



Regular Meeting
of the
Board of Trustees

April 3, 2023

**Regular Meeting of the
BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY
9:00 a.m. – Monday – April 3, 2023
Board of Trustees Room
Altgeld 315**

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 from February 16, 2023..... *Action*..... 1
5. Election of Board Officer Positions..... *Action*..... 6
6. Chair's Comments/Announcements
7. Public Comment*
8. Reports of Board Committees and Board Liaisons..... *Information*..... 7
 - a. Academic Affairs, Student Affairs and Personnel Committee (AASAP)
 - b. Finance, Audit, Compliance, Facilities and Operations Committee (FACFO)
 - c. Research and Innovation, Legal and Legislative Affairs Committee (RILLA)
 - d. Illinois Board of Higher Education
 - e. Universities Civil Service Merit Board
 - f. Northern Illinois Research Foundation
 - g. Northern Illinois University Alumni Association
 - h. Northern Illinois University Foundation
9. President’s Report No. 167
 - a. University Recommendations Forwarded by the Board Committees
 - 1) Request for the Deletion of the Bachelor of Science in Hospitality and Tourism Management..... *Action*..... 12
 - 2) Request for the Deletion of the Master of Science in Taxation..... *Action*..... 13
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c. Items Directly from the President

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7) College of Liberal Arts and Sciences Overview.....	Information.....170

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 or will be available in the Board Room

the day of the meeting. For more information contact Crystal Doyle, ccoppel@niu.edu, 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
Special Meeting
February 16, 2023

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 12:49 p.m. by Board Chair Eric Wasowicz in the Board of Trustees Room, 315 Altgeld Hall. This meeting is being conducted in person and through videoconferencing communications pursuant to Public Act 101-0640, enacted June 12, 2020, and section 7(e) of the Illinois Open Meetings Act, allowing for virtual board meetings during a disaster declaration relating to public health concerns. As Chair of the Board, I have determined that an in-person meeting is not practical or prudent because of the disaster. As such, trustees may attend today's meeting by audio and visual conferencing and not by physical presence.

Recording Secretary Crystal Doyle conducted a roll call.

Vice Chair Rita Athas: Present	Trustee Dennis Barsema: Present
Trustee John Butler: Present	Trustee Montel Gayles: Present
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Present

Also present: President Lisa Freeman; Vice President and General Counsel and Board Parliamentarian Bryan Perry; Executive Vice President and Provost Beth Ingram; Vice President for Administration and Finance and Chief Financial Officer George Middlemist; Vice President for Research and Innovation Partnerships Jerry Blazey; Chief of Police Darren Mitchell and University Advisory Council (UAC) Representatives Felicia Bohanon and Ismael Montana.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING

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

MEETING AGENDA APPROVAL

Chair Wasowicz asked for a motion to approve the meeting agenda. Trustee Gayles so moved, and Trustee Butler seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

REVIEW AND APPROVAL OF MINUTES OF DECEMBER 8, 2022

Chair Wasowicz asked for a motion to approve the minutes of December 8, 2022. Trustee Gayles so moved, and Trustee Butler seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Absent

Trustee Tim Moore: Absent

Trustee Bob Pritchard: Absent

Board Chair Eric Wasowicz: Yes

The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

Chair Wasowicz welcomed the members of the University Advisory Council who were present.

UAC Representative Montana commented he appreciates the Governor's commitment to making higher education affordable as well as NIU making higher education affordable.

PUBLIC COMMENT

Chair Wasowicz introduced the public comment portion of the meeting. General Counsel Perry stated that there were no registered public comments.

PRESIDENT'S REPORT NO. 166

Chair Wasowicz asked President Freeman to present the President's Report No. 166.

President Lisa Freeman presented Agenda Item 7.a. Fiscal Year 2024 Room and Board Pricing Recommendation

Chair Wasowicz asked for a motion to approve item 7.a. Trustee Gayles so moved, and Vice Chair Athas seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Absent

Trustee Tim Moore: Absent

Trustee Bob Pritchard: Absent

Board Chair Eric Wasowicz: Yes

The motion was approved.

President Lisa Freeman presented Agenda Item 7.b. Fiscal Year 2024 Undergraduate Tuition Pricing Recommendation

Chair Wasowicz asked for a motion to approve item 7.b. Vice Chair Athas so moved, and Trustee Butler seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes

Trustee Dennis Barsema: Yes

Trustee John Butler: Yes

Trustee Montel Gayles: Yes

Trustee Veronica Herrero: Absent

Trustee Tim Moore: Absent

Trustee Bob Pritchard: Absent

Board Chair Eric Wasowicz: Yes

The motion was approved.

President Lisa Freeman presented Agenda Item 7.c. Fiscal Year 2024 Graduate and Law Tuition Pricing Recommendation

As noted during the Finance, Audit, Compliance, Facilities and Operations Committee earlier this morning, the law component of this item has been deferred for action until the March 23, 2023 Board of Trustees meeting. This allows for a sufficient number of trustees to be present when voting for there to be a valid passing of the motion.

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

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

President Lisa Freeman presented Agenda Item 7.d. Fiscal Year 2024 Undergraduate, Graduate, and Law Student Fee Pricing Recommendation

As noted during the Finance, Audit, Compliance, Facilities and Operations Committee earlier this morning, the law component of this item has been deferred for action until the March 23, 2023 Board of Trustees meeting. This allows for a sufficient number of trustees to be present when voting for there to be a valid passing of the motion.

Chair Wasowicz asked for a motion to approve item 7.d. Vice Chair Athas so moved, and Trustee Butler seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

President Lisa Freeman presented Agenda Item 7.e. Graduation Fee Proposal

As noted during the Finance, Audit, Compliance, Facilities and Operations Committee earlier this morning, the law component of this item has been deferred for action until the March 23, 2023 Board of Trustees meeting. This allows for a sufficient number of trustees to be present when voting for there to be a valid passing of the motion.

Chair Wasowicz asked for a motion to approve item 7.e. Trustee Gayles so moved, and Vice Chair Athas seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

President Lisa Freeman presented Agenda Item 7.f. Fiscal Year 2024 Student Health Insurance

Chair Wasowicz asked for a motion to approve item 7.f. Vice Chair Athas so moved, and Trustee Butler seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

President Lisa Freeman presented Agenda Item 7.g. EAB Master Service Agreement (MSA)

Chair Wasowicz asked for a motion to approve item 7.g. Vice Chair Athas so moved, and Trustee Gayles seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

President Lisa Freeman presented Agenda Item 7.h. Collective Bargaining Agreement for the Metropolitan Alliance of Police Chapter #414 Security Guards

Chair Wasowicz asked for a motion to approve item 7.h. Trustee Gayles so moved, and Trustee Butler seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call vote.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

OTHER MATTERS

There were no other matters.

NEXT MEETING DATE

The next regularly scheduled meeting of the Board of Trustees will be held June 15, 2023 at 9:00 a.m.

CLOSED SESSION

Chair Wasowicz stated that the Board needed to go into closed session and would not take up new business following the closed session. He asked for a motion to close the public meeting to conduct

closed session to discuss the following subjects as authorized by the Open Meetings Act: closed session minutes matters as generally described under section 2(c)(21) of the open meetings act; collective bargaining matters as generally described under section 2(c)(2) of the open meetings act; litigation and risk management matters as generally described under sections 2(c)(11) and (12) of the open meetings act; real estate matters as generally described under section 2(c)(5) and (6) of the open meetings act; and personnel matters as generally described under sections 2(c)(1)(2)(3) and (21) of the open meetings act.

Vice Chair Athas so moved, and Trustee Butler seconded.

Chair Wasowicz asked Ms. Doyle to take a roll call vote to close the public meeting.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

The Board closed the public meeting at 1:12 p.m.

The meeting reconvened from closed session at 2:24 p.m.

Chair Wasowicz asked Ms. Doyle to conduct a roll call.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

ADJOURNMENT

Chair Wasowicz asked for a motion to adjourn. Vice Chair Athas so moved, and Trustee Gayles seconded.

Chair Wasowicz asked Ms. Doyle to conduct a roll call.

Vice Chair Rita Athas: Yes	Trustee Dennis Barsema: Yes
Trustee John Butler: Yes	Trustee Montel Gayles: Yes
Trustee Veronica Herrero: Absent	Trustee Tim Moore: Absent
Trustee Bob Pritchard: Absent	Board Chair Eric Wasowicz: Yes

The motion was approved.

The meeting adjourned at 2:25 p.m.

Respectfully submitted,

Crystal Doyle
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.

ELECTION OF BOARD OFFICER POSITIONS

The Board of Trustees will hold an off-cycle election of officers for Fiscal Year 2023. The results will be tallied and announced by Board Parliamentarian and General Counsel Bryan Perry.

REPORTS OF BOARD COMMITTEES AND BOARD LIAISONS

a. Academic Affairs, Student Affairs and Personnel Committee (AASAP)

The Academic Affairs, Student Affairs and Personnel Committee met on February 16, 2023. Four action items appeared on the agenda: Request for the Deletion of the Bachelor of Science in Hospitality and Tourism Management, Request for the Deletion of the Master of Science in Taxation, Request for New Minor in Sports Medicine and Recommendations for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2023-2024 Academic Year, all were approved. The committee received two information items: Associate Professor Holly Jones from the Department of Biological Sciences presented on her sabbatical leave and scholarly work achieved, and the Annual Report on the Outcomes of Sabbatical Leaves completed during the 2019-2020 Academic Year.

b. Finance, Audit, Compliance, Facilities, and Operations Committee (FACFO)

The Finance, Audit, Compliance, Facilities and Operations Committee met on February 16, 2023. The committee was presented with two Financial Update items: Quarterly Financial Summary Fiscal Year 2023 Second Quarter as of December 31, 2022 and Periodic Report on Investments for Period Ending December 31, 2022. The committee approved 16 actions items, with two items partially approved: Fiscal Year 2024 Room and Board Pricing Recommendation; Fiscal Year 2024 Undergraduate Tuition Pricing Recommendation; Fiscal Year 2024 Graduate and Law Tuition Pricing Recommendation; Fiscal Year 2024 Undergraduate, Graduate and Law Student Fee Pricing Recommendation; Graduation Fee Proposal; Fiscal Year 2024 Student Health Insurance; EAB Master Service Agreement (MSA); DeKalb Campus Recreation Drive Roadway Repairs Capital Project Approval; Holmes Student Center Envelope Repairs Phase I Capital Project Approval; Stevenson & Grant Residential Complexes Envelope Repairs Phase 2 Capital Project Approval; Fiscal Year 2023 Elevator Services Increase G.D. Barri & Associates, Inc.; Fiscal Year 2024 through Fiscal Year 2028 Solid Waste Removal and Recycling Services; Fiscal Year 2024 Campus Services Consumable Commodities; Fiscal Year 2024 Microsoft Enrollment Contract Renewal; Campus Printer Lease Program. Of these 16 action items, seven items were sent in front of the Special Meeting that same day. Two items were partially approved: Fiscal Year 2024 Graduate and Law Tuition Pricing Recommendation; Fiscal Year 2024 Undergraduate, Graduate and Law Student Fee Pricing Recommendation. These two items had the College of Law items deferred to the March 23, 2023 Board of Trustees meeting. Fiscal Year 2024 Master Agreement Facility Contract Renewals item was deferred to the March 23, 2023 Board of Trustees meeting. The committee also received three University Information items: Presentation on Facilities and Infrastructure Capital Investment given by Associate Vice President for Facilities Management and Campus Services John Heckmann, Fiscal Year 2022 Report on Facilities and Infrastructure Capital Investment Activities and Quarterly Summary Report of Transactions in Excess of \$100,000 for the Period October 1, 2022 to December 31, 2022.

c. Research and Innovation, Legal and Legislative Affairs Committee (RILLA)

The Research and Innovation, Legal and Legislative Affairs Committee met on February 16, 2023. The committee received three information items: Sponsored Program Administration Quarterly Report, State Legislative Report and Associate Professor Jennifer Jacobs, Associate Professor Zachary Wahl-Alexander and Doctoral Student Gabrielle Bennett from the

Department of Kinesiology and Physical Education provided a faculty presentation on Project FLEX.

d. Illinois Board of Higher Education

The IBHE met on November 15, 2022. The Board honored retiring Board Member Teresa Garate and student Board Members Cody Castle and Samiha Syed. The Board heard a presentation by Dr. Stephanie Bernoteit (IBHE), Dr. Christy Boarders (Illinois State University), Dr. Natasha Flowers (Southern Illinois University Edwardsville), and Ms. Antionette Johnson (East St. Louis School District) on *The Illinois Tutoring Initiative: Higher Education and School District Partnership to Support Learning*. The presentation included a background on the initiative, the Illinois model being used, and participant feedback to date. The Board also received reports from the Community Colleges Advisory Committee and Public Universities Advisory Committee.

The IBHE granted authority to multiple community colleges to offer a variety of Associate of Applied Science degrees, subject to the institutions' implementation and maintenance of conditions presented in their applications.

- Lewis and Clark Community College to offer an Associate of Applied Science in Fire Service Leadership
- Triton College to offer an Associate of Applied Science in Diesel and Transportation Technology

Approval was granted to the following public universities for new programs:

- Eastern Illinois University authorization to grant the Master of Arts in Teaching – Secondary Teaching in the Prairie Region
- Illinois State University authorization to grant the Master of Public Health in the Central Region
- Illinois State University authorization to grant the Master of Science in Marketing Analytics in the Central Region
- Southern Illinois University Edwardsville authorization to grant the Bachelor of Science in Surveying and Geomatics in the Southwestern Region
- The University of Illinois Urbana-Champaign authorization to grant the Bachelor of Science in Environmental Engineering in the Prairie Region

The IBHE denied the Southwest University of Naprapathic Medicine authorization to operate in the Chicago Region.

The Board also approved the following:

- Final rules for the Capital Investment Grant Program for Independent Colleges
- The Noninstructional Capital Projects for Governors State University and the University of Illinois Urbana Champaign
- Updated personnel policies for the IBHE
- A five percent salary increase for the Executive Director of the IBHE.

Lastly, the Board received an informational update on the Instituto College Accreditation.

e. Universities Civil Service Merit Board

The last meeting of the State Universities Civil Service Merit Board was on March 16, 2023. A meeting scheduled for February 9, 2023, was postponed until this meeting. Several Merit Board members joined the meeting through remote connection between the System Office and campus facilities throughout the state (NIU's Merit Board representative was authorized by the Merit Board to participate in the meeting remotely due to employment purposes). At the meeting, most of the Merit Board's attention concerned a discharge matter unrelated to NIU. Other matters concerned welcoming new appointees to the Merit Board; public comment

(mostly concerning the discharge matter); election of Merit Board officers; reports from representatives of the Human Resource Directors Advisory Committee and the Employee Advisory Committee; authorization of the submission of proposed revisions for the Second Notice Period and final review by the Joint Committee on Administrative Rules (JCAR) (summarized in the report provided for the December 8, 2022 NIU Board meeting); authorization for proposed revisions for the First Notice Period to be published in the Illinois Register (none of the specific changes appear to be significant to the operations of NIU); a review of recent activities of the System’s Governance, Risk, and Compliance Audit Program; a report from the Executive Director (including a budget update and classification activities pending or in progress); and a report from the Merit Board’s Legal Counsel.

As these matters were addressed, participants learned that the System’s Governance, Risk, and Compliance Audit of NIU was in draft form and under review (internally at the System Office); Don Harsh was recently appointed Legal Counsel; NIU’s Merit Board representative John Butler was elected Vice Chair of the Merit Board (Julie Jones, of ISU, was re-elected Chair); and two future meetings were rescheduled, resulting in the next meeting scheduled (tentatively) for August 3, 2023, and the final meeting of the year to be held on November 9, 2023. Finally, Executive Director Gail Schiesser offered observations during her report concerning comments offered during prior public comments characterizing her reactions to proposed pilot programs introduced by universities. She wished to correct the claim that “she simply said no” in response to these proposals, noting that the System Office responded to these specific proposals by outlining what pilot program proposals should include, and that no revisions were subsequently submitted. In summary, she stressed that “workable proposals” are welcome, which include ideas intended to result in improvements in the System, but not proposals that would erode the fundamental purpose of the System.

f. Northern Illinois Research Foundation

The Northern Illinois Research Foundation and committees held their quarterly meetings in December 2022 with new Bylaws and membership in effect. The newly formed IP Management Committee met on December 6, 2022, and discussed the Committee’s charge, the Office of Innovation invention evaluation rubric and status of partnerships and invention disclosures. The Audit and Finance Committee met on December 12, 2022, and reviewed the NIRF financial procedures, the Q1 financial statements, the status of the State and Federal tax returns, and the FY23 audit engagement. The Board of Directors convened on December 13, 2022, and received quarterly updates from the Committees and the NIU Office of Innovation and listened to a presentation by Dr. Irina Nesterova from the NIU Department of Chemistry and Biochemistry. The next NIRF Board of Directors meeting was scheduled for March 21, 2023.

g. Northern Illinois University Alumni Association

Events – The NIUAA and NIU Foundation were recently in Florida for five days of events in five different markets. Alumni, donors, and friends were engaged in The Villages, Tampa, Sarasota, Bonita Bay, and Ft. Lauderdale. There have also been recent events in Dekalb, St. Charles, Naperville, Libertyville, and Indianapolis. Of significant note is the continued growth of Cram the Convo, an event intended to bring alumni out for the women’s and men’s basketball games in DeKalb. This event is done in close collaboration with Athletics.

