



Regular Meeting
of the
Board of Trustees

September 17, 2020

**Regular Meeting of the
BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY**

9:00 a.m. – Thursday – September 17, 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. Meeting Agenda Approval..... *Action*..... i
4. [Review and Approval of Minutes of August 20, 2020](#) *Action*..... 1
5. Chair's Comments/Announcements
6. Public Comment*
7. [Reports of Board Committees and Board Liaisons](#)..... *Information*.....6
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 - b. Finance, Audit, Compliance, Facilities and Operations Committee (FACFO)
 - c. Research and Innovation, Legal and Legislative Affairs Committee (RILLA)
 - d. Illinois Board of Higher Education
 - e. Universities Civil Service Merit Board
 - f. Northern Illinois University Alumni Association
 - g. Northern Illinois Research Foundation
 - h. Northern Illinois University Foundation
8. President's Report No. 145
 - a. University Reports Forwarded by the Board Committees
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9. Chair’s Report No. 95

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10. Other Matters

11. Next Meeting Date

12. Closed Session

13. 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. For more information contact Crystal Doyle, ccoppel@niu.edu, 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
Special Meeting
August 20, 2020

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 1:16 p.m. by Board Chair Dennis Barsema virtually. Recording Secretary Crystal Doyle conducted a roll call.

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

All members of the Board of Trustees were present.

Also present: President Lisa Freeman; General Counsel Bryan Perry; Board Liaison Matt Streb; Executive Vice President and Provost Beth Ingram; Vice President for Administration and Finance Sarah Chinniah; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Associate Vice President for Information Technology Matt Parks; and University Advisory Council (UAC) Representatives Greg Beyer, Cathy Doederlein, Katy Jaekel, Natasha Johnson, Sarah Marsh, and Kendall Thu.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

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

MEETING AGENDA APPROVAL

Chair Barsema asked for a motion to approve the meeting agenda. Vice Chair Wasowicz so moved, and Trustee Athas seconded. The motion was approved.

Chair Barsema asked Ms. Doyle to conduct a roll call vote.

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

The motion was approved.

REVIEW AND APPROVAL OF MINUTES OF JUNE 18, 2020

Chair Barsema asked for a motion to approve the minutes of June 18, 2020. Trustee Herrero so moved, and Vice Chair Wasowicz seconded.

Chair Barsema asked Ms. Doyle to conduct a roll call vote.

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

The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Barsema welcomed the members of the University Advisory Council who were present.

UAC Representative Kendall Thu recognized two new Student Government Association Leaders. Antonio Johnson is the new president of the Student Government Association and Brad Beyer is the new speaker of the Student Senate. He mentioned that he is very excited to work with both this coming year. He also expressed his appreciation to faculty pivoting quickly to transition to teaching online this past spring. As faculty get more experience, we may see a cultural shift to more online learning, especially with all the options we have for it. University Senate meetings will be held virtually, and they are public meetings, and everyone is invited to attend.

UAC Representative Katy Jaekel thanked and recognized Student Affairs for all they have done to get students back on campus and students moved into the dorms. She expressed happiness in being selected to serve on the UAC and looks forward to working with everyone.

UAC Representative Natasha Johnson also expressed her gratitude at being selected to serve on the UAC as the Operating Staff Council President and looks forward to working with everyone.

UAC Representative Greg Beyer noted that he too was happy to be apart of the UAC. He expressed that he has confidence in NIU Leadership, even with all the setbacks, these are very exciting times, and he is thankful for all they have done.

Chair Barsema stated that this Special Meeting was called to allow the Board of Trustees to approve the purchase of Classroom Technology enhancements that are needed to support online teaching and learning capabilities required to serve and protect students and faculty during these challenging times.

Chair Barsema applauded university leadership along with the other Trustees for highly prioritizing safety precautions while navigating the return of the fall semester. He continued that each and every Huskie has a responsibility to help protect our community. This is in particularly true of our students, because students play a critical role in helping to keep fellow students, friends, family and our community safe, and our university campus open. Chair Barsema reiterate this message and could not stress strongly enough that students have a responsibility to keep themselves safe, as well as others on our campus safe and within our community safe. It is critical that everyone take our pledge to Protect the Pack seriously and follow the plans and guidance on and off-campus. He identified the ways in which everyone needs to practice safety, including mask wearing, physical distancing, avoiding large gatherings, etc. Although the temptation may be there to go against our pledge, everyone must resist the urge as a campus and protect the health and safety of our entire community.

Chair Barsema expressed his appreciation for and applauded university leadership for their recognition of the pandemic's significant expenses and mindfulness of our revenue stream. In a situation of this magnitude shared sacrifices need to be made and he expressed deep appreciation for the ways in which members of the university community have stepped up to help. Examples include Dr. Freeman's request to the Board of Trustees that her FY21 base pay be reduced by 12% and her FY20 incentive base compensation that would have been paid in FY21, be reduced to zero, as well as, members of leadership across the campus, including our Provost, Vice Presidents, Deans, and several athletic coaches who voluntarily reduced their incentives and/or salaries for FY21.

Further, Chair Barsema acknowledged the University Advisory Council for their willingness to explore voluntary furloughs to share in the sacrifice and mitigate further layoffs. All these actions

reinforce profound commitments to NIU and promote a sense of community that the trustees are so proud to represent. Thank you again on behalf of the trustees to all who are doing their share in helping us through these times. We appreciate your sacrifices and your work. As noted by Trustee Gayles in his comments as FACFO chair, everyone must be mindful of the significant financial stress already imposed on the university by COVID-19 pandemic.

Chair Barsema recognized the importance to making the appropriate contingency plans related to the university budget. These plans must acknowledge that while the current conditions are not permanent, our own selves will not be able to return quickly to where we were pre-COVID-19. In this context, he urged our university leadership to bring forward in September, an updated budget that reacts appropriately to both the extraordinary temporary stresses the university is experiencing, as well as the permanent changes in restructuring that may need to occur to ensure multiyear sustainability. Everyone must continue to address our revenue shortfall as the university gains more clarity regarding fall enrollment, the fate of additional federal aid, and the ability of our state to fulfill its annual commitment. To this end, our university leadership faces tough choices. At this time, the budget must consider the possibility of furloughs and further layoffs. Be they temporary, or permanent, as well as plans to provide an increment to the subset of employees who are waiting patiently for resolution.

Chair Barsema urged the university leadership to continue to navigate these challenging decisions with compassion and empathy. As well as to engage with shared governance to confirm strategies and to work collaboratively with collective bargaining units on these matters. The board appreciates the level of care and thoughtfulness that goes into every difficult decision that impacts our employees, their families and their livelihoods. Contingency planning all possible scenarios and hard decisions come with running a university, but do not make them any less painful.

Chair Barsema is confident that our mission, vision, and values will continue to guide us all and that everyone will be able to emerge from this challenging time stronger and smarter. Remember, Huskies never quit.

PUBLIC COMMENT

General Counsel Perry stated that Mr. Roderic Moyer registered to make a public comment. Mr. Roderic Moyer made a public comment.

PRESIDENT'S REPORT NO. 144

Chair Barsema asked President Freeman to present the President's Report No. 144.

President Lisa Freeman made a comment to Mr. Roderic Moyer regarding his public comments throughout the day.

President Lisa Freeman presented Agenda Item 7.a. Classroom Technology Upgrades

President Freeman noted that the Classroom Technology Upgrades item was discussed in detail at the FACFO meeting earlier today. During the FACFO meeting, the requested amount was amended from \$450,00.00 to \$600,000.00, which the Board approved at that time. The recommendation of the University is that the Board of Trustees approve the item with the amended amount of \$600,000.00.

Chair Barsema asked for a motion to amend Action Item 7.a. and the requested amount of \$450,000.00 to \$600,000.00 for Classroom Technology Upgrades. Vice Chair Wasowicz so moved, and Trustee Gayles seconded.

Chair Barsema asked Ms. Doyle to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Bob Pritchard: Yes

Trustee Aiden Shields: Yes

Vice Chair Eric Wasowicz: Yes

Board Chair Dennis Barsema: Yes

The motion was approved.

Chair Barsema asked for a motion to approve amended item 7.a. Vice Chair Wasowicz so moved, and Trustee Gayles seconded.

Chair Barsema asked Ms. Doyle to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Bob Pritchard: Yes

Trustee Aiden Shields: Yes

Vice Chair Eric Wasowicz: Yes

Board Chair Dennis Barsema: Yes

The motion was approved.

OTHER MATTERS

There were no other matters.

NEXT MEETING DATE

The next regularly scheduled meeting of the Board of Trustees will be held September 17, 2020 at 9:00 a.m.

CLOSED SESSION

Chair Barsema stated that the Board needed to go into closed session and would not take up new business following the closed session. He asked for a motion to close the public meeting to conduct closed session to discuss the following subjects as authorized by the Open Meetings Act: personnel matters as generally described under sections 2(c)(1)(2)(3) and (21) of the open meetings act; collective bargaining matters as generally described under section 2(c)(2) of the open meetings act; litigation and risk management matters as generally described under sections 2(c)(11) and (12) of the open meetings act; and closed session minutes matters as generally described under section 2(c)(21) of the open meetings act.

Trustee Gayles so moved and Vice Chair Wasowicz seconded. The motion was approved.

Chair Barsema asked Ms. Doyle to take a roll call vote to close the public meeting.

Trustee Rita Athas: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Bob Pritchard: Yes

Trustee Aiden Shields: Yes

Vice Chair Eric Wasowicz: Yes

Board Chair Dennis Barsema: Yes

The Board closed the public meeting at 1:52 p.m.

The meeting reconvened from closed session at 3:20 p.m.

Chair Barsema asked Dr. Streb to conduct a roll call vote.

Trustee Rita Athas: Present

Trustee John Butler: Present

Trustee Montel Gayles: Present

Trustee Veronica Herrero: Present

Trustee Bob Pritchard: Present

Trustee Aiden Shields: Present

Vice Chair Eric Wasowicz: Present

Board Chair Dennis Barsema: Present

The motion was approved.

ADJOURNMENT

Chair Barsema asked for a motion to adjourn. Trustee Pritchard so moved, and Vice Chair Wasowicz seconded.

Chair Barsema asked Dr. Streb to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Bob Pritchard: Yes

Trustee Aiden Shields: Yes

Vice Chair Eric Wasowicz: Yes

Board Chair Dennis Barsema: Yes

The motion was approved.

The meeting adjourned at 3:21 p.m.

Respectfully submitted,

Crystal Doyle
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.

REPORTS OF BOARD COMMITTEES AND BOARD LIAISONS

a. Academic Affairs, Student Affairs and Personnel Committee (AASAP)

The Academic Affairs, Student Affairs and Personnel Committee met on August 20, 2020. No requests appeared on the agenda for this meeting, so none were approved. The committee received four information items: Annual Listing of Changes Fiscal Year 2020, Summary of the Voluntary Incentive Retirement Program for Faculty and Staff, 2019-2020 Faculty Emeritus Recognition, and Protecting the Pack Presentation.

b. Finance, Audit, Compliance, Facilities, and Operations Committee (FACFO)

The Finance, Audit, Compliance, Facilities and Operations Committee met on August 20, 2020. The committee was presented with one Financial Update item: FY21 University Preliminary Budget-Summary Update. The committee approved one FY21 action item: Classroom Technology Upgrades. The committee also received five information items. These included Quarterly Summary Report of Transactions in Excess of \$100,000 for the Period April 1 to June 30, 2020, FY20 Annual Summary Report Obligation of Financial Resources Year ending June 30, 2020, FY20 Annual Report of Cash and Investments for Period Ending June 30, 2020, FY20 Report Tuition and Fee Waivers, and Campus Facility Project Update.

c. Research and Innovation, Legal and Legislative Affairs Committee (RILLA)

The Research and Innovation, Legal and Legislative Affairs Committee met on August 20, 2020. Dr. Gerald Blazey, Vice President for Research and Innovation Partnerships that by June 1, 2020, more than 100 scholarly spaces and facilities had been safely reopened. He noted that despite the many challenges presented by COVID19, faculty have been responding to research possibilities with excellent scholarship and innovation and that staff continue to provide outstanding support. The Committee received four information items. Jenna Mitchell, State Legislative Liaison, reported that the state recently passed a budget and that NIU received flat appropriations for general funds, the MAP program, and the AIM HIGH program. Ms. Mitchell noted that NIU had received \$8.1M of its FY21 appropriations. Dr. Anna Quider, Assistant Vice President for Federal Relations, reported that in March, the Families First Coronavirus Response Act and the CARES Act were signed into law. NIU received an allocation of \$14.8M from the CARES Act, to be spent equally between direct emergency grants to students and institutional expenses related to the pandemic. Dr. Quider reported that there were two major supreme court rulings this quarter. The Court rejected the Trump Administration's termination of DACA so the policy remains in place for the time being. The Court also ruled that Title VII of the Civil Rights Act of 1964 protects gay and transgender individuals from workplace discrimination. Assistant Vice President for Sponsored Programs, Dara Little, summarized sponsored program activities for FY20, noting that total sponsored funding for FY20 was \$44M, NIU's highest level of funding 5 years, of which \$7.5M is COVID related funding. Director of Innovation, Luke Seby, reported that NIU holds 39 US and 18 foreign patents in its portfolio along with two license agreements and two option agreements. Mr. Seby also reported that a recent innovation impact report by the George W. Bush Institute, Opus Faveo Innovation Development, and Southern Methodist ranked NIU third among peer institutions. Mr. Seby reported that future plans for the office of Innovation include setting the conditions for long term innovation viability and success at NIU, along with leveraging the innovation engines NIU has to offer, and building momentum through FY21 to achieve greater innovation impacts in the coming years.

d. Illinois Board of Higher Education

The IBHE met on April 30, 2020 and approved New Units of Instruction at Public Community Colleges (Illinois Central College, Kankakee Community College, Kishwaukee College, Lake Land College, Moraine Valley Community College, Richard J. Daley College, and Wilbur Wright College); New Operating and/or Degree Granting Authority for Independent Institutions (Roosevelt University, Touro College, Chamberlain University, and Midwestern Career College); New Units of Instruction, Public Service, and Research at Public Universities (Eastern Illinois University, Illinois State University, Northern Illinois University, Southern Illinois University-Carbondale, Southern Illinois University Edwardsville, University of Illinois at Chicago, and University of Illinois at Urbana-Champaign); Non-Instructional Capitol Project-Illinois State University; and further approved consent agenda and other routine business items.

At the June 9, 2020 meeting, the IBHE approved the Resolutions and Recognition for student board members David Santafe-Zambrano and Marcus Wolfe and Faculty Advisory Council Chair Dr. Marie Donovan; New Units of Instruction at Public Community Colleges (Frontier Community College, Kennedy-King College, Olive-Harvey College, Olney-Central College, and South Suburban College); New Operating and/or Degree Granting Authority for Independent Institutions (Touro College, and Stautzenberger College DBA Rockford Career College); New Units of Instruction, Public Service, and Research at Public Universities (Southern Illinois University Edwardsville, University of Illinois at Urbana-Champaign, and Western Illinois University); and further approved consent agenda and other routine business items. Additionally, there was a student and president panel. The student panel included Tina Scott from Chicago State University, Sophie Whitten a 2020 graduate of Vandalia High School who will be attending Southern Illinois University, and Kaya de Castro from University of Illinois at Springfield. Each student on the panel shared their background and discussed various topics including COVID-19, inequity, affordability, and e-learning. The president panel included Dr. Gloria Gibson, President of Northeastern Illinois University; Dr. David Glassman, President of Eastern Illinois University; Dr. Sheila Quick-Bailey, President of Illinois Central College; and Dr. Gene Crume, President of Judson University and chairman of the board for the Federation of Independent Illinois Colleges and Universities. The panelists discussed how they handled COVID-19, their plans for re-opening in the fall, affordability, student success, and inequity. The board members were invited to ask questions, and suggested ways to support all students and universities/colleges. The IBHE also met on August 4, 2020 and September 15, 2020. Updates will be provided when minutes are available and additional details regarding these items are posted on the IBHE website.

e. Universities Civil Service Merit Board

The State Universities Civil Service Merit Board met (remotely) on August 13, 2020. At that meeting, the Merit Board's focus was primarily on welcoming a new member (Andrea Zopp from Chicago State University) and discussing the System's annual budget. The Merit Board received an update on the progress of proposed rule changes to Section 250.110 of the Code (80 Ill. Adm. Code §250.110), or what are generally known as the discharge rules (the rules that govern under what circumstances a university-level decision can be brought before the Merit Board and what the Board is expected to do in response to such petitions). The proposed amendments appeared in the Illinois Register for the First Notice Period. No concerns have been received during the comment period. As noted in prior Merit Board reports, the changes include several amendments that are part of a general effort to clarify and restructure the rules. The next meeting of the Merit Board is scheduled for November 19, 2020.

f. Northern Illinois University Alumni Association

Volunteerism – The cancellation of events both with the alumni association and at the University level led to the reduction of overall volunteer opportunities. The NIUAA placed 887 alumni volunteers in opportunities, down from 1,046 last fiscal year. Engagements with enrollment rose, with 16 alumni participating at 14 college fairs. We also experienced growth in our online advocacy program, going from 15 volunteers to 120.

Revenues – In FY20, the NIUAA developed new partnerships which build pride among our alumni, offer valuable services and resources, and generate revenue for the NIUAA. Partnerships with Slumba, Balfour, Pollyanna Brewing Company, Freedom Financial, and a re-launched online store have all helped diversify revenues and provide valuable connections for our alumni.

NIUAA Events – Despite the pandemic, the NIUAA and NIU Foundation hosted 101 events in FY20, which is the same quantity as FY19. While attendance was down from 2,291 to 1,919, the shift to online events resulted in many new attendees, in particular those not located in Illinois. Events were held in more than 20 different markets, with 60% of the events occurring within the state of Illinois.

Communications – The only program not significantly impacted by COVID-19, our communications saw significant growth. Visits to our homepage rose from 132,000 in FY19 to 143,000 in FY20. Additionally, the email open rate grew by nearly a whole point to 19.56%. This is trending well above our peer institutions, who typically hover around 16%-17%.

Additionally, it should be noted that the NIUAA was trending towards significant growth in both events and volunteerism prior to the pandemic.

g. Northern Illinois Research Foundation

The Audit Committee and Board of Directors of the Northern Illinois Research Foundation held the first AY20-21 meeting September 1, 2020. The Audit Committee discussed the FY20 draft audit report, the NIRF and EIGERlab quarterly financial reports, and updates on the NIRF fraud risk assessment plan. The Audit Committee, EIGERlab staff, and the NIU Office of Innovation (OI) gave the full Board quarterly reports. OI also discussed plans to migrate active NIU intellectual property cases to NIRF. The next NIRF Board of Directors quarterly meeting will be in December.

h. Northern Illinois University Foundation

Fundraising: Overall philanthropic performance was on pace toward goal (\$25m) until COVID-19 disruption. FY19 had been a strong year, with momentum building in FY20 towards a university-wide comprehensive campaign. Final, year-end results were below projections, with \$15,077,000 in total activity: 60% of goal and down 31% YOY.

Progress was made throughout the year in unrestricted giving and giving for scholarships, which remained a focus:

- Unrestricted giving INCREASED 6%.
- Total scholarship giving from all sources INCREASED 18%.
- We remained laser focused on the goal to achieve \$50m in scholarship giving by 2022, and in FY20 we reached the \$17,560,000 mark total in scholarship dollars raised cumulatively since 4/1/17.

The Northern Fund experienced a slight increase from FY19 (less than 1%), but overall annual giving was down 17%. This was principally due to the decision to delay the Day of Giving to the

fall. Nevertheless, some notable achievements were the interim efforts to focus on the Student Emergency Fund during the early days of the COVID crisis were very successful in raising critical dollars to augment the University's funding and Cares Act dollars, and the very successful "Huskies United" campaign subsequently raised \$486,368 from 1500 donors in 48 hours. Huskies United funds were principally raised for the Huskies United Fund (36%), general student scholarships (21%) and the Student Emergency Fund (19%). Additional funds were also directed to ADEI and college-based scholarships. Both campaigns were promoted broadly throughout all social media channels and was generally positively received for its success, but also its message of "Huskies Never Quit. but Sometimes They Need A Little Help" tagline. For comparison, in FY19, the first Day of Giving – a broad campaign for all programs, raised \$770,000 through 1,402 gifts, far exceeding its initial goals and projections. While Huskies United raised less, the number of gifts was higher.

Engagement: Events were hosted in Florida (Bonita Springs, Sarasota and Orlando), and in California (San Diego, Long Beach, Manhattan Beach and Huntington Beach) prior to the COVID-19 interruption but plans for events in Arizona and Washington D.C. were cancelled.

Upcoming Events: Though in person events are still on hold, The Red & Black is being planned as a 3-day virtual experience November 11 -13. The second day, November 12, which be the "Day of Giving".

NIU Foundation Board: On June 26th, the NIU Alumni Association and the NIU Foundation formally merged organizations. The NIUAA will continue as an Advisory Board within the NIU Foundation structure, and three members will become full voting members of the NIU Foundation Board. It was stipulated that the NIUAA president would always serve as a member of the NIUF board, and following elections, the NIUAA chose Pete Garrity and Rich Escalante as members-at-large, joining Joe Sener, current NIUAA president. They will officially join the NIUF board at the November meeting.

Campaign Planning: The Foundation, in collaboration with university leadership, has been in the planning stages of a comprehensive fundraising campaign. The COVID-19 interruption caused alteration of the planning timetable, but efforts are ongoing to design and execute "campaign like" activities focused on current university priorities. It is the hope that with a return to more in person engagement in 2021, plans could accelerate toward a formal campaign launch later in the year.

ANNUAL LISTING OF CHANGES FY20

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
FY20**

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.

STATE RELATIONS UPDATE

2020 Legislative Session Overview

This past spring session, due to COVID-19, the General Assembly met for a total of four days at the end of May 2020 to address time sensitive items that required action by the close of the fiscal year.

Public Act 101-0637 (HB 264) was signed into law by Governor Pritzker on June 10, 2020 and contains the State's FY21 budget as well as supplemental budget adjustments for FY20. Key highlights of P.A. 101-0637 include the following:

- \$87.8 million General Funds appropriated to NIU for FY21 operations, which is level compared to FY20 state appropriations.
 - The FY21 budget does include new provisions that may allow for executive alteration at some point during the fiscal year, which leaves uncertainty in state funding levels despite the budget's enactment.
- \$451.3 million General Funds for Monetary Award Program (MAP) grants, which is level compared to FY20 state appropriations and does not include the Governor's recommended annual increase of \$50 million for the program.
- \$35 million for year 3 of the AIM HIGH Program, which is level to FY20.
- The Act also includes the FY20 cohort restriction fix for the AIM HIGH Program appropriation, allowing all universities the flexibility to use the \$35 million appropriated for distribution during year 2, or AY2020-2021, on any existing or future cohort(s).

Public Act 101-0643 (SB 1569), known as the Education COVID Omnibus bill, was signed into law by Governor Pritzker on June 18, 2020. The Higher Education portion of P.A. 101-0643 made changes to the Illinois Articulation Initiative, AIM HIGH, and the Emergency Completion and Student Support Services Grants.

The following provides a highlight of changes made to each program:

- Illinois Articulation Initiative: Requires public universities and community colleges to accept grades of Pass, Satisfactory, or Credit for general education transfer and prerequisite requirements.
 - This provision only applies to courses taken in the Spring 2020 semester, but would protect student transfer of those courses indefinitely. The changes would not impact a college or university's decision with respect to how the course is applied to major course requirements.
- AIM HIGH: Allows a student to continue to receive the grant all four years of college if they initially qualified under the household income guidelines.
- Emergency Completion and Student Support Services Grants: Subject to appropriation, the Illinois Board of Higher Education (IBHE) shall award emergency completion grants and competitive grants for public university student support services. This is essentially a statutory change to reflect the budget bill initiative NIU and its sister institutions pursued in collaboration with the Partnership for College Completion and other stakeholders prior to COVID-19.

State Funding and Capital Project Update

As of July 29, NIU received its last outstanding payment from the State for FY20 totaling approximately \$6.7 million General Funds. At the time of this report, no payments for FY21, the current fiscal year, have been received.

While the State's FY21 budget did include re-appropriations of all capital projects, many remain in a holding pattern due to COVID-19, particularly due to the pandemic's impact on state revenues that were expected and are necessary to pay for the projects. The following provides an update by individual project:

- **\$77 million Health Informatics Building:** The \$7.7 million released for planning and design has been authorized for use but not yet received. The project has been put on hold due to pandemic-related revenue delays. The remaining 90 percent of funds for the project has not yet been authorized for release. This is not cause for concern as this typically takes place after completion of the planning and design phase.
- **\$53 million for Deferred Maintenance:** The lump sum has been re-appropriated in FY21; however, it has not yet been authorized for release. Prior to COVID-19 there was uncertainty surrounding the timeline of when this funding might be made available for use and the pandemic only adds to existing uncertainty.
- **\$15 million for the Northern Illinois Center for Community Sustainability (NICCS):** Similar to the status of funding for the Health IT building, funding for NICCS has been authorized and released but not yet received. NIU has continued its internal planning process to define the project and prepare for receipt of funds.

