

Minutes of the  
NIU Board of Trustees  
**ACADEMIC AFFAIRS, STUDENT AFFAIRS  
AND PERSONNEL COMMITTEE**  
February 4, 2010

**CALL TO ORDER AND ROLL CALL**

The meeting was called to order by Chair John Butler at 8.37 a.m. in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Sharon Banks-Wilkins conducted a roll call of Trustees. Members present were Trustees Robert Boey, Cheryl Murer, Barbara Giorgi Vella, Student Trustee Matthew Venaas, Committee Chair John Butler and BOT Chair Marc Strauss. Not present was Trustee Myron Siegel. Also present were Committee Liaison Ray Alden and Board Parliamentarian Davidson. 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**

Student Trustee Matthew Venaas made a motion to approve the meeting agenda. Trustee Boey seconded the motion. The motion was approved.

**REVIEW AND APPROVAL OF MINUTES**

It was moved by Trustee Murer and seconded by Student Trustee Venaas to approve the minutes of the November 12, 2009 committee meeting. The motion as approved.

**CHAIR'S COMMENTS/ANNOUNCEMENTS**

On today's agenda, Chair Butler said, we have nine action items and five information items. The March meeting of this committee is of particular importance for the faculty because this is the time of year that the Board acts on recommendations for faculty and supportive professional staff sabbatical leaves for 2010-2011. In conjunction with this item, two faculty members who have recently completed sabbaticals will provide the committee with a summary of their research and information, and we will hear an annual report on the outcomes of sabbatical leaves for 2006-2007. Action items also include the appointment of the Vice President for Research and Graduate Studies, Dr. Lisa Freeman; programmatic issues including requests for a new degree program, new off-campus degree authority, new minors, and new emphases and a specialization; a request to delete a degree program and a request to delete a specialization. The Annual Report on Oral English Proficiency for the 2008-2009 Academic Year provides information on NIU's procedures for insuring that those who teach in classrooms are proficient in spoken English. Additional information items include College of Law Academic Excellence fees; Off-Campus fees for certification course clusters and undergraduate regional course charges.

Chair Butler recognized the representatives of the University Advisory Committee, Ferald Bryan and Joseph "Buck" Stephen. On behalf of the faculty and myself, Dr. Stephen said, I would like to thank the Board of Trustees for its continued support of the faculty tenure program and the SPS tenure program and their recognition, even in a time of budget crisis, that this is a necessary component in building a strong, comprehensive, research university.

There are so many exciting things happening at Northern Illinois University, Chair Butler said, and I am confident when I say this Board is kept informed of those many achievements. I wish to make a very brief comment about a colleague and friend of mine that NIU is losing to another university in March, and that

is Margie Cook, who is present today. Margie is a Student Affairs superstar and a person who has made NIU a better place. She is the founding director of the LGBT Resource Center. Prior to and in that capacity, Margie has played all the roles required both to establish and sustain a new university function. In short, most of what was created under Margie's leadership was not there when she began. She has been responsible for needs assessment, programming, supportive services, crisis intervention, counseling, networking and advocacy on behalf of NIU students and staff who are lesbian, gay, bisexual, transgender and those who are questioning their identity, committed allies and those who want to be allies. She founded NIU's widely regarded and hugely successful Safe Zone Program, has served for many years as a member of the President's Commission on Sexual Orientation and Gender Identity, and has been awarded many distinctions, including the Presidential Supportive Professional Staff Award for Excellence in 2008. Many of us will never forget Margie's tireless effort to give us the wisdom and courage to deal with protestors who sought to defame the funerals of the students who died on our campus two years ago. She is leaving us to become the assistant director of the Center for Student Diversity at the College of William and Mary in Williamsburg to do great things somewhere else. Thank you, Margie, and Godspeed.

## **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 no timely requests had been received.

## **UNIVERSITY REPORT**

### **Agenda Item 7.a. - Faculty Reports on Sabbatical Leaves**

As the Chair has mentioned, Provost Alden said, this is the meeting where the Board considers sabbatical leaves. The university brings forward sabbatical leaves for the purpose of supporting and encouraging scholarship, research and artistry to strengthen its academic programs. When we receive proposals, they address what the nature of the scholarship will be, how it will be advanced by a sabbatical, and what kinds of outcomes will result, and then there is a rigorous review process at the department, college and university levels. We always ask two members of our faculty to briefly discuss their sabbaticals and give the Board an opportunity to see the results of some of this activity in real world experiences.

