



Board of Trustees

Academic Affairs, Student Affairs,
and Personnel Committee

February 15, 2024

BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
Academic Affairs, Student Affairs, and Personnel Committee
8:30 a.m. – Thursday – February 15, 2024
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 November 9, 2023](#)..... *Action*.....1
5. Chair's Comments/Announcements
6. Public Comment*
7. University Recommendations
 - a. [Request for the Deletion of the Master of Science in Education in Educational Psychology](#)..... *Action*.....3
 - b. [Request for the Deletion of the Minor in Social Change Leadership](#)..... *Action*.....4
 - c. [Request for New Minor in Health Administration](#)..... *Action*.....5
 - d. [Recommendation for Faculty Tenure and/or Promotion Effective 2023-2024](#)..... *Action*.....6
 - e. [Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2024-2025 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. [Hispanic Serving Institution Presentation](#).....*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 9, 2023

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 10:15 a.m. by Committee Chair Montel Gayles. This committee meeting was conducted in person.

Recording Secretary Mia Hannon conducted a roll call.

Trustee Rita Athas: Present

Trustee Veronica Herrero: Present

Trustee Dennis Barsema: Present

Trustee Tim Moore: Present

Committee Vice Chair John Butler: Absent

Trustee Leland Strom: 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; Interim Executive Vice President and Provost Laurie Elish-Piper; Board Liaison and Chief Strategy Officer Matt Streb; Vice President for Administration and Finance and Chief Financial Officer George Middlemist; Vice President for Research and Innovation Partnerships Yvonne Harris; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer Carol Sumner; Vice President for Outreach, Engagement and Regional Development and Chief Engagement Officer Rena Cotsones; Chief Human Resources Officer John Acardo; Professor Melissa Lenczewski, Department of Earth, Atmosphere and Environment; Associate Professor Christine Mooney, Department of Management; University Advisory Council Representative Benjamin Creed.

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

REVIEW AND APPROVAL OF MINUTES OF AUGUST 24, 2023

Committee Chair Gayles asked for a motion to approve the minutes of August 24, 2023. Board Chair Wasowicz so moved, and Trustee Moore seconded. *Trustee Strom abstained since he was not at the meeting on August 24, 2023.* The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Trustee Butler arrived at 10:17 a.m.

Committee Chair Gayles welcomed Trustee Leland Strom to the NIU Board of Trustees and provided a brief overview of the agenda. He also recognized the members of the University Advisory Committee who did not have a comment.

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 REPORTS

Committee Chair Gayles asked Interim Executive Vice President and Provost Laurie Elish-Piper to present the following informational items.

Agenda Item 7.a. Oversight of Academic Programs

Interim EVPP Elish-Piper presented Agenda Item 7.a. Oversight of Academic Programs.

Agenda Item 7.b. BASICS Presentation

Professor Melissa Lenczewski, Department of Earth, Atmosphere and Environment and Associate Professor Christine Mooney, Department of Management presented Agenda Item 7.b. BASICS: Business and Science Integrated Curriculum for Sustainability.

Trustee Herrero left at 10:35 a.m. and returned at 10:41 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 February 15, 2024.

ADJOURNMENT

Committee Chair Gayles asked for a motion to adjourn. Board Chair Wasowicz so moved, and Trustee Strom 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 Tim Moore: Yes

Committee Vice Chair John Butler: Yes

Trustee Leland Strom: Yes

Committee Chair Montel Gayles: Yes

Board Chair Eric Wasowicz: Yes

The motion was approved.

Meeting adjourned at 11:13 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.

REQUEST FOR THE DELETION OF THE MASTER OF SCIENCE IN EDUCATION IN EDUCATIONAL PSYCHOLOGY

Summary: Public university governing boards have the final authority to delete major programs. If the board approves this deletion, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2024. 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 delete the Master of Science (M.S.) in Education in Educational Psychology offered by the Department of Leadership, Educational Psychology and Foundations in the College of Education.

Rationale: Due to low enrollment for numerous years and the subsequent inability for courses to meet the minimum enrollment criteria, the faculty in the program, along with the chair of the department, have collectively decided to discontinue offering the Master of Science in Education in Educational Psychology. Accommodations will be made for the remaining student in the program. Faculty are committed to ensuring the student can successfully complete their program of study. Focus will be directed at growing enrollment in the Ph.D. in Educational Psychology.

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 21, 2024.