COVID-19: State Regulations, Associated Impact(s) and Special Funding Opportunities

On July 23, the IBHE released its COVID-19 guidance for safely launching AY2020-2021. At the time of this report, the initial guidance had already been updated on June 28 to reflect changing dynamics and/or address additional points of direction.

The IBHE's guidance was constructed in collaboration with the Fall Opening Committee and its associated working groups. Committee and working group members were selected/convened by the IBHE and included presidents, faculty, staff, and public health experts from some of Illinois' public and private institutions. President Lisa Freeman was asked to serve on the committee, making NIU one of the four public universities to have direct representation.

The necessary implementation of CDC and IDPH safety practices is the leading factor in terms of added costs to the University. Not only are there associated costs with physical spacing and social distancing efforts, increased cleaning, disinfecting and hand sanitizing stations, and the procurement of personal protective equipment (PPE), there are also related technology costs associated. As NIU moves to implement physical spacing and a hybrid online/in-person course structure, there is a new emergence of certain technology needs. For example, this includes broadband refreshes to increase streaming efficiencies, procurement of zoom lines, investment in software and hardware as we become less reliant on shared computer labs, etc.

Limited Liability Protections

At the time of this written report, institutions of higher education have not yet received limited liability protections being sought at the state and federal level, respectively. At the state level, NIU and its sister institutions are working in collaboration with private institutions to be in a position to request the Governor's consideration of making an executive order granting limited liability protections for higher education institutions that follow state and federal health and safety

standards. There is precedence in this request, as the Governor has previously extended a similar executive order providing such protections to Illinois healthcare and hospitals.

The need for action at the state level is currently dependent on federal action, or a lack thereof, as limited liability for higher education institution will potentially be included in Congress' latest COVID-19 response legislation.

Currently in Illinois, there is a \$2 million cap on damages and no cap on contract claims. Without special, limited liability protections in place going into the fall semester, the potential financial impact to NIU or any other university is unpredictable but likely significant/debilitating.

The Governor's Emergency Education Relief (GEER) Fund

Under the Federal CARES Act passed in March 2020, Illinois received a \$108 million lump sum for flexible financial assistance to elementary, secondary and higher education institutions to help address challenges created by the COVID-19 pandemic. Governor Pritzker allocated \$48.3 million, or approximately 45% of this lump sum to institutions of higher education.

To date, NIU has been allocated \$2.9 million GEER funds, second to only University of Illinois at Chicago in terms of allocation amount. NIU is in the process of determining how its GEER funds will be utilized. The IBHE guidance suggests expenditure on services to enroll and retain students of color, first-generation, and high-need students that might not otherwise enroll or return as a result of the pandemic. Guidance specifically notes using funds to address any digital equity gaps.

For general background, the \$48.3 million GEER Funds for higher education were allocated as follows:

- \$27 million for Public Universities
- \$18 million for Community Colleges
- \$250K for the Illinois Math and Science Academy (IMSA)
- \$25K for the University Center of Lake County
- \$3 million for Targeted Initiatives set-aside

The \$3 million for targeted initiatives provides an opportunity for public and non-profit 4-year institutions to receive additional funding to support programs targeting enrollment and retention of underrepresented, first-generation and high-need students. The funds will be awarded through a Request for Proposals (RFP) process administered by IBHE. NIU is in the process of developing its RFP submission.

Looking Ahead to Fall 2020

The Illinois General Assembly's fall veto session is currently scheduled for November 17-19 and December 1-3. This is subject to change due to the uncertainties of COVID-19.

On November 3, Illinois voters will decide whether or not the Illinois constitution shall be amended to allow for a graduated income tax structure. Depending the outcome of the referendum, lawmakers will need to reconvene at some point to address the tax structure and associated rates and/or revisit the FY21 budget as enacted in June 2020 to shore up appropriations with projected revenues.

FEDERAL RELATIONS REPORT

This report covers the period of May through July 2020 and encompasses NIU equities across all three branches of the federal government. A brief review of the Office of Federal Relations activities during the past state fiscal year is also included.

COVID-19 Relief

As of this writing, Congress and the White House are locked in negotiations over the next COVID-19 relief bill. **I will provide a verbal update on the latest legislation and state-of-play.**

The majority party in each Chamber of Congress has introduced legislation for the next round of COVID-19 relief. On May 15, the House passed H.R. 6800, the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act. On July 27, Senate Majority Leader Mitch McConnell introduced the Health, Economic Assistance, Liability Protection, and Schools (HEALS) Act. Under the HEROES Act NIU would receive an allocation of \$43.1 million and under the HEALS Act NIU would receive an allocation of \$34.55 million, as estimated by APLU. The Association of Public and Land-grant Universities (APLU) has completed a detailed analysis of the higher education-related provisions in the [HEROES Act](#) and [HEALS Act](#).

NIU is working in conjunction with our sister institutions across Illinois and the nation and our professional associations to make the case to Congress and the Administration that our students and institutions are in need of additional financial and policy relief from COVID-19 related impacts to operations, education, and research in subsequent legislation. Since May, President Freeman has discussed this issue with Senator Durbin, Senator Duckworth, Representative Kinzinger, Representative Lipinski, and Representative Underwood and she has joined with IL public university presidents in sending two letters to the Illinois congressional delegation. Faculty Senate President Kendall Thu and Student Government Association leaders have also sent letters to the Illinois congressional delegation regarding the impact of the pandemic on their constituents and the need for federally supported relief.

Congressman Lipinski is leading the House in advocating for relief for higher education. In May, he led a 100-signature bipartisan House sign-on letter, which called for \$47 billion in pandemic-related relief for higher education institutions.

Appropriations

Fiscal Year 2021 Appropriations

The House has passed ten of twelve FY21 appropriations bills while the Senate has not advanced any appropriations bills yet. The appropriations levels approved by the House are across-the-board year-on-year increases for NIU priorities spanning research, education, and student financial aid. For example, the year-on-year increase for the National Science Foundation is 3.26%, National Endowment for the Humanities is 4.74%, Department of Education Title VI International Education Programs is 5.46%, and the Pell grant maximum award is 2.36% (which brings the maximum Pell award to \$6,495). These appropriations levels are a good starting point for negotiations with the Senate and White House. That said, a stopgap continuing resolution (CR) that funds the federal government at least into mid-November 2020 is very likely so FY21 appropriations negotiations are on the back burner for the time being.

The Administration

Immigration is an active area of policymaking for the Administration. NIU is in regular contact with the offices of the Illinois congressional delegation regarding immigration policy and the importance of international students and scholars to our campus and the community.

President Trump issued a proclamation on May 29 that bars entry to the U.S. for Chinese graduate students and visiting researchers who may pose a risk of passing technological knowledge back to the Chinese military because they have ties to certain institutions in China. The proclamation only applies to international graduate students (under F-1 visas) and scholars (under J-1) and the Administration intends for it to affect a small percentage of Chinese visa holders.

On June 22, President Trump issued an executive order to suspend new H-1B, L-1, and other non-immigrant work visas for individuals presently located outside of the U.S. through the end of the year, along with an extension of the freeze on green cards for new immigrants. This order could negatively affect NIU's hiring of foreign talent and could negatively impact international students seeking post-graduate employment in the U.S. On the plus side, the order does not affect the Optional Practical Training (OPT) program, which has been under scrutiny for possible changes by the White House. NIU has about 800 international students in OPT. House Republicans sent a letter to the Administration in support of international students and the OPT program which was co-lead by Representative R. Davis and co-signed by Representative Shimkus.

On July 24, U.S. Immigration and Customs Enforcement (ICE) announced that new international students currently located outside of the U.S. who plan to enroll at a college or university that switched to all-online instruction will be barred from entering the country. This follows the July 14 rescinding of the July 6 directive from ICE which would have required institutions to provide at least part of their instruction in person for international students currently in the U.S. or risk those students being deported. NIU has about 800 international students. Members of Congress responded to the July 6 directive by sending four letters to the Administration in support of international students. In total, letters were co-signed by Senators Duckworth and Durbin and Representatives D. Davis, R. Davis (who led the House Republican letter), Foster, Garcia, Kinzinger, Krishnamoorthi, Lipinski, Quigley, Schakowsky, Schneider, and Underwood.

On July 28, the U.S. Department of Homeland Security (DHS) issued a memorandum that enacts significant changes to the Deferred Action for Childhood Arrivals (DACA) policy, including limiting the period of deferred action to one year; rejecting initial requests for DACA; and rejecting new and pending requests for advanced parole absent exceptional circumstances. NIU estimates that there are a few dozen students who are affected by these changes.

The Courts

In a long-anticipated ruling, on June 18, the Supreme Court voted 5 to 4 to reject the Trump administration's 2017 attempt to rescind the Obama-era DACA policy. As such, the policy will continue to provide protection for some 650,000 recipients throughout the country.

On June 15, the Supreme Court ruled by a 6 to 3 vote that Title VII of the Civil Rights Act of 1964 protects gay and transgender individuals from workplace discrimination. The question for the justices was the meaning of "sex" in Title VII, which bars employment discrimination based on race, religion, national origin, and sex.

Federal Engagement with NIU

Recent and upcoming federal engagements with NIU include:

May – July: Congressional Meetings for President Freeman. During this timeframe, President Freeman met with Senator Durbin, Senator Duckworth, Congressman Kinzinger,

- Congressman Lipinski, and Congresswoman Underwood to discuss the University's pandemic response and the need for federal relief.
- July 15: Rep. Sean Casten and The Science Coalition. NIU and the University of Illinois System hosted a virtual meeting with Rep. Sean Casten and The Science Coalition. Rep. Casten discussed his priorities for federal appropriations and science policy.
- July 21: Rep. Gonzalez and AD Sean Frazier. Athletics Director Sean Frazier joined a MAC call with Rep. Gonzalez of Ohio to discuss potential federal legislation regarding the regulation of student-athletes' name, image, and likeness.
- July 21: AVP Quider and OSTP Director Kelvin Droegemeier. AVP Quider moderated a discussion with White House Office of Science and Technology Policy Director Kelvin Droegemeier on behalf of the APLU Council on Governmental Affairs.
- August 19: VP Blazey and House Science, Space, and Technology Committee staff. VP Blazey will participate in an invitation-only small group meeting of higher education leaders and bipartisan staff of the House Science, Space, and Technology Committee to discuss the reauthorization of the National Science Foundation. NIU will be the only non-R1 institution at the meeting as the result of years of relationship building with the committee staff.
- August 28: Rep. Sean Casten and NICCS and ISESE. Rep. Sean Casten is scheduled to meet with faculty from the Northern Illinois Center for Community Sustainability (NICCS) and the Institute for the Study of the Environment, Sustainability and Energy. He is expected to discuss his service on the House Select Committee on the Climate Crisis and the House Science, Space, and Technology Committee.

Annual Summary for the Office of Federal Relations

This brief summary covers work conducted by the Northern Illinois University Office of Federal Relations (OFR) from July 1, 2019 – June 30, 2020. During this period, OFR worked in Washington, D.C. and on campus to advance NIU's federal policy priorities; connect NIU students, faculty, and administrators to policymakers; and raise awareness of NIU's strengths among federal policymakers and the broader national higher education and science policy community. This summary indicates both when an engagement was completed and when one was planned but cancelled due to the pandemic.

By the Numbers (#happened/#canceled due to the pandemic)

- 3/1 – Congressional receptions/roundtables featuring NIU.
 - NIU faculty received invitations to present from Reps. Foster, Kelly, Kinzinger, and Underwood
 - Canceled: NIU 125th Anniversary Congressional Reception and Poster Session
- 8/2 – Meetings/engagements between federal agencies or national organizations and NIU visitors to Washington, D.C.
 - @Washington, D.C.: Department of Energy, National Science Foundation (x3), U.S. Supreme Court, White House Office of Science and Technology Policy, National Institutes of Health
 - Canceled: Department of Education, Department of State
 - @NIU: National Science Foundation
- 2 – Visits to NIU by Members of Congress
 - Reps. Kinzinger and Underwood
- 7/8 – Off-campus meetings between Members of Congress and NIU:
 - Sens. Durbin and Duckworth; Reps. Foster, Kinzinger (x2), Lipinski, Underwood
 - Canceled: Senators Durbin and Duckworth; Reps. Bacon, Casten, Kelly, Kinzinger, Krishnamoorthi, and Underwood

- 5/13 – Meetings on Capitol Hill for NIU visitors to Washington, D.C.
 - Cancelled: Seven meetings for five NIU faculty, six meetings for one NIU student
- 120 – Meetings between OFR Director Anna Quider and staff from congressional offices, the Administration, and federal agencies or requests for information from federal staff
 - Cancelled: Many meetings were canceled or postponed in March - May

SPONSORED PROGRAMS ADMINISTRATION REPORT

For FY20, NIU received 325 sponsored awards totaling \$44M. A significant driver for this year’s increase is \$7.4M in federal Coronavirus Aid, Relief, and Economic Security (CARES) Act funding that NIU received for reimbursements associated with changes in instruction due to COVID-19¹. Sponsored Program Administration (SPA) is pleased to report that even without CARES funding, NIU continues to see growth in total sponsored funding (Figure 1) and appreciates the exhaustive efforts of our faculty and staff who secure these awards.

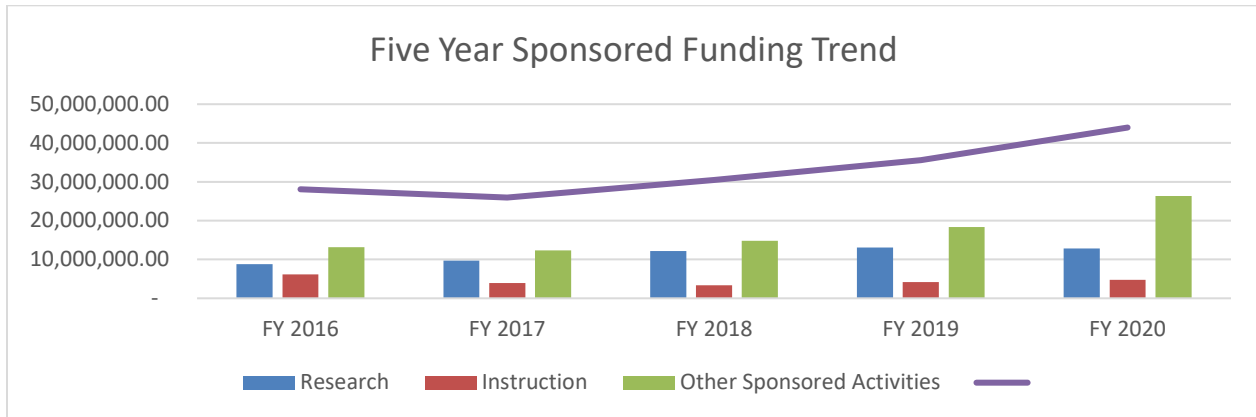


Figure 1

SPA has seen an uptick in proposal activity as Principal Investigators pursue COVID-19 related research and funding opportunities. Three projects, including the \$7.4M CARES award, have been funded. The additional two projects include a National Science Foundation research award to analyze the effectiveness of different testing strategies for COVID-19 and an award for stabilization funding for Northern Public Radio. More proposals are anticipated as State of Illinois and Federal agencies release funding calls to distribute their CARES money. Table 1 provides the status of these proposals.

Table 1

COVID Related Projects (as of 7/3/2020)		
Status	Total	# of Projects
Awarded	\$7,526,465	3
<i>Non-CARES</i>	\$113,876	2
<i>CARES</i>	\$7,412,589	1
Pending	\$1,415,209	8
Declined	\$1,272,486	2

At this time, it appears that Principal Investigators with existing awards have been able to modify their program schedules to accommodate remote work; however, some have had to incur unexpected costs on their grants to manage disruptions due to canceled work, meetings, or lack

¹ The university received an additional \$7.4 mil allotment in CARES funding for direct student aid. This funding is categorized as financial aid and is not reported in these figures.

of access to facilities and field sites. Based on our preliminary review of COVID-19 grant expenses and obligations, unexpected costs are currently ~ \$137k.

In March, the federal government issued a series of memorandums directing funding agencies to provide grantees with additional spending flexibilities to cover these unexpected costs but have also made clear that additional funding may not be available to offset these expenses. Agencies have not been consistent in their implementation of these flexibilities. It is unclear how this may impact the Investigators' ability to meet their final program objectives and deliverables. SPA is working with Investigators on an individual project basis to assist with these situations and monitoring federal funding relief efforts with VP Blazey and AVP Quider.

NIU continues to receive the majority of its sponsored funding from Federal and State of Illinois agencies (Figure 2). The originating source of almost all of NIU's sponsored revenue, regardless of funding agency, is the federal government (Figure 3). This is because NIU partners with different State of Illinois agencies, other universities, and external entities who receive their funds from the federal government and then flow a portion of the funding to NIU.

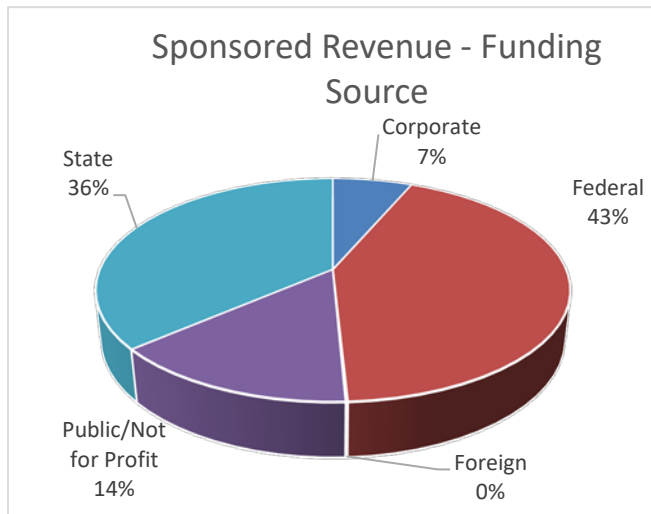


Figure 2

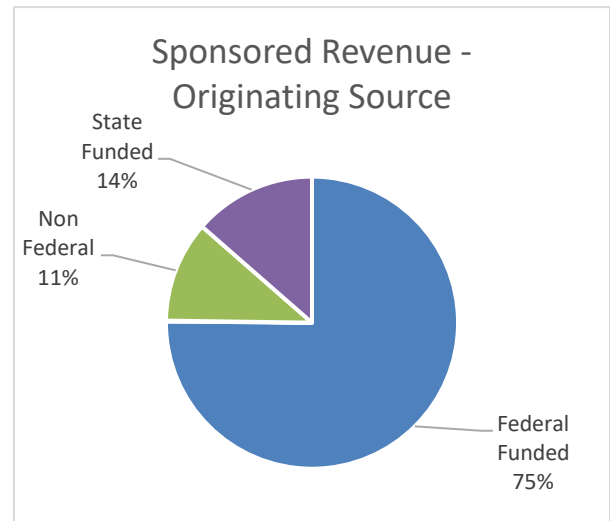


Figure 3

As shown in Figure 4, this year, the U.S. Department of Education (USED) provided the largest share of revenue for other (not research or instruction) sponsored activities and public service programs. While this includes the \$7.4M CARES funding it is important to recognize that NIU faculty consistently win USED awards. For example, faculty in the College of Education are the recipients of long-standing programs to train graduate students as special education teachers and orientation and mobility specialists to serve the needs of blind or visually impaired children with high intensity needs in preschool through 12th grade. In the College of Liberal Arts and Sciences, USED funding provides ongoing support for NIU's world class Center for Southeast Asian Studies to increase the world's knowledge and understanding of Southeast Asia through academic and public programs.

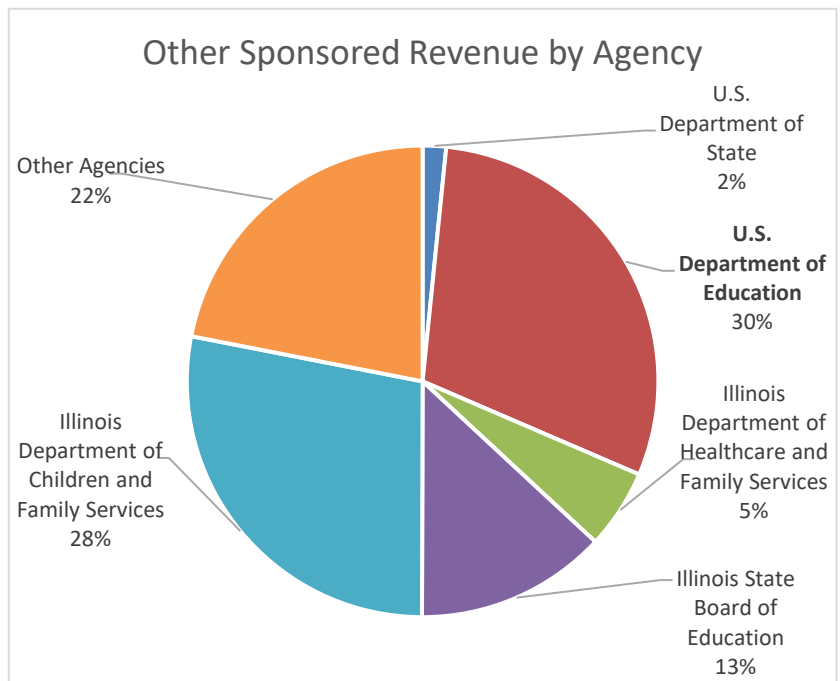


Figure 4

Research funding remains consistent across agencies with the majority of revenue received through a combination of awards from Argonne and Fermilab National Laboratories, National Science Foundation, and U.S. Department of Commerce. Over FY20, NIU's direct funding from the National Institutes of Health, the nation's largest funder of biomedical research, grew by 35%. In the College of Health and Human Sciences, an NIH award was transferred to NIU as part of a new faculty hire. The award funds an international feasibility study to determine group versus individual self-management of depression. In the College of Liberal Arts and Sciences, early career researchers from Biological Sciences and Chemistry and Biochemistry each secured NIH awards for a combined total of \$800k. These awards strengthen NIU's research environment by directly

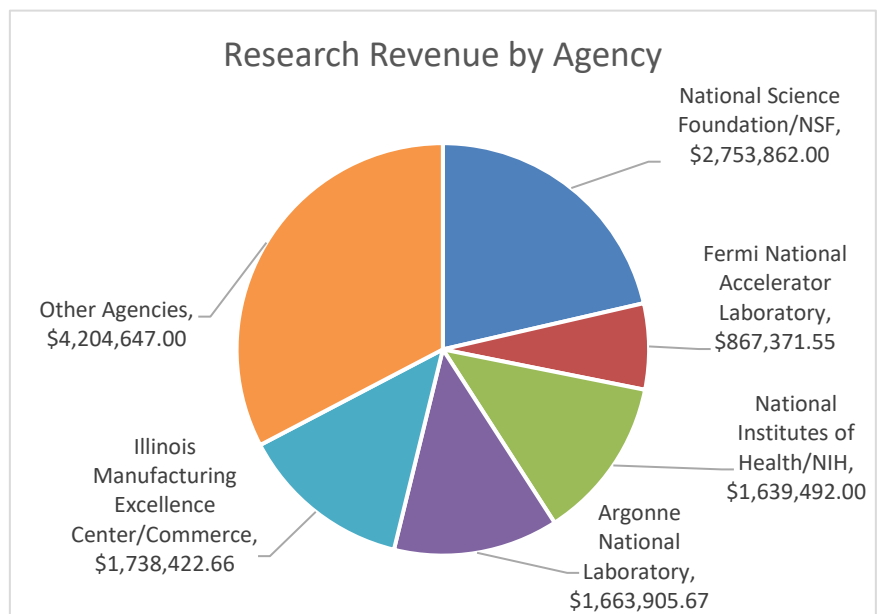


Figure 5

supporting graduate and undergraduate students and advancing high quality research. The College of Engineering and Engineering Technology leveraged NIU's relationship with the U.S. Department of Commerce/Illinois Manufacturing Excellence Center to provide \$100k for senior design programs that provide students with opportunities to identify innovative solutions to real world industry problems.

While funding across university units generally maps on to normal patterns with the majority of funding concentrated in the College of Liberal Arts and Sciences and Outreach, Engagement and Regional Development there are some variations this year. Total funding in the Colleges of Health and Human Sciences and Visual and Performing Arts decreased due to expiring awards and contracts while increases in the Colleges of Business and Education is the result of improved reporting. CARES funding is reported under Other University Units. A detailed listing of awards is provided at the end of this report beginning on page 15.

