



Special Meeting
of the
Board of Trustees

August 24, 2023

**Special Meeting of the
BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
12:00 p.m. – Thursday – August 24, 2023
Board of Trustees Room
Altgeld Hall 315**

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 May 11, 2023 and June 15, 2023Action.....1
5. Chair's Comments/Announcements
6. Public Comment*
7. President's Report No. 170
 - a. Miles Education Inc. Contract.....Action.....11
 - b. Lowden Hall Heat Exchanger Replacement.....Action.....12
 - c. Executive Vice President and Provost Search Update.....Information.....13
8. Other Matters
9. Next Meeting Date
10. Closed Session
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.

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
Special Meeting
May 11, 2023

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 1:07 p.m. by Board Chair Eric Wasowicz in the Board of Trustees Room, 315 Altgeld Hall.

Recording Secretary Crystal Doyle conducted a roll call.

Vice Chair Rita Athas: Present

Trustee Dennis Barsema: Present

Trustee John Butler: Present

Trustee Montel Gayles: Present

Trustee Veronica Herrero: Present

Trustee Tim Moore: Present

Board Chair Eric Wasowicz: Present

Also present: President Lisa Freeman; Vice President and General Counsel and Board Parliamentarian Bryan Perry; Executive Vice President and Provost Beth Ingram; Vice President for Administration and Finance and Chief Financial Officer George Middlemist; Vice President for Research and Innovation Partnerships Jerry Blazey; and University Advisory Council (UAC) Representative Ismael Montana.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

General Counsel Bryan Perry indicated the appropriate notification of the meeting has been provided pursuant to the Illinois Open Meetings Act. Mr. Perry also advised that a quorum was present.

Board Chair Wasowicz asked for a motion to allow Trustee Athas to participate in the meeting remotely due to illness. Trustee Gayles so moved and Trustee Herrero seconded. The motion was approved.

MEETING AGENDA APPROVAL

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

Chair Wasowicz asked for a motion to amend that motion, in order to approve a consent agenda for action items 7.a. through 7.k. Trustee Gayles so moved, and Trustee Barsema seconded. The motion was approved.

REVIEW AND APPROVAL OF MINUTES OF APRIL 3, 2023

Chair Wasowicz asked for a motion to approve the minutes of April 3, 2023. Trustee Butler so moved, and Trustee Moore seconded. The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Wasowicz welcomed the members of the University Advisory Council who were present.

Chair Wasowicz stated that he is looking forward to graduation this weekend!

PUBLIC COMMENT

Chair Wasowicz introduced the public comment portion of the meeting. General Counsel Perry stated that there were no registered public comments.

PRESIDENT'S REPORT NO. 168

Chair Wasowicz asked President Freeman to present the President's Report No. 168.

President Freeman presented the times that were moved to the consent agenda including:

Agenda Item 7.a. Appointment of Vice President for Research and Innovation Partnerships

Agenda Item 7.b. Appointment of the Dean of the College of Engineering and Engineering Technology

Agenda Item 7.c. Appointment of Interim Dean of the College of Business

Agenda Item 7.d. Appointment of Acting Dean of the College of Education

Agenda Item 7.e. Services of Lease in Support of Student Health and Athletic Care

Agenda Item 7.f. Fiscal Year 2023 Campus Fleet Printing Additional Funding Request

Agenda Item 7.g. Patterson Hall East Fire Sprinkler System Piping Replacement

Agenda Item 7.h. College of Business Barsema Hall Renovation for New HAVI Center for Analytics and Technology

Agenda Item 7.i. Stevenson Residential Complex Towers A, B, C, and D Washroom Faucet Replacements Capital Project Approval

Agenda Item 7.j. Stevenson Residential Complex Tower Elevator Upgrades Capital Project Approval

Agenda Item 7.k. Yordon Center Room 125 Northwestern Medicine Performance Center Flooring Replacement Budget Increase

Chair Wasowicz asked for a motion to approve the consent agenda items. Trustee Herrero so moved, and Trustee Butler seconded. The motion was approved.

OTHER MATTERS

There were no other matters.

NEXT MEETING DATE

The next regularly scheduled meeting of the Board of Trustees will be held June 15, 2023 at 9:00 a.m.

