



# Board of Trustees

Academic Affairs, Student Affairs,  
and Personnel Committee

*August 26, 2021*

**BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY**

**Academic Affairs, Student Affairs, and Personnel Committee**

**8:30 a.m. – Thursday – August 26, 2021**

**This meeting is being conducted in person and through videoconferencing communications pursuant to Public Act 101-0640, enacted June 12, 2020, and section 7(e) of the Illinois Open Meetings Act, allowing for virtual board meetings during a disaster declaration relating to public health concerns. As Chair of the Committee, I have determined that an in-person meeting is not practical or prudent because of the disaster. As such, trustees may attend today’s meeting by audio and visual conferencing and not by physical presence.**

**AGENDA**

1. Call to Order and Roll Call
2. Verification of Quorum and Appropriate Notification of Public Meeting
3. Swearing in of Trustee Jacob Sommer
4. Meeting Agenda Approval.....*Action*..... i
5. [Review and Approval of Minutes of May 13, 2021](#) ..... *Action*.....1
6. Chair's Comments/Announcements
7. Public Comment\*
8. University Recommendations
  - a. [Recommendations for Faculty Tenure and/or Promotion Effective 2021-2022](#).....*Action*.....5
  - b. [Request for New Program in B.S. in Applied Management – Instructional Technology, Training and Evaluation](#).....*Action*.....6
9. University Reports
  - a. [2020-2021 Faculty Emeritus Recognition](#).....*Information*.....8
  - b. [Annual Listing of Changes Fiscal Year 2021](#).....*Information*.....11
  - c. [Harper University Center Update](#).....*Information*.....14
10. Other Matters
11. Next Meeting Date
12. Adjournment

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\*Individuals wishing to make an appearance before the Board should consult the [Bylaws of the Board](#)

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

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

Minutes of the  
**Board of Trustees of Northern Illinois University**  
**Academic Affairs, Student Affairs, and Personnel**  
**Committee Meeting**  
May 13, 2021

**CALL TO ORDER AND ROLL CALL**

The meeting was called to order at 8:32 a.m. by Committee Chair Robert Pritchard. This Academic Affairs, Student Affairs, and Personnel Committee meeting is being conducted through video conferencing communications and is being conducted pursuant to Section 6 of Executive Order 2020-7 (Suspending OMA requirements of in person attendance by members of a public body). Recording Secretary Mia Hannon conducted a roll call.

Trustee Rita Athas: Present

Trustee Aidan Shields: Present

Trustee John Butler: Present

Trustee Eric Wasowicz: Present

Trustee Montel Gayles: Present

Board Chair Dennis Barsema: Present

Trustee Veronica Herrero: Present

Committee Chair Robert Pritchard: Present

Also present were President Lisa Freeman; Vice President and General Counsel and Board Parliamentarian Bryan Perry; Executive Vice President and Provost Beth Ingram; Board Liaison and Chief of Staff Matt Streb; Vice President for Administration and Finance and Chief Financial Officer Sarah Chinniah; Vice President for Research and Innovation Partnerships Jerry Blazey; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Vice President for Diversity, Equity and Inclusion and Interim Chief Human Resources Officer Vernese Edghill-Walden; Senior Vice Provost for Academic Affairs Omar Ghrayeb; Vice Provost for Faculty Affairs Chad McEvoy; Vice Provost for Institutional Effectiveness Carolinda Douglass; Vice President for University Advancement and President and CEO, NIU Foundation Catherine Squires; Associate Vice President for Student Affairs and Dean of Students Kelly Wesener-Michael; Associate Vice President for Finance and Treasury Shyree Sanan; Associate Vice President and Chief Information Officer Matthew Parks; Associate Vice President for Management and Campus Services John Heckmann; Assistant Vice President for Research and Sponsored Programs Dara Little; and University Advisory Council Representatives Kathryn Jaekel, Cathy Doederlein, Greg Beyer, Sarah Marsh, Kendall Thu and Natasha Johnson.

**VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING**

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

**MEETING AGENDA APPROVAL**

Committee Chair Pritchard asked for a motion to approve the agenda. Trustee Gayles so moved, and Trustee Wasowicz seconded.

