

Minutes of the
BOARD OF TRUSTEES
OF NORTHERN ILLINOIS UNIVERSITY
September 15, 2005

CALL TO ORDER AND ROLL CALL

The meeting was called to order by Chair Barbara Giorgi Vella at 1:00 p.m. in the Board of Trustees Room, 315 Altgeld Hall, at Northern Illinois University. Recording Secretary Sharon Mimms conducted a roll call of Trustees. Members present were Trustees Robert Boey, George Moser, Cherilyn Murer, Manuel Sanchez, Myron Siegel, Marc Strauss, Student Trustee Eric Johnson and Chair Vella. Also present were Board Parliamentarian Kenneth Davidson and President John Peters. With a quorum present, the meeting proceeded.

VERIFICATION OF APPROPRIATE NOTICE OF PUBLIC MEETING

Confirmation of Open Meetings Act public notice compliance was provided by Board Parliamentarian Ken Davidson.

MEETING AGENDA APPROVAL

After discussion with President Peters and review of the printed agenda before us, Chair Vella said, I propose creation of a Consent Agenda that would immediately precede the beginning of the President's Report for today's meeting, and move President's Report Number 47, Action Items 9.a.(2), (5), (6), (7), (8), (9) and (10) and our receipt of Information Items 9.b.(1), (2), (3), (4), (5), (6), (8), (9), (10), (11), (12), (13), (14) and (15) and 9.c.(1) to that Consent Agenda. The Chair asked for a motion to approve the revised meeting agenda. Trustee Strauss made a motion to approve the meeting agenda as amended. Trustee Moser seconded the motion. The motion was approved.

EXECUTIVE SESSION

Chair Vella asked for a motion to close the public meeting to conduct an executive session to discuss the following subjects authorized by the Illinois Open Meetings Act: litigation and risk management matters as generally described under §2(c)(11) and (12) of the Open Meetings Act, property matters as generally described under §2(c)(5) and (6) of the Open Meetings Act, and Executive Session Minutes matters are generally described under §2(c)(21) of the Open Meetings Act. Trustee Strauss so moved, seconded by Trustee Boey. A roll call vote of the Trustees to recess to Executive Session was unanimous.

BOARD OF TRUSTEES MEETING RECONVENED

Chair Vella reconvened the public meeting of the Board of Trustees at approximately 2:20 p.m.

REVIEW AND APPROVAL OF MINUTES

It was moved by Trustee Strauss and seconded by Trustee Moser to approve the minutes of the June 16, 2005 meeting. The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

As you know, Chair Vella commented, the Board is trying out a new agenda format today for the first time. After considerable discussion, we believe that this new format will provide for more efficient Board meetings as well as more interaction between Board members on action and information items. Please note that while today's meeting began at 1:00 p.m., this is an exception. Regular Board meetings in the future will continue to be at 9:00 a.m. and will move, as we did today, promptly to executive session, if

one is needed. Please be sure to check the agenda posting before each Board meeting to determine the estimated time the meeting will reconvene after any executive session.

This is my first official meeting as Chair of this Board, and as I begin my tenure as Chair, I want to call your attention to Agenda Item 10.a. under the Chair's Report. As some of you know, I have two degrees from NIU, a Master's Degree in Counseling and a law degree. Having served on this Board for the last six years, I have been privileged to learn about the many programs NIU has to assist its students in graduating from the university – academic support programs, as well as student affairs programs – offering a holistic approach to student retention and graduation, which is a concern of mine.

In the tradition of our past Board Chairs, I have selected a major focus for my tenure as Chair – student support programs, both academic and personal. I am very pleased by the many programs NIU currently offers to students to provide academic support, as well as personal support. I would also like to study best practice programs at universities around the country that have successfully assisted students in remaining to finish their degrees and ultimately in graduating and gaining career-related employment. Today, I have requested that Dr. Gip Seaver, Vice Provost, and Dr. Brian Hemphill, Vice President of Student Affairs, provide this Board with an overview of the academic and student affairs support programs currently in existence at NIU to set the stage for further discussions over the next year. I hope that when they are finished with their presentations today, this Board will have some thoughts and comments which will be shared with all of us as we begin to look into programs and issues that help our students, especially our underprepared students, to succeed and graduate at NIU.

After the unprecedented and disastrous events occurring along the Gulf Coast with Hurricane Katrina, I know that our hearts go out to all the people who have lost their loved ones, their homes, their jobs, daily life as they knew it, and their schools. It is very hard for all of us to believe that this has happened here in this country. The story of America, of course, is a story of people who historically have triumphed over adversity to build the most educated and prosperous nation on earth. As we watched the TV, we did not think that a hurricane like Katrina could occur, doing so much damage and causing so much devastation here on our own land. Typically, we see people who are refugees in other countries from tsunamis and other disasters, and we always think it happens over there. But it also happens here. And we are trying, as a government, and as a people, to respond.

I am extremely gratified by President Peters' and the NIU community's willingness to come together and help Hurricane Katrina victims. We are going to help some of these students to continue their college educations. As of last Friday, NIU has enrolled eight Illinois Katrina victims who were attending college at a Gulf Coast university. We have done so with no additional cost to them; and landlords in the community have offered apartments to these victims free of cost. I would like to thank Dr. Gip Seaver, on behalf of the Board, for the terrific job he has done on behalf of President Peters and NIU to ensure that every Katrina student who made inquiry received individual advising and follow-up whether it was here at NIU or at a community college where they could complete their academic year. The best of NIU and DeKalb has shown forth to the victims of Katrina and the nation as a whole.

I would like to extend this Board's sympathy to Fran and Beth Wilkins on the death of their husband and father, George. As many of you know, Dr. George Wilkins, a long-time friend and supporter of NIU, died suddenly of a heart attack at the NIU/Northwestern game last Saturday. His funeral is tomorrow in Culver, Indiana. President Peters, Athletic Director Jim Phillips and Coach Joe Novak will be heading up the NIU delegation to the funeral.

