

Minutes of the
Executive Committee
NIU Board of Trustees
Of Northern Illinois University
November 16, 2017

1. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 9:03 a.m. by Chair Coleman in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Kathleen Carey conducted a roll call. Members present were Trustees Dennis Barsema, John Butler, and Tim Struthers. Members absent Trustee Herrero. Trustees also present: Trustees Eric Wasowicz, Giuseppe LaGioia. University representatives present were Acting President Lisa Freeman, Chief of Staff and Board Liaison Matt Streb, Acting General Counsel Greg Brady, Acting Executive Vice President and Provost Chris McCord, Acting Chief Financial Officer Larry Pinkelton, Chief Diversity Officer Vernese Edghill-Walden. University Advisory Committee members Linda Saborio, Barb Andree, Alex Gelman, and Cathy Doederlein were also present.

2. VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

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

3. MEETING AGENDA APPROVAL

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

4. CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Coleman began, good morning everybody. It is good to see so many students here this morning This is our Executive Committee which comprises of five members of the Board of Trustees. However, we have two other trustees that are here at the table today and they are welcome to engage in conversations, but the voting members of the Board of Trustees will comprise of four of us because we're missing one of our trustees. I want to welcome any University Advisory Committee representatives present today.

Cathy Doederlien: With today's review and likely approval of the identified presidential goals, I wanted to note support from Supportive Professional Staff Council for this approach. Having clearly identified goals as a noted aspect of performance evaluation for the president is a welcome step and we appreciate the obvious care taken in crafting these goals. We also appreciate the actions President Freeman has already taking towards achieving some of these goals. I'm afraid that I can't help but briefly take off my SPS Council President hat and put on my career services hat so I can note my excitement for the fact that student engagement and community projects and internships is included as success criteria for one of these presidential goals. Career services obviously has this as a top priority and looks forward to continuing to actively partner with the entire campus community including the senior leadership to help deliver on these criteria. Back to my SPS Council hat, we are pleased with the likely adoption of plans for the presidential search planning committee. We appreciate the inclusion of representatives across all of shared governance in this task and encourage the committee, once assembled, to review details of the feedback already provided to BOT members during their previous outreach to our various councils available via council meeting minutes. One thing noted quite consistently across all shared governance entities was a desire to ensure that finalist for the position are brought to campus to participate in open forums as a part of an open search. Though we agree that benchmarking of current practices and trends related to presidential searches and contracts is an important task for this committee. We hope that the request for openness in the final stages in the search will be confirmed as a part of the process regardless of where that practice

may play out in the benchmarking. We also welcome this committee to engage directly with our councils through our nominated representatives and/or through a visit to an upcoming council meeting to further discuss items for the draft of the job description and a points of pride document. Thank you for the time.

Barbara Andree: President of the Operating Staff Council and I just want to join in with Cathy in being appreciative of the shared governance process that's been shown so clearly in the upcoming presidential search and we welcome the opportunity to continue to give our feedback.

Chair Coleman replied, thank you both and thank you for your presence here today and I want to say Cathy and Barbara we appreciate you and your comments.

5. PUBLIC COMMENT

Chair Coleman added, I'm going to keep my comments brief today. I know the university has a lot of challenges ahead and throughout these challenges we got to find a way to work together, to stay together to move the university forward versus casting blame and fighting one another. With that stated, let's go to our public comment section. We've got quite a few folks that would like to speak to us this morning. We recognize members of the public who have complied with state law and the Board of Trustees bylaws by registering their written requests to address the board with our parliamentarian.

