



# Board of Trustees

Academic Affairs, Student Affairs,  
and Personnel Committee

*August 18, 2022*

**BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY**  
**Academic Affairs, Student Affairs, and Personnel Committee**  
**8:30 a.m. – Thursday – August 18, 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. Swearing in of Trustee Tim Moore
4. Meeting Agenda Approval.....*Action*..... i
5. [Review and Approval of Minutes of May 12, 2022](#) ..... *Action*.....1
6. Chair's Comments/Announcements
7. Public Comment\*
8. University Recommendations
  - a. [Recommendations for Faculty Tenure and/or Promotion Effective 2022-2023](#).....  
..... *Action*.....4
9. University Reports
  - a. [Annual Listing of Changes Fiscal Year 2022](#) ..... *Information*.....5
  - b. [Dean of the College of Engineering and Engineering Technology and Chair, School of Nursing Search Update](#) ..... *Information*.....8
  - c. [2021-2022 Faculty Emeritus Recognition](#) ..... *Information*.....10
  - d. [Shared Equity Leadership Update](#) ..... *Information*.....14
10. Other Matters
11. Next Meeting Date
12. 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](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 12, 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: Present

Trustee Dennis Barsema: Present

Trustee Bob Pritchard: Present

Committee Vice Chair John Butler: Present

Trustee Jacob Sommer: Absent

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; Interim Vice President for Administration and Finance and Chief Financial Officer Jim Cofer; 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; Associate Vice President and Chief Information Officer Matt Parks; Dean of the College of Business Balaji Rajagopalan; Assistant Vice President of Student Affairs Mike Stang, Deputy Athletic Director/Executive Associate Athletic Director for Operations John Cheney and University Advisory Council Representatives Peter Chomentowski and Katy Jaekel.

**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. Trustee Pritchard so moved, and Trustee Herrero seconded. The motion was approved.

**REVIEW AND APPROVAL OF MINUTES OF FEBRUARY 10, 2022**

Committee Chair Gayles asked for a motion to approve the minutes of February 10, 2022. Board Chair Wasowicz so moved, and Trustee Herrero 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.

Dr. Katy Jaekel stated excitement for Dr. Clint-Michael Reneau's appointment as NIU's VPSA and that the campus community is thrilled to welcome him. Dr. Jaekel also stated excitement about the recommendations on promotion and tenure and that NIU's Dr. Anna Quider served as a panelist at the 479th national science board meeting.

## **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 the one request for public comment was withdrawn, and no other requests were received.

## **UNIVERSITY RECOMMENDATIONS**

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

### **Agenda Item 7.a. Appointment of Vice President for Student Affairs**

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

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

### **Agenda Item 7.b. Appointment of Interim Dean of the College of Health and Human Sciences**

Committee Chair Gayles asked for a motion to approve item 7.b. Trustee Pritchard so moved, and Committee Vice Chair Butler seconded. The motion was approved.

### **Agenda Item 7.c. Recommendation for Faculty Tenure and/or Promotion Effective 2022-2023**

EVPP Ingram recommended a change to the item. Dr. Thomas Skuzinski was incorrectly listed in the promotion to associate professor to professor section and should have been listed in the tenure only at the rank of associate professor section.

Committee Chair Gayles asked for a motion to approve item 7.c. Board Chair Wasowicz so moved, and Trustee Athas seconded. 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 8.a. Annual Report on Northern Illinois University's Partnership with Northwestern Medicine 2021-2022**

EVPP Ingram informed the board that there wasn't a presentation but a report for agenda item 8.a. and that AVP Stang and DAD/EAAD Cheney were in attendance to answer any questions.

## **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, August 18, 2022.

## **ADJOURNMENT**

Committee Chair Gayles asked for a motion to adjourn. Board Chair Wasowicz so moved, and Trustee Barsema 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 Jacob Sommer: Absent

Committee Chair Montel Gayles: Yes

Board Chair Eric Wasowicz: Yes

The motion was approved.

Meeting adjourned at 8:52 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 2022-2023**

NAME

COLLEGE/DEPARTMENT/SCHOOL

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

Rachel Gordon

Health Studies

Scott Robinson

Public Administration

**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 on August 18, 2022.

## **ANNUAL LISTING OF CHANGES FISCAL YEAR 2022**

The Fiscal Year 2022 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 2022.