Upcoming event locations include Naperville, Oak Brook, Lemont, and Phoenix, Arizona.

Advocacy Day in Springfield will be on Tuesday, March 21, 2023. We hope to have more than 50 alumni and students present to encourage the legislature to support NIU’s priorities.

NIUAA Board - The NIUAA Board is currently in the process of selecting the slate of new board members to begin their terms on July 1, 2023. There are three slots available. The NIUAA Board values diversity and is currently more than 40% people of color. All forms of diversity are valued and sought after, including age, college and major, geographic location, ethnicity and race, and gender.

CRM - The NIU Foundation and NIU Alumni Association are currently in the early stages of a CRM (Constituent relationship management software) transition. The current database of record is stable but lacks the features that are needed to bring engagement and fundraising into the modern era. Of key interest are dashboards, analytics, and comprehensive relationship mapping abilities. This project is expected to take between 12 and 24 months to complete.

Communications - The next Northern Now is well underway, and the NIU Foundation just released the [FY23 Impact report](#). Additionally, click-through rates have continued to rise along with social media interactions. The communications team has been very focused on a new communications tool which will allow for personalized content for key constituents.

h. Northern Illinois University Foundation

Fundraising - Fundraising performance for the first seven months of FY23 is slightly behind pace, with a total of \$11.5 million raised – which is 40% of the \$28.5 million annual goal, yet 3% ahead year over year. The pipeline is very strong, and we expect to close several key gifts over the next several months.

Engagement - The Alumni Association hosted its annual holiday party at the Old Post Office on December 7, 2022, and welcomed a crowd of nearly 200, continuing to draw record attendance. In January, we welcomed Mission III to campus, and the Alumni Association has been programming engagement events to promote Huskie Pride and build excitement around his arrival. In addition to his January 27, 2023, debut on campus, there have been several “Puppy Pop Up” events locally to DeKalb, but also in the western and south suburbs. During the late part of February, we made our annual trip to Florida, with key activities in Tampa, Sarasota, The Villages, Bonita Springs, and Ft. Lauderdale. These events are designed to give our fellow Huskies, key donors, and prospects an opportunity to network and spend quality time with President Freeman so they can learn about current University initiatives and her vision for the future.

Upcoming events:

Alumni/Donor trip to Phoenix	March 24 – 28
Alumni/donor event at the Musical Instrument Museum (3/25)	
Foundation-hosted donor brunch (3/26)	
Cubs/Sox Spring Training Game (3/27)	
NIUAA Holland Tulips Cruise	April 19 – 27
12 th Annual NIUAA Golf Outing at Cantigny	May 22

Campaign Planning - Significant work continues internally on the development of priorities, both at the university level and the collegiate/divisional level, and on stakeholder training. With the guidance of our campaign counsel, Marts & Lundy, we are continuing to refine the case for support based upon conversations with donors and prospective donors. Over the past six months, we have worked to define our priorities in the context of the campaign pillars, which are Broadening Access and Building Equity; Driving Innovations and Delivering Solutions; and Securing and Sustaining Key Educational Assets. We are on track to complete this phase of the priorities work by March 31, 2023, which will allow us to begin sharing this

more complete case for support with donors and prospective donors, continuing to build interest and gain perspective, but importantly, solicit key lead gifts.

The campaign total, through the end of January, stands at \$61.1 million, which is up \$6 million since the October results reported to the board in December.

REQUEST FOR THE DELETION OF THE BACHELOR OF SCIENCE IN HOSPITALITY AND TOURISM MANAGEMENT

Summary: Public university governing boards have the final authority to delete major programs. If the board approves this deletion, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2023. These requests come to the Academic Affairs, Student Affairs, and Personnel Committee after receiving approval from the curriculum committees at the department, college, and university levels and the concurrence of the provost.

Description: The University proposes to delete the Bachelor of Science (B.S.) in Hospitality and Tourism Management offered by the School of Family and Consumer Sciences in the College of Health and Human Sciences.

Rationale: The Bachelor of Science (B.S.) in Hospitality and Tourism Management program has been closed to new enrollment since May 2021; we request the deletion of the catalog entry for the upcoming catalog. In 2020, the College of Health and Human Sciences and the School of Family and Consumer Sciences began work with the College of Business to shift this program to the Department of Management in the College of Business. The program is now offered with an emphasis in Hospitality and Tourism Management through the B.S. in Business Administration. Students currently pursuing this degree are advised by the College of Health and Human Sciences and will be supported to finish B.S. in Hospitality and Tourism Management in the College of Health and Human Sciences.

Recommendation: The Academic Affairs, Students Affairs, and Personnel Committee recommends Board of Trustee approval of the request for the Deletion of the Bachelor of Science in Hospitality and Tourism Management.

REQUEST FOR THE DELETION OF THE MASTER OF SCIENCE IN TAXATION

Summary: Public University governing boards have the final authority to delete major programs. If the board approves this deletion, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2023. These requests come to the Academic Affairs, Student Affairs and Personnel Committee after receiving approval from the curriculum committees at the department, college and university levels and the concurrence of the provost.

Description: The University proposes to delete the Master of Science (M.S.) in Taxation offered by the Department of Accountancy in the College of Business.

Rationale: The Master of Science in Taxation (MST) program was designed for working professionals desiring an in-depth education in taxation. Enrollment in the MST program declined to a point where the program was no longer sustainable. Class sizes have fallen below thresholds that provide a rigorous and meaningful academic experience for our students. Hence, the Department of Accountancy and the College of Business have decided to terminate the program. All active students have completed the program.

Recommendation: The Academic Affairs, Students Affairs and Personnel Committee recommends Board of Trustee approval of the request for the Deletion of the Master of Science on Taxation.

REQUEST FOR NEW MINOR IN SPORTS MEDICINE

Summary: New subdivisions of existing undergraduate programs, including minors, require the approval of the Board of Trustees. If the board approves this addition, the university will report it in the Annual Listing of Changes sent to the Illinois Board of Higher Education in June 2023. These requests come to the Academic Affairs, Student Affairs, and Personnel Committee after receiving approval from the curriculum committees at the department, college, and university levels and the concurrence of the provost.

Description: The University proposes to offer a Minor in Sports Medicine in the Department of Kinesiology and Physical Education within the College of Education.

Rationale: Sports medicine and allied health are increasingly growing fields that require a transdisciplinary approach to interprofessional collaboration and education. Several medical disciplines treat patients suffering from sport-related pathologies, including athletic training, physical therapy, physician, physician assistant, nursing, and occupational therapy. The purpose of the minor in sports medicine is to expose students from different colleges across the campus to the many parts of sports medicine and the sports medicine team.

The transdisciplinary minor, which includes coursework from three different colleges and six different departments, provides students with a better understanding of the sports medicine team. The minor provides applied fundamentals for students seeking enrollment in allied health care programs, including athletic training and a well-aligned complement to majors such as Health Sciences (Pre-Physical Therapy), Biology, Psychology, Kinesiology, and other majors/minors at NIU. Additionally, this minor will serve as an additional recruitment tool (and seamless prerequisite requirement fulfillment) for the graduate program (MS) in athletic training and exercise physiology program at NIU.

This minor would offer an additional credential to assist students who desire to enter various industry sectors (most of which have high projected growth in employment opportunities over the next 8-10 years). For example, according to the Bureau of Labor Statistics athletic training jobs are projected to grow by 17% and personal training jobs are projected to grow by 19% from 2021 to 2031, much faster than the average for all occupations.

In addition, the required and elective courses for this minor do not entail additional cost since the courses are currently offered. Finally, this minor aligns well with NIU's university goal for transdisciplinary studies.

Funding: Additional resources are not required to support the new minor.

Recommendation: The Academic Affairs, Students Affairs, and Personnel Committee recommends Board of Trustees approval of the request for the New Minor is Sports Medicine.

**RECOMMENDATIONS FOR FACULTY AND SUPPORTIVE PROFESSIONAL
STAFF SABBATICAL LEAVES FOR THE 2023-2024 ACADEMIC YEAR**

<u>Name</u>	<u>Department/School/Unit</u>	<u>Time Period</u>
COLLEGE OF BUSINESS (in alphabetical order)		
Gur, Furkan	Management	Fall 2023
Liu, Chang	Operations Management and Information Systems	Spring 2024
Mellon, Mark	Accountancy	Spring 2024
COLLEGE OF EDUCATION (in alphabetical order)		
Burch, Kerry	Leadership, Education Psychology & Foundations	Fall 2023
Hu, Xiaodan	Counseling & Higher Education	Spring 2024
Ressler, James	Kinesiology and Physical Education	Spring 2024
Smith, Thomas	Educational Technology, Research and Assessment	Spring 2024
Werderich, Donna	Curriculum and Instruction	Spring 2024
COLLEGE OF ENGINEERING AND ENGINEERING TECHNOLOGY (in alphabetical order)		
Butail, Sachit	Mechanical Engineering	Fall 2023
Hwang, Jaejin	Industrial and Systems Engineering	Fall 2023
COLLEGE OF LAW		
Rosenfeld, David	Law	Spring 2024
COLLEGE OF LIBERAL ARTS & SCIENCES (in alphabetical order)		
Aygen, Gulsat	English	Fall 2023
Chen, Xuwei	Earth, Atmosphere and Environment	Spring 2024
Clifton, Nicole	English	Spring 2024
Coutrakon, George	Physics	Spring 2024
Crowley, Lara	English	Spring 2024
Daskal, Stephen	Philosophy	Spring 2024
Faretta-Stutenberg, Mandy	World Languages and Cultures	Fall 2023-Spring 2024
Geline, Michael	Mathematical Sciences	Fall 2023
Gunkel, David	Communication	Fall 2023
Jaeger, Frances	World Languages and Cultures	Fall 2023-Spring 2024
Li, Tao	Chemistry and Biochemistry	Spring 2024
Ogg, Julia	Psychology	Fall 2023
Rho, Eunju	Public Administration	Spring 2024

Thurmaier, Kurt	Public Administration	Fall 2023
Wilcox, Virginia	Economics	Fall 2023

COLLEGE OF VISUAL & PERFORMING ARTS (in alphabetical order)

Barnes, Michael	Art and Design	Fall 2023-Spring 2024
Beyer, Gregory	Music	Fall 2023
Klonoski, Ed	College of Visual and Performing Arts	Fall 2023
Labatte, Jessica	Art and Design	Fall 2023
Martinovich, Mary	Theatre and Dance	Spring 2024
Morrissey-Doherty, Mary	Music	Fall 2023

UNIVERSITY LIBRARIES

Garcia, Larissa	University Libraries	Fall 2023
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ALTERNATES (in alphabetical order)

De Rosa, Deborah	English	Fall 2023
Garivaltis, Alexander	Economics	Fall 2023
Rizzo, Nina	Art and Design	Spring 2024
Shin, Euikyung	Curriculum and Instruction	Fall 2023-Spring 2024

Recommendation: The Academic Affairs, Student Affairs, and Personnel Committee recommends Board of Trustee approval of the request for the Recommendation for Faculty and Supportive Professional Staff Sabbatical Leaves for the 2023-2024 Academic Year.

DEKALB CAMPUS RECREATION DRIVE ROADWAY REPAIRS CAPITAL PROJECT APPROVAL

Summary: The university is requesting approval to repair Recreation Drive, located on the north side of the Convocation Center, which experiences regular transit bus traffic, and has degraded to the point where major repairs are required. The scope of work for this project will improve performance and durability of the existing roadway to ensure better and continued ability to handle heavy vehicle traffic. Repairs are intended to be completed over the summer months of 2023 to least impact bus operations, and the project total is not-to-exceed \$400K.

Background: The east portion of Recreation Drive was repaired in 2021 for approximately \$85K. Given the more significant repairs required for the western portion of the drive and the recent inflation impact on labor and material costs, this project is estimated at \$400K. Work will include removal and replacement of the existing road surface and base courses to ensure stability for the asphaltic concrete to handle the intended traffic loads.

Funding: Institutional Funds - \$400,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for the DeKalb Campus Recreation Drive Roadway Repairs Capital Project Approval.

HOLMES STUDENT CENTER ENVELOPE REPAIRS PHASE 1 CAPITAL PROJECT APPROVAL

Summary: Following a building exterior condition assessment completed in 2022, envelope repairs have been prioritized to address water infiltration concerns for the Holmes Student Center exterior facades. The scope of work is focused on addressing the highest priority repairs with lower priorities to be addressed in a subsequent second phase project. These phase 1 repairs are intended to be completed over the summer/fall of 2023 and are estimated at \$1.7M.

Background: The scope will include replacement of sealant joints on the tower limestone panels and exterior windows. The Holmes Student Center was originally constructed in three phases between 1962 and 1966 with no major exterior repair work performed since the 1980's.

Funding: Institutional Funds - \$1,700,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for Holmes Student Center Envelope Repairs Phase 1 Capital Project Approval.

STEVENSON & GRANT RESIDENTIAL COMPLEXES ENVELOPE REPAIRS PHASE 2 CAPITAL PROJECT APPROVAL

Summary: Following an initial phase of exterior water infiltration repairs completed in 2022, this second phase project addresses subsequent repair priorities originally identified in a 2021 condition assessment. The work scope is focused on addressing all remaining water infiltration priorities for the exteriors of the Stevenson & Grant residential complexes. Repairs are intended to be completed over the summer months of 2023 when these facilities are at minimal occupancy, and project cost is estimated at \$3.2M.

Background: On March 24, 2022 the Board of Trustees approved a Phase 1 project budget of \$650K and critical priority repairs to the exterior envelope of the two residential complexes were completed in 2022. This Phase 2 project is planned to address all remaining exterior façade repairs for these two residential complexes.

The scope of work for this project will include precast panel patching and repairs on each of the eight towers at these residential complexes and original sealant replacement on six of the eight towers. Stevenson & Grant Residential Complexes were originally built in 1965 and 1967, respectively, with no major exterior repairs performed except for limited repairs for Grant C & D towers in 2014.

Funding: Institutional Funds - \$3,200,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for Stevenson & Grant Residential Complexes Envelope Repairs Phase 2 Capital Project Approval.

**FISCAL YEAR 2023 ELEVATOR SERVICES INCREASE
G.D. BARRI & ASSOCIATES, INC.**

Summary: G.D. Barri & Associates, Inc. is a Central Management Services approved Business Enterprise Program (BEP) vendor that provides campus elevator repair services, including corrective repairs, maintenance, and emergency response. During FY23, there has been an unanticipated increase for elevator corrective repairs and preventative maintenance due to past deferred major repair requirements which have not been accomplished. The contract increase will be processed in accordance with applicable Illinois procurement regulations and advertised, as required, in the *Illinois Procurement Bulletin*.

Background: Original approval of \$325K was received in March 2022. The amount listed is the revised not-to-exceed (NTE) limit established for work through the remainder of FY23. This amount does not reflect an obligation but serves as an upper limit for the amount of work that may be requested under the agreement.

Funding: Institutional Funds

<i>G.D. Barri & Associates, Inc. – Peoria, AZ</i>	\$ 325,000
<i>FY23 Increase</i>	\$ 150,000
<i>Revised Total</i>	\$ 475,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for Fiscal Year 2023 Elevator Services Increase G.D. Barri & Associates, Inc.

**FISCAL YEAR 2024 THROUGH FISCAL YEAR 2028
SOLID WASTE REMOVAL AND RECYCLING SERVICES**

Summary: The existing contract for refuse and recycling expires June 30, 2023. A new contract solicitation to request proposals from interested vendors for services beginning July 1, 2023 for DeKalb campus locations, along with alternates for satellite campuses, will be processed in accordance with applicable Illinois procurement regulations and advertised, as required, on the *Illinois Procurement Bulletin*. Approval is sought for the potential award of the five-year contract, not-to-exceed (NTE) \$2M over the course of five years.

Background: The solicitation is structured for a five-year single term to compensate for the upfront investment interested companies may have to make with vehicles and other supporting equipment. There are currently approximately 150 refuse and recycling containers at various DeKalb and satellite campus collection points.

The contract is being structured with fixed services for known requirements and the option for ordering additional services at set rates for irregular support. The NTE magnitude requested for the entire contract, including the alternates for the regional campuses, is \$2M. This amount does not reflect an obligation but serves as an upper limit for the amount of work that may be requested over the term of the contract. This estimate includes some capacity for inflationary impact on future costs and undetermined support commonly associated with facility repair and renovation projects. Contract award is anticipated by spring 2023 to allow for appropriate transition to begin services by July 1, 2023.

Funding: Institutional Funds

Vendor to be determined.....\$ 2,000,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for Fiscal Year 2024 Through Fiscal Year 2028 Solid Waste Removal and Recycling Services.

FY19 through FY23 actual/projected expenditures: \$1,025,000
FY14 through FY18 actual expenditures: \$1,765,753

**FISCAL YEAR 2024 CAMPUS SERVICES
CONSUMABLE COMMODITIES**

Summary: Commodity purchases for consumable items are required to support the operations of various university departments for FY24. These commonly include materials for cleaning supplies, postage, and fuel. The following open order renewals or new agreements will be processed in accordance with applicable Illinois procurement regulations and advertised, as required, on the *Illinois Procurement Bulletin*.