Brittany White, Black Student Union: I'm a director of civil disobedience of the Black Student Union. I'm here today to speak on issues in regards to black community and how they feel. I'm just kind of like a spokesperson for them. We do have some supporters here today, they're all feeling the same way. In the middle of October, students were alarmed to see protesters from a white supremacy group. This group is widely known for the riot that took place at Charlottesville this summer. Afterwards Acting President Freeman released a statement in response to this incident. The response from the student body was overwhelming outraged that this group would and could come on campus and seek to recruit NIU students. Some of the student's feedback to the statement included: preferring that the statement was more depletive in its language something along the lines of NIU does not condone this type of aggressive behavior nor do they condone the hate of any kind on this campus. Students feel as if the school picks and chooses what is important enough to act immediately on. If there was a shooting around Greek Row we all instantly get alerts via e-mail, text, tweet, whatever it may be. When the school discovers there was a hate group posting flyers coming to recruit students to be a part of this on our campus, we didn't get an alert, email, tweet, none of that. We feel that this is important for us to know just for our personal safety as well. Like a lot of us are really, really threatened and we were scared because we saw what they could do and what they were capable of. And they were also releasing things on Facebook saying that they had military grade and things, may that not be true, it was still scary. It was a scary thought. It feels like we're brought back into the 1920's. We don't feel safe on this campus and that was the overall message of the student body. Students felt that the statement itself emphasized that the posters were not approved for posting making it seem that if Identity Europa which is the group's name, had only followed the rules the recruitment for a racist, white supremacy organization is okay. Students also felt that there wasn't enough action after the fact. That the panel and the immediate aftermath wasn't helpful. It didn't address the fact that the campus climate has become more hostile against certain groups post-election. Student's also feel that NIU's reaction to any race incident is a panel, a table talk, a sit and talk, while that might seem helpful, there's no action behind it Nobody readdresses it, nobody says okay well we're going to do this, this, and that to make you feel safe. It's just like a talk. The statement didn't address, nor have students seen any repercussions or findings as to the posted flyers. Students were dismayed that the only faculty that seemed to know were faculty of color and a handful of white faculty. Students feel that all faculty should have been alerted to this separately from an all campus email so that faculty could understand why the topic may come up in class. The statement didn't make students feel empowered or safe. Instead it made students feel as if the burden was on them to potentially target groups such as students of color, undocumented students, the LGBTQ community and women to protect themselves. Overall students felt that the tone was "this is to prevent liability for the campus". Another quote was that "to cover your ass" type of statement. However, this recent incident was not the first of its kind on this campus. As student we recognize we have the power to create institutional change on this campus and we make our voices heard and we plan to do so. Overall