Table 2

College/Division	Research	Instruction	Other	All Sponsored Funding - FY20	All Sponsored Funding - FY19	% Change FY19
Business	\$0.00	\$1,904,200	\$0.00	\$1,904,284	\$608,926	213%
Education	\$24,951	\$1,735,973.	\$0.00	\$1,760,942	\$885,166	99%
Engineering and Engineering Technology	\$719,660	\$331,450	\$0.00	\$1,051,150	\$1,000,562	5%
Health and Human Sciences	\$840,627	\$355,430	\$799,326	\$1,995,398	\$4,306,545	-54%
Liberal Arts and Sciences	\$9,341,801	\$229,428	\$9,005,565	\$18,576,913	\$18,193,992	2%
Visual and Performing Arts	\$60,500	\$18,500	\$7,900	\$86,904	\$125,293	-31%
Outreach, Engagement and Regional Development	\$195,736	\$35,000	\$7,983,748	\$8,214,515	\$8,251,168	0%
Other Academic Units	\$1,684,422	\$181,458	\$996,116	\$2,862,007	\$2,053,585	39%
Other University Units	\$0.00	\$0.00	\$7,536,364	\$7,536,369	\$8,969	83927%
Total	\$12,867,700	\$4,791,439	\$26,329,019	\$43,988,485	\$35,559,054	24%

ANTHROPOLOGY

University of Central Florida for "SocialSim Modeling / Repast HPC Programming Support."
John T. Murphy.

Award: \$94,816.00. (Cumulative \$211,315.00). June 1, 2020 - August 31, 2020. (Organized Research) Applied Research.

This project seeks to develop technologies for high-fidelity simulation of on-line social behavior (the spread and evolution of online information) while rigorously testing and measuring simulation accuracy.

BIOLOGICAL SCIENCES

National Institute of General Medical Sciences/NIH/DHHS for "Control of Polarized Basement Membrane Secretion in Epithelial Cells." Olivier J. Devergne.

Award: \$446,999.00. April 1, 2020 - March 31, 2023. (Organized Research) Basic Research.

The goal of this project is to identify and characterize new genes involved in the regulation of the basal restriction of basement membrane proteins in polarized epithelial cells.

Nature Conservancy for "Creating a spatial database for research and management at Nachusa Grasslands." Holly Jones/Erin Rowland.

Award: \$6,000.00. May 16, 2020 - May 15, 2021. (Organized Research) Applied Research.

To study the intersections between geospatial properties and plant and small mammal communities at Nachusa Grasslands.

Lake County Forest Preserve District for "Monitoring and Assessment of Blanding's Turtle Populations 2020 at Spring Bluff Forest Preserve." Richard B. King.

Award: \$17,000.16. April 13, 2020 - November 1, 2020. (Organized Research) Applied Research.

To provide appropriate field data collection and reporting over the course of a 5-month assessment of the population status of Blanding's turtles at Spring Bluff Forest Preserve through standard research methods.

Lake County Forest Preserve District for "Blanding's Turtle Reintroduction." Richard B. King/Callie A. Klatt.

Award: \$40,793.50. May 1, 2020 - April 30, 2021. (Organized Research) Applied Research.

Reintroduction is a necessary management tool for species recovery. Our objective is to test if head-starting, in which animals are reared in captivity during vulnerable juvenile life stages, can be used for Blanding's Turtle reintroduction.

Directorate for Biological Sciences/NSF for "Collaborative Research: RoL: Impacts of plants and communities on soil microbial composition and function across phylogenetic scales." Wesley D. Swingley.

Award: \$400,994.00. June 1, 2020 - May 31, 2024. (Organized Research) Applied Research.

We will combine sampling in a controlled biodiversity experiment and in the field, exometabolomic plant measurements and manipulations, and machine learning approaches to forecast microbial community structure and function.

National Aeronautics & Space Administration for "Chlorophyll d as a model for biosignature evolution." Wesley D. Swingley.

Award: \$114,783.00. (Cumulative \$222,725.00). February 13, 2020 - February 12, 2021. (Organized Research) Basic Research.

To study phototrophic oxygen production both on Earth and exoplanets using the cyanobacterium *Acaryochloris* to assess how it extends the limits of oxygenic photosynthesis and how its photosynthetic apparatus performs at the minimum of water oxidation.

CENTER FOR GOVERNMENTAL STUDIES

Illinois State Board of Education for "Centralized Demographic Database Administrator." Desheng Xu.

Award: \$48,817.00. (Cumulative \$225,566.00). July 1, 2020 - June 30, 2021. (Other Sponsored Activities) Public Service.

CGS will manage the Common Demographic Data Administrator for the multi-agency Illinois Longitudinal Data System.

CENTER FOR NONPROFIT AND NGO STUDIES

Rochelle Area Community Foundation for "Strategic Planning Assistance." Alicia M. Schatteman.

Award: \$1,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Sauk Valley College Foundation for "Presentation." Alicia M. Schatteman.

Award: \$500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Live Healthy DeKalb County for "Strategic Planning Assistance." Alicia M. Schatteman.

Award: \$1,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

DeKalb County Regional Office of Education for "Research and Report on The Basics." Alicia M. Schatteman.

Award: \$6,075.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

DeKalb County Community Foundation for "Meeting facilitation." Alicia M. Schatteman.

Award: \$500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

DeKalb County History Center for "Strategic Planning Assistance." Alicia M. Schatteman.

Award: \$2,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

CENTER FOR THE STUDY OF FAMILY VIOLENCE AND SEXUAL ASSAULT

Knowesis Inc. for "Air Force Medical Readiness Agency's Mental Health Resilience Program Evaluation and Enhancement - Subcontract." Joel S. Milner/Joe A. Ammar/Julie L. Crouch.

Award: \$417,412.32. December 1, 2019 - September 29, 2020. (Organized Research) Applied Research.

NIU will assist with the evaluation and enhancement of the Air Force Medical Readiness Agency Mental Health Division's Mental Health Resilience Program.

CHEMISTRY AND BIOCHEMISTRY

Argonne National Laboratory for "Fundamental Studies on the Scalable Synthesis of Electrocatalysts under Microfluidics." Yingwen Cheng.

Award: \$35,229.88. May 16, 2020 - May 15, 2021. (Organized Research) Applied Research.

The project is intended to understand at molecular level the nucleation, growth and deposition of electrocatalyst under microfluidic environment, and the electrochemical activities of these electrocatalyst.

Argonne National Laboratory for "Fundamental understanding on the interaction between Pt-alloy electrocatalysts and porous carbon." Yingwen Cheng.

Award: \$35,229.88. May 16, 2020 - May 15, 2021. (Organized Research) Applied Research.

The project is intended to understand at the molecular level the nucleation, growth and deposition of electrocatalyst under microfluidic environment, and the electrochemical activities of these electrocatalysts.

Argonne National Laboratory for "Li Joint Appointment NIU-ANL FY20." Tao Li.

Award: \$40,304.55. (Cumulative \$112,933.21). August 16, 2019 - August 15, 2020. (Organized Research) IPA or Joint Appointment.

Funds are being used for a joint appointment between NIU and Argonne in support of Dr. Tao Li.

Directorate for Mathematics and Physical Sciences/NSF for "Development of Controlled Polymerization for Hierarchically Organized Conjugated Polymers." Evgueni E. Nesterov.

Award: \$450,000.00. July 1, 2020 - June 30, 2023. (Organized Research) Basic Research.

The project is focused on developing new controlled chain-growth polymerization methods for preparation of complex conjugated polymers.

National Institute of General Medical Sciences/NIH/DHHS for "A New Approach to Quantitative Analysis of Biomarkers." Irina V. Nesterova.

Award: \$395,281.00. April 1, 2020 - March 31, 2023. (Organized Research) Applied Research.

The goal is to develop a new simple and inexpensive platform for biomolecules quantitation.

COLLEGE OF BUSINESS

McDonald's Corporation for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

WeWarriors/AmySquared for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$9,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Rock King LLC for "Business in Action - Spring 2020." Daewoo Park.

Award: \$750.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Rock King LLC for "Business in Action - Fall 2019." Daewoo Park.

Award: \$3,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

TransNational Payments for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

W.W. Grainger for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Club Colors for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Clover Technologies Group, LLC for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Lakeshore Recycling Systems for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

WeWarriors/AmySquared for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Echo Global Logistics for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

The Shelby Group, LLC for "Experiential Learning Center Corporate Project." Daewoo Park.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Option Care Enterprises, Inc. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Omron Automotive Electronics, Inc. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

HAVI for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Convenience Concepts, Inc. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Joliet Oncology-Hematology Associates, Ltd. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Walgreens Company for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Lutheran Social Services of Illinois for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Physicians Immediate Care, LLC for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Old World Industries, LLC for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

National Forwarding Co., Inc. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Zurich North America for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Jockey International, Inc. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

US Cellular Corp. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

University of Chicago Medical Center for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

US Foods, Inc. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Keyence Corporation for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Korn Ferry for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Lakeshore Recycling Systems for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

First Data Corporation for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Thomson Linear for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

US Foods, Inc. for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

TMP Worldwide for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Rush University Medical Center for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Merck & Co., Inc. for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

BLUE Software for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Karis Global LLC for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Sherwin-Williams for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

CMI Novacast, Inc. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Elkay Manufacturing for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

OptumRx for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Transervice for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Egret Consulting Group for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Pepper Construction for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$24,650.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Akorn Pharmaceutical Company for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Sedgwick Claims Management for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Cognizant Technology Solutions for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Gas Technology Institute for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Cognizant Technology Solutions for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Best Buy Co., Inc. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Transform Holdco LLC for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Libsys, Inc. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Cummins Allison Corp. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Mars Wrigley Confectionery for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

AST LLC for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

ValMatic for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

National Express LLC for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Restoration Tools for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

SureStaff Temp Services for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

LSC Communications for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Epsilon Marketing for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

University of Chicago Medical Center for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Allstate Insurance Corp. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Elkay Manufacturing for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

High Low Voltage Electrical, LLC for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

LegalPeople for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Yaskawa America, Inc. for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Kane Express, LLC for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

ECHO Incorporated for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Lakeshore Recycling Systems for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

ZS Associates for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Zurich North America for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Coyote Logistics for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

ORBIS Corporation for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

National Material L.P. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Schwartz Gilligan, Ltd. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Thomas Engineering Inc. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$27,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

US Comptroller of the Currency, Chicago Office for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

CVS Health for "Executive One-Year MBA Contract Courses." Anthony W. Preston.

Award: \$10,350.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Omron Automotive Electronics, Inc. for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

CA Management Services, LLC for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Blue Cross Blue Shield Association for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

TravelClick, Inc. for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$37,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

COLLEGE OF EDUCATION

Golden Apple Foundation for "Golden Apple Scholar Institute." Terry E. Borg.

Award: \$38,707.83. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Association for Experiential Education for "Golden Apple Scholar Institute." Terry E. Borg.

Award: \$2,356.50. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

COLLEGE OF ENGINEERING AND ENGINEERING TECHNOLOGY

Woodward, Inc. for "Senior Design Project: Model Based Monitoring." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Illinois Manufacturing Excellence Center for "IMEC-NIU Senior Design Collaboration." Donald R. Peterson.

Award: \$100,000.00. August 1, 2020 - December 15, 2020. (Organized Research) Research Training.

The purpose of this collaborative project is to support the Senior Design program at Northern Illinois University for the benefit of Illinois manufacturers.

Jet Propulsion Laboratory/NASA for "Senior Design Project: Distributed Carbon Dioxide Sensor Array for the International Space Station." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Jet Propulsion Laboratory/NASA for "Senior Design Project: Robotic Ultra-Sensitive Chemical Monitoring System for Human Safety." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Burgess-Norton Manufacturing Company for "Senior Design Project: Automatic Piston Pin Internal Diameter Defect Detection." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Android Industries for "Senior Design Project: Automated Torqueing Cell - Jeep Cherokee Trans Bridle Auto Torque." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Danfoss for "Senior Design Project: Thermal Interface Test Apparatus." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

UniCarriers Americas Corporation for "Senior Design Project: Autonomous Vehicle Sensor Data Processing to Enable Control of Material Handling Equipment." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

SKF USA Inc. for "Senior Design Project: Automated Seal Pump Testing and Leakage Detection." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Life fitness, LLC for "Senior Design Project: Treadmill Belt Wear Tester." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Life fitness, LLC for "Senior Design Project: Treadmill Incline System." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Wahl Clipper Corporation for "Senior Design Project: Intelligent Clipper and Manikin." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Forensic Analytical for "Senior Design Project: Multi-Parameter Sensors to Provide Continuous Indoor Environmental Monitoring in Hospitals." Donald R. Peterson.

Award: \$10,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Motorola Solutions for "NIU-Enhancing Engineering Pathways: An integrated Outreach and Mentoring Program to strengthen the STEM pipeline for female students from Middle School to College." Suma Rajashankar.

Award: \$24,933.00. September 19, 2019 - December 31, 2020. (Organized Research) Applied Research.

Funds are requested to develop an integrated outreach and mentoring program to strengthen the STEM pipeline for female students from middle school to college.

Navistar Inc. for "Contract Courses: MS Mechanical Engineering." Mansour Tahernezehadi.

Award: \$88,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

COLLEGE OF ENGINEERING AND ENGINEERING TECHNOLOGY DEAN

California Institute of Technology for "Jet Propulsion Laboratory subcontract." Donald R. Peterson/Mansour Tahernezhad.

Award: \$20,000.00. March 3, 2020 - May 31, 2020. (Organized Research) Applied Research.

Assist with the development of a rugged ultra-sensitive chemical sensor that provides for human safety, and also with the development of wireless-communicating network capability for an array of miniature CO2 sensors.

COLLEGE OF HEALTH AND HUMAN SCIENCES

Altarum Institute for "MACRA: Quality Improvement Direct Technical Assistance." Kathryn D. Mazurek.

Award: \$314,932.00. (Cumulative \$1,223,634.00). February 16, 2020 - February 15, 2021. (Other Sponsored Activities) Public Service.

Through participation in the MACRA-Provider Resource Network, NIU will provide clinicians in rural Illinois with customized direct technical assistance and peer-level support to deliver care in a patient-centric and efficient manner.

COMPUTER SCIENCE

Argonne National Laboratory for "System Software Integration and Development." Nicholas T. Karonis/Joe Insley.

Award: \$187,060.78. July 1, 2020 - June 30, 2021. (Organized Research) Applied Research.

Argonne support for Brian Toonen to work on Cobalt Scheduler, RAM Area Network, and library tracking.

ProtonVDA Inc for "A Proton Tomography System for Optimization of Proton Therapy." Nicholas T. Karonis/George B. Coutrakon/Kirk L. Duffin/John R. Winans.

Award: \$248,605.00. April 1, 2020 - March 31, 2021. (Organized Research) Applied Research.

NIU is part of a collaborative team with ProtonVDA and other institutions in joint research to produce and test a fully functional prototype of a proton tomography system with all required clinical features.

CONTROLLER

Office of Postsecondary Education/Department of Education for "Northern Illinois University CARES Act Institutional Emergency Assistance Fund." Sarah E. Chinniah/Shyree M. Sanan.

Award: \$7,412,589.00. May 11, 2020 - May 10, 2021. (Other Sponsored Activities) Other.

CARES Act funding issued via Department of Education in order to provide emergency assistance funding for institutional costs related to COVID-19.

CENTER FOR CHILD WELFARE & EDUCATION

Illinois Department of Children and Family Services for "Indian Child Welfare Act Program FY2020." Angela C. Baron-Jeffrey.

Award: \$309,127.00. July 1, 2019 - June 30, 2020. (Other Sponsored Activities) Public Service.

This project will serve the needs of Native American youth in care, to assist them in accessing appropriate social and cultural resources as required by law.

CURRICULUM AND INSTRUCTION

School District #46, Elgin for "Contract Courses: ESL/Bilingual Endorsement." Sally R. Blake.

Award: \$216,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

School District #205, Elmhurst Community Unit for "Contract Courses: MS Ed in Literacy Education: Reading Specialization." Sally R. Blake.

Award: \$66,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

School District #96, Kildeer Countryside Community Consolidated for "Contract Courses: ESL/Bilingual Endorsement." Sally R. Blake.

Award: \$164,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

School District #88, Plano for "Contract Courses: ESL/Bilingual Endorsement." Sally R. Blake.

Award: \$44,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Rochelle Elementary Education Association for "Contract Courses: ESL/Bilingual Endorsement." Sally R. Blake.

Award: \$60,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Commission for Educational Exchange between Uruguay and the United States of America (Fulbright Uruguay) for "2020 Uruguay Fulbright Teacher Experience." James A. Cohen.

Award: \$77,299.24. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

School District #428, DeKalb Community Unit for "Social Justice Podcasts." Joseph E. Flynn.

Award: \$4,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

School District #46, Elgin for "Social Justice Podcasts." Joseph E. Flynn.

Award: \$4,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

School District #33, West Chicago for "Social Justice Podcasts." Joseph E. Flynn.

Award: \$1,000.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

ECONOMICS

University of Chicago for "Center for Robust Decision-Making on Climate and Energy Policy." Evan W. Anderson.

Award: \$9,955.00. (Cumulative \$76,016.00). September 1, 2019 - August 31, 2020. (Organized Research) Basic Research.

The PI will work in collaboration with RDCEP researchers on the development of robust optimal control methods for economic models re: climate change.

EDUCATION SYSTEMS CENTER

Illinois State Board of Education for "Early Childhood Cost Modeling." Jon Furr.

Award: \$50,000.00. June 1, 2020 - December 30, 2020. (Other Sponsored Activities) Public Service.

The project will involve expanded analysis on the cost of providing high quality early childhood care and education services to all families.

ELECTRICAL ENGINEERING

Purdue University Northwest for "CloudMEMS: Cybermanufacturing of Micro-Electro-Mechanical Systems." Venumadhav R. Korampally.

Award: \$15,000.00. November 1, 2019 - August 31, 2020. (Organized Research) Applied Research.

Funds are requested to develop CloudMEMS, a cloud-based platform in response to the cyber manufacturing initiative from NSF.

ENGINEERING TECHNOLOGY

Tomasik Kotin Kasserman, LLC for "Technical Research Regarding Environmental Issues." William J. Mills.

Award: \$15,001.32. March 1, 2020 - July 31, 2020. (Organized Research) Applied Research.

Provide technical research on various environmental issues as needed.

Edward-Elmhurst Healthcare for "Patient Discharge and Post Discharge Process Improvements." Shanthi Muthuswamy/Purushothaman Damodaran.

Award: \$127,663.20. (Cumulative \$179,680.00). July 1, 2020 - May 30, 2021. (Organized Research) Applied Research.

Two engineers in residence will assist Edward-Elmhurst Healthcare to develop policies and procedures surrounding the patient discharge process.

ENVIRONMENTAL STUDIES

Campus Compact for "NIU Communiversity Gardens Internship." Melissa E. Lenczewski/Melissa A. Burlingame.

Award: \$3,300.00. May 18, 2020 - August 28, 2020. (Instructional Programs) Instructional Programs.

To hire a summer college student intern to gain professional experience while assisting with the Communiversity Gardens.

GEOLOGY AND ENVIRONMENTAL GEOSCIENCES

Directorate for Geosciences/NSF for "Collaborative Proposal: Miocene Climate Extremes: A Ross Sea Perspective from IODP Expedition 374 and DSDP Leg 28 Marine Sediments." Justin P. Dodd.

Award: \$125,601.00. May 1, 2020 - April 30, 2023. (Organized Research) Applied Research.

To examine the forcings and feedbacks associated with East Antarctic Ice Sheet development during the Miocene Climatic Optimum. Middle to late Miocene Antarctic Ice Sheet expansion into the Ross Sea will also be documented.

National Science Foundation/NSF for "Collaborative Research: REU Site: Water Resources and Quality in the Riviera Maya, Mexico." Melissa E. Lenczewski.

Award: \$129,139.00. (Cumulative \$278,984.00). September 1, 2020 - August 31, 2021. (Organized Research) Applied Research.

To provide an opportunity for STEM undergraduate students interested in water sciences to carry out laboratory and field research under the supervision of faculty mentors from NIU, Northeastern Illinois University, and CICY.

National Science Foundation/NSF for "Collaborative Research: REU Site: Water Resources and Quality in the Riviera Maya, Mexico." Melissa E. Lenczewski.

Award: \$19,200.00. (Cumulative \$278,984.00). September 1, 2021 - August 31, 2022. (Organized Research) Applied Research.

To provide an opportunity for STEM undergraduate students interested in water sciences to carry out laboratory and field research under the supervision of faculty mentors from NIU, Northeastern Illinois University, and CICY.

Directorate for Geosciences/NSF for "Collaborative Research: Testing the Linchpin of WAIS Collapse with Diatoms and IRD in Pleistocene and Late Pliocene Strata of the Resolution Drift, Amundsen Sea, Antarctica." Reed P. Scherer.

Award: \$270,798.00. June 1, 2020 - May 31, 2022. (Organized Research) Applied Research.

The study will contribute answers to urgent questions about the background rates of ice sheet-ocean change in West Antarctica that must be answered in order to contextualize the physical basis of contemporary change and develop a societal response.

National Science Foundation/NSF for "Collaborative Research: Transient Forcing of the Local Last Glacial Maximum in the Tropical Peruvian Andes." Nathan D. Stansell.

Award: \$229,506.00. June 15, 2020 - May 31, 2023. (Organized Research) Applied Research.

The goal of this project is to develop new records of past glacier and climate variability from the Andes.

GRADUATE SCHOOL

Waubensee Community College for "Graduate Student Placements at Waubensee Community College." Bradley G. Bond.

Award: \$3,288.60. (Cumulative \$49,459.60). May 16, 2020 - July 31, 2020. (Instructional Programs) Instructional Programs.

This project provides three Graduate Assistants to Waubensee Community College to work under the Dean of Students in the areas of Student Affairs (two students), and the under the Athletics Manager to work with the Athletics Trainer (1 student).

HISTORY

Black Metropolis Research Consortium for "Summer Short-term Fellowship." LeNie Adolphson.

Award: \$4,000.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

Russian Science Foundation for "Imaginary Anthropocene: environmental knowledge production and transfer in Siberia in the XX-XXI centuries." Andy R. Bruno.

Award: \$16,700.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

Ministry of Science, Technology and Productive Innovation of Argentina for "Research, Science, and Technology Project "Raíces"." Damian M. Fernandez.

Award: \$3,000.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

American Council of Learned Societies for "At the Origins of the Hispanic Legal Tradition. A Translation and Commentary of the 'Book of Judgments' in Collaboration with Noel Lenski (Classics/History, Yale University)." Damian M. Fernandez.

Award: \$60,000.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

Stiftung Mercator for "Mercator Fellow of the SFB 933 at the University of Heidelberg." Valerie L. Garver.

Award: \$14,310.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

Council for International Exchange of Scholars for "Fulbright Research Scholar Fellowship." Brian W. Sandberg.

Award: \$21,000.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

Yale University for "Humboldt Yale History Network Travel Grant." Brian W. Sandberg.

Award: \$1,000.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

Centre Roland Mousnier for "Visiting Professor (Chaire Dupront)." Brian W. Sandberg.

Award: \$4,579.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

INDUSTRIAL AND SYSTEMS ENGINEERING

SKF USA Inc. for "Value Stream Mapping for SKF Test Lab." Purushothaman Damodaran.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Aurora Specialty Textiles Group, Inc. for "Lean Six Sigma Yellow & Green Belt Workshop." Purushothaman Damodaran.

Award: \$14,250.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

SPX Flow for "Warehouse Layout Design for Bar Stock Machining Operations." Purushothaman Damodaran.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

SD Wheel for "Improving Warehouse Picking and Put-Away Processes." Purushothaman Damodaran.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Nobelus LLC for "Increasing Production Rate of Laminate Through Process Efficiency." Purushothaman Damodaran.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Six-Sigma for "Lean Six Sigma Yellow & Green Belt Workshop." Purushothaman Damodaran.

Award: \$34,200.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

CST Storage for "Minimization of Galvanized Steel Expedite Costs." Purushothaman Damodaran.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Motorola Solutions for "Improving Worker Utilization and Flow of Defective Materials Through the Analysis Line." Purushothaman Damodaran.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

SKF USA Inc. for "Improving Work Order Visibility and Trackability in the Materials Lab." Purushothaman Damodaran.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Motorola Solutions for "Improving Material Management for High Variation Lines and Warehouse." Purushothaman Damodaran.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Hoffer Plastics for "Improving Layout and Efficiency of Assembly Area." Christine V. Nguyen.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Bergstrom, Inc. for "Improving Bergstrom Zone 12 Layout Efficiency and Part Accessibility." Christine V. Nguyen.

Award: \$7,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

KINESIOLOGY AND PHYSICAL EDUCATION

Hinsdale Racquet Club, Inc. for "Graduate Assistant for High-Performance Tennis Programming." Steven M. Howell.