George and Fran's daughter, Beth Wilkins, is a professor in NIU's College of Education. George and Fran became involved with NIU athletics when Beth was appointed to the NIU faculty. The Wilkinses both loved football and quickly got behind the fundraising efforts for the new NIU Academic and Athletic Performance Center. True to form, George and Fran did not wish to name any part of their gift for the facility for themselves. Instead, they used their gift to honor Carol and Joe Novak. George also served as a member of a board of trustees at SIU from 1979 to 1990. He graduated from the University of Illinois with a B.S. and earned his M.D. degree in 1957. Illinois' public universities have always been close to George and Fran's hearts, and NIU will especially miss their enthusiasm and friendship. On behalf of the entire Board of Trustees, I want to offer our deepest sympathies to Fran and Beth, as well as George, Thomas, Geoffrey and Cheryl.

Through recent years, Trustee Boey said, my wife Doris and I have come to really know the Wilkineses. Among their many attributes, their humility and their generosity are unsurpassed. George's humility was such that when you talked to him, you would never know that he was a successful medical doctor, a very successful banker and an even more successful businessman. Indeed, NIU has lost a very dear friend. In conversation with Fran just yesterday, she conveyed how much NIU meant to her, to George and to their family, to the extent that three of the pallbearers tomorrow will be NIU personnel. I think that speaks volumes for how they feel about the university. Thank you, Madam Chair.

Chair Vella concluded her marks by extending her congratulations to Garrett Wolf, NIU's now-famous 5'7" Huskie rusher. Garrett is off to a banner year and leads the Division I pack as the nation's leading rusher with 393 net yards. He is also second in the nation in all-purpose yards with an average of 221 per game. And just last week, he was voted the MAC Player of the Week. Congratulations, Garrett. It will be great to see the Huskie's take on Tennessee Tech at Brigham Field on Saturday. Go Huskies!

One more thing before we get on with the rest of the agenda, the Chair said. Today is a special day for one of our Board members. It is Bob Boey's birthday. Happy Birthday, Bob.

Moving on with our agenda, I would like to welcome University Advisory Committee (UAC) representatives who may be present this afternoon: Dr. Paul Stoddard, Dr. Xueshu Song, Dr. Ferald Bryan, Dr. Joseph "Buck" Stephen, Ms. Shey Lowman and Ms. Donna Smith. I look forward to another good year working with this Board, Dr. Stoddard commented. Last year was a very fulfilling experience. We have an excellent Board, and I look forward to continuing to work with them.

We are so fortunate to have our shared governance system, Ms. Shey Lowman, President of the Supportive Professional Staff said, and I wanted to give you an example of just how special our system is. I want to recognize Dr. Brian Hemphill for his efforts on behalf of all the NIU employees that volunteer to be advisors to student organizations. Dr. Hemphill took a leadership role to ensure that faculty and staff advisors were indemnified by the university. This was originally presented as a concern of the SPS Council. And, on our behalf, he worked with university administration, specifically Ken Davidson, and the deans, to develop a Memorandum of Understanding so that advisors had the protection that they need and deserve to support our students. And for this, we thank him.

I would like to thank the Board for recognizing the outstanding service of faculty and staff, Ms. Donna Smith, President of the Operating Staff Council. The recent recipients are listed in your Board reports. It is the efforts of these individuals, especially during times of decreased resources, that help keep NIU a top-ranked institution.

PUBLIC COMMENT

The Chair asked Board Parliamentarian Kenneth Davidson if any members of the public had registered a written request to address the Board in accordance with state law and Board of Trustees Bylaws. Mr. Davidson noted that he had received no timely requests to address this meeting.

REPORTS OF BOARD COMMITTEES AND BOARD LIAISONS

Executive Committee

There was no report from the Executive Committee.

Academic Affairs and Student Affairs Committee

Committee Chair Robert Boey reported that the Academic Affairs, Student Affairs and Personnel Committee met on Thursday, September 1. At that meeting, the committee heard reports on the following information items: Fiscal Year 2007 Programmatic Budget Requests; 2004-2005 Faculty Emeritus Recognition; Fiscal Year 2005 University Performance Report; Professional Excellence Awards for Faculty and Staff; Fiscal Year 2005 External Funding for Research, Public Service and Instructional Projects.

Finance, Facilities and Operations Committee

Vice Chair Robert Boey reported that the Finance, Facilities and Operations Committee also met on Thursday, September 1. At that meeting, the committee considered and approved recommendations for: Fiscal Year 2007 Appropriated and Nonappropriated Capital Budgets; Fiscal Year 2006 Internal Budget; Family Health, Wellness and Literacy Center Capital Budget; Intergovernmental Agreement Continuation for Federal Participation and Approval for Easement for West Campus Roads Project; Approval for Feasibility Study to Replace Existing Housing for Students with Dependents; Collective Bargaining Agreements; two contract amendments for Business and Industry Services Consulting Services; an Agreement for Intercollegiate Athletics NIU Huskie Sports Radio Network; Regional Delivery Fee for Off-Campus Doctoral Cohorts in the College of Education; Student System Replacement Project. And The Committee also received reports that included the following: The Fiscal Year Annual Reports on Capital Activities; Transactions Involving Real Property; Cash and Investments; Obligation of Financial Resources; Tuition and Fee Waivers; Quarterly Summary Report of Transactions in Excess of \$100,000; Public Act 94-0004 SURS-Related Provisions; Professional Excellence Awards for Faculty and Staff.