REQUEST FOR THE DELETION OF THE MINOR IN SOCIAL CHANGE LEADERSHIP

Summary: Public university governing boards have the final authority to delete major programs. If the board approves this deletion, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2024. 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 delete the Minor in Social Change Leadership in the Department of Counseling and Higher Education in the College of Education.

Rationale: We wish to remove the Minor in Social Change Leadership as a listed option within the CAHE department. We have had minimal enrollment and/or interest in the minor for several years. Students currently enrolled in the minor will be able to complete the minor, as we will continue offering the required courses for the minor (SCL 100, SCL 200). These courses have been popular due to fulfilling general education requirements, or requirements for other minors; thus, we plan to continue offering them. Other courses for the minor are offered through various other departments and will continue to exist. We are no longer offering the option for new students to declare the Social Change Leadership 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 21, 2024.

REQUEST FOR NEW MINOR IN HEALTH ADMINISTRATION

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 2024. 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 Health Administration in the School of Health Studies within the College of Health and Human Sciences.

Rationale: The Minor in Health Administration is directed toward undergraduate students across campus and within the College of Health and Human Sciences, who seek to understand the business side of public health and health care. The B.S. in Public Health with a Health Administration emphasis is our most popular emphasis, and the proposed minor hopes to continue to attract students to this discipline. Additionally, other nearby institutions, such as Loyola, University of Illinois Urbana-Champaign, Carroll University all offer similar minors in Health Administration alongside more advanced degree programs (such as bachelors, masters, etc.).

The field of health administration is growing quickly. Job outlook between 2022-32 is expected to grow 28%, which is much higher than the average of other professions, according to the U.S. Bureau of Labor Statistics. In response, students who pursue educational opportunities in healthcare administration will have abundant opportunities to utilize their education in the workforce and pursue other advanced degrees in this discipline.

Health administration is a dynamic field given the constant changes in healthcare and complements a variety of majors across the university. Particularly, students in the Colleges of Business, Engineering and Engineering Technology, and Liberal Arts and Sciences would be prime candidates for this proposed minor. In the College of Engineering and Engineering Technology, the students in Industrial and Systems Engineering have a Health Systems Engineering emphasis where Public Health Administration courses are already part of the curriculum requirements. Those students could complete this proposed minor with as little as three additional courses.

The requirements for the Minor in Health Administration include three required courses that will provide students with foundational knowledge. In addition, students will need to complete nine credit hours from a list of elective courses. Students can take courses in financial management, economic issues within public health, healthcare quality management, and other areas of interest. This will enable students to acquire greater knowledge in a specific area of interest.

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 21, 2024.

**RECOMMENDATION FOR FACULTY TENURE AND/OR
PROMOTION EFFECTIVE 2023-2024**

NAME

COLLEGE/DEPARTMENT/SCHOOL

Hired at the Rank of Professor with Tenure

Aurore Candier

History

Recommendation: The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee (AASAP) 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 February 15, 2024.

**RECOMMENDATIONS FOR FACULTY AND SUPPORTIVE PROFESSIONAL
STAFF SABBATICAL LEAVES FOR THE 2024-2025 ACADEMIC YEAR**

<u>Name</u>	<u>Department/School/Unit</u>	<u>Time Period</u>
COLLEGE OF BUSINESS (in alphabetical order)		
Iyengar, Kishen	Operations Management and Information Systems	Fall 2024
Peterson, Robert	Marketing	Spring 2025
COLLEGE OF EDUCATION (in alphabetical order)		
Andzik, Natalie	Special and Early Education	Fall 2024
Hu, Xiaodan	Counseling and Higher Education	Spring 2025
Liberty, Lisa	Special and Early Education	Fall 2024
Puckett-Martin, Tiffany	Leadership, Educational Psychology and Foundations	Spring 2025
Xie, Ying	Educational Technology, Research & Assessment	Fall 2024-Spring 2025
COLLEGE OF ENGINEERING AND ENGINEERING TECHNOLOGY		
Azad, Abul	Engineering Technology	Fall 2024
COLLEGE OF HEALTH AND HUMAN SCIENCES (in alphabetical order)		
Bateni, Hamid	Allied Health & Communicative Disorders	Spring 2025
Dallas, Bryan	Interdisciplinary Health Professions	Fall 2024-Spring 2025
Gladfelter, Allison	Allied Health & Communicative Disorders	Fall 2024-Spring 2025
Gray, Jennifer	School of Health Studies	Spring 2025
Wilson, Matthew	Allied Health & Communicative Disorders	Fall 2024
COLLEGE OF LAW		
Arado, Therese	Law Library	Spring 2025
COLLEGE OF LIBERAL ARTS AND SCIENCES (in alphabetical order)		
Adams-Campbell, Melissa	English	Spring 2025
Bergen-Roller, Heather	Biological Sciences	Spring 2025
Britt, Anne	Psychology	Spring 2025
Clapp, Leonard	Philosophy	Fall 2024
Glas, Aarie	Political Science	Spring 2025
Goodman, Christopher	Public Administration	Spring 2025
Jong, Jaehee	Public Administration	Fall 2024
Li, Tao	Chemistry and Biochemistry	Fall 2024-Spring 2025
Montana, Ismael	History	Fall 2024
Nesterov, Evgueni	Chemistry and Biochemistry	Spring 2025