CLOSED SESSION

Chair Wasowicz stated that the Board needed to go into closed session and would not take up new business following the closed session. He asked for a motion to close the public meeting to conduct closed session to discuss the following subjects as authorized by the Open Meetings Act: closed session minutes matters as generally described under section 2(c)(21) of the open meetings act; collective bargaining matters as generally described under section 2(c)(2) of the open meetings act; litigation and risk management matters as generally described under sections 2(c)(11) and (12) of the open meetings act; real estate matters as generally described under section 2(c)(5) and (6) of the open meetings act; personnel matters as generally described under sections 2(c)(1)(2)(3) and

(21) of the open meetings act and student disciplinary cases matters as generally described under sections 2(c)(11) and (12) of the open meetings act.

Trustee Herrero so moved, and Trustee Butler seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Tim Moore: Yes

Board Chair Eric Wasowicz: Yes

The motion was approved.

The Board closed the public meeting at 1:14 p.m.

The meeting reconvened from closed session at 3:39 p.m.

Chair Wasowicz asked Ms. Doyle to conduct a roll call.

Vice Chair Rita Athas: Absent

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Tim Moore: Yes

Board Chair Eric Wasowicz: Yes

ADJOURNMENT

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

Chair Wasowicz asked Ms. Doyle to conduct a roll call.

Vice Chair Rita Athas: Absent

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Tim Moore: Yes

Board Chair Eric Wasowicz: Yes

The motion was approved.

The meeting adjourned at 3:40 p.m.

Respectfully submitted,

Crystal Doyle
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.

Minutes of the
Board of Trustees of Northern Illinois University
Regular Meeting
June 15, 2023

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:01 a.m. by Board Chair Eric Wasowicz in the Board of Trustees Room, 315 Altgeld Hall.

Recording Secretary Liz Wright conducted a roll call.

Vice Chair Rita Athas: Present

Trustee Dennis Barsema: Present

Trustee John Butler: Present

Trustee Montel Gayles: Present

Trustee Veronica Herrero: Present

Trustee Tim Moore: Present

Board Chair Eric Wasowicz: Present

Also present: President Lisa Freeman; Vice President and General Counsel and Board Parliamentarian Bryan Perry; Chief of Staff and Board Liaison Matt Streb; Vice President for Research and Innovation Partnerships Jerry Blazey; Vice President of Administration and Finance and Chief Financial Officer George Middlemist; Executive Vice President and Provost Beth Ingram; Dean of the College of Education Laurie Elish-Piper; Dean of the College of Liberal and Performing Arts Paul Kassel; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Dean of the College of Liberal Arts and Science Bob Brinkman; Vice President for Student Affairs Clint-Michael Reneau; Associate Vice President for Facilities Management and Campus Services John Heckmann; Chief of Police Darren Mitchell; and University Advisory Council (UAC) Representatives Brad Cripe and Katy Jaekel.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

General Counsel Perry indicated that appropriate notification of the meeting has been provided pursuant to the Illinois Open Meetings Act. Mr. Perry also advised that a quorum was present.

Chair Wasowicz asked for a motion to allow Trustee Athas to participate in the meeting remotely due to illness. Trustee Barsema so moved and Trustee Moore seconded. The motion was approved.

MEETING AGENDA APPROVAL

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

Chair Wasowicz asked for a motion to amend that motion, in order to approve a consent agenda for action items 7.a.2. through 7.a.12. Trustee Gayles so moved, and Trustee Herrero seconded. The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Wasowicz welcomed the University Advisory Committee Representatives to the meeting and asked if any of them would like to make a comment.

UAC Representative Nicholson stated she was thrilled about with the extension to President Freeman's contract and values the stability of leadership and mission.

Chair Wasowicz thanked Vice President of Diversity, Equity and Inclusion Vernese Edghill-Walden, Vice President of Research and Innovation Partnerships and Executive Vice President and Provost Beth Ingram for their service and dedication to NIU.

Chair Wasowicz welcomed the new Senior Associate Vice President of Human Resource Services John Arcado to the Huskie family.

PUBLIC COMMENT

Chair Wasowicz introduced the public comment portion of the meeting. General Counsel Perry welcomed Ms. Felicia Owens to the podium. General Counsel Perry welcomed Ms. Jessica Sikora to the podium. General Counsel Perry welcomed Mr. Michael Baron-Jeffrey to the podium. General Counsel Perry welcomed Ms. Sarah Lindell to the podium. General Counsel Perry welcomed Mr. Jason Williams to the podium. General Counsel Perry welcomed Mr. Daniel Porter to the podium.