The first individual who will be giving a presentation, is Dan Gebo. He earned his Ph.D. from Duke University and has been on our faculty in the Department of Anthropology since 1987. He currently holds the rank of professor and has a joint appointment in the Department of Biological Sciences. Dan was awarded a Presidential Research Professorship in 1998, and both a Presidential Teaching Professorship and a Board of Trustees Professorship in 2008. His primary research is in primatology, and he has conducted fieldwork in rainforests and in deserts across four continents. In 2000, he led a research team that discovered the fossil of a 45 million-year-old thumb-length primate, and this research actually made its way to the front pages of the *New York Times* and the *Washington Post*, as well as other newspapers worldwide. Dan has authored or coauthored more than 60 publications in top tier journals, including *Nature* and *Science*, which are extraordinarily selective. His current field project is in Inner Mongolia in China where he is actively engaged in searching for the earliest fossil primates. During his sabbatical, he worked on several projects related to his primary work in China, including visiting natural history museums, including one in Germany, to examine fossil primates, finishing manuscripts on a fossil ape elbow, writing an important response concerning origin of primates, and finishing a review chapter on primate locomotion. With NSF grant funding, he and several colleagues are in the process of identifying and documenting a variety of early fossil primates which include the earliest fossil primates from Asia, and likely, in the entire world, and the beginnings of anthropological primates, which are monkeys, apes and humans.

Sabbaticals, as was just reported by our Provost, are extra time to do some research, Dr. Gebo said. So it gives us a little extra time to focus on a project or, usually, several projects. These sabbatical requests have to be written up about a year and a half before they are actually granted. So, you try to decide what you would like to do or continue to do. But of course, particularly in my field with fossils, things change

rather rapidly, and you have to shift with them. I used my time off to go to Colorado where I looked at fossils in museums in Denver and Boulder, some of which are 55 million years old and come from Wyoming. It may seem strange to you to go to the Badlands of Wyoming for fossils, but that area used to look like the Amazon Basin. It was a rainforest in the early Eocene, so there are actually quite a lot of fossils there. In fact, I cut my teeth in Paleontology out in Wyoming, so this is one of the great places, actually, to collect fossils and to learn how to collect them. I then went to a museum in East Germany to see some very rare fossils found in coal mines there that are particularly relevant for a fossilist.

For the most part, I was here working at NIU, and had students working with me in my lab. Nicole, who has since graduated, did a lot of cataloging of these fossils. They are very small things that are put in little capsules, and she had to number them and try not to break or lose them, and she did a great job on that. Matt, who is still working with me, does a lot of the artwork, and I can give him fossils and different things to draw. Both are undergraduates and were funded through my NSF grant. Of course, I still had all my graduate student master's theses to read and all the other work, so even though we are on sabbatical, we are not really apart from the university in our other duties. I gave a public talk for the NIU Foundation at Oak Crest. Likewise, I attended all my important committees, such as the selection committees of the Board of Trustees and Presidential Research Professorship, and voted along with all my duties while here.

What I wrote up to do on my sabbatical is this fossil, which comes from the middle part of China. It fits in the palm of your hand, it is that tiny. This is a fossil you find once in a hundred years, and it is incredibly complete. It is actually in two slabs, so the parts that are missing from this slab are on the other one. It is in a very dense rock, so we are having a really hard time seeing the fossil. We can see what you see here, but we cannot see the undersides. So we took this to the University of Texas where they have a micro-CT scanner. Fossils are mineralized and are basically rock. So it is not so easy to tell the difference between the fossilized bone and the rock. We got some decent images, but not great ones. So, we then took it to the European Synchrotron Radiation Facility in Grenoble, France. They have a huge complex and can x-ray things in 7.5 angstrom slices. This is where NASA takes things to see micro cracks in a space shuttle. Unfortunately, I only have one of the computer generated images from it. So, what I am getting to is, I did not do very much work on what I said I was going to do on my sabbatical. But, this will come out, hopefully in the next year or two. It is a phenomenal fossil and is going to be front-page news. It is as early as all the earliest fossil primates. My colleagues probably will not like me saying this, but I also think it is a basal anthropoid, which means it is the ultimate ancestor to monkeys, apes and humans, and it is as old as even the more primitive primates that relate to things like lemurs and so on. So that was my project and we are still working on it.

Since I could not work on that, I described an elbow, essentially some postcranial bones from Kenya, which are about 20 billion years old, about the time of early apes. I am more proud of this response in the *Journal of Human Evolution*. It is actually a technical argument about some fossils that people said are primates. I disagree and laid out all the logic essentially for why that is. They have yet to respond back to me. And, I wrote a chapter for a book on primate locomotion. So, besides my real project, I am involved in plenty of writing projects as well as some student activities while I am here.

What all these fossils in China, particularly, are related to is my trying to sort out primate evolution. I have always tried to go for the origin questions because they seem to be much more interesting. So if you want to think, when do primates begin or the origin of primates? Or when do anthropoids begin, which is the higher primates – monkeys, apes and humans? These are the types of things we have talked about. Provost Alden mentioned some of the press and our publications in *Nature* in 2000 about this fossil called Eosimias. I think the one I just showed you is probably the ancestor of Eosimias. But here in Inner Mongolia, we have a very unique situation. We actually have the stratigraphic rock column of the Paleocene and the Eocene. So what I am trying to get you to think about is the fact that you have to have the right types of rocks with fossils in them to try to get at some of these questions. You can go to different parts of the world, but you are not going to answer all the same questions. For example, primate origins, as I believe, occur in Asia, so you need to go to Asia and find this same rock sequence. You cannot do it in North America because these rock sequences are different.