there's a lack of diversity with this faculty on this campus. There are not enough faculty members that look like us which will make us feel more comfortable in our learning environment. Since 2010 there has been almost a double increase of Hispanic undergraduate students at NIU. Hispanic students make up 16% of undergrad students on this campus. However, where only 2.7% of the faculty are Hispanic. Black undergrad students are also 16% of the student population. However, we only have 3.5% of NIU faculty that are black and the majority of them are staffed at the Center for Black Studies. While that might be great for having our staff be black teaching us about Black history, we would like to see them resemble ourselves how we want to see ourselves in the future. We want to see ourselves in other colleges as well like Sciences, the College of Liberal Arts. Number two, we do not feel safe on this campus which I reiterate. We do not feel safe. We feel that we have to protect ourselves. We don't feel like the school is protecting us. Instead the black students feel criminalized. Recent incidents or examples of this include, there has been a recent report of a black male being jumped by three white males at the train station. How can we feel comfortable using the train? Some of us that's our only way of transportation. How can we feel comfortable using that if we hear things like this? We can get threatened and chances are nothing's going to happen, no repercussions, excuses here and there, well we can't do this and technically this, but is doesn't – how would you feel if you were in our place. The black community has also had reports of white students harassing them around this campus and on this campus. The school wasn't notified I guess because students felt scared and felt that nothing would be done to the students that were harassing them. With the recent incidents on Greek Row on Greenbrier Row, there has been an increase in police presence. Black NIU students has stated that they have been racially profiled by law enforcement. The black community feels attacked and criminalized by the police on our campus. The black community is constantly getting harassed by police for petty things such as traffic stops. In contrast, the police are more caring and ready to protect our white peers, but when it comes to us we are treated like criminals that are doing all the bad violent activities out here in DeKalb. We're looked as if we're gang violence like we brought all of this to DeKalb. In reality we're just students trying to gain our education just like they are. I also have like statistics of this. I got it from the Washington Post. It's from the Justice Department of Statistics based on the police public contact survey show that relatively more black drivers, 12.8% to be more exact, get pulled over than white drivers, 9.8%. So overall a black driver is about 31% more likely to get pulled over than a white driver. So they show that we're not just making this up in our head. This is actually happening in the world, in DeKalb. I also have anonymous statements. We have taken a survey which I'm actually going to pass around to you guys so you can see that. We've taken our own climate survey just to see how students felt on this campus because we don't feel like you know; we also don't feel like you care to be quite honest. These are actually statements from people. "My friend was in Walmart shopping and was called a nigger for no reason by a white worker." Somebody put the exact same statement. Some people say the police department. Somebody said "Called a nigger while outside by a white male just for being outside." "I've been called a racist by strangers on the street, been told countless times I'm too white to be Latina even though I am." "The police constantly pulling people over for no reason and ticketing me. I believe it was because of the color of my skin." "The people in this city of very prejudice." "Somebody was called out their name, told to return to Africa, etc. " It was too much for them they didn't want to continue to write. Someone who was not considered a minority didn't support/understand the purpose of black lives matter movement and they also had a resident who compared DeKalb to the south side of Chicago when they never even seen the south side of Chicago. Random people yelling that they hate my race. I probably have experiences in this in DeKalb before they just didn't want to share it. Black lives matter was trying to raise awareness on violence against black and our chalking that was promoting people. Nothing violent and we would never say anything derogatory towards anybody else. We were just saying that we simply love ourselves and that's it. Those chalking's were erased and replaced with derogatory statements like we love Trump, things like that. Somebody put the exact same statement. Somebody also put ignorant slander or comments through graffiti. Examples would be yik yak when we were doing black live matter. There was a lot, I don't know if you guys are aware, but we did post yik yak post around. That wasn't to negative things, it was to show you, it was more of a cry to help show you this is what our white peers are saying this. They are openly saying yeah I go to NIU and nigger this and nigger that and the black people need to stop this and they need to go home. They were openly saying that and it's like we tell you all and you're just like okay and so we're like how about we make a statement with it. How about we physically show them this is them saying this to us and we didn't even say anything that would deserve that. Other statements, many residents are very harsh towards African Americans. Any time a black student or student