Award: \$41,380.92. August 1, 2020 - July 31, 2021. (Instructional Programs) Instructional Programs.

The student will assist the club's tennis pro with overall tennis club operations, player recruitment and development, junior league programming, and high-performance practice session development and execution.

LEADERSHIP, EDUCATIONAL PSYCHOLOGY AND FOUNDATIONS

The 21st Century Institute for "Education Department of Zhejiang Province: American High School Education." Carolyn J. Pluim.

Award: \$6,628.05. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

Illinois Association of School Business Officials for "Contract Courses: M.S.Ed. in School Business Management." Carolyn J. Pluim.

Award: \$360,599.98. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

MATHEMATICAL SCIENCES

Simons Foundation for "Dynamics and Geometry in the Quasi-world." Alastair N. Fletcher.

Award: \$14,000.00. (Cumulative \$35,000.00). September 1, 2018 - August 31, 2020. (Organized Research) Basic Research.

This project aims to build on existing collaborations and forge new ones in areas of the PI's expertise relating to quasiconformal mappings including, in particular, Teichmueller theory and the iteration theory of quasiregular mappings.

MECHANICAL ENGINEERING

National Science Foundation/NSF for "RAPID: Collaborative Research: Agent-based modeling toward effective testing and contact-tracing during the COVID-19 pandemic." Sachit Butail.

Award: \$38,876.00. May 1, 2020 - April 30, 2021. (Organized Research) Applied Research.

Funds are requested to develop agent-based modeling to analyze the effectiveness of different testing strategies for COVID-19.

Idaho National Laboratory for "Northern Illinois University Support for Project: Next-Generation High Temperature Compact Heat Exchanger Developed Using Additive Manufacturing Techniques with Embedded Sensor Capability." John T. Shelton/Kyu Taek Cho.

Award: \$82,567.36. June 8, 2020 - May 5, 2021. (Organized Research) Applied Research.

Funds are requested to support the research objectives of NIU-INL interns as they investigate Additive Manufacturing-related research topics.

MUSIC

Illinois Comprehensive Musicianship Through Performance for "Workshop in Music." Mary Lynn Doherty.

Award: \$18,500.00. July 1, 2019 - June 30, 2020. (Instructional Programs) Instructional Programs.

NORTHERN PUBLIC RADIO

Illinois Arts Council for "FY20 OSG-J." Staci Hoste.

Award: \$8,600.00. April 15, 2020 - August 31, 2020. (Other Sponsored Activities) Public Service.

Funds are used for high quality public radio programming.

Illinois Arts Council for "FY20 OSG-U." Staci Hoste.

Award: \$8,600.00. April 15, 2020 - August 31, 2020. (Other Sponsored Activities) Public Service.

Funds are used for high quality public radio programming.

Corporation for Public Broadcasting for "FY20 CARES Stabilization Grant." Staci Hoste.

Award: \$75,000.00. April 16, 2020 - September 30, 2021. (Other Sponsored Activities) Public Service.

The stabilization funding is being provided to address the emergent situation due to COVID-19.

Corporation for Public Broadcasting for "2020 Community Service Grant." Staci Hoste.

Award: \$202,948.00. October 1, 2019 - September 30, 2021. (Other Sponsored Activities) Public Service.

Funds are used to support high quality public programming.

P-20 CENTER

Illinois State Board of Education for "FY20 Title I Migrant Summer." Susana A. Das Neves.

Award: \$119,956.00. April 1, 2020 - August 31, 2020. (Other Sponsored Activities) Public Service.

The federally funded Migrant Education Program (MEP) provides supplemental education and supportive services to migrant children during the summer months.

Illinois State Board of Education for "Migrant Education - Incentive FY21." Susana A. Das Neves.

Award: \$2,293.00. April 1, 2020 - August 31, 2020. (Other Sponsored Activities) Public Service.

Funds will be used to expand on and supplement services and activities under the Migrant Education grant.

PHYSICS

National Science Foundation/NSF for "REU Site: Undergraduate and teacher research in physics at Northern Illinois University." Jahred A. Adelman/Mike Eads.

Award: \$88,555.00. (Cumulative \$245,771.00). May 1, 2020 - April 30, 2021. (Organized Research) Research Training.

This project aims to fund a new REU site, based at the Department of Physics of Northern Illinois University.

Columbia University for "ATLAS Detector Upgrade R&D for High-Luminosity LHC." Dhiman Chakraborty.

Award: \$41,356.00. April 1, 2020 - September 30, 2020. (Organized Research) Basic Research.

Funds are requested to construct Low-Voltage Power Supply Boxes for the Front-End Electronics of the HL-LHC upgrade of the ATLAS Tile Hadronic Calorimeter.

University of Notre Dame for "The Quarknet Project." Dhiman Chakraborty/Mike Eads.

Award: \$3,000.00. (Cumulative \$6,000.00). September 1, 2019 - August 31, 2020. (Organized Research) Basic Research.

The purpose of this project is to involve high school teachers and their students in state-of-the-art research that seeks to resolve some of the mysteries about the structure of matter and the fundamental forces of nature.

State University of New York at Stony Brook for "US ATLAS Operations." Dhiman Chakraborty.

Award: \$151,322.00. (Cumulative \$864,934.00). February 1, 2020 - September 30, 2020. (Organized Research) Applied Research.

Funds are requested to develop and maintain the ATLAS calibration database and related software.

Argonne National Laboratory for "Structural Investigations of Advanced Functional Materials using Neutron and X-ray Scattering." Omar H. Chmaissem.

Award: \$42,323.42. (Cumulative \$202,949.16). April 1, 2020 - March 31, 2021. (Organized Research) Applied Research.

This project supports the research and supervision activities of NIU's Professor Omar Chmaissem within the Neutron and X-ray Scattering (NXRS) Group of the Materials Science Division at Argonne National Laboratory.

Argonne National Laboratory for "ANL Graduate Support for Mr. Danylo Lykov." Andreas Glatz.

Award: \$30,240.00. August 14, 2019 - August 13, 2020. (Organized Research) Basic Research.

Graduate student support for Mr. Danylo Lykov.

Department of Energy for "Beam Dynamics Performances of a Superconducting Reentrant-Cavity Photoinjector with Applications to Free-Electron Lasers and Relativistic Ultra-fast Electron Nanoprobes." Philippe Piot.

Award: \$65,000.00. May 1, 2020 - April 30, 2021. (Organized Research) Applied Research.

Funds are requested to develop a high-repetition-rate source of bright electrons.

Fermi National Accelerator Laboratory for "Syphers Joint Appointment NIU-FNAL FY20." Michael J. Syphers.

Award: \$122,209.14. September 16, 2019 - September 15, 2020. (Organized Research) IPA or Joint Appointment.

FY20 Joint Appointment for Dr. Michael J. Syphers.

Fermi National Accelerator Laboratory for "Deep Underground Neutrino Experiment (DUNE)." Vishnu V. Zutshi.

Award: \$182,132.00. January 1, 2020 - February 28, 2021. (Organized Research) Applied Research.

Funds will support the Deep Underground Neutrino Experiment (DUNE) Single-phase Photon Detector consortium to support the DUNE Technical Design Proposal.

Fermi National Accelerator Laboratory for "High Luminosity (HL) LHC CMS Detector Upgrade Project Endcap Calorimeter." Vishnu V. Zutshi/Alexandre S. Dychkant/Nicholas A. Pohlman/Iman Salehinia.

Award: \$254,091.00. (Cumulative \$327,993.00). April 1, 2020 - March 31, 2021. (Organized Research) Applied Research.

NIU will provide test beam support especially in the area of data acquisition software on the High Luminosity LHC CMS Detector Upgrade Project Endcap Calorimeter.

PSYCHOLOGY

Cornerstones of Science for "Patron Experience Pilot." Amanda M. Durik.

Award: \$5,000.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

Assisted in helping to design and implement strategies to foster library patrons' interest in Earth and space science.

Illinois Department of Children and Family Services for "Integrated Assessment Program FY19." Laura D. Pittman/Matthew E. Skarbek.

Award: \$90,470.53. (Cumulative \$6,550,563.03). July 1, 2018 - June 30, 2019. (Other Sponsored Activities) Public Service.

Funds support the Integrated Assessment Program, which provides clinical screening and assessment services to children under the care of DCFS in the northern, central, and southern IA program regions.

Museum of Science and Industry for "Travel Award to attend a conference on science education." Christian C. Steciuch.

Award: \$750.00. July 1, 2019 - June 30, 2020. (Organized Research) Basic Research.

PUBLIC SAFETY

Illinois Department of Public Health for "FY20 EMS Assistance Grant." Thomas R. Phillips.

Award: \$2,100.00. July 1, 2019 - June 30, 2020. (Other Sponsored Activities) Public Service.

The purpose of the project is the purchase of a climate-controlled case for the storage of medications in the NIU Department of Police and Public Safety.

REPORT CARDS

Illinois State Board of Education for "Illinois Interactive Report Card FY21." Alan D. Clemens.

Award: \$1,750,000.00. July 1, 2020 - June 30, 2021. (Other Sponsored Activities) Public Service.

Innovation and improvement for FY21 in the MyIIIRC (Illinois Interactive Report Card) data portal with respect to continuous improvement planning and 21st Century CLC benchmarking tools.

SCHOOL OF INTERDISCIPLINARY HEALTH PROFESSIONS

Illinois Department of Public Health for "County Wide BRFSS." Kathryn D. Mazurek.

Award: \$176,400.00. (Cumulative \$2,666,000.00). September 5, 2018 - December 31, 2022. (Organized Research) Applied Research.

The purpose of this project is for data collection, data management, reporting and technical support on the Illinois County Behavioral Risk Factor Surveys.

SCHOOL OF HEALTH STUDIES

University of Illinois at Chicago for "Drinking water lead remediation strategies for Illinois homes with domestic wells." Sarah D. Geiger.

Award: \$76,445.49. January 2, 2020 - January 2, 2023. (Organized Research) Applied Research.

Expand existing database of tap water lead levels, housing age, water characteristics, plumbing factors, and regional factors to water lead levels, and randomizing 75 households with measurable water lead to one of three remediation approaches.

STUDENT AFFAIRS

Region 1 Planning Council for "Census 2020 Hard to Count." Kelly Wesener-Michael.

Award: \$7,500.00. (Cumulative \$90,077.00). March 17, 2020 - June 30, 2020. (Other Sponsored Activities) Public Service.

Northern Illinois University's Complete Count Committee (CCC) has prepared a multifaceted approach to reach hard-to-count students within DeKalb County and to provide education and programming to support census completion.

UNIVERSITY LIBRARIES

Ohio University for "LuceSEA with CORMOSEA/UM." Hao N. Phan.

Award: \$165,385.00. (Cumulative \$338,232.00). May 16, 2020 - May 15, 2021. (Other Sponsored Activities) Other.

Funding will help to strengthen digital collections on Southeast Asian studies through the documentation of Cham religious rites, digitization of selected palm leaf manuscripts, and development and updating of online language and cultural materials.

National Endowment for the Humanities/National Foundation on the Arts and Humanities for "Street & Smith Project." Matthew C. Short.

Award: \$348,630.00. July 1, 2020 - June 30, 2022. (Other Sponsored Activities) Other.

This project will support digitization of dime novels and story papers of a major publisher to allow the works to be freely and widely available and add index entries at dimenovels.org.

INNOVATION IMPACT REPORT AND PLANS

Overview

This report summarizes key Office of Innovation metrics and activities for FY20. We provide an update on the intellectual property portfolio including active cases, issued patents, licensing agreements and additional vital information. We also provide highlights from a recent innovation impact report, in which NIU ranked favorably, and offer insight into how we might put the report recommendations into action. Lastly, we review current Office of Innovation activities and initiatives with a look to the coming year.

Intellectual Property Portfolio Metrics

At the time of this writing, there are 46 active technology cases (defined as cases with at least one patent filing). The breakdown of these cases by technology domain follows: 24 Chemistry and Biochemistry technology cases; 13 mechanical and/or electrical engineering; 4 physics; 3 computer science; 1 biology; and 1 mathematics case.

Currently, there are 39 issued United States patents and 18 issued foreign patents. NIU has 13 patent applications in prosecution, two license agreements (one with Proton VDA and the other with Invictus), two options agreements (one with Bourn & Koch and the other with Therome Business Partners), and one issued trademark. In FY20, the NIU research and innovation ecosystem saw a total of three invention disclosures.

Innovation Impact Report Highlights

A recent study by the George W. Bush Institute, Opus Faveo Innovation Development, and Southern Methodist University found that NIU ranked third in innovation impact productivity among U.S. universities with under \$100 million in total research spending. The study evaluated 195 institutions, examining nine innovation factors: 1) new patents issued; 2) new license agreements; 3) license income; 4) spinout companies; 5) licenses to spinouts; 6) academic paper citations; 7) patent citations; 8) new STEM doctoral graduates; and, 9) new STEM bachelor's and master's graduates. The study covered the period 2013-2017 and the data was taken from the Association of University Technology Managers (AUTM) database and supplemented from other publicly available sources. The study provided insights into what university leaders as well as policymakers, business leaders, philanthropists, and communities might do to improve a university's overall innovation productivity and impact.

For University Leaders:

- 1) Prioritize research.
- 2) Compete hard for and retain star faculty researchers.
- 3) Run an efficient, outcomes-focused technology transfer operation.
- 4) Instill a culture of innovation and entrepreneurship throughout the university.
- 5) Engage closely with the surrounding business and innovation communities.
- 6) Avoid overreliance on sponsored research funding from industry.
- 7) Monitor, quantify, and transparently disclose innovation impact results.

For Policymakers, Business Leaders, Philanthropists, and Communities

- 1) Increase public sector support for university research.
- 2) Understand how institutions vary in their innovation impact productivity.
- 3) Compete hard for talent, including immigrant talent.
- 4) Invest in integrated physical spaces that connect researchers with entrepreneurs,

investors, and other potential nonacademic partners.

5) Support technology transfer operations and other enablers of innovation impact.

As discussed below, we are taking steps that are coherent with these recommendations.

Innovation Impact Report Context

The report paints a positive picture of NIU's innovation efforts for the period covered, 2013-2017. In particular, NIU's efficiency in achieving innovation impact when benchmarked against similar institutions is notable. Research and pedagogy played an important role in NIU punching above its weight—paper citations and STEM graduates helped boost NIU numbers, in addition to research activity leading to patents. From an innovation office perspective, the ranking likely speaks to sound technology transfer practices such as our practice of employing a market rubric to guide investment decision making and carefully choosing which inventions to back.

However, there is room to grow and improve. For instance, in terms of other measures of innovation impact, the NIU ecosystem has few licensing deals, few spin out companies licensing and leveraging NIU intellectual property, and modest licensing revenue. When viewing this within the context of the innovation impact report, this means that the bulk of NIU impact rested upon the shoulders of the faculty producing cited research papers, research that lead to patents, and the number of STEM graduates. More can be done within the Office of Innovation to shore up the lagging measures and further boost NIU innovation impact.

Office of Innovation Activities and Initiatives

The Office of Innovation is currently working on a number of initiatives well-aligned with the recommendations found in the impact report, while simultaneously negotiating the fiscal constraints. Highlights from our recent efforts follow:

- Given the realities of shrinking budgets, the Office must further reduce the total number of patents and patent applications. To address this, the Office began an in-depth review of the NIU intellectual property portfolio to prioritize investment in IP with the highest licensing and commercialization potential. The Office categorized IP into broad buckets such as commercial activity, commercial potential, additional research required, and little-to-no commercial viability. This categorizing is guiding research and marketing efforts to focus attention where most needed.
- The Office began a review of internal processes to identify opportunities to reduce spending, while improving impact outcomes. As part of this review, we conducted a literature review and a number of interviews with other tech transfer offices to better understand best practices and potential options. The primary result of these activities was the decision to migrate active IP cases to the Northern Illinois Research Foundation, a move we believe will ultimately improve efficiency in prosecuting IP cases, limit overall risk exposure to the University from commercial deals, and potentially reduce overall costs.
- The Office analyzed the NIU research portfolio to better understand research funding streams and identify potential innovation opportunities. We noted far less Department of Defense (DoD) grant funding when compared to other federal institutions such as Department of Energy, National Science Foundation et al., despite a ramp up in recent years of DoD innovation funding. Since then, the Office has been actively engaging defense innovation ecosystem elements such as the National Security Innovation Network to make introductions, identify opportunities, and pursue potential innovation funding leads.

- In addition to pursuing federal innovation funding, the Office has been investigating potential industry innovation partnerships. Our first order analysis has focused on two separate engagement tiers: local industry—i.e. DeKalb Community Economic Development Corporation-connected companies; and Illinois Fortune 500 companies. The intent of this effort is to identify likely companies to develop opportunities similar to the Discover Code Orange partnership with a deeper focus on innovation activities. To date, the investigation has focused on companies that 1) align well with NIU research and innovation (e.g. NICCS thrust areas); 2) have a history of hiring NIU alumni; 3) have alumni in prominent positions; and, 4) have a history of investing in higher education collaborations. To coordinate efforts and ensure engagement across the whole ecosystem, we have shared this preliminary analysis with Engagement and Outreach; the Deans of Engineering and Engineering Technology and Business; Career Services; Alumni Relations; and the NIU Foundation. We plan to approach the most likely candidates with a team of representatives from other key elements across the university to show a more complete value offering.
- The Office has been working on deepening ties with the local, external innovation ecosystem. To this end, we have been connecting with the DCEDC, Innovation DuPage, the Army Research Laboratory Midwest Office, Fermi Lab and Argonne, in addition to the U of I system. We have focused on engaging with DCEDC with the understanding that engaging with and helping build the local innovation ecosystem is a necessary condition to improving the overall innovation impact of NIU.
- The Office is working to support small business-faculty-led spin-outs. We have been supporting Dr. Beth Gaillard's Therome Innovation Partners through engagement with the College of Business Experiential Learning Center (ELC), Innovation DuPage, and other potential partners.
- The Office, in partnership with others across the university, assisted in the strategy and design of an Economic Development Agency grant proposal. Although on hold, the exercise provided significant material for future innovation ecosystem concept development, including a collaborative innovation studio, engineering skunkworks and test kitchens which could complement NICCS innovation on the west side of campus, while incorporating the sellable feature for partnerships of the Opportunity Zone. We are currently converting the concepts from this proposal into a broader, more ambitious commercialization concept in preparation to compete for a potential larger economic development grant opportunity in the Spring of 2021.
- The Office is looking for creative ways to engage students in innovation and entrepreneurial activities. We submitted an application to participate in the Rookie Researcher program of the Office of Student Engagement & Experiential Learning. We are examining opportunities for student involvement in DoD-sponsored activities such as Hacking for Defense. We are exploring creative ways to engage students remotely in helping crowd source marketing leads and other necessary background research for promoting the licensing of NIU IP.
- The Office is collaborating with Dr. Beth Gaillard and the MAC Lab to assist in identifying potential hemp growers to leverage the MAC facility for crop testing of hemp for agricultural use. Services will provide a new revenue stream for NIU and will include: Monitoring effects of growing conditions on potency; Complying with state and federal laws for THC levels; Screening for pesticide residues on product; Verifying absence of mycotoxins and heavy metals contamination. The Office has also been engaging with local growers as well as industry partners to explore additional innovation opportunities in the nascent Illinois hemp domain.

FY21 UNIVERSITY PRELIMINARY BUDGET – SUMMARY UPDATE

Overview and Summary: In March 2020, the COVID-19 pandemic disrupted normal university operations and preempted FY21 budget development because of the immediate need to address concerns related to the health and well-being of our students, faculty and staff. Since that time, COVID-19 has continued to present university leadership with mounting uncertainties and has adversely impacted NIU's financial position. In this context, leadership presented an FY21 preliminary budget for approval that provided initial budget authority and allowed the university to operate at the start of the new fiscal year, beginning July 1, 2020.

Leadership utilized a conservative approach to projecting revenues using the following assumptions:

- The university is holding housing prices flat despite single-occupancy for students.
- The university is maintaining its commitment to hold tuition flat. Therefore, undergraduate and graduate tuition revenue is 92% of the FY20 year-end projected actuals. The 8% reduction allows for fluctuation in enrollment.
- Fee revenues are based on 244,800 student credit hours (80% of 306,000, the original planning target confirmed in December 2019). The 20% reduction in credit hours allows for fluctuations in enrollment.
- State appropriations are listed at \$87.8M, the full appropriation from the prior year.

For expense projections, a most-likely approach was utilized. In this most-likely scenario, NIU neither assumed up-side nor down-side performance. Rather, best available information as of May 31, 2020, was utilized.

- General revenue fund expenses assume reductions already committed.
- Auxiliary expenses include a fall semester housing operating loss of \$3.4M.
- Personnel adjustments include the anticipated savings from actions already made including voluntary pay cuts for senior leaders, voluntary retirement program for staff, reduction of extra help, a hiring chill and personnel actions such as layoffs, position eliminations and non-renewals.
- Debt service per known schedules, including the \$6M in savings from the bond refinance completed in FY20.
- Planned increase in commitments for financial aid and scholarships for students, including AIM High.

June 18, 2020 Board Action: The Board of Trustees approved an FY21 preliminary internal budget including \$361.4M in revenue against \$400.3M in anticipated expenses, including a state appropriation of \$87.8M. This preliminary internal budget uses revenue and cost assumptions based on limited available data and in anticipation of a shortfall of approximately \$38.8M.

The preliminary budget was approved with the understanding that in September 2020, a revised FY21 internal budget will be presented to the board that will reflect better revenue and expense projections, based on clarification of fall enrollment, residence hall occupancy and commitments of additional federal aid to universities. Until university leadership returns to the board in September with a revised budget, leadership will preserve financial flexibility in short- and long-term planning.

Summary of Notable Actions since June 18: A series of approved actions have been deployed to reduce expenses and mitigate financial loss. These actions include voluntary pay reductions for

senior leaders, a voluntary retirement program for staff, reduction of extra help, a hiring chill and personnel actions such as layoffs, position eliminations and non-renewals, as well as savings from the bond refinance.

Many FY21 budget parameters driven by external environmental factors remain unsure. These factors include Fall 2020 enrollment, residence hall occupancy, and availability of federal aid and state operating support to the university. The status of intercollegiate sports seasons, scheduled academic and professional conferences, and contracts for some services also remain uncertain at this time. Additionally, efforts in support of COVID-19 testing, reducing density in classrooms, utilization of residence halls and facilities throughout campus, and securing and distributing the appropriate protective gear and measures remain in process.

Due to the continued lack of certainty, university leadership continues to model different scenarios and the associated financial impacts. The FY21 preliminary internal budget reflects the base case for next year; at this time, an anticipated \$38.8M shortfall.

Contingency plans are under discussion should they be needed.

In support of presenting a revised FY21 internal budget to the Board, Provost and Executive Vice President Ingram and Vice President and CFO Chinniah are working with Deans and Divisional Leaders to translate budget assumptions into operational plans and to understand and incorporate impacts of these scenarios into specific projections for NIU's budget. Typically, sources of data for budgeting include past spending and revenue levels. An over-reliance on past spending, however, assumes previous spending aligns with FY21's strategic priorities. To ensure that essential, strategic spending is at the heart of FY21 budget development, guidelines for financial decision-making were communicated in advance of budget discussions with Deans and Divisional Leaders. These guidelines include a focus to protect the health and well-being of students, faculty and staff, to align activities in support of the strategic action planning framework, to consider the short-term as well as long-term, and be judicious with university resources.

The Divisional Leaders and Deans are committed to reducing expenses in FY21. Each has taken an approach which makes sense for that respective operational unit.

As part of the conversations, leaders were asked to move from crisis response in the immediate term to bolder, strategic ideas as NIU looks toward structural stability in the years ahead. Leaders were also asked to look at investment decisions that would protect enrollment and student success goals rather than simply cost containment.

Next Steps: Leadership will continue to monitor the situation and will return to the board on September 17, 2020 to present an FY21 revised budget that updates and solidifies our revenue assumptions regarding student credit hours, tuition and student fees; receipt of state appropriations and additional federal assistance; and anticipated auxiliary revenue associated with housing, dining, sales and conferences. At this time, the university will also confirm plans to reduce expenses.

NIU leadership is closely monitoring information provided by the Governor and the Illinois Department of Public Health. The health, wellness, and safety of the entire campus community is a priority and at the center of our decision-making. Because this is a dynamic environment, leadership will present quarterly budget updates to the Finance, Audit, Compliance, Facilities and Operations Committee of the Board of Trustees during the February and May meetings in calendar year 2021 noting quarterly budget performance, summarizing variances, and providing year-to-date forecasts.

The university will resume planning efforts for future fiscal years, including a revision of the multiyear framework mid-FY21. Worksheets will be created and distributed to local university units to capture preliminary plans for FY22 and beyond. This information, combined with greater

certainty about the post-pandemic fiscal environment, will be critical to re-establishing multiyear university budget goals.