We are following in the steps of the Central Asiatic Expedition which was run out of the American Museum of Natural History in the early 1920's. Walter Granger and Roy Chapman Andrews were two of

the paleontologists on that expedition. You probably have not heard of these two unless you are into paleontology or mammalian paleontology, but Roy Chapman Andrews is the model for Indiana Jones. So these men were running through incredible warfare, tribal rivalries, people stealing and all the things you can think about in terms of political intrigue, and were still finding fossils. They came to Asia to Inner Mongolia, China and found some of the important dinosaur fossils that you are more familiar with at the American Museum of Natural History. These are the people who found the first dinosaur eggs, when they went there to find fossil humans to study human evolution. So, at this time, 65 million years ago, if you go into the Cretaceous Period, you have T-Rex and other dinosaurs. A meteor falls in what we call the K-T Boundary, and all the modern mammal groups start from 65 million years up. So the origin of primates is somewhere in the Paleocene Period. The earliest known primates are from around 55 million years ago. Eosimias, the fossils I talked about earlier that we did in 2000, are about 45 million years ago.

In Inner Mongolia, we have a nice sequence in terms of the rocks and these areas are where we look for fossils. It has been very frustrating finding primates, although I can explain everything to you about rodent and rabbit evolution. We have the earliest, most important fossil rabbits of anybody in the world, and I have colleagues that work on these. This is also the time of perissodactyls, which are the horses, tapirs and rhinos. So, in the Eocene, that group of animals is the dominant animal group, essentially. Then the ordidactyls, like antelope and deer, come in and replace them later.

All right, so then, what have we found? We have some of the earliest fossil teeth that have come out of this area. They are incredibly primitive, so we know they are right on the beginnings of primate origins. They are very, very primitive, they are very early, and they are coming out of a different part of the world than where we have found these other specimens. For example, teilhardina is a very early fossil primate named after Pierre Teilhard de Chardin who was a Catholic priest and also a paleontologist. He has written some very interesting books on philosophy. This thing is very much like Teilhardina, which is found in North America in Wyoming and Mississippi, it is found in Europe, and it is found in China. Now you have even more primitive things that are found in China. So, this is another reason why we look in places like Asia for primates. Then we found this one, which is just a few teeth. It is what we call an omomyid fossil primate. These are very common in North America; but what is interesting is they are not common in Asia. So, it looks like North America and Asia had land bridges and you could travel on land between these two continents. Even in the Arctic during this time period, it was subtropical rain forest, so you actually could go across. There were no polar caps or no glaciers, nothing of the type of world we know today, it was very different. So these animals were actually traveling across the northern hemispheres essentially, going back and forth between North America, Europe and Asia, and this is some evidence that is actually closely related to some of these other fossils like tarca, for example, that come from Wyoming.

Our next speaker is Virginia Wilcox-Gok, who is a professor in the Department of Economics and serves as director of Graduate Studies, Dr. Alden said. She received her Ph.D. with distinction from Washington University in St. Louis. Dr. Wilcox-Gok has been the principal investigator on several grants, including from the National Institutes of Health, the agency for Healthcare Research and Quality, the AARP (American Association of Retired Persons), the William and Betty Andres Foundation, and the Substance Abuse and Mental Health Services Administration. In 1999, she received the NIU award for outstanding acquisition of external grants and recognition of her success in funded research. More recently, Dr. Wilcox-Gok has twice received funding from the Alzheimer's Disease Research Fund and the Scottish Health Directorates to study family labor market burden of mental disease among older adults. Virginia's research includes work on family determinants of health and medical care use, financial performance of for-profit and not-for-profit hospitals, the impact of health insurance on medical care use by the elderly and disabled, and the affect of mental health status on labor market outcomes. Her publications include articles in numerous journals such as *Health Economics*, the *Journal of Health Policy and Economics*, *Applied Economics*, and *Social Science and Medicine*. For her sabbatical leave, she conducted an empirical study of the impact of poor psychiatric health among older family members on the labor supply of younger family members living in the same household. Dr. Wilcox-Gok also worked with Health Economics Research Unit of the University of Aberdeen in Scotland through a grant in which she made a comparison of the estimated labor supply affects for Scotland and other parts of the United Kingdom. She created a seven-year panel of data from the British Household Panel Survey and conducted econometric analysis on these data. Dr. Wilcox-Gok also presented seminars to both the Health Economics Research Unit at the University of Aberdeen, and the Scottish Health Directorate in

Edinburgh. The findings of her research suggest better assessment of mental health among older persons and further support younger family members, perhaps in the form of more flexible work policies, may serve to ameliorate economic losses. The findings of this research are reported in the paper forthcoming in the *Journal of Health Services, Research & Policy*.