of color goes to Wal-Mart we are followed like criminals as if we are stealing and they pay no attention to our white peers that are shopping even though they could be up to no good. Somebody got kicked out of where they used to live because of a racist roommate and they tried to move somewhere else that they really wanted to go, but could not because of another racist issue. Somebody also stated police department race issues. They didn't want to elaborate. Others have stated I've been denied services from places or have been told to wait because I wasn't important enough to be treated as a regular customer. When it came to transferring my job here and how the boss would give more hours to other workers who transferred after me and did less work than me. Or even when there have been tragedies in family and some professors wouldn't let me make my assignments up, but allowed to for less severe cases. The police constantly pulling me over for no reason and ticketing me. Discrimination on campus dealing with certain professors and certain faculty. Too much to type they said. They didn't want to continue. Discrimination in the classroom with teachers and grading have been profiled, etc. I was returning a bike that I found by New Hall and the officer that came was asking unnecessary questions and asked for their ID. Random students that are very disrespectful give off harsh gestures and even sometimes physical. Somebody says that during their freshman year they were walking to New Hall to get something to eat, a car with five white males inside stopped and the guys began to poke fun at the fact that he was wearing a head wrap to protect their hair and in order to get them to stop harassing him he had to use derogatory insults to get them away, he said that eventually it worked and they drove away. Simple things like being talked to disrespectfully and treated with suspicion and that for me personally that's pretty much everywhere we go it's like that, but I feel like it shouldn't be that way especially on our campus that we pay money to go to. We pay to attend here. We pay for food services and we pay for all of that just like our white peers so why are we being treated this way. I have been driving to a store for groceries and have been eyed as I walked aisles and checked out at stores, racially profiled in traffic. I've been called names. These are students on this campus. And it just really, it really hurts me that we have to go to a place like this that doesn't care or respect us enough to protect us instead of criminalizing us and making us feel like we deserve it and we didn't do anything. All we did was be black. That's it and I don't understand why that's a crime still. And so we have certain demands that we would like to ask. First we want specifically more black and Latino faculty around our campus and not just in our cultural centers. We want them all around campus. We want to see these people that resemble us in our eyes. We want at least 30 faculty members of color to be hired over the next year. For instance, the College of Liberal Arts since they do have multiple departments, majority of departments on this campus. We want at least, at least 8 new faculty black or Latino faculty members within the next year. We want the university to know how students feel. So we would like you to put out your own climate survey. We feel that it shouldn't take all of this to put that out. It shouldn't take us to say all of this for you to know how your students feel on this campus. We also want less talking about the issues on campus and we want to see more action. We don't want like, we don't think it should have to take one of dying, getting brutally beat up or shot or whatever for you to be like okay enough is enough. Enough has already been enough. We shouldn't have to go through this and we feel like it's too much, well let's have a panel or let's talk and that is not proactive. Nothing comes after it. A lot of students came to me and I speak for them. A lot of them came to me and was saying like okay the statement released by the president while that was cool to release it, it didn't have anything that we wanted to see in it. Now we know you have legal issues regarding that why you can't say everything that you want to say, but we need something a little more than that for the next racial issue. We need more than just like well sorry we can't do anything about it because freedom of speech laws but it's evident that they are a hate group. It's evidence that they cause riots. It's evidence that they say we have this and we have that. It should be no issue for them to come on campus. We feel that every time we do something that promotes love for ourselves on this campus, you know police are quick on us, oh let's get administration, let's get police on them. Let's see what they're doing because they might cause some type of disruption even though we haven't done anything to harm anybody on this campus nor will we because I don't promote violence. But things like this it didn't say oh well we will have police on the scene you know making sure that our students are safe and making sure that you feel protected. We feel like more of that needed to be said. And so in regards to that what we would like to do about that is we would like to have a black and a Latino representative, student representative, in those meetings when you are regarding statements of issue, of racial issues. If something comes up tomorrow we want this to be effective immediately so if something happens tomorrow and you have to release a statement, we want a call like can you come sit in this meeting and tell us what you would like to hear from us and work around your legal terms. Because that's

important to us because there's a disconnect between you guys and the students and that's why I'm here. It's a big disconnect. The students don't know what administration is saying. Administration don't really know what students are saying and students feel that we're not important. We feel like you don't care. And that may not be true, but how would we know because you don't tell us and that statement didn't tell us that either. I didn't get it from there and a lot of people were very angry. They were like what is this; you know how come they're not protecting us. It kind of came of like you were protecting them instead of us under freedom of speech and all that. And like I said, while that might not be true, we need to hear that. You know what I'm saying? We need you to say these things. That's it. Thank you.

Chair Coleman responded thank you for courage and thank you for providing us with your feedback. I personally heard some things today that I didn't know about that I'm a little disappointed. I appreciate you sharing your wishes, your demands and I also want to say I appreciate everybody being here today. Being a student on campus and being engaged and expressing your concerns help prepare you for life. We're always going to encounter issues, concerns, disagreements and people that look at us and say I don't like you or I don't think you belong here. What we're going through, people of color, at this point in time in our nation where there is heightened rhetoric of unaccepted individuals that don't want to accept people because of their differences are at a new height and so we have got to find a way to say how do we band together, how do we cope with it and how do we express ourselves to promote change. I don't believe that what we're hearing and what we're seeing is the majority of the people. It's a small subset and we've got to find a way to continue to express ourselves to let them know that this kind of behavior is not tolerated here in DeKalb or at our institution. You belong here. This is your institution just like anybody else. I don't care what color skin you have and I want to encourage you guys to continue to band together to support one another in the classroom and outside the classroom and continue to raise your hands and do it in a civil way, appropriate discourse is acceptable. We can have disagreements and we don't have to see eye-to-eye on every issue, but I want you to know that this board and this administration, we care and we care for you. It's difficult to put a global announcement together and try to communicate what's going on and identify – there's some things that are unacceptable and that's what Dr. Freeman attempted to do. Her message was to let you know, and let all of us know because we talked about it, that we don't accept this behavior on our campus. Now maybe you feel that she should have said something a little stronger and I get it. Right, but I want you to know I personally have been working with Dr. Freeman for several years, we've had a lot of conversations around race, this institution, and how can we take care of our people of color, our students of color. And I know she cares and maybe we need to do a better job of letting everybody know that we care. We care for each and every one of our students. It's not a perfect place. 39 years ago I was a student just like you on this very campus. 39 years ago some of the same comments could have been made. It's not a perfect place and I don't you want to paint a brush that everybody is the same or everybody has the same opinion because that's not the case and I personally know that. I'd like to see if there's anybody from the administration that would like to speak, Dr. Freeman or anybody else.