**QUARTERLY SUMMARY REPORT OF TRANSACTIONS IN EXCESS OF \$100,000
FOR THE PERIOD APRIL 1, 2020 TO JUNE 30, 2020**

Purchase Amount	No. of Transactions	Appropriated	Non-Appropriated	Total
Over \$100,000	10	\$245,550	\$1,141,350	\$1,386,900

TRANSACTION DETAILS:

Purchases:

1. Intercollegiate Athletics requested permission to issue an open order for Third Party Ticket Unit per consulting Service Agreement for ticket sales. This order was exempt from advertising on the Illinois Procurement Bulletin per exemption (30 ILCS 500 / 1-13(b)(2)). (Taymar Sales, Winston Salem, NC) 150,000
2. The Center for Accessible Resources in the College of Education requested permission to purchase emergency instructional supplies necessary to implement a face to face project that had been moved online. This order was exempt from being advertised on the Illinois Procurement Bulletin because it was an Emergency purchase of instructional supplies necessary to implement a face to face project that had been moved online due to the COVID-19 public health emergency. The project will be online for 1.5 semesters. (Woodlake Technologies, Chicago, IL) 105,800
3. An amendment was needed to increase the open order used to obtain legal services related to an ongoing water valve claim for Collegiate Housing Foundation for the period ending June 30, 2020. Original approval was obtained on the September 13, 2019 President’s Report with subsequent amendments approved on the January 31, 2020 and February 21, 2020 President’s Reports. This order was exempt from being advertised on the Illinois Procurement Bulletin per 30 ILCS 500/1-10(b)(7). (Foley & Lardner LLP, Chicago, IL) 110,000
4. An amendment was required to increase the amount of PO 169475 to purchase COVID-19 related items such as gloves, masks, etc. for resale to university departments for the period July 1, 2019 – June 30, 2020. The initial order of \$85,000 was submitted in the March 13, 2020 Presidential Report. This order was advertised under JMT16Disposables. (Edward Don, Chicago, IL) 105,000
5. The Bursar Office requested permission to issue an FY21 open order for collection agency commissions for commercial accounts receivable for the period July 1, 2020 – June 30, 2021. This order was exempt from advertising on the Illinois Procurement Bulletin because the vendor is a pre-approved IPHEC vendor. (National Credit Management, Woodland Hills, CA) 130,000

6. Transportation Services requested permission to issue an open order for gasoline and bulk diesel fuel to be used as needed for the period July 1, 2020 – June 30, 2021. This order was advertised on the Illinois Procurement Bulletin – PSCMAB04312020. (G. Cooper Oil, Frankfort, IL) 175,000

Capital Improvement Projects:

1. In order to maintain the east campus steam distribution, in a safe and efficient manner annual maintenance and repairs were required on the system by replacing expansion joints, exercising valves, and packing expansion joints, maintaining pumps, repairing stanchions, install valves and repairing insulation, as well as maintaining a portable boiler for the Holmes Student Center for a one week time period. This work was required to be performed when heating plant operations switched from heating to cooling season. Work was to be completed by a combination of NIU staff and outside contractors under the coordination of a NIU project manager. Total cost of the project was \$132,050, with 50% of the cost (\$66,025) being funded by Appropriated funds. 132,050**
2. In order to maintain west campus steam distribution, in a safe and efficient manner annual maintenance and repairs were required on the system by replacing expansion joints, exercising valves, and packing expansion joints, maintaining pumps and repairing insulation, as well as maintaining a portable boiler for occupied student housing for a one week time period. This work was required to be performed when heating plant operations switched from heating to cooling season. Work will be completed by NIU staff under the coordination of a NIU project manager. Total cost of the project was \$157,350, with 50% of the cost (\$78,675) being funded by Appropriated funds. 157,350**
3. Security camera repairs and upgrades were required to improve and enhance safety within the Neptune Hall residential complex. The project implements a security camera proof of concept design piloted at Stevenson Hall. The project will reduce identified physical access vulnerabilities, increase camera coverage, increase camera footage availability, simplify and secure access to camera footage, provide new capabilities to reduce the time to pull security camera footage related to incidents and provide integration with exit door access control systems. This complex has been identified as the top priority within all the campus residence halls for security camera upgrade. Work will be completed by a combination of outside contractors and in-house workforce under the coordination of a NIU project manager. 120,000

4. Maintenance and repairs are required at the East Heating Plant each summer to ensure that the aging steam boilers and associated steam distribution equipment have the ability and capacity to operate and generate steam for the entire campus during the winter season. Many of the repairs are related to worn, broken or non-functioning steam valves, nozzles, gauges, vents, expansion joints, control calibration equipment and other failed equipment that can cause serious operational and safety hazards or problems if not operating properly. To ensure that the reliable and safe steam production capacity is available for the next winter season, the maintenance and repairs must be completed during the summer shutdown of the system. Work will be completed by NIU staff under the coordination of a NIU project manager. Total cost of the project is \$201,700, with 50% of the cost (\$100,850) being funded by Appropriated funds. 201,700**

* Appropriated/Income Funds

**Appropriated/Income and other funds

**FY20 ANNUAL SUMMARY REPORT OBLIGATION OF FINANCIAL
RESOURCES YEAR ENDED JUNE 30, 2020**

Category	Number of Purchase Transactions	Percentage of Total Transactions	Dollar Volume	Percentage of Total Dollar Volume
\$0 to \$25,000 ¹	2,773	85.61%	\$12,826,383	12.97%
\$25,001 to \$100,000 ¹	347	10.71%	18,483,576	18.69%
\$100,001 to \$250,000 ²	68	2.10%	11,713,176	11.84%
\$250,001 to \$500,000 ³	21	0.65%	6,797,783	6.87%
Over \$500,000 ³	30	0.93%	49,094,838	49.63%
TOTAL	3,239	100%	\$98,915,756	100%

The Annual Summary Report on the Obligation of Financial Resources is required by the Board of Trustees Regulations, (Section V, Subsection B.5) and supplements the “Periodic Summary Report of Transactions” which is presented on a quarterly basis.

Transactions reported to and/or approved by the Board of Trustees throughout the fiscal year and those included in the Quarterly Summary Report of Transactions reflect the maximum approved amount that orders may not exceed. Pursuant to this authority, the Annual Summary Report outlined above reflects orders actually placed, including purchases, change orders, personal and professional services, performance agreements, and capital projects.

Transactions above do not include purchase card obligations. This report is as of July 23, 2020 and is subject to change due to fiscal year-end close out activity.

¹ Authorizations for transactions less than \$100,000 are approved at the university level (above \$25,000 by the President).

² Authorizations for purchases and capital projects between \$100,000 and \$250,000 are approved by the President and periodically reported to the Board of Trustees.

³ Authorizations for purchases and capital projects exceeding \$250,000 are presented for approval by the Board of Trustees.

FY20 ANNUAL REPORT OF CASH AND INVESTMENTS FOR PERIOD ENDING JUNE 30, 2020

In accordance with the approved University Investment and Cash Management policy, this report on investments is submitted at the end of each calendar quarter to the Board of Trustees. This report is required by Board of Trustees *Regulations* (Section V, Subsection D). The following schedules are included:

- Report of Depositories as of June 30, 2020
- Cash and Investment Holdings Summary as of June 30, 2020
- Investment Earnings for the quarter ended June 30, 2020

The Investment Committee is responsible for monitoring compliance with the University's Investment and Cash Management Policy. The investment goals, as stated in the policy, are to insure the preservation of principal and maintain compliance with applicable state laws, rules, regulations, debt covenants and Board of Trustees *Regulations* while meeting cash flow needs and earning a yield acceptable to conservative investment managers.

The *Report of Depositories* is submitted annually, along with the University [*Investment and Cash Management Policy*](#). The depository report summarizes deposits and withdrawals in each bank account during the fiscal year. The ending balances reflect bank statement amounts and may differ from university financial records due to reconciling items. The *Report of Depositories* does not include the fixed income investment portfolio that contains \$25M in agency and Treasury notes.

The *Cash and Investment Holdings Summary* at June 30, 2020 shows NIU's total holdings of \$128.1M, which is down \$47M from the previous year. This difference is a result of cash disbursements exceeding cash receipts during the fiscal year, planned spending of BAB proceeds totaling \$12.3M to renovate the Holmes Student Center, and unexpected pressures on cash flow stemming from the coronavirus pandemic. The university anticipated state payments to be delayed as a result of the pandemic and their need to prioritize medical and health sector payments. The State of Illinois paid \$7-\$10M each month this quarter in Monetary Award Program (MAP) funds and/or state appropriations. The remaining unpaid state appropriations at fiscal year-end was approximately \$15.8M. The remaining \$15.8M was received by the state by the end of July.

The *Investment Earnings* report shows the interest earnings for the fourth quarter at approximately \$344,000, which is \$700,000 less than interest earned in the same quarter of FY19. Lower cash balances and declining market investment yields account for the difference. The annualized rates of return steadily decreased throughout FY20 from 2.23% to 1.05%.

Economic effects of the COVID-19 global pandemic triggered the worst recession since the Great Depression. However, economists predict growth in the second half of 2020 and throughout 2021. The anticipated growth is expected to be slow and uneven. The Federal Open Market Committee expects to maintain the federal funds interest rate in the target range of 0 to 25 basis points until the economy is on track to achieve maximum employment and price-stability goals.

Management is continuously monitoring market changes that will affect the university's cash management and investment goals. Management is committed to the fiscal sustainability of NIU and is reviewing all available options for strengthening the university's cash position.

Northern Illinois University
REPORT OF DEPOSITORIES
For the Year Ended June 30, 2020

	Beginning Balance 7/1/2019	Deposits*	Withdrawals*	Ending Balance 6/30/2020**
Amalgamated Bank				
Series 2010 Build America Bonds***	\$13,496,229	\$5,160,952	\$17,369,498	\$1,287,683
Series 2011 Revenue Bonds	-	1,295,519	1,295,519	-
Series 2014 Certificates of Participation***	-	1,507,117	1,507,100	17
Series 2020A Revenue Bonds***	-	29,667,319	29,664,119	3,200
Series 2020B Revenue Bonds***	-	152,794,760	152,792,437	2,323
	\$ 13,496,229	\$ 190,425,667	\$ 202,628,673	\$ 1,293,223
First National Bank				
Investment	\$ 409,963	\$ 59,246,091	\$ 59,301,494	\$ 354,560
Project Funds	712	1	713	-
Contributory Trust***	-	9,907,069	68,069	9,839,000
	\$ 410,675	\$ 69,153,161	\$ 59,370,276	\$ 10,193,560
First Midwest Bank				
Credit Card Account	\$ 50,000	\$ 58,702,249	\$ 58,702,249	\$ 50,000
Deposit Account	543,816	150,312,423	150,713,153	143,086
Disbursement Account	50,000	84,402,209	84,402,209	50,000
Investment Account***	52,744,789	393,175,795	397,002,529	48,918,055
Payment Account	50,000	404,557,500	404,557,500	50,000
Payroll Account	122,002	161,426,360	161,447,544	100,818
	\$ 53,560,607	\$ 1,252,576,536	\$ 1,256,825,184	\$ 49,311,959
JP Morgan Chase Bank				
CD***	\$ 1,000,000	\$ 514,019	\$ -	\$ 1,514,019
Illinois National Bank				
NIU Operations- IL Funds	\$ 4,990	\$ 404,114	\$ 404,104	\$ 5,000
US Bancorp Fund Services				
NIU Operations- IL Funds***	\$ 70,975,809	\$ 69,640,144	\$ 100,000,000	\$ 40,615,953
Total For All Banks	\$ 139,448,310	\$ 1,582,713,641	\$ 1,619,228,237	\$ 102,933,714

* Deposits and Withdrawals include interaccount transfers.

** Balances and activity reflected on this report are taken from bank statements and may not necessarily reflect those amounts recorded in the university financial records due to reconciling items, and excludes fixed income securities.

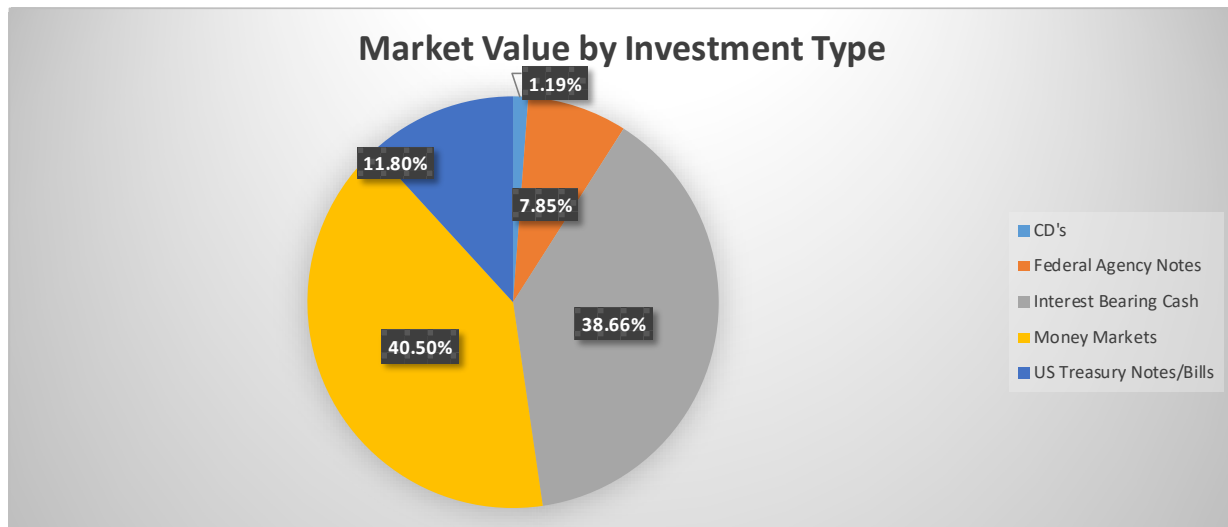
*** Balances include restricted cash totaling \$53.8 million for contractual obligations and funds held for reinvestment.

NORTHERN ILLINOIS UNIVERSITY
CASH and INVESTMENT HOLDINGS SUMMARY

June 30, 2020

For Fiscal Year 2020

Investment Type	Purch Price/ Ending Bal *	Book Value **	Market Value ***
CD's:			
Local Funds	\$ 1,514,019	\$ 1,514,019	\$ 1,514,019
Federal Agency Notes:			
Local Funds	\$ 9,997,439	\$ 10,018,476	\$ 10,032,625
Interest Bearing Cash Accounts:			
Local Funds	\$ 49,373,433	\$ 49,373,433	\$ 49,373,433
Money Markets:			
Contributory Trust	\$ 9,839,000	\$ 9,839,000	\$ 9,839,000
Local Funds	40,615,953	40,615,953	40,615,953
Project Funds	1,287,683	1,287,683	1,287,683
	<u>\$ 51,742,636</u>	<u>\$ 51,742,636</u>	<u>\$ 51,742,636</u>
US Treasury Notes/Bills:			
Local Funds	\$ 15,096,634	\$ 15,040,570	\$ 15,078,760
TOTAL INVESTMENT HOLDINGS	\$ 127,724,161	\$ 127,689,134	\$ 127,741,473
Non-interest Bearing Cash	\$ 379,204	\$ 379,204	\$ 379,204
TOTAL CASH & INVESTMENT HOLDINGS	\$ 128,103,365	\$ 128,068,338	\$ 128,120,677
TOTAL REPORTED FOR 06/30/2019	\$ 175,343,307	\$ 175,519,750	\$ 175,532,654



* Amounts per Bank and Investment Statements

** Purchase price, net of accumulated amortization of premiums and discounts

*** Estimated price for which an investment would sell in the marketplace

Assets reported in the CASH and INVESTMENT HOLDINGS SUMMARY comply with the Illinois Public Funds Investment Act (30 ILCS 235) and the NIU Investment and Cash Management Policy

NORTHERN ILLINOIS UNIVERSITY
INVESTMENT EARNINGS
For Fiscal Year 2020
July 1, 2019 - June 30, 2020

	June 30 Ending Balance	Qtr 4 Average Daily Balance	Percent of Portfolio	Qtr 4 Income Earned	Annualized Rates of Return				
					FY 2020				
					4th Qtr	3rd Qtr	2nd Qtr	1st Qtr	
Short-Term Investment Accounts									
Illinois Funds	\$ 40,615,953	\$ 38,258,418	29.25%	\$ 68,002	0.713%	1.521%	1.818%	2.239%	
Investment Accounts - Financial Institutions	\$ 49,373,433	\$ 47,449,459	36.27%	\$ 101,303	0.856%	1.555%	1.865%	2.342%	
Contributory Trust	\$ 9,839,000	\$ 9,839,458	7.52%	\$ 10,732	0.437%	1.180%	1.540%	-	
Investment Accounts - Project Funds	\$ 1,287,683	\$ 1,791,403	1.37%	\$ 1,894	0.424%	1.585%	1.776%	2.178%	
CD's	\$ 1,514,019	\$ 1,513,467	1.16%	\$ 701	0.186%	1.072%	1.347%	1.639%	
ST Investment Accounts Total	\$ 102,630,088	\$ 98,852,205	75.57%	\$ 182,632	0.741%	1.524%	1.695%	2.275%	
Fixed Income Securities									
Local Funds	\$ 25,094,073	\$ 31,964,780	24.43%	\$ 161,416	2.025%	1.890%	1.915%	2.029%	
Fixed Income Securities Total	\$ 25,094,073	\$ 31,964,780	24.43%	\$ 161,416	2.025%	1.890%	1.915%	2.029%	
Non-interest Bearing Cash	\$ 379,204	\$ -	-	-	-	-	-	-	
COMBINED TOTAL	\$ 128,103,365	\$ 130,816,985	100.00%	\$ 344,048	1.05%	1.61%	1.73%	2.23%	

Assets reported in INVESTMENT EARNINGS comply with the Illinois Public Funds Investment Act (30 ILCS 235)
and the NIU Investment and Cash Management Policy

FY20 REPORT TUITION AND FEE WAIVERS

The Illinois Board of Higher Education issued Tuition and Fee Waiver Guidelines for Illinois Public Universities in June 1999, which was amended in February 2000. These guidelines include the requirement that tuition and fee waivers granted during the fiscal year be reported to each university's Board of Trustees. Pursuant to that requirement, the university has prepared the following report.

The Tuition and Fee Waiver Report includes all waivers processed and applied as of June 30, 2020. Any waivers that apply to the 2020 fiscal year, and processed between July 1, 2020 and August 31, 2020, have not been included in this report. All adjustments for FY20 that are processed through the cutoff date of August 31, 2020 will be submitted to the Board of Trustees for approval at a subsequent Board meeting.

FISCAL YEAR 2020
TOTAL TUITION AND FEE WAIVERS

(\$ in thousands)

(in thousands of dollars)	Number of Recipients (unduplicated)	Tuition Waived		Fees Waived	
		Number of Recipients (unduplicated)	Value of Waivers	Number of Recipients (unduplicated)	Value of Waivers
<u>MANDATORY WAIVER CATEGORY</u>					
PROGRAM:					
Teacher Special Education General Assembly	127	127	\$ 540	112	\$ 159
Reserve Officers' Training Corps	-	-	-	-	-
DeKalb County Family Services	37	38	213	21	1
Children of Employees	42	42	187	34	38
Senior Citizens	140	140	601	-	-
Honorary Scholarships	5	5	22	-	-
Veterans Grants & Scholarships*	-	-	-	-	-
Other (please specify)**	443	443	2,182	443	225
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Unduplicated Mandatory Waiver Count Total ***	794		\$ 3,745	610	\$ 423

DISCRETIONARY WAIVERS CATEGORY

PROGRAM:					
Faculty/Administrators (Non-Civil Service)	96	96	\$ 440	7	\$ 3
Civil Service	192	192	845	58	52
Interinstitutional/Related Agencies	34	34	124	-	-
Retired University Employees	10	10	46	1	1
Children of Deceased Employees	6	6	48	5	11
Children of Employees	-	-	-	-	-
Academic/Other Talent	783	783	3,748	-	-
Athletic	172	172	1,421	-	-
Gender Equity in Intercollegiate Athletics	168	168	1,391	-	-
Foreign Exchange Students	-	-	-	-	-
Out-of-State Students	-	-	-	-	-
Foreign Students	17	17	172	-	-
Fellowships	11	11	33	-	-
Student Need - Financial Aid	1	1	9	-	-
Student Need - Special Programs	8	8	40	-	-
Cooperating Professionals	368	368	940	-	-
Research Assistants	431	431	3,105	-	-
Teaching Assistants	852	852	6,365	-	-
Other Assistants	185	185	1,372	-	-
Contract/Training Grants	20	20	148	-	-
Other(please specify)***	-	-	-	-	-
	-	-	-	-	-
Unduplicated Discretionary Waiver Count Total ***	3,354		\$ 20,247	71	\$ 67

	Number of Recipients	Total Value of Waivers
Unduplicated Summary Tuition and/or Fees		
Mandatory Waiver Category Total***	794	\$ 4,168
Discretionary Waiver Category Total***	3,354	\$ 20,314
Total count of Waivers****	4,148	\$ 24,482

* Illinois Veterans Grants (ISAC), Illinois National Guard Grants (ISAC), and POW/MIA Scholarships (Department of Veterans' Affairs). Included are only the waived (unfunded) portion of these grants.

** Other waiver categories must be approved by the Board of Higher Education prior to reporting.

*** Each recipient is counted only once in the unduplicated count even if they benefited from multiple waivers during the academic year.

**** Each recipient is counted only once in the Total Count of Waivers even if they benefited from a mandatory and a discretionary waiver.

CAMPUS FACILITY PROJECT UPDATE

The following provides a narrative update on major facility projects as organized by funding sources. This report is not a complete listing of all projects and is predominantly meant to highlight more significant projects recently completed, underway, in development, or temporarily placed on hold due to current uncertainties related to the pandemic. Capital investments have been deferred unless there is an unavoidable critical need to sustain a building system or structure.

Projects are presented based on primary source of funding.

- Active state-funded projects administered by the Capital Development Board (CDB):
 - o Capital projects:
 - Health Informatics (*In Development*): While the CDB was appropriated \$7.7M to begin planning/design efforts for this project, pandemic delays and uncertainty for state capital reauthorizations for FY21 have caused this effort to hold.
 - Stevens humidity control improvements (*Underway*): This is a latent defect correction following the substantial completion of the Stevens building reconstruction in Summer 2018 to address problems experienced with high humidity levels in the building. A phase I portion had been completed prior to pandemic impacts and the final phase, currently in process, was delayed starting until June. This work, estimated at approximately \$155K, is expected to be completed by August.
 - o Capital Renewal projects:
 - Boiler Replacement Phase I (*In Development*): A two-phased selection process for awarding a design-build contract has been delayed due to the pandemic. The first phase selection effort will determine finalists to compete in the second phase with detailed price and technical proposals. A design-build contract, estimated at approximately \$16M, may be awarded this winter depending on cash flow implications.
 - Steam Tunnel Repair (*In Development*): Design efforts are proceeding, and the scope is being finalized to fit within the \$5M budget for this project. Construction may be targeted for Summer 2021.
- State grant-based projects administered by the Capital Development Board (CDB):
 - o Northern Illinois Center for Community Sustainability (NICCS) (*On Hold*): CDB has not yet received funding to proceed with this approximately \$15M project. In the meantime, project scope development is proceeding internally within NIU to better define and align the program with intended facility features.
- Donor/Grant funded projects:
 - o Founders Memorial Library Burma Art Collection Compact Storage (*Completed*): Work resumed in May after the stay-at-home order was lifted and will be completed by August. Below is a photograph showing a portion of the new \$330K storage system.



- Barsema Hall Creativity & Empathy Lab remodel (*Underway*): A construction contract was executed in late June for approximately \$295K and renovation work is anticipated through September. Below is a photo of the construction effort in progress.



- Major NIU-funded projects:
 - Auxiliary funded:
 - Neptune Renovation (*Underway*): Final renovation efforts (\$180K of the larger \$5M project) to install air conditioning within the student lounge areas of the east and west wings of the complex will be substantially completed by August allowing for fall semester occupancy.
 - Miscellaneous critical repairs totaling \$877K have been made to the following buildings and systems: The Parking Deck, Dorland warehouse freezer, elevators at Convocation Center and HSC, HVAC repairs at Convocation Center.

FY21 NON-REPRESENTED STAFF SALARY INCREMENT ALLOCATION GUIDELINES

Summary: Offering competitive salaries remains a continuing high priority of the President and the Board of Trustees. Accordingly, the university has developed an internally funded plan to provide increments for FY21 that recognizes the importance of salary increases in a resource constrained environment.

Background: In accordance with Board Regulation II.C.2.a, annual salary increment guidelines are approved by the Board of Trustees. The approval of annual salary increment guidelines authorizes the university's distribution of fiscal year increments to eligible employees. Following completion of the fiscal year salary adjustment process, increment totals are verified and provided to the Board of Trustees in summary form.

