

Meeting of the
BOARD OF TRUSTEES
OF NORTHERN ILLINOIS UNIVERSITY
March 8, 2018

1. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 9:02 a.m. by Board Chair Wheeler Coleman in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Kathy Carey conducted a roll call. Members present were Trustees Dennis Barsema, Robert Boey, John Butler, Giuseppe LaGioia, Tim Struthers, and Board Chair Wheeler Coleman. Members absent were Veronica Herrero and Eric Wasowicz. Also present were, Acting President Lisa Freeman, Board Liaison Matt Streb, Acting General Counsel Greg Brady, Acting Executive Vice President and Provost Chris McCord, Vice President for Administration and Finance Sarah McGill, Vice President, Anne Kaplan, and University Advisory Council (UAC) Representatives Barbara Andree, Catherine Doederlein, Alex Gelman, and Linda Saborio.

2. VERIFICATION OF QUORUM AND APPROPRIATE NOTIFICATION OF PUBLIC MEETING

Acting General Counsel Brady indicated the appropriate notification of the meeting was 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 and indicate there would be a motion later for a consent agenda of agenda items 8.b.1 through 8.b.12, and 8.c.3. Trustee Struthers moved and Trustee LaGioia seconded. The motion passed.

4. REVIEW AND APPROVAL OF MINUTES OF OCTOBER 19, 2017 AND NOVEMBER 16, 2017

Chair Coleman asked for a motion to approve the minutes from the meeting of October 19, 2017. Trustee LaGioia moved and Trustee Boey seconded the motion. The motion passed.

Chair Coleman asked for a motion to approve the minutes from the meeting of November 16, 2017. Trustee Butler moved and Trustee Struthers seconded the motion. The motion passed.

5. CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Coleman began by inviting attending members of the University Advisory Committee who wished to speak at the meeting.

Cathy Doederlein began, good morning and thank you. This is Cathy Doederlein, President of Supportive and Professional Staff Council. I apologize as I'll have to step out in a little bit because we have our monthly meeting for SPS Council the second Thursday of every month. So I apologize for that. But I did just want to share kind of the topic of mind item for SPS at this time which primarily relates to the state university civil services systems merit board procedure update which impacts how supportive professional staff that are in roles that are flagged as civil service or operating staff roles are shifted into those positions. The university, the cabinet and HR have been very open to the question and concerns from Supportive Professional Staff about those matters. And essentially just kind of curiosity about how that potential shift for individuals, not the entire classification, but for individuals into operating staff roles, kind of what the impact has. So we appreciate that ongoing conversation. We know that it is a state level decision, but there's definitely some concerns that we have as SPS and look forward to the opportunity to continue to dialog about those. But just thank the university for continuing to hear our concerns in that matter.

Barbara Andre commented, good morning. My name is Barbara Andre and I'm the president of the Operating Staff Council. I thought I'd stand up so I can see the array here. I do have a statement for the Board of Trustees. Since we all see now that outsourcing is coming to NIU it is important to remember the people, generally civil service employees, who are being most affected. Just using the work affected is not descriptive enough to what is happening to loyal, skilled, and long term employees by eliminating their jobs. Often there are very limited options they have to choose from; testing for a new classification, bumping another employee, which creates another level of trauma. Being laid off because there seems to be no other option or choosing to retire if that is even possible. Imagine being a long time employee given only one a month or two months to make this transition when there is no other choice for them. The university has made a decision and the people have to deal with it. This is just another phase in what's been happening for a long time across campus in the civil service section, which I can address directly. Faculty and SPS have their own stories to tell. Attrition has been used to downsize office, building, and food service staff which then puts a larger burden on whoever is left to do the work. If supervisors don't handle this stressful time well, those who remain become frustrated, overworked and feel unappreciated. For example, if employees are not given any or very limited release time to become involved in shared governance committees this lead to the stifling of voice of civil service on campus. The excuse is operational needs, when in fact it is often a lack of management skill. This leads the employee to look elsewhere either on campus or off campus taking their valuable institutional knowledge with them. It's a spiral downward that needs to stop. I encourage Human Resources Services to be proactive with employees who are being ousted by outsourcing. Give every employee all the information they need to make informed choices, not just tell them to check a website. Do not just send e-mails because most of the building and food service workers have little or no access to NIU e-mail or computer terminals on a daily basis. People hear messages in different ways. Give them handouts to read or talk to them one-on-one or in a small group. We are very grateful for the expertise and service that the ombudsperson and the operating staff personnel advisor have demonstrated in getting answers and actions done for employees with questions. NIUs reputation and mission could be greatly harmed if these supportive, skilled workers are swept under the rug. We are not the bottom of the pyramid. We are the foundation and dynamic underpinning of how this university gets things done for students, faculty and administration. Please show us the respect that we have always earned and deserved. Thank you for your time and thoughtful consideration.

Linda Saborio commented, as Faculty Senate President, I just wanted to let you know that the Faculty Salary Task Force met late yesterday afternoon and the co-chairs of the salary study received feedback from the task force members and the final report will be available for all to view. We have a webpage dedicated just to this report and that should be available sometime next week. Thank you.

Alex Gelman added, aside from recommending that we adopt yea as a proper substitute for aye, in that spirit I'd like to share with you that this is the fifteenth year of a successful effort on the part of the Study Abroad office and the School of Theater and Dance. Ten junior theater majors from the School of Theater and Dance are currently in Moscow studying at the famed Moscow Art Theater School. Art has always been a stronger predictor of the future than politicians have and art and education diplomacy has often outpaced the efforts of professional diplomats. I remind you of the ping pong event in China that, for those of us who are old enough to remember, it's significant that NIU is at the heart of this effort in Moscow. Our students are benefiting from this greatly, but I don't think it's too much of a stretch to suggest that the effects far reach much farther than the individual success of the students.

Chair Coleman responded, I personally would like to say Cathy, Barbara, Linda and Alex every meeting we look forward to your thoughtful comments. We appreciate it. As a board your comments typically provide us additional insight on the pulse of what's going to on at the university. So we appreciate your comments, thank you.

6. PUBLIC COMMENT*

Acting General Counsel Brady indicated that there were 16 requests for public comment.

Chair Coleman responded, I'd like to do is remind each speaker today that you will be allowed up to five minutes to address this body. With sixteen requests, when you hit the five-minute mark, I will indicate such and then I would request that you please wrap up your remarks.

Acting General Counsel Brady began, the first requestor is Mayor Jerry Smith.

Jerry Smith began, good morning. Jerry Smith, DeKalb, NIU Class of '66. I'm here this morning to thank your most senior member of the board, Bob Boey. As a member of our community for over fifty years, I've seen Bob in a variety of capacities. First getting to know him as we served together on the DeKalb County Economic Development Corporation where we both served as president. We've gotten to know Bob and his wife Doris over the years and while wife Ging and Doris have often been confused for one another, I can safely say that Bob and I never been accused of having, I've never been accused of having physical similarities. Now as the mayor of the city of DeKalb, I certainly have a keener appreciation of those who step up and serve voluntarily on boards and commissions. As a matter of fact, Bob still has a seat on DeKalb's Community Enhancement Commission and we thank him for that. As a proud NIU grad, I know that Bob considers himself a fellow Huskie and will continue to support this city and this campus. On behalf of our family, on behalf of the city of DeKalb, and on behalf of thousands who have benefitted from Bob Boey's long time service to this university, my heartfelt thanks. Thank you Bob.

Trustee Boey responded, thank you Jerry. It's a pleasure and it's a pleasure to see everyone here. I will miss this particular event especially dearly. Anyway thank you all for all your attention and your kind concerns and one last time, have a great day. Thank you.

Acting General Counsel Brady noted, Mr. Chair the second requestor is Kristen Foley.

Kristen Foley asked, I have a request before I begin. There's thirteen of us who are here on the same topic. If you want us to go at the end if there's other people or if we could, we have arranged speaker list of how we would like to go if I could give that, if you would indulge us into that.

Chair Coleman responded, I don't see a problem as long as they're registered.

Kristen Foley began, I'm the mom of a freshman. Hi Jack, he's in the overflow room downstairs. I wanted to say first of all thank you for listening last meeting and especially thank you for your comments. I know that you don't have to comment after you hear people speak and your thoughtful comments really meant a lot to me and the students that were here. I had signed up to speak again today and I really hope that I would be back in the capacity to say thank you for getting the situation resolved. Unfortunately we're not there yet. So I wanted to kind of fill you in on where we are in the process. And I didn't mention last time, my son is an uninitiated member of Phi Kappa Theta. Right now the university is currently working with Phi Kap's to resolve the issue. We had filed an appeal of the disciplinary hearing. There was kind of incentive now following the appeal process, there's kind of been a right turn. There's an ad hoc committee who is working with the alums in the national group right now to come to a resolution. The members of the committee are Dr. McCord, Mike Stang, and Kelly Olson. Ms. Olson was actually the hearing officer for our disciplinary hearing and from our perspective now she was the trial court judge, now she's been bumped up to the appellate court to review the decision. I think that's slightly problematic, but right now we've had meetings with the university, we've had phone conversations with the university. The university is offering three years social probation which means the men can't have any social events, can't attend or host a social event for three years with or without alcohol and that also includes social events with their alumni. So they can't have any Founder's Day social events and they can't have any homecoming social events with their alumni. The other thing that the university is suggesting is that this house go completely dry for three years. No alcohol in the house by any member even if you are 21. No one is allowed to bring alcohol in the house even if you are an alumni if you are older than 21. So from my son's perspective as a freshmen, he now would not be able to attend a social event until his second semester of senior year. He wants to

very much live in the fraternity house because being part of a social fraternity was part of the collegiate experience that he really wanted and why he came to NIU. I have raised my concerns about living in a group environment where you are subject to having your living space searched by the government and having them pilfer through worst case scenario, pilfer through your sock drawer looking for alcohol. I think that's an extreme requirement. The other issues that are left to be determined and to be worked out between the fraternity and the university are many and one of the main problems is that that requires the students to sit down and actually you know trust that the university's willing to work with them. Some of the issues that have come about recently that really arose the trust is the fact that every Greek member is on a secret watch list and student newspaper actually in their Best of DeKalb issue has stated that the best kept secret in DeKalb is this watch list. There is the change in appeal process which kind of erodes the trust that the students, that the university is committed to following through with what they say they're going to do and finally last night and I'm not sure why it happened, but an e-mail from the school was sent to Phi Kap national advising them that members of the chapter were going to be here today to speak to the Board of Trustees. I really don't understand why national had to be advised that members were coming here, but again I think things like that kind of erode the trust that the students have with the administration. These students are still considered unrecognized by the school and as such they could not participate in rush and they also can't participate in philanthropies this spring and that was a big issue. They want to participate in sorority philanthropy and they're being told they can't. Right now the university has only dealt with the alumni and national and I was included on one of the conversations and there hasn't been any communications or meetings with the students yet. They know about what's going on through advisors and my meeting with them at chapter, but they have not been looped in part of the process yet. So what I'm really asking for today and you're going to hear, we have a group of speakers, what I'm asking for is a good faith showing from the school that you are willing to work with these students and you are willing to establish a better relationship with the Greek community. You are going to hear a good faith effort presented to you from members of the Greek community. I am asking that as a good faith effort you remove the process of having a watch list. And I know you can't take action on that today because it's not on your agenda, but I would encourage you to at least have a discussion about it and you could even through consensus by show of hands decide that you want to remove that process as a good faith showing to start building better relationships with the Greek community. Thank you very much for your time and consideration.

