

**PRESIDENT LISA C. FREEMAN CONTRACT MODIFICATIONS TO
UNIVERSITY GOALS, PRESIDENTIAL EVALUATION TIMELINE AND
TRANSITION PROVISION**

Summary: The Board has completed four evaluations of the President, the last being in December 2021. The Board's evaluations of Dr. Freeman are posted for public access on the NIU website and were discussed by the Board during its open session meetings. A critical component in the Board's evaluation of Dr. Freeman is working with her on the yearly development and progress of University goals. The Board and President believe that modifying the dates in Dr. Freeman's current Presidential Employment Agreement regarding when the proposed University goals and objectives are due to the Board and the timing of the Presidential evaluation will better align the University goal-setting process and subsequent Presidential evaluations with the receipt of key University data, metrics, and outcomes that are essential to the aforementioned processes.

At the Meeting of the Board of Trustees to be held on Thursday, March 24, 2022, the Board will vote to modify the dates in Dr. Lisa C. Freeman's Presidential Employment Agreement, so that no later than forty-eight (48) hours before the regularly scheduled November Board of Trustees Meeting, the Board will post Dr. Freeman's Presidential evaluation, and at the November Board Meeting, the Board will vote on any performance incentive award for the President in accordance with the terms of the Presidential Employment Agreement. In addition, the Board shall vote on the University goals for the next fiscal year no later than the regularly scheduled December Board of Trustees Meeting. Other dates related to the Goal-Setting Process and Presidential Evaluation will be agreed upon by the Board and President to meet the aforementioned timelines.

At the Meeting of the Board of Trustees to be held on Thursday, March 24, 2022, the Board will also vote to modify the terms of the current Presidential Employment Agreement to conform the agreement to State law (5 ILCS 415/10), which requires the President's return to faculty provision to include language that compensation shall not exceed the annual compensation of the highest paid employee in the department, and that the annual salary shall be commensurate with her assigned duties and rank as determined by the Dean of the college, and with the approval of the interim or acting president and the Board of Trustees.

The Board will take up the matter of Dr. Lisa C. Freeman's contract modification at its Meeting on March 24, 2022. There are no changes to the financial components of the contract, and no other contract modifications are being voted on by the Board of Trustees.

Recommendation: As Chairman, I'm recommending to the NIU Board of Trustees that they approve the modifications in Dr. Lisa C. Freeman's Presidential Employment Agreement, to change the dates that the proposed University goals are due to the Board and the timing of the Presidential evaluation, effective July 1, 2022, and the language regarding the return to faculty provision.