REPORTS OF THE BOARD COMMITTEES AND BOARD LIAISONS

Chair Wasowicz reminded everyone that the reports of the Board Committees and the Board Liaisons are information only.

PRESIDENT'S REPORT NO. 169

Chair Wasowicz asked President Freeman to present the President's Report No. 169.

UNIVERSITY RECOMMENDATIONS FORWARDED BY THE BOARD COMMITTEES

Agenda Item 7.a.1. Recommendations for Faculty Tenure and/or Promotion Effective 2023-2024

President Freeman presented agenda item 7.a.1. for approval.

Chair Wasowicz reminded Trustee Moore that he must abstain from voting on this agenda item.

Chair Wasowicz asked for a motion to approve item 7.a.1. Trustee Butler so moved, and Trustee Gayles seconded.

Chair Wasowicz asked Ms. Wright to conduct a roll call vote.

Vice Chair Rita Athas: Yes

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Tim Moore: Yes

Board Chair Eric Wasowicz: Yes

The motion was approved.

President Freeman presented the items that were moved to the consent agenda including:

Agenda Item 7.a.2. Request for the Deletion of the Bachelor of Arts in Geography

Agenda Item 7.a.3. Request for the Deletion of the Bachelor of Science in Geography

Agenda Item 7.a.4. Request for the Deletion of the Master of Science in Geography

Agenda Item 7.a.5. Request for the Deletion of the Doctor of Philosophy on Geography

Agenda Item 7.a.6. Request to Change Name of Bachelor of Science of Science in Geology and Environmental Geosciences

Agenda Item 7.a.7. Request to Change Name of Master of Master of Science in Geology

Agenda Item 7.a.8. Request to Change Name of Doctor of Philosophy in Geology

Agenda Item 7.a.9. Graphic Design Services

Agenda Item 7.a.10. Fiscal Year 2024 NIU Foundation Professional Services Contract

Agenda Item 7.a.11. Fiscal Year 2024 Cisco Maintenance Contract

Agenda Item 7.a.12. Fiscal Year 2024 Division of Information Technology Adobe Enterprise Term License Agreement

Chair Wasowicz asked for a motion to approve the consent agenda items. Trustee Barsema so moved, and Trustee Herrero seconded. The motion was approved.

UNIVERSITY REPORTS FORWARDED BY THE BOARD COMMITTEES

President Freeman asked whether any Trustees wanted to revisit information items forwarded from the committees.

President Freeman continued to the items directly from the President.

ITEMS DIRECTLY FROM THE PRESIDENT

Agenda Item 7.c.1. Fiscal Year 2024 Non-Represented Staff Salary Increment Allocation Guidelines

President Freeman presented agenda item 7.c.1. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.1. Trustee Barsema so moved, and Trustee Butler seconded. The motion was approved.

Agenda Item 7.c.2. Fiscal Year 2024 Non-Represented Faculty Salary Increment Allocation Guidelines

President Freeman presented agenda item 7.c.2. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.2. Trustee Gayles so moved, and Trustee Herrero seconded. The motion was approved.

Agenda Item 7.c.3. Appointment of Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer

President Freeman presented agenda item 7.c.3. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.3. Trustee Herrero so moved, and Trustee Gayles seconded. The motion was approved.

Agenda Item 7.c.4. Interim Appointment of Vice President for Research and Innovation Partnerships

President Freeman presented agenda item 7.c.4. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.4. Trustee Barsema so moved, and Trustee Herrero seconded. The motion was approved.

Agenda Item 7.c.5. Appointment of the Assistant Secretary/Assistant Treasurer

President Freeman presented agenda item 7.c.5. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.5. Trustee Herrero so moved, and Trustee Barsema seconded. The motion was approved.

Agenda Item 7.c.6. Revision – Recommendations for Faculty Tenure and/or Promotion Effective 2023-2024

President Freeman presented agenda item 7.c.6. for approval.

Chair Wasowicz reminded Trustee Moore that he must abstain from voting on this agenda item.

Chair Wasowicz asked for a motion to approve item 7.c.6. Trustee Butler so moved, and Trustee Herrero seconded.

Chair Wasowicz asked Ms. Wright to conduct a roll call vote.

Vice Chair Rita Athas: Yes

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Yes

Trustee Tim Moore: Yes

Board Chair Eric Wasowicz: Yes

The motion was approved.