President Freeman added, I also want to start by thanking you for the courage it took to come here and use your voice today. If we are not achieving sending the message to you and your fellow students, to the DeKalb community, to the larger university, that we support you, that hate has no home here, we need to do a better job and we look forward to working with you on that. I echo Chair Coleman's comments that I appreciate the presence of all the students here supporting each other, but we also need clearly to show you that we support you and to work together on how we can communicate that more effectively and I look forward to that.

Vernese Edghill-Walden added, as Senior Associate Vice President for Academic Diversity Officer since 2015, I echo what President Freeman and Chair Coleman have said. I'm pleased to see the students here this morning. We have been spending a lot of time together over the last 24 hours talking with them and really trying to listen and understand what is going on. There are a lot of things that we are working on, a lot of things that we need to do a better job of communicating to our student body, but I have to say that the things that we have put in place are bias incident reporting process, the ability to be able to communicate out to you perhaps not as timely as you would like, but the fact that we are putting those things in motion continue to speak to the fact that we care and we need to do more and we've talked about that quite often at senior leadership and we will continue to do so. The idea of both students being a part of our discussion

moving forward I think is a great idea and I would love the opportunity to have students work with us and understand the process by which we go through and understanding how we make students feel safe first, but also understand how do we insure that all students have the right to freedom of speech and that include you as well. Thank and I look forward to working with you very, very soon.

Dr. Edghill-Walden continued, I was actually hired because of a diversity and inclusion task force report that had 13 recommendations and of those 13 recommendations we've been able to do I would say 50% of them. The other 50% speak to some of the things that the students have talked about in terms of developing a campus climate survey and also diversifying our faculty which is something that takes time, but we are committed to doing. So it is definitely not a report that we have put on the shelf, we have actively communicated and actively begun working on some of those steps. We've also worked on developing the human diversity requirement so that every student before they leave NIU has the ability to take a course in human diversity because we think it's important for all students to understand from a global and diverse perspective how they can work with people that do not look like them and to understand other community identities and other community challenges. Then more importantly, how do we solve them together. Many of those initiatives we have begun and many of our faculty and our staff have been involved in getting that done as well. I've also worked and had the opportunity to work with some of our trustees on some of these initiatives, and we have much more to do. But I do spend a lot of time working with – let me say I also report to the president and the provost, Provost McCord, and we work daily to figure out ways that we can continue to make NIU a more inclusive community and that is why it's so important to hear from students because we always want what is absolutely best for our community.

Laura Vivaldo Cholula: I am co-president of DREAM Action NUI which is the student organization on campus that advocated for undocumented students. I am co-president along with Yeon Woo Kim and I'm undocumented, unafraid, and unapologetic. I stand before the administration and the Board of Trustees today to speak about how undocumented students responded to the flyers and the posters on campus from a white supremacist group. The executive board of DREAM Action did not have to look very hard to learn that the groups, like the ones that put up the posters are ace phobic and anti-immigrant. As undocumented students our primary concern is the risk of deportation. As most know, the DACA program has ended with no solution as of now to protect undocumented students across the country. Since the 2016 election we have started to see unfriendly people comment make comments with threats of deportation on our social media. In the middle of February this year actually, a DACA student from the University of Illinois Urbana Champaign was threatened by another fellow student that they would report him to immigration and customs enforcement also known as ICE. Earlier in this semester a student ally wrote on the residence floor on a white board that they could come to them for support and resources if they were a DACA student. Another student, an anonymous student wrote on the comment "I love Trump" next to the ally statement. Undocumented students live under this threat of deportation while also continuously deemed criminal in a similar but different way to black students on our campus. We can and should do better by these students who are marginalized because of their immigration status, national origin, race, gender, or sexuality. This is why DREAM Action chooses to stand in solidarity with the black students of NIU.

