

Outcomes of Sabbatical Leaves; Faculty Presentation on Sabbatical Leave; Series 2011 CHF Bond Refinancing with Series 2021 AFS Bonds; Quarterly Financial Summary – Fiscal Year 2021 Second Quarter as of December 31, 2020; Periodic Report on Investments for Period Ending December 31, 2020; Campus Planning in Support of University Priorities Presentation; Quarterly Summary Report of Transactions in Excess of \$100,000 for the Period October 1, 2020 to December 31, 2020; State Legislative Report; Federal Legislative Report; Sponsored Programs Administration Quarterly Report; Strategic Development Team Report; Association of College and University Educators (ACUE) Partnership Overview and Progress Report)

9. Chair’s Report No. 97

(Expected to include items for board *review and endorsement*: President Lisa C. Freeman Contract Extension and Proposed Terms of Extension)

10. Other Matters

11. Next Meeting Date

12. Closed Session

13. Adjournment

*Individuals wishing to make an appearance before the Board should consult the [Bylaws of the Board of Trustees of Northern Illinois University](#), Article II Section 4 – Appearances before the Board. Appearance request forms can be completed [online](#) in advance of the meeting. For more information, contact Crystal Doyle, 815-753-1273, ccoppel@niu.edu, Altgeld Hall 300, DeKalb, Illinois, 60115.

Public notice prepared by: Board of Trustees Parliamentarian/Board of Trustees Recording Secretary

Time of posting: Original, at least 48 hours in advance of announced meeting

Places of posted meeting notice: Altgeld Hall, President’s Office, and Holmes Student Center

PRESIDENT LISA C. FREEMAN CONTRACT EXTENSION AND PROPOSED TERMS OF EXTENSION

Summary: Pursuant to the Northern Illinois University Law, the Board of Trustees of Northern Illinois University shall have the power, and it shall be its duty, to employ a President of Northern Illinois University. 110 ILCS 685/30-45(2).

Since 2017, the Board of Trustees (“Board”) has worked closely with President Lisa C. Freeman and has been consistently impressed by her leadership, effectiveness, commitment to NIU’s values and importantly, the significant progress she’s helped the university achieve in this time. The Board has completed three evaluations of the President, the last being in December 2020, and her performance has consistently shown the Board that her vision and priorities remain clear, her results are measurable and impactful, the opportunities for improved outcomes are well defined, and there’s a plan for moving NIU forward. The Board’s evaluations of Dr. Freeman are posted online for public access on the NIU website and were discussed by the Board during its open session meetings. As the Board considers the university’s future, it needs and wants this positive moment to continue and it’s the Board’s responsibility to see that happen. The Board wants to ensure that President Freeman, who is proven, trusted and wants to move the university forward, will be at NIU to see that work happen.

At the Meeting of the Board of Trustees to be held on Thursday, March 18, 2021, the Board will vote to extend Dr. Lisa C. Freeman’s appointment as the President of Northern Illinois University, effective July 1, 2021, with an end date of June 30, 2025. In addition, the Board will review and approve the principal financial components of the extension. Pursuant to Section 30-195 of the Northern Illinois University Law, the university is required, along with appropriate Public Notice of the meeting under the Illinois Open Meetings Act, to post, at a minimum, a description of the proposed principal financial components of the President’s appointment, which follows:

- Base salary
 - FY22 \$450,000
 - FY23 \$475,000
 - FY24 \$480,000
 - FY25 \$480,000
- Deferred compensation
 - \$55,000 University Contribution Credit under the Northern Illinois University 457(f) Plan for FY22 and each subsequent year that the President remains continuously employed as President through June 30, 2025. Dr. Freeman’s interest in her Account attributable to such University Contribution Credits and Earnings Credits shall Vest upon the earliest of (i) the Service Completion Date, (ii) termination of her service as President on account of her disability or death, or (iii) termination of her service as President by the University Without Good Cause. For purposes of this Section, the terms “Account,” “University Contribution Credit,” “Service Completion Date,” and “Vest” have the meanings given to them under the 457(f) Plan. If Dr. Freeman’s service as President terminates before a Vesting event described in this Section, her interest in her Account attributable to the University Contribution Credits and Earnings Credits described in this section shall be forfeited. For clarity, the vesting schedule specified in this Section shall supersede any contrary vesting schedule under the 457(f) Plan document.
- Performance-based compensation
 - FY22 and FY23, the Board will consider the potential for performance-based compensation in the form of up-to \$25,000 for each year as President. FY24 and FY25, the Board will consider the potential for performance-based compensation in the form of up-to \$30,000 for each year as

President. The performance upon which the compensation is based must be made available to the public no less than 48 hours before the Board would approve the awarding of such performance-based compensation.

- Pursuant to applicable State law, the new term of the Presidential appointment cannot exceed four years.
- Any severance payments under the Presidential employment agreement will comply with the Illinois Government Severance Pay Act and shall not exceed an amount greater than twenty (20) weeks of annual base salary plus applicable benefits.
- Reimbursement for or payment by the university for reasonable university-related business and travel expenses for the President and spouse for performance of duties and responsibilities as president, in accordance with applicable law and university policy, including but not limited to designated parking on campus.
- Customary and ordinary benefits available to administrative and professional employees of the university in accordance with applicable law and university policy.

The Board will take up the matter of the extension of Dr. Lisa C. Freeman as President of Northern Illinois University, as well as the principal financial components of the extension, at its Meeting on March 18, 2021.

Recommendation: As Chairman, I'm recommending to the NIU Board of Trustees that they extend Dr. Lisa C. Freeman's appointment as the thirteenth President of Northern Illinois University, and approve the principal financial components of the President's appointment effective July 1, 2021 – June 30, 2025.