Nesterova, Irina	Chemistry and Biochemistry	Spring 2025
Scherer, Reed	Earth, Atmosphere & Environment	Fall 2024
Schuller, Mark	Anthropology	Spring 2025
Semati, Mehdi	Communication	Fall 2024
Styck, Kara	Psychology	Spring 2025
Villardell, Laura	World Languages and Cultures	Spring 2025

COLLEGE OF VISUAL AND PERFORMING ARTS (in alphabetical order)

D'Alexander, Christine	School of Music	Spring 2025
Grund, Richard	School of Theatre and Dance	Spring 2025
Houze, Rebecca	School of Art and Design	Spring 2025
Quinlan, Mary	School of Art and Design	Fall 2024-Spring 2025

ALTERNATES (in alphabetical order)

Bough, Thomas	School of Music	Spring 2025
Bruno, Andy	History	Spring 2025
Crowley, Timothy	English	Fall 2024
Erdelyi, Bela	Physics	Fall 2024
Malecki, Christine	Psychology	Fall 2024
May, Brian	English	Fall 2024
Orcutt, Holly	Psychology	Spring 2025
Rossetti, Jeanette	School of Nursing	Spring 2025
Samonds, Karen	Biological Sciences	Fall 2024
Swedlow, Brendon	Political Science	Fall 2024
Wheeler, Ralph	Chemistry and Biochemistry	Spring 2025
Zhang, Wei	Economics	Spring 2025

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 21, 2024.

FACULTY PRESENTATION ON SABBATICAL LEAVE

Professor Natalie Churyk, Department of Accountancy, recently completed a sabbatical leave and will present a brief report on the scholarly work she completed during her 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.

ANNUAL REPORT ON THE OUTCOMES OF SABBATICAL LEAVES

Executive Summary of Sabbatical Report for 2020-2021 Academic Year

Sabbatical leaves provide Northern Illinois University faculty and staff the opportunity to pursue research and artistry endeavors that support their professional growth and enhance the university's academic programs. Each year, the university awards faculty and staff sabbaticals 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 (Constitution and Bylaws of Northern Illinois University, Art. 8). 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, and 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. They are also asked to offer their reflections on the sabbatical experience, its outcomes, and its significance on teaching, research/artistry, and service.

This report provides a summary of the outcomes for the 2020-2021 faculty and staff sabbatical recipients. For the 2020-2021 academic year, 37 sabbaticals were awarded. Sabbaticals were accepted by faculty and staff from seven colleges and university libraries. Of these, 20 (54%) were from the College of Liberal Arts and Sciences, five (14%) were from the College of Visual and Performing Arts, four (11%) were from the College of Business, two (5%) were from the College of Education, two (5%) was from the College of Health and Human Sciences, one (3%) was from the College of Engineering and Engineering Technology, one (3%) was from College of Law, one (3%) was from Supportive Professional Staff, and one (3%) was from University Libraries. 13 of these recipients did not use the sabbatical due to retirement, resignation or declination of the award. This report contains the outcomes of 23 faculty sabbatical recipients and one professional support staff recipient.

Sabbatical recipients' outcomes were organized into one of nine major 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	121	34%
Presentations	93	26%
Grants	39	11%
Artistic Works	7	1%
Curriculum Development	13	4%
Awards and Honors	15	4%
Outreach	27	8%
Other Significant Contributions	13	4%
Works in Progress	30	8%
Total	358	100%

Sabbatical recipients submitted 39 grant applications, 2 internal and 37 external. Of the 37 external grants applications submitted, 22 were funded, and a total of nearly \$9.437M was awarded.