For FY22, NIU created one emphasis and one specialization. One undergraduate program, one certificate of graduate study, one option, one specialization and one emphasis were deleted. Also approved one degree change, five name changes, and one department merger.

# ANNUAL LISTING OF CHANGES

## FISCAL YEAR 2022

### **ADDITIONS**

#### Emphasis

College of Education, Department of Educational Technology, Research and Assessment, Department of Kinesiology and Physical Education, Emphasis to the Applied Management B.S.: Emphasis in Equity Leadership and Mentoring

#### Specialization

College of Education, Department of Educational Technology, Research and Assessment, New Illinois Licensure and Endorsement Specialization: Educator Licensure as a 5-12 Computer Science Specialist

### **DELETIONS**

#### Program

College of Liberal Arts and Sciences, Department of Physics, Deletion of Combined Degree Program in Physics and Engineering

#### Certificate

College of Liberal Arts and Sciences, Department of English, Deletion of Certificate of Graduate Study: Technical Writing

#### Option

College of Education, Department of Curriculum and Instruction, Deletion of Minor Content Option from the B.S.Ed. in Middle Level Teaching and Learning: Minor Content Area Option Deletion: Family and Consumer Science

#### Specialization

College of Liberal Arts and Sciences, Department of Biological Sciences, Deletion of a Graduate Specialization: Master of Science in Biological Sciences - Specialization in Bioinformatics

#### Emphasis

College of Liberal Arts and Sciences, School of Public and Global Affairs, Deletion of Emphasis in Public Service

### **OTHER CHANGES**

#### Degree Changes

By IBHE approval for a RME (3/25/2022), College of Education, Department of Educational Technology, Research, and Assessment, Bachelor of Science in Applied Management emphasis in Instructional Technology, Training, and Evaluation to a standalone degree (Bachelor of Science in Applied Management - Instructional Technology, Training, and Evaluation)

#### Name Changes

College of Visual and Performing Arts, School of Art and Design, from: Accelerated B.A./J.D. Program in Art History and the College of Law, to: Accelerated B.A./J.D. Program in Art History and Visual Studies and the College of Law

College of Visual and Performing Arts, School of Art and Design, Name change for Bachelor of Arts, from: Art History, to: Art History and Visual Studies

College of Liberal Arts and Sciences, School of Public and Global Affairs, from: Applied Management (B.S.) (School of Public and Global Affairs), to: Public Service Leadership (B.S.) (School of Public and Global Affairs)

College of Visual and Performing Arts, School of Art and Design, Name Change for Degree with Departmental Honors, from: Art History, to: Art History and Visual Studies



College of Visual and Performing Arts, School of Art and Design, Name Change for Minor: from: Art History, to: Art History and Visual Studies

Department Merger

College of Liberal Arts and Sciences, Department of Geographic and Atmospheric Sciences and Geology and Environmental Geosciences, merger of two departments to form one new department: Department of Earth, Atmosphere, and Environment

May 31, 2022 JP

**DEAN OF THE COLLEGE OF ENGINEERING AND ENGINEERING  
TECHNOLOGY AND CHAIR, SCHOOL OF NURSING 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.

Dean Donald R. Peterson, Dean of the College of Engineering and Engineering Technology, will be finishing the last year of his appointment in this position. Dr. Susan Caplan resigned as Chair of the School of Nursing effective August 1, 2022. The Office of the Executive Vice President and Provost will be utilizing an executive search firm for each position per the approval of the Board of Trustees as noted. Due to the critical roles and functions that these positions fulfill at the university, there is a justifiable need to use search firms for such positions, per paragraph (2) of the university's policy. The executive search firm will enable NIU to recruit a diverse and experienced pool of candidates. In cases where the Illinois Procurement Higher Education Consortium list has prequalified firms with the appropriate expertise, the list will be used to select the firm. In some cases, there may be additional expertise needed and an RFP for services may be done through the Procurement Office, following the appropriate process and procedure.

**NORTHERN ILLINOIS UNIVERSITY POLICY  
ON THE USE OF EXTERNAL HIRING SEARCH FIRMS**

Pursuant to the Northern Illinois University Law, as amended by Illinois Public Act 97-814, it is the policy of Northern Illinois University that charges for the services of an external hiring search firm may not be paid from any source of university funds, except:

- (1) In the hiring of the President of the University, or
- (2) In the case of when the Board of Trustees and the President demonstrate a justifiable need for guidance from an individual or firm with specific expertise in the field of hiring.