Background: The amounts listed are not-to-exceed (NTE) limits established for FY24. These amounts do not reflect obligations but serve as an upper limit for the cost of materials that may be procured under these agreements. Materials will be ordered on an as-needed basis to maintain in-house stocks or respond to individual requests throughout the FY24 period. Any individual orders under these agreements at or above \$250K will be preceded with a specific approval request to the Board.

Funding: Institutional Funds

<i>Home Depot Pro – Rockford, IL</i>	\$ 400,000
<i>Office Depot Max, Inc. – Itasca, IL</i>	\$ 300,000
<i>U.S. Postal Service/Postmaster – DeKalb, IL</i>	\$ 500,000
<i>Vendor(s) for fuel to be determined</i>	\$ 325,000
<i>Total</i>	\$ 1,525,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for Fiscal Year 2024 Campus Services Consumable Commodities.

Actual approved for FY23: \$1,775,000

CAMPUS PRINTER LEASE PROGRAM

Summary: The Division of Information Technology (DoIT) Integrated Media Technologies requests permission to issue an order for a new 60-month lease for the campus printer program, not-to-exceed \$4.1M over five years.

Background: DoIT wishes to partner with Gordon Flesch Co. who will utilize pricing from the Illinois Public Higher Education Cooperative (IPHEC) contract to provide all hardware, software, service, and leasing for the campus printer program. This new program will consist of approximately 325 selected Ricoh multi-function devices (MFD), PaperCut Output Management Software, and Transact NFC Proximity Card Readers. Peripheral devices, such as fax boards and networking cards, are also included.

This new program will be provided as a 60-month lease. Commensurate with the current annual volume of 6,000,000 images, the base lease rate includes 400,000 monochrome and 100,000 color images per month, hardware, software, toner, and maintenance. Volumes beyond the base allowance will be charged monthly at a per copy rate.

Implementation of this new lease will require removal of the existing 410 Canon devices and strategic installation of 325 new Ricoh devices for use by students and administration. To help minimize the disruption, DoIT would like permission to commence this new lease agreement in May 2023, the end of the Spring 2023 semester, when the campus population is smaller.

Funding: Institutional Funds

Gordon Flesch Co. – Geneva, IL\$4,100,000

Recommendation: The Finance, Audit, Compliance, Facilities and Operations Committee recommends Board of Trustee approval of the request for Campus Printer Lease Program.

Amounts Approved:

FY22 \$650,000
FY21 \$700,000
FY20 \$700,000
FY19 \$880,000

FACULTY PRESENTATION ON SABBATICAL LEAVE

Associate Professor Holly Jones, Department of Biological Sciences, recently completed a sabbatical leave and will present a brief report on the scholarly work she completed during her leave.

The university awards sabbatical leaves for the purpose of supporting and encouraging research, scholarship, creativity and artistry that strengthen its academic programs. Proposals for sabbatical leaves prepared by tenured faculty and members of the supportive professional staff undergo a rigorous set of reviews at the department, college and university levels to determine if they meet the criteria that address the quality of the proposed sabbatical work, the capacity of the applicant to conduct the work and the likelihood of completion of the proposed project. In the sabbatical leave proposals, applicants include information about their program of research, scholarship, creativity and artistry, how that program would be advanced by the leave and the proposed outcomes of the sabbatical.

ANNUAL REPORT ON THE OUTCOMES OF SABBATICAL LEAVES

Executive Summary of Sabbatical Report for 2019-2020 Academic Year

The purpose of the sabbatical leave program is to maintain and improve the quality of the educational programs of Northern Illinois University by creating opportunities for academic and eligible staff to acquire new methods and techniques, to broaden outlooks, and to improve professional competency and stature through study, research, and other professional development activities. The university awards sabbaticals to faculty and SPS staff based on the following criteria: the quality of the proposed scholarship, the capacity of the applicant to conduct the proposed work, and the likelihood that the proposed project will be completed. At the request of the Northern Illinois University Board of Trustees, the university conducts an annual process to enumerate the products that result from sabbatical leaves, faculty and staff are asked to report on awards and honors; curricular developments; outreach; grants and projects; performances, exhibitions and recordings; presentations; publications; other outcomes; and works in progress.

This report provides a summary of the outcomes for the 2019-2020 faculty and staff sabbatical recipients. For the 2019-2020 academic year, 43 sabbaticals were awarded. Sabbaticals were accepted by faculty and staff from six colleges and university libraries. Of these, 29 (67%) were from the College of Liberal Arts and Sciences, six (14%) were from the College of Education, three (7%) were from the College of Health and Human Sciences, two (5%) were from the College of Business, two (5%) were from the College of Visual and Performing Arts, and one (2%) was from the College of Engineering and Engineering Technology. Of these recipients, three have retired, two have resigned, and one declined the sabbatical offer. Reports of sabbatical outcomes were requested from the remaining 37 faculty recipients. This report contains the outcomes of these 37 sabbatical recipients.

Sabbatical recipients' outcomes were organized into one of nine major categories: publications, presentations, grants, artistic works, curriculum development, other significant contributions, awards and honors, outreach, and works in progress. The table below summarizes the number of outcomes for each category.

Sabbatical Outcomes by Category		
Category	N	%
Publications	162	30%
Presentations	120	22%
Grants	62	11%
Artistic Works	26	5%
Curriculum Development	62	11%
Awards and Honors	7	1%
Outreach	47	9%
Other Significant Contributions	35	6%
Works in Progress	26	5%
Total	547	100%

Sabbatical recipients also submitted 54 external and eight internal grant applications. Of the 54 external grants applications submitted, 32 were funded, and a total of nearly \$12.38 million was

awarded. For internal grants, all eight were funded, and a total of \$53,504 was awarded. Sabbaticals provide faculty with the time to develop research, artistic works, curricular redesign, outreach and engagement that support NIU's mission, vision and values. Each of our faculty reflected on their experience and its contribution to NIU. All recipients expressed their deep appreciation for the time they received as part of these competitive awards and discussed how the resulting opportunities and experiences renewed their connections to their research, teaching, and service missions.

Many of the recipients said that the time allowed them to develop new areas of research or to expand current areas of activity. Exemplar comments from faculty scholars:

My sabbatical gave me time to work on several papers related to unemployment, wages, inflation, and the Phillips curve (which shows the relationship between unemployment and inflation). My paper, "The Hybrid New Keynesian Phillips Curve with Multiple Lags of Inflation," was published in Theoretical Economic Letters. Another paper I worked on was "The Hybrid New Keynesian Phillips Curve with Unemployment as a Measure of Economic Activity," and I presented a draft of this paper at the Royal Economic Association Annual Meetings in April 2022. I plan to submit this paper to a journal in the near future. My sabbatical also gave me the time to work on several other papers related to the dynamics of wages, inflation, and unemployment...I continue to work on these research projects with the goal of submitting these papers to highly regarded economics journals.

*I enjoyed extraordinary successes – not only in quantitative output but in qualitative experiences – during my Fall 2019 sabbatical, successes which will propel the next stages of my scholarly career, ensuring continued high-level productivity in publications as well as the opening up of new perspectives and prospects for research. Allowing the time to oversee multiple production processes, the first months of my Fall 2019 sabbatical witnessed the finalizing of proofs, cover, index and publicity materials for *The Qur'ān and Kerygma* – my fourth monograph, which advanced to press in October 2019, published with endorsements from leaders in the fields of Islamic Studies and Muslim-Christian relations. My sabbatical also supported a decisive pivot in my research, initiating a new phase of my career dedicated to publishing high-impact monographs linking U.S. presidential history with Middle Eastern influences – a phase requiring my final-stage production work during Fall 2019 on *Jefferson's Muslim Fugitives*, my fifth monograph which was selected by Oxford for inclusion in its "trade list", appearing ultimately both in audiobook format (May 2020) and as a hardback book (July 2020).*

*This sabbatical was extremely helpful to me at what we can all agree was a profoundly disruptive time for everyone. It allowed me to complete work on my 2021 book published by Oxford University Press and to complete work on my book in press with Routledge, which will appear later this year. ... My primary goal for the sabbatical was to do the research and groundwork for my upcoming book *Defining God*, initially submitted to Oxford under the title *Faith, Word, and Meaning*. Based on feedback from Oxford, I have restructured the book completely, done a great deal more research into the history of the term and concept of 'God', narrowed the focus of the work, and changed the title. I'm excited about this work because it represents a unique interweaving of linguistic theory, theological history, and translation theory. Given that I needed to learn a vast amount of additional history and translation theory to complete this work, I would never have had the time to prepare it without the sabbatical. In that way, the sabbatical has permitted me to stretch my existing research specializations (linguistic theory, semantics, pragmatics, and reference) into a new area.*

The sabbatical leave enabled me to embark on new directions in my research, building on my previous work on crime, mental illness, and social control. This resulted in several articles

published in top-tier scholarly journals. The sabbatical also allowed time to develop a successful application for a Fulbright Scholar award, at the invitation of the Institute of Criminology and Legal Policy at the University of Helsinki, one of the world's leading research centers. This was an extraordinary honor and opportunity for international collaboration. Finally, the sabbatical provided time to retool and update my courses.

During my sabbatical, I worked with my graduate students to evaluate an intervention to help shy students during the transition to college. Opportunities to follow-up this interesting research have been limited due to COVID restrictions; the transition to college during the two years since my sabbatical has been atypical, with many fewer social demands placed on incoming college students. This barrier to research has delayed the most important of the follow-up studies. Nevertheless, the preliminary results are quite promising, my enthusiasm for the research remains high, and I plan to continue pursuing this line of research with, eventually, an external grant application. I am grateful to the NIU community, the administration, and the board of trustees for their support during the past semester so that I could dedicate my time and efforts to moving my work on shyness mindset in college students forward, and to plan for the next steps in my research program – Thank you! Despite the barriers and lost opportunities created by the pandemic, the sabbatical semester allowed me to lay the foundation for my current and future work.

The investment that NIU makes in its faculty and staff yield dividends in cutting edge research and artistic activity, more research opportunities for NIU's students, exciting new pedagogical approaches and courses, and allows NIU to bring its expertise to the region, state, nation, and world.

SPONSORED PROGRAM ADMINISTRATION QUARTERLY REPORT

At the end of the second quarter of Fiscal Year 2023, NIU has received a total of 190 sponsored awards from the beginning of the current fiscal year totaling \$27.8M (\$9.5M in research, \$4.2M in instruction, and \$14M in other sponsored activities (OSA)) See Figure 1. Funding for this period is up 28% (research 24%, instruction -6%, and OSA 47%) over last year.

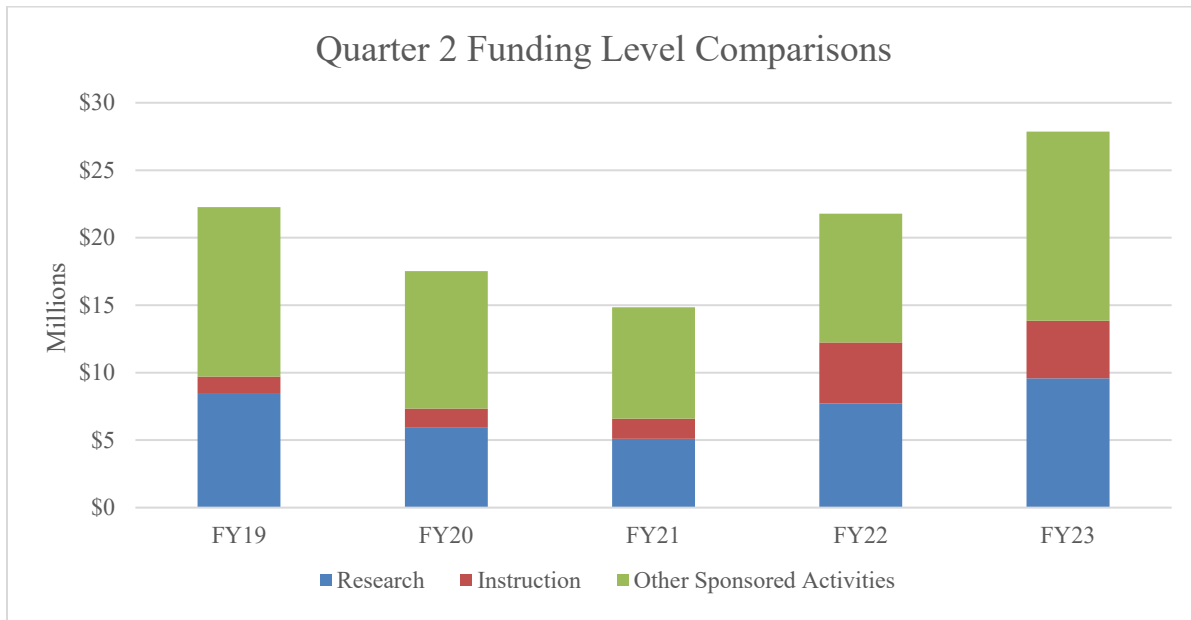


Figure 1

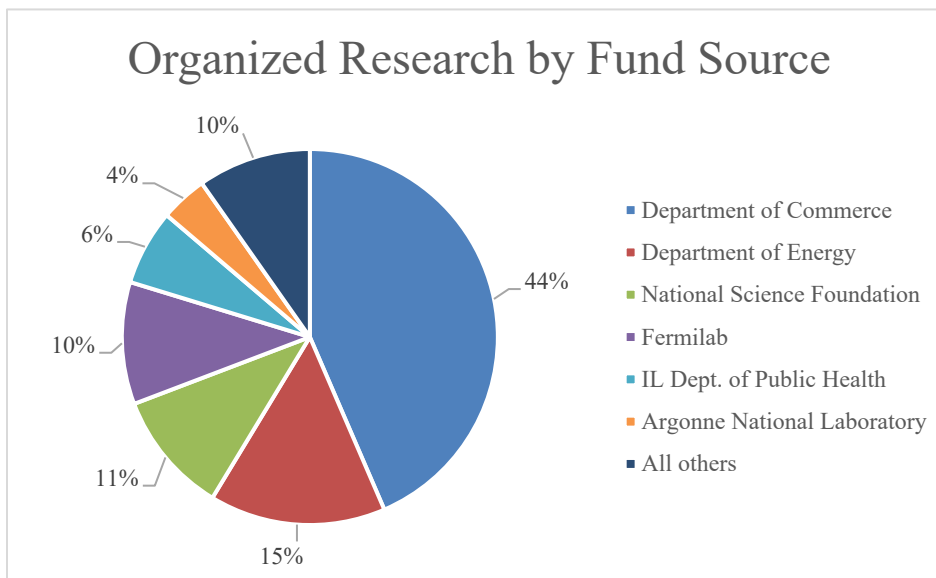


Figure 2

Note: Other category includes agencies contributing 1%-3% of the total. Amounts based on originating fund source.

The Department of Commerce (DOC) (44%) and Department of Energy (DOE) (15%), the National Science Foundation (NSF) (11%) and Fermilab (10%) provided 80% of this quarter's funding for organized research. (Figure 2). Funding from NSF supported 12 projects in the Departments of Chemistry and Biochemistry, Computer Science, Anthropology, Earth, Atmosphere and Environment, and

Physics totaling \$1.2M; Fermilab supported projects in the Departments of Physics and

Mechanical Engineering totaling \$627K; and Argonne National Laboratory supported five projects in the Departments of Physics, Chemistry and Biochemistry, and Earth, Atmosphere and Environment totaling \$240K. Funding totaling \$1.9M from the Department of Commerce supported one project in the Division of Research and Innovation Partnerships for the Illinois Manufacturing Excellence Center (IMEC).

