



Board of Trustees

Academic Affairs, Student Affairs,
and Personnel Committee

November 10, 2022

BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
Academic Affairs, Student Affairs, and Personnel Committee
8:30 a.m. – Thursday – November 10, 2022
Board of Trustees Room
315 Altgeld Hall

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 18, 2022](#) *Action*.....1
5. Chair's Comments/Announcements
6. Public Comment*
7. University Recommendations
 - a. [Appointment of Vice President for Administration and Finance and Chief Financial Officer](#) *Action*.....4
 - b. [Recommendations for Faculty Tenure and/or Promotion Effective 2022-2023](#)..... *Action*.....5
8. University Reports
 - a. [Oversight of Academic Programs](#)..... *Information*.....6
 - b. [Vice President for Research and Innovation Partnerships Search Update](#)..... *Information*.....8
 - c. [Presentation on Student Government](#)..... *Information*.....9
9. Other Matters
10. Next Meeting Date
11. Adjournment

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

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

Minutes of the
Board of Trustees of Northern Illinois University
Academic Affairs, Student Affairs, and Personnel
Committee Meeting
August 18, 2022

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:30 a.m. by Committee Chair Montel Gayles in the Board of Trustees Room, 315 Altgeld Hall.

Recording Secretary Mia Hannon conducted a roll call.

Trustee Rita Athas: Absent

Trustee Veronica Herrero: Absent

Trustee Dennis Barsema: Present

Trustee Bob Pritchard: Present

Committee Vice Chair John Butler: Absent

Trustee Tim Moore: Present

Committee Chair Montel Gayles: Present

Board Chair Eric Wasowicz: Present

Also present were President Lisa Freeman; Vice President and General Counsel and Board Parliamentarian Bryan Perry; Executive Vice President and Provost Beth Ingram; 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 Chief Diversity Officer Vernese Edghill-Walden; Vice President for Student Affairs Clint-Michael Reneau; University Advisory Council Representatives Katy Jaekel and Holly Nicholson.

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.

SWEARING IN OF TRUSTEE TIM MOORE

Board Chair Wasowicz conducted the swearing in ceremony for the newly elected Student Trustee Tim Moore. Trustee Moore remarked that he was extremely excited for this opportunity, very grateful and wished everyone a great year.

Trustee Butler arrived at 8:32 a.m.

MEETING AGENDA APPROVAL

Committee Chair Gayles asked for a motion to approve the agenda. Trustee Barsema so moved, and Trustee Pritchard seconded. The motion was approved.

REVIEW AND APPROVAL OF MINUTES OF MAY 12, 2022

Committee Chair Gayles asked for a motion to approve the minutes of May 12, 2022. Board Chair Wasowicz so moved, and Trustee Pritchard seconded. The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Committee Chair Gayles welcomed those in attendance and provided a brief overview of the agenda. He also recognized the members of the University Advisory Committee. Ms. Holly Nicholson welcomed Trustee Moore and stated she was looking forward to working with him. Ms. Nicholson thanked Dr. Edghill-Walden for her work on shared equity leadership. Dr. Katy Jaekel welcomed and congratulated Trustee Moore, looking forward to a positive academic year, thanked everyone who helped with move-in and Week of Welcome. Thanked Dr. Clint-Michael

Reneau for his leadership in the few short months since he started his appointment as NIU's Vice President for Student Affairs and finally congratulated the faculty on their Emeritus status.

Trustee Athas arrived at 8:38 a.m.

PUBLIC COMMENT

Committee Chair Gayles 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 advised that no requests for public comment had been received.

UNIVERSITY RECOMMENDATIONS

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

Agenda Item 8.a. Recommendations for Faculty Tenure and/or Promotion Effective 2022-2023

Committee Chair Gayles asked for a motion to approve item 8.a. Board Chair Wasowicz so moved, and Trustee Butler seconded.

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

Trustee Rita Athas: Yes

Trustee Veronica Herrero: Absent

Trustee Dennis Barsema: Yes

Trustee Bob Pritchard: Yes

Committee Vice Chair John Butler: Yes

Trustee Tim Moore: Abstain

Committee Chair Montel Gayles: Yes

Board Chair Eric Wasowicz: Yes

The motion was approved.

UNIVERSITY REPORTS

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

Agenda Item 9.a. Annual Listing of Changes Fiscal Year 2022

EVPP Ingram presented Agenda Item 9.a. Annual Listing of Changes Fiscal Year 2022.