Legislation, Audit, and External Affairs Committee

Committee Chair Myron Siegel reported that the Legislation, Audit and External Affairs Committee met August 19 at NIU Hoffman Estates. As noted in past reports, he said, we continue to follow very closely, both internal and external audits. Sharon Downen of Internal Audit provides monthly audit reports to the President, Chair Vella and myself. We continue the goal of zero material audit findings set by Trustee Moser. Vice President Steve Cunningham presented a comprehensive report on the SURS pension modifications that went into effect on June 1. Specifics of Public Act 94-0004 can be found on page 102 of your Board Reports. Briefly, the State of Illinois is in a severe public pension system funding crisis. With the lapse of funding outlined in the state's current budget, this crisis promises to worsen. As noted in the full report, cost-of-living adjustments and minimum age requirements have not been changed, but these subjects will remain the focus of the Governor's advisory commission. The Board administration and our dedicated faculty and staff continue to monitor the measures that passed last spring. The Committee is grateful to our liaisons, Donna Smith and Shey Lowman, for their time, input and comments about the same issues.

Ken Zehnder presented substantive legislation reports as well as the Fiscal Year 2006 Budget details. The President, Ken Zehnder, Kathy Buettner, UAC representatives and others continue to follow these issues. As always, we worked very hard with both the House and Senate appropriations committees to illustrate our fiscal needs in what are very difficult times for the state. The Fiscal Year 2006 appropriation process was closely monitored by the Board as well. Increases in funding did not occur, and we were left at Fiscal Year 2005 levels. Thanks to everyone for their contributions and hard work with the legislature.

Kathy Buettner gave a detailed report on issues affecting higher education in Congress as well as funding issues relating to our research projects. The Higher Education Reauthorization Act legislation is currently in the Senate on markup. It is unknown at this time whether any resolution will come prior to the end of the calendar year. Veto session begins the end of October, and, currently, we expect no adverse legislation.

Illinois Board of Higher Education

President Peters reported that the last meeting of the IBHE was held on August 23 at Roosevelt University. Action and information items of particular interest to NIU included the following: approval for NIU to deliver the M.S. degree in Industrial Management off campus in Naperville, which is the West Suburban Region 3; approval of the proposed rules for the Diversifying Higher Education Faculty in Illinois program; established a Commission on School Leader Preparation in Illinois Colleges and Universities; and heard a report on the context for setting Fiscal 2007 budget development for universities in higher education. It was noted that total state funding for higher education institutional operations for state universities, excluding appropriations for SURS, the State Universities Retirement System, declined \$311.4 million between Fiscal Years 2002 and 2006 in current dollars, not counting inflation. IBHE Chair Kaplan announced the gubernatorial appointment of Father Jack Minogue, former president of DePaul

University, to the IBHE Board. The next meeting of IBHE will be held on October 18 in Urbana-Champaign.

Universities Civil Service Merit Board

I was privileged to attend my first meeting of the Universities Civil Service Merit Board on August 17 at the campus of the University of Illinois-Chicago, Board Liaison Mark Strauss reported. There was a full agenda which included the following.

- Approval of the Fiscal Year 2007 Budget Recommendation of \$1.392 million, an increase of approximately \$138,000 over Fiscal Year 2006.
- Heretofore, the Universities Civil Service Merit Board has had certain due process principles applicable in disciplinary and discharge hearings that have been handled by board policy. They are attempting to have these promulgated as regulations, and we are currently in a 45-day comment period with respect to the recommendations that were made at this meeting. In a follow-up procedure, these recommendations will come back to the Civil Service Merit Board and then to JCAR (Joint Committee on Administrative Rules) for a final comment period and perhaps approval.
- Charges for documents provided pursuant to the Freedom of Information Act have been increased from \$0.10 to \$0.25 per page.
- The Merit Board authorized staff to develop a survey instrument that will be used to test performance measured against the mission and purpose statements for that body.
- A list of independent arbitrators was presented.
- A significant initiative regarding E-Testing is progressing. The first 40 to 50 classifications are scheduled to be rolled out by the Merit Board approximately October 1, 2005. They also have a major initiative with regard to computerized job analysis programs. This is an online, self-reporting attempt to be able to generate job classifications by computer. A sample instrument with respect to records officers classifications is currently up for evaluation, and there is an intent to expand this initiative as well.
- The Merit Board is also challenged with respect to records retention. They have never managed to have a policy approved that allows them to destroy anything, and they are bursting at the seams. They have finally got approval to be able to do something about that difficulty.
- Some procedure manual changes were approved. The first deals with extensions for extra help beyond 900 hours, and the second deals with studying and adjusting opening salary ranges.
- Finally, there were reports made on some pending legal proceedings, none of which involved Northern Illinois University.

Northern Illinois University Foundation

Before my esteemed colleague, Trustee Murer, gives the report, Trustee Boey said, Mallory Simpson asked me to convey her apologies to the Board of Trustees because she is attending the wake and funeral services of George Wilkins.

Trustee Boey and I both serve as liaisons to the Foundation, Trustee Murer said, but I will be giving the report today. We have wonderful news to report from the Foundation. The final tally for last fiscal year is nearly \$13.5 million in gifts received against a goal of \$11.2 million. Cash gifts from individuals were up 36 percent over the previous fiscal year. The Barsema Alumni and Visitors Center goal of \$6.2 million was surpassed with nearly \$6.6 million committed. At the same time, the project for the Academic and Athletic Performance Center (AAPC) has raised more than \$6 million. During that same time frame, ongoing efforts to bill our endowment yielded \$7.3 million in new endowment gifts, and the annual fund grew by nine percent. The public phase for the AAPC campaign hit full stride this summer. More than a million dollars in additional gifts have been committed since the public kickoff. We have less than one million dollars to go to hit the \$7 million goal, and once that goal is reached, we will have a groundbreaking. The intent still is to reach that objective by the end of the football season. Mallory asked us to indicate that the Foundation appreciates the support of the Board of Trustees and all of its

endeavors. There will be a celebratory dinner Friday, October 14, in honor of the grand opening of the Barsema Alumni and Visitors Center, another historic moment for NIU.

