



BOARD OF TRUSTEES

**ACADEMIC AFFAIRS, STUDENT AFFAIRS
AND PERSONNEL COMMITTEE**

August 16, 2018

A G E N D A

**NIU Board of Trustees
ACADEMIC AFFAIRS, STUDENT AFFAIRS AND PERSONNEL
COMMITTEE 8:00 a.m. – Thursday – August 16, 2018
Board of Trustees Room
315 Altgeld Hall**



1. Call to Order and Roll Call
2. Verification of Appropriate Notification of Public Meeting
3. Meeting Agenda Approval *Action*.....i
4. Review and Approval of Minutes of May 10, 2018 *Action*..... 1
5. Chair's Comments/Announcements
6. Public Comment*
7. University Recommendations
 - a. Authorization to Retain Executive Search Firms to Support Selected Searches for the Division of Athletics *Action*..... 13
8. University Reports
 - a. Enrollment Management *Information*..... 15
 - b. 2017-2018 Faculty Emeritus Recognition *Information*..... 16
9. Other Matters
10. Next Meeting Date
11. Adjournment

*Individuals wishing to make an appearance before the Board should consult the *Bylaws of the Board of Trustees of Northern Illinois University, Article II, Section 4 – Appearances before the Board*. Appearance request forms will be available in the Board Room the day of the meeting. For more information contact Chelsea Duis, (cfrost1@niu.edu) Recording Secretary to the Board of Trustees, Altgeld Hall 300, DeKalb, IL 60115, 815-753-1273.

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Minutes of the
NIU Board of Trustees
Academic Affairs, Student Affairs and Personnel Committee
May 10, 2018

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:32 a.m. by Chair Wasowicz in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Parrish conducted a roll call. Members present were Trustees Dennis Barsema, Veronica Herrero, Giuseppe LaGioia, Tim Struthers and Chair Wasowicz. Trustees Wheeler Coleman and John Butler were absent. Also present were Lisa Freeman, Matt Streb, Gregory Brady and Chris McCord.

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.

MEETING AGENDA APPROVAL

Committee Chair Wasowicz asked for a motion to approve the agenda. Trustee Barsema moved, Trustee LaGioia seconded the motion. The motion passed.

REVIEW AND APPROVAL OF MINUTES

Committee Chair Wasowicz asked for a motion to approve the minutes of February 15, 2018. Trustee Struthers moved and Trustee Barsema seconded. The motion passed.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Committee Chair Wasowicz mentioned the passing of Trustee Coleman's father James Coleman. There are eleven approval items today including the collective bargaining agreements for AFSCME 1890 and MAP 291; a recommendation for faculty tenure and promotion for 2018/2019, he noted that this is an informational item; request for new degree programs, a MS in Data Analytics, a BS in English and a BS in Mechanical Engineering; request for deletion of emphasis within Electrical Engineering; request for deletion of specialization in Art Education; request for deletion of center status; the Oral Proficiency annual report, which is also an informational item.

PUBLIC COMMENT

General Counsel Brady indicated that there was one request for public comment, Derek Van Burer.

Derek Van Burer: Good morning. On Tuesday I received a FOIA response and at first I didn't bother reading the cover letter because it's always more or less the same. But somebody pointed out I should read it so I read it Wednesday morning and I was somewhat surprised on what was being claimed by the General Counsel's Office. It's quite apparent that the General Counsel Office does not understand the FOIA statute. I was going to read exactly what he said but he said I had privileged information because I had an e-mail from a law firm that I received through FOIA, but and then he was saying oh these statutes and everything else, but he fails to realize the FOIA is the statute that controls what I got. And the reason I'm not gonna bother reading what he said because it's actually posted up on Edgar County Watchdogs with the letter. So feel free. It was posted up there this morning. But FOIA controls the release of public records. And there's a number of exemptions under 7.1 and I go from all the way through A through, and you can see

it's a pretty long list it's like four pages long, all the way through I think it's JJ or II, JJ; the one that deals with auditors and lawyers is M, okay? And so the FOIA law says that you got five days to respond, five business days, and if you need more time you got five more business days, but then you have to release the records. And so auditors and lawyers' communications are public records. So if you want you can use section M to exempt it. But what section one also says is that the public body does not have to, it's a may, they may redact and not redact, but they still have to release the public records even if they chose to redact some stuff they have to release it with unredact – the stuff that's not protected that's unredacted. So here's the e-mail. Okay? This is one page of a fairly large file and so you can sort of see it's two pages. The next one there's no redactions, but look what happens on the next page? Okay? The next e-mail let go there's nice redactions. Look at that? Nothing on that page. Look at that page. Look at that page. Look at that page. Look at these pages. These are all consecutive e-mails. Okay? So he says that inadvertently released it. There's no way they inadvertently released it. They reviewed the whole pdf file? Sixty-five pages long? And they chose not to. It's controlled by FOIA law. It's a public document. It's just a thing to intimidate you that they actually know what they're doing to like the public opinion that I was sent from NIU on the illegal driving on the sidewalks. The legal opinion made the conclusion that yeah it's illegal to do it from the Illinois Vehicle Code, but we at NIU we can change whatever we want to to our sidewalks. They found out that's not true. And this is a public document so I'm well within my rights to share it. So I decline it. Thank you.