Brittney White and Laura Vivaldo Cholula continued: We would like to end with a quote from Dr. Martin Luther King, Jr. "First I must confess that over the last few years I've been gravely disappointed with the white moderate. I've also most reached the regrettable conclusion that the Negro's great stumbling block in the stride toward freedom is not the White Citizen's Counsel or the KKK, but the white moderate who is more devoted to order than to justice, who prefers a negative peace which is that absence of tension to a positive peace which is the presence of justice; who constantly says "I agree with you and the goal you seek, but I can't agree with your methods of direct action;" who paternalistically feels he can set the timetable for another man's freedom; who lives by the myth of time and who constantly advises the Negro to wait until a "more convenient season." Thank you.

Chair Coleman responded, I want to thank you both for coming out today and spending some time with us and sharing with us. My message to you is that we hear you loud and clear. Change doesn't happen overnight but this is an item that as a board we've got to figure out how to readdress. So we are concerned

when students tell us that they don't feel safe. It's ironic that we've been dealing with this I don't feel safe issue for a long time on this campus. This is probably the first time that as a trustee that I've been in this room where people of color have come in here and say I don't feel safe and it puts a different lens on this message of I don't feel safe. So thank you and I appreciate you coming today.

Sharon May: I would like address comments made previously by the board regarding the cost of FOIA requests made to the university. A suggestion was made to post an arbitrary amount as a cost to each request. If the university did decide to go forward with this effort in the sake of the oft repeated claim of transparency, there are other numbers that need to be compiled as well. First, I suggest that NIU calculate costs resulting from the reluctance of staff to comply fully with the FOIA request. This reluctance may mean that a requestor must return sometimes numerous times and challenge a negative response or ask about a request status or point out sometimes repeatedly that the response was not complete. These additional costs are not the result of the original request. I will give two examples. An old example, previously presented, was my request for any audit or documentation supporting the finding on Walter's commuting. NIU Accounting Department tried to claim the auditors do not share any documentation. It's not something you say to and ex-auditor especially one with a stubborn streak wider than herself. It took four contacts to NIU plus to the OAG, the Auditor General, and the PAC, Personnel Access Counselor. Again the cost of these last three contacts were not due to the original request, but due to the failure of the Accounting Office to appropriately answer the request. Further the cost to the PAC and the OAG should also be computed and posted as a cost incurred by the university, but not as a cost of the FOIA request. Second was my revisit to Fifer's case, the HR consultant. Early this last May, I requested Fifer's invoices that had been presented under his consulting contract. I received none despite repeated requests. On May 31st the OEIG was finally released. Contacted NIU twice and was told again that these invoices did not exist. Off to the PAC. Mr. O'Grady's response to the PAC was to ask for proof through it OEIG report. After I supplied that, I finally received a copy of the invoices. How much cost should be assigned to that when NIU tried to withhold these documents? Additionally, I would suggest benefits resulting from the use of FOIA should also be calculated and deducted from any costs assigned to the FOIA request. First example of a benefit is the OEIG report itself. It took an official state agency report and the resulting public outcry for the board to act on Baker's mismanagement. The future cost savings that results from eliminating mismanagement in NIU's leadership should be deducted from the cost of the requests which were obviously used to point the OEIG to these problems. Two different benefits resulted from the audit example used previously. First, after a citizen used a FOIA request to file a complaint with the OEIG, they did find that Walter's was improperly reimbursed and instructed NIU to have those monies returned to the university. Further, the OEIG then looked at why I had to contact them for documentation and found that NIU had failed in record retention. Although record retention was an issue previously mentioned to NIU, nothing had been done on it. Again, it took a state agency using a FOIA request as a guide to bring this to NIU's attention. Now that NIU's aware of the need to enforce the record retention policy, this could preclude any future penalties being charged for violating the state record retention act. A third benefit is to tax payers overall. FOIA requests had indicated FOIA supplied housing was not being taxed. When FOIA documents were obtained and made public, NIU restated the W2 income to include the housing value. This resulted in additional tax dollars received by the government. So overall if the university does want to calculate the cost of the FOIA requests, they should also have enough integrity to include any adjustments due to 1) those cost caused directly by NIU and 2) the benefits resulting from FOIA requests. I think the board would find that the FOIA requests have been overall a winning proposition for NIU albeit embarrassing.