CONSENT AGENDA APPROVAL

Chair Vella asked for a motion to approve the items earlier placed on the consent agenda that include President's Report No. 47 Action Items 9.a.(2), (5), (6), (7), (8), (9) and (10), and our receipt of Information Items 9.b.(1), (2), (3), (4), (5), (6), (8), (9), (10), (11), (12), (13), (14) and (15), and 9.c.(1). Trustee Strauss so moved, seconded by Trustee Murer. The motion was approved.

PRESIDENT'S REPORT NO. 46

First, President Peters said, I would like to recognize Former President and Chancellor Bill Monat, my good friend and advisor. And I want to welcome to the university Dr. Tom Krepel, who joins us as Assistant to the President after having just served seven years as President of Chadron State College in Nebraska.

In addition to the tragic death last weekend of our good friend George Wilkins, the academic community, this past fall observed the deaths of two of our distinguished faculty – Professor Gustaf Van Comphout from the Department of English and Professor James Schubert, from the Department of Political Science. They were stalwarts of our academic community, well respected by their colleagues and outstanding scholars. But most of all, they made a deep impression on our students.

I would like to begin by echoing your earlier sentiments, Madam Chair, on the campus response to Hurricane Katrina. We have seen and continue to see wonderful expressions of generosity on the part of students, faculty and staff. And I share your pride in the way this campus came together to offer help the best way we could. At the same time, I would have to agree with observers who point out that Katrina has provided a wake-up call for all of us in higher education as it has in virtually every segment of our society. In our focus on the immediate needs of displaced victims, we cannot overlook the long-term effects on several historic institutions that, frankly, may never quite recover as they were – Tulane, the University of New Orleans, Dillard and other institutions want and desperately need to get their students back. They struggle to pay their faculty and staff with tuition money for a semester's worth of education they were unable to deliver and which many parents and students, understandably, would like to recoup. They valiantly pledge to field football teams while recruiters wait in line to make better offers. Long after New Orleans is drained of water, policy makers will be wrestling with issues that will determine how and, in some cases, whether these fine institutions can continue to carry out their historic missions. There are many lessons to be learned from Katrina, not the least of which is the fragility of the systems we take for granted. Preparedness is a theme we have discussed in relation to many issues at NIU, and I think we would do well to continue to make it a part of our discussions at this level and throughout our university.

Moving on now, I would like to call attention to two other reports that we will hear today. First is the University Performance Report that we submit annually to the Illinois Board of Higher Education. We had a very interesting discussion about this report during the Board committee meetings earlier this month, much of which centered on benchmarking. That is, measuring NIU performance of established standards in key areas and also comparing ourselves to other universities. As Kathy Buettner reminded us at those meetings, this issue has received a great deal of discussion at the national level as part of the Higher Education Reauthorization Act. The federal Department of Education is currently working on a web site that will list standard performance indicators for all colleges and universities. As you might imagine, the definition of what those indicators should be has taken up the bulk of that debate. At the state level, the IBHE has used its master planning document, the *Illinois Commitment*, as a blueprint for statewide performance indicators. And as Dr. Virginia Cassidy will explain later, the IBHE has chosen mission-related indicators such as how universities help K-12 schools; how we contribute to economic development; how accessible, affordable and diverse our institutions are; how well we assess and improve our academic offerings; and how accountable we are for the resources invested in our operations. As many of you have already heard in committee meetings, NIU compares quite favorably in this report. At the same time, I am mindful of Trustee Murer's comments at our last meeting, that we need to look at industries such as healthcare to see where the performance standard movement in higher

education may be headed. If I recall her comments correctly, she mentioned “pay for performance” as one of the more sobering outcomes we are seeing in healthcare. We need to be ahead of the curve here, and I think our 2005 University Performance Report is a good starting point for what I hope is an ongoing discussion on how we measure our performance. One of the areas in which we are measured against other schools and standards is the area of retention. I applaud Chair Vella for having established student support as a major theme for the coming year. As you will hear shortly in reports from Drs. Seaver and Hemphill, NIU is indeed ahead of the curve in the support we offer to students throughout their time with us.

UNIVERSITY RECOMMENDATIONS FORWARDED BY THE BOARD COMMITTEES

Agenda Item 9.a.(1) – Fiscal Year 2007 Appropriated Capital Budget Request

Agenda Item 9.a.(2) – Fiscal Year 2007 Nonappropriated Capital Budget Request

These items concern the approval of the annual request for capital budget, President Peters said. It is in two parts, the major capital request for large projects, which has not changed in two years since the state has not provided funding for capital projects. Stevens Hall is the top priority followed by a Computer Science and Technology Center. The second part is a capital renewal budget of approximately \$5 million to \$6 million for smaller needed projects.

Chair Vella asked for a motion to approve the Fiscal Year 2007 Appropriated and Nonappropriated Capital Budget Requests. Trustee Murer so moved, seconded by Trustee Moser. The motion was approved.

Agenda Item 9.a.(3) – Fiscal Year 2006 Internal Budget

The Fiscal Year 2006 Internal Budget is a requirement of our own Bylaws, President Peters said, and it fulfills the obligation of legislation recently signed by the Governor that requires governing boards to approve internal budgets. It includes our estimate of all funds, both revenue and expenditures. It looks as if the state economy is stable and that revenues are up somewhat. Therefore, based on this information, we are proposing this internal budget. I am pleased that everyone worked so hard, Dr. Williams and his group and the Provost, to provide a salary increase within this internal budget.

Not to beat a dead horse, Trustee Boey said, but based on this FY06 Internal Budget, the General Revenue Fund of \$109 million versus total revenue of \$363 million translates to a little less than 30 percent of the total. That means the State of Illinois is contributing 30 percent of NIU’s total budget. In 1996, when our Board of Trustees began, the percentage donated by the State was about 50 percent of our total budget. This means that in nine years we have dropped from 50 percent to 30 percent, a loss of 20 percent in State support, not counting inflation. Including inflation, we are at about half of what it was in 1996. It is a wonder that we are able to continue to operate. I wanted this on the record, he said, and I intend to repeat it every year. Hopefully, we will eventually gain ground. Thank you, Trustee Boey, Chair Vella said, we are all disappointed by this year after year erosion.