Chair Wasowicz: Thank you. Mr. Brady I have a lot of confidence in you by-the-way.

UNIVERSITY RECOMMENDATIONS/REPORT

Agenda Item 7.a.

AFSCME Local 1890 Collective Bargaining Agreement

Chair Wasowicz: At this point I'd like to ask Executive Vice President and Provost McCord to present the university report.

Executive Vice President and Provost McCord: Thank you. We have a number of action items and I'm very pleased to begin with an action item that has been a very long time in development. We have been negotiating with American Federation of State, County, Municipal Employees Local 1890 Counsel 31 representing approximately 580 employees in clerical, paraprofessional, technical and administrative employees in a variety of Civil Service Classifications. Those negotiations have reached completion. We bring to you a complete initial agreement which covers wages, hours, and conditions of employment. This is a five year agreement. It has been ratified by the membership and will become effective upon approval by the NIU Board of Trustees and will expire in June 30, 2023. We are very pleased to bring this long sought agreement to you and the terms and conditions of this agreement are consistent with university policies and guidelines. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse the collective bargaining agreement and the president forward it by means of the president's report to the Board of Trustees for approval at its meeting on May 10, 2018.

Chair Wasowicz: So do I hear a motion to accept the collective bargaining agreement?

Trustee Barsema: So moved.

Trustee Struthers: Second.

Chair Wasowicz: Any discussion? I understand that we neglected to ask any of the UAC members if they had any comments about this. Sorry.

Alex Gelman: Yes I do actually. Good morning. After 25 years of planning or more and five years in the wilderness, the Department of Anthropology and the School of Theater and Dance is happy to report that the trucks are moving even as we speak, and we're moving back into Steven's building which will achieve what is euphemistically know as substantial completion by the end of this month. Now my colleague

Kendall Thu is not here, but I'm certain he would agree that we are both or either of us are eager to take a personalized tour of anybody in this room through that building. Now we could bring in a PowerPoint of all the lovely facilities, but theater being alive and immediate art, doing it in person would be so much more preferable. My e-mail address can be located on the website of the School of Theater and Dance. Thank you.

Linda Sabario: So very briefly because I'm not sure how long she'll be able to stay today, I would like to introduce to you our new Faculty Senate President, Therese Arado. She's sitting right here at the end of the table. Therese is a professor in the College of Law and she will be starting her post on July 1st. So congratulations Therese.

EVPP McCord: We had a motion and a second.

Chair Wasowicz: So at the point of discussion, is there any discussion on the item on the table? Hearing none, I'll ask for a vote. All those in favor?

Members: Aye

Chair Wasowicz: Opposed? Motion carries.

Agenda Item 7.b.

MAP Local 291 Collective Bargaining Agreement

Executive Vice President and Provost McCord: Item 7.b. is also a collective bargaining agreement. This is with the Metropolitan Alliance of Police Chapter 291 representing employees in police officer civil service classification. This completes an ongoing agreement which covers wages, hours and conditions of employment. This is a five year agreement effective July 1, 2016 expiring June 30, 2021. As with the previous agreement, the full terms and conditions are available as appendices. The terms and conditions of this agreement are consistent with university policies and guidelines. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse the collective bargaining agreement and that the president forward it by means of the president's report to the Board of Trustees for approval at the meeting of May 10, 2018.

Chair Wasowicz: Do I hear a motion for approval?

Trustee Herrero: So moved.

Trustee LaGioia: Second.

Chair Wasowicz: Any discussion?

Trustee Barsema: Can I just ask a quick question? If I remember correctly from a previous discussion on this, this does not cover all of the people in our police department. Is that correct?

EVPP McCord: That is correct. We have separate unions for different components of public safety and this covers those in the classification of police officer.

Trustee Barsema: Okay which is approximately what percentage of the department?

EVPP McCord: Maybe about sixty percent.

Trustee Barsema: Okay, so it covers the majority?

EVPP McCord: Yes.

Trustee Barsema: Okay. How many, do you know off the top of your head Chris, how many other unions do we deal with relative to the police department or campus safety?