Michael Shackel commented, I also want to reiterate some of the things that Kristen had to say. Thank you again for your careful consideration of our remarks last time and your remarks as well. I'd also like to thank the members of the administration that are also here and I particularly like to thank the students that showed as well today. I am an '85 grad and a '91 grad of the university; a two-time member of the Alumni Association Board of Directors. I know that's going over some old news from the last time. In fact it was nice to see Mr. Smith here and his wife may remember our service together on that Alumni Association Board of Directors. I am here probably as a direct result of the fact that my students are directly involved that fraternity and sorority that we've been talking about. But I'm going to appeal to you again, as you might recall, I am a school board member, president of a top 35 high school in this state. We're all school board members here. You're school board members. You're just a little bit of a bigger school board than the one I currently serve. We have duties. Our duty is to provide leadership. Our duty is to collaborate with the administration to provide vision to the university. We're here also to represent our constituents and that's what I'm here to talk about today, the constituent group that are the students. As we talked about last time and I'm glad Mr. Mayor that you're here as well because I'd like you to hear this as well. I'm here to talk from about the prospective also as a concerned alumnus of this university. You know there are some issues that the university is facing. Not all the university's fault and certainly not all the city of DeKalb's fault. There is a perception here of the university being an unsafe area. But there's also a perception amongst prospective students here quite frankly that there is not an opportunity for the student engagement piece, meaning that the university is not a place that is open for the other important lessons that students learn outside the classroom. And whether that's correct or not, and I'm not here to be critical of anybody here, it's a reality. Again, last week I spoke to a graduate of this university, a friend of mine at a social event with a student who picked Illinois State University over NIU for many of the same things that

I talked about. It breaks my heart. I have a fellow board member who is a graduate of this university who is actually teaching a class, which he does every year here, has a son that picked another university because of many of these issues. And again I'm not here to berate anybody over those, I'm just here that there is the academic world and there's the real world right? And as a school board, as a board of trustees, we kind of run in those worlds right? And so as we're talking about the student experience here particularly the fraternity and sorority issues, I want just to remind you to be cognizant of that and cognizant of how that perception of what's happening goes out to the public and particularly to the students that we want to recruit to this university. Let's talk a little bit about the students and I'm sure you're going to hear a lot about this. I'm not going to hit this hard. I know you got a lot of people here and I certainly appreciate it from my own experience the public speaking part of this. But what are the students learning through this experience. I would remind you of that. What's the positive in this situation that they're learning? How are they going to feel about this university when they leave here? And what I mean by that, the long term effects of that, what is going to be their contribution back to the university? As I reminded some of the board members last time about their gifts which they're very appreciative and what some of the other universities do, particularly we heard about the financial issues that are facing the university here, these are the people that are going to be the molders of the long term or the supporters of the long term future of this university. We certainly want them engaged. What are the families going to say as well? Again, if they have a bad experience here, and again I want to be perfectly clear, I'm a law and order guy. I really believe there is some responsibility that they need to face because of their actions. I got it thank you. But bottom line, let's think about the long term effects of the university, their experiences and again reiterate my appreciation for the actions that you've taken so far. Again I will conclude my remarks.

Julie McDough commented, I am a Northern graduate, 1988. I have three sons, one has graduated, one will graduate this spring, and a sophomore here at this university. They are all Phi Kappa Theta members and I'm here today, took the day off of work, as a mom, as a concerned mom for what's happening to this fraternity that's been very integral in my son's college experience. Now I send my sons here for their education. My oldest I'm proud to say is a graduate of the business school with an Accounting degree in 2016. His master's degree, Masters of Accounting Science in 2017, and he recently passed the CPA. He is out there as a Northern alumni. Much of his college experience and his ties to this university are due to the social experience. The social experience, his fraternity life, obviously didn't get in the way of his education, his educational goals, and his career. They very much helped him flourish and made him unique in the business world. My second son is serving an internship in Chicago right now at one of the top accounting firms representing your university. And again, when he went through the interview process at the job fair here, a lot of what made him stand out was the leadership opportunities that he has gained as a fraternity member in the Phi Kappa Theta fraternity. While everything I don't need to reiterate why we're all here today, we forget everything else that comes with being a member of the Greek community. The community service, the philanthropy, opportunities none of my kids would have had those opportunities without the organization guidance that the Greek community and those type of events provide. So for me I come today from the mom's perspective that I am nervous that the university, the NIU administration, is going to ruin the college experience for my son that's currently a sophomore in the fraternity looking for the same experience and the same opportunity that his older brothers have had. You know we are a Huskie family and more importantly you know I'm a mom of Phi Kappa Theta and realistically and again the other speakers have touched on it, when you look at alumni and coming back. You know I graduated in 1988. I was not in a sorority. So for me to come back at homecoming to what? To people I've kept in touch with? Your Greek community, these young adults will come back. They'll come back as old adults. They have something to come back to. So to hear that things like Founders Day and alumni events are being suspended, it's a shame. It's a pity. It really will hamper the future for this university and for that alumni foundation and for these current students and their college experience. So I plea and I ask that you listen to these remarks. You listen to these students. You open up your minds and you realize how important that this experience is for these kids. On a personal note, I was diagnosed in 2015 with ALS, Lou Gehrig's disease. Those of you that know what that means, t's a pretty heavy one. Three to five years life expectancy, no cure. I had two sons at this university at the time. As a family we had a heavy burden to deal with. I can only do so much and if it wasn't for the brothers and the young men to be there for my

sons, I don't know what I would have done. And these young men that you know it's all in question of Friday night parties is ridiculous when you look at the character. I have had classes of these young men that have supported me and fund raisers. Recent ones that have driven two hours because there was a fund raiser put on my event and you know some of them I didn't even know personally have come out, supported my sons, supported our family. Character like that gets built in the Greek community, not just in a classroom. Thank you for your time and I appreciate you listening to me today. Thank you.

Khaili Garland commented, good morning everyone. My name is Khaili Garland and I currently serve as the president of Alpha Sigma Phi. To give a little background information about myself, I'm a public health major with an emphasis in environmental health, minor in biological sciences. I'm from the Southside of Chicago. I currently serve as community advisor in Newhall East and about a year and a half ago I never saw myself being a part of Greek life. My main reason for being here today is to give sort of my – experience my concerns with the current conditions in which we as undergraduate Greek students view the conduct that is currently being applied to the Greek community. Speaking for myself without ever having a conduct case against me nor my fraternity, I honestly feel threatened. And I know I'm not the only person in this room that feels that way. Like I said I've only been a part of Greek life for only a year and a half now, but there's no doubt in my mind that it has been one of the best decisions of my life and it has changed it for the better. And I can rant for a while about that, but I'm going to stay on topic. Becoming a member of the Greek life was not something I saw myself doing in the past, but it's already helped me take steps towards my future. But that's not only why I joined a fraternity and that's not only because I joined one. Because you can do that at any university. It is specifically because I joined a fraternity at NIU that I've been able to have the experience that I say I have. I was fortunate enough to attend Northern instead of ISU because that was initially my first choice, but they accepted too many members of the 2014 undergrads so God gave me the blessing of coming here which has been the greatest experience of my life. It's thanks to the positive Greek culture that we have here at NIU that I've been so satisfied with my experience. Being in a new organization on this campus, the fellow Greeks at the NIU community have been so great with us, absolutely wonderful. They've given us their best wishes of establishing ourselves, given us support and any advice when needed. I hear from other organizations that have started new on campuses and they say how they get bashed and mistreated because nobody wants new guys on their campus, but contrary to that NIU has given open arms to Alpha Sigma Phi being here. So with that being said, to uphold this Greek unity, I mainly come here today because I refuse to have harsh sanctions be the new acceptable ones for first time offenders. My organization has yet to be a part of those sanctions luckily, but you never know what can happen and it's only a matter of time. No organization should have to endure such harsh sanctions and have their membership be literally eradicated because they're not able to have any events or even recruit for a certain amount of time that makes it unrealistic for those who will be graduating to bring in new people. And to show my support, I just want to let it be known that I do stand with Phi Kappa Theta and we stand united with all Greek organizations. I know if I were in their shoes I would hate for something so precious to me be stripped away from something as simple as a conduct case. Like the previous speaker just said, we are Huskie Family. I don't know if everyone here is a Huskie, that's kind of unrealistic but who knows. With that I just say let's stand together. Thank you.

Jake Paulson commented, good morning. I just want to thank you all for hearing what I have to say this morning. My name is Jake Paulson. I graduated with my accountancy degree last December and now I am in last semester of my MAS degree, will graduate in the spring and then go work for Price, Waterhouse, Coopers in the summer. So that's just a little background. But I want to start off and say that I am grateful for the time that I've spent here at NIU and the relationships that I've been fortunate enough to build here the last four years. I love this school and I would like to see the relationship with student conduct and the Greek organizations get stronger and more transparent. I have used the fraternity that I am part of, Phi Kappa Theta, to network with some faculty members and build key relationships with them. I'm a very social person and I am thankful to have met all the people that I have through the fraternity and this at this phenomenal university as a whole. Next, I would like to say that I do not think a three year social probation for Phi Kappa Theta would be a fair punishment, because it would not encourage the organization to sustain a valuable life because it completely eliminates its social aspect which is what many individuals

use the fraternities for. A lot of individuals join fraternities for the social part of it, but then once they're in it more and they learn the brotherhood and the philanthropies and everything behind it and it's a really good thing. As I said, I'm an extremely proud alumnus of Phi Kappa Theta and I am proud of them for trying to take accountability for their sanctions and reculture the house to insure that this issue will not be a reoccurring one. They are taking initiative and at the end of the day everyone makes mistakes. What sets you apart is being able to recognize these mistakes, learn and grow from them, and become a better individual in an organization as a whole. I would like to see them receive a punishment that won't kill the chapter so that other students can have the same college experience that I've been fortunate enough to have. I am also upset that they will not be able to have alumni events because alumni will not want to give back and how will these students be able to network with alumni when they aren't allowed to have those type of events. I want the opportunity to give back to the fraternity that has given me so much throughout the years. I've had the privilege to be involved with this extraordinary organization with both of my younger brothers and have made friends and built relationships that will last a lifetime. Ultimately, I would like to see the NIU administration work alongside the Greek organizations to fix this problem and come to a solution that is fair and just for all parties involved. Thank you for your time.

Vincent Barra commented, thank you for taking the time to listen to me speak today. I'd also like to say a quick thank you to the countless members of different Greek organizations who are downstairs viewing this. I'm not sure if you as a board have been able to see that. I accidentally walked into that room on the way up here and there was upwards of 50, 60, 70 students down there all supporting our cause. But like I said, my name is Vinny Barra, I'm a senior marketing major here at NIU. I will be graduating in about 8 weeks in May, and I am very proudly a member of Phi Kappa Theta fraternity. I just wanted to talk quickly today about my experience here at the university. But before I do that I wanted to make one thing very clear, I absolutely love this university and that's why I'm here speaking today. I transferred here as a sophomore, and while considering schools to transfer such as ISU and NIU and Iowa University; I chose Northern Illinois because I had friends here who were in Greek life and they love this university. Being blunt, if I were to have been transferring today and seen what the scope of Greek life looks like currently, I more than likely would not be a Huskie. My second semester of that year I was approached by a brother in my fraternity who suggested I apply for a sales position at the Northern Star. The Northern Star is a student produced publication here on campus. Mr. Smith is an alumnus of it. I know a few other members here are on our publication board so I've seen their faces and met them as well and it's a very integral part of this university. I applied there at the discretion of my brother and I did get the job there. I've been working there ever since. At this point I would like to step away as my role as a fraternity and just say a quick thank you to the Board of Trustees as about a few months ago you guys helped us receive funding that will keep our doors open indefinitely and I would just like to say from me personally, not my Greek organization, thank you guys for that. But back to my story, about ten months ago I convinced my younger brother to transfer here from Aurora University just down the road because I love this university and I thought he would as well. About three months ago I was offered a job at a Fortune 500 company in Chicago. As my interview explicitly told me my greatest asset was the experience I gained at the Northern Star. It's all we talked about in the interview. On top of this, I reached out to multiple alumni of both NIU and its Greek system to help in preparation for the interview. It worked and I now have a job post-grad. I have to assume that seeing students with jobs lined up out of this university is something you, as a board of trustees, are excited to see. It means that the university successfully educated and prepared students for their career post-grad. But if you noticed in my story, the common theme through my path it's not the educators, it's not the facilities, it's not the staff. It's not even the beautiful building Mr. Barsema helped build that I've spend countless hours in. It's the people I have met, networked with, and forged connections that have set me up for success after school and the vast majority of those people are Greek. For the current students, future students, and my younger brother who couldn't make it today because he's in class, I want them to have those opportunities. But I am concerned that these opportunities will cease to exist if the student code of conduct is not adjusted and if Greek life here continues to spiral downward. And let's be very honest with ourselves, it is very clearly spiraling downward. I love this university and I want every future possible Huskie to love it as well. Thank you for your time.

