

Board of Trustees

Academic Affairs, Student Affairs, and Personnel Committee

May 12, 2022

BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY

Academic Affairs, Student Affairs, and Personnel Committee 8:30 a.m. – Thursday – May 12, 2022 Board of Trustees Room 315 Altgeld Hall

AGENDA

| 1. | Call to Order and Roll Call |
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| 2. | Verification of Quorum and Appropriate Notification of Public Meeting |
| 3. | Meeting Agenda Approval |
| 4. | Review and Approval of Minutes of February 10, 2022 |
| 5. | Chair's Comments/Announcements |
| 6. | Public Comment* |
| 7. | University Recommendations |
| | a. Appointment of Vice President for Student Affairs |
| 8. | University Reports |
| | a. Annual Report on Northern Illinois University's Partnership with Northwestern Medicine 2021-2022 |
| 9. | Other Matters |
| 10 | . Next Meeting Date |
| 11 | . Adjournment |
| | *Individuals wishing to make an appearance before the Board should consult the <u>Bylaws of the Board of Trustees of Northern Illinois University</u> , Article II, Section 4 – Appearances before the Board. Appearance request forms can be completed <u>online</u> 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, |

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.

Recording Secretary to the Board of Trustees, Altgeld Hall 300, DeKalb, IL 60115, 815-753-1273.

Minutes of the

Board of Trustees of Northern Illinois University Academic Affairs, Student Affairs, and Personnel Committee Meeting

February 10, 2022

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:27 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: Present Trustee Veronica Herrero: Absent

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; 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 Health and Human Sciences Lynda Ransdell; Dean of the College of Education Laurie Elish-Piper; Chair of the Department of Kinesiology and Physical Education Todd Gilson; Associate Dean for Research and Graduate Affairs of the College of Liberal Arts and Sciences Leslie Matuszewich; Director of Architectural and Engineering Services Belinda Roller; Associate Professor Justin Dodd from the Department of Geology and Environmental Geosciences and University Advisory Council Representative Peter Chomentowski.

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 Athas so moved, and Board Chair Wasowicz seconded.

Committee Chair Gayles 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 Jacob Sommer: Absent

Committee Chair Montel Gayles: Yes Board Chair Eric Wasowicz: Yes

The motion was approved.

REVIEW AND APPROVAL OF MINUTES OF NOVEMBER 18, 2021

Committee Chair Gayles asked for a motion to approve the minutes of November 18, 2021. Board Chair Wasowicz so moved, and Trustee Athas seconded.

1

Committee Chair Gayles 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 Jacob Sommer: Absent

Committee Chair Montel Gayles: Yes Board Chair Eric Wasowicz: Yes

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. Appointment of Dean, Graduate School and Associate Vice President, International Affairs

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

Committee Chair Gayles 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 Jacob Sommer: Absent
Committee Chair Montel Gayles: Yes Board Chair Eric Wasowicz: Yes

The motion was approved.

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

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

2

Committee Chair Gayles 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 Jacob Sommer: Absent

Committee Chair Montel Gayles: Yes Board Chair Eric Wasowicz: Yes

The motion was approved.

Agenda Item 7.c. Request for New Minor in Sport for Development and Social Change

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

Committee Chair Gayles 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 Jacob Sommer: Absent
Committee Chair Montel Gayles: Yes Board Chair Eric Wasowicz: Yes

The motion was approved.

Agenda Item 7.d. Request for New Minor in Psychosocial Aspects of Sport and Physical Activity

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

Committee Chair Gayles 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 Jacob Sommer: Absent
Committee Chair Montel Gayles: Yes Board Chair Eric Wasowicz: Yes

The motion was approved.

Agenda Item 7.e. Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2022-2023 Academic Year

Committee Chair Gayles asked for a motion to approve item 7.e. Board Chair Wasowicz so moved, and Committee Vice Chair Butler seconded.

Committee Chair Gayles 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 Jacob Sommer: Absent
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 items.

Agenda Item 8.a. Faculty Presentation on Sabbatical Leave

President Freeman introduced item 8.a. Associate Professor Justin Dodd, gave a faculty sabbatical presentation.

3

Committee Vice Chair John Butler left at 9:19 a.m. and returned at 9:25 a.m.

Agenda Item 8.b. Annual Report on the Outcomes of Sabbatical Leaves

EVPP Ingram presented agenda item 8.b. EVPP Ingram presented an executive summary of the sabbatical report for the 2018-2019 Academic Year.

Agenda Item 8.c. Health Informatics Technology Center (HITC) Update

Dean Ransdell, Associate Dean Matuszewich and Director Roller presented agenda item 8.c. They gave a design update on the Health Informatics Technology Center.

Agenda Item 8.d. Tuition and Pricing

EVPP Ingram and VP Jensen presented agenda item 8.d. They presented on initiatives that are underway and emerging to support student success.