EVPP McCord: There are two others. I am being signaled from the audience, we have three others. We have one for sergeants, one for lieutenants and then we have people not in those ranks, the communications staff I believe is the – the telecommunications staff.

Trustee Barsema: Okay, great, thank you.

Chair Wasowicz: Any other discussions, comments? All those in favor of the motion on the table signify by saying aye.

Members: Aye

Chair Wasowicz: Opposed? The motion carries. The next item here I believe is informational.

Agenda Item 7.c.

Recommendations for Faculty Tenure and Promotion

Executive Vice President and Provost McCord: Yes. We bring to you every year at this time recommendations for faculty promotion and tenure. This is at the center of the academic life and is something that the academic community takes incredibly seriously. I will explain to the audience we are bringing this as an information item today, not because there is any problem with this, but because the student trustee is not permitted to vote on promotion and tenure items and without the student trustee we are lacking quorum. So this will come at the earliest opportunity which will be the June meeting. I'm happy none the less to discuss the item even though we can't act on it today.

Chair Wasowicz: Anyone have any questions or thoughts? Hearing none, you want to move on Chris?

Agenda Item 7.d.

Request to Transition Tenure Homes

Executive Vice President and Provost McCord: Item 7.d, following the creation of the school of Interdisciplinary Health Professions within the College of Health and Human Sciences which was approved by the Board of Trustees at its special meeting February 16, 2017. The College of Health and Human Sciences is transitioning faculty from other components of the college into the School of Interdisciplinary Health Professions. In order to complete those transitions, it is necessary to move the tenure homes of the faculty and align them with their departmental assignments. As tenure is granted by the Board of Trustees, the transfer of tenure lines we request to be approved by the Board of Trustees. A list of those whose positions are being transitioned is displayed. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request and ask that the president forward it by means of the president's report to the Board of Trustees for Approval at its meeting on June 14, 2018.

Chair Wasowicz: Do I hear a motion for approval?

Trustee Herrero: So moved.

Trustee Struthers: Second.

Chair Wasowicz: Any discussion?

Trustee Barsema: Can I just make sure that I have this straight in my mind when I read this. So these are faculty that are currently tenured and because we created the new home at a previous meeting we're moving the responsibility or the ownership of their tenure to the new home that was created several meetings ago. Is that...

EVPP McCord: That is essentially correct. Some of the faculty on this list are on tenure track positions have not yet earned tenure, for completeness of information and full disclosure we're indicating to you

those whose tenure track appointments are moving to the new school as well as those who already have tenure who we are moving their tenure home.

Chair Wasowicz: And we have a couple new hires as well.

EVPP McCord: And there are people who at the time the process was initiated with their initial offer directing them to existing schools, to be quite clear we are displaying them as well and that we are moving their lines.

Chair Wasowicz: Any other discussion? We have a motion on the table. All those in favor signify by saying aye.

Members: Aye.

Chair Wasowicz: Opposed? Motion carries.

Agenda Item 7.e.

Request for New Degree Program – M.S. in Data Analytics

Executive Vice President and Provost McCord: We now bring a variety of curricular actions. The first item 7.e. is the creation of a new degree in Masters of Science in Data Analytics. This is to be offered on-line - while we will seek approval from the IBHE for full authority to offer the degree, it is our intention to deliver this solely in an on-line format. This will be housed within the Department of Operations Management Information Systems within the College of Business. Data Analytics, as I'm sure you're aware, is a rapidly growing field with tremendous opportunities for growth and we feel that it is very advantageous for the university to offer program in this area. This will eventually, we hope, be the first of several offerings in this arena that the university will be able to position, but we believe that there is a targeted market for students interested in a business degree in Data Analytics and we're eager to bring this forward. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request and ask that the president forward it by means of the president's report to the Board of Trustees for approval at its meeting on June 14, 2018.

Chair Wasowicz: Do I hear a motion to accept this?

Trustee Struthers: So moved.

Trustee Herrero: Second.

Chair Wasowicz: Discussion?

Trustee Herrero: Are any of the classes going to be available to undergraduates or is this just for graduates? Or is there a program already available for undergraduates? Because it seems like a very high growth field.

EVPP McCord: This program as I understand at this point is intended at the master's level only, but you're quite right, we're looking at other opportunities for undergraduate offerings in these areas. We have in Operations Management and Information Systems an undergraduate degree in Computer Science and an undergraduate degree in other areas, but this is pitched at the level of a graduate program at this point.

Chang Liu: Thank you. My name is Chang Liu, Department Chair for the Operations Management and Information Systems. Now for the undergraduate program we do have a program like a minor, that's a minor program for all majors for the students, that's at an undergraduate level. This program is a Master of Science in Data Analytics so it's a graduate level program.