General Counsel Brady responded, Mr. Chair just one brief comment to Ms. May's comments. As I said two years ago to this board in a report on FOIA, the university does have an obligation to comply with FOIA and so to her points of different departments and the accuracy of records, I want to reinforce that message and indicate that. Now that does not solve all the problems with the volume of requests we get, the nature of the request we get, and other issues that we have to deal with for FOIA, but I did want to acknowledge Ms. May's point that yes the university does have an obligation to comply with FOIA.

Michael Haji-Sheik: I wasn't going to mention anything about the record retention, but as Mr. Brady remembers that we once made a comment or a discussion that Vice President Nicholas violated the records retention by removing his entire in-box. It is a problem. I think we're starting to do a better job of it because

everybody now is kind of keeping their e-mail, you know making sure that they are complying to the records act, but it is something we can always do better as state employees to make sure that we follow state regulations. But that's not what I came here to talk about. I'm still a little bit confused by the \$20 million that were allocated to the Student Center. Because I look at the bond document and only \$12 million was allocated to the Student Center. Then I asked Mr. Heckmann in a Faculty Senate meeting where did the other \$8 million come from? He said well we're going to restructure the parking lots. Well then I find out that we need \$5 million for parking lot repair money so we raised parking lot fees and then we charge the staff and faculty that money. Now I get confused by stuff like that. I may not be the best mathematician in the world, but I'm okay. When I see numbers that don't add up it tweaks my interest. I start saying hey something funny is going on. There's some interesting accounting going on here. I would like the university to you know be a little bit forthright with that type of – where did the money come from, what projects are not going to be done, and I would love to see it publically. And the only reason I'm doing it here instead of the University Council and Faculty Senate is because I keep getting these we can do it kind of answers, okay, not what it is but we can do it. We can do it is an awful way to answer University Council rep. I asked can we spend bond money on instructional building like the Library and I was told in the University Council, it's okay. I represent College of Engineering and I'm talking to you not as necessarily as a general member of the public, but I figure it's the only way I can get this information to more of the board members at one time. There have been two previous controllers who have said that the library is an instructional building. Now what's changed in 8 years or 10 years? I mean if we need money to redo the food place in the library I'm sure there's probably somewhere that you could find money that isn't off the Build America bond because that's in the contract. I'm just confused by these. Mathematics is kind of – you know when you're an engineering professor sometimes math is hard .

6. EXECUTIVE COMMITTEE REPORT

Agenda Item 6.a. Presidential Goal Metrics

Chair Coleman began by presenting agenda item 6.a. Presidential Goal Metrics and asked President Freeman to ask any comments regarding this item.

President Freeman responded, I think setting clear goals, making them available to university community is a healthy step for us in terms of understanding the board's priorities and the expectations of the president. When these are posted they're be an appendix posted that has a little more information about some of the data that will be used and I just want to make the point publically that wherever possible we've tried to link the goals to data that are reported publically to allow benchmarking against other institutions and to make sure everybody understands that we're using data and metrics that have well established consistent definitions.

Chair Coleman asked for a motion to approve the presidential goal metrics. Trustee Struthers so moved and Trustee Wasowicz seconded the motion. A vote was taken and the motion passed.