Chair Vella asked for a motion to approve the Fiscal Year 2006 Internal Budget. Trustee Boey so moved, seconded by Trustee Moser. The motion was approved.

Agenda Item 9.a.(4) – Family Health, Wellness and Literacy Center - Capital Project Approval

As you all know, President Peters said, we have acquired the Monsanto property. We are now prepared to undertake its remodeling and the modifications necessary to accommodate our clinics. Therefore we seek Board approval and authorization to establish a total budget of \$5.7 million for the design and renovation of that property. Additionally, we seek your approval to select and hire an architect according to all the proper rules for the purpose of preparing plans and specifications for bidding and providing for construction. We further request approval to seek and take bids, execute construction contracts and issue work orders as necessary for the design, construction and occupancy of that facility.

Chair Vella asked for a motion to approve the Family Health, Wellness and Literacy Center capital project budget. Trustee Moser so moved, seconded by Trustee Murer. The motion was approved.

Agenda Item 9.a.(5) – Intergovernmental Agreement Continuation for Federal Participation of West Campus Road Project

Agenda Item 9.a.(6) – Far West Campus Roads – DeKalb Sanitary District Easement

Agenda Item 9.a.(7) – Feasibility Study to Replace Existing Housing for Students with Dependents

Agenda Item 9.a.(8) – Collective Bargaining Agreements

Agenda Item 9.a.(9) – Business and Industry Services Consulting Services – Crowe Chizek & Co. Contract Amendment

Agenda Item 9.a.(10) – Business and Industry Services Consulting Services – Workforce Enterprise Services Contract Amendment

Consent Agenda Items.

Agenda Item 9.a.(11) – Intercollegiate Athletics NIU Huskie Sports Radio Network Affiliate Agreement

The Intercollegiate Athletics NIU Huskie Sports Radio Network Affiliate Agreement refers to WSCR, 670 AM (“the SCOR”) agreement. It is really quite amazing. This will include, among other things, all of our football games plus 20 of our basketball games and coaches shows. We own the complete inventory of commercial announcements for the SCOR, which reaches 38 states and four Canadian provinces. This is a four-year contract for \$750,000, and already this year we have sold or covered that annual portion. If any of you have listened to our games or listened to the SCOR, you know that we are ubiquitous. I know that our College of Education and our MBA program are advertising. This is more than just advertising our wonderful athletic programs, it is also a window for NIU to those 38 states and four Canadian provinces. Chair Vella asked for a motion to approve the Intercollegiate Athletics NIU Huskie Sports Radio Network Affiliate Agreement. Trustee Boey so moved, seconded by Trustee Strauss. The motion was approved.

Agenda Item 9.a.(12) – Regional Delivery Fee for Off-Campus Doctoral Cohorts in the College of Education

The fee for this regional delivery fee for off-camps doctoral cohorts in the College of Education would be assessed only for full-time doctoral programs offered off campus in distinct cohorts that track through, President Peters explained. It is unlikely that more than two or three such cohorts would ever be operating off campus simultaneously. This fee still makes our tuition very competitive in the region, and it is needed to operate this program. The fee is also in line with other fees charged in other programs at the university. Chair Vella asked for a motion to approve the regional delivery fee for off-campus doctoral cohorts in the College of Education. Trustee Murer so moved, seconded by Trustee Moser. The motion was approved.

Agenda Item 9.a.(13) – Oracle Student System Replacement Project

Our student system replacement project has had much discussion, President Peters said. It has a long history with some prior approval and action by the Board. It is now time to move forward. Therefore, the university requests authority to review RFP’s (Request for Proposals) for the selection and implementation of a new student information system and to make recommendations to the Board for approval. It is acknowledged that special provisions may be necessary in order to obtain final Board review and approval in a time frame that will allow the university to take full advantage of discounts and provisions offered. Chair Vella asked for a motion to approve the Student System Replacement Project. Trustee Siegel so moved, seconded by Trustee Boey. The motion was approved.

UNIVERSITY REPORTS FORWARDED FROM THE BOARD COMMITTEES

Agenda Item 9.b.(1) – Fiscal Year 2005 Report on Capital Activities

Agenda Item 9.b.(2) – Fiscal Year 2005 Report of Tuition and Fee Waivers

Agenda Item 9.b.(3) – Fiscal Year 2005 Annual Report of Cash and Investments

Agenda Item 9.b.(4) – Quarterly Summary Report of Transactions in Excess of \$100,000

Agenda Item 9.b.(5) – Fiscal Year 2007 Programmatic Budget Requests

Agenda Item 9.b.(6) – 2004-2005 Faculty Emeritus Recognition

Consent Agenda Items.

Agenda Item 9.b.(7) – Fiscal Year 2005 University Performance Report

I would like to bring to your attention to the Fiscal Year 2005 University Performance Report, the President said. Virginia Cassidy is the person largely responsible for pulling this report together, so I would like to ask her to come forward and give us a summary of the performance report, which the IBHE requires be filed annually. This year there was a change in that time frame, so we were unable to give the report at our committee meeting earlier. It is available now for distribution.

As President Peters has indicated, Dr. Cassidy said, this is an annual report that the university submits to the Illinois Board of Higher Education. There were some changes in the reporting timelines this year. Ordinarily, we would have reported this out at the Academic Affairs Committee meeting, but the report was not completed at that time. So, in a broad overview, I would like to point out a few things.

The report is divided into three parts. The first part deals with NIU's performance on a set of indicators that relate to each of the *Illinois Commitment* goals. The second part is the ability to report on one effective practice for each of the six *Illinois Commitment* goals. The third part is a report on our academic programs that were conducted on campus during the fiscal year. It would be easiest for me to talk about each of those parts in reverse order.

