Rank and Special Status	Retirement Date
David Ballantine	Chemistry and Biochemistry	Associate Professor	7/1/2020
Terrence Bishop	Management	Associate Professor	6/1/2020
David Buller	Philosophy	Professor, Presidential Research, Scholarship and Artistry Professor	6/1/2020
David Changnon	Geography	Professor, Presidential Teaching and Board of Trustees Professor	7/1/2020
Susan Deskis	English	Professor	1/1/2020
Geoffrey Gordon	Marketing	Professor	6/1/2020
David Hedin	Physics	Professor, Presidential Research, Scholarship and Artistry and Board of Trustees Professor	1/1/2020
Charles Gowen, III	Management	Professor	6/1/2020
Qingkai Kong	Mathematical Sciences	Professor	6/1/2020
Doris Macdonald	English	Associate Professor	6/1/2020
Kathleen Musker	Nursing	Associate Professor	1/1/2020
Myron Myers	Music	Professor	5/16/2020
Andrew Otieno	Engineering Technology	Professor, Presidential Engagement and Partnerships Professor	6/1/2020
Melanie Parks	Theatre and Dance	Professor	3/1/2020
Ross Powell	Geology and Environmental Geosciences	Professor, Board of Trustees Professor	6/1/2020
Scott Short	Mechanical Engineering	Assistant Professor	5/16/2020
Richard Siegesmund	Art and Design	Professor	6/1/2020
Josephine Umoren	Health Studies	Associate Professor	1/16/2020

NIU Professor Emeritus Status (APPM, Section II. Item 19.)

- Emeritus faculty members are an important asset to NIU, and they contribute in many ways to NIU and the community after retirement.
- When the need arises, emeritus faculty teach, pursue research and sponsored project opportunities, serve on graduate committees, serve temporarily in key administrative positions when necessary, and continue to serve NIU in many ways.
- NIU is one of few state universities where the emeritus status granting process is simple and straightforward. Retired faculty members do not have to fill out any special paperwork and their departments do not have to review any nominations or approve the emeritus status. There is no fee for obtaining the emeritus status either.

Policy

Academic Policies and Procedures Section II, Item 19 states:

“The designation of emeritus status is granted by the University and Board of Trustees to tenured, ranked faculty members who retire from the university in good standing.

A retiring tenured, ranked faculty member is in good standing provided:

- a) Any financial obligations to the university have been settled;
- b) No termination proceeding has been initiated against the faculty member and remains pending at the time of retirement; and,
- c) The faculty member has not been discharged for cause.”

In exceptional cases, Emeritus Status may be granted to other faculty members based on merit and a recommendation to the president.

Faculty who are granted Emeritus Status will retain their professional rank and title at the time of retirement followed by the designation “Emeritus” or “Emerita”. Faculty titles are "Assistant Professor," "Associate Professor," "Professor," "Presidential Engagement Professor," "Presidential Research Professor," "Presidential Teaching Professor," "Distinguished Engagement Professor," "Distinguished Research Professor," and "Distinguished Teaching Professor."

Process

Academic Policies and Procedures Section II, Item 19 states:

- A list of names of the tenured, ranked faculty who have retired during the fiscal year and the names of those tenured, ranked faculty who plan to retire before the beginning of the next academic year will be prepared by the Office of Human Resource Services (HRS) each year prior to May 15 and forwarded to the provost.
- The list will consist of all tenured, ranked faculty who have signed formal retirement agreements or filed State Universities Retirement System (SURS) applications through Human Resource Services prior to May 15 of a given year.
- The provost will review the list to determine the standing of the faculty for Emeritus Status. Those tenured, ranked faculty who are in good standing will be recommended to the president who, in turn, will submit the list of faculty as an information item to the Board of Trustees at its next regularly scheduled meeting.
- Once a tenured, ranked faculty member’s name is presented to the Board of Trustees for Emeritus Status, the retired faculty member may officially use the Emeritus designation. The Provost Office sends them a confirmation letter.

Recognition

- Emeritus faculty members are recognized by the President, Provost and Presidents of the shared governance bodies for their service and contributions along with all retired employees at the annual recognition reception organized by the annuitants' association and HRS.
- Faculty Senate acknowledges emeritus faculty in its newsletter to all faculty.

Benefits

Below are some of the benefits to faculty that are named "Emeritus" or "Emerita."

1. Keep their professorial rank in retirement.
2. Continue to have free access to NIU Libraries.
3. Receive research support services and access to research software and databases when pursuing research and scholarly activities through NIU.
4. Teach or serve in interim administrative roles as needs arise.
5. Serve on graduate theses and dissertation committees as needed.
6. Continue to have access to NIU email as allowed by email policies and license agreement.
7. Eligible to take courses at NIU similar to current employees.
8. Receive dependents' tuition benefits at NIU similar to current employees.
9. Get discounted parking permit (currently \$10/year) for parking on NIU campus.
10. Eligible for office space for teaching and research/artistry as allocated by their departments.
11. Participate in recruitment and other events representing their departments and colleges.
12. Represent NIU's retirees in SUAA and other state-level bodies.

The most significant benefit that cannot be measured is the title that shows the faculty member has finished his or her distinguished career in a good standing, and continues to hold the professorial rank at the institution and contribute to the university and their disciplines.

PROTECTING THE PACK PRESENTATION

Executive Vice President and Provost Beth Ingram will give a presentation regarding *Protecting the Pack* policies and procedures for the upcoming semester.