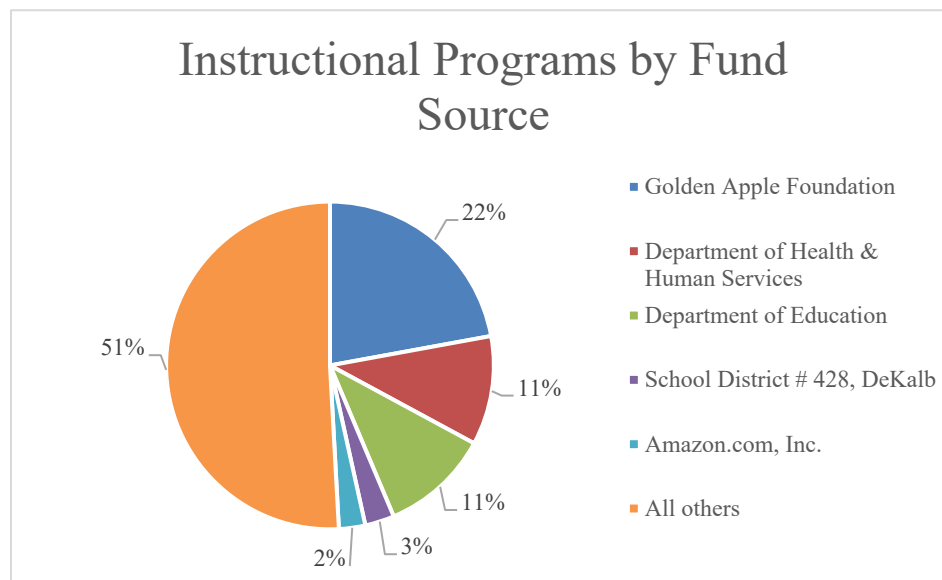
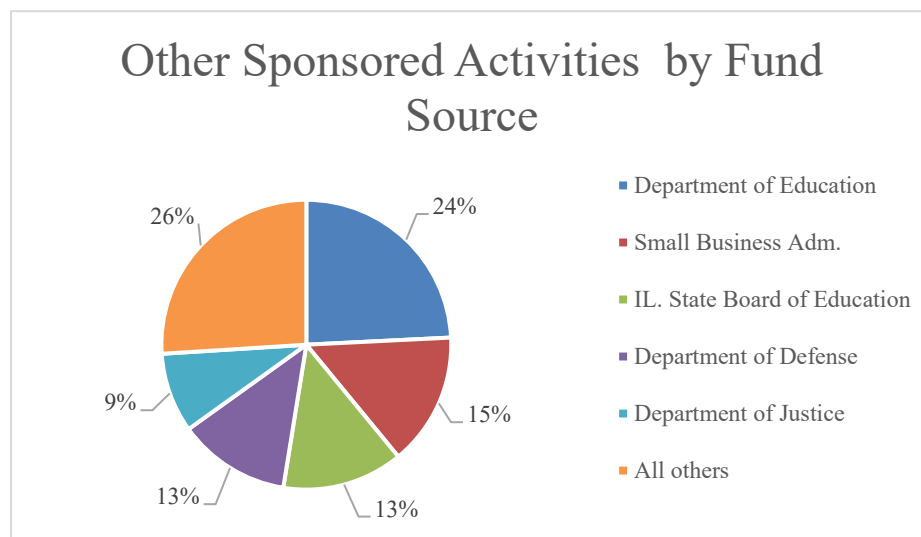


Figure 2

Note: Other category includes agencies contributing 1%-2% to the total. Amounts based on originating fund source.

therapists (VRT) and orientation and mobility (O&M) instructors. The College of Health and Human Sciences received funding (\$105K) from the U.S. Department of Health and Human Services in collaboration with the University of Illinois at Chicago to connect students to careers, professionals to communities, and communities to better health in the northern Illinois region. Other sources (\$700K) primarily consist of departmental sales contracts to deliver the Executive MBA and other training programs reported to but not managed by SPA.

The major sponsors for instructional programs (Figure 3) included the Golden Apple Foundation awarding two grants to the Curriculum and Instruction department (\$308K) to support contract courses and the Department of Education awarding funds (\$150K) to the Department of Special and Early Education to continue training vision rehabilitation



higher education. Federal Community Project Funding through the Small Business Administration (Small Business Adm.) provided \$500K to support the

Figure 4 shows the main agencies supporting awards this quarter for other sponsored activities. The Department of Education awarded a project for \$756K to the School of Family & Consumer Sciences to provide low-income student families with high-quality, campus-based childcare to enable parents to pursue

Figure 3

Note: Other category includes agencies contributing 1%-2% to the total. Amounts based on originating fund source.

Northern Illinois Food and Workforce Development Project that will expand an existing network of gardens, offer community-based training in nutrition and healthy cooking, and develop a mutually supportive local foods culture that unites local farms, restaurants, and consumers in a commitment to food equity. This project was awarded to the Division of Outreach, Engagement and Regional Development. Further, the Illinois State Board of Education awarded three grants totaling \$455K to the P-20 Initiatives Network to: 1) support rationalization of demographic data definitions and modeling of data to facilitate creation of the Early Childhood Participation Dataset; 2) develop a data warehouse for Chicago-area early childhood data; and 3) plan a local integrated database in East St. Louis.

Table 1 on the following page provides a comparison of Qtr2 FY22 and Qtr2 FY23 awards by college/division. Funding in the College of Health and Human Sciences is up this year by 212% due to the Department of Education grant for childcare services; the College of Engineering and Engineering Technology is up by 140% due to contracts received from General Motors Company and RYMAC Industries LLC; and the Division of Outreach, Engagement and Regional Development is up by 51% due to the Small Business Administration award mentioned previously for \$500K. The increase this quarter for the College of Business (100%) is the result of capturing departmental sales contracts earlier in the fiscal year; these contracts are part of the MBA courses referenced under instructional programs. The College of Law was awarded a grant for \$181K from the Illinois Municipal League to revise the Illinois Municipal Handbook.

Table 1

College/Division	Organized Research	Instructional Programs	Other Sponsored Activities	FY23 - 2nd Qtr. Totals	FY22 - 2nd Qtr. Totals	% Change
College of Business	\$ -	\$ 665,104	\$ -	\$ 665,104	\$ -	100%
College of Education	\$ 97,903	\$ 2,485,886	\$ 367,489	\$ 2,951,278	\$ 4,173,063	-29%
College of Engineering and Engineering Technology	\$ 708,307	\$ 30,800	\$ 6,900	\$ 746,007	\$ 310,748	140%
College of Health and Human Sciences	\$ 415,214	\$ 667,781	\$ 854,987	\$ 1,937,982	\$ 620,460	212%
College of Law	\$ -	\$ -	\$ 181,969	\$ 181,969	\$ -	100%
College of Liberal Arts and Sciences	\$6,269,557	\$ 250,000	\$2,142,518	\$ 8,662,075	\$ 7,439,807	16%
College of Visual and Performing Arts	\$ -	\$ 10,611	\$ 9,500	\$ 20,111	\$ 43,881	-54%
Outreach, Engagement and Regional Development	\$ 157,500	\$ 39,687	\$ 9,582,796	\$ 9,779,983	\$ 6,458,070	51%
Other Academic Units	\$1,935,404	\$ 119,341	\$ 831,030	\$ 2,885,775	\$ 2,120,779	36%
Other University Units	\$ -	\$ -	\$ 36,000	\$ 36,000	\$ 629,860	-94%
Total	\$9,583,886	\$ 4,269,210	\$14,013,190	\$27,866,286	\$21,796,668	28%

A full listing of all sponsored awards received for this quarter follows.

ANTHROPOLOGY

National Science Foundation/NSF for "CAREER: Exit Strategies: Assessing Long-Term Social, Cultural, and Political Impacts of the Depart of INGOs in Rural Haiti." Mark A. Schuller.

Award: \$5,021.10.

November 17, 2022 - March 31, 2023. (Organized Research) Applied Research.

This project studies the long-term social, cultural, and political impact of international NGO aid in 8 rural areas in Haiti and includes a field school for U.S. graduate students and an NGO Summer Institute and research methods seminar.

BIOLOGICAL SCIENCES

Department of Agriculture for "Identification of Regulatory Genes in A. Flavus that are Involved in Mycotoxin Production, Morphogenesis, and Virulence." Ana Calvo.

Award: \$25,000.00.

June 3, 2023 - June 2, 2024. (Organized Research) Applied Research.

The purpose of this project is to further the understanding of the signaling pathways involved in the production of mycotoxins, fungal development and the role of VeA in fungal virulence.

CENTER FOR GOVERNMENT STUDIES

University of Illinois at Urbana-Champaign for "Climate and Equity Jobs Act Workforce Training Programs." Brian W. Richard.

Award: \$157,500.00.

July 1, 2022 - June 30, 2023. (Organized Research) Applied Research.

CGS is responsible for participating in, and leading portions of, a multi-university partnership to ensure the successful launch of DCEO's Climate and Equitable Jobs Act (CEJA), workforce development initiatives.

Village of Glenview for "Customized Governance Training." Gregory T. Kuhn.

Award: \$4,900.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

City of Naperville for "Emerging Leaders Training." Gregory T. Kuhn.

Award: \$9,300.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Civic Leadership Academy for "Training Courses." Gregory T. Kuhn.

Award: \$2,160.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Illinois Township Management Academy for "Illinois Township Management Academy." Gregory T. Kuhn.

Award: \$8,717.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Not-For-Profit Resources, Inc. for "Training." Gregory T. Kuhn.

Award: \$710.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

County of DuPage for "Survey." Mindy Schneiderman.

Award: \$11,655.00.

July 1, 2022 - June 30, 2023. (Other Sponsored Activities) Other.

CENTER FOR THE STUDY OF FAMILY VIOLENCE AND SEXUAL ASSAULT

Cherokee Nation Businesses for "Continuation: FY22 Subcontract Relating to Air Force Family Advocacy Programs." Joel S. Milner/Joe A. Ammar/Julie L. Crouch.

Award: \$423,000.00.

September 30, 2022 - September 29, 2023. (Other Sponsored Activities) Public Service.

NIU will assist with the evaluation and enhancement of the Air Force Family Advocacy Program and New Parent Support Program.

Office on Violence Against Women/Department of Justice for "Research and Evaluation Continuation." Julie L. Crouch.

Award: \$278,823.01.

November 1, 2022 - October 31, 2024. (Organized Research) Testing/Evaluation.

This proposal seeks to evaluate a domestic violence court to examine survivor experiences within the court and their association with outcomes of safety, empowerment, mental health, and willingness to engage with the criminal justice system in the future.

CHEMISTRY AND BIOCHEMISTRY

Argonne National Laboratory for "Investigating Battery Fading Mechanism with X-ray Technique." Tao Li.

Award: \$31,715.13.

August 16, 2022 - August 15, 2023. (Organized Research) Applied Research.

The objective of this work includes: (1) synthesis of inorganic-organic hybrid electrode; (2) measurement of the structure of the hybrid electrolytes with X-ray technique; and (3) understanding the battery fading mechanism with X-ray technique.

Argonne National Laboratory for "Investigating Solid State Battery Materials with X-ray Technique." Tao Li.

Award: \$102,375.00.

January 3, 2023 - January 2, 2024. (Organized Research) Basic Research.

The objective of this work includes synthesis of inorganic-organic hybrid electrode; measurement of the structure of the hybrid material with X-ray technique; and understanding the relationship of structure of materials and battery performance.

Office of Science/Department of Energy for "Modulating Complex Chemical Conversion with Multi-site Electrocatalyst for Energy Dense Liquids." Yingwen Cheng.

Award: \$628,973.79.

September 1, 2022 - August 31, 2023. (Organized Research) Applied Research.

The goal of this project is to develop innovative approaches that employ multi-site binding mechanisms to control the chemical transformation under electrochemical potential toward generation and conversion of energy dense liquid fuels.

CHILD DEVELOPMENT & FAMILY CENTER

Illinois Network of Child Care Resource & Referral Agencies for "Child Care Restoration Grant." Amy S. Lofthouse.

Award: \$98,134.00.

July 1, 2022 - December 31, 2022. (Other Sponsored Activities) Public Service.

These funds will provide supplemental revenue to assist the Child Development and Family Center, which has reduced capacity due to COVID-19 regulations.

COLLEGE OF BUSINESS

AT&T for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Chicago Board Options Exchange for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$10,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

McKesson Corporation for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$10,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Abbott Laboratories for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$10,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Centene Corporation for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$10,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Krex, Inc. for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Chase Bank for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Lakeview Precision Machining, Inc. for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Apollo Program for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Zurn Elkay Water Solutions for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Navistar Inc. for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

AbbVie Inc. for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Hi-Tech Polymers, Inc. for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

@84.51 for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Danfoss for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Kenco Group for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Turner Construction for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$10,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

University of Illinois Extension for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Huntington National Bank for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Conexium for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

STM for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Danfoss for "Schaumburg MBA Contract Courses." Anthony W. Preston.

Award: \$14,400.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Lakeshore Recycling Systems for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$25,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

UGN, Inc. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

UniFirst Corporate Accounts for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Advocate Aurora Health Inc. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Midwest Groundcovers for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Amazon.com, Inc. for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

CliftonLarsonAllen for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

USG Chicago for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Debt Pay Gateway for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

ARBA Technology for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

State Farm Insurance Companies for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
CNA Financial Corporation for "Executive MBA Contract Courses." Anthony W. Preston.
Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Amazon.com, Inc. for "Chicago MBA Contract Courses." Anthony W. Preston.
Award: \$21,600.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Abbott Laboratories for "Executive MBA Contract Courses." Anthony W. Preston.
Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Schmid Tool & Engineering Corporation for "Executive MBA Contract Courses." Anthony W. Preston.
Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Baxter Healthcare Corporation for "Chicago MBA Contract Courses." Anthony W. Preston.
Award: \$10,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Insurance Auto Auctions, Inc. for "Executive MBA Contract Courses." Anthony W. Preston.
Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Rubicon for "Executive MBA Contract Courses." Anthony W. Preston.
Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Rush University Medical Center for "Executive MBA Contract Courses." Anthony W. Preston.
Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Flinn Scientific Inc. for "Executive MBA Contract Courses." Anthony W. Preston.
Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Tata Consultancy Services for "Executive MBA Contract Courses." Anthony W. Preston.
Award: \$15,545.45.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.
Peoplescout/True Blue for "Chicago MBA Contract Courses." Anthony W. Preston.
Award: \$10,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

The Suter Company for "Executive MBA Contract Courses." Anthony W. Preston.

Award: \$14,659.09.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Hines VA Hospital for "Chicago MBA Contract Courses." Anthony W. Preston.

Award: \$10,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

COLLEGE OF EDUCATION

School District #145, Freeport Public Schools for "Contract Courses." Jason P. Klein.

Award: \$3,700.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Golden Apple Foundation for "Contract Courses." Sally R. Blake.

Award: \$22,547.14.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

COLLEGE OF ENGINEERING AND ENGINEERING TECHNOLOGY

Milwaukee Tool for "Master Research Services Agreement." Donald R. Peterson/Simon Kudernatsch.

Award: \$0.00.

October 16, 2022 - May 15, 2023. (Other Sponsored Activities) Testing/Evaluation.

Master testing agreement with task orders for evaluating vibration reducing gloves and resilient materials in accordance with ISO 10819 international standard.

Milwaukee Tool for "Master Research Services Agreement." Donald R. Peterson/Simon Kudernatsch.

Award: \$6,899.86.

October 16, 2022 - November 30, 2022. (Other Sponsored Activities) Testing/Evaluation.

Master testing agreement with task orders for evaluating vibration reducing gloves and resilient materials in accordance with ISO 10819 international standard.

University of Illinois at Urbana-Champaign for "NIU/ISGC NASA Internships, Fellowships, and Scholarships, STEM Engagement, Institutional Engagement, Educator Professional Development Project." Donald R. Peterson/Kyu Taek Cho/YJ Lin.

Award: \$13,000.00.

April 10, 2022 - April 9, 2023. (Organized Research) Applied Research.

Funds are requested to support ISGC's mission to positively influence and support students in the pursuit of space sciences and aerospace engineering careers.

COLLEGE OF HEALTH AND HUMAN SCIENCES

University of Illinois at Chicago for "Northeast Illinois AHEC." Beverly W. Henry.

Award: \$150,131.00.

September 1, 2022 - August 31, 2023. (Instructional Programs) Instructional Programs.

This project will connect students to careers, professionals to communities, and communities to better health in the Northern IL region.

COLLEGE OF LAW

Illinois Municipal League for "Revisions of the Illinois Municipal League Handbook." Sarah J. Fox.

Award: \$181,969.00.

August 15, 2022 - December 29, 2023. (Other Sponsored Activities) Other.

The purpose of the project is to revise the Illinois Municipal League Handbook which is a resource for providing guidance on a wide range of issues relevant to local governments and local governance in Illinois.

COMPUTER SCIENCE

National Science Foundation/NSF for "Collaborative Research: CyberTraining: Implementation: Medium: FOUNT: Scaffolded, Hands-On Learning for a Data-Centric Future." David A. Koop.

Award: \$204,815.00.

October 1, 2022 - September 30, 2025. (Organized Research) Applied Research.

The goal is to create a set of active learning modules in data systems, designed to give students broad instruction in data systems, ranging from data acquisition, through data transfer, data processing, and storage.

CONTINUING PROFESSIONAL EDUCATION

Occupational Safety and Health Administration/Department of Labor for "Susan Harwood Training Program 2022-2023: Targeted Training Program." Pettee Borissova.

Award: \$158,931.00.

September 30, 2022 - September 30, 2023. (Other Sponsored Activities) Public Service.

This project will fund the development and delivery of machine guarding training to prevent fatalities and amputations.

Chicago Housing Authority for "Contract Course." Pettee Borissova.

Award: \$3,000.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

The Beaver Excavating Company for "Contract Course." Pettee Borissova.

Award: \$6,800.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

DuPage County Workforce for "Contract Course." Pettee Borissova.

Award: \$2,900.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Commonwealth Edison for "Contract Course." Pettee Borissova.

Award: \$1,200.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

COUNSELING AND HIGHER EDUCATION

MenHealing for "Evaluation of Weekends of Recovery (WOR) Program." Peitao Zhu.

Award: \$55,635.85.

August 15, 2022 - August 14, 2025. (Other Sponsored Activities) Testing/Evaluation.

The purpose of the project is an evaluation of healing retreats for adults who have experienced trauma.

CURRICULUM AND INSTRUCTION

Commission for Educational Exchange between Uruguay and the United States of America (Fulbright Uruguay) for "Uruguay Teacher Program." James A. Cohen/Stephen J. Tonks.

Award: \$131,853.31.

July 1, 2022 - June 30, 2023. (Other Sponsored Activities) Other.

School District #428, DeKalb Community Unit for "Social Justice Summer Camp." Joseph E. Flynn.