Board Chair Eric Wasowicz left at 10:33 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, May 12, 2022.

ADJOURNMENT

Committee Chair Gayles asked for a motion to adjourn. Trustee Pritchard so moved, and Committee Vice Chair Butler seconded.

Committee Chair Gayles 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 Jacob Sommer: Absent

Committee Chair Montel Gayles: Yes Board Chair Eric Wasowicz: Absent

The motion was approved.

Board Chair Eric Wasowicz returned at 10:36 a.m. after the roll call vote.

Meeting adjourned at 10:36 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.

4

APPOINTMENT OF VICE PRESIDENT FOR STUDENT AFFAIRS

<u>Summary</u>: Following a national search, Dr. Clint-Michael Reneau has accepted an offer to join Northern Illinois University as the Vice President for Student Affairs.

Background: Dr. Reneau has extensive experience in student affairs, most recently as a consultant for the American Association of State Colleges and Universities (AASC&U). He served for four years as the Associate Vice President for Student Affairs at California State University, Fullerton (CSUF). At Fullerton, he was responsible for the promotion of a student-centered campus community that supported the personal, social, academic and career development of a diverse student body. He worked to develop a formal Diversity, Equity and Inclusion plan for the division, and provided strategic vision for a range of student programs, including student health services, disability support, diversity initiatives and resource centers, tutoring and supplemental instruction, and athletic academic advising. He collaborated with colleagues across the institution to support the development of a nationally recognized student success team model; this model increased graduation rates and significantly reduced equity gaps in attainment for underrepresented students. In 2020, Dr. Reneau received the Vice President/Senior-Level Student Affairs Professional Award from NASPA: Student Affairs Administrators in Higher Education and the Tracy L. Davis Outstanding Emerging Research Award from the ACPA Men and Masculinities Coalition.

Prior to CSUF, Dr. Reneau served as director of the Office of Disability Services and Title IX investigator at Texas State University and as Acting Director and Assistant Director of the Office of Student Conduct at Tulane University.

Dr. Reneau graduated from Texas State University with a Ph.D. in Adult, Professional and Community Education. He received a Master of Education degree from Texas State in Guidance and Counseling with an emphasis on Student Affairs. He earned his bachelor's degree, also from Texas State University, in Communication Studies with a minor in Mass Media Communication.

Funding: There is no additional funding needed for this appointment.

Recommendation: The University recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse the request that Dr. Clint-Michael Reneau be appointed as Vice President of Student Affairs effective June 16, 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 May 12, 2022.

5

APPOINTMENT OF INTERIM DEAN OF THE COLLEGE OF HEALTH AND HUMAN SCIENCES

Pending Board approval, Dr. Beverly Henry has been appointed to serve as Interim Dean of the College of Health and Human Sciences effective June 1, 2022. The Executive Vice President and Provost consulted with the College Council and College Senate and received their endorsement for the appointment. Dr. Beverly Henry has been a faculty member and administrator at Northern Illinois University (NIU) since 2013. Dr. Henry currently serves as the director for the Ph.D. program in Health Sciences. She previously served as Associate Dean for Academic Affairs in the college, as Interim Chair in the School of Interdisciplinary Health Professions and as Interim Dean in 2021. Dr. Henry's work history is a blend of clinical, community and academic responsibilities with extensive experience in practice, classroom and governance roles.

Dr. Henry earned a bachelor's degree from NIU, master's degree from the University of Illinois at Chicago and doctorate degree from Loyola University Chicago. Her research interests focus on person-centered care, inter-professional education and nutrition care for children and families.

Recommendation: The University recommends that the Academic Affairs, Student Affairs and Personnel Committee approve the appointment of Dr. Beverly Henry as the Interim Dean of the College of Health and Human Sciences effective June 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 May 12, 2022.

May 12, 2022

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

NAME <u>COLLEGE/DEPARTMENT/SCHOOL</u>

<u>Promotion from Clinical Assistant Professor to Clinical Associate Professor</u>

(For Informational Purposes Only)

Danica Billingsly
Mariah Cheyney
Allied Health and Communicative Disorders
Allied Health and Communicative Disorders

Promotion from Associate Professor to Professor

Ann Dzuranin Accountancy

Wayne Finley University Libraries

Ibis Gomez-Vega English

Steven Howell Kinesiology & Physical Education

Jesse Johnson Special & Early Education

Elizabeth Kahn English
Vijaykumar Krishnan Palghat Marketing
Katrina Mantzke Accountancy

James Ressler Kinesiology & Physical Education

Karen Samonds Biological Sciences

Shane Sharp Sociology Tomoyuki Shibata Health Studies

Thomas Skuzinski Public Administration

Stephen Tonks Leadership, Educational Psychology & Foundations

Linda Yasui Biological Sciences

Tenure and Promotion from Assistant Professor to Associate Professor

Natalie Andzik Special & Early Education

Bobby Broom Music

Sachit Butail Mechanical Engineering

Benjamin Creed Leadership, Educational Psychology & Foundations

Stephanie DeSpain Special & Early Education Christopher Goodman Public Administration

