



Board of Trustees

Academic Affairs, Student Affairs,
and Personnel Committee

February 10, 2022

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

8:30 a.m. – Thursday – February 10, 2022

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. Meeting Agenda Approval.....*Action*..... i
4. [Review and Approval of Minutes of November 18, 2021](#) *Action*.....1
5. Chair's Comments/Announcements
6. Public Comment*
7. University Recommendations
 - a. [Appointment of Dean, Graduate School and Associate Vice President, International Affairs](#) *Action*.....3
 - b. [Recommendation for Faculty Tenure and/or Promotion Effective 2022-2023](#) *Action*.....4
 - c. [Request for New Minor in Sport for Development and Social Change](#) *Action*.....5
 - d. [Request for New Minor in Psychosocial Aspects of Sport and Physical Activity](#) *Action*.....6
 - e. [Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2022-2023 Academic Year](#) *Action*.....7
8. University Reports
 - a. [Faculty Presentation on Sabbatical Leave](#) *Information*.....9
 - b. [Annual Report on the Outcomes of Sabbatical Leaves](#) *Information*.....10
 - c. [Health Informatics Technology Center \(HITC\) Update](#) *Information*.....12
 - d. [Tuition and Pricing](#) *Information*.....13
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
November 18, 2021

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:31 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: Present

Trustee Jacob Sommer: 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; 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 Chief Diversity Officer Vernese Edghill-Walden; Dean of the College of Liberal Arts and Sciences Robert Brinkmann; Acting Chair of the Department of Geographic and Atmospheric Sciences and the Department of Geology and Environmental Geosciences Mark Frank; and University Advisory Council Representatives Peter Chomentowski and Karen Whedbee.

Trustee Rita Athas arrived at 8:32 a.m.

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

REVIEW AND APPROVAL OF MINUTES OF AUGUST 26, 2021

Committee Chair Gayles asked for a motion to approve the minutes of August 26, 2021. Board Chair Wasowicz so moved, and Trustee Barsema 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 who did not have comments.

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 7.a. Request to Merge the Department of Geology and Environmental Geosciences and the Department of Geography and Atmospheric Sciences into the Department of Earth, Atmosphere, and Environment.

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

Trustee Veronica Herrero arrived at 8:42 a.m.

The motion was approved.

UNIVERSITY REPORTS

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

Agenda Item 8.a. Oversight of Academic Programs

EVPP Ingram presented Agenda Item 8.a. Oversight of Academic Programs.

Agenda Item 8.b. Presentation on EAB Partnership

EVPP Ingram and VP Sol Jensen presented Agenda Item 8.b. Presentation on EAB Partnership.

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, February 10, 2022.

ADJOURNMENT

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

The motion was approved.

Meeting adjourned at 9:37 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 DEAN, GRADUATE SCHOOL AND ASSOCIATE VICE PRESIDENT, INTERNATIONAL AFFAIRS

Summary: Following a national search, Dr. Kerry Wilks has accepted an offer to be the Dean of the Graduate School and Associate Vice President for International Affairs. Dr. Wilks is recommended for appointment at the rank of professor with tenure in the Department of World Languages and Cultures in the College of Liberal Arts and Sciences.

Background: Dr. Wilks has served in various leadership roles at Wichita State University, most recently as an Associate Dean in the Graduate School. In this position, she developed alternative credits (badges) for graduate study, established a graduate enrollment management plan, and focused on holistic services for graduate students. As a Professor of Spanish, her research focuses on Hispanic classical theater and she serves as a board member for the Association of Hispanic Classical Theater. She also serves on the executive committee for the Midwest Association of Graduate Schools. She has taught both graduate and undergraduate courses in Spanish literature and theater. Dr. Wilks received her Ph.D. from the University of Chicago in 2004, her Master of Arts degree from Auburn University in 1996 and a Bachelor of Arts in International Studies from Rhodes College in 1991.

Recommendation: The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse the request that Dr. Kerry Wilks be appointed as Dean of the Graduate School and Associate Vice President for International Affairs, with the rank of professor with tenure in the Department of World Languages and Cultures effective March 1, 2022 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 February 10, 2022.

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

NAME

COLLEGE/DEPARTMENT/SCHOOL

Hired at the Rank of Associate Professor with Tenure

Bradley Wiles

University Libraries

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 special meeting February 10, 2022.