Patrick Mulhern commented, thank you for coming and listening today. I appreciate that. My name is Patrick Mulhern. I am the house manager of Phi Kappa Theta. The first thing I would like to say is some of these guys here are my brothers. When I say brothers I mean that because I come from a family with four other brothers. For example, the other week my mom actually works in the Chicago in the loop for the biggest insurance company there and she lost her job. So money has been tight recently and one of the brothers that I was talking to, they're just like home, honestly they're like my family, he actually was able to loan me some money. In the meantime, everything is back to normal. The first thing I'd like to talk about, I am a true believer that Greek life is the core involvement and social scene in this university. I'm also active as a member of PRSSA and I play for NIU lacrosse. Without Greek life I would be a much different person. I believe that it's sculpted me into a young man and I hope it continues to do that into my post-graduate. There's a lot of benefits to being in a fraternity. For example, our fraternity hosts study hours especially if you are under the GPA requirement, we pretty much require that you do go to the library. I haven't had that happen to me, but it is always nice to have any sort of help, it's always there. The next thing I'd like to talk about is that with Greek life there is a much higher involvement in the community. And I can say that because I went to an NIU basketball game last week and I would say that there were more people that go to Greek life philanthropies and raise money than show up to a basketball game here. Next, I wonder what will happen to the future of NIU. I've seen that the enrollment has been going down, but I figure it may continue to go down with what is going on now. The last thing I'd like to talk about is safety. Clearly there are some issues with safety on our campus and I would like to make a comparison here. For example, I think that there are bigger wars to be fought. Let's say that if you wanted to go to a social event and you went to a fraternity, I think that would be safer than going to an apartment to party or hang out because everything is regulated, you know everybody, there's security and if you're going from apartment to apartment it's not safe outside at that time of night, midnight. The last thing that I would like to say is, what will I remember from NIU when I graduate and will I ever have any memories, would I like to come back?

Jason Bensfield commented, thank you for having me today. My name is Jason Bensfield. I currently work for NIU as a tele-fund caller at the Northern Fund to raise scholarship money. I am the current fundraising chair for investment association here at NIU. And most importantly, my field of study is NNGO. NNGO is a field of study focused on non-for-profit businesses and governmental organization. This semester I was put in charge of organizing our efforts to participate in Anchor Splash only to be told recently that we were not allowed to participate in it. I then called Morgan Brickly to ask for more information on the matter and was told that we cannot participate because we are currently unrecognized by the university. Even though the school has not issued a final sanction and we are still negotiating with them. I believe that all of Greek life organizations, no matter what the sanctions are, should be allowed to participate in philanthropy events. Philanthropies are an essential aspect of campus life because it provides a way for students to give back to the community and NIU. Last year Phi Kappa Theta raised \$3,000 at dance marathon which is the most out of any fraternity that participated in the event that year. This year we went ahead and established Phi Kaps' Kick for the Kids, an annual philanthropy event where we raised around \$1,300 for the Children's Miracle Network. If this three year social probation is implemented we will not have the members necessary to organize such a demanding event. Giving back to the community truly is my passion. One of the main reasons why I joined Phi Kappa Theta was because I believe in their motto. That motto is "give expecting nothing thereof". If I can fundraise through the university through my job and the investment association, how come I can't fundraise as a Phi Kap? I will forever regret the fact that I could not raise money on behalf of this fraternity that has given me so much. Thank you so much for your time today.

Evan Johnson commented, I first and foremost want to thank you for being here. I know you guys can't see this, but there is – I just got a text message – over a 100 people downstairs all for different houses and this unity isn't a normal here between Greek life. So I really encourage you to listen to what we are saying. There's definitely a trend happening here and the fact that house that normally hate each other and compete against each other are coming together for a greater good, I think that shows something. Like I said, my name is Evan Johnson, I'm the current president of Phi Kappa Theta. I'm a May 2019 graduate and thank you once again for allowing me to be here and come back a second time. The reason

I'm here is first and foremost a three year social probation is a death sentence like how everyone said. People join Greek organizations not to party, they join for social factors. They join for non-alcoholic events, networking and meeting other people on campus and meeting alumni. Through the current proposition, we would not be able to do that. You can't even have a sober event, you can't meet any alumni and how are you supposed to get a job through an organization if you can't meet anyone or hang out with anyone? Also 21-year-olds are not going to want to rush because with the new standard of a three year social probation they are not allowed to have any alcohol in their room even if they're 21 for themselves so how are you going to explain that to someone who's been able to drink at their home environment or at a bar? I understand that we messed up and we should be held accountable, however it does not constitute for removal from campus. We are first time offenders. This is not a practice pattern in case anyone doesn't know that. We've had a clean record for more than four years and another fraternity was given a chance to reculture themselves and it worked out wonderfully. They're doing amazing things on campus now and we are not being allowed the same opportunity. So the university has failed us in that aspect and they are depriving our educational learning experience. Going off of the new president, Chris McCord is the one who's been working with us. I was not allowed on the phone call, however I heard we have a constant reworking of the rules upon being asked how, I was told the conversation went that he had to consult with the rest of his faculty because obviously he does not handle conduct cases normally. But if we've had no previous sanctions in the four years, how are we constantly reworking the rules and where's the information coming from? It's coming from student conduct and the reason we have a problem with student conduct is due to the fact of, mainly two reasons. One, years ago there was an incident with one of our members which was handled poorly and he was removed from the school and now he's having a problem getting a job because of this. They withheld evidence in his case and I personally think that's not fair to him or his life. Also, our members were very passionate upon finding out about this ruling so they used some of that passion to discuss with code of conduct and not take the interrogations, and maybe they didn't handle that the right way, but that precedent and the previous notion is now being thrown into our case, which shouldn't happen. I don't understand why Kelly Olson who was our hearing officer is now being allowed to discuss what is going on with our case and give advice. I propose a semester suspension which I'll show you to save time and also too our nationals has proposed that and we're been working on things to reculture our house. However, the school refuses to accept it. Also our organization has had 28 total different organizations that we're a part of. We hold 15 executive board roles, six scholarship recipients, four military members and one veteran. And I know I might go a minute over, but please listen to this, this is very important and everyone is missing class to hear what I have to say. So basically we don't want this three year social probation to happen for other chapters, right? So I care about all of my brothers, but I care about all Greek Row. I can about my fraternal brothers in other organizations and my sorority sisters as well. We're basically going to be the Guinea pigs. So if this gets passed with us, this is going to happen for every single first time offender which isn't fair. It's going to completely cripple Greek life. Fraternities has lost faith in this school. Students are skipping class to come to this because that's how much this matters to them. So that's completely destroying their educational experience. Other houses are also facing the same struggle as us and they're afraid and most importantly too I want to protect the other houses and the president's. The former ASA president had to transfer because she did not want to have to deal with all of this stress. And that's no knock against her, I think that shows that there's really no support from the university. I'm wrapping up here so please allow me to finish this. So what we did is we met with IFC on March 6 to come up with a solution to what is going on. All the presidents did. There's currently no trust in the school and we want to show them in good faith we understand their side as well. I know we aren't perfect. I know we should be getting involved more around campus, and I know we need to do more. But we ask the school to work with us to allow us and all other fraternities the chance to reculture ourselves instead of isolating us and treating us like second class citizens. We want to take accountability for our mistakes, but also protect other organizations from enduring what Phi Kappa Theta had to go through. We don't want other presidents spending four months of their life totally consumed with saving the house. Their focus should be on academics and spending time with their family. I'm honestly disgusted that I had to spend my break when I should be with my father who's dealing with medical issues, meeting with our attorney to fight this case. I may never get those years back with him, or those months back with him in my life, so that really is forever going to bother me. So what we decided to do and IFC is going to touch

on this, we are going to constitute a temporary dry period with all the houses. I'm wrapping up here. So there's going to be a temporary dry period. The IFC representative is going to touch on it. It's in order to protect us so no one else has to face these sanctions and in order to show the school that we understand your side and we want to work with you. My closing remarks are this, we are begging the Trustees to fix this situation and advise the school on what sanctions would be fair and educational based off of the amazing president by another fraternity who is able to successfully reculture themselves. If this does not get fixed, I fear that Greek Row will be extinct and the amazing unity that we built throughout this case will no longer be here. This needs to be taken care of now. We have given the faculty members four months to work this out, but they have not shown any willingness to cooperate with us. This is why IFC and the Greek's have taken this into their own hands. We understand this is a two-way street and we want to partner with the school to correct some of these issues. However, we ask that the school and trustees fix what the school is doing wrong. We need a fair punishment to allow Greek life to sustain. I refuse to let this happen to anyone else. I want to protect by beloved school and all of Greek Row. Thank you for your time and we stand united as you guys are not able to see with the 100 members we have downstairs. Thank you.

Alex Newman commented, I'm the Vice President of Risk Management for IFC and I'm also the Vice President of Alpha Kappa Lambda. I speak on behalf of everyone by saying thank you all for allowing us the humbling experience to speak today. Like Evan mentioned it's a historic and beautiful sight to see all of Greek Row uniting like this. As an IC executive board we do not want a three year social probation to be the precedent for fraternities that are only first time offenders. We want to build a pathway to success for each fraternity here on campus and ensure an educational collegiate experience. This is why IFC and all of the presidents voted yes to these rules. We are showing the university that fraternities are holding themselves accountable. We do understand your position and we just want a fair process and a transparent relationship which is currently not being shown from the university. Effective March 19, 2018 the Interfraternity Council along with each chapters respective president has agreed to the following terms. Whereas the Interfraternity Council met on March 6, 2018 to discuss issues surrounding the fraternities in the Greek community at Northern Illinois University and the presidents of the IFC fraternities had an open and honest discussion about fraternities, the current relationship with NIU administrations, social policies of NIU, and current alcohol usage. The presidents agree that the current culture of alcohol usage at fraternities or by fraternity members could be improved to promote safety and responsible alcohol usage. The presidents agree that fraternities provide necessary social, leadership, scholastic and philanthropic opportunities to enhance the collegiate experience at NIU. IFC agrees that partnering together to improve fraternities allows the fraternities to be responsible to themselves, to each other, and IFC agrees that members holding each other accountable for their behavior is a positive movement in the right direction and a good faith effort to restore productive relationship with NIU administration. Therefore, be it advised that the IFC has adopted the following rules applicable to all IFC fraternities effective March 19, 2018. During phase one of the culture renewal plan there will be no alcoholic social events including brotherhoods and mixers at any chapter facilities until further notice. Presidents of each respective chapter will be required to attend the weekly IFC meeting including, but not limited to, March 20th meeting which is focused on debriefing all Greek organization members. During these meetings there will be an open discussion as to how to improve Greek life and organizations at NIU until a resolution is reached. Presidents of each chapter will partner with IFC executive board members and complete compliance checks of each fraternity. Compliance checks will begin at 12:00 am and end at 2:00 am and they will take place Friday, Saturday and Sunday morning. Each fraternity has agreed to allow the members completing the compliance checks beginning at 12:00 am and ending at 2:00 am to check all common areas along with the hallways of the living quarters. Any chapter found in violation of any rules during the compliance check will be subject to following violations. The first violation prohibited in completing in tugs and all intramural events. The second violation they will be placed on a sixteen week suspension from IFC effective immediately following the end of the phase one of the culture renewal plan. Upon completion of the sixteen week suspension from IFC the respective chapter will have to complete the official IFC probation period which was voted into effect March 6, 2018. Each chapter is required to submit academic goals for the current semester. Chapters found guilty of violating the NIU off-campus policy more than twice for a level one or

two violation or one offense of a level three violation, the chapter will be put on IFC social probation. This includes no registered events for the rest of the current semester. Each chapter must also complete ten community service hours for each member in the house as a chapter. This will also be placed on and IFC board review at the end of the semester to determine if the chapter is taken off social probation. When IFC executive board along with each chapter's president determines a permanent plan to enhance the culture of Greek fraternities moving forward, IFC will implement the second stage of the culture renewal plan. We will implement the second stage as soon as IFC executive board and each chapter's president seems it to be fit. The second stage of the culture renewal plan is centered around making Greek organization members involved in other organizations around campus, promoting and increasing philanthropy event creation and involvement, supporting NIU athletics, support of recruiting students to attend NIU, membership reviews of each chapter hosted by each chapters president, academic success and an educational alcohol presentation given by each chapter focused on risk management. When the second stage is implemented, it will effectively implement the alcoholic social ban. The purpose of this act is to educate, reculture and hold each Greek organization member accountable. Thank you all for allowing me the opportunity to speak today and giving me your time. I hope we have shown that each fraternity does want to hold themselves accountable. We refuse to accept a three year social probation. As the president for first time offenders we just want to show the Board of Trustees and Greek life across the country that we do understand the university's position, we would also like them to understand ours. We stand united. Thank you.