The recommended salary increment guideline for non-negotiated staff is a 3% increment to be implemented on and effective October 1, 2020.

This recommendation for salary increment guidelines pertains to non-negotiated staff who did not receive an increment on July 1, 2020. Non-negotiated staff on regular contracts/appointments employed by the university on or before December 31, 2019 and who remain employed on the effective date of the increment program will be eligible for the increment subject to university procedures. Non-represented employees on temporary contracts/appointments who have been continually reappointed for three or more years and are reappointed during FY2021 are eligible to receive salary increases associated with the reappointment.

Those employees 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. Any negotiated final agreement may be retroactive to July 1, 2020 based on authority stated in the State of Illinois Finance Act, as negotiated and if applicable.

Recommendation: The University recommends Board of Trustees approval of the Fiscal Year 2021 Salary Increment Allocation Guidelines for non-represented employees.

**COLLECTIVE BARGAINING AGREEMENT FOR INTERNATIONAL
UNION OF OPERATING ENGINEERS LOCAL UNION #399**

Summary: Northern Illinois University negotiates with seventeen groups of employees that are represented by a labor union. Salary increases and other terms/conditions of employment for bargaining unit members are subject to negotiation and final agreements are submitted for approval to the Board of Trustees. The following collective bargaining agreement has been tentatively approved, ratified by the bargaining unit, and is submitted to the Board of Trustees for approval.

1) ***Bargaining unit:***

The International Union of Operating Engineers, Local 399, representing approximately thirty one (31) employees total in the Heating Plant. The collective bargaining agreement represents the following classification:

- Steam & Power Plant I
- Steam & Power Plant II
- Steam & Power Plant III
- Steam & Power Plant IV

Scope of Negotiations: Full agreement

Tentative Agreement for Board Action: A two-year successor agreement, effective July 1, 2019 through June 30, 2021.

Recommendation: Terms and conditions of this agreement are consistent with University policies and guidelines. The University recommends approval of this collective bargaining agreement.

COLLECTIVE BARGAINING AGREEMENT

Between

THE INTERNATIONAL UNION OF OPERATING ENGINEERS
Local Union #399

And

The Board of Trustees of
NORTHERN ILLINOIS UNIVERSITY
DEKALB, ILLINOIS

July 1, 2019 through June 30, 2021

Agreement

This Agreement is made and entered into between the BOARD OF TRUSTEES for the use of Northern Illinois University, hereinafter called the "Employer," and the INTERNATIONAL UNION OF OPERATING ENGINEERS, Local 399, hereinafter called the "UNION."

Purpose of the Agreement

It is the intent and purpose of this Agreement to promote a sound and mutually beneficial relationship between the Employer and the Union. The Employer and the Union are committed to the uninterrupted effective performance of the teaching, research, and public service functions of the Employer; subject to any changes in State or other laws or policies applicable to the Employer. The Union will strive to maintain these functions through the performance of the regularly assigned and related duties of the classifications covered by this Agreement.

ARTICLE 1 — RECOGNITION — MEMBERSHIP

Par. 1 The Employer recognized the Union as the sole and exclusive bargaining representative with respect to hours, wages, terms and conditions of employment for the bargaining unit consisting of the following position classifications:

Steam and Power Plant IV
Steam and Power Plant III
Steam and Power Plant II
Steam and Power Plant I

Par. 2 In the event that the Union seeks to add to the bargaining unit a position classification, which may be appropriate to the bargaining unit, the parties agree to meet to discuss the inclusion of the position classification in the bargaining unit. The final determination as to the appropriateness of the inclusion of additional positions classifications in the bargaining unit is solely within the jurisdiction of the Illinois Educational Labor Relations Board.

Par. 3 The parties agree that the change in title of a position classification in the bargaining unit shall not remove the position classification from the bargaining unit as long as the type of work performed by the position remains essentially the same.

Par. 4 This Agreement is authorized by the Illinois Educational Labor Relations Act (IL Rev. Stat, Ch. 48, Par, 1701 et seq.)

ARTICLE 2 — UNION RESPONSIBILITIES

Par. 1 In accordance with applicable law, neither the Employer nor the Union shall discriminate against any employee covered by this Agreement because of handicapped, physical or mental condition, race, creed, color, national origin, sex, sexual orientation, age, parental status, marital status, or political affiliation. Further, the parties agree not to discriminate against disabled veterans and veterans of the Vietnam Era.

Par. 2 The Union agrees that it will not conduct Union business during working hours and that requests for meeting room space must be cleared through the Employee Relations Officer.

Par. 3 The Employer will not discriminate against any member, steward, or other officer of the Union including those who are participating in the negotiations, adjustment of grievances or the performance of committee work which is the interest of the Union and its members. In accordance with applicable Federal and Illinois State law, neither the University nor the Union shall discriminate against any employee covered by this Agreement because of lawful Union membership or non-membership activity or status.

ARTICLE 3 — MANAGEMENT RIGHTS

Par. 1 The Employer continues to retain, whether exercised or not, the sole right to operate and manage its affairs in all respects. Any power or authority which the Employer has not abridged, delegates, or modified by the express provisions of this Agreement is retained by the Employer. The rights of the Employer, through its management officials, include, but is not limited to, the following:

- a) determine the overall budget of the Employer;
- b) determine control and exercise discretion over the organization and efficiency of operations;
- c) direct the employees, including the right to assign work;
- d) hire, examine, promote, train and schedule employees in positions with the Employer;
- e) suspend, demote, discharge, or take disciplinary action against the employees for proper cause;
- f) increase, reduce, change, modify or alter the composition and size of the workforce with proper notification to the local Union;
- g) set standards for services to the public;
- h) change or eliminate existing methods, equipment or facilities;
- i) determine the purpose of each of its service areas;
- j) determine the locations, methods, means, and personnel by which new or temporary operations are to be conducted, including the right to determine whether goods and services are to be provided or purchased.

ARTICLE 4 — HOURS AND SCHEDULES

Par. 1 Eight (8) consecutive hours shall constitute a day's work and forty (40) hours shall constitute a week's work. Time and one-half shall be paid in cash for hours worked over eight (8) hours in one (1) day or over for forty (40) hours in any workweek. Policies of the Board of Trustees and the University Rules of Northern Illinois University shall be followed in the establishment of a basic workweek.

Par. 2 The greater part of the shift worked on a calendar day will determine which day will be considered as being worked. For example, a shift starting at 11:00 p.m. Tuesday night and running to 7:00 a.m. Wednesday morning will be considered as being worked on Wednesday. If the times are equal, the starting date will determine the day worked.

Par. 3 An employee's work schedule (shift) will not be changed more than once within the employee's workweek. Return to an employee's bid and regular work shift shall not constitute a change.

Par. 4 Except in emergency situations, whenever work schedules are changed, written notice of such change shall be posted in the East and West Heating Plant at least forty-eight (48) hours before such changes become effective. Time worked as the result of a schedule change when notice is less than forty-eight (48) hours shall be paid at the appropriate premium rate. The amount of overtime paid under this provision shall not exceed sixteen (16) hours or the actual amount of time worked within the forty-eight (48) hour period, whichever is less.

Par. 5 Notification of shift changes:

- a) minimum of 48 hours notice;
- b) shift changes are to stay on appropriate sides (East or West);
- c) when a holiday falls within a shift change, the changed employee will work the holiday.

One day shift changes will be allowed:

- a) one shift change per week;
- b) junior Steam and Power Plant III will make shift change;

- c) when there is more than one shift change in one week the second junior Steam and Power Plant III will make the shift change provided that the least junior Steam and Power Plant III already has had a shift change;
- d) the junior Steam and Power Plant III on occasion will be allowed to block out weekends from shift changing with advance notice.

NOTE: Junior Steam and Power Plant III is the Steam and Power Plant III with the least seniority on the day shift on each side, East or West.

Par. 6 Work on the sixth day and the seventh day of the work schedule shall be compensated at the rate of time and one-half the basic straight time hourly wages herein established. Pyramiding of overtime is not permitted by this Agreement.

Par. 7 If an employee is called back to duty following the regular work shift and before being regularly scheduled to work again, the employee shall be paid no less than four (4) hours at the regular overtime rate of pay. However, if the employee's regularly scheduled shift begins within two (2) hours after the call back, the employee shall revert to the regular base rate of pay at the beginning of the regular scheduled shift. In each instance, the employee will be paid at least two (2) hours call-in for time worked prior to the regular shift. Work performed in continuation of a scheduled shift will be compensated at the appropriate rate of pay for the additional time worked.

Par. 8 Overtime shall be distributed on a rotating basis for each classification represented by this Agreement. At no time will a Steam and Power Plant IV employee be part of the voluntary overtime rotation when a Steam and Power Plant II employee is needed.

ARTICLE 5 – SENIORITY – JOB BIDDING

Par. 1 Seniority shall be by classification and shall prevail in regard to layoffs, choice of working shifts, heating plants, and vacation periods, so far as the operating needs of the department permit.

Par. 2 Promotional examinations and training courses conducted in preparation for promotional examinations shall be open to all qualified employees within the bargaining unit in the promotional line.

Par. 2A Both parties acknowledge that the Steam and Power Plant V is a supervisory administrative position not covered by the terms of this Agreement but is in the promotional line for upgrading from within the classifications represented by this Agreement.

Par. 3 The annual job bid meeting for all classifications shall be held in February. All bids shall include all classifications, except Steam and Power Plant I. Exceptions to the annual bid meeting shall be limited to the following: vacancies created by promotions, transfers, retirement, resignations, discharge, prolonged illnesses, and any other absences exceeding thirty (30) consecutive calendar days excluding vacation absences.

Par. 3A Whenever work area (e.g. building) assignments change between bid meetings, such changes shall be noted at the following bid meeting prior to bids taking place. If bid areas are changed, a bid meeting will follow.

Par. 4 Permanent upgrades throughout the promotional line will occur within thirty (30) days unless the union is notified in writing by the Employer. All employees upgraded due to a prolonged illness vacancy will be returned to their prior classification if the employee has been on sick leave returns.

Par. 5 When a temporary upgrading occurs, an upgraded employee will be inserted into the overtime rotation for the higher classification if it is determined the upgrade will last for thirty (30) days or more. An employee will only be eligible for overtime in one classification.

Par. 6 During an employee's probationary period, seniority may be ignored for purposes of bidding shifts and days off to allow management to utilize training opportunities as it deems most desirable.

ARTICLE 6 — GRIEVANCE/ARBITRATION

Par. 1 A grievance shall be defined as any dispute or difference between the parties with respect to the application, administration and interpretation of the provisions of this Agreement. All grievances shall be filed in accordance with the provisions herein. The grievant may be an employee, group of employees or the Union. Grievances filed by the Union shall be initiated in writing at Step 3 of the grievance process within five (5) working days after the Union becomes aware or should have been aware through the use of reasonable diligence of the circumstances or condition causing the grievance. For purposes of the grievance procedure, workdays are considered to be Monday through Friday.

Par. 2 An employee may choose to pursue a grievance with or without representation. Obtaining representation shall be totally the responsibility of the employee. If a representative other than a Union representative is selected, such representation shall be specifically limited to the grievance without prejudice or influence for any other employees. If a Union representative is chosen from the bargaining unit, the representative will speak for the Union. An employee representative other than an attorney, may be involved with the employee at any step within the grievance procedure.

Par. 3 The limits herein set forth may be extended by mutual consent of both parties if submitted in writing to the Director of Employee and Labor Relations for Steps 1 through 3 or to the Interim Chief of Human Resource Services, or designee, for Step 4. If at any step within the grievance procedure the Employer fails to respond within the time limits herein set forth, the grievant may appeal the grievance to the next step within five (5) working days.

Grievance Procedures

Par. 4, Step 1: Within five (5) working days after the first occurrence, or within five (5) working days after the grievant becomes aware or should have been aware through the use of reasonable diligence of the circumstances or conditions causing the grievance, the grievant shall orally present the grievance to the immediate supervisor. The immediate supervisor shall provide an oral response within five (5) working days after such presentation.

Par. 5, Step 2: If the grievance is not settled at Step 1 and the grievant wishes to appeal the grievance to Step 2, the grievance and the Step 1 response shall be reduced to writing and signed by the grievant and immediate supervisor. The written grievance shall contain a complete statement of facts, the provision or provisions of this Agreement at issue and the relief requested. The written grievance shall be submitted to the department head within five (5) workdays of the immediate supervisor's oral response. The department head shall meet with the grievant in an attempt to resolve the grievance at a time mutually agreeable to the parties. The department head's response shall be reduced to writing within five (5) workdays following the meeting.

Par. 6, Step 3: If the grievance is not settled at Step 2 and the grievant wishes to appeal the grievance to Step 3, the grievance shall be submitted within ten (10) workdays after the department head's written response to the Interim Chief of Human Resource Services or designee. The Interim Chief of Human Resource Services or designee shall schedule a meeting with the grievant at a time mutually agreeable to the parties. The Interim Chief of Human Resource Services or designee shall issue a written response to the grievance within fifteen (15) calendar days of the meeting, unless the timeframe is extended by mutual agreement.

Arbitration

Par. 7 If the grievance is not settled at Step 3, the Union may present the grievance to the Interim Chief of Human Resource Services or designee for arbitration within ten (10) workdays after receipt of the Step 3 response.

Par. 8 The parties shall obtain a list of seven (7) arbitrators from the Illinois Educational Labor Relations Board, Federal Mediation and Conciliation Service, or other mutually acceptable source. The parties shall meet in person or by telephone and alternatively strike names until a single name remains. A second list of arbitrators may be requested upon the agreement of both parties. The cost of services of the arbitrator, court reporter, and transcripts, as well as all other costs incurred by the arbitration, shall be borne equally by both parties. Neither side shall be responsible for the expense of the other's witnesses or representatives.

Par. 9 The scope of arbitration is limited to the terms of this Agreement and any supplemental agreements between the parties, Board of Trustees Regulation and Bylaws, University Rules and Policies, Laws of the State of Illinois and Rules and Regulations of Administrative Agencies are not subject to arbitrations. Pursuant to current University Civil Service statutes and rules, matters relating to the discharge or dismissal of an employee are not subject to arbitration. The arbitrators shall have no authority to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrators shall only consider and make a decision with respect to the particular issues necessary to resolve the grievance without recommendation or comment on any other matter. The arbitrators shall be without power to make a decision or render an award contrary to or inconsistent with or modifying or varying in any way the application or laws, rules, and regulations having the force and effect of law. No liability shall accrue against the Employer for a date prior to the date the grievance was presented in Step 1. The arbitrators shall submit in writing their decision and award within 30 calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later. The decision and award shall be based solely upon the arbitrator's interpretation of the meaning or application to the facts of this Agreement to the grievance presented. Past practices may be considered in interpreting an ambiguous provision of this Agreement but may not be considered for the purpose of creating an employee right for the Employer obligation or liability. Subject to the provisions of this section, the decision of the arbitrators shall be binding on the parties.

ARTICLE 7 - JURISDICTION

Par. 1 In case of jurisdictional disputes arising between representatives of this Union and those of other unions, it is understood that such differences shall be settled, without work stoppage, among the Unions concerned and the Employer, and that the Employer will not make any changes in an already established work assignment practice pending resolution of the dispute.

ARTICLE 8 – NO STRIKE, NO LOCKOUT

Par. 1 During the term of this Agreement or any extension thereof, neither the Union nor any employee covered by this Agreement will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the University.

Par. 2 The Employer will not lock out any employees covered by this Agreement during the term of the Agreement as a result of a labor dispute with the Union.

ARTICLE 9 - PROPORTIONATE SHARE CLAUSE

Par. 1 This proportionate share provision shall not become effective until the Union demonstrates to the Director of Employee and Labor Relations, or designee, that in excess of 50 percent of the employees in the bargaining unit have joined the Union based upon written payroll

dues deduction authorization from such employees filed with the Employer. Upon this provision taking effect, the Union shall submit to the Employer an affidavit which certifies the amount constituting an Employee's proportionate share of the cost of the collective bargaining process and the contract administration, which amount shall not in any event exceed the dues uniformly required of members of the Union.

Par. 2 Within thirty (30) days after the Union certifies to the Employer the amount of the proportionate share fee the Union shall notify all non-member employees as to the amount of the proportionate share fee and the procedure by which non-members may object to the proportionate share fee. The Union shall set up a procedure by which it will receive and consider objections.

Par. 3 The proportionate share fee deduction shall commence with the first pay period starting thirty (30) days after the Union certifies to the Employer the amount of the proportionate share fee or thirty (30) days after the date of original employment for a new employee, whichever is later. Each full-time employee in the bargaining unit who is not a member of the Union shall be required to pay the proportionate share fee. Such proportionate share payments shall be deducted from the earnings of the non-member full-time employees pursuant to usual and customary payroll deduction procedures and paid to the Union.

Par. 4 The Employer agrees to deduct Union dues, assessments, and Union sponsored benefit program contributions from the pay of those employees who are Union members covered by this Agreement and who individually, on a form provided by the Union, request in writing that such deductions be made. The Union shall certify the current amount of Union deductions.

Par. 5 The amount of the above employee deductions shall be remitted to IUOE Local 399 after the deduction is made by the Employer with a listing of the employee social security number, and the individual employee deduction(s).

Par. 6 It is understood and agreed that the Employer and the Union jointly acknowledge and respect the provisions of the "Wage and Salary Withholding Act" as amended, in regard to dues authorization and revocation cards.

Par. 7 The Union shall indemnify and hold harmless the Employer, its officers, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer for the purposes of complying with the above provisions of this clause or in reliance on any list, notice, certification, affidavit or assignment furnished.

Par. 8 Upon the proportionate share provision of this Article taking effect, the Union shall provide the Employer with a description of the Union's procedure for hearing employee objections to the proportionate share deduction.

ARTICLE 10 – MISCELLANEOUS

Par. 1 For purposes of Steam and Power Plant III training, the Employer may assign Steam and Power Plant II regardless of seniority, to the day shift for training which will last a minimum of six (6) months. Employees so assigned will receive an additional \$.30 per hour above the Steam and Power Plant II base rate of pay. Such assigned employees will receive Steam and Power Plant III wages when assigned as a replacement for an Steam and Power Plant III with hours of 3:00 p.m. to 11:00 p.m. and 11:00 p.m. to 7:00 a.m. The employee in training will receive Steam and Power Plant III wages on the day shift if replacing an Steam and Power Plant III who is absent due to illness or on vacation.

Par. 2 The Employer and the Union will cooperate to eliminate safety and health hazards. The Employer shall continue to make reasonable provisions for the safety and health of its employees. Employees who neglect or refuse to use or wear safety equipment may, after one oral warning, be subject to disciplinary action by the Employer for the second act of neglect or refusal.

Par. 3 New employees shall serve a probationary period of six (6) months following their date of employment. The Employer shall have the right to transfer or dismiss any employee for any reason whatsoever during the probationary period and the employee shall not have redress through the grievance or arbitration provisions within this Agreement. Upon satisfactory completion of the probationary period, seniority will be credited in accordance with the rules of the State Universities Civil Service System.

Par. 4 It is understood that all work in accordance with current practice performed by Local 399 on Northern Illinois University campus located in DeKalb, Illinois will continue as new buildings on the DeKalb campus become operational.

Par. 5 All parties recognize that the parking permit rate is set by the employer.

Par. 6 Health and Safety matters need to be reported to the department supervisor. If the matter is not addressed by their supervisor, the bargaining unit member will have the duty to take the matter to the Director of Environmental Health and Safety no later than their next scheduled work shift.

Par. 7 An employee that does not call in to report an absence and does not show up for work for three (3) consecutive workdays will be considered to have abandoned their employment, hence voluntarily foregoing employment at Northern Illinois University. Job abandonment determinations and resignation/discharge procedures are to be initiated only after consultation with Human Resource Services, who will make an attempt to contact the employee's emergency contact.

ARTICLE 11 – BENEFITS

Par. 1 Holidays, Vacation and Personal Leave, Sick Leave, Family Medical Leave Act, Funeral Leave, and Leaves of Absence shall be granted in accordance with Policies and the Board of Trustees and Rules and Procedures of Northern Illinois University. Operating needs will determine vacation scheduling and choice of vacation schedule will be in accordance with seniority. Vacations will be considered to begin on the first day of an employee's scheduled shift.

Par. 2 Any employee required to work on Board-designated holidays or any additional holidays designated by the President shall be paid two (2) times their regular rate for all hours worked. Additionally, employees will receive holiday pay for the recognized calendar holiday or the day designated as the holiday by the Federal Government if other than the calendar day.

Par. 3 If an employee is regularly working up but does not work the holiday, such holiday shall be paid at the actual classification rate. If a holiday occurs and an employee works up on the holiday, only the actual hours worked will be paid at the act up rate, the base holiday will be paid at the employee actual classification rate.

ARTICLE 12 – WAGES

Par. 1 All employees covered by this Agreement who are currently employed on the date of ratification and/or approval of this Agreement by both parties shall be paid the following rates effective July 1, 2019.

Steam and Power Plant IV	\$ 43.37
Steam and Power plant III	\$ 40.07
Steam and Power Plant II	\$ 30.45
Steam and Power Plant I	
0-12 months	\$ 17.27
12+ months	\$ 19.11

Effective July 1, 2020	
Steam and Power Plant VI	\$ 43.80
Steam and Power Plant III	\$ 40.07
Steam and Power Plant II	\$ 30.45
Steam and Power Plant I	\$ 19.11

Par. 2 Any employee working the 3:00 p.m. — 11:00 p.m. shift shall receive a shift premium of \$.20 per hour. Any employee working the 11:00 p.m. shift shall receive a shift premium of \$.30 per hour.

Par. 3 For each of the succeeding years of this agreement the University will increase the bargaining unit classification wage rates equivalent to those authorized for general distribution to all non-negotiated hourly Operating Staff employees of the University in accordance with the salary increase distribution procedures approved by the Board of Trustees and outlined in applicable published University Salary Increment Guidelines for the University, including funds appropriated for salary increase by the University or personnel salary increase via the state appropriations process. These wage increases shall be distributed on an across the board basis to all wage classifications in the bargaining unit.

Par. 4 Both parties acknowledge and affirm that the promotional movement of employees, beginning with the starting classification of Steam and Power Plant I and progressing through the Steam and Power Plant III classification, is of utmost importance to the operational efficiency and productivity of this unit. It is understood by both parties and conveyed upon initial employment that promotional opportunities will be available. Employees in all classifications of the promotional line through the Steam and Power Plant III classification are expected to test and actively participate in the promotional process. Effective July 1, 2000 and every year thereafter, any employee at a current rate above the contracted rates specified in Par. 1 of this Article shall have their salary level frozen at their current rate until such time that the contracted rate catches up their current rate.

ARTICLE 13 – TERMINATION

Par. 1 This Agreement is effective upon ratification and/or approval of both parties and shall remain in effect through June 30, 2021. This Agreement constitutes the sole and entire existing Agreement between the parties hereto and supersedes all prior agreements, commitments or practices between the Employer, the Union, and the employees, and expresses all obligations of and restrictions imposed on each of the respective parties during its term. Except as specifically and expressly provided in this Agreement, neither party is required to negotiate any issue during the term of this Agreement. Upon formal notification received no earlier than ninety (90) days prior to the expiration of this Agreement, either party may initiate negotiation of a successor agreement.

ARTICLE 14 – LIMITATIONS

Section 1.

This Agreement shall not supersede:

1. Applicable Federal and State laws as such laws may be amended from time to time;
2. Rules of Federal and State agencies which have the force and effect of law, as such may be amended from time to time;
3. Board of Trustees governing policy, by-laws, and regulations as such may be amended from time to time;
4. Policies, procedures, and provisions of employment as established by the

- Board of Trustees as such may be amended from time to time;
5. Whenever amendments to the Board of Trustees policies, procedures and provisions occur, such amendments will be discussed with the union prior to their implementation if they impact the bargaining unit.

Section 2

This Agreement constitutes the entire Agreement and understanding between the parties and superseded all prior written and oral agreement (commitments and practices) between the Employer, Union and the employees. This Agreement expresses all obligations of and restrictions imposed on each of the parties during the term of the Agreement.

Section 3

Should any provision of this Agreement or any application thereof become unlawful by virtue of any Federal or State law, Executive Order or decision of a court of competent jurisdiction, the provision or application shall be modified by the parties to comply with the law, order or decision and all other provisions of the Agreement shall continue in full force and effect.

Should any provision of this Agreement or any application thereof become unlawful by virtue of any Federal or State law, Executive Order or decision of a court of competent jurisdiction, the provision or application shall be modified by the parties to comply with the law, order or decision and all other provisions of the Agreement shall continue in full force and effect.

Signatures

IN WITNESS WHEREOF, the Union and the Employer have caused this Agreement to be executed by their duly authorized representatives.