Xiaodan Hu Counseling & Higher Education
Jaejin Hwang Industrial & Systems Engineering

Kishen Iyengar Operations Management & Information Systems

7

Anna Klis Economics

Tao Li Chemistry & Biochemistry

Cristan Sabio Nursing

Emerson Sebastiao Kinesiology & Physical Education

Matthew Short University Libraries

Kara Styck Psychology

Kanjana Thepboriruk World Languages & Culture

Ches Thurber Political Science
Craig Warmke Philosophy
Yao Zheng Finance

Tenure Only at the Rank of Associate Professor

Courtney Hughes

Health Studies

Hired at the Rank of Associate Professor with Tenure

Michael Manderino

Curriculum and Instruction

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 June 16, 2022.

ANNUAL REPORT ON NORTHERN ILLINOIS UNIVERSITY'S PARTNERSHIP WITH NORTHWESTERN MEDICINE 2021-2022

This report is the third annual update on the partnership between Northern Illinois University and Northwestern Medicine. The initial term of the agreement commenced on January 1, 2019 and concludes on December 31, 2023. The agreement may be renewed for another five-year term.

The two primary stakeholders in the agreement are Student Affairs (Student Health Center) and Intercollegiate Athletics. While vacancies in these two units' medical director positions catalyzed the partnership, the pandemic has established Northwestern as an essential campus resource.

PARTNERSHIP SUMMARIES

Student Health Center

The Student Health Center provides ambulatory health care for students and a variety of laboratory, radiology, and telehealth services. The Center is funded by the Student Health Fee, a general charge paid by all students taking classes on the University's main campus in DeKalb.

Intercollegiate Athletics

Northwestern Medicine provides all levels of medical services for the student athletes of Northern Illinois University. These services include the following:

- A sports medicine certified physician to serve as the NCAA Medical Director and head team physician. This position provides medical oversight of the athletic training staff, as well as coordinates all other physician and medical services required by the NCAA, MAC, and NIU.
- Provides home and away football game coverage by a Northwestern Medicine Regional Medical Group Sports Medicine physician and minimum of 1 Orthopedic Surgeon.
- Provide non-football home game physician coverage for over 40 athletic contests in moderate to higher risk sports.
- Perform pre-participation, and post COVID-19 return to activity physicals and clinical testing as required for safe participation in NCAA collegiate sports.
- Scheduled weekly training room clinical sessions to evaluate injured and ill NIU student athletes.
- Provide chiropractic, physical therapy and rehabilitative clinics in NIU training rooms.

COLLABORATION PRIORITIES

Ongoing goals since the founding of the partnership have included the following:

- Enhance the student experience by expanding the breadth and quality of on-campus medical care delivered to students.
- Increase Huskie awareness of and satisfaction with Student Health Center.
- Make on-campus health care more affordable for students and the University.
- Expand health care with access to the Northwestern Medicine network.

MILESTONE ACCOMPLISHMENTS

Over the past year, the University and Northwestern have made considerable progress toward the above objectives. Notable highlights are as follows:

- Through the partnership, and at no additional cost, Northwestern extended Shield testing for COVID-19 to symptomatic students, faculty, and staff.
- New radiology equipment was installed at the Student Health Center in the summer of 2021, upgrading X-ray systems for higher-quality imaging.
- In the fall of 2021, Northwestern introduced a satellite location at Northwestern Medicine Immediate Care in Aurora. Although student traffic was limited, the initiative will continue for another year to adjust for the effects of usage patterns during the pandemic.
- Student-athletes are seen by professional staff in more than 25 specialties across Northwestern Medicine including cardiovascular, mental health, and nutritional professionals.
- Midwest Orthopedic Institute is now part of Northwestern Medicine. The addition of these additional physicians, imaging equipment, and surgical center will help to keep athlete off-campus visits more local and less impactful on their schedules.

STRATEGIC ADVANTAGES

Over the past year, COVID-19 has continued to define and solidify working relationships in our partnership. Northwestern has remained an enduring critical partner in the University's response to the pandemic.

Northwestern Medicine has been instrumental in helping us to keep the campus healthy and safe over the past year providing medical oversight for all the University's surveillance testing with assistance from partners in the Student Health Center, Intercollegiate Athletics, and across campus.

In 2021, this program provided rotational testing to students, faculty, and staff living in NIU Housing, participating in face-to-face classes, and/or interacting with the public. Northwestern hired sixteen students from the University to help staff with daily testing. Surveillance testing was offered Monday through Friday, with an average of three hundred daily tests.