Nick Minogue commented, for those that do not know me, I'm Nick Minogue, a former member of Phi Kappa Theta. You're probably wondering why am I wearing these pike letters. To make a long story short, I was pike pledge in 2012, same semester Greek Row was changed forever with the tragic loss of David Bogenberger, my best friend and longtime roommate. Many people ask why do you join another house after everything that happened. It was simple really. I believe in going Greek. I believe in the brotherhood, the opportunity and the experience they offer. I'm proud to say that being a member of Phi Kaps made me into the man I am today. The reason why I took the day off for a five minute speech sunburned and everything, because I care, not only for Greek row, but for the university. I was proud to call DeKalb home for four and a half years. From being involved in many organizations around campus to working as a trainer at the rec. I've always been a Huskie. Since being an alumni my connection with NIU has not faded. I now employ and provide internship opportunities to several students from Northern. Almost all which happen to be Greek, and no not just Phi Kap's, other rival fraternities. On a weekly basis I work with over 150 high school athletes many of which who are interested in attending NIU. Of course, they ask me questions about the university such as things to do, what dorms to stay at, and is it really necessary to go to class. Of course they ask me questions about the university and I'm happy to answer. I've always enjoyed hyping up the university, urging them to go to Northern. Sadly, that excitement has faded as my trust with the school dwindles. It's hard for me to encourage potential students to attend NIU when our student organizations are under attack. I myself am no stranger to ICF, SILD, and the student conduct office. Not only did I serve as social chair for Phi Kap's and an IFC delegate for three semesters, but I have been a part of several situations with the conduct office, including this one, that has left me greatly upset and quite frankly disgusted. When I first dealt with Pikes with many of my fellow pledge brothers and I were charged outrageous accusations, almost immediately many of those charges were dropped due to lacked of evidence. The organization and the execution behind the conduct office was poor then and can't say I'm not surprised nothing has changed. It was clear that the policy was built to cover the officials and the university's you-know-what's in a moment of crisis without really accomplishing anything. Another situation deals with one of my best friends when he was kicked out of NIU over an accusation without any evidence. Instead of waiting for due process he was expelled from the university thanks to Jeanie Myer. It was better for her and the university to clean up the mess quickly rather than to carry out the process. Again, nothing that NIU isn't used to when they pay the Bogenberger's millions of dollars to make that mess go away too. And now, that leaves us here. Handing out harsh punishments to several organizations, including my own, to make an example out of them with little justification as to why. As someone who works in football, I can't help but relate the conduct office's punishments to Roger Goodell's handling of suspensions in the NFL, incredibly unfair, bias, with poor execution. I couldn't be prouder of IFC and Phi Kap's for taking the

initiative to better this broken system. Rather than cripple Greek Row we can set a game plan to fix the issues that we face. Handing out harsh punishments solves nothing. With lower attendance rates over the past several years, I think it's fair to say that NIU needs all the help it can get to retain students, not to push them away. We're all here to build a better future for the university. Let us work together to make it great for generations to come. Thank you for your time.

Glenn Roby commented, before I begin my formal comments, I just want to say that it's a little unusual for me being out front. I tend to like to work behind the scenes to bring about change. Many speakers have come before me and I was notified that I'm going to be batting cleanup here so I hope I bring honor in my comments. Good morning. I'd like to thank members of the Board of Trustees, University Administration, and staff for allowing me the opportunity to speak this morning. As many of you know I'm Glenn Roby. I'm here today to provide some commentary and perspective as it relates to the NIU Greek community. I've had the pleasure and honor of being a volunteer involved in various aspects of Greek community for over 25 years. My background included, but is not limited to, serving on each of the three national boards for my fraternity, Phi Sigma Kappa. These include an eight year term as a grand council director, our national governing board; 14 years as a president of Phi Sigma Kappa properties, our national housing corporation; and current trustee and board member of Phi Sigma Kappa Foundation. Closer to the ground, I have spent 20 years as alumni board treasurer and 12 years as chapter advisor to my local fraternity at NIU. In continuation of my volunteerism, I'm the current president of the NIU Greek Alumni Council an affinity group of the NIU Alumni Association; current member of the NIU Athletics Board and incorporating officer of the NIU Alumni Interfraternity Council. Finally, my volunteer life also included engagement with the City of DeKalb as I a current member of the Annie Glidden North Task Force who's focused on developing initiatives and implementing and approving the area north of campus which includes Greek Row. I also work with the City of DeKalb as a member of the business corps nation group which meets monthly as a sounding board for various city initiatives as it relates to business development. While I've outlined some of my volunteer roles, I hopefully have demonstrated perspective and knowledge of key aspects of Greek life. I would be remiss if I did not state that it is in my role as chapter advisor that provides the greatest opportunity to make a difference. It is in this capacity that I get to not only work with my local chapter, but also many of the Greek organizations at NIU including the four different councils, NPHC, UGC, PHA, and of course IFC. In fact just a few weeks ago, leaders of the IFC Greek organizations and IFC executive board members, sorry a few night ago, assembled at my chapter house to discuss ways to address some of the issues facing the NIU Greek community. This discussion was facilitated by the students and was focused on change and partnership with their host institution. This working group acknowledged that they need to take ownership and change their culture. Many bold initiatives were discussed and agreed upon. Some of which may have been identified by other speakers today. While serving on my national board, I too understand the impact of being named in a major lawsuit based on the actions of one of my east coast chapters. It was terrifying and a huge wakeup call on the impact of students behaving badly. I understand the intense reflections that occurs as a result. I questioned my why. That was over 16 years ago. In the end I did not give up. I did not quit. I did not stop fighting and believing that Greek life still has real value in shaping the lives of many men and women at NIU and across this country. With a proliferation of social media and its influence, broken homes, economic realities, mental health challenges, and lack of a sense of belonging, the Greek community still provides a support structure and connection of something bigger than yourself. On a personal note, I very recently had a health wake up call. As many of you know, this can and will happen as you age. While spending time in the hospital I had the opportunity to reflect on my life and those that I serve. It was the undergraduate members of the Greek community as a whole that visited, called, and expressed concern and support. I was reminded that our work to support and education what matters most in development. Many of the students in this room, not just the organization I am the official advisor for, will tell you I'm not always a warm and fuzzy guy. I at times demand better, push accountability, set expectations higher than they believe they can achieve. Those that know me well know that this comes from a place of love and understanding and commitment to the greater outcome, an outcome to see them grow and become better mothers, fathers, husbands, wives and partners to those they love. Does are Greek community need to realign their conduct and behaviors? Yes. Do they need to more fully engage the greater DeKalb community? Yes. Do they need to become better ambassadors and

alumni of NIU? Yes. I stand before you today and say we the adults are the conduit for showing these young men and women a better way. We must never forget that we were once college students and had to learn how to become the adults we are today. We appreciated those that showed mercy and assisted us as we embarked on our life journey. We value those that demanded more while also understanding we needed help. In conclusion, I again thank you for your time this morning. If I can be of any further assistance in building the bridge of trust to the Greek students and our host institution, please just let me know. I believe in you as a board, administrators, staff and I believe in those young men and women here today. Let's continue our work together for all NIU. Go Huskies.

Sara Dorner commented, I am a labor representative with the American Federation of State, County and Municipal Employees and I am here today not only because Chairman Coleman told me I could come back whenever I wanted to, but also today is International Women's Day. I have the honor of getting to represent a bargaining unit of 600 clerical, professional, paraprofessional and administrative employees here on campus as they work to negotiate their first collective bargaining agreement with NIU. Eighty-five percent of them are women. I'm proud to work with group, but please know that we have been fighting to get an initial agreement with NIU for more than two years now. The workers organized each other at a time when workers and unions are under attack in this country. They got together and organized and decided that they would form a union. They contacted us to represent them as they work to negotiate their first contract with NIU. While male dominated professions here at NIU saw regular wage increases, I'm talking grounds, janitor, skilled trades, police officers; many of these employees, most of these employees, most of them women have gone without a wage increase for more than seven years. We looked at the state average for minimum starting raises for each classification in our bargaining unit. And please know there are over 70 classifications in our bargaining unit. The state average for the minimum starting wage is still higher than what many of the employees in our bargaining unit make after several years on the job at NIU. The most widely held position by our bargaining unit is Office Support Specialist. The average starting wage for an Office Support Specialist is \$21,012.00 a year. Try living on \$21,012.00 a year. So today on International Women's Day I would like you to please consider the #MeToo movement. And I would like you to please consider that an assault on women is not merely rape or sexual assault or cat calling or the typical harassment, sometimes it is more insidious. An assault on women is an assault on their rights to raise a family and support themselves while working at a job where their work is respected. Where they make wages the same as any man, but also where their role as a mother, wife, sister, provider, and community advocate is not only supported, but encouraged. We expect and hope for better from NIU. We meet with the employer representative tomorrow for negotiations. For two months he has been promising to bring us a wage proposal. For two months he has been telling us that many people in our unit are overpaid and that is why NIU is not putting wage increases on the table. So we have him to bring that data and show it. Tomorrow we meet at 3:00 p.m. and we hope to see a wage proposal. Otherwise, please know that women are powerful. Women at NIU are unstoppable. So I guess you haven't heard the last of us. Happy International Women's Day. Thank you for your time.

Chair Coleman responded, Sara thank you for your comments. In fact I want to thank all the speakers today for coming out and sharing your comments with us. As this board, all of these topics are important to us. Greek life is important to us. The support staff is important to us. Every individual that is part of this university no matter what role they have. Whether it's from president down to support maintenance. You're part of the Huskie family and we're here to support you. We heard a lot of great comments today. I'm going to give my fellow trustees an opportunity to comment on any of the statements that they've heard today and I will start with Trustee Barsema.

Trustee Barsema commented, thank you to all the students, to all the Greek's who came out today, to all of you who are here today. As most of you in this room know, I am a Greek as well. I am an SAE here from NIU. Two of my three sons were Greeks. Two of my sons went to NIU. So I have for all of the parents that spoke, I have been in your shoes and I continue to be in your shoes. To echo the comments that Chair Coleman made, Greek life is very important to NIU. We take very seriously the comments that were made at our last meeting, the comments that were made today, and thank you for your participation and thank

you to all those that are in the room downstairs as well. It's great to see the Greeks come together. It's great to see our students come together whatever the cause may be. It's great to see you work together. A couple things I would say, a comment was made, I forget who made it that this is simple as a conduct case. No it isn't guys. Let's not kid ourselves. There were serious offenses here and we as a university, we as a Board of Trustees, we as the administration need to take serious your safety, the safety of the students, the safety of everybody on this campus. So let's not, wherever we come to with this, let's not gloss over that this was a minor offense. It was not. Let's acknowledge the fact that this is a serious offense and you have to be accountable for it and I know that you are. But don't try to brush it over as oh it's a simple conduct case. No it's not. I would say that the university administration has taken your words very seriously. They've heard you. They're working with you. This decision and this process rests with them. It rests with Dr. Freeman. It rests with Dr. McCord and the rest of the team. And they will continue to work diligently with you to come to whatever conclusion is going to come to. Please keep in mind we have to do and you'll all if you haven't learned this already in life, you'll learn this in business, you can't do for one that you're not prepared to do for all. So we can't have every conduct case that happens on campus come before the Board of Trustees and the administration for appeal. So whatever gets decided here is something that will apply clearly to all Greek organizations, men and women. This cannot be the court of appeals. We appreciate the fact that it was brought to us. Clearly we listen. Clearly we will continue to listen. Clearly we have empathy and clearly as I said before the administration of the university has heard you and they can continue to work with you. I just want to close my comments by saying that I couldn't be prouder of the students that I heard speak today. You guys, guys being generic, men and women remind me remind us just how great NIU students are. I thought you represented yourself in a wonderful way and so thank you. Very proud of all the comments and very proud of how you conducted yourself. Thanks very much.