Award: \$40,334.29.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

School District #205, Elmhurst Community Unit for "Social Justice Summer Camp." Joseph E. Flynn.

Award: \$1,061.43.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

School District #302, Kaneland for "Social Justice Summer Camp." Joseph E. Flynn.

Award: \$5,307.14.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

School District #203, Naperville for "Social Justice Summer Camp." Joseph E. Flynn.

Award: \$1,061.43.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

School District #91, Lockport for "Social Justice Summer Camp." Joseph E. Flynn.

Award: \$1,061.43.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

School District #44, Lombard for "Social Justice Summer Camp." Joseph E. Flynn.

Award: \$1,061.43.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

School District #234, Ridgewood High School for "Social Justice Summer Camp." Joseph E. Flynn.

Award: \$1,061.43.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Rochelle Township High School for "Social Justice Summer Camp." Joseph E. Flynn.

Award: \$1,061.43.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

Golden Apple Foundation for "Golden Apple Accelerators Contract Courses." Sally R. Blake.

Award: \$286,000.00.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

EDUCATION SYSTEMS CENTER

Illinois State Board of Education for "Greater East St. Louis Early Learning Partnership." Benjamin Y. Boer.

Award: \$75,000.00.

July 1, 2022 - December 31, 2022. (Other Sponsored Activities) Public Service.

This is the planning phase for a local integrated database in East St. Louis. Includes identifying programs, data sources, and the data to be pulled together as well as developing MOUs with the partners in East St. Louis to facilitate data sharing.

Illinois State Board of Education for "Data Modeling & Demographic Crosswalk." Jon Furr.

Award: \$209,830.00.

December 31, 2021 - December 30, 2022. (Other Sponsored Activities) Public Service.

NIU staff will support rationalization of demographic data definitions and modeling of data to facilitate creation of the Early Childhood Participation Dataset.

EDUCATIONAL TECHNOLOGY, RESEARCH AND ASSESSMENT

School District #205, Rockford for "Scientific Argumentation in Transportable Invention Space (SAITIS) 5.0 in Rockford School District." Pi-Sui Hsu/Eric M. Lee.

Award: \$47,113.53.

August 15, 2022 - August 31, 2023. (Organized Research) Basic Research.

The purpose of this current project is to implement an equity pedagogy through the design of an after-school STEM program and to investigate how students from a low-income school district might use their knowledge and develop through STEM.

School District #205, Rockford for "STEM After-school Program: Big Data, Small World." Pi-Sui Hsu/Eric M. Lee.

Award: \$40,000.00.

August 15, 2022 - August 14, 2023. (Organized Research) Basic Research.

The purposes of this inter-cultural project are to implement an equity pedagogy through the design of an after-school STEM program that incorporates Maker Education, environmental science, and scientific argumentation.

ENVIRONMENTAL STUDIES

Illinois Department of Natural Resources for "Open Space Lands Acquisition and Development Act Grant Program." Thomas S. Skuzinski.

Award: \$50,000.00.

July 1, 2022 - June 30, 2023. (Other Sponsored Activities) Public Service.

Funds will be used under this Intergovernmental Agreement to assist the Illinois Department of Natural Resource in reviewing applications for the Open Space Lands Acquisition and

Development Act (OSLAD) grant program.

EXECUTIVE VICE PRESIDENT AND PROVOST

Office on Violence Against Women/Department of Justice for "Grants to Reduce Domestic Violence, Dating Violence, Sexual Assault and Stalking on Campus Program Solicitation." Vernese E. Edghill-Walden/David Byrd/Mary Ellen Schaid.

Award: \$300,000.00.

October 1, 2022 - September 30, 2025. (Other Sponsored Activities) Public Service.

The purpose of the program is to create a coordinated community response with internal and community partners to prevent and respond to sexual assault, domestic violence, dating violence and stalking.

FAMILY AND CONSUMER SCIENCES

Office of Postsecondary Education/Department of Education for "NIU CCAMPIS Grant FY22." Thomas W. Pavkov/Kristin E. Schulz.

Award: \$756,853.00.

October 1, 2022 - September 30, 2023. (Other Sponsored Activities) Student Service.

This project allows the Child Development and Family Center to provide low-income student families with high-quality, campus-based childcare to allow the parents to seek higher education.

EARTH, ATMOSPHERE AND ENVIRONMENT

National Oceanic & Atmospheric Administration/Department of Commerce for "Understanding and Mitigating Future Weather and Climate Risks to American Agriculture." Walker S. Ashley.

Award: \$660,000.00.

September 1, 2022 - August 31, 2024. (Organized Research) Applied Research.

The project will foster a collaboration with local and regional agricultural communities to forge research-to-application (R2A) partnerships focused on addressing the deleterious effects of extreme weather on crop production and related food systems.

Argonne National Laboratory for "University to Argonne Joint Appointment - Brendan Wallace." Brendan C. Wallace.

Award: \$51,945.36.

August 1, 2022 - July 31, 2023. (Organized Research) IPA or Joint Appointment.

The purpose of these funds is to support a joint appointment for Dr. Brendan Wallace with Argonne National Laboratory.

Columbia University for "IODP PEA (Exp. 395C): Fluid Rock Interactions and Hydrothermal Alteration Along an Off-Rift Transect of the Reykjanes Ridge South of Iceland." Justin P. Dodd.

Award: \$9,000.00.

October 1, 2022 - September 30, 2023. (Organized Research) Applied Research.

To test hypotheses about the geochemical evolution of fluid-rock interactions in basalt and overlying marine sediments, and the timing of plume-influenced changes in North Atlantic Deep-Water formation/circulation and global biogeochemical cycling.

Columbia University for "Participation of Reed P. Scherer on IODP Expedition 396." Reed P. Scherer.

Award: \$17,993.00.

August 1, 2022 - July 31, 2023. (Organized Research) Applied Research.

The IODP research vessel will drill the seafloor off Norway to decipher the history of volcanic activity and its role in major climate change events. The PI will study siliceous microfossils to interpret sediment ages and past environmental change.

KINESIOLOGY AND PHYSICAL EDUCATION

Oak Crest Retirement Center for "Graduate Student Fall Supervision Resident Exercise Program." Steven M. Howell.

Award: \$7,589.07.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

LEADERSHIP, EDUCATIONAL PSYCHOLOGY AND FOUNDATIONS

Illinois Association of School Business Officials for "Contract Courses." Carolyn J. Plum.

Award: \$7,350.79.

July 1, 2022 - June 30, 2023. (Instructional Programs) Instructional Programs.

MECHANICAL ENGINEERING

Binghamton University, State University of New York for "Modeling The Nanobody Self-Assembly Onto Liposome." Jifu Tan.

Award: \$20,000.01.

November 15, 2022 - August 31, 2023. (Organized Research) Applied Research.

The project is to simulate the self-assembly of nanobody and liposome membrane with the goal of predicting the nanobody anchoring efficiency under different concentration.

Fermi National Accelerator Laboratory for "PIP-II Warm Unit Structure Pre-Production Testing." Nicholas A. Pohlman.

Award: \$69,999.71.

January 16, 2023 - January 15, 2024. (Organized Research) Applied Research.

Funds are requested to advance the design of the PIP-II focusing magnets at Fermilab.

NORTHERN PUBLIC RADIO

Illinois State Library for "Northern Illinois Radio Information Service (NIRIS) FY23." Staci Hoste.

Award: \$28,273.00.

July 1, 2022 - June 30, 2023. (Other Sponsored Activities) Public Service.

Funds are used to provide informational services for persons who cannot read conventional print due to visual or physical disability, and because individual libraries cannot provide such services.

OERD DIVISION ADMINISTRATION

Small Business Administration for "Northern Illinois Food and Workforce Development Project." Rena Cotsones.

Award: \$500,000.00.

September 1, 2022 - June 30, 2025. (Other Sponsored Activities) Public Service.

This project will expand the existing network of gardens, offer community-based training in nutrition and healthy cooking, and develop a mutually supportive local foods culture that unites local farms, restaurants, and consumers in a commitment to food equity.

P-20 CENTER

Illinois State Board of Education for "FY23 Migrant Education - Regular Year." Susana A. Das Neves.

Award: \$59,119.00.

August 1, 2022 - June 30, 2023. (Other Sponsored Activities) Public Service.

Rochelle Migrant Education Program provides recruiting, tutoring, advocacy and other support services and supplies to migrant-eligible children who remain within the local territory after the summer school program.

PHYSICS

Argonne National Laboratory for "Application and Development of Nuclear Resonance Time-domain Interferometry." Dennis E. Brown.

Award: \$8,125.03.

November 1, 2022 - February 1, 2023. (Organized Research) Basic Research.

There is a renewed interest in performing Rayleigh Mössbauer Scattering due to the advent of powerful x-ray sources such as the Advance Photon Source (USA), Spring 8 (Japan), and the ESRF (Europe). These sources provide a highly collimated intense source.

State University of New York at Stony Brook for "U.S. ATLAS Operations: Discovery and Measurement at the Energy Frontier." Jahred A. Adelman.

Award: \$16,223.00.

February 1, 2022 - January 31, 2027. (Organized Research) Applied Research.

Funding for a postdoc to support a new shared Tier-3 computing facility for US ATLAS at the U. of Chicago. The postdoc will aid users in starting up on the new system, help to debug and trouble-shoot problems and document best practices.

State University of New York at Stony Brook for "US ATLAS Operations." Jahred A. Adelman.

Award: \$77,696.00.

February 1, 2022 - January 31, 2027. (Organized Research) Applied Research.

Funds are requested to develop and maintain the ATLAS calibration database and related software.

Fermi National Accelerator Laboratory for "Resonant Extraction at Fermilab Muon Campus (support for PhD Program - Aakaash Narayanan)." Michael J. Syphers.

Award: \$53,963.00.

September 1, 2022 - August 31, 2023. (Organized Research) Applied Research.

The purpose of this project is to further the development of the third-integer, slow resonant extraction system to be used to provide such beams and verification of its performance by Fermilab PhD Accelerator Program student Aakaash Narayanan.

Cornell University for "Monte Carlo Modeling of Photoemission from Semiconductors." Oksana Chubenko.

Award: \$122,090.00.

October 1, 2022 - September 30, 2023. (Organized Research) Applied Research.

This project will improve emission capabilities of conventional and novel electron sources through detailed modeling of electron emission from bulk semiconductors and layered structures, identifying and reducing performance limiting mechanisms.

Illinois Institute of Technology for "Chicagoland Accelerator Science Traineeship." Philippe Piot.

Award: \$235,000.00.

September 25, 2022 - September 24, 2023. (Organized Research) Research Training.

Funds are requested to establish the proposed "Chicagoland Accelerator Science Traineeship".

Cornell University for "Optical Transport and Beam Manipulation for Optical Stochastic Cooling." Philippe Piot.

Award: \$140,815.00.

October 1, 2022 - September 30, 2023. (Organized Research) Basic Research.

Funds are requested to develop subsystems (laser amplifier and electron-beam bypass beamlines) associated with the Optical Stochastic Cooling technique.

Cornell University for "Optical Transport and Beam Manipulation for Optical Stochastic Cooling." Philippe Piot.

Award: \$35,170.00.

October 1, 2022 - September 30, 2023. (Organized Research) Basic Research.

Funds are requested to develop subsystems (laser amplifier and electron-beam bypass beamlines) associated with the Optical Stochastic Cooling technique.

Fermi National Accelerator Laboratory for "High Luminosity (HL) LHC CMS Detector Upgrade Project Endcap Calorimeter." Vishnu V. Zutshi/Alexandre S. Dychkant/Nicholas A. Pohlman/Iman Salehinia.

Award: \$503,130.00.

August 1, 2022 - December 31, 2023. (Organized Research) Applied Research.

NIU will provide test beam support especially in the area of data acquisition software on the High Luminosity LHC CMS Detector Upgrade Project Endcap Calorimeter.

Argonne National Laboratory for "Physics & Application of Patterned Superconducting Nanostructures - GRA Support." Zhili Xiao.

Award: \$46,131.12.

January 1, 2023 - December 31, 2023. (Organized Research) Applied Research.

Funds will support a NIU graduate research assistant to develop, fabricate, and characterize superconducting nanowire detectors.

PUBLIC ADMINISTRATION

University of Oklahoma for "Nuclear Deterrence Inflation Study." Scott E. Robinson.

Award: \$39,984.54.

July 1, 2022 - September 30, 2023. (Organized Research) Applied Research.

The Nuclear Deterrence Inflation Study will develop a framework for the anticipation of major disruptions to projects in the nuclear defense enterprise (including inflation) and management strategies to adapt to these changes as the project proceeds.

REPORT CARDS

Illinois State Board of Education for "Chicago Early Childhood Integrated Data System (CEIDS) Alignment with ILDS & State Regional Council System." Alan D. Clemens.

Award: \$170,000.00.

December 31, 2021 - December 30, 2022. (Other Sponsored Activities) Public Service.

NIU staff will develop a data warehouse for Chicago-area early childhood data.

SCHOOL OF INTERDISCIPLINARY HEALTH PROFESSIONS

Illinois Department of Public Health for "County Wide BRFSS." Kathryn D. Mazurek.

Award: \$387,486.00.

July 1, 2022 - December 31, 2023. (Organized Research) Applied Research.

The purpose of this project is for data collection, data management, reporting and technical support on the Illinois County Behavioral Risk Factor Surveys.

SCHOOL OF ART AND DESIGN

University of Silesia in Katowice for "GAME LAB." Aleksandra B. Giza/Amanda J. VanValkenburg.

Award: \$10,610.72.

August 1, 2019 - September 30, 2022. (Instructional Programs) Instructional Programs.

Funds will pay an honorarium for faculty participation in collaborative international workshops with seven international universities. Workshops will focus on directing students in the design of a prototype video game based on project guidelines.

SPECIAL AND EARLY EDUCATION

Office of Special Education and Rehabilitative Services/Department of Education for "Preparation of Vision Rehabilitation Therapists and Orientation & Mobility Specialists to Prepare Individuals with Visual Disabilities for the 21st Century Workplace." Stacy M. Kelly.

Award: \$150,000.00.

October 1, 2022 - September 30, 2023. (Instructional Programs) Instructional Programs.

The purpose of the project is to train vision rehabilitation therapists (VRT) and orientation and mobility (O&M) instructors to provide services for adults and transition-aged adults with visual disabilities.

STATISTICS

Argonne National Laboratory for "Design, Hosting and Analysis of 2022 ALCF Annual User Survey." Lei Hua.

Award: \$20,615.00.

September 27, 2022 - April 30, 2023. (Other Sponsored Activities) Testing/Evaluation.

The purpose of this proposal is to manage the design, testing, distribution, collection, analysis, and report preparation for the 2022 Annual Survey of the internal and external users of the ANL Leadership Computing Facility.

UNIVERSITY LIBRARIES

Ohio University for "LuceSEA with CORMOSEA/UM." Hao N. Phan.

Award: \$132,110.00.

June 6, 2022 - June 5, 2023. (Other Sponsored Activities) Other.

Funding will help to strengthen digital collections on Southeast Asian studies through the documentation of Cham religious rites, digitization of selected palm leaf manuscripts, and development and updating of online language and cultural materials.

VICE PRESIDENT RESEARCH AND INNOVATION PARTNERSHIPS

Illinois Manufacturing Excellence Center for "IMEC Year Three FY2023-1 under 21-073 Master Agreement." Jerry Blazey.

Award: \$1,935,404.46.

October 1, 2022 - September 30, 2023. (Organized Research) Applied Research.

The purpose of the five-year project is to perform research services directed toward increasing the productivity and global competitive advantage of regionally-based manufacturing and technology-related firms.

STATE LEGISLATIVE REPORT

Lame Duck Session

The 102nd General Assembly wrapped up with the adjournment of Lame Duck Session on January 10, 2023. The Illinois public universities continued to work for procurement reforms and on January 5, 2023, the Illinois House concurred with the Illinois Senate on the passage of HB4285 and is now awaiting signature by the Governor. This legislation builds on our work done during the spring 2022 session by providing additional procurement relief to ensure we remain competitive with our regional, national, and international peers that, until today, had greater flexibility to procure needed and desired goods and services in line with their respective student, teaching, and research missions. Some of the reforms impacting NIU are highlighted below.

- Single Prime/Design Build – Allows Illinois public universities to use a nationally recognized construction delivery tool, currently utilized by 49 other states. Data shows this delivery is more efficient, resulting in fewer delays and change orders and increases diverse participation.
- Per diem in line with federal rates – Allows Illinois public universities to remain competitive with like institutions in terms of travel reimbursement.
- Exemption for existing software maintenance – Reduces administrative burden when no alternate options exist for purchase. Avoids administrative challenges with the sole source process.
- Administrative relief in clarifying the emergency extension process.
- Ability to utilize nationally recognized cybersecurity standards.
- Administrative relief for small (under 5K), repeated conflicts of interest.
- Increased threshold for property control, providing administrative relief.
- Increased threshold for change orders, time, and cost.
- Enhancements to ensure greater diversity participation – A handful of changes will allow universities and state agencies greater flexibility to engage small and diverse businesses that disproportionality struggle with the state’s requirements for doing business. These include but are not limited to:
 1. Utilization Plan cure.
 2. Increased threshold for diverse firm certification from \$75M to \$150M.
 3. Improved construction delivery methods.