Agenda Item 7.c.7. Charter Bus Services

President Freeman presented agenda item 7.c.7. for approval.

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

Agenda Item 7.c.8. On- and Off-Campus Unarmed Security Patrol

President Freeman presented agenda item 7.c.8. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.8. Trustee Butler so moved, and Trustee Gayles seconded. The motion was approved.

Agenda Item 7.c.9. Blackbaud Award Management Scholarship Platform

President Freeman presented agenda item 7.c.9. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.9. Trustee Herrero so moved, and Trustee Moore seconded. The motion was approved.

Agenda Item 7.c.10. Proposed Amendments to Board of Trustees Regulations Related to Graduate Assistants

President Freeman presented agenda item 7.c.10. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.10. Trustee Butler so moved, and Trustee Gayles seconded. The motion was approved.

Agenda Item 7.c.11. Fiscal Year 2024 University Internal Budget

President Freeman presented agenda item 7.c.11. for approval.

Chair Wasowicz asked for a motion to approve item 7.c.11. Trustee Barsema so moved, and Trustee Butler seconded. The motion was approved.

Agenda Item 7.c.12. Legislative Audit Commission University Guidelines Change

President Freeman presented agenda item 7.c.12.

CHAIR'S REPORT NO. 106

Chair Wasowicz presented the Chair's Report No. 106.

Agenda Item 8.a. Fiscal Year 2024 Election of Board Officers and Civil Services Merit Board Representative

Chair Wasowicz presented agenda item 8.a. for approval.

Chair Wasowicz asked for a motion to approve item 8.a. Trustee Gayles so moved, and Trustee Barsema seconded. The motion was approved.

Chair Wasowicz asked for a motion to amend that motion and suspend the bylaws. Trustee Butler so moved, and Trustee Barsema seconded. The motion was approved.

Mr. Perry explained the process for the fiscal year 2024 elections and announced the results. Eric Wasowicz was elected as Chair for FY24, Montel Gayles was elected as Vice Chair for FY24, Dennis Barsema was elected as Secretary for FY24, John Butler was elected as Civil Service Merit Board Representative for FY24, and Veronica Herrero was elected as 5th Member for FY24.

Agenda Item 8.b. President Lisa C. Freeman Contract Extension and Proposed Terms of Extension

Chair Wasowicz presented agenda item 8.b. for approval.

Chair Wasowicz asked for a motion to approve item 8.b. Vice Chair Athas so moved, and Trustee Herrero seconded. The motion was approved.

Trustee Herrero left the meeting at 9:55 a.m.

Agenda Item 8.c. Resolution Honoring Trustee Robert Pritchard for Distinguished Service to the Northern Illinois University Board of Trustees

Chair Wasowicz presented agenda item 8.c. for approval.

Chair Wasowicz asked for a motion to approve item 8.c. Trustee Barsema so moved and Trustee Gayles seconded. The motion was approved.

OTHER MATTERS

There were no other matters.

NEXT MEETING DATE

Chair Wasowicz announced that the next regularly scheduled meeting of the Board of Trustees will be held September 21, 2023, at 9 a.m.

CLOSED SESSION

Chair Wasowicz stated that the Board needed to go into closed session and would not take up new business following the closed session. He asked for a motion to close the public meeting to conduct closed session to discuss the following subjects as authorized by the Open Meetings Act: closed session minutes matters as generally described under section 2(c)(21) of the open meetings act; collective bargaining matters as generally described under section 2(c)(2) of the open meetings act; litigation and risk management matters as generally described under sections 2(c)(11) and (12) of the open meetings act; real estate matters as generally described under section 2(c)(5)&(6) of the open meetings act; personnel matters as generally described under sections 2(c)(1)(2)(3) and (21) of the open meetings act.

Trustee Butler so moved, and Trustee Gayles seconded.

Chair Wasowicz asked Ms. Wright to conduct a roll call vote.

Vice Chair Rita Athas: Yes

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Absent Trustee Tim Moore: Yes
Board Chair Eric Wasowicz: Yes

The motion was approved.

The Board closed the public meeting at 10:15 a.m.

The meeting reconvened from closed session at 11:32 a.m.

Chair Wasowicz asked Ms. Wright to conduct a roll call.