As Dr. Gebo said, this was what I proposed to do a year before the sabbatical leave, Dr. Wilcox-Gok said, to work on a study of the demand for antidepressants among older women in the United States. I used a big panel data from the United States of several thousand observations. The idea was, in 2006, Medicare started Part D, which was the pharmaceutical coverage. We still do not have very much data from the post-2006 period; but I hope to get the rest of it this summer. What I wanted to do was set out a baseline case, looking at this population and see if there was a problem pre-Part D so that I then could do a kind of pre- and post- analysis. The goal of this study was to just look at the relationship for older women and men in the United States between their use of prescription antidepressants and income level and whether they have some supplemental health insurance. These are older people who have Medicare, so they are all 65 and up. They have this primary health insurance, but pre-2006, there was no pharmaceutical coverage or very little. I was particularly worried about older women, because older women have a much higher rate of depression although I looked at men and women and compared them. Women throughout their life cycles have much higher rates of depression than men, so older women have an 18 percent prevalence rate, and almost one in five have depression, making them a very vulnerable population. They have almost half the average income of men, so if Medicare does not cover prescription drugs, they are going to have to pay out of pocket.

I used the study sample once it was all pared down to problems, etc., of 2,600 respondents to the Medical Expenditures Panel Survey, and this is where I spent most of my time. I spent four months on this before I went to Scotland and did a different subject. It takes a lot of time, and sometimes months, to put together a dataset, especially when it is a large scale dataset that comes in many parts with innumerable variables, etc. Then, once the dataset is built, three months later you have to start running econometric models and worry about the statistics and the distributions, etc. I used this large dataset and did the econometrics to get my findings. The findings are not very surprising. They are exactly what common sense would lead you to think. Having some supplemental drug coverage, especially private, besides your Medicare, during this pre-Part D period, certainly increased the probability of having a prescription and getting some antidepressant. The supplementary coverage could be private through a prior employer or through a privately purchased Medigap plan, or it could be supplemental coverage through Medicaid. If you really were living in poverty, you could have Medicaid coverage, and they would pay for your drugs. So those populations were receiving antidepressants. But people without any supplement, which is the people who are relatively but not terribly poor, not enough income or employment history to have private supplementary health insurance, they are the ones who are getting fewer prescriptions. We found that having some coverage, led to a very responsive amount of antidepressants being used. So, it would seem, if we just start Part D, everything will be okay, because that would mean that those people who did not have coverage will have coverage. There was a study that came out and it is what really led me to this project. There was a study published in 2006 which suggested that Part D worked pretty well for people who were not very sick. But for people who were actually in quite poor health or had cognitive problems, they actually were not very good at getting their coverage – signing up in the first place or signing up for appropriate coverage. I have built up a panel data set now through 2006, and 2007 is all completed and available. I am hoping that by this summer I will be able to get the 2008 in order to do two years post-2006.

Dr. Wilcox-Gok replied to queries from Trustee Murer. I did not deal with the Parity Bill that is mandated to be implemented in 2011, Dr. Wilcox-Gok said, but this study was from the year 2000, and actually, for the sort of study that I am doing, I probably would not have to because if the insurance companies respond and they offer parity, then the coverage I am documenting would increase.

So parity, I have not even addressed, Dr. Wilcox-Gok said, and the marketing is also interesting. It is a bit later period, and it is a different study, but I think it is a relevant one. What I have been doing is, each year I go to the list of antidepressants approved by the government, and I simply document them all. Even that is a little bit fungible, because there are some drugs that are used as antidepressants that are not antidepressants, so I have to be careful about that. So, I have not addressed the marketing issue.

The last question was about timing. I have not talked about that because it is not part of this paper. But in another paper I have given since then, I talked about the substitutability between having drug therapy and having counseling therapy, and, of course, that is a big issue in the clinical literature. From an economist's point of view, I am interested in their price substitutability, if the price of one goes up, do you switch to the other and vice versa? At this point, it looks like they are, in fact, substitutes for people who do not have highly severe symptoms. But once a person is severely depressed, been in clinical depression for a while, maybe you are hard to treat, then we see that they become complimentary goods and they are intensely used together. So I have only touched on those topics.