Academic Affairs receives a report on the program reviews that are conducted on our academic programs each year. For 2005, we reviewed 21 undergraduate and graduate programs as well as several resource and research centers. The reporting on each of those entities by the Academic Planning Council indicated that all of those programs and centers were in good standing. The committee did not feel a need to exercise its authority to ask for any interim reports on these programs or centers. So, all of those programs will be reviewed again in eight years, the maximum cycle for reporting to the IBHE.

Our effective practices were limited to reporting on one practice for each of the six policy areas, so we had some difficult decisions to make because we had many submissions, not only from our colleges and academic programs, but from all of the divisions within the university. As you can see from the practices we selected, we have examples of efficiencies and good practices from Finance and Facilities in tracking inventory; from Outreach for NIU Net; from our colleges for implementation of a Just-in-Time Seating Program; the implementation of the delivery of our nursing program at off-campus sites; and the implementation of a relatively new project within Chicago to help the Chicago Public Schools prepare teachers who are highly qualified according to the state standards, as well as several other practices. This is a good point to remind you that what we provide in this report is really a sampling of the myriad very exciting and very effective things that are going on at NIU. And we already have a backlog of effective practices that we are ready to report on next year.

The last part of the report that I want to talk about is the university's opportunity to report on its performance against a set of state indicators which are called common institutional indicators. These are indicators that all of the Illinois public universities report on as well as a set of indicators called mission-specific indicators. These are indicators that NIU, as a doctoral research extensive university, selected to reflect its mission as well as its contributions to the goals of the *Illinois Commitment*. Again, we have a sampling of the kinds of activities and experiences that we are providing for students, the quality of what we are doing, our ability to be very effective in preparing students for the workforce, preparing them for professional careers to become licensed as attorneys and as nurses, to become certified as teachers, as well as other activities that reflect our commitment to the northern Illinois region by providing many programs and producing more than 40,000 credit hours at off-campus locations, and many other things.

This process, from my perspective, Trustee Strauss said, is very important. We function in a competitive environment here just like with any other enterprise. If there is no continuous improvement, then there is no way to maintain our competitive posture. So the measurement of the effectiveness of what we are doing is very important. Here, we are given goals by the state, and we are given some of the indicators by the state. But I hope that we will be able to engage in a debate and identify goals that are important to this institution as well as a set of additional or substitute indicators that we can use to be able to measure our progress toward those institutional goals. We cannot avoid the reporting requirement for the state.

But from the discussions we have had it appears to me that there may well be other indicators that would be perhaps more important to be able to establish our uniqueness and a positive contribution to the students and to the community. I hope that is a discussion that we can continue and then act on.

Agenda Item 9.b.(8) – Professional Excellence Awards for Faculty and Staff

Agenda Item 9.b.(9) – Fiscal Year 2005 External Funding for Research, Public Service and Instructional Projects

Agenda Item 9.b.(10) – Substantive Legislation

Agenda Item 9.b.(11) – Fiscal Year 2006 Budget

Agenda Item 9.b.(12) – Public Act 94-0004 SURS-Related Provisions

Agenda Item 9.b.(13) – 2005 Federal Legislative Report

Agenda Item 9.b.(14) – Higher Education Reauthorization Act Update

Agenda Item 9.b.(15) – NIU Institute for Neutron Therapy at Fermilab

Consent Agenda Items

ITEMS DIRECTLY FROM THE PRESIDENT

Agenda Item 9.c.(1) – Grant and Contract Awards

Consent Agenda Item.

CHAIR'S REPORT NO. 32

Agenda Item 10.a. – Report on Underprepared Student Programming

Chair Vella asked Dr. Earl “Gip” Seaver, Vice Provost, and Dr. Brian Hemphill, Vice President for Student Affairs, to present an overview of the NIU academic and student support system programming currently available to NIU students.

I want to thank you for the opportunity to talk with you today about student support services here at Northern, Dr. Seaver said. As we all know, the best predictors of success at a university, as measured by persistence and graduation, are the rigor of the K-12 preparation and the motivation of the student. Obviously, most universities are not able to admit only the most academically talented students. Therefore, to facilitate student success, it is critical to have a well-designed and effective student support service. Today, Dr. Hemphill and I will spend a few minutes talking with you about student support services here at NIU. I am going to talk about Academic Support Services while Dr. Hemphill will talk to you about Student Affairs.

I prepared for your future reference information about the 15 Academic Support Services units reporting to the Office of the Vice Provost. In the packet to be given you following our presentations, you will find a brief description of each unit. Time does not permit me to describe in detail all of the activities provided through Academic Support Services, therefore I have selected three examples for my presentation today.

The Academic Advising Center began operation in the summer of 2005 to provide academic advising to students who enter the university with no declared academic major or college. Its mission is to advise students as they develop meaningful academic plans compatible with their educational goals. The academic advising focuses on deciding students, students seeking alternative majors and students reassessing their current academic situation. It will provide a variety of services to help students achieve their personal, academic and career goals at NIU. Currently, the Academic Advising Center is servicing over 650 students in its first semester of operation.

Access to Courses and Careers through educational Support Services, better known as ACCESS, provides free walk-in tutoring services through three residence hall tutoring centers. The program also provides one-on-one tutoring services for most 100- and 200-level General Education courses. Supplemental Instruction, which is an enhanced tutoring program, is provided in specific courses, usually math, chemistry and accountancy. In 1997, ACCESS first became a campuswide support service when it partnered with Student Housing and Dining Services to open a permanent tutoring center in Lincoln Hall. In 1999, additional permanent space was provided in Grant South. In 2000, two more tutoring centers

were added in Grant North and Douglas Halls. Each of the four facilities is a small, basic, walk-in tutoring facility each with its own specialty area. This fall, through the combined efforts of Academic and Student Affairs, ACCESS has moved from its small tutoring spaces in Grant South and Grant North to an 8,000 square foot facility that was fully renovated from a weight room into a cutting edge tutoring center. This space includes a small room for training and presentations and a technology-based tutoring room for courses that require CD or web-based instruction materials as well as online tutoring. In addition, several rooms and spaces have been created for individual and group tutoring. Last year, ACCESS supported almost 1,100 students resulting in over 5,000 hours of tutoring services. We are already in the first three weeks and will break that record by the end of this academic year. Tutoring was provided to over 100 courses.