Trustee Butler added, I don't have a lot to add to what Trustee Barsema said. I agree with him completely. I would just add that over the course of your lives you'll approach different boards and councils over a number of matters and one of my areas of expertise I guess I could say by now is public advocacy and I know that you will find yourself involved in that activity many times as you move through the chapters of your life. Each group is different. As Trustee Barsema had mentioned, we're unique in regards to the types of groups that you might bring grievances to. We're not a city council, we don't get elected by areas within the community. We don't represent voters. We're here to make important decisions about what's in the best interest of the university on behalf of the state of Illinois. And we have a deep regard and respect for the people that we put into positions of responsibility to administer the institution and in this case I'm referring to our president, our acting president Lisa Freeman. I will say this I'm impressed and I don't want to say surprised, but I'm impressed and would impress upon you that the gesture that's been assembled by Dr. Freeman and Dr. McCord is unique. I've never seen it done like this. I think this is an opportunity. You are begin given an opportunity to break new ground in a very respectful and democratic process with a leader who's committed to your welfare and safety, your happiness and your enthusiasm for the institution. So again I'll repeat what I said at the committee meeting that I chaired where a number of you spoke, I think it's important that we focus on the future going forward. I'm not saying don't hold us responsible for things that you think were done wrong, but we want to get you back on course to moving the institution and organizations that are important to you into a viable future. And that may require dare I say that you bury the hatchet a little and we have to do that too and look for a pathway that will solve problems and move us in a direction so that you can experience some of the positive things that you spoke about this morning. Thank you for coming. I'm, as an advocacy in public speaking expert, I'm wildly impressed with the presentations today. They were very organized and thoughtful and I'm grateful that you trust us to come in front of us and make the comments that you've made. As much as I also want to continue to impress upon you the importance of understanding our role and how we take seriously that role and the limits of that role. So thank you again.

Trustee LaGioia added, first and foremost I wanted to thank everyone coming out here today. Your words really meant a lot. I gained a lot of perspective from the speeches. Obviously working with you guys, talking, having the various conversations to what to tell the board, I definitely saw a lot of that today within the speeches so thank you for that. I just wanted to echo Trustee Butler and Trustee Barsema's comments

really quickly about the board. Obviously our first and foremost priority is to work in the best interest of the university and kind of deal with those matters on a more high end level. However, I can say from a personal perspective that the board has been more than willing to work with me personally on this issue specifically and very open to hearing about my comments and comments I heard from you guys as your student representative. So I just wanted to thank them in that regard because the process has been very, very smooth with our conversations. Other than that, I just wanted to say – just echo a comment that Trustee Butler made really quickly with the opportunity to break new ground. We really do have a unique situation here where we're working with many different university officials, administrators and I don't want that to go to waste. So with this being said guys, from whatever goes on here forward, we want to hear your voices, we want to hear what everyone has to say and we want you to be represented in the best way possible. So thank you for showing up to these meetings, make the remarks and just move on forward.

President Freeman added, thank you Chair Coleman. I want to express first that it is and continues to be an honor to serve the Huskie Community, this university that I love, this Board of Trustees who's sitting with me here this morning; and as part of my Huskie pride am proud both of the approach that Provost McCord has initiated so that there is an ongoing dialog and a potential for greater partnership with our student body around the challenges that Greek life at NIU facing. These are not unique to our institutions. I also want to echo what I heard from both Trustee Butler and the representative of the IFC who spoke this morning, I look forward to working with our students so that we can become a national model for how to successfully address challenges on a campus. I have a lot of Huskie pride, but what makes me proudest always is when our students step up and show leadership and the document that was distributed this morning is an excellent example of expressing a desire to be accountable to part of a larger solution and understanding that that solution requires both dialog and partnership going forward and I look forward to that.

Chair Coleman added, if there are no more comments from the other trustees, I'd like to say in closing as it relates to the open comment section is that when we have a crisis on campus it is a time to come together and we need to make sure that we don't waste a crisis. And I say that in the sense that we've got to make sure that we're moving the university forward and positive. Something happened on this campus a few years back where a student lost his life and there were a lot of alcohol associated with it and that was a crisis. We need to make sure that that never, ever, ever happens again at this institution. And so we have to find a way, say how do we balance out this current situation to make sure that we don't have another crises on our hands where a student will end up losing his or her life. Now we all have to take ownership and we all have to take accountability and we're looking at the Greek leadership council and the Greek leadership members to step up and hold each other accountable and make sure this never, ever happens again. I want to also thank the parents for coming out here today. You're well organized, really, really thoughtful. We're not going to have the final say as a board. We're going to leave that decision up to the administration and the rules that they put in place or the rules that they adjust will be done by the administration. We will support them because we know what's at risk. It is our duty, our duties as trustees, to make sure that each and every one of our students come here, get an education, and are protected and that's why we have rules, that's why we have policies and we need to make sure that they're abide by. The last thing that we would like to see is any of our students getting hurt. Last thing we'd like to see is a death spiral to any of our Greek organizations. We also got to be careful that we don't want to set a president and say because you're so organized we're going to forgive you for breaking rules that could have dire consequences. We're going to take a break. It's not in our agenda, but we're going to take a ten-minute break and then come back and reconvene our meeting.

7. REPORTS OF BOARD COMMITTEES AND BOARD LIASIONS

Chair Coleman reported that the committee reports were located in the Board Report under Agenda Item 7. He asked if any of the trustees had questions pertaining to those reports. There was no further discussion.

9. PRESIDENT'S REPORT NO. 122

Chair Coleman moved to the President's Report No. 122 and asked for a motion to pass a consent agenda on the following agenda items as discussed at the beginning of the meeting. Those items include: Agenda Item 8.b.1. Quarterly Financial Summary; Agenda Item 8.b.2. Quarterly Summary Report of Transactions in excess of \$100,000; Agenda Item 8.b.3. Periodic Report on Investments; Agenda Item 8.b.4. Investment and Cash Management Policy; Agenda Item 8.b.5. Clery Report; Agenda Item 8.b.6. Facilities Update; Agenda Item 8.b.7. Annual Report on the Outcomes of Sabbatical Leaves; Agenda Item 8.b.8. Faculty Presentation on Sabbatical Leave; Agenda Item 8.b.9. State Legislative Update; Agenda Item 8.b.10. Federal Relations Update; Agenda Item 8.b.11. Sponsored Programs Administration; Agenda Item 8.b.12. Scholarship Goals, Impacts, and Metrics; and Agenda Item 8.c.3. Grants and Contract Awards.

Trustee Barsema so moved and Trustee LaGioia seconded the motion. The motion was approved.

UNIVERSITY RECOMMENDATIONS FORWARDED BY THE BOARD COMMITTEES

Agenda Item 8.a.(1) – FY19 Student Health Insurance

President Freeman began, Agenda Item 8.a.1 is a recommendation regarding fiscal year 2019 student health insurance. The university recommends this request, which has been forwarded by Finance, Audit, Compliance, Facilities and Operations Committee for approval of Aetna Life Insurance Company, Hartford, Connecticut for fiscal '18 amount of \$12,000,500.

Chair Coleman called for a motion to approve this agenda item. Trustee Boey so moved and Trustee Struthers seconded. The motion passed.

Agenda Item 8.a.(2) - FY19 International Programs Division Expenditure

President Freeman continued to Agenda Item 8.a.2, fiscal year 2019 International Programs division expenditures. This is again a recommendation forwarded from the Finance, Audit, Compliance, Facilities and Operations Committee not to exceed recommendation of \$3,000,000 to various vendors for fiscal year '18.

Chair Coleman called for a motion to approve this agenda item. Trustee Struthers so moved and Trustee Butler seconded. The motion passed.

Agenda Item 8.a.3. FY19 DoIT – Integrated Media Technologies Campus Copier Program Contract Renewal)

President Freeman presented Agenda Item 8.a.3 fiscal year 2019 Division of IT or Information Technologies Integrated Medial Technologies Campus Copier Program contract renewal again forwarded by Finance, Audit, Compliance, Facilities and Operations Committee. Recommendation is fiscal year '18 amount of \$975,000. The vendor is Gordon Flesch Company in Geneva, Illinois.

Chair Coleman called for a motion to approve this agenda item. Trustee Boey so moved and Trustee Butler seconded. The motion passed.

Agenda Item 8.a.4. FY19 DoIT – Integrated Media Technologies Printing Paper Open Order Contract Renewal)

President Freeman stated the next item is the printer paper open order contract renewal. The vendor is Linden Meyer Monroe. This recommendation again forwarded from Finance, Audit, Compliance, Facilities and Operations Committee requests an amount approve for fiscal '18 or \$500,000.

Chair Coleman called for a motion to approve this agenda item. Trustee Boey so moved and Trustee Struthers seconded. The motion passed.

Agenda Item 8.a.5. FY19 DoIT Infrastructure Applications Microsoft Enrollment Contract Renewal

President Freeman presented Agenda Item 8.a.5 from the Division of Information Technology, infrastructure applications Microsoft enrollment contract renewal forwarded from Finance, Audit, Compliance, Facilities and Operations. Amount requested for fiscal year '19 is \$400,000 and the vendor is Scholarvise in Carpentersville, IL.

Chair Coleman called for a motion to approve this agenda item. Trustee LaGioia so moved and Trustee Boey seconded. The motion passed.

Agenda Item 8.a.6. Convocation Center-Update Nelson Suite {Capital Project Approval}

President Freeman presented Agenda item 8.a.6 for the Convocation Center is a capital project approval to update the Nelson Suite. These are Foundation funds. The amount is \$275,000 and again the recommendation was forwarded by the Finance, Audit, Compliance, Facilities and Operations.

Trustee Struthers so moved and Trustee LaGioia seconded.

Trustee Barsema asked, I want to verify that the \$275,000 is actually coming from a donor correct? Those are not funds that the university is spending?

President Freeman responded, correct.

Chair Coleman called for the vote. The motion passed.

Agenda Item 8.a.7. Convocation Center-Replace Video Board/Scoreboard {Capital Project Approval}

President Freeman presented Agenda item 8.a.7., the Convocation Center replacement of the video board/scoreboard capital project. This recommendation was forwarded from the Finance, Audit, Compliance, Facilities and Operations Committee and it's the request to proceed with the project that includes work orders, all necessary contracts with consultants, contractors and supplier as necessary to complete the work. We're talking about institutional funds, auxiliary reserves and department reserves a total estimated amount of \$1.27 million.

Chair Coleman called for a motion to approve this agenda item. Trustee Boey so moved and Trustee Barsema seconded. The motion was approved.

Agenda Item Item 8.a.8. FY19 Master Agreement Facility Contract Renewals

President Freeman presented Agenda item 8.a.8. the Fiscal Year 2019 master agreement facility contract renewals. This is a request that again is coming from Finance, Audit, Compliance, Facilities and Operations Committee. It is a request to be allowed to establish master agreements to streamline contractual obligations. The amounts are in the item and they are not to exceed item limits for fiscal '19. Services will be requested as needed and advertisers appropriate in the Illinois Procurement Bulletin.

Trustee Boey so moved and Trustee Barsema seconded. Chair Coleman asked for a roll call vote.

Roll Call Vote:

Trustee Robert Boey: Yes	Trustee John Butler: Abstain
Trustee Veronica Herrero: Absent	Trustee Giuseppe LaGioia: Yes
Trustee Tim Struthers: Abstain	Trustee Eric Wasowicz: Absent
Vice Chair Dennis Barsema: Yes	Board Chair Wheeler Coleman: Yes

The motion passed.

Agenda Item 8.a.9. FY19 Transportation Services Motor Fuels

President Freeman presented Agenda Item 8.a.9. Fiscal Year 2019 transportation services motor fuels. Again a recommendation forwarded from Finance, Audit, Compliance, Facilities and Operations. Vendors are to be determined and the amount requested for fiscal '19 is \$370,000.

Chair Coleman called for a motion to approve this agenda item. Trustee Boey so moved and Trustee Struthers seconded. The motion passed.

Agenda Item 8.a.10. FY19 Materials Management Commodities Open Orders)

President Freeman presented Agenda item 8.a.10., Fiscal Year 2019 request for materials management commodities open orders. Again forwarded from Finance, Audit, Compliance, Facilities and Operations. The request is for a total of \$800,000 with the named vendors being Office Depot/Max in Itasca, Illinois for a half a million dollars, and Supply Works in Rockford, Illinois for \$300,000.

Chair Coleman called for a motion to approve this agenda item. Trustee Boey so moved and Trustee Butler seconded. The motion passed.

Agenda Item 8.a.11. FY19 Campus Mail Services and Integrated Media Technologies-Postage

President Freeman presented Agenda Item 8.a.11. for Campus Mail Services, Integrated Media Technologies. It is a request for approval of postage expenses forwarded from Finance, Audit, Compliance, Facilities and Operations. Total amount is \$800,000 to the US Postal Service and the Postmaster in DeKalb.

Chair Coleman called for a motion to approve this agenda item. Trustee Barsema so moved and Trustee Struthers seconded. The motion passed.