Trustee Herrero: Okay. So there is something available for the undergrads?

Chang Liu: Oh yes.

Lisa Freeman: If I could just add to that, majors from across the College of Business in all departments do avail themselves of that minor. I was at a leadership development event for women in the College of Business and almost every single student I spoke to was building capacity and expertise in data analytics through the minor or through course work.

Chang Liu: Thank you President.

Chair Wasowicz: Any other questions at all?

Trustee Barsema: Do you ever see this moving to a major at the undergraduate level? I know we have it as a minor right now, but do you have it in your vision to move this to a major at some time and if so what would be the trigger point that would cause that?

Chang Liu: This is what Provost McCord just mentioned, there may be several programs come out. Right now I'm working at the data science working group, so that group will really tell about the undergraduate program and also graduate program in Data Science. It looks like that group has a consensus; we want to propose a Bachelor degree in Data Science. We are working on that. On the Business Analytic minor, you are correct, that is a really huge growth. Two years ago, the Board approved it as a minor. When we started in fall 2016, we have about thirty students, now we have over 120 students in this minor program. So yes, I do see a lot of growth.

Trustee Barsema: Because this, as was stated by my colleague, is a very hot area and I'm really glad to see us doing work in this area at the master's level and at the minor. I would really encourage us to, at the right pace, but move as quickly as we can to a major, because again as we look for reasons why students would want to come to NIU from an academic study standpoint, this is one of those areas that can attract new students to us.

EVPP McCord: Right and this is a fairly apt pathway to new, really not just a new major, but a new discipline and so the minors and the master's degrees are typically the most accessible points of entry for creating new degrees, standing up new curricula and then you spread from there, both at the graduate level, potentially towards the doctoral education, and at the undergraduate level from the minor to the major. We are on a trajectory.

Trustee Barsema: That's great. I applaud you for doing this. That's awesome.

Chang Liu: Thank you.

Chair Wasowicz: Actually I was fortunate enough to sit in on a meeting with a couple of students that are graduating coming out of the OMIS major and a focus in analytics, very impressive. I have a question on this, I know we had the SAP agreement there, are we looking at software companies right now where we can have a similar type of partnership with them?

Chang Liu: Besides SAP we also have the partnership with the SAS Institute, so we are part of the SAS global academic program. Right now, we also have SAS drawing certification at both undergraduate and graduate level for Data Analytics. The graduate from the Master of Science in the data analytic program, they will also receive a SAS certification for Data Analytics.

Chair Wasowicz: We should probably take a look at Microsoft and Tableau as well, those are the hot areas right now.

Chang Liu: Yes, the program will definitely cover Tableau, SAS, SAP and ERP, those are skills, knowledge that will be covered in the curriculum.

Trustee Herrero : One last thing, I think it is making the same point, but I think it would be really good to see of our regional competitors in other universities in the area, how many of them are offering Data Analytics at the undergraduate level versus the master's degree level just so that we have an understanding of what's available around us.

EVPP McCord: Chang Liu may know, it's my perception that again the growth, the explosive growth, has been at the master's level.

Chang Liu: Correct.

EVPP McCord: I think that the undergraduate level tends to come a little more slowly. I am not aware of a significant presence. Again, you may know more detail than I do of competitors who have entered the undergraduate level.

Chang Liu: We did research at the graduate level and there are 19 AACSB accredited business schools in Illinois, and there are five programs, five universities offering something in data analytics.

Trustee Herrero: At the undergraduate level?

Chang Liu: Graduate level. Undergraduate level to my knowledge probably just two, but I'm not sure it's really from the business school. Some really from the mathematics department.

Chair Wasowicz: Any other discussion? Chang, thank you very much.

Chang Liu: Thank you.

Chair Wasowicz: We have a motion on the table. All those in favor signify by saying aye.

Members: Aye

Chair Wasowicz: Opposed? Motion carries.

Agenda Item 7.f.

Request for New Degree Program – B.S. in English

Executive Vice President and Provost McCord: Thank you, agenda item 7.f. is the request for a new degree program, a Bachelor of Science in English and I hasten to explain that of course NIU has offered a degree in English for decades. We are not creating – what we are doing is diversifying. We have offered a Bachelor of Arts in English for decades; we are now adding a Bachelor of Science. This does not change any of the major requirements within English itself; it changes the undergirding requirements that go with a Bachelor of Science degree as opposed to a Bachelor of Arts. It gives a wider access of the English degree to more students and it also give students who want to pursue a degree in English more opportunities for how they will couple their major requirements with the other complementary work that they do. This is not uncommon. Our Humanities Departments of Philosophy, History, and Communication all offer both a Bachelor of Science and a Bachelor of Arts degree so English would be joining them in that positioning. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request and ask that the president forward it my means of the president's report to Board of Trustees for approval at its meeting on June 14, 2018.