The third example of Academic Support Services that I want to emphasize today is also a joint effort between Academic and Student Affairs. This fall, we have greatly expanded our Early Alert and REACH (Retention Effort for All inComing Huskies) programs to identify freshmen who are at risk for being unsuccessful their first year at NIU. Over 1,500 and maybe as many as 2,000 freshmen have been identified using various criteria such as late orientation dates, low math placement scores and no existing connection to university programs and activities. Each student will receive a telephone call from our REACH staff within the next week or so making sure that he or she is aware of the available support services and offering any assistance that might be needed. An additional contact will be made later in the semester to see how the student is doing. Additionally, we are asking faculty to help identify freshmen who are struggling academically because of poor test performance, missed assignments or excessive absences. These students also will be contacted by our Early Alert staff to help the students identify programs and services that can be of assistance to them.

These are just three examples of services and programs focused on helping students make the transition to the university. The Academic Support Services programs look forward to sharing with you additional information regarding their activities and successes in the future. Brian.

I appreciate the opportunity to be able to share a few quick comments about the Division of Student Affairs, Dr. Hemphill said. I think Gip did a great job of giving us an overview of what this is about when we are talking about programs and services and insuring that our students have a great experience. Our overall purpose in the Division of Student Affairs is to enhance the academic mission of Northern Illinois University by creating learning opportunities beyond the classroom. In order to achieve this purpose, our programs and services are grounded within our core values. The first of these is student centeredness. One of the things that we talk about constantly is the importance of making sure that students are at the center of every decision we make. The second core value is focused on student learning. As we talk about student learning, are we working to bring to life what students are learning in the classroom through the out of class experience? The third core value is establishing an inclusive community. Whether the student is coming from the south side of Chicago or from Clinton, Illinois, as we are bringing them here, are we preparing them for the walls and the work, really, beyond NIU in the diverse climate and the environment in which they will work. And the last core value I want to talk about is actively building collaborative relationships. One of the things that we have talked about as a division on numerous occasions is that we cannot do what we need to do within NIU to provide our students a world class experience without our partners – our academic partners, our financial partners and many others within and beyond the university. To put our core values into motion, we reorganized the division, 16 departments, into five communities of practice, which are Student Life, Student Services, Health and Wellness, Diversity and Equity, and Planning and Resource Management. The new communities of practice structures provide a heightened environment of collaboration that more effectively allows the division to work with its academic partners and provide the infrastructure needed to carry out our commitment to student success.

Today I would like to highlight just a few of the programs that are critical to our students' ability to really be successful and negotiate NIU from orientation to graduation. The first area I would like to mention is a very critical area for us, and that is the division's Counseling and student Development Center, which provides on-campus mental health services for nearly 900 students, and those are individual connections. They have many more students that they connect with in broader programs and services, but whose mental health needs continue to increase on an annual basis. And that is not specific to NIU; it is a national trend that we are seeing on many college campuses. Services include individual and group

counseling, crisis intervention, interpersonal violence prevention and individual assessment for issues such as substance abuse, eating disorders and anger management. There are many other things they work with beyond that, and they do a phenomenal job in keeping our students, who are facing some challenges, here at this institution.

Another important area for us is Career Services, which assists approximately 4,000 NIU students and alumni each year with career decisions as they begin to identify and work to secure full-time, part-time, internship, co-op and summer employment. Services include resumes and cover letter critiques, on-campus interviews, job fairs, workshops focused on job search strategies, business dining etiquette and numerous other things. This past year, approximately 10,000 students and alumni used NIU's Victor-E Recruiting to look at the type of co-op internships and jobs that were available from over 1,900 employers. This is also an area that is doing phenomenal work. One of the things that I found here at NIU, which is also a national trend, is that we still seniors that will approach us the week before graduation, and sometimes the week after graduation, about employment. So, if we can get our first-year students, our sophomores and juniors involved in career services early on, it would help us significantly; and that is something we are working toward.

The last item I would like to mention as I close is the Asian American Resource Center which opened October 2004. This area is designed to assist us in the recruiting and retention of Asian American students and providing support services, leadership development, organizational outreach, peer mentoring and numerous programmatic activities for the entire NIU community. The center staff advises 16 Asian American student organizations, and to be a new area they are doing a phenomenal job.

These are just three of the 16 units that make up the Division of Student Affairs. I have provided you with a brief written synopsis that will give you a more detailed look at all of the units we have within the division. I know that both Academic and Student Affairs are looking forward to providing you more in-depth presentations throughout the year from our assistant vice presidents as well as our directors about the units in which they are working as we serve our NIU students.

We all know that there is help out there for the students, Chair Vella said, and that if they would ask for it, they would get the help. But is there one thing that we could change that would bring that student forward so that we know who he/she is to help that underprepared student get the help he/she needs?