Vice Chair Rita Athas: Absent Trustee Dennis Barsema: Present

Trustee John Butler: Present Trustee Montel Gayles: Present

Trustee Veronica Herrero: Absent Trustee Tim Moore: Present

Board Chair Eric Wasowicz: Present

ADJOURNMENT

Chair Wasowicz asked for a motion to adjourn the meeting. Trustee Barsema so moved, and Trustee Moore seconded.

Chair Wasowicz asked Ms. Wright to conduct a roll call.

Vice Chair Rita Athas: Absent Trustee Dennis Barsema: Present

Trustee John Butler: Present Trustee Montel Gayles: Present

Trustee Veronica Herrero: Absent Trustee Tim Moore: Present

Board Chair Eric Wasowicz: Present

The motion was approved.

The meeting was adjourned at 11:33 a.m.

Respectfully submitted,

Crystal Doyle
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.

MILES EDUCATION INC. CONTRACT

Summary: The College of Business wishes to enter into an agreement with Miles Education Inc. for marketing, recruiting, career advising and career placement services in support of the NIU Master of Accounting Science (MAS) program for a 5-year term beginning September 1, 2023. The agreement encompasses a flat fee payment to Miles Education Inc. for each student enrolled in the MAS program at NIU as a result of their efforts under this agreement. Initial efforts will commence in the fall of 2023 with the first enrollments taking effect in the spring of 2024. The cost of the services will not exceed \$1.5M over the course of the contractual term.

Background: Miles Education Inc. has partnered with the Association to Advance Collegiate Schools of Business (AACSB) accredited business schools across the country to place students from India (studying Accounting) into a MAS program. Miles Education Inc. has been a sponsor of AACSB and the American Accounting Association annual meetings this past year and is aggressively seeking partner schools. Their main goal is to create a pathway for students to complete their Certified Public Accountant (CPA) designation. Students who complete the MAS program are eligible to sit for the CPA exam. Upon completion of the program, students will have the option to stay in the United States if employed at a US company for three years under Optional Practical Training (OPT) or return to India.

Miles Education Inc. plans to enroll at least 25 students into the NIU MAS program each semester (Fall and Spring), and the request for not-to-exceed \$1.5M encompasses flexibility for a potential increase in enrollment over the course of this partnership. With the 150-hour requirement to apply to take the CPA exam being reduced to 120 hours by many states in the country, enrollment in MAS programs will likely decline. This proactive move to partner with Miles Education Inc. will offer the College of Business a new pipeline of well-prepared students to maintain and grow the MAS program enrollment.

Department of Accountancy		
Pro-Forma Income Statement		
Miles Education Agreement for MAS Student Enrollment per 25 Students		
Number of Students Per Year	25	50
Tuition Per Student	\$ 17,500	\$ 17,500
Total Tuition Received	\$ 437,500	\$ 875,000
Fee to Miles Education (\$5,000 per student)	\$ (125,000)	\$ (250,000)
Tuition Revenue Before Operating Expenses	\$ 312,500	\$ 625,000

Funding: Institutional Funds: \$1,500,000

Recommendation: The University recommends that the Finance, Audit, Compliance, Facilities and Operations Committee endorse this request 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 August 24, 2023.

LOWDEN HALL HEAT EXCHANGER REPLACEMENT

Summary: The Lowden Hall mechanical system for exchanging steam heat in the air handling ventilation is beyond its useful life and requires replacement. The system provides heating during the cold weather season and is currently operating on only one functional exchanger and pump with no redundancy. Replacement repairs for the system are required before the winter season.

Background: Lowden Hall was originally opened in 1965 and has not had any major renovations or upgrades beyond minor repairs needed as they arise. The scope of work for this project will be to remove and replace the original existing heat exchangers and associated equipment such as pumps and steam traps. The intent is to complete this work in fall of 2023, prior to the cold weather season. The work will be completed by outside contractors with support from internal trades as needed.

Funding: Institutional Funds: \$282,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for Lowden Hall Heat Exchanger Replacement.

EXECUTIVE VICE PRESIDENT AND PROVOST 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.

The Office of the President will be utilizing an executive search firm per the approval of the Board of Trustees as noted. Due to the critical roles and functions that this position fulfills at the university, serving as the Executive Vice President as well as Chief Academic Officer, there is a justifiable need to use search firms for such positions, per paragraph (2) of the university's policy. Further, it is imperative that the university recruits a diverse and qualified pool of applicants to help advance NIU's mission, vision and values. The executive search firms will enable NIU to recruit the diverse and experienced pool of candidates needed. 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 firms. 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.