Agenda Item 9.b. Dean of the College of Engineering and Engineering Technology and Chair, School of Nursing Search Update

EVPP Ingram presented Agenda Item 9.b. Dean of the College of Engineering and Engineering Technology and Chair, School of Nursing Search Update.

Agenda Item 9.c. 2021-2022 Faculty Emeritus Recognition

EVPP Ingram presented Agenda Item 9.c. 2021-2022 Faculty Emeritus Recognition.

Agenda Item 9.d. Shared Equity Leadership Update

Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer Vernese Edghill-Walden presented Agenda Item 9.d. Shared Equity Leadership Update.

Trustee Herrero arrived at 9:15 a.m.

OTHER MATTERS

Committee Chair Gayles asked if there were other matters. There were none.

NEXT MEETING DATE

The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be Thursday, November 10, 2022.

ADJOURNMENT

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

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

Trustee Rita Athas: Yes

Trustee Veronica Herrero: Yes

Trustee Dennis Barsema: Yes

Trustee Bob Pritchard: Yes

Committee Vice Chair John Butler: Yes

Trustee Tim Moore: Yes

Committee Chair Montel Gayles: Yes

Board Chair Eric Wasowicz: Yes

The motion was approved.

Meeting adjourned at 9:18 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.

APPOINTMENT OF VICE PRESIDENT FOR ADMINISTRATION AND FINANCE AND CHIEF FINANCIAL OFFICER

Summary: Following a national search, Dr. George Middlemist has accepted an offer to be the Vice President for Administration and Finance and Chief Financial Officer.

Background: Dr. Middlemist is highly qualified for this position with over twenty years of experience in higher education finance. Since 1996, he has served in various roles at Metropolitan State University of Denver, including Director of Business Services, Director of Accounting Services, Interim Vice President of Information Technology, Associate Vice President and Controller, and Interim Vice President of Administration. In his most recent position, Associate Vice President and Chief Financial Officer, he was responsible for the review of the university's budget model to ensure alignment with university goals, leading the implementation of a new financial management system, development of a key public-private partnership, and championing efforts to improve the University's overall climate.

Dr. Middlemist earned a Bachelor's degree in Accounting from Oklahoma State University, a Master of Science Degree in Business Administration from Colorado State University, and a Doctorate in Public Affairs from the University of Colorado, Denver. He is a Certified Public Accountant.

Recommendation: The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse the request that Dr. George Middlemist be appointed as Vice President for Administration and Finance and Chief Financial Officer effective January 16, 2023 and ask that the president forward it by means of the President's Report to the Board of Trustees for approval at its special meeting on November 10, 2022.

**RECOMMENDATIONS FOR FACULTY TENURE AND/OR
PROMOTION EFFECTIVE 2022-2023**

NAME

COLLEGE/DEPARTMENT/SCHOOL

Hired at the Rank of Associate Professor with Tenure

Andrew Notebaert

Interdisciplinary Health Professions

Recommendation: The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse this request and that the President forward it by means of the President's Report to the Board of Trustees for approval at its meeting on December 8, 2022.

OVERSIGHT OF ACADEMIC PROGRAMS

Northern Illinois University engages in numerous processes to monitor the quality of its academic degree programs and to inform planning and decision making about the programs. Processes internal to the university include program review and the assessment of learning outcomes, which are required of all programs by our regional accreditor the Higher Learning Commission and by the Illinois Board of Higher Education. Processes that include external constituencies or external indicators include external reviews of dissertations, accreditation, licensure and certification examinations, and advisory committees.

Internal Processes

Program Review: NIU has a long-standing history of conducting thorough reviews of its academic programs and research and public service centers through the program review process. The review schedule for programs that do not have disciplinary and/or college accreditation is eight years; programs with disciplinary and/or college accreditation have reviews scheduled to align with accreditation cycles (cycle lengths vary between five and ten years). Departments scheduled for review prepare in-depth self-study documents, which may incorporate data collected by the program, data provided by other university offices, and information from external indicators or constituencies. Program review documents are reviewed at the college level (or division level when the program or center is not housed within a college). Results from the reviews are reported annually to the Executive Vice President and Provost (EVPP) and provided by the EVPP to the Academic Planning Council and the Board of Trustees as an information item. For programs with external disciplinary accreditation, this external accreditation may be substituted for the program review process along with the completion of the findings reported in the standardized IBHE format and submitted to the EVPP.