Chair Wasowicz: Do I hear a motion to accept this recommendation?

Trustee Struthers: So moved.

Trustee Herrero: Second.

Chair Wasowicz: Any discussion.

Trustee LaGioia: So we're gonna be offering the Bachelor of Arts as well as a Bachelor of Science?

EVPP McCord: Correct.

Chair Wasowicz: Any other discussion? Hearing none, I'll call the question, all those in favor signify by saying aye.

Members: Aye.

Chair Wasowicz: Opposed? The motion carries.

Agenda Item 7.g.

Request for New Degree Program – B.S. in Mechatronics Engineering

Executive Vice President and Provost McCord: Thank you. Agenda Item 7.g. is the request for a new degree program, a Bachelor of Science in Mechatronics Engineering. This is in many ways complementary to the proposal we brought you recently for a creation of a Bachelor of Science in Biomedical Engineering. You will recall that in that situation Biomedical Engineering had been offered as an emphasis within Electrical Engineering and it matured to the point where it made sense to stand it up as its own degree. We're doing the same with Mechatronics. Mechatronics is the integration of mechanical and electrical engineering. It's a very hot area. It has been offered as an emphasis area within Mechanical Engineering. It is ready. It is mature and in demand enough to justify it being separated out and offered as its own separate degree program. We believe that this will be an opportunity for great growth. There's a lot of name brand recognition that goes with mechatronics engineering right now and we feel that this is a great opportunity for the university to make its engineering degrees more aligned with market demand. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request and ask that the president forward it by means of the president's report to the Board of Trustees for approval at its meeting on May 10, 2018.

Chair Wasowicz: Do I hear a motion to accept the degree program?

Trustee Herrero: So moved.

Trustee LaGioia: Second.

Chair Wasowicz: Any discussion?

Trustee Barsema: Could we go back through, there was one thing that I picked up on here when I read it and that's the investment in equipment I thought I had read. So do we have the equipment that's needed? I think it was a quarter of a million or 270. Do we have the equipment that's needed in order to do this major already or is it gonna require an additional investment?

EVPP McCord: I am going to invite the dean, Don Peterson from the College of Engineering, to come forward.

Don Peterson: Good morning. To answer your question, we've seen growth in student's percentage wise double in the past two years. About a hundred of our mechanical engineering students out of 600 are successfully going through the emphasis in mechanical engineering. In order to pull the emphasis off and make sure that they're trained adequately within that emphasis, we have amassed laboratory structure and equipment structure in order for them to be able to be successful in their research, their hands-on learning within the laboratories, and so forth. We have partnerships with automation direct. We have partnerships with Amron and this has been a long standing relationship. So we do have the equipment necessary to launch a new bachelor's initiative in this area.

Trustee Barsema: So what I had read in here about the \$270,000 investment for new faculty and such, where are those dollars going to come from?

Don Peterson: Right now we're looking at projected enrollment and growth. We're not hiring anybody off the cuff. We are looking at using the available course structures that we have. We're expanding our options and offering some faculty that are already teaching in the Mechatronics Engineering track in order to launch this program. We foresee that the enrollment growth is going to increase significantly and the opportunities with industry to partner with us on various initiatives for the undergraduates. For example, we have an alumni out of NIU who has already verbally devoted funding for student scholarships and we have some large corporations like Wal-Mart who are very interested in the future of

this degree program. If we establish this degree program and we get this accredited within the next few years which is the target, we will be the third in the country to have an accredited program in Mechatronics Engineering which means NIU will be at the forefront of this very multi-disciplinary degree that is essential. We work with companies in this area and we hear on a continual basis in how much they're bringing in automation and robotics and artificial intelligence and growing in that direction. We need to meet the needs, regional needs of the workforce and so we're going to play our role successfully.

Trustee Barsema: So your goal is then to self-sustain within your college this program through increased enrollment and the anticipation is that you're not going to be coming back to the university asking for dollars or what are your thoughts there?

EVPP McCord: That's accurate. You may remember we approved a differential tuition for engineering programs. That will provide a particular resource that will enable the boot strapping that Dean Peterson is referring to.

Trustee Barsema: Good thank you. By the way, I think your student numbers are low. I will bet you will do more than that.

Chair Wasowicz: I would agree with that.