NORTHERN ILLINOIS UNIVERSITY

By: _____

Derek L. Williams, Chief Negotiator
Assistant Director, Labor Relations

Date

By: Vernese E. Edg Walden 9/11/20

Vernese Edghill-Walden, Ph.D.
Vice President for Academic Diversity,
Equity and Inclusion and Interim Chief
Human Resources Office

Date

INTERNATIONAL UNION
OF OPERATING ENGINEERS 399

Brian E. Hickey

By: _____ 9-11-2020 _____

Brian E. Hickey

Date

Vincent J. Winters

By: _____ 9-11-2020 _____

Vincent T. Winters

Date

COLLECTIVE BARGAINING AGREEMENT FOR TEAMSTERS LOCAL #330

Summary: Northern Illinois University negotiates with seventeen groups of employees that are represented by a labor union. Salary increases and other terms/conditions of employment for bargaining unit members are subject to negotiation and final agreements are submitted for approval to the Board of Trustees. The following collective bargaining agreement has been tentatively approved, ratified by the bargaining unit, and is submitted to the Board of Trustees for approval.

1) ***Bargaining unit:***

Teamsters, Local 330, representing approximately five (5) employees total in Transportation Services. The collective bargaining agreement represents the following classification:

Automotive Technician
Motor Vehicle Operator/Mechanic

Scope of Negotiations: Full agreement

Tentative Agreement for Board Action: A one-year successor agreement, effective July 1, 2020 through June 30, 2021.

Recommendation: Terms and conditions of this agreement are consistent with University policies and guidelines. The University recommends approval of this collective bargaining agreement.

The Board of Trustees of Northern Illinois University
DeKalb, IL.
and
Teamsters Local 330
An Affiliate of the International Brotherhood of Teamsters

EFFECTIVE JULY 1, 2020 THROUGH JUNE 30, 2021

PURPOSE OF AGREEMENT

It is the intent and purpose of this Agreement to promote a sound and mutually beneficial relationship between the Employer and the Union. The Employer and the Union are committed to the uninterrupted effective performance of the teaching, research, and public service functions of the Employer; subject to any changes in State or other laws or policies applicable to the Employer. The Union will strive to maintain these functions through the performance of the regularly assigned and related duties of the classifications covered by this Agreement.

AGREEMENT

This Agreement is made and entered into between the BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY, hereinafter called the "Employer," and TEAMSTERS Local Union No. 330, hereinafter called the "UNION."

ARTICLE 1 RECOGNITION - MEMBERSHIP

Par. 1 The Employer recognizes the Union as the sole and exclusive bargaining representative with respect to hours, wages, terms and conditions of employment for the bargaining unit consisting of the following position classifications:

Automotive Technician
Motor Vehicle Operator/Mechanic

Par. 2 In the event that the Union seeks to add to the bargaining unit a position classification which may be appropriate to the bargaining unit, the parties agree to meet to discuss the inclusion of the position classification in the bargaining unit. The final determination as to the appropriateness of the inclusion of additional position classifications in the bargaining unit is solely within the jurisdiction of the Illinois Educational Labor Relations Board.

Par. 3 The parties agree that the change in title of a position classification in the bargaining unit shall not remove the position classification from the bargaining unit as long as the type of work performed by the position remains essentially the same.

Par. 4 This agreement is authorized by the Illinois Educational Labor Relations Act (IL. Rev. Stat., Ch. 48, Par. 1701 et seq.)

ARTICLE 2 NON DISCRIMINATION

Par. 1 In accordance with applicable law, neither the Employer nor the Union shall discriminate against any employee covered by this Agreement because of handicapped, physical or mental condition, race, creed, color, national origin, sex, sexual orientation, age, parental status, marital status, or political affiliation. Further, the parties agree not to discriminate against disabled veterans and veterans of the Vietnam Era.

Par. 2 The Union agrees that it will not conduct Union business during working hours and that requests for meeting room space must be cleared through the Director of Transportation Services or designee.

Par. 3 The Employer will not discriminate against any member, steward, or officer of the Union including those who are participating in negotiations, adjustment of grievances or the performance of committee work which is in the interest of the Union and its members.

ARTICLE 3 MANAGEMENT RIGHTS

Par. 1 The Employer continues to retain, whether exercised or not, the sole right to operate and manage its affairs in all respects. Any power or authority, which the Employer has not abridged, delegated or modified by the express provisions of this Agreement, is retained by the Employer. The rights of the Employer, through its management officials include, but is not limited to, the following:

- a) determine the overall budget of the employer;
- b) determine control and exercise discretion over the organization and

- efficiency of operations;
- c) direct the employees, including the right to assign work;
- d) hire, examine, promote, train and schedule employees in positions with the employer;
- e) suspend, demote, discharge, or take other disciplinary action against the employees for proper cause;
- f) increase, reduce, change, modify or alter the composition and size of the workforce with proper notification to the local union;
- g) set standards for services to the public;
- h) change or eliminate existing methods, equipment or facilities;
- i) determine the purpose of each of its service areas;
- j) determine the locations, methods, means, and personnel by which new or temporary operations are to be conducted, including the right to determine whether goods and services are to be provided or purchased.

Par. 2 Employee personnel files will be handled in accordance with campus wide university policies and procedures. Verbal and written warnings will be removed from consideration for progressive discipline after 12 months has passed and no other corrective action has occurred. Employees may review their official personnel file by appointment with Human Resource Services.

ARTICLE 4 UNION SECURITY/CHECK OFF

Par. 1 When a new employee is hired, the Employer shall notify the Union at least five (5) working days prior to such employment, providing all relevant information in compliance with the Illinois Public Labor Relations Act, as amended, for the duration of the collective bargaining agreement. When a new employee is hired, the Employer shall contact the Union so that the Union may provide a Union Membership application/check off authorization form to such employee with instructions to fill out the application form and return it. Where laws require written authorized by the employee, same is to be furnished to the employer on the required form.

Par. 2 The Employer shall not discourage employees from becoming Union Members or authorizing dues deductions, and shall not otherwise interfere with the relationship between employees and their exclusive bargaining unit representative. The Employer shall refer all inquiries about Union membership to the Union. If a bargaining unit employee requests a change in membership/dues status, the employee will be referred to the Union. The Employer will not cease voluntary deductions from a bargaining unit employee unless directed to do so by the Union.

Par. 3 The Employer agrees to deduct Union dues, assessments, and Union sponsored benefit program contributions from the pay of those employees who are Union members covered by this Agreement and who individually, on a form provided by the Union, request in writing that such deductions are made. The Union shall certify the current amount of Union deductions.

Par. 4 The amount of the above employee deductions shall be remitted to Teamsters Local 330 after the deduction is made by the Employer with a listing of each employee, social security number, and the individual employee deductions (s).

Par. 5 It is understood and agreed that the Employer and the Union jointly acknowledge and respect the provisions of the "Wage and Salary Withholding Act" as amended, in regard to dues authorization and revocation cards.

Par. 6 The Union shall indemnify and hold harmless the Employer, its officers, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability that shall arise out of or by reasons of action taken by the Employer for the purposes of complying with the above provisions of this clause or in reliance on any list, notice, certification, affidavit or assignment furnished.

ARTICLE 5 ECONOMIC LOSS

Par. 1 Employees covered by this Agreement receiving higher wages or more attractive working conditions than those provided for in this Agreement shall suffer no reduction by virtue of this Agreement and shall be paid all increases in wages negotiated herein.

ARTICLE 6 DRUG TESTING

Par. 1 The University will comply with Federal regulations on Drug and Alcohol Testing. (49 CFR Sec. 382.101, et seq.)

Par. 2 The University will pay for any mandatory pre-employment, random, post-accident, and reasonable suspicion alcohol and drug testing, per the University's CDL Alcohol & Drug Testing Policy.

Par. 3 The University will pay for any DOT Medical Certification(s) that may be required whether mandated through the university or state/federal laws. On a case by case basis, Management will determine if noncompliance will deem employee ineligible for employment or eligibility for light duty. Employees deemed noncompliant with DOT Medical Certification and approved for Workers Compensation by Employer due to work related injuries will not be determined ineligible for employment before rehabilitation opportunities have been determined, provided, and exhausted. Employer's Workers Compensation Policy will govern employment eligibility. This paragraph does not apply to probationary employees.

ARTICLE 7 BULLETIN BOARDS

Par. 1 The Employer agrees to furnish bulletin board space adjacent to lockers in the shop area for the posting of Union notices related to regular Union business. Such notices shall not be political or partisan in nature and shall not defame the Employer or any individual employed by the University or the State. While not limited to the following, notices shall be such as: Union meetings, Union elections, and appointments, results of Union elections, recreational, social and educational programs. All posted notices shall be signed by an officer of the Union.

ARTICLE 8 UNION ACTIVITY

Par. 1 Authorized representatives of the Union shall have access to the University's establishment at all reasonable times for the purpose of adjusting disputes, investigating working conditions and ascertaining compliance with this agreement. The Union agrees not to unreasonably delay employees during working hours and provide twenty-four (24) hour notice prior to meeting with membership to the Director of Transportation, or designee. Management will allow the Union to make brief visits with notice less than twenty-four (24) hours for dispensation of information needed by the members (ie. Dues receipts, calendars, applications, etc.).

ARTICLE 9 NO STRIKE· NO LOCKOUT

Par. 1 During the term of this Agreement or any extension thereof, neither the Union nor any employee covered by the Agreement will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the University.

Par. 2 The Employer will not lock out any employees covered by this Agreement during the term of the Agreement as a result of a labor dispute with the Union.

ARTICLE 10 SUBCONTRACTING

Par. 1 Bus trips may be contracted out when use of university vehicles is not appropriate as determined by the Director of Transportation, or designee.

Par. 2 The Transportation Manager, or other qualified university personnel (as determined by the management), shall be able to perform driving duties when all Motor Vehicle Operator/Mechanics are already working or are unavailable for duty. Management or other qualified personnel may perform driving duties when a written request is submitted by university administration.

Par. 3 Towing of vehicles, maintenance, and/or repairs may be subcontracted when the university does not have the equipment necessary to properly perform such service. The Garage Foreman will determine if the university possesses such equipment and if/when the service can be provided.

Par. 4 Maintenance or repairs may be subcontracted when Transportation Department personnel do not possess the knowledge and expertise necessary to properly perform said maintenance or repair. The Garage Foreman will determine if Transportation Department personnel possess said knowledge and expertise. Such work shall be performed by bargaining unit employees if such knowledge and expertise exist.

Par. 5 Employer may hire temporary employees (extra help and/or students) with the same required qualification, to assist with workload or classifications covered in this agreement. Such employment will be in accordance with State University Civil Service policies and procedures and will not displace a bargaining unit member. These employees will be paid at a rate in accordance to Article 14 of this agreement.

ARTICLE 11 SCHEDULING

Par. 1 The University shall make every reasonable attempt to give employees eight (8) hours off between work assignments. If an employee is required to work with less than eight (8) hours rest, the University agrees to pay time and one half for all hours short of the required eight (8) hours.

Par. 2 Schedules will be prepared each Monday for a period through the next fourteen (14) days. This schedule will be subject to change due to additional requests, cancelled requests, time changes, illness, or employees requesting not to work. Employees requesting not to work once the schedule has been issued will be charged with overtime as appropriate.

Par. 3 Vacation requests will be granted by seniority when the request is made before two (2) months prior to the first day of the month of the requested vacation.

For vacation during January, request must be by November 1

February,	December 1
March,	January 1
April,	February 1
May,	March 1
June,	April 1
July,	May 1
August,	June 1
September,	July 1
October,	August 1
November,	September 1
December	October 1

Vacation requests made after a deadline, will be honored on a first come first served basis.

ARTICLE 12 SENIORITY

Par. 1 Seniority for purposes of this agreement shall be as defined in the "State Universities Civil Service System Statute and Rules."

ARTICLE 13 GRIEVANCE/ARBITRATION/DISCIPLINE

Par. 1 A grievance shall be defined as any dispute or difference between the parties with respect to the application, administration and interpretation of the provisions of this Agreement. All grievances shall be filed in accordance with the provisions herein. The grievant may be an employee, group of employees or the Union. Grievances filed by the Union shall be initiated in writing at step three (3) of the grievance process within five (5) working days after the Union becomes aware or should have been aware through the use of reasonable diligence of the

circumstances or conditions causing the grievance. For purposes of the grievance procedure, work days are considered to be Monday through Friday.

Par. 2 An employee may choose to pursue a grievance with or without representation. Obtaining representation shall be totally the responsibility of the employee. An employee representative, other than an attorney, may be involved with the employee at any step within the grievance procedure.

Par. 3 The time limits herein set forth may be extended by mutual consent of both parties if submitted in writing to the Manager, Labor Relations. If at any step within the grievance procedure the Employer fails to respond within the time limits herein set forth, the grievant may appeal the grievance to the next step within five (5) working days.

Grievance Procedures

Par. 4 Step 1: Within seven (7) calendar days after the first occurrence, or within seven (7) calendar days after the grievant becomes aware or should have been aware through the use of reasonable diligence of the circumstances or conditions causing the grievance, the grievant shall present the grievance, in writing, either in person or by email, to the immediate supervisor. The immediate supervisor shall provide a written response within seven (7) calendar days after such presentation (provided that university offices are open and shall be based on university operating calendar).

Par. 5 Step 2: If the grievance is not settled at Step 1 and the grievant wishes to appeal the grievance to Step 2, the grievance and the Step 1 response shall be reduced to writing and signed by the grievant and the immediate supervisor. The written grievance shall contain a complete statement of the facts, the provision or provisions of this Agreement at issue and the relief requested. The written grievance shall be submitted to the department head either in person or via email within seven (7) calendar days of the immediate supervisor's written response. The department head shall meet with the grievant in an attempt to resolve the grievance at a time mutually agreeable to the parties. The department head's response shall be reduced to writing within seven (7) calendar days following the meeting (provided that university offices are open. This shall be based on the university operating calendar).

Par. 6 Step 3: If the grievance is not settled at Step 2 and the grievant wishes to appeal the grievance to Step 3, the grievance shall be submitted within ten (10) work days to the Vice President for Administration and Finance, or designee. The Vice President for Administration and Finance, or designee shall schedule a meeting with the grievant at a time mutually agreeable to the parties. The Vice President for Administration and Finance, or designee, shall issue a written response to the grievance within fifteen (15) calendar days of the meeting, unless the time frame is extended by mutual agreement.

Arbitration

Par. 7 If the grievance is not settled at Step 3 the Local Union Executive Board may present the grievance to the Vice President for Administration and Finance, or designee, for arbitration within ten (10) work days after receipt of the Vice President for Administration and Finance, or designee Step 3 response.

Par. 8 The arbitration panel shall be composed of one (1) representative appointed by the Vice President for Administration and Finance, or designee, one representative appointed by the Union and a third member chosen by two (2) from a list provided by the Federal Mediation Conciliation Service. The member chosen by the two (2) representatives shall serve as Chairman of the panel. A decision approved by any two (2) members of the panel shall be binding on the parties. The cost of services of the Chairman of the panel, court reporter, transcripts and all other costs incurred by the panel, except compensation of the two (2) original appointees, shall be borne equally by both parties. Neither side shall be responsible for the expense of the other's witnesses or representatives.

Par. 9 The scope of the arbitration is limited to the terms of this Agreement and any supplemental agreements between the parties. Board of Trustees Regulations and Bylaws, University Rules and Policies, Laws of the State of Illinois and Rules and Regulations of Administrative Agencies are not subject to arbitration. Pursuant to current University Civil Service Statutes and Rules, matters relating to the discharge or dismissal of an employee are not subject to arbitration. The arbitrators shall have no authority to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrators shall only consider and make a decision with respect to the particular issues necessary to resolve the grievance without recommendation or comment on any other matter. The arbitrators shall be without power to make a decision or render an award contrary to or inconsistent with or modifying or varying in any way the application of laws, rules, and regulations having the force and effect of law. No liability shall accrue against the Employer for a date prior to the date the grievance was presented in Step 1. The arbitrators shall submit in writing their decision and award within thirty (30) calendar days following the close of the hearing or the submission briefs by the parties, whichever is later. The decision and award shall be based solely upon the arbitrator's interpretation of the meaning or application to the facts of this Agreement to the grievance presented. Past practices may be considered in interpreting an ambiguous provision of this agreement but may not be considered for the purpose of creating an employee right for Employer obligation or liability. Subject to the provisions of this section, the decision of the arbitrators shall be binding on the parties.

Discipline

Par. 10 The Employer subscribes to the tenets of progressive and corrective discipline and shall be imposed for just cause. Discipline shall be commensurate with the offense and is subject to the grievance procedure. Progressive corrective action for like or similar incidents include:

- a) Verbal Warning (documented)
- b) Written Reprimand
- c) Suspension without pay
- d) Discharge

For serious offenses, the department may elect to skip one or more steps of discipline.

Three categories of discipline shall be defined, but not limited to:

- 1) Attendance
- 2) Work Performance
- 3) Conduct

ARTICLE 14 WAGES

Par. 1 Salary Increase

The parties agree to the following range of rates for the period of July 1, 2015 through June 30, 2020:

\$17.94	Auto Tech
\$13.53	Motor Vehicle Operator Mechanic

A one percent across the board increase will be applied to individual bargaining unit members (not changing the above fixed rates) year four (4) and five (5) of cba (July 1, 2018, and July 1, 2019 respectively). The increase will be in addition to any campus wide incremental distribution that may be available during same time period. Pay changes will apply to current bargaining unit members at time of approval by NIU Board of Trustees and retroactive to July 1, 2015. These starting rates shall not affect the rates outlined in the MOU between Teamsters Local 330 and NIU Department of Transportation effective July 1, 2015.

Employees in the bargaining unit will receive an across the board increase of 3% effective July 1, 2020. The increase will be payable to current employees, for all hours worked, on the pay period following the approval of this agreement by the NIU Board of Trustees. Members that were laid

off, specifically: Erick Koenig, Gerald Johnson, Bradford Smith, will also be eligible for the same increase upon returning to work. Newly hired employees are not eligible for the increase described in this paragraph.

Bargaining unit members are not eligible for campus wide increments (increases) that may occur from July 1, 2020 through June 30, 2021.

Par. 2 Shift Differential

Any employee, whose regular work schedule makes him/her eligible for payment of a shift differential during 60% or more of their hours in pay status, shall be paid that shift differential for all hours in pay status.

Par. 3 Wage Increases -Succeeding Years

Parties agree that the following language, regarding campus wide increases, is suspended for the duration of this agreement. Future eligibility for campus wide increases are subject to bargaining following the expiration of this agreement.

For each of the succeeding fiscal years of this Agreement (FY16, FY17, FY18, FY19, FY20), the University will grant employees who are employed in the collective bargaining unit, salary increases equivalent to those authorized for general distribution to all non-negotiated hourly Operating Staff employees of the University in accordance with the salary increase distribution procedures approved by the Board of Trustees and outlined in applicable published University Salary Increment Guidelines for the University, including funds appropriated for salary increases by the University via the state appropriate process. These increases will be distributed on an across-the-board basis to eligible employees in the bargaining unit. In the event that the University Salary Increment Guidelines provide for a variable distribution to all hourly Operating Staff employees on the basis of merit or other factors, then the average increment authorized under the respective guideline will be distributed. For purposes of increment amounts, the University Salary Increment Guideline amount applicable to all hourly Operating Staff employees shall be the only increase granted for distribution.

Campus wide increases will apply to individuals employed during time of distribution. Scheduled pay step increases will not be changed by campus wide increases.

ARTICLE 15 OVERTIME PREMIUMS

Par. 1 Time and one half for all hours worked over seven and one-half (7.5) in a work day.

Par. 2 Time and one half for all hours in pay status over thirty-seven and one-half (37.5) in the workweek.

Par. 3 Overtime for Motor Vehicle Operator Mechanics and Automotive Technicians shall be equalized separately by classifications, CDL and no CDL for technicians, time and one half and double time by year's end as much as practicable on a rotating basis (August 16th – August 15th annually). If overtime refused, employee will be charged the amount of hours of overtime being turned down. An employee when called in for or notified of overtime assignments must respond to the call/notification within 30 minutes, otherwise they will be charged with refusal of overtime. Management will not wait 30 minutes to contact the next employee on the list since matters can be of emergent nature. If all employees refuse the overtime, such assignment will be made on an inverse seniority basis. For Automotive Technicians, overtime accrued in a driving capacity will be equalized and maintained separately from general overtime.

Par. 4 Employees will not be charged for overtime when employee is on approved vacation, personal or illness leave, except when the request for leave is made after schedules are assigned.

Par. 5a In the case of scheduled weekend trips, an employee will receive pay for a minimum of four (4) hours. The employee must complete all tasks normally associated with the work assigned pursuant to this paragraph. Employees will receive a minimum of four (4) hours pay for

any scheduled weekend trip that is cancelled less than forty-eight (48) hours prior to the scheduled departure provided that the employee reports to and remains on duty for the four (4) hours.

Par. 5b An employee will receive a minimum of four (4) hours pay for work assigned on a regularly scheduled day off. The employee must complete tasks normally associated with the work assigned pursuant to this paragraph. Employees will receive the minimum of four (4) hours pay for any work assigned that is cancelled less than forty-eight (48) hours prior to the work assigned pursuant to this paragraph provided that the employee reports to and remains on duty for four (4) hours.

Par. 6 Double time for all hours worked on the Sunday. For Motor Vehicle Operator/Mechanics, the all Sunday hours (12:00 a.m. through 11:59 p.m. CST) shall be paid double time.

Par. 7 Retirement Enhancement Plan --It is understood that members of Teamsters Local Union No. 330 who meet qualifications and are granted early retirement under a NIU Retirement Enhancement Plan will be eligible to participate in the plan under current regulations as established by the University and as may be amended from time to time.

ARTICLE 16 GUARANTEES/CALL BACK

Par. 1 An employee who is called back to work after completing a regular day's work shall receive a minimum of two (2) hours pay at one and one-half (1.5) times the regular rate of pay. An employee called back on a scheduled day off shall receive a minimum of four (4) hours pay at the appropriate rate of pay.

ARTICLE 17 MEAL PERIOD

Par. 1 Lunch periods are to be taken between the start of the fourth hour and the end of the fifth hour, or as close as practicable due to schedule.

Par. 2 Automotive Technicians working the night shift (3:00 p.m. to 11:30 p.m.) shall be entitled to a one (1) hour meal period. Time and one half (1.5) shall be paid for this meal period if the employee is required to remain on site.

Par. 3. Meals will be paid under regulations mandated by state and university policies.

ARTICLE 18 MECHANIC TOOL ALLOWANCE / TRAINING

Par. 1 University shall furnish, upgrade, and replace necessary tools. All tools will be kept in good working order. Condition, upgrading, and necessity of tools will be determined by the Employer, with input from the Motor Vehicle Operator/Mechanics and Automotive Technicians.

Par. 2 The University will cover all costs for the training and education of Motor Vehicle Operator/Mechanic and Automotive Technicians as required and approved by the Employer associated with the upkeep and maintenance of the fleet, and employees shall be paid at the regular hourly rate of pay for such.

ARTICLE 19 UNIFORMS

Par. 1 University will supply eleven (11) uniforms year round.

Par. 2 One (1) winter jacket, size extra-large, will be provided in the shop for use by the Automotive Technicians.

Par. 3 Employees agree to wear uniforms issued by employer when performing work duties, while in shop, or as appropriate as determined by Management.

Par. 4 ID cards will be replaced at no cost if it becomes worn out (old ID must be turned in). Cost of replacing lost ID cards will be the responsibility of employee.

ARTICLE 20 BENEFITS

Par. 1 Employee benefits shall be granted in accordance with Board of Trustees Regulations. The implementation of the benefits shall be subject to the grievance procedure.

Par. 2 In accordance with university policy, employees required to work on Board or University designated holidays or administrative closure days, including weather closure days, will receive the regular rate of pay for the holiday or administrative closure day (7.5 hours). Additionally, the employees will receive one and one-half (1.5) times the regular rate of pay for all hours worked. Employees' regular working schedules will determine holiday employment.

ARTICLE 21 STARTING TIMES

Par. 1 Starting times for Automotive Technicians and Motor Vehicle Operator/Mechanics shall be based on schedule needs. Motor Vehicle Operator Mechanics reporting time may be based on thirty (30) minutes prior to scheduled departure times.

Par. 2 The regular work schedule for all Motor Vehicle Operator/Mechanics hired prior to July 1, 2010 shall be Monday-Friday. Any Motor Vehicle Operator/Mechanic hired after July 1, 2010 shall be scheduled either Monday through Friday or Tuesday through Saturday (ie regular work schedule will not include Sundays). Any work on a sixth or seventh day shall be compensated in accordance with the provisions of this contract.