REQUEST FOR NEW MINOR IN SPORT FOR DEVELOPMENT AND SOCIAL CHANGE

Summary: New subdivisions of existing undergraduate programs, including minors, require the approval of the Board of Trustees. If the board approves this addition, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2022. These requests come to the Academic Affairs, Student Affairs and Personnel Committee after receiving approval from the curriculum committees at the department, college and university levels and the concurrence of the provost.

Description: The University proposes to offer a Minor in Sport for Development and Social Change in the Department of Kinesiology and Physical Education within the College of Education.

Rationale: The minor in Sport for Development and Social Change is intended to provide background knowledge in the area of the effect and value of sports participation for spurring individual development and social change. Community sports bring people together and promote a healthy lifestyle. Sports development officers oversee the introduction and functioning of sports within a community. Professional opportunities for students with this background are becoming more prevalent in jobs in community relations, community outreach, diversity, equity and inclusion oversight, and engagement. This interdisciplinary minor will introduce students to some of these opportunities and potentially give them a competitive advantage when entering the job market.

The transdisciplinary minor, which includes coursework from two different colleges, eight different departments, and one of NIU's centers, allows students to explore timely sports-related issues in an ethical context as well as analyze sports from cross-cultural perspectives. The minor provides applied fundamentals for students seeking employment in the area and would be a well-aligned and timely complement to majors such as Sociology, Psychology, Nonprofit and NGO Studies, Sport Management, Kinesiology, and other majors and minors at NIU. Additionally, coursework in this minor would better prepare students for the number of issues related to diversity, equity, and inclusion in the sports industry. Finally, this minor aligns well with the recently established presidential goal of transdisciplinary work in social change.

Funding: Additional resources are not required to support the new minor.

Recommendation: The University recommends that the Academic Affairs, Students 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 meeting on March 24, 2022.

REQUEST FOR NEW MINOR IN PSYCHOSOCIAL ASPECTS OF SPORT AND PHYSICAL ACTIVITY

Summary: New subdivisions of existing undergraduate programs, including minors, require the approval of the Board of Trustees. If the board approves this addition, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2022. These requests come to the Academic Affairs, Student Affairs and Personnel Committee after receiving approval from the curriculum committees at the department, college and university levels and the concurrence of the provost.

Description: The University proposes to offer a Minor in Sport for Development and Social Change in the Department of Kinesiology and Physical Education within the College of Education.

Rationale: The minor in Psychosocial Aspects of Sport and Physical Activity is intended to provide background knowledge in the area of psychosocial aspects of sport and physical activity participation. This interdisciplinary minor will introduce students to some of the opportunities available in the field of sports psychology and give them a competitive advantage when entering the job market.

This transdisciplinary minor is designed to provide students with a better understanding of the psychosocial aspects of sport and physical activity participation and is supported by the departments of psychology, sociology and educational psychology and foundations. The degree leverages courses taught across colleges and departments. More specifically, students will learn about the psychological and sociological factors influencing participation in sport and physical activity and the effects that participation has on one's psychological and social development.

Funding: Additional resources are not required to support the new minor.

Recommendation: The University recommends that the Academic Affairs, Students 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 meeting on March 24, 2022.

**RECOMMENDATIONS FOR FACULTY AND SUPPORTIVE PROFESSIONAL
STAFF SABBATICAL LEAVES FOR THE 2022-2023 ACADEMIC YEAR**

<u>Name</u>	<u>Department/School/Unit</u>	<u>Time Period</u>
COLLEGE OF BUSINESS (in alphabetical order)		
Lee, Jung Young	OMIS	Spring 2023
Subramony, Mahesh	Management	Fall 2022
COLLEGE OF EDUCATION (in alphabetical order)		
Creed, Benjamin	Leadership, Education Psychology & Foundations	Fall 2022-Spring 2023
Koss, Melanie	Curriculum & Instruction	Fall 2022-Spring 2023
Lampi, Jodi	Curriculum & Instruction	Spring 2023
York, Cynthia	Educational Technology, Research & Assessment	Spring 2023
COLLEGE OF ENGINEERING AND ENGINEERING TECHNOLOGY (in alphabetical order)		
Cho, Kyu Taek	Mechanical Engineering	Fall 2022
Korampally, Venumadhav	Electrical Engineering	Fall 2022
COLLEGE OF HEALTH & HUMAN SCIENCES (in alphabetical order)		
Li, Xiaohui "Sophie"	Family & Consumer Sciences	Fall 2022-Spring 2023
McCarthy, Amanda	Interdisciplinary Health Professions	Fall 2022-Spring 2023
COLLEGE OF LAW (in alphabetical order)		
McConkie, Daniel	Law	Fall 2022
Rigertas, Laurel	Law	Spring 2023
COLLEGE OF LIBERAL ARTS & SCIENCES (in alphabetical order)		
Balcerzak, Scott	English	Fall 2022
Blackstone, Neil	Biological Sciences	Fall 2022
Calvo-Byrd, Ana	Biological Sciences	Spring 2023
Fischer, Mark	Geology & Environmental Geosciences	Fall 2022
Gensini, Vittorio	Geographic & Atmospheric Sciences	Fall 2022
Hibbett, Ryan	English	Fall 2022
Hofstetter, Oliver	Chemistry & Biochemistry	Spring 2023
Klis, Anna	Economics	Fall 2022
La France, Betty	Communication	Spring 2023
Lenczewski, Melissa	Geology & Environmental Geosciences	Spring 2023
Littauer, Amanda	History	Spring 2023