Agenda Item 9.a.12 FY19-20 Solid Waste Removal and Recycling Services

President Freeman presented Agenda item 8.a.12, solid waste removal and recycling services for fiscal year 2019 and 2020. The recommendation is from the Finance, Audit, Compliance, Facilities and Operations Committee. Vendors are to be determined and the request for fiscal years '19 & '20 is in the amount of \$1,000,000.

Chair Coleman called for a motion to approve this agenda item. Trustee Boey so moved and Trustee LaGioia seconded.

Trustee Barsema commented, I know we discussed this last month in committee, but can somebody remind me why we're going up so much from 420 last year to a million dollars this year.

President Freeman responded, 420 was for fiscal year '18 and we're now requesting for fiscal years '19 and '20.

Trustee Barsema clarified, that's for two years, okay. We're still going right so is there a reason why or is that just a max that we don't expect to hit?

Vice President McGill responded, correct. It's a max we don't expect to hit, but because there's the potential for a new vendor there may be some initial supply costs with new bins so we wanted to leave ourselves a little bit of room.

Trustee Barsema added, again, I know we discussed this month in committee, but I just continue to implore the university to look for ways to get greener and look for ways to do more recycling and let's be a greener campus every place that we can.

Vice President McGill responded, agreed, thank you.

Chair Coleman called for a vote and the motion passed.

Agenda Item 9.a.13 Commercial Card Services

President Freeman presented Agenda item 8.a.13 from the Division of Administration and Finances regards commercial card services, P Card (Procurement card) purchase volume has suggested a benefit to the university by switching to another vendor. This request is forwarded from the Finance, Audit, Compliance, Facilities and Operations Committee and the vendor is J.P. Morgan Chase and Company.

Chair Coleman called for a motion to approve this agenda item. Trustee LaGioia so moved and Trustee Butler seconded.

Trustee Butler added, I think this was clarified in the committee but can I be reminded why we're voting on this? It seems to fall outside our thresholds and may even be covered by the IPEC exclusion in our regulations.

Vice President McGill responded, in the last meeting we discussed because of the volume of the spend that passes through to the university we wanted to bring it to the Board's attention and seek approval.

Trustee Butler responded, I don't have an objection to that if that's what the university wants, but it doesn't seem to necessarily fit within our purview.

Trustee Struthers added, it is my understanding that we would write the checks so there would be expenditures that are quote paying for goods or services, but I think the fact that we're actually writing the check is probably the reason that it's here.

Trustee Coleman added, we discussed this in committee if I recall and I'm okay with it and I'm okay with us moving forward with it.

Trustee Butler added, I'm just trying to get a sense of whether there's some other rule that it was brought to us under because it's under our dollar threshold or at least predictably is.

Vice President McGill added, as Trustee Struthers mentioned, because there is the potential for checks to exceed the university's spending authority that we would sign off on. There is the visibility and the want to bring that to the board as well.

Trustee Struthers noted, it is going to be a couple of million dollars of checks that we write that's simply passing through over a period of time or even a couple of years. My guess is a year looking at the rebate levels that that amount would be a spend of a couple million dollars.

President Freeman added, I just want to say on behalf of the university we favor erring on the side of increased transparency.

Chair Coleman called for vote on this agenda item, the motion passed.

Agenda Item 9.a.14 Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2018-2019 Academic Year

President Freeman presented Agenda item 8.a.14. She stated that the item is one of her favorite agenda items annually. It is the recommendations for faculty and supportive professional staff sabbatical leaves for the 2018-2019 academic year. The names of the faculty and staff members, their departmental affiliations and the time periods are listed in the item which is forwarded from Academic Affairs, Student Affairs and Personnel Committee and the request is for Board approval.

Chair Coleman called for a motion to approve this agenda item. Trustee Boey so moved and Trustee Butler seconded. The motion passed.

UNIVERSITY REPORTS FORWARDED BY THE BOARD COMMITTEES

Agenda Item 8.b.1. Quarterly Financial Summary (consent)

Agenda Item 8.b.2. Quarterly Summary Report of Transactions in excess of \$100,000 (consent)

Agenda Item 8.b.3. Periodic Report on Investments (consent)

Agenda Item 8.b.4. Investment and Cash Management Policy (consent)

Agenda Item 8.b.5. Clery Report (consent)

Agenda Item 8.b.6. Facilities Update (consent)

Agenda Item 8.b.7. Annual Report on the Outcomes of Sabbatical Leaves (consent)

Agenda Item 8.b.8. Faculty Presentation on Sabbatical Leave (consent)

Agenda Item 8.b.9. State Legislative Update (consent)

Agenda Item 8.b.10. Federal Relations Update (consent)

Agenda Item 8.b.11. Sponsored Programs Administration (consent)

Agenda Item 8.b.12. Scholarship Goals, Impacts, and Metrics (consent)

Agenda Item 8.c.3. Grants and Contract Awards (consent)

Items Directly from the President

Agenda Item 8.c.(1) Investment, Performance, and Accountability Commitment (IPAC)—President Freeman presented Agenda item 8.c.1., Northern Illinois University Investment Performance Accountability and Commitment, abbreviated with the acronym IPAC which I will use in my brief discussion of this item. As background, in November of 2016 during the budget impasse the University of Illinois proposed this piece of legislation House Bill 296 and Senate Bill 222 as a means to ask the state to guarantee continued, stable, and predictable funding in return for accountability from the universities in terms of graduation rates, tuition and fees, seats for resident students as part of building the philosophy and a common understanding that the state has an obligation to fund the universities in a predictable and stable fashion and that in return the universities have an obligation to be accountable, good stewards of the public funds contribution to the economic engine of the state and insuring that public higher education in Illinois remains a public good. Northern Illinois University is pleased to say that we are interested and excited about joining the University of Illinois by amending this piece of legislation and documenting the fact that we share this philosophy that the state should provide what universities in Illinois and NIU needs most; consistency, stability and predictability in funding and in return we will be accountable and good stewards of the public funds.

Chair Coleman called for a motion to approve this agenda item. Trustee Struthers so moved and Trustee Boey seconded.

Trustee Butler asked, so as I understand this, this is a piece of legislation that is being proposed. The University of Illinois is leading that effort. The legislation has been written also with NIU included in it. So it's both U of I and NIU putting forward legislation but it's not been passed at this point and this is basically saying that we will continue to steward this through the legislative process that you're getting today the

Board's approval of that activity or endorsement of that activity?

President Freeman responded that this is proposed legislation. It does not have a certain future, but we felt that it was important to have the Board's endorsement for two reasons. I felt the Board would want the opportunity to endorse publically a stand that's suggested that stability in public funding for the university was a good thing and that the university intends to continue to be an accountable and good steward of public funds, but also because part of the commitment that NIU is putting forward as part of our compact with the state is that we will cap the rise on tuition and fees in a manner consistent with what we have done for the past five years in our effort to maintain the affordability and accessibility components of our mission.

Trustee Barsema added, first of all thank you Dr. Freeman for sharing this with us. It's great to see this. A couple of questions, one of the propositions is fifty percent of new freshmen will be from underserved populations defined as PELL eligible, etc. what percentage are we currently at? Is this a percentage that we have any chance at all of making?

President Freeman responded, we currently meet or even slightly exceed that percentage and we believe that's very consistent with NIU's mission and our historic contribution to the state's economy. We want to make it clear that we will continue to serve that very important group of students.

Trustee Barsema replied, great to see that they've got retention rate in there. That's awesome. That's a great goal for us to exceed so I like that. So what discussion has there been, if any, on if you don't achieve these? So if the legislative body in Springfield passes this which I don't know what the chances are of that, but if they do and we all agree to this whoever is a part of this pact, we're two years into it, what bad thing happens to us if we don't meet these numbers?

President Freeman commented, I could ask Matt to give a little more detail, but at the highest level I will say that this is an accountability and performance funding agreement with consequences for both parties.

Chief of Staff Streb added, if we were not to meet our specified goals, the state would be under no obligation to give us the 93 million dollars that is part of the compact. They are under no obligation to give us a single penny today, so that's always a possibility going forward that our budget would be cut. With this, if we meet our metrics, the compact is that we get a – at least – the 93 million that we proposed.

Trustee Barsema noted, I would assume or at least hope that they've discussed some sort of remediation period in which if you don't achieve these numbers you have some recourse to get above the line.

Chief of Staff Streb responded, President Freeman can talk about this a little bit more as well, but the idea of a compact between a university and a state is not, although we're very excited about this proposal, it's not unique to the state of Illinois. There are regular compacts between university's and other states.

President Freeman added, you know in New York within the SUNY system the idea of a compact was developed and executed and in any state a compact has as much philosophical and cultural importance as it does legislative importance because in fact as Dr. Streb said, not only is the state not obligated to fund us and we've seen that they actually will not fund us every once in a while, our budgeting process for the state is an annual budgeting process and we're asking them to make a multi-year commitment towards stability and we're making an ongoing commitment. One of the things that's very positive about the performance metrics that we have written into the NIU portion of this compact is they reflect our goals. They reflect our mission, the Board of Trustees priorities, the university's goals, things that we have committed to do and there are performance metrics that currently affect about half a percent of our appropriation that were imposed by the IBHE that do not anywhere nearly as well accommodate our specific mission and goals moving forward. So as we work legislatively and with the state agency that has authority over us to see if those should be revisited in a different time than the one in which they were developed, I think it behooves us to show that we're not afraid of making a commitment to our students and to the people of Illinois.

Chief of Staff Streb added, just to be clear, this would be a compact between Northern Illinois University and the State of Illinois. The University of Illinois system and the State of Illinois would have a separate

compact with separate metric. So I just want to be clear that while we're in the bill together with the U of I system, we're not entering into a compact or a relationship with the U of I system.

Trustee Barsema asked, are there any other state universities that are doing the same thing?

Chief of Staff Streb responded, we are the only two that are doing that, yes.

Trustee LaGioia asked, so just for clarification, this is essentially like two separate agreements?

Chief of Staff Streb responded, correct, two separate agreements in one bill.

Trustee Struthers asked, I know we're at 73 percent right now in the first year, goal of 75 which is great that we're getting a higher number there. The second year number I'm not familiar with that 50 percent. Where are we at today?

Chief of Staff Streb added, the six-year graduation rate right now for NIU is about 48 percent.

Trustee Struthers asked, when I picked up the second year I was thinking it was the sophomore to junior and I think well that's a super low number, and the 50 percent with respect to the underserved population is where we're kind of hovering there now. This isn't a change in strategy to have more or less, it's simply is very much a baseline to commit to the space we're at today?

President Freeman added, it's a commitment not to serve fewer than that percentage of students.

Trustee Struthers clarified, which is essentially where we're at today?

Trustee Butler noted, the point I want to make is just that you know this comes to the Board and we endorse it which I think we should and I think this is excellent work and this is a good direction for us to move in with the U of I. I also think it builds on the recent conclusion by the Brookings Institution that we are an institution that is both high research and provides social mobility opportunities for students from low income households. So I think this makes a lot of sense for us. But I have enough experience in the state capitol to know that pieces of legislation that we can lose some control over it. I am hoping that as this moves through the process and it becomes potentially closer to passage where it becomes more likely to be changed and amended, that if there's any substantial changes to it that you'll bring that to the Board as well.

Chair Coleman called for vote on the motion. Motion was approved.

Agenda Item 8.c.(2) – Request for New Degree Program – B.S. in Biomedical Engineering

President Freeman presented the next agenda item 8.c.2., which is the request for a new degree program; a Bachelor's of Science in Biomedical Engineering. She asked Executive Vice President and Provost Dr. Chris McCord to present this item to the Board.

Provost McCord began, we brought a significant number of curricular items to the Board in February. Before we felt comfortable bringing an item to the Board we had to secure all the on campus approvals. We just missed the deadline for bringing this to you at that point. But it is very valuable to us to keep this moving and be able to bring it to the state, the Illinois Board of Higher Education, in a timely fashion which is why we're taking the unusual step of bringing it directly to you here. Biomedical Engineering is a rapidly growing field. We have been serving that need through an emphasis within our existing degree in Electrical Engineering. We believe that there is great value in separating it out and clearly identifying the curriculum as a degree in Biomedical Engineering. Because it's an existing emphasis, we have virtually all of the infrastructure we need for the degree already in place. I believe one faculty hire is needed in the near future to fully develop the curriculum. So this will be a growth opportunity with a fairly modest investment in resources. We believe there's a strong demand, a growing demand, for this discipline. A strong opportunity for NIU to position itself well to be part of that growth and we see this, our Dean of Engineering

is a leader in this field himself. Well positioned to lead this forward. So we believe that this is a strong move our curriculum, a strong move for our Engineering program.