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Yes

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

#### REVIEW AND APPROVAL OF MINUTES

Committee Chair Pritchard asked for a motion to approve the minutes of February 18, 2021. Board Chair Barsema so moved, and Trustee Athas seconded.

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Yes

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

#### CHAIR'S COMMENTS/ANNOUNCEMENTS

Committee Chair Pritchard welcomed those in attendance and provided a brief overview of the agenda. He also recognized the members of the University Advisory Committee.

UAC Representative Kendall Thu congratulated his fellow faculty colleagues on promotion and tenure, the IBHE strategic plan, bond revenue refinancing effort and handling of COVID by the university.

#### PUBLIC COMMENT

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

General Counsel Perry stated that Manjuri Talukdar registered to make a public comment. Ms. Manjuri Talukdar made a public comment.

#### UNIVERSITY RECOMMENDATIONS

Committee Chair Pritchard asked Executive Vice President and Provost Beth Ingram to present the following university recommendations.

##### **Agenda Item 7.a. Request to Transition Tenure Home**

Committee Chair Pritchard asked for a motion to approve item 7.a. Trustee Wasowicz so moved, and Trustee Gayles seconded.

Committee Chair Pritchard opened the floor for discussion and then asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Abstain

Trustee John Butler: Yes

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

##### **Agenda Item 7.b. Recommendations for Faculty Tenure and/or Promotion Effective 2021-2022**

Committee Chair Pritchard asked for a motion to approve item 7.b. Board Chair Barsema so moved, and Trustee Athas seconded.

Committee Chair Pritchard opened the floor for discussion and then asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Abstain

Trustee John Butler: Yes

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

## UNIVERSITY REPORTS

Committee Chair Pritchard asked Executive Vice President and Provost Beth Ingram to present the following informational items.

### **Agenda Item 8.a. Oral English Proficiency Annual Report 2019-2020**

EVPP Ingram presented Information Item 8.a. Oral English Proficiency Annual Report 2019-2020.

### **Agenda Item 8.b. Police Chief Search Update**

EVPP Ingram presented Information Item 8.b. Police Chief Search Update.

### **Agenda Item 8.c. Learning Management System Review**

Presentation on the Learning Management System Review conducted by Jason Rhode, Executive Director, Center for Innovative Teaching & Learning and Matthew Parks, Associate Vice President and Chief Information Officer.

### **Agenda Item 8.d. Northwestern Medicine Partnership Update**

Presentation on the Northwestern Medicine Partnership Update conducted by Michael Stang, Assistant Vice President of Student Affairs.

### **Agenda Item 8.e. Plans for Fall 2021**

Presentation on Plans for Fall 2021 conducted by Beth Ingram, Executive Vice President and Provost.

## OTHER MATTERS

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

## NEXT MEETING DATE

The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be Thursday, August 26, 2021.

## ADJOURNMENT

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

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Absent

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Yes

Committee Chair Robert Pritchard: Yes

The motion was approved.

Meeting adjourned at 10:32 a.m.

Respectfully submitted,

Mia Hannon

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.*

**RECOMMENDATIONS FOR  
FACULTY TENURE AND/OR PROMOTION EFFECTIVE 2021-2022**

**Summary:** Dr. Garry Sunter has been hired as the chair of the Department of Biological Sciences with the rank of professor with tenure. Dr. Sunter comes to NIU from the University of Texas-San Antonio where he served as chair and professor of the Department of Biology.

NAME

COLLEGE/DEPARTMENT/SCHOOL

**Hired at the Rank of Professor with Tenure**

Garry Sunter

Biological Sciences

**Recommendation:** The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse this request and asks that the President forward it by means of the President's Report to the Board of Trustees for approval at its special meeting on August 26, 2021.



## **REQUEST FOR NEW PROGRAM IN B.S. IN APPLIED MANAGEMENT - INSTRUCTIONAL TECHNOLOGY, TRAINING AND EVALUATION**

**Summary:** The B.S. in Applied Management currently includes two emphases, the Emphasis in Instructional Technology, Training and Evaluation and the Emphasis in Public Service. The documented intent was to transition each emphasis to stand-alone degree programs (Baccalaureate Council Minutes, December 8, 2016).