The programs in the College of Business scheduled for review in 2021-2022 were the:

- M.S. in Digital Marketing
- M.S. in Data Analytics

The programs in the College of Health and Human Sciences scheduled for review in 2021-2022 were the:

- B.S. in Human Development and Family Sciences
- B.S. in Fashion Merchandising

The programs in the College of Liberal Arts and Sciences scheduled for review in 2021-2022 were the:

- B.A./B.S. in Anthropology
- M.A. in Anthropology
- B.A./B.S. in Sociology
- M.A. in Sociology
- B.A. in World Languages and Cultures
- M.A. in World Languages and Cultures
- B.A./B.S. in Psychology
- M.A. in Psychology
- Ph.D. in Psychology
- Master of Public Administration

The centers scheduled for review in 2021-2022 were the:

Center for Latino and Latin American Studies
Center for Southeast Asian Studies
Center for Governmental Studies
Center for Child Welfare and Education

The information submitted to the IBHE to meet its reporting requirement for 2021-2022 has also been forwarded to the Board of Trustees under separate cover.

Assessment of Learning Outcomes: All NIU degree programs engage in the systematic assessment of student learning, and the overall assessment process is designed to be useful for program review. All degree programs have University Assessment Panel approved assessment plans that outline the methods, processes, and time frames for the implementation of the plans. Each year, every program prepares an annual assessment update that provides a snapshot of the last 12 months assessment-related activities, the evidence gathered from the activities, and the actions taken on the evidence. The annual assessment update process was put on hold during the pandemic period (i.e., 2020 and 2021) but resumed in 2022. The annual assessment updates are submitted to Accreditation, Assessment, and Evaluation that conducts a review of the updates using standardized rubrics, provides feedback to the individual programs, and prepares a consolidated report on the extent to which the criteria for the updates were met. Halfway through the program review cycle, a report on the assessment plan (including its use and evolution over this period) is submitted for review by the University Assessment Panel. The panel uses a standardized rubric and reporting form to provide feedback to the programs.

External Processes

Accreditation: Accreditation is a “process of external quality review created and used by higher education to scrutinize colleges, universities and programs for quality assurance and quality improvement” (Overview of U.S. Accreditation, CHEA, 2009), and more than 20 specialized agencies accredit NIU programs across seven academic colleges. Accreditation is earned through a comprehensive process that involves self-study, peer review, site visits and action from the accrediting agency’s commission affirming that threshold standards have been met. All of NIU’s programs that have sought accreditation are fully accredited by their specialized accrediting agency.

Licensure and Certification Examinations: Graduates from NIU’s accountancy, clinical and school psychology, counseling, law, teacher education and health sciences programs take licensure or certification examinations that permit them to practice in their discipline. The results of these examinations give programs the means to benchmark NIU graduates’ performance against state and/or national performance rates.

Advisory Committees: Many programs and departments engage in periodic discussion with alumni, employers and/or professionals in the discipline who comprise their advisory committees. These individuals provide feedback related to the performance and competencies of the program’s alumni, curricular content and new trends in the discipline, which is used in numerous ways to ensure that programs are preparing students with contemporary knowledge and skills.

**VICE PRESIDENT FOR RESEARCH AND INNOVATION PARTNERSHIPS
SEARCH UPDATE**

At the December 10, 2020, Board meeting, the Board authorized the President to select executive search firms for the appointment of executive level positions. It was further recommended that the President periodically report back to the Board regarding selection and status of such searches. Further, provisions of Public Act 97-0814 and the Northern Illinois University policy on the use of external search firms approved by the Board of Trustees on May 23, 2013, allow the use of an external search firm for senior level positions when needed.

Due to the upcoming retirement of Dr. Jerry Blazey, Vice President for Research and Innovation Partnerships, the Office of the President will begin a search this fiscal year in order to hire a new vice president by July 1, 2023. This position is a critical member of the senior leadership team who has responsibility for directing the university's research mission, and the expertise of the search firm will be utilized to ensure a highly qualified and diverse pool.

The President will be evaluating the current Illinois Procurement Bulletin – Public Institutions of Higher Education list to determine if a suitable firm has been approved for this search. If not, the President will follow the appropriate university procedures to secure a firm with an expertise in research vice presidential level searches.

PRESENTATION ON STUDENT GOVERNMENT

Raaif Majeed, President, Student Government Association will present on how the Student Government Association functions, it's structure and the purpose it serves.