My second study came up since I proposed the first, so I spent the first four months working on the project I just discussed. Then in mid-April, I went to Scotland to the University of Aberdeen and did some work on elder health and family labor supply. I used that same dataset, although a different subsample that I paneled out a study. I had already looked at Alzheimer's Disease in the United States and looked at its impact, not on the person themselves, who are typically elderly, but on how it affects the labor supply of the younger family members whom the person might be living with. So this is not institutionalized people with Alzheimer's, and it is not people with early stage Alzheimer's who are still living independently. It is that middle stage where they might be living with younger family members. And, again, you might expect that if a family took in an elder who is having some psychological illness, it might affect their labor supply. Typically, the story is the main caregiver is the woman, and she cuts back on her labor supply or perhaps drops out of the labor force. There are lots of caregiver studies out there, not by economists but by various other disciplines. But the problem with them is that they just look at caregivers. We want to see what happens to the whole family. And, of course, what happens is that she stops working as much and he works more because he is trying to compensate. So we are trying to get a picture of what is happening to families, not just to one person. On the basis of those studies I did in the United States, I proposed to this group at Aberdeen that I come there. They said "yes, and why don't you go ahead and apply for a grant from the Scottish government," so I did, and, to their surprise, it was granted. So all of this was funded by the Scottish government. I was in the Polwarth Building on the Medical School campus.

So, again, I wanted to study the impact of poor psychiatric health of older family members on the labor market outcomes of younger family members. Since they have had some autonomy granted to them, the Scottish Health Directorate has provided more support for keeping elders at home, instead of their having to be institutionalized at an earlier point in any disease. So there is a different public policy in Scotland. They get, I believe, free support at home. Whereas in the U.K., there is some support but it is not free and it is income based. There is limited support in the remainder of the U.K., so the Scots are very interested in knowing if this means people are staying home longer. I am doing this with a coauthor at the Health Economics Research Unit at Aberdeen. So for this one I built a big household panel survey. With data from 75,000 people who responded to surveys in the U.K. over this seven-year period. However, not very many of them have older people living in their homes, so when I start narrowing down the cells I am going to look at for my policy affect, it gets very small with about 2,700 people. Out of that, about 700 have older people with psychological issues. Here I did not look at Alzheimer's specifically, just at older people who have psychological problems.

As you might expect, there were large, negative affects on the labor supply of younger family members. It was not quite like the U.S. data, because men are more affected in the U.K. Men seem to stay home and take care more in the U.K. than in the U.S. where men tend to be more glued to the labor market and, more typically, the woman takes the labor supply hit. Income losses in both personal and family earnings, and personal and family income, interestingly, I found in the U.S. as well as the U.K. that when you have the older person living in your family, there appears to be some transfer of income going on, so that even though earnings are going down, sometimes net family income actually rises, which is not very surprising either.

My research pretty much permeates my lectures for graduate classes in Introduction to Microeconomics, and in Labor Economics and Health Economics, in the two undergraduate courses I teach. The first project is totally a health economics project; the second one is more a labor supply project. I have my students analyze policies in each of those courses, so I am constantly talking about these sorts of issues for their papers. Every semester, I lead one of the sections of our senior capstone research projects and always have lots of students who want to do health and labor. So they do a lot of research, and

sometimes I have actually been able to let them use my data, because of the time it takes to build these datasets. One student went on to do an undergraduate research assistantship the next semester and then went to a conference and gave a paper. Finally, I was trained as a labor economist and could not have done this health economics on my own. So, I have made trips to the University of Wisconsin at Madison, a meeting in Copenhagen, and the Health Economics Research Unit at Aberdeen where I could pick out more kinds of hardcore health economics and how these people actually deal with these everyday issues of health economics. Next spring I am scheduled to teach a more advanced health economics course at the 400-500 level for advanced undergraduates who have had econometrics, calculus and intermediate microeconomics, and as a lower level graduate course for students who have not had our advanced theory courses. It is a good area for our students to have a course on their CV's since it is a hot area in economics, and we are always trying to help our Ph.D. and M.A. students get jobs.

#### **Agenda Item 7.b. – Annual Report on the Outcomes of Sabbatical Leaves**

At last year's meeting where sabbaticals were considered, Provost Alden said, at the time, Chair Murer, asked if we could go beyond the two individuals giving the presentations and summarize the productivity of all of the people who took sabbatical leaves. Virginia Cassidy and Murali Krishnamurthi spent much of the fall semester surveying the faculty who took sabbaticals in the 2006-2007 Academic Year, and summarized them in the reports in the BOT Report. I would just comment that it is a pretty impressive amount of productivity, both in terms of publications, presentations, courses impacted and so forth.

First of all, Trustee Murer said, I want to say thank you so much for doing this work. Rather than to simply say that sabbaticals are beneficial, it is very important to actually have the accountability that sabbaticals are beneficial, and I hope we will continue to do this on an annual basis. This data would be extremely beneficial, not only to the university, but to the Board of Trustees. The next step then would be some comparative analysis with other universities on the benefits of sabbatical and, in particular, the tangible dimensions of it. But when we present at international symposiums, that is enhancing the reputation of NIU, which is what this committee, in particular, is all about. So thank you very much for doing this, and congratulations to all of the faculty who were the beneficiaries of these honors which include a Guggenheim Fellowship and a Fulbright.