In addition to these massive efforts, Northwestern's partnership has frequently benefitted the University's day-to-day mitigation procedures in several other areas throughout the pandemic.

Northwestern personnel have been well represented and regularly taken a leadership role in the Protecting the Pack taskforce providing advice, resources, and open and honest dialogue.

Northwestern also has been a critical collaborator with the University and the County Health Department responding to potential cases and contact tracing, providing testing for students who were symptomatic or had confirmed exposure to COVID-19.

Aside from providing care and meeting an increasing demand for telehealth visits, Northwestern offered specialized services tailored to the University's student-athletes. They helped ensure surveillance testing for Athletics followed NCAA guidelines.

Brian M. Babka, M.D., the Northwestern Medicine athletic director, was actively involved with the Mid-American Conference and partnered with NIU President Dr. Lisa C. Freeman on making return-to-competition decisions for student-athletes and the rest of the conference. Because COVID-19 continues to present one of the most significant risks to athletes, Dr. Babka screens each student and confirms their return-to-play status.

Additional key collaborations include a wellness initiative facilitated by the Student Health Service Medical Director, Amanda M. Rajendran, D.O. An active partner in building out wellbeing web resources for students, Dr. Rajendran also helps the University align with evolving best practices in college health through her participation in such associations as the American College Health Association (ACHA) and Illinois College Student Health Professionals (ICSHP)— a consortium of colleges and universities across the state who meet to discuss issues and concerns for student health providers.

Northwestern continues to work with University staff in Counseling and Consultation Services, Student Wellness, our nutrition and dietetics program, and others on student referrals and broader prevention projects. Running the Health Center and working with additional units on campus, Northwestern acts as a liaison for emergency services providers to coordinate transfers to a higher level of care beyond the scope of what is available on campus.

ACCOUNTABILITY METRICS

The extraordinary efforts of the University and Northwestern team resulted a spring semester without any significant campus-wide disruptions to our students' academic experience; and Huskies have become even more aware of Northwestern's services this year, as an increasing volume of students have used campus health care providers during this cycle.

While over a third of all students are seen the same day that they request an appointment, almost one-half of students' seeking appointments for the first time are seen the same day.

Use of Northwestern's services at the University increased significantly, year-over-year:

- Monthly provider visits increased to approximately 300 appointments per month, a 14 percent jump from the prior fall and spring cycle.
- More students also scheduled telepsychiatry visits, with an average of more than 100 a month. This is a 30 percent increase over fall 2020 and spring 2021.
- Nurse visits were also up nearly 30 percent, with an average of more than 230 students coming to appointments each month.
- Lastly, since enhanced radiology was installed last summer, the Student Health Center has recorded about 225 imaging appointments.

We have accomplished all of this without compromising student satisfaction. While the University has paused its traditional intercept testing of students to determine their awareness of Student Health Services during the pandemic, Northwestern recently introduced a new texting-based assessment tool.

The University's assessment program will resume in the fall, but Northwestern gathered higher-than-average responses by allowing students to provide timely feedback via text.

Student satisfaction with services at the Student Health Center has continued to improve over the past year including:

- Eighty-two percent of all students who responded to the after-care survey rated the Student Health Center as a 9 or 10 on a scale of 1-10, a 7 percent improvement over last year.
- Ninety percent of respondents rated their provider as a 9 or 10, a three percent improvement over last year.

Similar satisfaction results can be seen in a fall and winter assessment with student athletes who were asked about their experience with provider care in the training rooms.

Students' ratings for the following questions were at a minimum average of 4.3 on a 5-point scale, with 5 being the highest:

- I had timely access to team physicians after I reported symptoms or was injured: 4.3 out of 5.
- The quality of care I received from team physicians was high: 4.39 out of 5.
- Overall, I received quality care and professional service from the team physicians: 4.40 out of 5
- I am satisfied with the knowledge demonstrated by the designated medical professionals regarding my injuries: 4.36 out of 5.

Provider visits in the University's Yordon Center Training Room averaged more than 75 student athletes each month last fall and winter. Northwestern is also working to reduce travel for student-athletes, with more than 75 percent of appointments taking place locally in DeKalb.

FUTURE PARTNERSHIP PLANS

Northwestern Medicine and the University have also identified the following Fall 2022 priorities:

- Establishing a forum with Northwestern University Student Health Department to explore opportunities to align on quality metrics, policies, and protocols and share best practices.
- STI Fast Track Protocol facilitates timely triage for students who call with symptoms and allows for better access for appointments.
- Development of a more robust student health website that will have more educational content and resources available to the end user.
- Planning for renewal of the agreement in 2023, with a planning team already meeting.

The University's journey with Northwestern has grown far beyond what we could have imagined four years ago. We would like to thank them for their continued support, as this partnership is what has sustained our institution during another challenging year from the ongoing pandemic.