



Board of Trustees

Academic Affairs, Student Affairs
and Personnel Committee

May 13, 2021

BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
Academic Affairs, Student Affairs and Personnel Committee

8:30 a.m. – Thursday – May 13, 2021

This Committee meeting is being conducted through video conferencing communications and is being conducted pursuant to Section 6 of Executive Order 2020-7 (Suspending OMA requirements of in person attendance by members of a public body).

AGENDA

1. Call to Order and Roll Call
2. Verification of Quorum and Appropriate Notification of Public Meeting
3. Meeting Agenda Approval.....*Action*..... i
4. [Review and Approval of Minutes of February 18, 2021](#) *Action*..... 1
5. Chair's Comments/Announcements
6. Public Comment*
7. University Recommendations
 - a. [Request to Transition Tenure Home](#) *Action*..... 5
 - b. [Recommendations for Faculty Tenure and/or Promotion Effective 2021-2022](#).....
..... *Action*..... 6
8. University Reports
 - a. [Oral English Proficiency Annual Report 2019-2020](#)..... *Information*..... 8
 - b. [Police Chief Search Update](#) *Information*..... 10
 - c. [Learning Management System Review](#) *Information*..... 11
 - d. [Northwestern Medicine Partnership Update](#)..... *Information*..... 12
 - e. [Plans for Fall 2021](#) *Information*..... 13
9. Other Matters
10. Next Meeting Date
11. Adjournment

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

Anyone needing special accommodations to participate in the NIU Board of Trustees meetings should contact Crystal Doyle, ccoppel@niu.edu or (815) 753-1273, as soon as possible.

Minutes of the
Board of Trustees of Northern Illinois University
Academic Affairs, Student Affairs, and Personnel
Committee Meeting
February 18, 2021

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:32 a.m. by Committee Chair Robert Pritchard. This Academic Affairs, Student Affairs, and Personnel Committee meeting is being conducted through video conferencing communications and is being conducted pursuant to Section 6 of Executive Order 2020-7 (Suspending OMA requirements of in person attendance by members of a public body). Recording Secretary Mia Hannon conducted a roll call.

Trustee Rita Athas: Present

Trustee Aidan Shields: Present

Trustee John Butler: Absent

Trustee Eric Wasowicz: Present

Trustee Montel Gayles: Present

Board Chair Dennis Barsema: Present

Trustee Veronica Herrero: Absent

Committee Chair Robert Pritchard: Present

Also present were President Lisa Freeman; Vice President and General Counsel and Board Parliamentarian Bryan Perry; Executive Vice President and Provost Beth Ingram; Board Liaison and Chief of Staff Matt Streb; Vice President for Administration and Finance and Chief Financial Officer Sarah Chinniah; Vice President for Research and Innovation Partnerships Jerry Blazey; Vice President for Enrollment Management, Marketing and Communications Sol Jensen; Vice President for Diversity, Equity and Inclusion and Interim Chief Human Resources Officer Vernese Edghill-Walden; Vice Provost for Undergraduate Studies Omar Ghrayeb; Vice Provost for Faculty Affairs Chad McEvoy; Vice Provost for Institutional Effectiveness Carolinda Douglass; Vice President for University Advancement and CEO NIU Foundation Catherine Squires; Associate Vice President for Student Affairs and Dean of Students Kelly Wesener-Michael; Associate Vice President for Finance and Treasury Shyree Sanan; Associate Vice President and Chief Information Officer Matthew Parks; Associate Vice President for Management and Campus Services John Heckmann; Assistant Vice President for Research and Sponsored Programs Dara Little; and University Advisory Council Representatives Kathryn Jaekel, Cathy Doederlein, Greg Beyer, Sarah Marsh, Kendall Thu and Natasha Johnson.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

General Counsel Perry indicated the appropriate notification of the meeting had been provided pursuant to the Illinois Open Meetings Act and advised that a quorum was present.

MEETING AGENDA APPROVAL

Committee Chair Pritchard asked for a motion to approve the agenda. Trustee Gayles so moved, and Trustee Athas seconded.