I have said many times through the years that sabbatical is probably one of the most misunderstood activities for people outside the university, Trustee Boey said. When people outside the university hear sabbatical, they instantly think extended vacation. Somehow, someday, from time to time, if there is a mechanism to get this out beyond the university in a simplified manner, that would be a great help. It would absolutely enhance the image and correct some severe misunderstandings.

Part of our strategic planning effort is to try to have an online database where people turn in their service reports so that departments can roll up their annual reports relatively easy to the college level, Dr. Alden said, and then we can roll the college level reports up to the university level. That is a software program that has been adopted and piloted by one of the colleges and now is being adopted by others. Hopefully this will become a fairly routine part of evaluating our annual productivity as a university. I am hoping in another year or two, as people get used to adopting online rather than paper copies of reports, that we will be able to be much more responsive through that database. One of the advantages of having everybody in the same type of database and being able to roll these things up is you can summarize how many papers, how many presentations, how many courses and so forth, and for those who want to, to add the bibliography as well.

I just want to say that it is a wonderful report, Trustee Vella said, and I am glad we did this. I am very impressed, and it is really beneficial to all of us to read this. You should be sure to do this every year, because it is very appropriate for us to hear these right before we vote on the sabbaticals.

Perhaps the title of this item should have been, First Annual Update on Sabbatical Outcomes, Dr. Cassidy said, because it is our intent to do this on an annual basis.

Trustee Murer asked if the thinking was that without the sabbatical, we would not have achieved the additional \$8 million in funding as well as the Fulbright. Obviously, the Provost said, one of the products of sabbatical is having time to not only generate data, but to use that data in developing proposals that

are highly competitive. Having extra time to really focus on research for a semester or for a year increases the potential of proposals that may result. Not that we cannot write competitive proposals without sabbaticals, but it certainly enhances the prospects. As you know, the selectivity rate for some of the federal agencies is down around 10 percent. So if you can show that you have a strong database to build on when you have a proposal, it certainly helps to get into that 10 percent.

I also want to thank you for the time and efforts that went into this report, Student Trustee Venaas said, especially from a student perspective, being able to see some of the tangible impact of some of these things that our faculty members are doing and what they are able to put into improvements in their classes for the research and the insight that they bring to those of us students who actually end up benefiting from it.

It is a wonderful program, President Peters said, and I find it extremely important as we move forward to attract and retain the best faculty in the country. Sabbaticals are a dying thing because of budget constraints all over. I am so pleased that the Board recognizes how important these sabbatical leaves are to the quality of the university and as a way of attracting quality faculty to this university in the future when we are in such uncertain economic times. It is a direct indication of where our priorities are.

#### **Agenda Item 7.c. – Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2010-2011 Academic Year**

Everybody has recognized how valuable sabbaticals are and the rigor by which proposals are selected for sabbaticals, Provost Alden said. We have 50 faculty members and one SPS professional staff member who have successfully gone through the rigor of this process, and they represent 31 different university departments and units, so you can imagine the diversity of topics that are involved. Chair Butler asked for a motion to endorse the Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2010-2011 Academic Year. Trustee Murer so moved, seconded by Trustee Boey. The motion was approved.

#### **Agenda Item 7.d. – New Appointment - Appointment of Vice President for Research and Graduate Studies**

In December, Provost Alden said, we were very happy to attract Lisa Freeman to the position of Vice President for Research and Graduate Studies. Her background is contained in your reports. She is a highly trained professional, both as a faculty member, as a researcher and as someone who encourages work with external constituencies, which is exactly what this kind of a program requires. Chair Butler asked for a motion to endorse this request to grant Dr. Lisa Freeman tenure and the rank of professor in conjunction with her appointment as Vice President for Research and Graduate Studies. Trustee Strauss so moved, seconded by Trustee Vella. The motion was approved.

#### **Agenda Item 7.e. – Request for a New Degree Program**

The request for the B.S. in Philosophy, a new degree program, is complimentary to the existing B.A. in Philosophy. It addresses the needs the department has seen with students who are interested in the philosophy and the ethics of sciences, and it recognizes that having some scientific courses to justify the B.S. degree along with the philosophy courses is an interesting new area that has considerable demand in the workplace. Chair Butler asked for a motion to endorse this request for a B.S. in Philosophy. Trustee Boey so moved, seconded by Trustee Vella. The motion was approved.

#### **Agenda Item 7.f. – Request for Degree Authority at Regional Sites**

This request for degree authority at regional sites is expanding our community college partnerships to several new regions, the Provost said. We have partnerships for this B.S. in Nursing at four regions in the state, and we are requesting to expand it to three additional regions. This has been requested by a potential partner among the City Colleges of Chicago, the Wilbur Wright College, and it would broaden our impact and partnerships with community colleges in our service region. Chair Butler asked for a motion to endorse this request for off-campus degree authority for the Bachelor of Science in Nursing in Region 5 (Central), Region 6 (South Metro) and Region 10 (Chicago). Trustee Murer so moved, seconded by Trustee Strauss. The motion was approved.