Trustee Butler added, I would just add that I'm very pleased to see this. I'm also pleased to see the speed at which it came to the Board. I was the Trustee who was volunteered to meet with the candidate at the time, the dean who is now responsible for this college and largely perhaps this proposal, and I wanted to just point out how pleased I am to see how quickly that manifested because we need to move this fast if we're to really add value to our curricular offerings in a nimble and quick fashion. So thank you for the effort and thank you for bringing this to us as quickly as you have.

Provost McCord noted, I will note that Dean Peterson indeed brought a lot of energy and enthusiasm, but I will also note that his energy and enthusiasm was matched by that of his colleagues in the department who saw the great opportunity and moved quickly to build this out.

President Freeman added, I would just like to thank the Board for being so open to taking a proposal at a meeting directly from the president to get it to move forward, and for the work that you've done to allow us just to keep the academic proposals moving quickly through our own processes. It's meant a lot to being competitive in the market.

Chair Coleman asked for a motion to approve this item. Trustee Struthers so moved and Trustee Butler seconded.

Trustee Barsema added, thank you for bringing this forward and I'm a big fan of doing things out of sequence if it makes sense. So that's awesome. I'm glad we could accommodate this. I'm really pleased to see us doing things like this and let me tie it back to something that the Board approved some months ago relative to out of state tuition and if we are going to be successful in recruiting students from other states, we need more programs like this where we become a leader in a specialty field. As important is English or Communications is to serving the Northern Illinois region which we do very, very well. And out of state student likely is not gonna come to NIU to major in communications. They have many communications programs in their own state. This is a program where they will come to NIU because we can be a leader in this field as well as a number of other fields. So I'm a big fan of trying to find other disciplines like this where as a university we can establish and put our flag in the ground and be a leader and recruit students from other states and I think a program like this will help us continue in that effort.

Chair Coleman called for a vote on the motion. Motion approved.

9. CHAIR'S REPORT NO. 83

Agenda Item 9.a. – Resolution Honoring Trustee Robert Boey

Chair Coleman began, at this point in time we will move to the Chair's report number 83. Agenda item 9.a. this is the resolution honoring Trustee Robert Boey. I will read the resolution from the podium. We will present the resolution and I will request that our secretary, Trustee Butler, join me as we present the resolution of appreciation to our Trustee Boey. We will open up the floor for Trustee Boey to make comments. Any comments are appropriate.

ROBERT T. BOEY DISTINGUISHED SERVICE TO THE BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY

Whereas Robert T. Boey has faithfully served as a member of the Northern Illinois University Board of Trustees for 22 years, from the Board's founding in 1996 to 2018, making him the longest-serving NIU trustee; and

Whereas Robert T. Boey has been elected to serve as Board Chair for 2 one-year terms, from 1997 to 1999, and has provided strong guidance and wise council through virtually every major challenge and accomplishment of NIU for more than two decades; and

Whereas Robert T. Boey also served the Board in the positions of Vice Chair, Secretary, and 4th member of the Executive Committee as well as leadership appointments to virtually every Board committee; and

Whereas, during Robert T. Boey's service as a trustee, numerous projects that redefined NIU's physical presence benefited from his leadership and guidance, including the renovation of Altgeld Hall and construction of the Engineering Building, Barsema Hall, LaTourette Hall, the Latino Center, Campus Child Care, NIU-Naperville, the Convocation Center, the Barsema Alumni and Visitor's Center, the Northern View Community, and New Residence Hall; and

Whereas Robert T. Boey undertook the critical responsibility to co-chair two presidential search committees, one in 1999 to 2000 and another in 2012 to 2013; and

Whereas Robert T. Boey's service to NIU included longtime membership on the NIU Foundation Board, and both Robert and Doris Boey have been generous donors to the NIU Foundation, the Huskie Athletic Fund, the Kishwaukee College Foundation, and many other community causes; and

Whereas Robert and Doris Boey have been active members of the NIU community and avid supporters of NIU programming, including providing early support for NIU's engineering programs and hosting classes at American Bare Conductor in Sycamore, Illinois, and offering enthusiastic support of NIU's intercollegiate athletic teams; and

Whereas, celebrating their own heritage, Robert and Doris Boey have acted as mentors and advocates for Asian students at both Kishwaukee College and NIU, and have contributed to a strong community among Asian American students at NIU and collaboration with community partners to expand and enrich the mission of the NIU Asian American Resource Center; and

Whereas Robert T. Boey's community leadership included service on the boards of Kishwaukee Community Hospital, Kishwaukee Community College, First National Bank of Illinois, and the DeKalb County Economic Development Corporation; and

Whereas Robert T. Boey's founding and ownership of American Bare Conductor brought hundreds of jobs to the DeKalb-Sycamore area, and his commitment to his adopted hometown included service on numerous community work groups, including the City of DeKalb Planning Commission and the DeKalb Citizens' Community Enhancement Committee; and

Whereas Robert T. Boey's extensive community service earned him numerous awards, including the Humanitarian Award for Community Service and the Outstanding Volunteer Award from the NIU Foundation; the Clifford Danielson Outstanding Citizen Award from the Sycamore Chamber of Commerce; and the Friend of the Child Award from Community Coordinated Child Care;

Now, therefore be it resolved that the Board of Trustees of Northern Illinois University in formal meeting herein assembled extends its grateful appreciation to Robert T. Boey for his distinguished service to Northern Illinois University from 1996 through 2018.

Be it further resolved that this Resolution be presented to Robert T. Boey and a copy of this document be placed in the official files of the Board of Trustees as part of the permanent record of the university and the great State of Illinois and as a lasting tribute to the accomplishments of Robert T. Boey.



Adopted in a meeting assembled this *8th* day of *March, 2018*.

**BOARD OF TRUSTEES OF
NORTHERN ILLINOIS UNIVERSITY**

Wheeler G. Coleman

Chair

John R. Butler

Secretary

Chair Coleman continued, at this point in time we'd like Dr. Freeman, our acting president, to read a few statements.

President Freeman began, it is really a privilege to be acting as president to oversee this wonderful celebration of Bob and Doris Boey's contributions to the community and Bob Boey's contributions to the board. I will be reading statements submitted by former president LaTourette and former president Peters. But before I start that, I just want to say that it's been my honor to know Bob and Doris. When I came here to NIU in 2010 as the Vice President for Research in Graduate Studies, Bob was one of the first people to help me meet members of the business community, the economic development corporation and Bob and Doris both went out of their way not just to exhibit their connectedness, but also their kindness in making sure that me and my husband Doug were welcomed into the community, that we never had to sit or stand alone at an event in those early days and our friendship has only grown and it's of great value to me and I really appreciate it. I'm gonna start by reading the statement from former president LaTourette. "Recognizing the many unique ways in which my good friend and distinguished colleague, Bob Boey, has served Northern Illinois University over a period of almost 40 years, I join in his praise and extend my best wishes to him and his spouse Doris on the occasion from his retirement from the Board of Trustees. Back in the early 1980's, Bob came to my attention as a leading business man and engineer in DeKalb County and as a person who assumed major responsibilities in making the community a better place in which to live and to work. Let me take two book end experiences with Bob to illustrate how much he has contributed to the university and its development. In 1982 Dr. Anne Kaplan and I began to explore how we might transform the Department of Industrial Technology into a quality college of engineering and technology, an initiative which would parallel the acquisition and development of the Law School a few years earlier. We had analyzed the need for a college which would serve industry in Northern Illinois by drawing students from the region who would return to work in the region, unlike graduates of other engineering colleges who left the state yielding a much smaller return on the state's investment and their education. But there was one problem we could not solve, where would we house the college and provide the technical equipment required to support a quality program until we could build on our campus. Bob Boey provided us with a unique solution. The Anaconda Ericson plant in Sycamore had just been closed. Part of that operation was a separate engineering testing and research center of approximately 20,000 square feet with up to date technology. It was an ideal location for a new engineering college. Along with establishing a specialized copper manufacturing operation at the plant location, Bob Boey was given the authority to close the plant and to find a use for the technical center. Working with our staff, Bob came up with a solution that couldn't be beat. We could renovate the building for our educational needs and purchase the facility and its equipment for a little over a million dollars about \$50.00 a square foot. I am certain that without a place to house the college in a quality setting, we would not have been able to secure IBHE approval in January of 1985. Bob's collaboration with us in establishing engineering characterized his very supportive relationship with the university long before he became a member of its first Board of Trustees in 1996. In fact it was this long, productive relationship and his support for the university that made Bob a natural choice to be on the first board. At the other end of the spectrum, Bob successfully lead the presidential search in 1999/2000. A search for university president is a complex and challenging undertaking involving the board, alumni, staff and faculty and at some critical junctures the public and even public officials from the governor on down. Bob Boey quickly established a high degree of credibility with all involved. As the outgoing president I assume the time honored tradition of keeping a distance from the process, I did watch

however concerned about having a successful outcome. Bob worked through the process with the committee dealing effectively with the potential candidate with a great deal of influence, who was not acceptable and external overreach into the process and some unusual machinations that could have caused the search process to unravel. Speaking about the latter issue, our search consultant told me privately that in all his experience he had never seen such activity. Bob worked through all of this and we had the successful appointment of John Peters. There is much more to be said about Bob. He always gave his time freely to fully understand budget and capital development issues. He always reached out to help in any way the he could. Eddie Williams and I spent many productive hours with him at his office and I never left without feeling we had fully explored every aspect of an issue or problem. We became friends in the process and Lily and I and other NIU folks enjoyed Bob's special dinners at Chinese restaurants in DeKalb and in Chicago. Bob and Doris, I thank you for the way you helped NIU become a better place for learning and for research. You leave a challenging marker for all of us to follow in terms of leadership and commitment to excellence. Wishing you many more satisfying and productive years ahead. My best to you. John LaTourette, President Emeritus, Northern Illinois University." And going in chronological order I'll now continue with a letter from President Emeritus John Peters. "Dear Bob, Barbara and I regret that we will not be able to attend your last meeting today as a member of the Northern Illinois University Board of Trustees. While we cannot be there in person to congratulate you for your contributions to NIU as a board member, donor, and friend please know that we are thinking of you and Doris with great appreciation and affection on this occasion. This is a noteworthy day in the history of our great institution which was established in DeKalb over 100 years ago by the vision and foresight of a few exceptional community leaders who saw the need for a major institution of higher education in Northern Illinois. Over that last century a select number of exceptional individuals have made extraordinary contributions to our university to make it the great institution it is today. These institutions include distinguished faculty, university leaders, alumni, donors and community leaders. Bob, I believe your name must be included among these notables. The resolution presented to you today by the Board of Trustees chronicles in detail your many years of services and contributions to NIU. You are actively involved and encouraged many of the major NIU initiatives over the past 20 years including our status as an independent university with its own governing board. Your business acumen and financial background has always been invaluable and you are always committed to the welfare of our students and support for our faculty. You served as an important liaison between the university and the DeKalb-Sycamore communities and you and Doris were active supporters of our arts, athletics, and student activities particularly the Asian-American Resource Center and the Asian-American student community. On a personal note, I thank you for the support and encouragement you gave me during my tenure as president. As chair of the search committee that brought me to NIU I want to acknowledge the important role you played in educating me on the quality of the institution and the vitality of the DeKalb community. You were an advisor to me on every major initiative and issue during my presidency both the good and the challenging, offering suggestions and constructive criticism when needed. You are truly the president's trustee and I know that John LaTourette agrees with that characterization as well. Finally, Barbara and I wish to thank you and Doris for being such good friends. We fondly remember the many dinners and social occasions we shared. Those sumptuous Chinese New Year celebrations and your hospitality at your vacation home in Florida. Bob I will always remember the glorious summer evenings when we would get in a few holes of golf at your beloved Kishwaukee Country Club where we would always solve the problems of the university and the world. You have been a true friend. I believe Ralph Waldo Emerson's comment about friendship captures my view of our relationship: "The glory of friendship is not the outstretched hand, not the kindly smile, nor the joy of companionship; it is the spiritual inspiration that comes to one when you discover that someone else believes in you and is willing to trust you with a friendship". As you leave your service to NIU and the Board of Trustees today, Barbara and I extend our best wishes to you and Doris. We know that Doris, Chris, Valerie and your grandsons are very proud of you. You have left behind a notable legacy. All the best, John G. Peters, President Emeritus.