In furtherance of this authority, the President may implement this policy through the development of further guidelines and procedures for determining when the use of an external hiring search firm is justified. The Board and/or the President may delegate their respective responsibilities under this policy to appropriate university officials as deemed necessary.

Any NIU hiring department or entity that wishes to utilize the services of an external hiring search firm must make a request to the Office of the President for appropriate review under this policy before engaging the services of such search firm. In determining whether a request qualifies for the justified use of an external hiring search firm, the President will consider the following applicable criteria:

- The nature and scope of the position being filled (e.g., senior level versus non-senior level);
- The nature and scope of the search (e.g., nationwide versus local or regional);
- The university's goals and priorities surrounding the search;
- The availability of personnel, monetary resources and other university resources to dedicate to the search;
- An external search firm's ability to help recruit and screen candidates;
- An external search firm's ability to enhance the quality of a candidate pool;
- An external search firm's ability to help conduct and coordinate the logistics of a search;
- The expertise/specialization of an external search firm in conducting searches
- An external search firm's ability to bring fresh and new perspectives from outside of the university.

Northern Illinois University understands that the determination of whether a search is justified in using the services of an external hiring search firm depends upon the unique circumstances of the search being conducted. The President is not prohibited from considering other factors that may be deemed relevant and important for a search.

Upon completing a review, the President will determine whether justifiable need exists for the selection of an external hiring search firm and shall make a recommendation to the Board of Trustees for final action on the matter at any regular or special meeting of the full Board of Trustees. In its consideration of the matter, the Board will consider the above-referenced applicable criteria, as well as any other factors that may be deemed relevant and important. The Board's decision will be final.

## 2021-2022 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 7/2/2021 – 7/1/2022. Faculty granted emeritus status after 7/1/2022 will be recognized in August 2023. The University hereby informs the Board of Trustees of the retired faculty members designated as emeritus for FY23.

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
Ibrahim Abdel-Motaleb	Electrical Engineering	Professor	6/1/2022
Jozef Bujarski	Biological Sciences	Professor, Presidential Research Professor, Distinguished Research Professor	6/1/2022
Judith Chitwood	Theatre & Dance	Professor	7/1/2022
Kathleen Coles	College of Law	Associate Professor	7/1/2022
Gregory Conderman	Special and Early Education	Professor	7/1/2022
Biswa Nath Datta	Mathematical Sciences	Professor, Presidential Research Professor, Distinguished Research Professor	11/17/2021
Shi-Ruei Fang	Family & Consumer Sciences	Professor	8/1/2021
Heidi Fehrenbach	History	Professor, Presidential Research Professor, Distinguished Research Professor, Board of Trustees Professor	6/1/2022
Rao Kilaparti	Engineering Technology	Associate Professor	12/17/2021
Thomas McCann	English	Professor	6/1/2022
Terrence McClellan	Theatre & Dance	Professor	7/1/2022
Jon Miller	Biological Sciences	Professor, Presidential Engagement Professor, Distinguished Engagement Professor	9/1/2021
James Millhorn	Libraries	Associate Professor	1/1/2022
Susan Mini	Physics	Professor	7/1/2022
Said Oucheriah	Engineering Technology	Professor	6/1/2022
Leslie Sassone	Leadership, Educational Psychology and Foundations	Associate Professor	6/1/2022

Denise Schoenbachler	Marketing	Professor	6/1/2022
Andrea Smalley	History	Associate Professor	9/1/2021
Donald Tidrick	Accountancy	Professor	6/1/2022
Toni Van Laarhoven	Special and Early Education	Professor, Presidential Teaching Professor, Distinguished Teaching Professor	3/1/2022
John Wolfskill	Mathematical Sciences	Associate Professor	8/1/2021
James Young	Accountancy	Professor, Presidential Teaching Professor, Distinguished Teaching Professor	1/1/2022

## NIU Professor Emeritus Status

- 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

The Policy Library 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

The Policy Library 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.

**SHARED EQUITY LEADERSHIP UPDATE**

Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer Vernese Edghill-Walden will present on Shared Equity Leadership.