### **Agenda Item 7.g. – Requests for New Minors.**

We have requests for several new minors, Dr. Alden said. The minors, emphases and specializations that we will be discussing in the next few items build on our strengths to provide new opportunities for students in high-demand workforce areas. The first is the Minor in Business Innovation and Entrepreneurship, the second is the Minor in Biomedical Engineering, the third is a Minor in Electrical Engineering, and the fourth is a Minor in Energy Technology. As a reminder, minors are typically offered to individuals who are taking majors in another field and want to have a strength in this field for their transcripts and potential workplace value added. I would like to say thank you to the deans who were involved and their faculty, Chair Butler said. These are very creative projects, and it is important that we recognize we are beginning to implement programs that have long been in the process of design, and the Board appreciates very much the work that you are doing. The Chair then asked for a motion to endorse the Minor in Business Innovation and Entrepreneurship, the Minor in Biomedical Engineering, the Minor in Electrical Engineering, and the Minor in Energy Technology. Trustee Strauss so moved, seconded by Trustee Murer. The motion was approved.

### **Agenda Item 7.h. – Requests for New Emphases and a Specialization**

As a point of clarification, Provost Alden said, whereas minors are for individuals in another major, an emphasis is for an undergraduate degree where an individual wants to specialize in a particular track, and a specialization is the same thing for a graduate degree. The ones we are discussing today are an Emphasis in Engineering Management within the B.S. in Industrial and Systems Engineering, an Emphasis in Energy and Environmental Technology within the B.S. in Technology, and a Specialization in Nonprofit Management within the Master of Public Administration. These are built on existing courses, so they do not require much if any additional cost, but they provide that value added to the resumes of our students. I will just say, again, Chair Butler said, that I appreciate the work of the deans of the two colleges represented here and their faculty. I would also like to say that I appreciate the effort to indicate that this is a product of the university's strategic planning process and hope that you will continue to do that so we can be aware of those steps. The Chair then asked for a motion to endorse the Emphasis in Engineering Management within the B.S. in Industrial and Systems Engineering, the Emphasis in Energy and Environmental Technology within the B.S. in Technology, and the Specialization in Nonprofit Management within the Master of Public Administration. Trustee Vella so moved, seconded by Student Trustee Venaas. The motion was approved.

### **Agenda Item 7.i. – Request to Delete a Degree Program**

Occasionally, as a result of assessment of demands, Dr. Alden said, we have to delete a program. This is something that is very much promoted by the IBHE. In this case, we would like to delete the B.S. in Russian. It has only averaged a few students a year, and right now it has one major in it. I should point out that the minor will be maintained, so individuals who want to take the course to have a minor in Russian still have that option, and the individual who is the major in the program will be allowed to finish his degree program.

I had asked about deleting programs as well as continuing to add to programs, Trustee Murer said. I want to commend the university for looking at this in a strategic fashion. It seemed for so long that we continued to add programs without being very strategic in identifying where the need and demand no longer might exist. I commend you and your faculty for being forthright in looking at what is appropriate to delete. It gives great credibility to you and your staff if ever there is a need to bring it back to the Board of Trustees to look at, because it really shows consideration on what is responding to today's demand from the student population. Keeping the minor also then provides that opportunity for those who would like to enhance their skills in these areas.

Particularly considering the economic times we are in, the Provost said, we have had those hard discussions at the Council of Deans that we need to focus not only on new programs that would meet current demands, but we have to provide them the data to start looking at ones where we may have to close down and reallocate our human resources towards meeting the new demands.

I agree with everything that has been said structurally about looking at programs, President Peters said. But I want the Board to know that I am going to need some more information on this deletion before I am

comfortable with moving it forward to you in the full meeting. One of the reasons for this is that my first recognition of Northern Illinois University as a great university came when I was an assistant professor, knowing the great strength this university had in Russian history. Although our reputation is still very strong with that, we have lost some key faculty members there through retirement and so forth. The other thing is, one of the strengths of the NIU Press is its series in Russian history. It is rich and well known. And even though this is a language program, strength runs together in academic disciplines like our Southeast Asian Studies. This makes sense because we are still going to be teaching Russian, but I am going to have to be convinced that our evaluations assessed the impact on history and other areas. We have to be very careful about when we take a program out like this. So that only means I am not comfortable at this point, but it does not mean I am not going to support it, and it does not mean you should not vote to move it forward.

When this is brought to the Board, it would appear to us that these issues had been vetted, Trustee Murer said, so my comments related to commending the Provost and the deans for not only looking to adding, but when you continue to add, there should be things that say we should delete. However, if that demand is skewed by not having availability of faculty, then that is another dimension of the discussion. Before a recommendation is made to delete, which is a serious matter, we need to be assured that all issues have been vetted.