Don Peterson: (no microphone)

Chair Wasowicz: I definitely agree with that. Any other discussion? By the way, I did have one other question Dean Peterson, how many – if you look at demographics in the program there, what is the breakdown of female students?

Don Peterson: I don't have those numbers, but there's a fair amount. We predict with multi-disciplinary engineering degrees like Mechatronics, like Biomed, we're going to see a very high participation rate with a very diverse population. I would expect that we would see a third if not more of female enrollment. Biomedical Engineering across the country is over half of the enrollment of female. So we're gonna see these multi-disciplinary degrees flourish I think with the wants of the students on all levels in different diversity groups. So we're quite excited to be able to launch that.

Chair Wasowicz: Thank you. So I'll call the question. Is there any other discussion? Everybody has heard enough? All those in favor on the motion signify by saying aye.

Members: aye

Chair Wasowicz: Opposed? Motion carries.

Agenda Item 7.h.

Request to Delete Emphases within Electrical Engineering

Executive Vice President and Provost McCord: Thank you. Agenda item 7.h. is a request to delete emphasis within Electrical Engineering. As just mentioned, Biomedical Engineering has been created as a new degree. It has been approved by the Illinois Board of Higher Education. So that process is now complete and we have authorization for a degree in Biomedical Engineering. With that authorization, it's no longer appropriate to maintain the emphasis within the degree in Electrical Engineering. We are seeking to delete that emphasis. And there's sort of a collateral step that comes from that. That would leave Electrical Engineering with one emphasis. When we have a degree that has one emphasis we just call it the degree. We don't call it with an emphasis. So while this refers to deleting the emphasis in Electrical and Computer Engineering, it's deleting it as a named emphasis and simply making it the degree. We are going from a degree with two emphases to a degree with no emphases. That is the impact of this action, and the university recommends that the Academic Affairs, Student Affairs and

Personnel Committee endorse this request and ask that the president forward it by means of the president's report to the Board of Trustees for approval at its meeting on June 14, 2018.

Chair Wasowicz: Do I hear a motion to approve the deletion of these emphases?

Trustee Struthers: So moved.

Trustee Herrero: Second.

Chair Wasowicz: Discussion? Everybody understands. Okay, great. Hearing no further discussion, all those in favor of the motion signify by saying aye.

Members: aye

Chair Wasowicz: Opposed? Motion carries.

Agenda Item 7.i.

Request to Delete Specialization in Art Education

Executive Vice President and Provost McCord : Thank you. Agenda item 7.i. is deletion of a specialization in Art Education. In a similar vein, some time ago the university had an emphasis in Art Education within the education doctorate in curriculum and in instruction. Our curriculum has evolved and the offerings are now more appropriately located within the College of Visual and Performing Arts and with that realignment it is no longer appropriate for curriculum and instruction to be duplicating that effort within the College of Education. They have phased out the program and we now want to align the formal offerings with that by deleting the specialization in Art Education. Specializations are to graduate programs what emphases are to undergraduate programs. This is removing one piece of the education doctorate in curriculum and instruction. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request and ask that the president forward it by means of the president's report to the Board of Trustees for approval at its meeting on June 14, 2018.

Chair Wasowicz: Do I hear a motion to approve the deletion of the specialization?

Trustee Herrero: So moved.

Trustee LaGioia: Second.

Chair Wasowicz: Discussion?

Trustee Barsema: Could I just make sure I have this right? Anytime we remove something or delete something I'm always concerned about the impact on students, but we haven't had any students in this in over a decade so?

EVPP McCord: That is correct.

Trustee Barsema: Is that correct? Okay.

EVPP McCord: Right, we have yes – no students will be injured.

Chair Wasowicz: Are you sure we waited long enough? Any other discussion? Hearing none, I will call the question, all those in favor of the motion on the table signify by saying aye.

Members: aye

Chair Wasowicz: Opposed? Motion carries.

Agenda Item 7.j.

Request for Deletion of Center Status

Executive Vice President and Provost McCord: Thank you. Agenda item 7.j. is deletion of center status for the university writing center. The university writing center was established as a public service and research center under the auspices of the Illinois Board of Higher Education some years ago. We are not changing anything of the current status of the unit, the university writing center, what we are doing is removing its IBHE listed status as a public service and research center. When it was first created it had a public service role. Its mission has evolved. It has moved away from that role for some time now and we are properly aligning its status with the IBHE to more accurately reflect its current mission. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request and that the president forward it by means of the president's report to the Board of Trustees for approval at its meeting on June 14, 2018.

Chair Wasowicz: Do I hear a motion for the deletion of center status?

Trustee Struthers: So moved.

Trustee Herrero: Second.

Chair Wasowicz: Discussion?