Inauguration

Governor Pritzker was sworn into his second term in office on January 9, 2023. During his address in Springfield, he offered some insight into his plans for higher education during his final term. He stated:

“It’s also our obligation to make college more affordable by removing financial barriers. That’s why we need to bring down the cost of higher education. Since I took office, we’ve increased scholarships by more than 50%. Now let’s focus on making tuition free for every working-class family.”

We expect to learn more in the coming weeks leading up to his budget address on February 15. I will provide a full update during my oral presentation before the RILLA committee the following day.

The 103rd General Assembly was sworn into office on January 11, 2023 kicking off the spring 2023 session. In just over one week at the time of writing, nearly 1,400 bills have been introduced.

Illinois Board of Higher Education FY24 Budget Recommendations

At the January IBHE board meeting, the board approved their budget recommendations for the Governor's Office of Management and Budgeting to consider when developing the FY24 budget. The board recommended an overall increase to higher education of 7.5%. The institutional allocations proposed were an interim approach until the Commission of Equitable Public University Funding presents their findings on July 1, 2023. The distribution recommendation is based on the percent and number of Pell students served at the institution. Using this formula, IBHE recommends NIU receive an increase of 11.5% bringing our annual appropriation to \$102,765,000 for FY24.

IBHE also recommends a \$50M increase in MAP in FY24 and asks for a continuation of the AIM HIGH program at its current funding level of \$35M.

Spring 2023 Engagement and Upcoming Events

The university is in the process of preparing for its spring appropriations hearings which have yet to be scheduled.

Planning is underway for the 2023 NIU Advocacy Day in Springfield. In partnership with the NIU Alumni Association and its alumni advocacy committee, we plan to bring 15-25 students and 25-35 alumni to Springfield for meetings with legislators. We plan to host a reception for alumni and NIU Caucus members later that evening.

Important Dates

- February 15: Governor Pritzker's FY23 budget address
- March 21: NIU Advocacy Day in Springfield
- March 22: Illinois Public University Higher Education Reception

FACULTY PRESENTATION

Jennifer Jacobs, Associate Professor, Sport and Exercise Psychology in the College of Education's Department of Kinesiology and Physical Education Sport, Zachary Wahl-Alexander, Associate Professor Physical Education Teacher Education in the College of Education's Department of Kinesiology and Physical Education Sport, and Gabrielle Bennett, Doctoral Student in the College of Education's Department of Kinesiology and Physical Education Sport will provide a verbal presentation.

QUARTERLY FINANCIAL SUMMARY FISCAL YEAR 2023 SECOND QUARTER AS OF DECEMBER 31, 2022

Background: With the December 31, 2022 conclusion of the second quarter of the 2022-2023 fiscal year (FY23), the University is now able to update the Board of Trustees on NIU's financial performance relative to the current year budget and prior year actuals.

The following update provides a disaggregated view of NIU's budget and its financial performance, consistent with discussion at the June 16, 2022 Board of Trustees meeting. Specifically, this revised format displays the following tables:

- An All Funds, All Types Financial Summary similar to the traditional table presented in past quarterly financial summary reports.
- A Structural Financial Summary that focuses on recurring revenues and expenses.
- A Non-Structural Financial Summary that focuses on short-term or temporary revenues and expenses.
- A Grants Financial Summary that includes sponsored programs and federal financial aid programs, including the Pell Grant.

Each table is discussed in more detail below.

All Funds, All Types Financial Summary

This table is a “roll-up” of the other three tables presented below and includes the structural budget, non-structural budget, and grants budget. The table includes a summary of FY23 activity through December 31, 2022 compared to a year-to-date budget, a summary of second quarter activity from the prior fiscal year (FY22), and a comparison to the FY23 budget, including a full-year projection of performance based on the pace of revenues and spending throughout the second quarter of FY23. It is comparable to tables provided in financial summary documents for recent fiscal years.

The intent of the All Funds, All Types Financial Summary is to maintain a familiar, complete view of NIU's budget and financial performance comparable to information from past fiscal years.

Structural Financial Summary

This table identifies recurring revenues and expenses of the University. This data was gathered for each budgeted fund of the University and for each revenue and expense category presented in the following tables. In total, 97.6% of non-grants budgeted revenues in FY23 and 98.2% of non-grants budgeted expenses were identified as structural. Examples of structural revenues include Tuition & Fees, Rental & Room Income, and the State of Illinois appropriation to support NIU operations. Examples of structural expenses include 98.8% of Personnel Services spend, Scholarships expense, and Debt Service.

The intent of the Structural Financial Summary is to create a budget framework capable of anchoring a transition to multi-year planning and budgeting. Through this focus on recurring revenues and expenses, a forward-looking understanding of resources and commitments can be leveraged for multi-year planning purposes. This presentation attempts to separate recurring and non-recurring expenses to enhance transparency and facilitate multiyear planning. Further refinement of this approach will be needed to align definitions with recommendations in the forthcoming Budget Planning Work Group report.

Non-Structural Financial Summary

The Non-Structural Financial Summary identifies non-recurring or temporary revenues and expenses of the University. In total, 2.4% of non-grants budgeted revenues in FY23 and 1.8% of non-grants budgeted expenses were identified as non-structural. Examples of non-structural revenues include 33% of Gifts, Grants, & Contracts revenue and 23.5% of Sales income. Examples of non-structural expenses include 25.1% of Equipment & Library Materials and 5.8% of Travel. Of special note, Capital Repairs are preliminarily classified as non-structural pending additional analysis of budget and spending reported in this category.

The intent of the Non-Structural Financial Summary is to identify temporary resources that may be available for strategic investment and to identify short-term expenses that may create strain for structural or non-structural resources.

Grants Financial Summary

The final table presented below reports activity and budget of three types:

- Pell Grant scholarship expense: Revenues and expenses attributable to the Pell Grant program are specifically identified in the table. While Pell Grant expense is fully offset by associated revenues, there are often timing differences in the application of aid and receipt of supporting revenue. For this reason, the Pell Grant may at times appear to operate in deficit or surplus for any single fiscal year or quarterly period. For FY23, Pell Grant activity is budgeted at \$24.4M.
- Non-Pell Grant scholarship expense: Some student aid not associated with the Pell Grant appears as grant activity. This is a minority of grants scholarship expense and associated revenues and is subject to similar timing differences as Pell Grant activity, as described above.
- Sponsored Programs: Grants Financial Summary activity not associated with scholarships represents revenues and expenses of grant-based programs, including sponsored research, instruction, and other activities. Similar to the Pell Grant, sponsored programs revenues and expenses may not align in a given fiscal year or quarter because these grant agreements often span multiple fiscal years. As a default assumption, all budgeted FY23 sponsored programs revenue, \$35M in total, is projected to be spent during the fiscal year.

Please note that revenue and expenses in the Grants Financial Summary are not classified as either structural or non-structural at this time. Additional analysis and consideration may result in the classification of some grants activities as structural.

In addition to presenting multiple views of the FY23 budget, this financial summary also provides an update on the FY23 budget itself. The budget presented in the attached tables reflects known adjustments to revenue and spending plans through December 31, 2022. This revised budget includes \$426.3M in expected revenues and \$438M in planned spending resulting in an \$11.8M deficit. Specific revenue and expense categories are consistent with the following descriptions, which precede the presentation of the FY23 financial summary tables that appear in the order outlined above.

Revenues

1. **Tuition and Student Fees:** All tuition, including differential tuition, course and materials fees, athletics fees, bus fees, and health service fees.
2. **Gifts, Grants, and Contracts:** Includes on-campus scholarships, research grants and associated indirect cost pools, Pell Grants, and sub-contract fees for research.
3. **Other Fees and Fines:** Includes parking fees, residential living-learning community fees, parking fines, and transcript and commencement fees.
4. **Sales:** Includes board plan and retail food sales, concessions sales, advertising/sponsorship, sales of services to off-campus entities (including, but not limited to catering, childcare, and conference services).
5. **Rental and Room Income:** Includes room fees for residential students, rental of on-campus and off-campus meeting and conference space, hotel revenues, and Northern View apartment revenues.
6. **Gate Receipts and Commissions:** Includes athletic ticket sales, performing arts ticket sales, commissions, and concert/event revenues from the Convocation Center.
7. **Miscellaneous and Investment Income:** Includes athletics' game guarantees, NIU share of conference tournament revenues, rental of facilities, and interest income from investments, gains and losses on disposals of fixed assets, and year-end transfers to mandated reserves in the auxiliary facilities system.
8. **State of Illinois:** Represents the annual state appropriation to public universities.

Expenses

1. **Cost of Sales:** Includes the cost of all items purchased for resale on campus such as food for dining units, parts and supplies to be charged out through the campus work order system, as well as paper for pay-to-print copiers and printers.
2. **Personnel Services:** Includes all salaries paid to faculty, supportive professional staff, civil service, graduate assistants, extra help, and student employees. Also includes required payments for Medicare and employee health insurance.
3. **Contractual Services:** Includes annual software support, subscriptions, conference registrations, non-employee travel reimbursements, service contracts, repairs and maintenance, grounds, building service work charges, speaking fees, and other arrangements with outside contractors to perform services for the University.
4. **Commodities:** Includes purchased items of a low cost that typically are consumed in a single year. Examples include paper for printing, lab supplies, napkins, and cleaning supplies.
5. **Travel:** Includes airfare, hotel rooms, mileage, meals (all up to limits set by the state and the University), and ancillary expenses for employees to travel to-and-from campus on official University business.
6. **Automotive:** Includes the cost to rent cars, vans, and busses from the University transportation department.
7. **Scholarships:** Includes scholarships awarded, including Pell Grant funds disbursed (which, when netted against Pell Grant funds received, results in zero effect on the University's cash position).

- 8. Telecommunications:** Includes the cost of providing phone, internet, and other digital services to the University.
- 9. Equipment and Library Books:** Includes the cost of all items over \$100 with an estimated useful life of two years or more, as well as library books, journal subscriptions, manuscripts, films, music, and video materials.
- 10. Capital Repairs:** Includes the cost of centralized capital repair activities.
- 11. Debt Service:** Includes debt service payment on bonds, certificates of participation, and performance contracts.
- 12. Miscellaneous Expense:** Includes refunds issued for on-campus external programming, deposit refunds, and other expenses not classified elsewhere.

Northern Illinois University
as of December 31, 2022
All Funds Revenue and Expenses
(\$ in thousands)

	Current Year FY23			Prior Year FY22		Current Year FY23		
	Second Quarter			Second Quarter		Annual		
	YTD Actuals	YTD Budget	Variance	YTD Actuals	Variance	YTD Forecast	Budget	Variance
Revenue								
Tuition & Student Fees	\$ 156,959	\$ 153,834	\$ 3,125	\$ 157,397	\$ (439)	\$ 164,551	\$ 160,703	\$ 3,848
Gifts, Grants, & Contracts	31,973	29,927	2,046	50,785	(18,812)	67,088	66,283	806
Other Fees and Fines	3,010	2,747	263	2,767	242	5,464	4,931	533
Sales	22,675	26,084	(3,409)	18,145	4,530	33,429	37,704	(4,275)
Rental & Room Income	34,859	33,757	1,102	31,416	3,442	35,356	34,222	1,134
Gate Receipts & Commissions	2,699	1,124	1,575	574	2,125	4,492	4,288	204
Miscellaneous & Investment Income	8,361	11,235	(2,874)	4,614	3,747	14,170	25,932	(11,762)
State of Illinois	80,143	78,062	2,081	78,081	2,063	92,195	92,195	-
Total Revenue	\$ 340,678	\$ 336,769	\$ 3,910	\$ 343,779	\$ (3,101)	\$ 416,745	\$ 426,256	\$ (9,512)
Expenses								
Cost of Sales	\$ 2,657	2,623	\$ 34	\$ 1,731	\$ 927	\$ 5,791	\$ 5,788	\$ 3
Personnel Services	114,796	118,510	(3,714)	108,605	6,191	231,399	243,352	(11,953)
Contractual Services	37,747	35,643	2,104	33,399	4,348	88,450	84,916	3,534
Commodities	2,785	3,333	(548)	2,569	216	6,278	7,501	(1,223)
Travel	1,885	1,680	205	1,330	556	3,874	4,274	(400)
Automotive	420	687	(267)	567	(147)	821	1,155	(334)
Scholarships	35,470	36,836	(1,366)	50,230	(14,760)	60,122	58,839	1,284
Telecommunications	185	196	(11)	194	(9)	346	534	(188)
Equipment & Library Materials	3,896	3,538	358	3,911	(15)	10,589	9,504	1,085
Capital Repairs	918	500	418	350	568	3,908	3,908	-
Debt Service	6,283	5,586	697	4,938	1,344	17,812	18,001	(189)
Miscellaneous Expense	491	12	479	56	435	1,022	220	802
Total Expenses	\$ 207,533	\$ 209,144	\$ (1,611)	\$ 207,878	\$ (345)	\$ 430,411	\$ 437,991	\$ (7,579)
Net Revenue	\$ 133,145	\$ 127,625	\$ 5,520	\$ 135,901	\$ (2,755)	\$ (13,667)	\$ (11,735)	\$ (1,932)

Northern Illinois University
as of December 31, 2022
Structural Financial Summary (Non-Grants)
(\$ in thousands)

	Current Year FY23			Current Year FY23		
	Second Quarter			Annual		
	YTD Actuals	YTD Budget	Variance	YTD Forecast	Budget	Variance
Revenue						
Tuition & Student Fees	\$ 156,959	\$ 153,834	\$ 3,125	\$ 164,551	\$ 160,703	\$ 3,848
Gifts, Grants, & Contracts	2,302	\$ 1,601	701	6,313	5,508	806
Other Fees and Fines	2,975	2,711	264	5,414	4,866	548
Sales	17,028	22,187	(5,159)	27,270	32,070	(4,801)
Rental & Room Income	34,859	33,757	1,102	35,356	34,222	1,134
Gate Receipts & Commissions	2,593	1,051	1,542	4,214	4,010	204
Miscellaneous & Investment Income	6,140	9,560	(3,420)	11,900	22,066	(10,165)
State of Illinois	80,143	78,062	2,081	92,195	92,195	-
Total Revenue	\$ 302,999	\$ 302,762	\$ 236	\$ 347,212	\$ 355,639	\$ (8,427)
Expenses						
Cost of Sales	2,657	\$ 2,623	\$ 34	\$ 5,791	\$ 5,788	\$ 3
Personnel Services	101,323	105,772	(4,448)	204,734	216,692	(11,959)
Contractual Services	35,324	33,655	1,669	80,821	77,335	3,487
Commodities	2,498	3,094	(596)	5,604	6,808	(1,204)
Travel	1,633	1,563	70	3,372	3,770	(398)
Automotive	401	658	(257)	737	1,071	(334)
Scholarships	18,343	18,119	224	35,722	34,438	1,284
Telecommunications	91	164	(73)	205	357	(153)
Equipment & Library Materials	2,852	2,369	483	7,235	6,343	892
Capital Repairs	-	-	-	-	-	-
Debt Service	6,283	5,586	697	17,812	18,001	(189)
Miscellaneous Expense	227	(36)	263	471	(331)	802
Total Expenses	\$ 171,634	\$ 173,568	\$ (1,934)	\$ 362,505	\$ 370,273	\$ (7,769)
Net Revenue	\$ 131,365	\$ 129,194	\$ 2,170	\$ (15,292)	\$ (14,634)	\$ (658)

Northern Illinois University
as of December 31, 2022
Non-Structural Financial Summary (Non-Grants)
(\$ in thousands)

	Current Year FY23			Current Year FY23		
	Second Quarter			Annual		
	YTD Actuals	YTD Budget	Variance	YTD Forecast	Budget	Variance
Revenue						
Tuition & Student Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gifts, Grants, & Contracts	689	\$ 400	289	1,375	1,375	-
Other Fees and Fines	35	36	(1)	51	65	(15)
Sales	5,647	3,897	1,750	6,159	5,633	526
Rental & Room Income	-	-	-	-	-	-
Gate Receipts & Commissions	106	73	33	278	278	(0)
Miscellaneous & Investment Income	2,221	1,675	546	2,270	3,866	(1,596)
State of Illinois	-	-	-	-	-	-
Total Revenue	\$ 8,698	\$ 6,081	\$ 2,617	\$ 10,132	\$ 11,217	\$ (1,085)
Expenses						
Cost of Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Personnel Services	1,293	1,294	(1)	2,657	2,652	6
Contractual Services	748	734	14	1,734	1,687	47
Commodities	74	86	(11)	170	189	(19)
Travel	95	79	16	188	190	(2)
Automotive	-	-	-	-	-	-
Scholarships	-	0	(0)	-	0	(0)
Telecommunications	-	16	(16)	-	36	(36)
Equipment & Library Materials	670	373	297	1,192	998	193
Capital Repairs	725	558	166	2,566	2,566	-
Debt Service	-	-	-	-	-	-
Miscellaneous Expense	-	-	-	-	-	-
Total Expenses	\$ 3,606	\$ 3,141	\$ 465	\$ 8,507	\$ 8,318	\$ 189
Net Revenue	\$ 5,092	\$ 2,940	\$ 2,152	\$ 1,625	\$ 2,900	\$ (1,274)

Northern Illinois University
as of December 31, 2022
Grants Financial Summary
(\$ in thousands)