From an academic standpoint, Dr. Seaver said, I mentioned the Early Alert and REACH programs. We were running these programs on a much smaller scale. We have increased those programs tremendously because I believe early identification is most important. Students leave the university not just because of academic reasons. So the earlier you can identify a student who is going to struggle, whether it is academically, socially, or not have connection at the university in some way, the better. We want to identify those students as early as we possibly can. And that is the thing we are trying to change now by ramping up our Early Alert and REACH programs. When we did the REACH program two years ago, we contacted about 400 students. A couple of weeks ago, we thought we had 1,300 freshmen. We could be reaching as many as 2,000 of our 3,100 freshmen. So, literally reaching out to all of them would be absolutely effective. We also have the faculty helping us identify those struggles. So that is the one thing that we would change, and we are trying to do that now by a joint effort of Academic and Student Affairs. The process begins with a student-to-student contact, and then we look at where the next referral should be. It might be to Counseling and Student Development, it might be back to advising, it might be to the tutoring center. That is where we will start to look at and say what is needed. Right now we are just trying to identify students that we would consider high risk. But for any of a number of reasons, many of them just do not have any connection to the university. They are not involved in any kind of organization, they are not taking our UNIV101 course. Students who do not get connected are at fairly high risk.

One of the things we implemented this year, Dr. Hemphill said, is something we call Huskie House Calls. We started with just Grant this year, and we will look at expanding it. We literally have professional staff along with the CA go door to door on every floor to welcome our new students to NIU and ask the basic questions, "Is there anything we can help you with? Have you faced any particular challenges in your transition?" Most of them were doing great, and others shared really helpful information. And we were able to get back to them with the things they needed. So the personal touch is very important. As Gip

mentioned, reaching out to them early on is key. Regardless of what their issue or question may be, we connect them to the proper area. If it is a financial issue, we want to connect them with the expert as soon as possible. And our Financial Aid Office has been phenomenal in responding to those types of concerns.

As you know, Trustee Boey said, I chair the Academic Affairs, Student Affairs and Personnel Committee, so I am familiar with what is occurring. I certainly commend Brian's effort in this restructuring. He came in and that was his first priority, to restructure his organization so it reflects the needs of this campus, and I think he has done a very good job. I also remember that the first year of the Board of Trustees, 1996, one of the first priorities was the task force on raising the quality of life for undergraduates on this campus, and I see some reflections of the things to which Gip referred. I cannot help but remember the CHANCE program, which has produced so many dignitaries because, as the director of that program said of the students in that program, "Chair Boey, they ain't supposed to be here." I remember that when Carol Owens was introduced as the coach for the women's basketball team, the first thing she did was identify herself by saying, "I am a graduate of the CHANCE program." That is the kind of pride that exists from those programs, so I congratulate you both.

I want to thank you both very much for your presentation, Chair Vella said, I find it very helpful. And we will continue to study this as the year goes on.

I want to commend both of you gentlemen for these efforts, Student Trustee Nelms said. I imagine the goal is increased retention and graduation rates. Once you have identified the high risk individuals and they have been contacted peer-to-peer and by professionals, what is the follow up going to be over the course of the year or their career at NIU? As far as REACH and Early Alert, Dr. Seaver replied, we are going to start calling and identifying them shortly. We have a letter going out to faculty asking them to identify students. But, once we have identified the student, we are going to keep following them. We plan to continue to track them this semester, next semester and at the start of their sophomore year. We have to make sure, for instance, that they get to their advisors. If they struggle that first semester, they have to get to that advisor to talk about what they can do to end up in a better situation the next semester. Also, we want to try to track the students that leave to find out why they left. As we said before, a significant number of our students who leave are not in academic trouble; so, it is a matter of trying to find out why they are leaving and see what we can do.

It has been proven time and again that students who become involved in organizations or somewhere on campus have a higher success rate. Are they being encouraged to join an organization, or are they being directed towards resources to find out whether it be the Frisbee Club or the Equestrian Club or whatever?

Also in answer to a query from Student Trustee Nelms, Dr. Hemphill stated that encouraging students to become involved in organizations on campus is a key part of what we continue to do from the day these students arrive on campus. Involvement is very important to their experience. So we continue to provide opportunities for them to be able to connect with many of the organizations out there. Because, as you know, Dr. Hemphill said – and you are a prime example – it is so key to get involved because you can find your niche within the community. It really makes a difference.

I just want to congratulate you both for doing such a good job, Trustee Siegel said. It is really good to see what you are doing in this area.

I want to thank you also for the wonderful job that you are doing, Chair Vella said. We have had years of budget cuts, and I know that all of us along with the parents and students suffer in those times, especially in higher costs and larger classrooms. So we have to keep working at it and come up with new ideas. I hope to keep working on this for the rest of the year.

I just want to say a little bit about structure, President Peters said. At universities we study everything, and we become perplexed when students leave us. They are not like our children at home. When something is wrong at home and the equilibrium is not there, they do not suffer in silence, do they? They argue, they pout or, my all time favorite, they whine. Well, sometimes I wish our students would do one of those things rather than just disappear on us, because when they leave and they are not successful, we would like to know why. And usually when they leave, it is not for academic reasons. They have a

roommate that smokes or a roommate that does not smoke. They do not have enough dates or they have too many dates. They have financial problems. As you have heard, we have in place myriad programs to address almost every aspect of academic and student life. So if you have a problem with alcohol, there is one place to go. If you have an academic problem, there is another. Or if you need a job or whatever, there are people available to help. In my experience over the years, the problem has been that these units never talk to each other. But the fact that now we have a Vice President for Student Affairs and the Vice Provost, who is in charge of these academic programs under the Provost, working together, I believe that is the solution because the resources are there. We take care of these students. I am very impressed and enthusiastic about what Gip and Brian have done. And I commend the Chair for bringing this important problem into the light.

NEXT MEETING DATE

Chair Vella announced that the next regular meeting of the Board of Trustees is scheduled for December 1, 2005 at 9:00 a.m. on the main campus in the Board of Trustees Room.

ADJOURNMENT

There being no Other Matters, Chair Vella asked for a motion to adjourn. Trustee Strauss so moved seconded by Student Trustee Nelms. The motion was approved. The meeting was adjourned at 3:35 p.m.

Respectfully submitted,

Sharon M. Mimms
Recording Secretary