Mincheva, Maya	Mathematical Sciences	Fall 2022-Spring 2023
Newman, Amy	English	Spring 2023
Smith, Matthew	World Languages & Cultures	Spring 2023
Thurber, Richard	Political Science	Spring 2023
Wallace, Doug	Psychology	Spring 2023
Warmke, Craig	Philosophy	Fall 2022
Yuan, Shupeí	Communication	Fall 2022-Spring 2023

COLLEGE OF VISUAL & PERFORMING ARTS (in alphabetical order)

Gelman, Alexander	Theatre & Dance	Spring 2023
Schneider, Robert	Theatre & Dance	Fall 2022-Spring 2023
Staikidis, Kryssi	Art & Design	Fall 2022-Spring 2023
Trankina, Frank	Art & Design	Spring 2023

ALTERNATES (in alphabetical order)

Becker, Shannon	World Languages & Cultures	Fall 2022
Bonomo, Joe	English	Spring 2023
Coutrakon, George	Physics	Spring 2023
Demaray, Michelle	Psychology	Fall 2022
De Rosa, Deborah	English	Fall 2022
Un, Kheang	Political Science	Fall 2022
Zhou, Haiming	Statistics & Actuarial Science	Fall 2022-Spring 2023

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 meeting on March 24, 2022.

FACULTY PRESENTATION ON SABBATICAL LEAVE

The university awards sabbatical leaves for the purpose of supporting and encouraging research, scholarship, creativity and artistry that strengthen its academic programs. Proposals for sabbatical leaves prepared by tenured faculty and members of the supportive professional staff undergo a rigorous set of reviews at the department, college and university levels to determine if they meet the criteria that address the quality of the proposed sabbatical work, the capacity of the applicant to conduct the work and the likelihood of completion of the proposed project. In the sabbatical leave proposals, applicants include information about their program of research, scholarship, creativity and artistry, how that program would be advanced by the leave and the proposed outcomes of the sabbatical.

Associate Professor Justin Dodd, Department of Geology and Environmental Geosciences recently completed a sabbatical and will present a brief report on the scholarly work he completed during his leave.

ANNUAL REPORT ON THE OUTCOMES OF SABBATICAL LEAVES

Executive Summary of Sabbatical Report for 2018-2019 Academic Year

The purpose of the sabbatical leave program is to maintain and improve the quality of the educational programs of Northern Illinois University by creating opportunities for academic and eligible staff to acquire new methods and techniques, to broaden outlooks, and to improve professional competency and stature through study, research and other professional development activities. The university awards sabbaticals to faculty and SPS staff based on the following criteria: the quality of the proposed scholarship, the capacity of the applicant to conduct the proposed work, and the likelihood that the proposed project will be completed. At the request of the Northern Illinois University Board of Trustees, the university conducts an annual process to enumerate the products that result from sabbatical leaves, faculty and staff are asked to report on awards and honors; curricular developments; outreach; grants and projects; performances, exhibitions and recordings; presentations; publications; other outcomes; and works in progress.

This executive summary provides a summary of the outcomes for the 2018-2019 faculty and staff sabbatical recipients (a more detailed report is available). For the 2018-2019 academic year, 39 sabbaticals were awarded. Sabbaticals were accepted by faculty and staff from six colleges and university libraries: 23 were from the College of Liberal Arts and Sciences, four were from the College of Education, four were from the College of Visual and Performing Arts, three were from the College of Business, two were from the College of Health and Human Sciences, one was from the College of Engineering and Engineering Technology, one was from the College of Law, and one was from the University Library. Since 2018-2019, three recipients have retired, two have resigned, and one declined the sabbatical offer. One could not submit their report. The report contains information from the remaining 32 sabbatical recipients.