**Description:** The University proposes to offer a new degree program, the B.S. in Applied Management - Instructional Technology, Training and Evaluation in the College of Education. The program will be housed in the Department of Educational Technology, Research, and Assessment in the College of Education, through a reasonable and moderate extension of the IBHE approved B.S. in Applied Management. The B.S. in Applied Management with the Emphasis in Public Service will remain a degree program in the School of Public and Global Affairs in the College of Liberal Arts and Sciences.

**Rationale:** By becoming an independent degree program (i.e., moving away from being a connected degree emphasis), the B.S. in Applied Management - Instructional Technology, Training and Evaluation will serve as an innovative program to further the University's and the College of Education's mission and priorities in both teaching and learning. The B.S. in Applied Management - Emphasis in Instructional Technology, Training and Evaluation is an innovative degree completion program offered fully online for adult learners who have some higher education credits or a conferred degree from community colleges or four-year college and university experiences (typically with no degree conferred). In addition, the curriculum of study incorporates Prior Learning Assessment (i.e., proficiency credits) as earned block credits for previous work experiences brought to the major and peer-reviewed by faculty in the program.

The Department of Educational Technology, Research, and Assessment offers a diverse portfolio of academic programs: one Master of Science (M.S.) degree program, one Master of Science in Education (M.S.Ed.) degree program, one doctoral (Ph.D.) degree program, one certificate of undergraduate study, six certificates of graduate study, and two endorsements. The B.S. in Applied Management - Instructional Technology, Training and Evaluation will build off existing strengths across these degree program areas and allow for collaboration and student opportunities with a variety of bachelor's programs both inside the College of Education, such as the B.S. in Sport Management, and across the NIU campus including the B.S. in Computer Science.

For the current B.S. in Applied Management - Emphasis in Instructional Technology, Training and Evaluation, past student career areas of employment included: Computer Software Development, Graphic Design, Website Design and Development, Library and Information Studies, Digital Media, Business Management, Computer Information Systems, Administrative Office Management, Marketing Management.

According to the U.S. Bureau of Labor Statistics, in the U.S., program graduates can expect a favorable occupational outlook over the next decade (2019-2029) with median pay (2019), for examples, at \$73,760 for Web Developers and Digital Designers with a bachelor's degree and an 8% faster salary growth trajectory than average in all fields from 2019-2029; Library Media Specialists at \$59,500 and a 5% faster salary growth than average in all fields; Computer Systems Analysts at \$90,920 and a 7% faster salary growth than average in all fields; and Computer Software Development at \$107,510 and a 22% faster salary growth than average in all fields.

**Funding:** No new resources will be required to deliver the B.S. in Applied Management – Instructional Technology, Training and Evaluation.

**Recommendation:** The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse this request and ask that the President forward it by means of the President’s Report to the Board of Trustees for approval at its meeting on September 23, 2021.

**2020-2021 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 Executive Vice President and Provost for presentation to the Board of Trustees. This list includes retirees whose date of retirement falls in the period 7/2/2020 – 7/1/2021. The University hereby informs the Board of Trustees of the retired faculty members designated as emeritus for FY22.

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

<b>Name</b>	<b>Department</b>	<b>Rank and Special Status</b>	<b>Retirement Date</b>
Swapan Chaterji	Physics	Professor, Presidential Research, Scholarship and Artistry Professor	6/1/2021
Kenton Clymer	History	Professor, Presidential Research, Scholarship and Artistry Professor	8/1/2020
Mayra Daniel	Curriculum and Instruction	Professor	1/1/2021
Carolinda Douglass	Executive Vice President and Provost	Professor	6/1/2021
Laverne Gyant	Counseling and Higher Education	Professor	6/1/2021
Sarah Johnston-Rodriguez	Special and Early Education	Associate Professor	8/1/2020
Yih-Wen Kuo	Art and Design	Professor	6/1/2021
Elizabeth Miller	Family and Consumer Sciences	Associate Professor	8/13/2020
Sharon Nelson	Law Library	Associate Professor	7/1/2021
Ibrahim Onyuksel	Computer Science	Professor	8/1/2020
James Schmidt	History	Professor, Presidential Teaching Professor	6/1/2021
Pamela Smith	Accountancy	Professor, Presidential Teaching Professor, Board of Trustees Professor	6/1/2021
Kendall Thu	Anthropology	Professor, Presidential Engagement and Partnerships Professor	7/1/2021
Scott Wickman	Counseling and Higher Education	Associate Professor	9/1/2020
Chong Zheng	Chemistry and Biochemistry	Professor	8/1/2020

## **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 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.

## **ANNUAL LISTING OF CHANGES FISCAL YEAR 2021**

The Fiscal Year 2021 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 May 2021.