Trustee Barsema: Could you share with us where this is going to report up through? I know we're removing its status from IBHE, but...

EVPP McCord: The university writing center is part of Academic Affairs. It is part of what we are now identifying as the Office of Undergraduate Studies. So it reports to the Vice Provost who in turn reports to the Executive Vice President and Provost. That status is not changing.

Trustee Barsema: So the only change here is the status within the IBHE. We aren't changing the reporting structure; we aren't changing the service that we are giving to the students, etcetera?

EVPP McCord: That's accurate.

Lisa Freeman: Technically we may improve service because we're relieving the writing center of reporting requirements to the IBHE that can be onerous.

Trustee Barsema: Okay, great, thank you.

Chair Wasowicz: I'd like to call the question, all those in favor of the deletion of the center status signify by saying aye.

Members: Aye

Chair Wasowicz: Opposed? Motion carries.

Agenda Item 7.k.

Oral English Proficiency Annual Report 2016-2017

Executive Vice President and Provost McCord: Thank you. And finally, item 7.k. is actually an information item. The Illinois legislature mandates that governing boards of Illinois public institutions are required to take appropriate steps to ensure the oral English language proficiency of all individuals who provide classroom instruction. We have a number of protocols in place both to provide training for all individuals who provide instruction and a number of mechanisms available to ensure that if there are issues, if there are complaints, that there are ready pathways for people to bring those complaints forward so that we can take remedial action. We report that we have surveyed all of the departments annually to document

any student's complaints. Of the 48 departments that were requested to provide information, no complaints were received. That concludes the university report.

OTHER MATTERS

Chair Wasowicz: Are there other matters to come before the committee? I would like to make one final comment here. I had the opportunity, and Veronica as well, were able to go out and see some of the work that Sol Jensen and his team were doing as far as talking to high school counselors about NIU throughout the state. I think we had six meetings of which I think Veronica attended one, I made it to three. I think it is good to get out and see what the people around the state are thinking and saying about NIU and I think we got some good information from that as well. I'm happy to see the work that we are all doing and a team effort as well. It's great, people out supporting what Sol is doing. So Sol thank you for your work on that.

NEXT MEETING DATE

Chair Wasowicz: The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be Thursday August 16, 2018.

ADJOURNMENT

Committee Chair Wasowicz asked for a motion to adjourn. Trustee Barsema moved and Trustee LaGioia seconded. The motion was approved. Meeting adjourned at 9:18 a.m.

Respectfully submitted,

Joan Parrish
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.

AUTHORIZATION TO RETAIN EXECUTIVE SEARCH FIRMS TO SUPPORT SELECTED SEARCHES FOR THE DIVISION OF ATHLETICS

Summary: Pursuant to the provisions of Public Act 97-0814 and the Northern Illinois University policy on the use of external search firms approved by the Board of Trustees on May 23, 2013 and previous approval at the December 10, 2015 Board meeting, it is recommended that the Board authorize the President to retain such executive search firms to assist in the search for head coaches in the Division of Athletics, as may be necessary. Due to the critical roles and functions that head coaches fulfill at the university, there is a justifiable need to use search firms for such positions, per the NIU Policy On The Use of External Hiring Search Firms wherein criteria related to special expertise and candidate screening are cited. The Illinois Procurement Higher Education Consortium annually establishes a list of search firms prequalified through a competitive bidding process. It is recommended that the firm either be selected from this list, or procured through the approved RFP (Request for Proposal) process.

Recommendation: It is recommended that the President be authorized to select executive search firms to support selected searches for head coaches in the Division of Athletics. It is further recommended that the President report plans to retain such search firms to the Board as soon as practicable, and periodically report back to the Board regarding the selection and status of such searches.

The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request and ask that the president forward it by means of the President's Report to the Board of Trustees for approval at its September 13, 2018 meeting.

NORTHERN ILLINOIS UNIVERSITY POLICY ON THE USE OF EXTERNAL HIRING SEARCH FIRMS

Pursuant to the Northern Illinois University Law, as amended by Illinois Public Act 97-814, it is the policy of Northern Illinois University that charges for the services of an external hiring search firm may not be paid from any source of University funds, except:

- (1) In the hiring of the President of the University, or
- (2) In the case of when the Board of Trustees and the President demonstrate a justifiable need for guidance from an individual or firm with specific expertise in the field of hiring.

In furtherance of this authority, the President may implement this policy through the development of further guidelines and procedures for determining when the use of an external hiring search firm is justified. The Board and/or the President may delegate their respective responsibilities under this policy to appropriate University officials as deemed necessary.