Sabbatical recipients' outcomes were organized into nine categories: publications, presentations, grants, artistic works, curriculum development, other significant contributions, awards and honors, outreach, and works in progress. The table below summarizes the number of outcomes for each category.

Sabbatical Outcomes by Category		
Category	N	%
Publications	154	29%
Presentations	161	31%
Grants	42	8%
Artistic Works	38	7%
Curriculum Development	45	9%
Awards and Honors	12	2%
Outreach	21	4%
Other Significant Contributions	16	3%
Works in Progress	34	7%
Total	523	100%

Sabbatical recipients submitted 42 grant applications, 5 internal and 37 external. Of the 37 external grants applications submitted, 25 were funded, and a total of nearly \$15.54 million was awarded. For internal grants, 5 were funded, and a total of \$34,005 was awarded.

Sabbatical recipients expressed their deep appreciation for the funding they received as part of these competitive awards and discussed how the resulting opportunities and experiences renewed their connections to their research, teaching, and service missions. Highlighted below are brief reflective statements discussing impact. The next section of this report provides a complete list of sabbatical recipients' reflections arranged by college.

Many of the recipients said that the time allowed them to develop new areas of research or to expand current areas of activity. A typical recipient commented:

The semester-long sabbatical rejuvenated my research program, leading to five publications in the following two years. As a comparison, I had published 14 papers in the 17 years of my academic career prior to the sabbatical, averaging slightly less than one publication per year. In addition, the leave allowed me to travel overseas and work with foreign coauthors which broadened my research scope and strengthen NIU's connections with our international partner universities. Further, one of the research projects that I started during the sabbatical attracted attention from the financial industry and I was invited to present the research at the prestigious CFA Society New York's Annual High Yield Bond Conference.

Another recipient said:

Besides the availability of time to engage in research, teaching and service in another country, the sabbatical provided me the opportunity for reflection and hindsight. During this break, I was not only able to re-think my research agenda for the future, I had the opportunity to look at school leadership in a different way and began to re-evaluate educational leadership theories that I have taken for granted but could not fit in the case of Ethiopia. Subsequently, working with faculty from University of Gondar, we have written paper (in press) on school leadership styles and teacher job satisfaction. One of the reviewers for this paper claimed that this paper was needed because there is very little rigorous research coming out of Ethiopia. I am glad to be able to tell the world about Ethiopia's school leadership. My experience in Ethiopia has impacted my assumptions about leadership leading to more research that is enriching my teaching and ability to advise doctoral students in my program. The cultural impact from my stay in the Ethiopia inspired me to join two other professors (Drs Thurmier and Cohen) to write a grant (Fulbright Hays) for cultural exchange in Tanzania and Kenya. It has been funded by Department of education.

Finally:

Beyond granular research, the additional time available during sabbatical provided an opportunity to more fully engage the high energy physics (HEP) collaborations of Fermilab projects Muons-to-Electrons (mu2e) and Muon g-2 (g-2). The mu2e activity continued to refine the NIU design of the muon beam stop which is finally reaching procurement approvals in 2021. Additionally, NIU was invited by the collaboration to design a calibration tool, called the degrader, that can insert a unique target into the beamline. A DOE grant was secured to support a graduate student in the endeavor. Lastly, I was able to participate in the multi-day mu2e-II workshop where initial planning was occurring for the next generation of the experiment in 5-10 year's time.

HEALTH INFORMATICS TECHNOLOGY CENTER (HITC) UPDATE

Planning continues for NIU's Health Informatics Technology Center (HITC), a state-of-the-art teaching and learning facility that will increase opportunities for transdisciplinary collaboration and position NIU as a leader in health education and research.

A team of NIU faculty, staff and administrators met in early 2021 to develop a vision for the Health Informatics Technology Center. Representatives from five colleges, Facilities Management and Campus Services, Division of Research and Innovation Partnerships, Division of Outreach, Engagement and Regional Development and the NIU Foundation recommended that design of the physical space be guided by the theme, "Information Technology: Building for a Healthier Tomorrow."

Co-chairs of the planning group: Belinda Roller, Director of Architectural and Engineering Services and Leslie Matuszewich, Associate Dean for Research and Graduate Affairs, College of Liberal Arts and Sciences will be presenting.

TUITION AND PRICING

Executive Vice President and Provost Beth Ingram and Vice President for Enrollment Management, Marketing and Communications Sol Jensen will present on tuition and pricing.