For FY21, NIU created one degree, one certificate of graduate study, two certificates of undergraduate study, three minors, and three emphases. One certificate of undergraduate study, one certificate of graduate study, one option and one specialization were deleted. The President also approved one degree change, six name changes, one emphasis change, and one CIP code change.

# ANNUAL LISTING OF CHANGES

## FISCAL YEAR 2021

### **ADDITIONS**

#### Degree

College of Liberal Arts and Sciences, Department of Psychology, Specialist in School Psychology

#### Certificate

College of Business, Department of Finance, Certificate of Undergraduate Study in Financial Planning

College of Business, Department of Operations Management and Information Systems, Certificate of Undergraduate Study (CUS) Supply Chain Management

College of Business, Department of Finance, Certificate of Graduate Study in Financial Planning

#### Minor

College of Health and Human Sciences, School of Family and Consumer Sciences, Minor in Financial Counseling

College of Education, Department of Kinesiology and Physical Education, Minor in Sport Analytics

College of Education, Department of Kinesiology and Physical Education, Minor in Sport Journalism

#### Emphasis

College of Business, Department of Management, Emphasis to the B.S. in Business Administration: Hospitality and Tourism Management

College of Liberal Arts and Sciences, Department of Sociology, Emphasis to the B.A./B.S. in Sociology; Emphasis 1. General Sociology. Rename: Emphasis Criminology to: Emphasis 2. Criminology

College of Education, Department of Curriculum and Instruction, Emphasis 2: Early Childhood Education Emphasis 3: Early Childhood Education with Special Education Approval

### **DELETIONS**

#### Certificate

College of Liberal Arts and Sciences, Deletion of Certificate of Undergraduate Studies (CUS) Religious Studies

College of Liberal Arts and Sciences, Department of Mathematical Sciences, Deletion of Certificate of Graduate Studies in Applied Statistics

#### Option

College of Liberal Arts and Sciences, Department of World Languages and Cultures, Deletion of the Option within the World Languages and Cultures Minor: Italian Language and Culture

#### Specialization

College of Education, Department of Kinesiology and Physical Education, Deletion of Specialization from the M.S.Ed. Kinesiology and Physical Education: Adapted Physical Education Specialization

### **OTHER CHANGES**

#### Degree Changes

College of Education, Department of Kinesiology and Physical Education, Master of Science in Education in Kinesiology and Physical Education to: Master of Science in Kinesiology and Physical Education

#### Name Changes

College of Visual and Performing Arts, School of Art and Design, from: Master of Science in Art and Design, to: Master of Science in Art and Design Education

College of Education, Department of Educational Technology, Research and Assessment, from: Master of Science in Educational Research and Evaluation, to: Master of Science in Educational Research, Evaluation, and Assessment

College of Business, Department of Operations Management and Information Systems, Certificate of Undergraduate Study Name Change, from: Information Systems to: Information Technology

College of Education, Department of Kinesiology and Physical Education, Name Change in the M.S.Ed. Kinesiology and Physical Education, from: Specialization in Pedagogy and Curriculum Development in Physical Education Pedagogy to: Specialization in Physical Education Pedagogy

College of Health and Human Sciences, School of Family and Consumer Sciences, Emphasis Name Change, from: Family Individual Development to: Family Relations, Prevention and Wellness

College of Liberal Arts and Sciences, Name Change for Minor from: Minor in Cognitive Studies to: Minor in Cognitive Science

#### Emphasis Changes

College of Engineering and Engineering Technology, Bachelor of Science in Mechanical Engineering, change in Emphasis 2., from: Mechatronics and Robotics Engineering to: Emphasis 2. Robotics and Control

#### CIP Code Changes

College of Business, Department of Accountancy, Change of CIP Code for the Master of Accounting Science from 52.0301 to 52.1399

May 3, 2021 JS



**HARPER UNIVERSITY CENTER UPDATE**

Executive Vice President and Provost Beth Ingram will speak about NIU's partnership with the Harper University Center.