Any NIU hiring department or entity that wishes to utilize the services of an external hiring search firm must make a request to the Office of the President for appropriate review under this policy before engaging the services of such search firm. In determining whether a request qualifies for the justified use of an external hiring search firm, the President will consider the following applicable criteria:

- The nature and scope of the position being filled (e.g., senior level versus non-senior level);
- The nature and scope of the search (e.g., nationwide versus local or regional);
- The University's goals and priorities surrounding the search;
- The availability of personnel, monetary resources and other University resources to dedicate to the search;
- An external search firm's ability to help recruit and screen candidates;
- An external search firm's ability to enhance the quality of a candidate pool;
- An external search firm's ability to help conduct and coordinate the logistics of a search;
- The expertise/specialization of an external search firm in conducting searches
- An external search firm's ability to bring fresh and new perspectives from outside of the University.

Northern Illinois University understands that the determination of whether a search is justified in using the services of an external hiring search firm depends upon the unique circumstances of the search being conducted. The President is not prohibited from considering other factors that may be deemed relevant and important for a search.

Upon completing a review, the President will determine whether justifiable need exists for the selection of an external hiring search firm and shall make a recommendation to the Board of Trustees for final action on the matter at any regular or special meeting of the full Board of Trustees. In its consideration of the matter, the Board will consider the above-referenced applicable criteria, as well as any other factors that may be deemed relevant and important. The Board's decision will be final.

Approved by the Board of Trustees of Northern Illinois University on May 23, 2013.

**Agenda Item 8.a.
August 16, 2018**

Information

ENROLLMENT MANAGEMENT PRESENTATION

Dr. Chris McCord, Acting Vice President and Provost will present the ongoing enrollment management strategic processes.

2017-2018 FACULTY EMERITUS RECOGNITION

Universities have a long tradition of granting emeritus status to faculty who retire in good standing. Northern Illinois University has created a regular process for the identification of retirees for whom the emeritus designation is appropriate. A list of ranked faculty who have announced or finalized retirements during the fiscal year is prepared annually by Human Resource Services and reviewed by the Provost for presentation to the Board of Trustees. The University hereby informs the Board of Trustees of the retired faculty members designated as emeritus for FY2018.

The faculty being granted emeritus status, with their departments, ranks, any special status, and dates of retirement are as follows:

Name	Department	Rank and Special Status	Retirement Date
Bellout,Hamid	Mathematical Sciences	Professor	7/1/2017
Birberick,Anne L	Vice Provost	Associate Professor	5/1/2018
Burns,Gary C	Communication	Professor	1/1/2018
Cordell,Rosanne Marie	Libraries	Associate Professor	6/15/2017
Ebrahimi,Nader B	Statistics	Professor, PRSAP	6/1/2018
Fallahi,Behrooz	Mechanical Engineering	Professor	1/1/2018
Gasser,Kenneth W	Biological Sciences	Associate Professor	1/1/2018
Haque,Fareed U	Music	Professor	6/1/2018
Harris,Bernard J	Mathematical Sciences	Professor	1/1/2018
Hashemian,Reza	Electrical Engineering	Professor	6/1/2018
Holbrook,Gabriel P	Biological Sciences	Associate Professor	9/1/2017
Jeria, Jorge M	Counseling, Adult & Higher Ed	Professor	8/1/2018
Johns,Mitrick A	Biological Sciences	Associate Professor	6/1/2018
Johnson,James M	Finance	Professor, PTP	6/1/2018
Khoury,Helen A	Mathematical Sciences	Associate Professor	8/1/2017
Koenig,Heidi O	Public Administration	Associate Professor	11/1/2017
Krmenec,Andrew J	Geography	Professor	6/1/2018
Lonergan, David F	Libraries	Professor	8/1/2018
Long,Gregory A	Allied Health & Comm Disorders	Professor, PTP	7/1/2017
Meganathan,Rangaswamy	Biological Sciences	Professor, PRSAP	8/1/2017
Neal, LaVonne Isabelle	Administration & Finance	Professor	7/1/2018
Olson,Chalermsee	Libraries	Associate Professor	9/1/2017
Renk, Kathleen J	English	Professor	7/1/2018
Schultz,Kurt G	School of Art and Design	Associate Professor	6/1/2018
Sinason,David H	Accountancy	Professor	6/1/2018
Skowronski,John Joseph	Psychology	Professor, PRSAT, BOT	6/1/2018
Smith,J Harvey	P-20 Center	Associate Professor	4/1/2018
Stoddard,Paul R	Geology and Environmtl Geosci	Associate Professor	1/1/2018
Tattersall, Patricia J	Allied Health & Comm Disorders	Associate Professor	7/1/2018
Walker,James A	Geology and Environmtl Geosci	Professor	6/1/2018