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Absent

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Absent

Committee Chair Robert Pritchard: Yes

The motion was approved.

REVIEW AND APPROVAL OF MINUTES

Committee Chair Pritchard asked for a motion to approve the minutes of November 12, 2020. Trustee Gayles so moved, and Trustee Wasowicz seconded.

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Absent

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Absent

Committee Chair Robert Pritchard: Yes

The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Committee Chair Pritchard welcomed those in attendance and provided a brief overview of the agenda. He also recognized the members of the University Advisory Committee.

UAC Representative Kendall Thu spoke about categories of faculty, the social justice committee, and an agreement about grades for Spring 2021.

PUBLIC COMMENT

Committee Chair Pritchard inquired to Mr. Perry if any members of the public registered a request to address the board in accordance with state law and Board of Trustees bylaws.

General Counsel Perry noted that one public comment was registered but was later withdrawn. There are no further public comments.

UNIVERSITY RECOMMENDATIONS

Committee Chair Pritchard asked Executive Vice President and Provost Beth Ingram to present the following university recommendations.

Agenda Item 7.a. Request for New Minor in Financial Counseling

Committee Chair Pritchard asked for a motion to approve item 7.a. Trustee Shields so moved, and Trustee Athas seconded.

Committee Chair Pritchard opened the floor for discussion and then asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Absent

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Absent

Committee Chair Robert Pritchard: Yes

The motion was approved.

Agenda Item 7.b. Request for New Minor in Sport Analytics

Committee Chair Pritchard asked for a motion to approve item 7.b. Trustee Wasowicz so moved, and Trustee Gayles seconded.

Committee Chair Pritchard opened the floor for discussion and then asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Absent

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Absent

Committee Chair Robert Pritchard: Yes

The motion was approved.

Agenda Item 7.c. Request for New Minor in Sport Journalism

Committee Chair Pritchard asked for a motion to approve item 7.c. Trustee Athas so moved, and Trustee Wasowicz seconded.

Committee Chair Pritchard opened the floor for discussion and then asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Absent

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Absent

Committee Chair Robert Pritchard: Yes

The motion was approved.

Agenda Item 7.d. Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2021-2022 Academic Year

Committee Chair Pritchard asked for a motion to approve item 7.d. Trustee Gayles so moved, and Trustee Wasowicz seconded.

Committee Chair Pritchard opened the floor for discussion and then asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Absent

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Absent

Committee Chair Robert Pritchard: Yes

The motion was approved.

UNIVERSITY REPORTS

Committee Chair Pritchard asked Executive Vice President and Provost Beth Ingram to present the following informational items.

Agenda Item 8.a. Men's Basketball Head Coach Search Update

EVPP Ingram presented Information Item 8.a. Men's Basketball Head Coach Search Update.

There was no discussion.

Agenda Item 8.b. Annual Report on the Outcomes of Sabbatical Leaves

EVPP Ingram presented Information Item 8.b. Annual Report on the Outcomes of Sabbatical Leaves.

There was no discussion.

Agenda Item 8.c. Faculty Presentation on Sabbatical Leave

EVPP Ingram presented Information Item 8.c. Faculty Presentation on Sabbatical Leave. Associate Professor Orna Arania, School of Music, gave a brief presentation on her scholarly work completed during her sabbatical leave.

OTHER MATTERS

Committee Chair Pritchard asked if there are other matters. There were none.

NEXT MEETING DATE

The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be Thursday, May 13, 2021.

ADJOURNMENT

Committee Chair Pritchard asked for a motion to adjourn. Trustee Athas so moved, and Board Chair Barsema seconded.

Committee Chair Pritchard asked Ms. Hannon to conduct a roll call vote.

Trustee Rita Athas: Yes

Trustee Aidan Shields: Yes

Trustee John Butler: Absent

Trustee Eric Wasowicz: Yes

Trustee Montel Gayles: Yes

Board Chair Dennis Barsema: Yes

Trustee Veronica Herrero: Absent

Committee Chair Robert Pritchard: Yes

The motion was approved.