Chair Coleman responded, at this point in time we are going to take a motion from the trustees to accept the resolution. As you can tell, Trustee Boey has served us a very long time and as you heard from our former presidents he has touched a lot of lives and has been engaged in a lot of NIU activities and events and helped us get to where we are today and we're really appreciative of him. I have to tell you the

resolution font is really small based on the numerous accomplishments that he's been engaged in and there were so many more that we couldn't include, but you heard from the presidents, our former presidents, some of the additional work that he participated in and with his lovely wife supporting the community and NIU. At this point in time let's get a motion, a motion from the floor.

Trustee Barsema so moved and Trustee Butler seconded the motion.

Chair Coleman added, before we vote on the motion I'd like to open up the floor for any comments from the fellow trustees.

Trustee Struthers began, Bob and Doris and their family have been a stable at the university on so many fronts and the greater community. Both LaTourette's comments and President Peters, I can envision seeing them together in so many places. I'm surprised that President Peters just mentioned occasional golf in the twilight. I think they were a staple on Saturday mornings for many years at Kishwaukee Country Club and a great thing to see. When I think about you and people like Bob and as you mention, the founders of the university and the communities going back and I can't help but wonder are those folks around in the future. Are there Bob Boey's 20 years down the road who will make someplace a home and invest in a place for 20 and 30 and 40 years. I hope so. I have a few comments that I had passed along in a narrative that was published on Bob. It made me reflect a bit, but I had met him some 33 years ago. and I said to him surely Doris and Bob I did the math and I was 22 at the time, and Bob stood out very much from the crowd. He was a very successful business man, a world traveler, cultured, and a connoisseur of food like I've never seen and surely had never seen at 22. For those of you who have eaten with Bob lunch, dinner, or a snack, coffee or tea or whatever; it's an experience right. Great exposure for me and advanced me early in my career. He is highly devoted to his wife Doris and the two children, Christopher and Valerie. Highly committed, he was involved in advancing the community at a level that was second to none. He was instrumental as cited early in the creation of the DeKalb County Economic Development Corporation, and I think back to the beginning of the Engineering School as well, the asset that Bob and his company had in Sycamore has been a real linchpin in the development of this greater community, and I think of the size and the impact that DeKalb County Economic Development Corporation has today and Bob was absolutely at the root of that and surely the Engineering School as well. His devotion to NIU is staggering. Over his 22 year commitment it's kind of hard to get your mind wrapped around how much time that is. It's really, really impressive. My wild guess of what that time commitment would tally up to be; so I kind of think about what time we put into it on a weekly basis and just do the math around his time, I get to 12,000 hours which is essentially six years, equivalent of a full time job. This of course is in context to running a pretty sizable business, traveling, being devoted again as a highly committed husband and father and then serving on a multiple of other boards. I mean just tireless, tireless work, and just done with such grace and class throughout all of that. Bob was never you know kind of riled up, never seemed to be flattered about any situation. So he will be missed from this board that's for certain. We expect Bob and Doris will continue to engage in lots of ways in the community for decades to come and your legacy will not be forgotten. We thank you very much.

Trustee Butler began, thank you. I have not had the amount of time and experience on other boards that Tim has had and others have had with Bob, but I have served on this board with Bob for ten years. It's a long time for me. As you leave I'll be the senior member of the board and that just even seem possible to me. Melanie Magara and I, who I believe is here somewhere, she and I worked on this resolution with the help of President Freeman and Matt Streb and the other members of the board as we circulated this as these are items that I've worked on in the past for other trustees, it's quite a process and it was very challenging to limit because there's only so much space that we, well we could have made it bigger and bigger, but at some point it had to conform to the standard size for board resolutions. So we had to narrow down and it was very challenging, but also in the process I learned a lot about Bob, things I didn't know and I think that's been characteristic of my lengthy time serving on this board with Bob is learning about him. Almost immediately, Bob invited me to dinner when I got on the board and we met at the Kishwaukee Country Club and we had a very frank and clear discussion about my expectations and his view of my expectations. Bob is a very direct person. It's not difficult to learn what Bob thinks, you just have to ask

him. That is somewhat contrasted with his public persona where he takes the role of a trustee. He understands the august nature of being a trustee. He indeed conveys a level of grace and class that I was fortunate to be able to observe for the first two or three years as a board member. I tend to look to other members of bodies that I sit on to figure out so how do we function around here and Bob really was an exemplar for me because I was able to watch him and learn sort of what's worth fighting for, why do we need to maybe hold back on some things because some things may become more important later. And I learned a lot just by watching Bob. It was an experience. Over the years he won't be surprised to hear me say we've been on the same side and sometimes we've been on opposite sides of issues, but I've always had a deep respect for Bob's wisdom and his experience and what he brought to the board. It was worth spending some time thinking carefully about what do you think and why do you think it. It was a pleasure serving with you. I'm going to let me colleagues speak, but it's been a pleasure. I've learned a lot from you. Thank you.

Trustee Barsema continued, well Bob it goes without saying the board is weakened without your presence on going forward. I just am thankful that the students were here to hear the comments from Jerry Smith so that they can begin to get a little bit of appreciation for what you've done for NIU and what you've done in your career. I only wish the students were here right now to hear the testimony that's been said not only in the resolution, but also the comments. Because people like you and Doris are what the students need to see in terms of role models and how not only what to attain in life, but how to attain it in life, because there's various ways we can all get to whatever levels of achievement that we attain and both you and Doris have gone to those levels that you're at now and as Tim said you still have more levels to climb. But you've done it with such grace and class and integrity, transparency. You have been great role models for all of us, but in particular the NIU students. You and Doris clearly have been and continue to be the king and queen of NIU and you know when you think of you, you think of NIU and we're not your alma mater. I mean that's how wonderful of a friend and mentor you've been to the university and it truly is I hope one day we get the opportunity to write a book about it. I too have known Bob a long time, 18 years, and Bob and Doris have took us in as they have as you heard from Dr. Freeman and so many, they took us in a well when we first arrived back on campus. We too have been treated to the Chinese dinners as well, but they also took our son in as well and the number of dinners that you had with Jason and Ashley you know and this is just out of the kindness of their heart to do that. So not only what you've for myself and Stacy, but what you've done for the Barsema family, so thank you so much. I just think that the world needs more guys like you. The world just needs more people like you and you have done just such wonderful work for us and the great news is we're still going to have you here and we're still going to lean on you and just thank you for all that you've done and I give kudos to Wheeler for having to read the world's longest resolution. There will never be a resolution that long that somebody had to read and you did an excellent job in reading about the career of an excellent man. Thank you Bob and thank you Doris for being the king and queen of NIU. I appreciate it.

Trustee LaGioia continued, my time on the board was very short. I've barely been on here for a year, but I can say that I did learn a lot from you. I'll never forget in my first trustee meeting that we had we were discussion a particular issue and everyone was kind of in agreement on it, but Bob just came in and brought it from a completely different angle and I was like how did he even think of that. What am I getting myself into? So that was just very funny from that regard and from that I've continued to keep learning. It actually kind of amazes me that you've been on the board for as long as I've been alive. That's just one point that I thought was very funny, but I did want to thank you for all the different halls and everything that you've brought to the university that I've gotten to enjoy today. So thank you for doing that and thank you for your service.

Chair Coleman added, you really brought it home. I'm going to say a few words and then we're going to take a vote and then we'll present the resolution to our trustee. First of all, it's not every day that we say goodbye to a trustee. It's not every day we say goodbye to a committed trustee who have served us really, really well. Bob when I think of you, I think of a few words; principle, driven. You make decisions based on principle and what's right for the universe or what's right for the university as a whole. You also serve

and carry yourself with a great amount of dignity and pride. You're truly a role model. Seven years ago I was introduced to you when I was appointed to the board. I have to say that I took my lead from you. I appreciate how you put your arms around me and said let me show you how we do this, and let me show you how we operate here at NIU. I appreciate that and I appreciate the love and the commitment and the support that both Doris and yourself have provided to me as well as my wife. With that stated, let's take a vote on the resolution. All those in favor say aye.

Chair Coleman continued, the resolution has passed. At this point in time Trustee Butler, our secretary, I'd like him to join me as we present the resolution to Trustee. Trustee Boey, thank you for all you have done for us and NIU and the greater community. We honor you today. It's a special day. I thank you for 22 years of outstanding service. We appreciate you.

Trustee Boey received his resolution and commented, thank you for all those wonderful words that you all said. I'm touched. It didn't feel like 22 years, but there have been times it felt longer, much longer. But anyway, I'd like to recognize my wife Doris who has always been, will you stand up so people can see you? She has been on the receiving end of my good days and bad days at NIU. Thank you for all the help you have been to me. That's wonderful. I'd like to thank everyone here and want you to know that it's very hard for me to step away from this labor of love. But the time is right and know that I'm leaving NIU in good hands, all your good hands. It's been an honor and a pleasure to serve this great university and I will always look back on my time on this board as a very rewarding experience. I'm so proud to have played a part in the great story that is Northern Illinois University. Good luck and best wishes and go Huskies! Thank you.

Ms. Doris Boey added, well may I have the opportunity to say thank you so much to the board. I really am deeply touched. He's worked with these fine people, great leadership, very impressive group. Thank you so much for those wonderful words. It's hard to keep a dry eye, really, thank you. I love this man and it's actually over – it's 56 years. We've been married 56 years.

Chair Coleman added, we have a special gift for our trustee and Trustee Butler will explain the gift.

Trustee Butler noted, Bob, this is a unique picture of Altgeld Hall that the president's office was able to find and we were able to get a print of it and then we framed it and there's an inscription underneath it. It says "To Trustee Robert T. Boey for your wisdom, kindness and dedication. Northern Illinois University. March 8, 2018."

Trustee Boey responded, how nice. Thank you so much. That's beautiful. Again, thank you so much for all those kind words. Can I change my mind now? It's been a wonderful experience. Thank you all again one more time.

Trustee Coleman added, we're going to miss you Bob and Doris. We know that we'll see you around the community and we know that you're going to continue to support NIU. Thanks again for all that you've done. First of all, I also want to pause and thank our secretary, Trustee Butler, for all the work that he did in terms of helping pull together that resolution. I know it was a lot longer initially and you did a fabulous job pulling that together along with the administrative staff here and executive team here at NIU and so we appreciate your support for that. Trust me, it is truly appreciated.

10. OTHER MATTERS

No other matters were discussed.

11. NEXT MEETING DATE

The next Board of Trustees meeting will be held on June 14, 2018.

12. CLOSED SESSION

Chair Coleman asked for a motion to close the public meeting to conduct an executive session to discuss the following subjects authorized by the Illinois Open Meetings Act, as amended: Personnel Matters as generally describe under Sections 2(c)(1)(2)(3) and (21); Collective Bargaining matters as generally described under Section 2(c)(2); Litigation and Risk Management matters as generally described under Sections 2(c)(11) and (12); Closed Session Minutes matters as generally described under Section 2(c)(21) of the Open Meetings Act; Student Disciplinary Cases, as generally described under Section 2(C)(9) of the Open Meetings Act.

Trustee Barsema so moved and Trustee Struthers seconded. Chair Coleman asked for a roll call vote to close the public meeting.

Trustee Robert Boey: Yes	Trustee John Butler: Yes
Trustee Veronica Herrero: Absent	Trustee Giuseppe LaGioia: Yes
Trustee Tim Struthers: Yes	Trustee Eric Wasowicz: Absent
Vice Chair Dennis Barsema: Yes	Board Chair Wheeler Coleman: Yes

The meeting is now closed and will re-open at the conclusion of the closed. The Board adjourned for closed session at 12:07 p.m.

Reconvene Meeting:

The Board of Trustees of Northern Illinois University reconvened on March 8, 2018 at 2:39 p.m. Chair Coleman announced they were reconvening after the closed session and asked for a roll call.

Present: Trustees Dennis Barsema, John Butler, Giuseppe LaGioia, Tim Struthers, Wheeler Coleman
Absent: Trustees Robert Boey, Veronica Herrero, Eric Wasowicz

13. ADJOURNMENT

Chair Coleman asked for a motion to adjourn. Trustee Barsema so moved and Trustee Butler seconded. The motion was approved. Meeting adjourned at 2:40 p.m.

Respectfully submitted,

Kathy 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.