	Current Year FY23			Prior Year FY22		Current Year FY23		
	Second Quarter			Second Quarter		Annual		
	YTD Actuals	YTD Budget	Variance	YTD Actuals	Variance	YTD Forecast	Budget	Variance
Revenue								
Tuition & Student Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gifts, Grants, & Contracts - Pell Grant	13,729	11,276	2,453	13,645	84	24,400	24,400	-
Gifts, Grants, & Contracts - Non Pell Grant	15,252	16,175	(922)	29,861	(14,609)	35,000	35,000	-
Other Fees and Fines	-	-	-	-	-	-	-	-
Sales	-	-	-	-	-	-	-	-
Rental & Room Income	-	-	-	-	-	-	-	-
Gate Receipts & Commissions	-	-	-	-	-	-	-	-
Miscellaneous & Investment Income	-	-	-	-	-	-	-	-
State of Illinois	-	-	-	-	-	-	-	-
Total Revenue	\$ 28,982	\$ 27,451	\$ 1,531	\$ 43,506	\$ (14,525)	\$ 59,400	\$ 59,400	\$ -
Expenses								
Cost of Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Personnel Services	12,179	11,446	733	10,545	1,634	24,008	24,008	-
Contractual Services	1,674	1,231	443	1,134	540	5,895	5,895	-
Commodities	213	166	47	153	60	505	505	-
Travel	157	50	107	46	111	313	313	-
Automotive	19	31	(13)	29	(10)	84	84	-
Scholarships - Pell Grant	15,830	16,915	(1,085)	15,911	(81)	24,400	24,400	-
Scholarships - Non Pell Grant	1,297	-	1,297	17,345	(16,048)	-	-	-
Telecommunications	94	13	81	12	82	141	141	-
Equipment & Library Materials	374	794	(420)	731	(358)	2,162	2,162	-
Capital Repairs	193	26	167	24	169	1,342	1,342	-
Debt Service	-	-	-	-	-	-	-	-
Miscellaneous Expense	264	-	264	-	264	550	550	-
Total Expenses	\$ 32,293	\$ 30,672	\$ 1,622	\$ 45,930	\$ (13,637)	\$ 59,400	\$ 59,400	\$ -
Net Revenue	\$ (3,312)	\$ (3,220)	\$ (91)	\$ (2,424)	\$ (888)	\$ -	\$ -	\$ -

All Funds, All Types Financial Summary

For the second quarter, the All Funds, All Types Financial Summary shows revenues exceeding budget while expenses were lower than expected, resulting in a net \$5.5M improvement over the half-year budget. Current trends suggest that a full year of activity will produce a deficit of \$13.7M resulting from factors evident in the Structural, Non-Structural, and Grants Financial Summaries.

Structural Financial Summary

Through the second quarter of the fiscal year, structural performance is projected to trail budget in both total revenues and expenses resulting in a deficit that is \$0.7M greater than budget. Several factors may alter this projection as the fiscal year progresses, including:

- Tuition & Fee Revenue was better than budget through the first half of the year, benefiting from strong Fall term freshman enrollment. Similarly, Rental & Room Income is expected to exceed budget for the full year, reflecting greater density on campus. Spring enrollment may further bolster tuition and room rental income revenue in the third quarter financial update that is scheduled for presentation at the May 2023 FACFO meeting.
- Personnel Services spending projections will be revised throughout the fiscal year as collective bargaining agreements are ratified and implemented. The current projection is based on current rates and commitments.
- Contractual Services spending rebounded to pre-pandemic levels in FY22, a trend that continued in the first half of FY23. Brisk spending in this category may be the result of supply-chain bottlenecks in FY21 and FY22 and could fall back closer to budget in the second half of the fiscal year. Currently, Contractual Services spending is trending 4.5% above budget.

Non-Structural Financial Summary

The Non-Structural Financial Summary shows revenues exceeding expectations in the first half of the year, including proceeds from the recent sale of the Hoffman Estates campus. Non-structural expenses also exceeded budget through December, however, net revenue is \$2.2M ahead of expectations at this point in the fiscal year. Overall, non-structural revenues and expenses project out to a full-year surplus of \$1.6M.

Grants Financial Summary

The Grants Financial Summary reports that revenues and expenses were greater than expected through the second quarter of the year. As noted earlier, the full-year projection assumes that all expenses in this segment of the budget will be offset by current year revenues. The exhaustion of pandemic relief grants in FY23 may create some imbalance as the year progresses.

Consistent with prior fiscal years, quarterly financial summaries will be provided throughout FY23. The format and information in this report will evolve throughout the year, consistent with an iterative approach to producing and reporting a structural budget framework.

PERIODIC REPORT ON INVESTMENTS FOR PERIOD ENDING DECEMBER 31, 2022

In accordance with the University's Investment and Cash Management policy, this report on cash and investments is submitted at the end of each calendar quarter to the Board of Trustees. This report is required by *Board of Trustees Regulations* (Section V, Subsection D). The following schedules are included:

- Cash and Investment Holdings Summary as of December 31, 2022
- Investment Earnings for the quarter ended December 31, 2022

The Investment Advisory Group is responsible for monitoring compliance with the University's Investment and Cash Management Policy. The investment goals, as stated in the policy, are to insure the preservation of principal and maintain compliance with applicable state laws, rules, regulations, debt covenants and *Board of Trustees Regulations* while meeting cash flow needs and earning a yield acceptable to conservative investment managers.

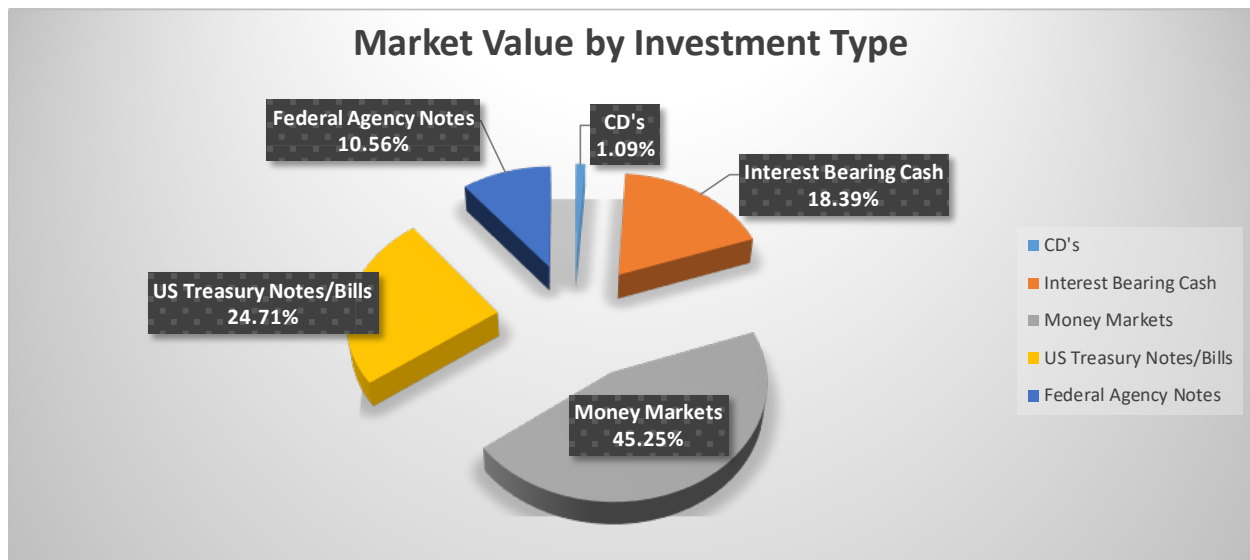
The *Cash and Investment Holdings Summary* at December 31, 2022 shows NIU's total holdings at just over \$141M. Of the total holdings balance, approximately \$79M is available for daily operations providing for approximately 80 days cash on hand. The remaining balance is restricted per collateralization requirements and contractual obligations. The total holdings balance is down \$24M from the balance at December 31, 2021. The decrease is a result of timing differences in the receipt of State appropriations, a reduced receipt of Federal relief funding, as well as overall increases in operating cash disbursements.

The *Investment Earnings* report shows income of \$1.21M and an overall annualized rate of return of 3.25% for the second quarter. This represents an increase in interest earned of approximately \$1.18M when compared to the same quarter of FY22. The increase in interest earned is primarily due to increasing market investment yields. Operating funds are primarily invested in money markets, fixed income investments, and interest-bearing savings accounts to balance liquidity needs with investment earnings.

Indicators of economic activity point to modest growth, while job gains have been strong, and the unemployment rate remains low. Inflation continues to remain elevated, however, reflecting supply and demand imbalances related to the pandemic, higher food and energy prices, and broader price pressures. To combat the high inflation, the Federal Open Market Committee decided to raise the target range for the federal funds interest rate again, from 4.5% to 4.75%, and anticipates ongoing increases in the target range will be appropriate. Management is continuously monitoring market changes that will affect the university's cash management and investment goals. Management is committed to the fiscal sustainability of the university and is reviewing all available options for strengthening the university's cash position.

NORTHERN ILLINOIS UNIVERSITY
CASH and INVESTMENT HOLDINGS SUMMARY
December 31, 2022
For Fiscal Year 2023

Investment Type	Purchase Price/ Ending Bal *	Book Value **	Market Value ***
CD's:			
Local Funds	\$ 1,526,534	\$ 1,526,534	\$ 1,526,534
Federal Agency Notes:			
Local Funds	\$ 14,713,448	\$ 14,769,434	\$ 14,752,573
Interest Bearing Cash Accounts:			
Local Funds	\$ 25,690,709	\$ 25,690,709	\$ 25,690,709
Money Markets:			
Contributory Trust	\$ 9,839,000	\$ 9,839,000	\$ 9,839,000
Escrow Account	1,192,031	1,192,031	1,192,031
Local Funds	53,363,033	53,363,033	53,363,033
	\$ 64,394,064	\$ 64,394,064	\$ 64,394,064
US Treasury Notes/Bills:			
Local Funds	\$ 34,439,707	\$ 34,677,332	\$ 34,507,954
TOTAL INVESTMENT HOLDINGS	\$ 140,764,462	\$ 141,058,073	\$ 140,871,834
Non-interest Bearing Cash	\$ 281,889	\$ 281,889	\$ 281,889
TOTAL CASH & INVESTMENT HOLDINGS	\$ 141,046,351	\$ 141,339,962	\$ 141,153,723
TOTAL REPORTED FOR 12/31/2021	\$ 165,231,522	\$ 165,193,333	\$ 165,193,818



* Amounts per Bank and Investment Statements

** Purchase price, net of accumulated amortization of premiums and discounts

*** Estimated price for which an investment would sell in the marketplace

Assets reported in the CASH and INVESTMENT HOLDINGS SUMMARY comply with the Illinois Public Funds Investment Act (30 ILCS 235)
and the NIU Investment and Cash Management Policy

**NORTHERN ILLINOIS UNIVERSITY
INVESTMENT EARNINGS
For Fiscal Year 2023
October 1, 2022 - December 31, 2022**

	December 31 Ending Balance	Qtr 2 Average Daily Balance	Percent of Portfolio	Qtr 2 Income Earned	Annualized Rates of Return				
					FY2023		FY 2022		
					2nd Qtr	1st Qtr	4th Qtr	3rd Qtr	
Short-Term Investment Accounts									
Illinois Funds	\$ 53,363,033	\$ 47,053,173	31.80%	\$ 414,038	3.491%	2.114%	0.764%	0.151%	
Investment Accounts - Financial Institutions	\$ 25,690,709	\$ 46,658,979	31.53%	\$ 400,617	3.406%	2.023%	0.778%	0.228%	
Contributory Trust	\$ 9,839,000	\$ 9,838,799	6.65%	\$ 87,451	3.526%	2.020%	0.651%	0.063%	
Escrow Account	\$ 1,192,031	\$ 1,188,975	0.80%	\$ 9,640	3.217%	0.000%	0.000%	0.000%	
Investment Accounts - Project Funds	\$ -	\$ 4	0.00%	\$ -	0.000%	1.408%	0.235%	0.006%	
CD's	\$ 1,526,534	\$ 1,520,206	1.03%	\$ 10,587	2.763%	1.206%	0.206%	0.010%	
ST Investment Accounts Total	\$ 91,611,307	\$ 106,260,136	71.81%	\$ 922,333	3.444%	2.049%	0.753%	0.177%	
Fixed Income Securities									
Local Funds	\$ 49,153,155	\$ 41,722,789	28.19%	\$ 291,320	2.770%	2.102%	0.567%	0.365%	
Fixed Income Securities Total	\$ 49,153,155	\$ 41,722,789	28.19%	\$ 291,320	2.770%	2.102%	0.567%	0.365%	
Non-interest Bearing Cash	\$ 281,889	-	-	-				-	
COMBINED TOTAL	\$ 141,046,351	\$ 147,982,925	100.00%	\$ 1,213,653	3.25%	2.07%	0.71%	0.20%	

Assets reported in INVESTMENT EARNINGS comply with the Illinois Public Funds Investment Act (30 ILCS 235)
and the NIU Investment and Cash Management Policy

Agenda Item 9.b.8.
April 3, 2023

Information

**PRESENTATION ON FACILITIES AND INFRASTRUCTURE CAPITAL
INVESTMENT**

John Heckmann, Associate Vice President for Facilities Management and Campus Services, Division of Administration & Finance, will give a presentation.

FISCAL YEAR 2022 REPORT ON FACILITIES AND INFRASTRUCTURE CAPITAL INVESTMENT ACTIVITIES

Overview

FY22 was a transition year as the university adjusted to operating during the pandemic with the benefits of vaccinations and an overall better understanding of transmission risks. While remote working and some online classes continued, most classes were taught in-person and campus operations became more normalized. This year started to evaluate balances between online/in-person classes and remote/in-person office operations to ensure benefits from both options could be realized.

While there is clear benefit from face-to-face instruction and student interaction which illustrates the importance of the built campus environment, there was also a clear realization for how the ability to work remotely and conduct some classes online can reduce demand for campus space. This created an opportunity to rethink how space is used across the campus and consider if less space might be needed overall. The benefit of right sizing the campus footprint can have a significant financial benefit by avoiding maintenance, repair, utility consumption, and support service costs.

This report reviews and summarizes a holistic capital investment perspective based on the layered investment strategy of maintenance, major repairs, and mission enhancement capital improvement projects. A historical view is presented from information collected from FY00 through FY22. This view is also categorized by the two major classifications of campus buildings as noted below. This differentiation is critical to understanding the source of funds required to support each type of building and the supported university operation.

- General Revenue: Consists predominantly of academic and administrative operations, associated buildings and proportional supporting infrastructure. This conservatively represents about \$1.2B of Plant Replacement Value (PRV) which serves as a common denominator for comparing buildings.
- Auxiliary Revenue: Consists predominantly of athletics, housing/dining, recreation, and Holmes Student Center operations, associated buildings, and proportional supporting infrastructure. This also conservatively represents about \$1.2B of PRV.

The format of this report is consistent with previous capital investment reports with the intent to (1) provide a strategic view of all investments made in facility assets, (2) present an indication of the level of investment required, and (3) continue to illustrate the overall health of the campus physical plant. A more specific description of capital projects executed is provided in Appendix A showing highlights of significant actions approved between FY11 and FY22. Appendix B is the semi-annual accounting of all current active projects >\$100K. These appendices do not provide strategic perspective with the information provided but help illustrate examples for the types of work supported by the various investment categories.

Information presented represents a best effort at collecting and interpreting historical financial data into a meaningful format and developing an investment strategy/model to guide future focus. The facility sustainment investment model, initially described in the FY17 report, continues to be utilized as a method of comparison to industry standards and a required investment level. The basis of this model is built on the premise that about 2% of PRV is the required maintenance and repair investment to keep up with the expected rate of deterioration. Industry facility management experts

have concluded that investment levels of between 2% and 4% are generally required depending on the type of facility, level of use, and current state of deferred deficiencies. If investments levels are too low, the backlog of deferred requirements continues to build as deficiencies accumulate, and overall repairs become more costly to restore to acceptable conditions as deficiencies worsen. Like with any valuation criteria, this PRV calculation will vary by time. For the sake of simplicity when illustrating this budget model, an average of \$2B total PRV was used for this report and is considered a reasonable representation of average value for this 21-year time span.

Key updates in this report:

- **Rebuild Illinois Capital Plan:** In FY20, the State authorized a six-year investment plan for public infrastructure requirements. Funds from this authorization have begun to be released in FY21 allowing the Capital Development Board (CDB) to proceed with some projects NIU had prioritized for addressing critical deferred deficiencies. Collectively at the end of FY22, with authorizations prior to FY20, there are about \$37M worth of NIU capital renewal projects and \$7.7M released for the new Health Informatics Technology Center (Health IT Center) all in various planning/design stages with CDB.
- **Comparison of Preventive Maintenance (PM) and Corrective Repair (CR) efforts:** Efforts to formalize a PM program have been substantially completed and the focus on accomplishing the required PM actions continued. Although deliberate expense reductions have occurred across all capital investments, efforts were made to continue critical PM actions to help ensure building functionality and safety.
- **Building Inventory summary:** As the pandemic drives uncertainty with revenue flows supporting facility sustainment, buildings and infrastructure continue to age with 58% of building spaces being greater than 50 years.