Agenda Item 6.b. Presidential Search Planning Committee

Chair Coleman presented agenda item 6.b. Presidential Search Planning Committee. May I have a motion to approve the Presidential Search Committee? Trustee Butler so moved and Trustee Struthers seconded.

Trustee Barsema commented, thank you for all of those of you that participated in the creation of the idea, the concept and then the document that we have here. I think that we arrived at a very good conclusion that gets everybody participating in the planning piece. The effort here that came forward from the Board of Trustees when we made the decision to delay the search process until fall of next year was to A) get as many people on campus involved in the search process itself be it the planning committee or the search committee and those are two separate committees. The planning committee that you see here will be organized soon beginning right after the first of the year with the representation as you see on this action item. The purpose of the planning committee is to really do several things. One, is to come up with the job description and the characteristics, the qualifications that we'll be looking for in the next leader of NIU. As

was stated before, a lot of that work has been done through the individual sessions of meeting with different constituency groups on campus, but it'd be good to collate that and to refresh that and make sure that that's the job description and the qualities and qualifications that we all want to go forward with. Second, is to come up with the marketing piece of why NIU. I know when I participated on the last search committee, it took us several months of working with the search firm to come up with those two pieces, the job description and qualifications and then the why NIU and the marketing piece that we will send out. So this will get us a big head start on that. There are other things beyond that that the planning committee will be a part of including helping to identify the characteristics of this search firm that we will want and such. So very necessary committee and again you to all of those who participated in the creation of this document. I want to be very clear that this is not the search committee, this the planning committee and those are two separate committees. Just because somebody serves on this committee, that does not preclude them from being on the search committee come the fall of next year, but there are two separate committees that will be assigned separately.

Trustee Butler added, I think this is an outstanding step that we're taking. The time that we have available to us will be well used by this committee to perform the functions that are laid out in the action item. I want to draw particular attention to the concept of benchmarking current practices and trends. I think it's very important that we spend some time in this committee to look at what's happening nationally with respect to the university presidency and that we not be shy about researching that question and gathering the appropriate expertise to advise the committee so that we are positioning ourselves in the most advantageous way to attract the type of leader that will lead us into our future. I think that means really being bold and courageous about what does the presidency involve and what types of leaders should we expose ourselves to as we engage in this process and not necessarily just apply the traditional assumptions about the presidency. And I don't mean to imply by that that I've got any particular bias or idea about what that might bring, but I can tell you that I've been to enough conferences for the association of governing boards, I've been exposed to enough presidents of other universities to say with confidence that there's a wide diversity of leaders including some cross over leaders who have some exceptional academic credentials and we need to be thinking about all of those possibilities if we determine ultimately that we want to go in a particular direction, we should do so confident that we've looked at all of the national trends and all of the opportunities that are available to us.

Chair Coleman called for a vote and explained we are voting on agenda item 6.b. Presidential Search Planning Committee, it's a 13-member committee comprised of members from the shared governance group. The timeline the committee will meet during the January 2018 through May 2018 timeline. The committee will report on the benchmark research and present a draft job description at the June 2018 Board of Trustee Meeting. So the recommendation, the university request the Executive Committee approve the proposed planning committee for the upcoming presidential search and forward to the Board for full approval at the special meeting of the Board of Trustees on November 16, 2017.

The motion was approved.

7. OTHER MATTERS

No other matters were discussed.

NEXT MEETING

The next meeting of the Executive Committee for 2018 will be determined and approved by the Board of Trustees on our meeting on December 7th.

8. ADJOURNMENT

Chair Coleman asked for a motion to adjourn. Trustee Butler so moved and Trustee Barsema seconded. The motion was approved. Meeting adjourned at 10:02 a.m.

Respectfully submitted,

Kathleen Carey
Recording Secretary

In compliance with Illinois Open Meetings Act 5 ILCS 120/1, et seq, a verbatim record of all Northern Illinois University Board of Trustees meetings is maintained by the Board Recording Secretary and is available for review upon request. The minutes contained herein represent a true and accurate summary of the Board proceedings.