I certainly appreciate the added texture that we now have about this subject and about the implications of these types of votes, the Chair said. I am going to move forward assuming that we still are recommending this, and we are going to ask that President Peters update us at the next full Board meeting. Chair Butler then asked for a motion to endorse the request to delete the B.S. in Russian. Trustee Boey so moved, seconded by Student Trustee Venaas. Trustee Murer abstained. The motion was approved with six voting yes and one abstention.

#### **Agenda Item 7.j. – Request to Delete a Specialization**

This is a request to delete the Specialization in Human Services Administration within the Master of Public Administration, Dr. Alden said. The division no longer sees it serving its intended purpose, it attracts very few students and we have other degrees in the university that serve the original purpose. As Provost Alden has mentioned, the Chair said, this is a thriving and active program, one of the best within the university, and I appreciate, again, the work that the dean and the faculty of this program have put into this. Chair Butler asked for a motion to endorse the request to delete the Specialization in Human Services Administration within the Master of Public Administration. Trustee Vella so moved, seconded by Trustee Boey. The motion was approved.

#### **Agenda Item 7.k. – Oral English Proficiency Annual Report 2008-2009**

The Oral English Proficiency Annual Report is required by public law to report to governing boards the results of our activities in this area of professional development, the Provost said. I want to point out to the Board that the number of complaints is relatively few and at least two of the three complaints, when investigated by this group of experts, were found to have no justification. But all individuals were given professional development in teaching and or English. We are seeing fewer complaints, Chair Butler said, and part of the reason is that we are doing a better job of not only supporting faculty with these challenges, but also making the student body more sensitive to issues of cultural diversity, and that bodes well for some of the Student Affairs programming as well as some of the supportive work that is done through the Provost's Office in helping faculty. The Chair asked for a motion to endorse the Oral English Proficiency Annual Report for 2008-2009 in compliance with Public Act 84-1434. Trustee Strauss so moved, seconded by Trustee Murer. The motion was approved.

#### **Agenda Item 7.l. – College of Law Academic Excellence Fee**

Because they involve academic fees, Dr. Alden said, we bring items such as this to the Academic Affairs, Student Affairs and Personnel Committee, but they will be action items in the Finance, Facilities and Operations Committee meeting. The first is a College of Law Academic Excellence fee. This was brought forward by the college to address several issues. First of all, an issue with addressing hyperinflation in the Law Library and also to provide the dean with revenues to support a number of academic excellence programs. It was vetted by the Student Bar Association, and there was a

consensus that this was a good idea. We are among the lowest in tuition and fees of all Illinois law schools, and this would not change that status very significantly in terms of our relative position. Dean Rosato and the Student Bar Association president are here today to answer questions either at this meeting or at the Finance Committee meeting.

As I look at your table and the tuition that we are charging, Trustee Murer said, it is critical to always be cost effective, and it is most critical that the university provide value. But being the cheapest is not always the mark of the highest success. It is an observation that I have and it seems to permeate sometimes when we are looking at tuition and, in particular, as I look at the out-of-state tuition, which is about \$4,000, almost \$5,000 less than SIU, which is our competition in terms of tuition and fees. You have private universities at the bottom of the list and then you have UI that stands by itself. But, again, this is more of an observation, I think that, especially in these times, it is important for us to be aware of revenue generating opportunities that are directly related to value given to students. I do not know when it is feasible and/or appropriate to look at out-of-state tuition, but that is a revenue opportunity for the law school.

That jumped out at me as well, President Peters said, and I think it was just a straight line relationship to our factor of two on the undergraduate and graduate student side. I have asked the Provost and the dean to look at that. It also jumped off the page at me to discuss this in the next meeting of what a good value our law school is.

We will certainly continue this discussion, Dean Rosato said, but a note on the out-of-state tuition: compared to some other states, it is very easy to become an in-state student here in Illinois, even before starting at the law school if you make a petition. So we have very few students, actually, who are paying the out-of-state tuition, and almost all of them, by the end of the first year, are in-state tuition payers. So, as we continue that discussion, we have to take into account that most of our population is in-state, particularly by the end of the first year.

**Agenda Item 7.m. – Off-Campus Fees for Courses Associated with Certificates**

**Agenda Item 7.n. – Undergraduate Regional Course Charges**

The next two items come from our Division of Outreach, Provost Alden said. Increasing complexity of off-campus programs, particularly as we work with various external partners, requires greater flexibility to meet programmatic and student needs. These two items have been brought forward by the division to try and resolve some of the issues that our academic programs have faced when they have gone off campus.

**NEXT MEETING DATE**

The Chair announced that the next meeting of the Academic Affairs, Student Affairs and Personnel Committee was scheduled for Thursday, April 29, 2010.

**ADJOURNMENT**

Chair Butler asked for a motion to adjourn. Trustee Strauss so moved, seconded by Student Trustee Venaas. The meeting was adjourned at approximately 10:09 a.m.

Respectfully submitted,

Sharon M. Banks-Wilkins  
Recording Secretary