Par. 3 On Mondays, or a Tuesday following a Monday Holiday, a Motor Vehicle Operator/Mechanic can be scheduled to work 6:00 a.m.-2:30 p.m. to clear university vehicles from the overnight return parking lot. This assignment will be made on a rotational basis, using inverse seniority.

Par. 4 Starting times for Motor Vehicle Operator/Mechanics, when a Motor Vehicle Operator/Mechanics is not assigned a trip, shall be 8:00 a.m. – 4:30 p.m. Shifts will be either Monday through Friday or Tuesday through Saturday with Saturday being 7:00 a.m. – 3:30 p.m.

Par. 5 Motor Vehicle Operator/Mechanics can be scheduled to fill in for Automotive Technicians when they are absent, in cases of illness or vacation. The regular shifts for the Automotive Technicians will be as follows:

Schedule A 6:00 a.m. until 2:30 p.m., Monday through Friday
Lunch 11:00 a.m. to Noon

Schedule B 3:00 p.m. until 11:30 p.m., Monday through Friday
Meal period: see Article 17, Par 2

Schedule C 7:00 a.m. until 3:30 p.m., Tuesday through Friday
7:00 a.m. until 3:30 p.m., Saturday
Lunch, Noon until 1:00 p.m.

Par. 6 If an additional Automotive Technician is employed or a current Automotive Technician position becomes vacant, all current employees will be afforded an opportunity to bid on the schedule attached to the vacant position if the position is to be filled, by seniority.

ARTICLE 22 HEALTH & SAFETY

Par. 1 The Employer recognizes its responsibility to make all reasonable provisions for the health and safety of the employees, to assure and enforce compliance with Federal and State laws, and to maintain sound operating practices which will result in safe working conditions.

Par. 2 The Union recognizes the responsibility of its members to obey reasonable safety rules and follow safe work practices to insure employee safety as well as that of fellow workers.

Par. 3 An employee shall immediately report any unsafe working condition or work practice to the immediate supervisor.

Par. 4 The Employer shall not require employees to work in unsafe and unhealthful environments.

Par. 5 The University and Local 330 agree to require physical examinations and qualifications for drivers. NIU Transportation Services will issue a regulation citing a benchmark for such physical examinations. The University will pay for such examinations at a medical facility of its choosing. A yearly copy of the driving record, as supplied by the Secretary of State's Office, and a certified copy of any routine physical examinations required by departmental regulations shall be provided by all employees.

Par. 6 On travel where overnight lodging is required, an employee shall not be required to share a hotel room.

Par. 7 Transportation will provide locks for locking the cargo bays of the buses. Driver is responsible for locking buses and cargo bays.

Par. 8 The Union and the University agree that issues regarding the operation of air conditioning equipment may fall within provision of unhealthful working conditions. It will be the Union's responsibility to notify (through documented notification) and work with management to prevent and/or eliminate such unsafe and/or unhealthful conditions.

ARTICLE 23 PARKING AND TRAFFIC CITATIONS

Par 1. Drivers of University vehicles are responsible for any parking citations and traffic citations. Drivers are instructed to follow all parking and traffic rules and regulations. Employees may submit requests for citations to be appealed by the Director of Transportation if citation was received due to a management directive.

Par 2. All accident, moving violations, etc., whether occurring on or off duty, shall be reported to the Director of Transportation or designee prior to the next scheduled shift and/or trip.

ARTICLE 24 TERMINATION

Par. 1 This Agreement is effective 12:01 a.m. July 1, 2020 and expires on 11:59 p.m. June 30, 2021. This Agreement constitutes the sole and entire existing Agreement between the parties hereto and supersedes all prior agreements, commitments, or practices between the Employer, the Union, and the employees, and expresses all obligations of and restrictions imposed on each of the respective parties during its term. Except as specifically and expressly provided in this Agreement, neither party is required to negotiate any issue during the term of this Agreement. No earlier than ninety (90) days prior to the expiration of this Agreement, either party may initiate negotiation of a successor agreement.

ARTICLE 25 LIMITATIONS

Par. 1 This Agreement shall not supersede:

- a. Applicable Federal and State laws as such laws may become amended from time to time;
- b. Rules of Federal and State agencies which have the force and effect of law, as such may be amended from time to time;
- c. Board of Trustees Governing Policy, By-Laws and Regulations as such may be amended from time to time;
- d. Policies, procedures and provisions of employment as established by Board of Trustees for Northern Illinois University as such may be amended from time to time.

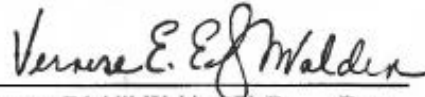
Par. 2 This Agreement constitutes the entire Agreement and understanding between the parties and supersedes all prior written and oral agreements (commitments and practices) between the Employer, Union and the employees. This Agreement expresses all obligations of and restrictions imposed on each of the parties during the term of the Agreement.

Par. 3 Should any provision of this Agreement or any application thereof become unlawful by virtue of any Federal or State law, Executive Order or decision of a court of competent jurisdiction, the provision or application shall be modified by the parties to comply with the law, order or decision and all other provisions of this Agreement shall continue in full force and effect.

SIGNATURES

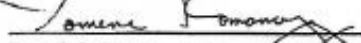
IN WITNESS WHEREOF, the Union and the Employer have caused this Agreement to be executed by their duly authorized representatives.

NORTHERN ILLINOIS UNIVERSITY



Vernese Edghill-Walden, Ph.D. Date
Vice President for Academic Diversity,
Equity and Inclusion and Interim Chief
Human Resources Officer

TEAMSTERS LOCAL 330

 9/10/20
Date

Dominic Romanazzi
President

Jesse Perez, Ed.D Date
Chief Negotiator

FY21 REVISED GENERAL FEE PRICING RECOMMENDATION

Summary: The following item presents a revised pricing recommendation that amends the uses of Northern Illinois University's general fees for FY21. Consistent with the recommendations presented to and approved by the Board of Trustees in December 2019, the revised pricing recommendation was developed with the goals of addressing affordability concerns and maintaining fiscal responsibility by keeping the total cost of attendance for full-time students as low as possible.

The revised general fee recommendation maintains the total general fee rate approved in December 2019. To prioritize our students' health and academic success and provide the additional services and technologies required for COVID-19 mitigation, the university is requesting to reallocate the general fee for FY21. The University acknowledges that the student activities, programs, services, and operations supported by student charges are different than originally anticipated due to COVID-19. The University will reallocate 20% of the general fee assessed to eligible undergraduate, graduate, and law students to support additional services, programs, and operations for students required for COVID-19 mitigation.

Background: The University has numerous student activities, programs, services, and operations that are supported to various degrees by the assessment of dedicated-use student charges. These charges are aggregated into a more manageable number of fees. This item describes the purpose of each charge in FY21. The University acknowledges that the student activities, programs, services, and operations supported by student charges are different than originally stated due to COVID-19.

The University will reallocate 20% of the general fee across all fees detailed below to support additional services, programs and operations such as remote proctoring, advising support, specialized personal protective equipment, gateway and surveillance testing, and additional technology enhancements to support students. This reallocation will apply to general fees assessed for eligible undergraduate, graduate, and law students.

Fee Categories

Student Support Services Fee is comprised of the following charges:

Student Activities and Services Charge supports the student government, student programming, campus wide programming initiatives (Welcome Days, Homecoming, Open Houses, etc.) and the activities of student recognized organizations. These charges are also allocated to departments to maintain and improve student services.

FY21: \$5.10

Holmes Student Center Charge supports the operational costs of Holmes Student Center and student programs provided in the facility.

FY21: \$11.80

Health and Wellness Charge allows students to use Health Services with little to no direct cost to students and helps fund programming that promotes wellness and healthy lifestyle choices and related state and federally mandated education and awareness campaigns.

FY21: \$7.90

Grants-in-Aid Charge supports needs-based and special initiative Financial Aid grants to students.

FY21: \$1.40

Campus Recreation Charge is used for financing, constructing, maintaining, and improving new and existing recreational sports facilities and programs, including the sport club operations.

FY21: \$8.00

Northern Star is the student-run newspaper and provides free access to the campus community.

FY21: \$0.27

Arts and Culture Fee enhances the University's arts culture and provides students with a means to enjoy the School of Music and School of Theater and Dance productions without direct cost to the student.

FY21: \$0.80

University Advancement Fee is comprised of the following charges:

Capital Improvement Charge provides funding for educational and support facilities for students, faculty, and staff in a manner that maximizes the effectiveness of the capital investments, maximizes the use of existing facilities, and promotes orderly, planned campus development. Support for debt service of previously approved projects including west campus improvements, and the living and learning initiatives are also included in this charge.

FY21: \$14.90

Transportation Access Charge funds the Huskie Bus System, the Huskie Line, parking lot lights, security and maintenance, and the creation of additional parking and transportation services. This charge also supports the University's Huskie Line bus and Freedom Mobile paratransit services. All fee-paying students are eligible to utilize Huskie buses without being charged fares.

FY21: \$8.50

Athletic Fee is comprised of the following charges:

Athletic Program Charge supplements the University's diverse athletic programs and provides students with a means to enjoy the athletic events without direct cost to the student.

FY21: \$22.29

Convocation Center Charge helps fund the operational costs of the Convocation Center and supports student events held in the athletic space utilized by students.

FY21: \$8.20

Huskie Stadium Charge helps fund the operational costs of Huskie Stadium and provides support for student activities and programs that are held in the stadium.

FY21: \$2.40

FY21 General Fee Summary

General Fees	FY21 Per Credit Hour Rate		
	<i>(12 Credit Hours Max Rate)</i>		
	UNDERGRAD	GRAD	LAW
Athletic	32.89	32.89	32.89
Student Support Services	35.27	32.77	33.82
University Advancement	23.4	23.4	23.4
Total General Fee	91.56	89.06	90.11
Reallocation to Support COVID-19 Response	18.31	17.81	18.02
Total Remaining General Fee	73.25	71.25	72.09

Recommendation: The University recommends that the Board of Trustees approve the Fiscal Year 2021 Revised General Fee Pricing Recommendation.

FY21 UNIVERSITY REVISED INTERNAL BUDGET

Background: In March 2020, the COVID-19 pandemic disrupted normal university operations and preempted FY21 budget development because of the immediate need to address concerns related to the health and well-being of our students, faculty and staff. Since that time, COVID-19 has continued to present university leadership with mounting uncertainties and has adversely impacted NIU's financial position. In this context, the Board of Trustees approved an FY21 preliminary budget in June 2020 that provided initial budget authority and allowed the university to operate at the start of the new fiscal year. FY21 budget development continued throughout the first quarter of FY21 as leadership sought greater clarity on important aspects of the emerging fiscal environment. In August, an update on budget development progress was received by the FACFO committee, including a summary of notable actions since the initial June Board of Trustees action on a preliminary budget. Consistent with commitments made in both June and August, the Board of Trustees is presented today with a revised FY21 budget for consideration and action.

The Revised FY21 Internal Budget presented today incorporates an all-funds deficit of \$32.1M based on total revenues of \$388.7M and total budgeted expenditures of \$420.8M.

Utilizing the most recent information available, Leadership presents this budget with the following notable revenue assumptions and parameters:

- The university is maintaining its commitment to hold tuition flat. Tuition revenue has been adjusted to reflect expected undergraduate and graduate enrollment.
- The university is holding housing prices flat despite single-occupancy for students.
- Fee revenues are adjusted to allow for some support of COVID-19 response costs, both planned and unplanned, that will occur in FY21.
- State appropriations are listed at \$87.8M, the full appropriation from the prior year.

Expense projections are based on known rates for items like debt service and represent the aggregate FY21 expense budget request of all University divisions. These requests were guided by the following assumptions and parameters:

- Auxiliary expenses include a fall semester housing operating loss of at least \$3.4M.
- Personnel adjustments include the anticipated savings from actions already made including voluntary pay cuts for senior leaders, voluntary retirement program for staff, reduction of extra help, a hiring chill and personnel actions such as layoffs, position eliminations and non-renewals. Also included are expenses in support of an increment to non-represented staff and faculty.
- Debt service is reported per known schedules, including the \$6M in savings from the bond refinance completed in FY20.
- Planned commitments are maintained for financial aid and scholarships for students, including AIM High.

Leading up to the June preliminary budget action and since that time, a series of approved actions have been deployed to reduce expenses and mitigate financial loss. These actions include voluntary pay reductions for senior leaders, a voluntary retirement program for staff, reduction of extra help, a hiring chill and personnel actions such as layoffs, position eliminations and non-renewals, as well as savings from the bond refinance.

Despite the improved clarity on FY21 revenue and expense projections in recent weeks, Leadership acknowledges continuing uncertainty due to an evolving global pandemic response and policy environment. These factors include expenses in support of surveillance testing, quarantine needs, student support, and availability of federal aid and state operating support to the university. The status of scheduled academic and professional conferences and contracts for some services also remain uncertain at this time. University leadership continues to model different scenarios and the associated financial impacts. Contingency plans, such as furlough planning, also are under discussion should they be needed.

In bringing this revised FY21 internal budget to the Board, Executive Vice President and Provost Ingram and Vice President and CFO Chinniah worked with Deans and Divisional Leaders to translate budget assumptions into operational plans and to understand and incorporate impacts of these scenarios into specific projections for NIU's budget. Typically, sources of data for budgeting include past spending and revenue levels. An over-reliance on past spending, however, assumes previous spending aligns with FY21's strategic priorities. To ensure that essential, strategic spending is at the heart of FY21 budget development, guidelines for financial decision-making were communicated in advance of budget discussions with Deans and Divisional Leaders. These guidelines include a focus to protect the health and well-being of students, faculty and staff, to align activities in support of the strategic action planning framework, to consider the short-term as well as long-term, and be judicious with university resources.

The Divisional Leaders and Deans remain committed to reducing expenses in FY21. Each has taken an approach in this budget proposal that makes sense for their respective operational unit. As part of the conversations, leaders were asked to move from crisis response in the immediate term to bolder, strategic ideas as NIU looks toward structural stability in the years ahead. Leaders were also asked to look at investment decisions that would protect enrollment and student success goals rather than simply cost containment.

Next Steps: Leadership will continue to monitor the situation and will return to the Finance, Audit, Compliance, Facilities, and Operations Committee in November with preliminary FY20 financial reports and a summary of the University's first quarter of FY21.

The university will resume planning efforts for future fiscal years, including a revision of the multiyear framework in November with the presentation of a proposed FY22 State budget request. Mid-FY21, worksheets will be created and distributed to local university units to capture preliminary plans for FY22 and beyond. This information, combined with greater certainty about the post-pandemic fiscal environment, will be critical to re-establishing multiyear university budget goals.

Revenues

- 1. Tuition and Student Fees:** All tuition, including differential tuition, course and materials fees, athletics fees, bus fees, and health service fees.
- 2. Gifts, Grants, & Contracts:** Includes on-campus scholarships, research grants and associated indirect cost pools, Pell grants, and sub-contract fees for research.
- 3. Other Fees and Fines:** Includes parking, residential living-learning community fees, parking fines, and transcript and commencement fees.
- 4. Sales:** Includes board plan and retail food sales, concessions sales, advertising/sponsorship, sales of services to off-campus entities (including, but not limited to catering, childcare, and conference services).
- 5. Rental & Room Income:** Includes room fees for residential students, rental of on-campus and off-campus meeting and conference space, hotel revenues, and Northern View apartment revenues.

6. **Gate Receipts & Commissions:** Includes athletic ticket sales, performing arts ticket sales, commissions, and concert/event revenues from the Convocation Center.
7. **Miscellaneous & Investment Income:** Includes athletics' game guarantees, NIU share of conference tournament revenues, rental of facilities, and interest income from investments, gains and losses on disposals of fixed assets, and year-end transfers to mandated reserves in the auxiliary facilities system.
8. **State of Illinois:** Represents the annual state appropriation to public universities.

Expenses

1. **Cost of Sales:** Includes the cost of all items purchased for resale on campus such as food for dining units, parts and supplies to be charged out through the campus work order system, as well as paper for pay-to-print copiers and printers.
2. **Personnel Services:** Includes all salaries paid to faculty, supportive professional staff, civil service, graduate assistants, extra help, and student employees. Also includes required payments for Medicare and employee health insurance.
3. **Contractual Services:** Includes annual software support, subscriptions, conference registrations, non-employee travel reimbursements, service contracts, repairs & maintenance, grounds, building service work charges, speaking fees, and other arrangements with outside contractors to perform services for the University.
4. **Commodities:** Includes purchased items of a low cost that typically are consumed in a single year. Examples include paper for printing, lab supplies, napkins, and cleaning supplies.
5. **Travel:** Includes airfare, hotel rooms, mileage, meals (all up to limits set by the state and the University), and ancillary expenses for employees to travel to-and-from campus on official University business.
6. **Automotive:** Includes the cost to rent cars, vans, and busses from the University transportation department.
7. **Scholarships:** Includes scholarships awarded, including Pell Grant funds disbursed (which, when netted against Pell Grant funds received, results in zero effect on the University's cash position).
8. **Telecommunications:** Includes the cost of providing phone, internet, and other digital services to the University.
9. **Equipment & Library Books:** Includes the cost of all items over \$100 with an estimated useful life of two years or more, as well as library books, journal subscriptions, manuscripts, films, music, and video materials.
10. **Capital Repairs:** Includes the cost of centralized capital repair activities.
11. **Debt Service:** Includes debt service payment on bonds, certificates of participation, and performance contracts.
12. **Miscellaneous Expense:** Includes refunds issued for on-campus external programming, deposit refunds, and other expenses not classified elsewhere.

FY21 INTERNAL BUDGET SUMMARY BY LINE ITEM
(\$ in Thousands)

	FY18 Actuals	FY19 Actuals	FY20 Projected	FY21 Preliminary Proposed Budget	FY21 Revised Internal Budget	Variance Revised - Preliminary
SOURCES OF OPERATING REVENUE						
Tuition & Student Fees	\$ 181,592	\$ 172,481	\$ 162,496	\$ 138,234	\$ 168,734	\$ 30,500
Gifts, Grants, & Contracts	53,529	57,580	54,090	66,386	57,476	\$ (8,910)
Other Fees and Fines	7,864	8,009	7,004	6,786	5,303	\$ (1,483)
Sales	36,755	32,218	26,721	26,215	28,711	\$ 2,497
Rental & Room Income	31,048	31,198	26,810	23,253	29,116	\$ 5,863
Gate Receipts & Commissions	3,378	4,392	4,294	2,911	1,757	\$ (1,154)
Miscellaneous & Investment Income	11,922	19,337	17,240	9,857	9,788	\$ (69)
State of Illinois	124,806	83,647	87,804	87,804	87,804	\$ -
TOTAL, OPERATING REVENUES	\$ 450,893	\$ 408,862	\$ 386,458	\$ 361,444	\$ 388,688	\$ 27,245
OPERATING EXPENSES BY LINE ITEM						
Cost of Sales	\$ 9,579	\$ 5,012	\$ 5,659	\$ 2,020	\$ 4,108	\$ 2,088
Personnel Services	217,059	217,088	227,191	215,823	222,932	\$ 7,110
Contractual Services	78,855	83,134	85,397	78,516	86,565	\$ 8,048
Commodities	6,030	6,251	6,120	6,006	8,409	\$ 2,404
Travel	4,409	4,622	4,562	4,327	4,090	\$ (238)
Automotive	1,309	1,220	1,212	1,214	1,188	\$ (26)
Scholarships	48,728	51,179	52,907	55,175	55,632	\$ 457
Telecommunications	950	623	561	578	590	\$ 13
Equipment & Library Books	7,634	8,095	7,821	7,180	7,495	\$ 315
Capital Repairs	1,101	1,347	1,602	1,015	2,977	\$ 1,962
Debt Service	30,739	25,788	25,201	24,024	24,672	\$ 648
Miscellaneous Expenses	4,723	3,861	4,761	4,385	2,175	\$ (2,209)
TOTAL, OPERATING EXPENSES	\$ 411,117	\$ 408,218	\$ 422,994	\$ 400,263	\$ 420,833	\$ 20,570
NET INCOME/(LOSS)	\$ 39,776	\$ 644	\$ (36,536)	\$ (38,819)	\$ (32,145)	\$ 6,675

Note: FY20 projected actuals updated through March 31, 2020, as presented in the Q3 Financial Summary.

Note: Pre-FY20 Debt Service variance due to classification of some debt service payments.

FY20 REPORT TUITION AND FEE WAIVERS

The Illinois Board of Higher Education issued Tuition and Fee Waiver Guidelines for Illinois Public Universities in June 1999, which was amended in February 2000. These guidelines include the requirement that tuition and fee waivers granted during the fiscal year be reported to each university's Board of Trustees. Pursuant to that requirement, the university has prepared the following report.

FISCAL YEAR 2020
TOTAL TUITION AND FEE WAIVERS

(\$ in thousands)

(in thousands of dollars)	Number of Recipients (unduplicated)	Tuition Waived		Fees Waived	
		Number of Recipients (unduplicated)	Value of Waivers	Number of Recipients (unduplicated)	Value of Waivers
MANDATORY WAIVER CATEGORY					
<u>PROGRAM:</u>					
Teacher Special Education	58	58	\$ 540	54	\$ 159
General Assembly	-	-	-	-	-
ROTC	36	38	221	21	1
DCFS	47	41	186	33	37
Children of Employees	140	140	603	-	-
Senior Citizens	5	5	23	-	-
Honorary Scholarships	-	-	-	-	-
Veterans Grants & Scholarships*	327	324	2,196	201	228
Other (please specify) **	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Unduplicated Mandatory Waiver Count Total ***	613		\$ 3,769	309	\$ 425

DISCRETIONARY WAIVERS CATEGORY

<u>PROGRAM:</u>					
Faculty/Administrators (Non-Civil Service)	96	96	\$ 450	7	\$ 3
Civil Service	188	188	845	59	56
Interinstitutional/Related Agencies	33	33	121	-	-
Retired University Employees	10	10	49	1	1
Children of Deceased Employees	6	6	48	5	11
Children of Employees	-	-	-	-	-
Academic/Other Talent	741	741	3,760	-	-
Athletic	172	172	1,421	-	-
Gender Equity in Intercollegiate Athletics	168	168	1,391	-	-
Foreign Exchange Students	-	-	-	-	-
Out-of-State Students	-	-	-	-	-
Foreign Students	17	17	172	-	-
Fellowships	9	9	32	-	-
Student Need - Financial Aid	1	1	9	-	-
Student Need - Special Programs	8	8	40	-	-
Cooperating Professionals	363	363	917	-	-
Research Assistants	427	427	3,101	-	-
Teaching Assistants	852	852	6,376	-	-
Other Assistants	184	184	1,372	-	-
Contract/Training Grants	20	20	148	-	-
Other(please specify) ***	-	-	-	-	-
	-	-	-	-	-
Unduplicated Discretionary Waiver Count Total ***	3,295		\$ 20,252	72	\$ 71

Unduplicated Summary Tuition and/or Fees	Number of Recipients	Total Value of Waivers
Mandatory Waiver Category Total***	613	\$ 4,194
Discretionary Waiver Category Total***	3,295	\$ 20,323
Total count of Waivers****	3,908	\$ 24,517

- * Illinois Veterans Grants (ISAC), Illinois National Guard Grants (ISAC), and POW/MIA Scholarships (Department of Veterans' Affairs). Included are only the waived (unfunded) portion of these grants.
- ** Other waiver categories must be approved by the Board of Higher Education prior to reporting.
- *** Each recipient is counted only once in the unduplicated count even if they benefited from multiple waivers during the academic year.
- **** Each recipient is counted only once in the Total Count of Waivers even if they benefited from a mandatory and a discretionary waiver.

Agenda Item 8.b.7.
September 17, 2020

Information

UNIVERSITY LIBRARIES OVERVIEW

Dean Fred Barnhart will present an overview of the University Libraries.

BOARD OF TRUSTEES 2021 MEETING DATES APPROVAL

Following the general pattern of meeting dates for previous years and input from Board members, the following choices are offered for consideration by the Board.

March 18	3 rd Thursday
June 17	3 rd Thursday
September 23	4 th Thursday
December 9	2 nd Thursday

The Northern Illinois University Law and Article III of the Bylaws of the Board of Trustees of Northern Illinois University state that the Board shall convene at least once each quarter. These dates would meet those requirements. All Board meetings will convene beginning at 9:00 a.m. unless indicated differently in future meeting notifications.

BOARD OF TRUSTEES 2021 COMMITTEE MEETING DATES

Executive Committee

Academic Affairs, Student Affairs and Personnel Committee

Finance, Audit, Compliance, Facilities, and Operations Committee

Research and Innovation, Legal and Legislative Affairs Committee

February 18	3 rd Thursday
May 13	2 nd Thursday
August 26	4 th Thursday
November 18	3 rd Thursday

All BOT Committees will convene in the Board of Trustees Room, beginning at 9:00 a.m. unless indicated differently in future meeting notifications.