Meeting adjourned at 9:38 a.m.

Respectfully submitted,

Mia Hannon

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.

REQUEST TO TRANSITION TENURE HOME

Summary: NIU's Hospitality and Tourism Management program prepares students for careers in hotel operations, food service, event management and other such industries with an emphasis on understanding the industry's complex business environment. This program has a strong business component; to leverage existing expertise and industry connections, the program will transition to a new degree emphasis within the College of Business (COB). As part of this transition, a tenured faculty from this program within the School of Family and Consumer Sciences in the College of Health and Human Sciences will change her tenure home to the Department of Marketing in the College of Business.

Background: Dr. Eunha Myung, Professor in the School of Family and Consumer Sciences, to Professor with tenure in the Department of Marketing.

Funding: Dr. Myung will receive a small salary adjustment to reflect the salary differential between the two departments.

Recommendation: The university recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse this request to change the tenure home of Dr. Myung as stated above and asks that the president forward it by means of the President's Report to the Board of Trustees for approval at its meeting on June 17, 2021.

**RECOMMENDATIONS FOR FACULTY TENURE AND/OR
PROMOTION EFFECTIVE 2021-2022**

<u>NAME</u>	<u>COLLEGE/DEPARTMENT/SCHOOL</u>
<u>Promotion from Associate Professor to Professor</u>	
Scott Balcerzak	English
Meghann Cefaratti	Accountancy
Lara Crowley	English
Aleksandra Giza	Art and Design
Jennifer Gray	Health Studies
Janice Hamlet	Communication
Mitchell Irwin	Anthropology
Jeffrey Kidder	Sociology
Melanie Koss	Curriculum and Instruction
Michael Kushnick	Allied Health & Communicative Disorders
Michelle Lilly	Psychology
Shanthi Muthuswamy	Engineering Technology
Janet Olson	Allied Health & Communicative Disorders
David Paige (Short-Track)	Curriculum and Instruction
Nicholas Pohlman	Mechanical Engineering
Mark Riley	Accountancy
Diane Rodgers	Sociology
Alecia Santuzzi	Psychology
Kheang Un	Political Science
Stephen Vilaseca	World Languages and Cultures
Donna Werderich	Curriculum and Instruction
Corrine Wickens	Curriculum and Instruction
<u>Tenure and Promotion from Assistant Professor to Associate Professor</u>	
Hamed Alhoori	Computer Science
Shannon Becker	World Languages and Cultures
Mandy Faretta-Stutenberg	World Languages and Cultures
Melissa Fickling	Counseling & Higher Education
Jeremy Floyd	Theatre and Dance
Benedito Fonseca, Jr.	Electrical Engineering
Allison Gladfelter	Allied Health & Communicative Disorders
Furkan Gur	Management
Andrea Guzman	Communication
Ryan Hibbett (Short-Track)	English
Jennifer Jacobs (Early)	Kinesiology & Physical Education
Lisa Liberty	Special & Early Education
Mark Mellon (Short-Track)	Accountancy
Matt Pickard (Short-Track)	Accountancy
Eunju Rho (Short-Track)	Public Administration
Iman Salehinia	Mechanical Engineering

Tenure and Promotion from Assistant Professor to Associate Professor (cont.)

Daniel Sibley	Family and Consumer Sciences
Matthew Smith	World Languages and Cultures
Shupeí Yuan (Early)	Communication
Haiming Zhou	Statistics and Actuarial Science

Tenure Only at the Rank of Associate Professor

Daniel McConkie	Law
David Rosenfeld	Law

Recommendation: The University recommends that the Academic Affairs, Student Affairs, and Personnel Committee endorse this request and that the President forward it by means of the President's Report to the Board of Trustees for approval at its meeting on June 17, 2021.