Sabbaticals provide faculty with the time to develop research, artistic works, curricular redesign, outreach and engagement that support NIU's mission, vision and values. Each of our faculty reflected on their experience and its contribution to NIU. All recipients expressed their deep appreciation for the time 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.

Many of the recipients said that the time allowed them to develop new areas of research or to expand current areas of activity. Exemplar comments from faculty scholars:

Both in spite of and because of the COVID pandemic, I enjoyed a productive sabbatical in Fall 2020. Sabbatical supported work in my research program that should sustain me through promotion to full professor, which I expect to apply for in approximately two years. Because of sabbatical, I was able to complete three research articles, deliver two professional research presentations (one of which has become a research article submitted for publication at this point), begin work on still in-progress research projects (two articles and a book), and revise courses I regularly teach. Because of this sabbatical, I am a more accomplished researcher and a better teacher.

My year-long sabbatical occurred during the Fall of 2020 and Spring of 2021, was partially supported by existing grant funding, and was a time of significant productivity. My greatest achievement during this time period was developing and submitting a National Science Foundation grant proposal to the Robert Noyce Teacher Scholarship Program. This program funds projects that support STEM majors completing professional licensure programs who commit to teaching in high needs schools upon graduation. I assembled a collaboration between NIU and Waubensee Community College to add the \$250,000 collaboration incentive to the typical \$1.2M maximum allowed. This enabled NIU to create a formal partnership with WCC, an Hispanic serving institution and to strengthen our existing partnership with West Aurora High School. This scholarship will fund at least 20 scholars during their junior and senior year to pursue secondary science educator licensure.

This sabbatical was enormously beneficial to me in developing two new streams of research related to team effectiveness. The primary aim of the sabbatical project was to build a new stream of research on conflict management in teams. Related to this goal, I gave five presentations at primary academic conferences and developed two manuscripts which are currently in progress. Also during this sabbatical, I had the opportunity to develop a second stream of research on team composition. Related to this opportunity, my coauthors and I published four papers in top-ranked Management journals. We also gave three presentations at academic conferences, with one submission selected as a finalist for the best paper award. Overall, this sabbatical enabled me to increase the depth, breadth, and impact of my scholarly expertise. It directly resulted in eight presentations at international academic conferences and four publications in top-ranked Management journals

This sabbatical leave allows me to upgrade my research in line with the most frontier in the relevant field through focused collaboration with the world top scientists in photovoltaics and electrochemistry at National Renewable Energy Laboratory and Argonne National Laboratory. Although COVID-19 disrupted the visiting plan, I was still able to conduct the collaboration through online meetings with these scientists. We published work in top journals including Nature and Nature Energy, and our joint proposals were get funded for \$2.2M in addition to ~\$300K of my single PI funding received during the sabbatical leave. The sabbatical leave provides me the opportunity to streamline my research effort on gateway technologies so that even based in a non-

RI university, my research is still being evaluated among the topmost as evidenced by multiple international and national awards, news reports by independent resources and governmental agencies, as well as multiple licensed patents.

Finally, the sabbatical leave that forced me to stay mostly home allowed me to reflect upon curriculum development, graduate supervision and mentoring of students, especially women of color like myself, from a fresh perspective, while recharging my energy to cultivate new interdisciplinary research collaboration in and beyond the university after the end of the leave and global pandemic. In 2022, I developed a new undergraduate course, “Ethnicity, Religion and Global Politics” based on my new scholarly programs, and won the University’s Honors Faculty Fellowship to teach the course to contribute to the Honor’s program in the subsequent academic year. I intend to continue focusing on the completion of the book project, while tapping into the new collaborative opportunities I have cultivated during and after the sabbatical leave.

The investment that NIU makes in its faculty and staff yield dividends in cutting edge research and artistic activity, more research opportunities for NIU’s students, exciting new pedagogical approaches and courses, and allows NIU to bring its expertise to the region, state, nation, and world.

HISPANIC SERVING INSTITUTION PRESENTATION

(Emerging) Hispanic Serving Institution Designation; The Path, Process and Potential Benefits for NIU presentation by Carol Sumner, Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer and Clint-Michael Reneau, Vice President for Student Affairs. This presentation is relevant to the 2024 University Goals approved by the Board of Trustees, specifically to Goals 1A, 2A and 4A which articulate NIU's commitment to be an institution that serves Latinx students and accelerates Latinx success in higher education.