ORAL ENGLISH PROFICIENCY ANNUAL REPORT
2019-2020

The governing boards of Illinois public institutions are required by Public Act 84-1434 (110 ILCS 685/30-70) to take appropriate steps to ensure the oral English language proficiency of all individuals who provide classroom instruction. In order to comply with this statute, universities are expected to implement policies and practices that verify oral English language proficiency in the delivery of classroom instruction. It is further required by NIU Board of Trustees Regulations, Section 1., F., that the university maintain a record of this compliance on behalf of the Board of Trustees.

Northern Illinois University has taken a series of steps to make certain that classroom instruction is not affected by lack of English proficiency. Graduate teaching assistants whose native language is not English and who are engaged in oral instruction in the classroom must have achieved a score of at least 50 on the Speaking Proficiency English Assessment Kit (SPEAK), or its equivalent (unless the language of instruction is not English). The university offers assistance for instructors and faculty to improve their oral English proficiency beyond the minimum requirement. This is done through clinics in two departments: 1) the English as a Second Language (ESL) Clinic in the Department of English; and 2) the Speech, Language and Hearing Clinic in the Department of Allied Health and Communicative Disorders. These efforts have resulted in a decline in the number of student complaints related to oral English proficiency.

The oral English proficiency requirement of the State of Illinois is clearly communicated in several university publications, including the Student Handbook, the Undergraduate Catalog, and the Graduate Catalog. Included in these announcements of the policy is the procedure by which students can communicate any complaints.

All academic departments are asked annually to document student complaints regarding English proficiency and the corrective actions that were taken to remedy the problem. All student complaints are investigated and prompt action is taken as appropriate. No records of complaints were received during the previous academic year.

The departmental reports are kept on file in the Office of the Provost.

Northern Illinois University

**COMPLAINTS REGARDING ORAL ENGLISH COMMUNICATION
OF INSTRUCTIONAL PERSONNEL**

Academic Year 2019-2020

No complaints were reported.

Complaint Number	Departmental Unit	Professional Status of Instructional Person	Resolution

POLICE CHIEF SEARCH UPDATE

At the December 10, 2020 Board meeting, the Board authorized the President to select executive search firms for the appointment of executive level positions. It was further recommended that the President periodically report back to the Board regarding selection and status of such searches. Further, provisions of Public Act 97-0814 and the Northern Illinois University policy on the use of external search firms approved by the Board of Trustees on May 23, 2013, allow the use of an external search firm for senior level positions when needed. Due to the recent retirement of the police chief, the president's office will be utilizing an executive search firm per the approval of the Board of Trustees as noted. The executive search firm will offer the University the ability to assist in identifying and recruiting diverse candidates, as well as, conducting in-depth research and background checks on potential candidates for the police chief position. The search firm's network of candidates and ability to maintain confidentiality, will be essential for this search.

LEARNING MANAGEMENT SYSTEM REVIEW

Northern Illinois University (NIU) is in the final year of a three-year contract with Blackboard, the current Learning Management System (LMS) vendor. While faculty usage and overall satisfaction with Blackboard remains high, the university hasn't conducted a formal evaluation of other LMS systems in many years.

The university is conducting a LMS review during the 2020-2021 academic year. This evaluation is broad in scope with input from faculty, staff and students on not only their current satisfaction with NIU's current LMS but also what features are desired in a LMS moving forward. Through NIU's partnership with Internet2, the top three leading LMS platforms in Higher Education – Blackboard Learn, D2L Brightspace, and Instructure Canvas – are being reviewed to ensure that we select a platform that will serve the core interests of the university for years to come. The evaluation will supply the data to prepare a recommendation on whether an alternative LMS should be considered at this time. A website has been developed for the project with complete details, available at www.niu.edu/lms-review.

Executive Director of the Center for Innovative Teaching and Learning (CITL) Jason Rhode and Associate Vice President and Chief Information Officer Matthew Parks will present a summary of the review process to date.

NORTHWESTERN MEDICINE PARTNERSHIP UPDATE

Staff from Student Affairs, in collaboration with Intercollegiate Athletics, will provide an overview of NIU's partnership with Northwestern Medicine.

PLANS FOR FALL 2021

Executive Vice President and Provost Beth Ingram will speak about the university's plan for the Fall 2021 semester.