Maintenance Investments

Maintenance is a fundamental investment required to keep facilities operational and functional. The actions represented in this investment category include (1) preventive maintenance (PM) which helps ensure building systems function for the intended life, and (2) corrective repairs which allow for smaller critical (and sometimes interim) repair actions to keep the building functioning daily. To help maintain a focus on preventive maintenance, the university has been systematically developing a formal PM program. This effort began in FY17 and was substantially completed in FY21 with documented PM requirements for about 8,500 individual items across 126 different types of equipment.

Now that the PM program is predominantly established, the challenge remaining is to execute the desired PM tasks determined best for each building or infrastructure system. The results for FY22 are shown in Figure 1 below and reflect how PM completion is very dependent on available maintenance funding and on the number of corrective repairs which may be necessary to keep building systems functioning. The magnitude of corrective repairs required to be addressed is a direct reflection of the lack of major repair investments in the past. If major repairs continue to be deferred, corrective repairs will, undoubtedly, increase and become more significant. Consequently, PM efforts often must be deferred/not performed to accommodate unavoidable corrective repairs.

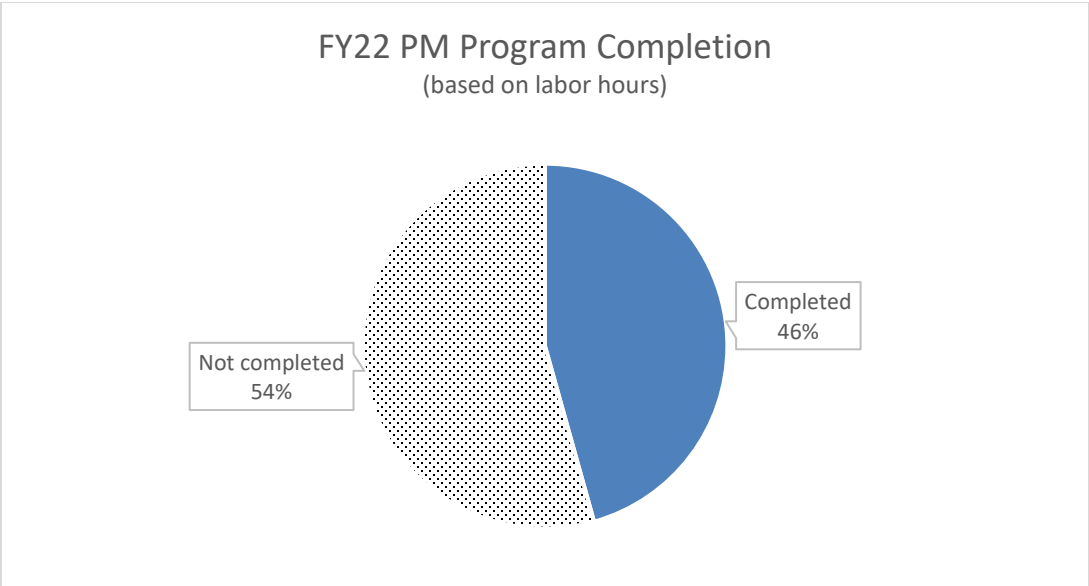


Figure 1

Figure 2 reflects the portions of preventive maintenance and corrective repairs performed over the past few years based by in-house maintenance staff. In well maintained systems, the ratio between PMs and corrective repairs should be about 80/20 where more preventive maintenance efforts are expended and suppressing the need for unplanned corrective repairs. Unfortunately, NIU’s balance is reversed due to decades of under investment in facility sustainment. It will take many years of steady major repair investing (i.e., execution of the current Rebuild Illinois capital investments authorization) to shift this balance to a point where more time might be expended on PM actions. Nonetheless, the attention for executing PMs continues to be a focus, as feasible.

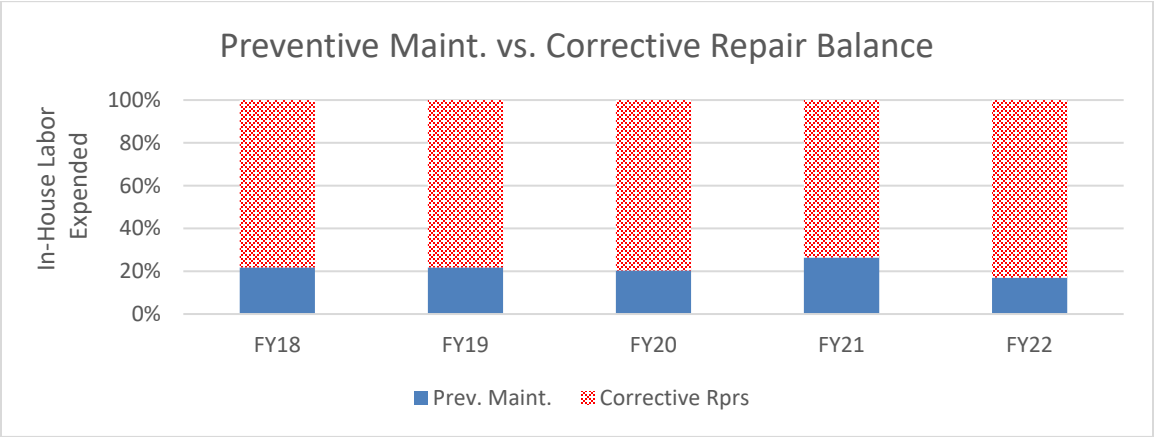


Figure 2

How much should be invested in maintenance depends on the necessary PM actions and historic levels required to address smaller corrective repairs. Presented in Figure 3 below is a historical view of maintenance investment made on general revenue facilities/infrastructure between FY00 through FY22. While 2% of PRV is the overall investment target for both maintenance and repair, 0.5% is a reasonable target for maintenance only. This investment level is particularly important as larger repair investments continue to be deferred.

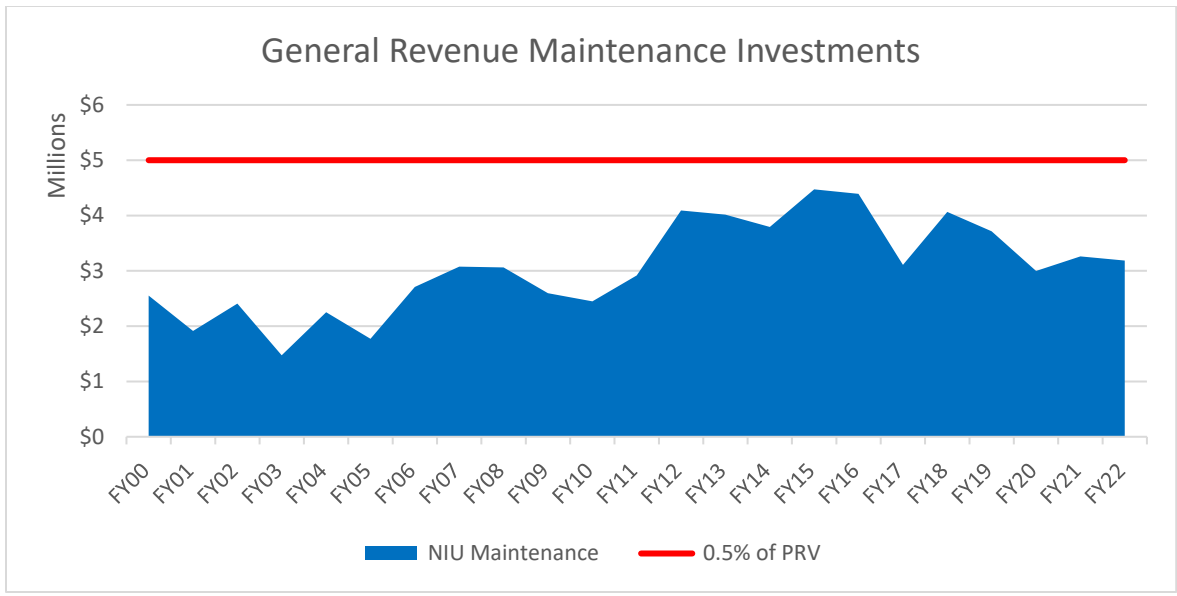


Figure 3

In general, the university has succeeded in increasing General Revenue maintenance investments over the past 22 years. From a low point in FY03 of under \$2M, this investment has more than doubled to create a better investment level for this fundamental layer of facility sustainment. In FY17, this funding level dipped to \$3M due to the need to weather the uncertainty of state funding between FY16 and continuing into FY17. Unfortunately, the maintenance investment declined again to \$3M in FY20 particularly due to the onset of the pandemic and the need to preserve cash for the uncertainties in this period. To date, maintenance investment has remained around the \$3M magnitude due in part to budget limitations and criticality for larger repair investments taking priority.

In a similar manner, the facility maintenance investment supporting Auxiliary Operations was plotted in Figure 4. This shows an overall improved level of investment between FY00 and FY15 which may be due to less volatility in funding support as the typical bond-based financing terms require more attention to protecting these facility assets. However, a significant decline has been seen in this investment profile since FY15 due to overall budgetary pressures caused by enrollment decline. In FY20 and FY21, this suppressed investment level continued due to pandemic uncertainties.

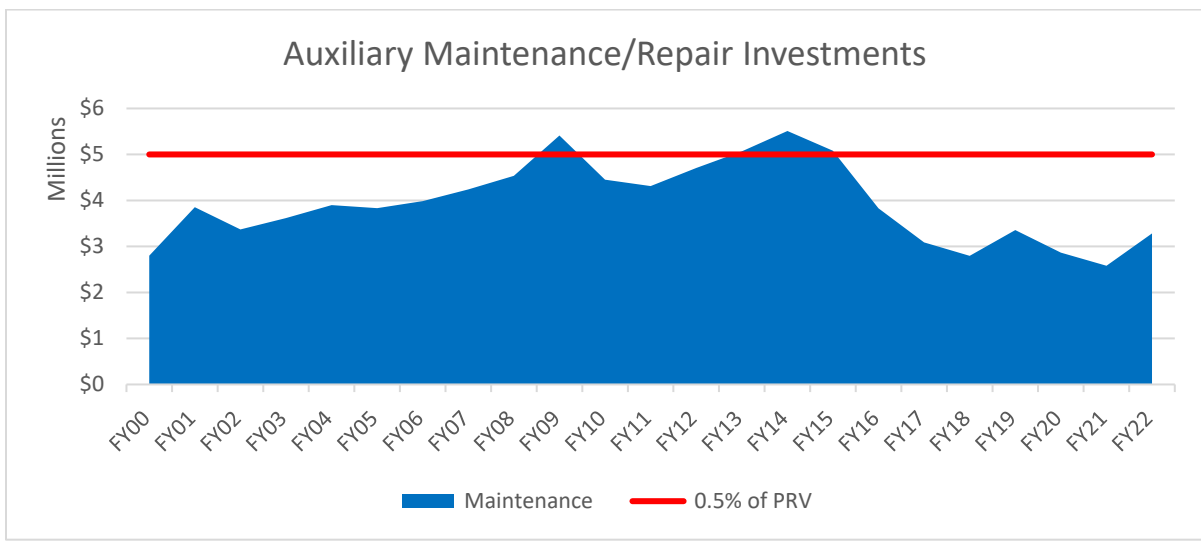


Figure 4

Major Repair Investments

Major repairs are the next critical investment priority after maintenance. Major repairs commonly include significant restoration/replacement of building components to return the system to near its original operating capability. The combined investment of both maintenance and repair is key to maximizing a facility's service life.

Viewing the campus under the General Revenue and Auxiliary portions as shown previously, each portion of the campus represents about \$1B of PRV, on average, for a total of \$2B over this ~22-year span. A 2% investment in maintenance and repair would amount to a total of \$40M, or \$20M for each portion. In Figure 5, the maintenance and repair General Revenue investment history is presented since FY00, and, on average, the investment level has been only 0.5% despite the inclusion of sporadic support of State repair funding. The void between the investment levels made over these years and the 2% of PRV target represents over \$344M in under-investment in this 22-year period alone.

Since deferred maintenance is a very imprecise measurement and has no comparison standard to indicate acceptable levels, the investment level trending shown by this PRV sustainment model is a better indication of the overall campus condition. In this case, NIU's average investment level only reaches 25% of the model recommendation. This clearly indicates that the campus is not keeping pace with deterioration and is at higher risk of unplanned system failures which could affect the university mission.

Currently, there are about \$27M worth of Capital Renewal funded repair projects at early stages of execution with the Capital Development Board.

Framing the University's facility investment requirements in this clear manner has helped to bring recognition to the plight faced by Illinois' public universities and started to generate additional funding support. In FY19, approximately \$11.8M of state funds were identified to support critical boiler replacements and steam line distribution repairs. Additionally, in FY20, NIU had been authorized \$52.9M for miscellaneous capital renewal improvements under the Rebuild Illinois Capital Plan. While execution of these authorizations has been delayed over the pandemic, currently there are about \$27M worth of capital renewal funded repair projects at early stages of execution with the Capital Development Board. This provides more assurance that NIU will begin to see these state funded repair investments materialize in the coming fiscal years as projected in Figure 5. The investment spike in FY23/FY24 is a bow wave based on actual projects in early planning/design stages which are likely to be executed around this period.

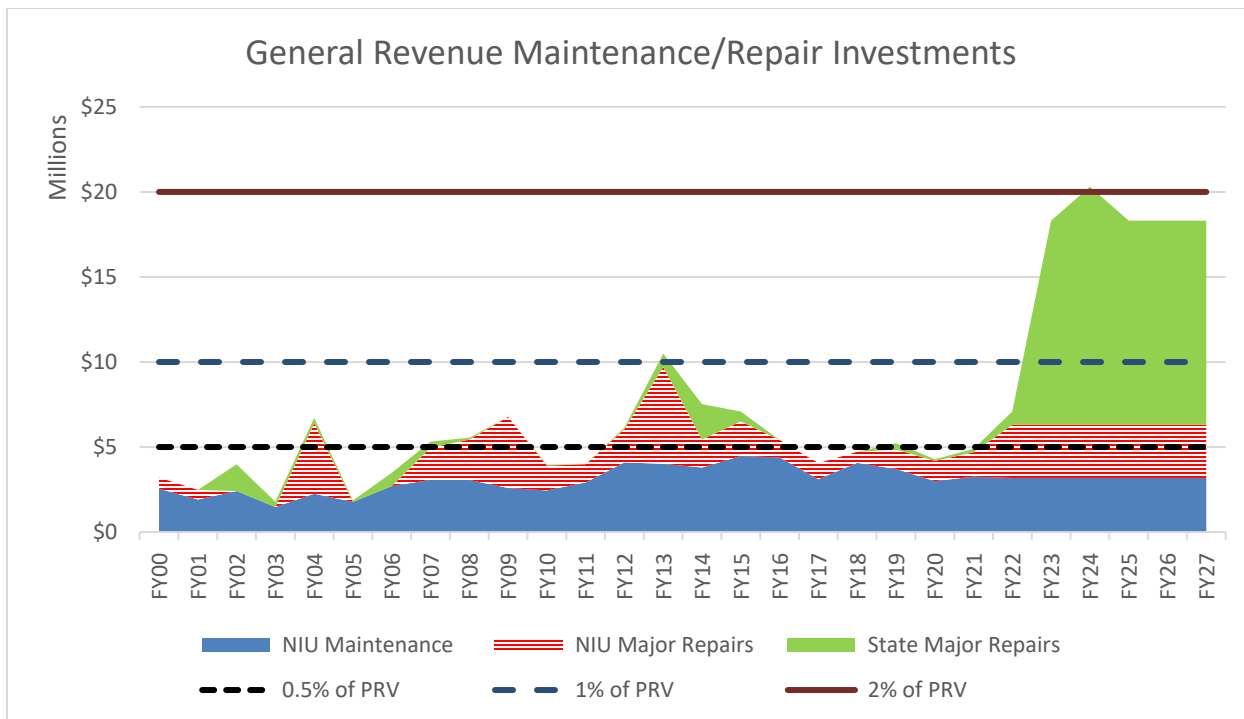


Figure 5

While the level of historic and current investments has not been sufficient to keep up with the constant accumulation of facility deficiencies, the anticipated improved investment level for FY23 through FY28 approaches the 2% of PRV level which is a respectable increase compared to the past. Sustaining this investment level combined with periodic capital/mission enhancement investments (as noted later in this report) and the demolition/sale of surplus structures, may stop the backlog of deferred deficiencies from growing and possibly start to reduce this backlog.

In a similar manner, the total facility maintenance/repair investment supporting Auxiliary buildings was plotted in Figure 6. On average, particularly with an investment spike in FY13 through FY14 supported by Build America Bond financing, this investment level comes to 0.6% which is slightly above the average General Revenue investment level of 0.5%. As previously addressed under the construct of the 2% of PRV investment model, FY22 Auxiliary investments fell short of the 2% industry standard by \$13M. When considered cumulatively over this 22-year period, the under-investment from the 2% of PRV objective represents over \$318M. As discussed previously, this cumulative deferred maintenance amount is not as informative as understanding the long-term trend of investing where, on average, only ~25% of the recommended level is being invested for maintenance and repair needs. As noted for the General Revenue portion, the Auxiliary portfolio of buildings is also not keeping pace with deterioration rates and will be under increased risk of unplanned building failures.

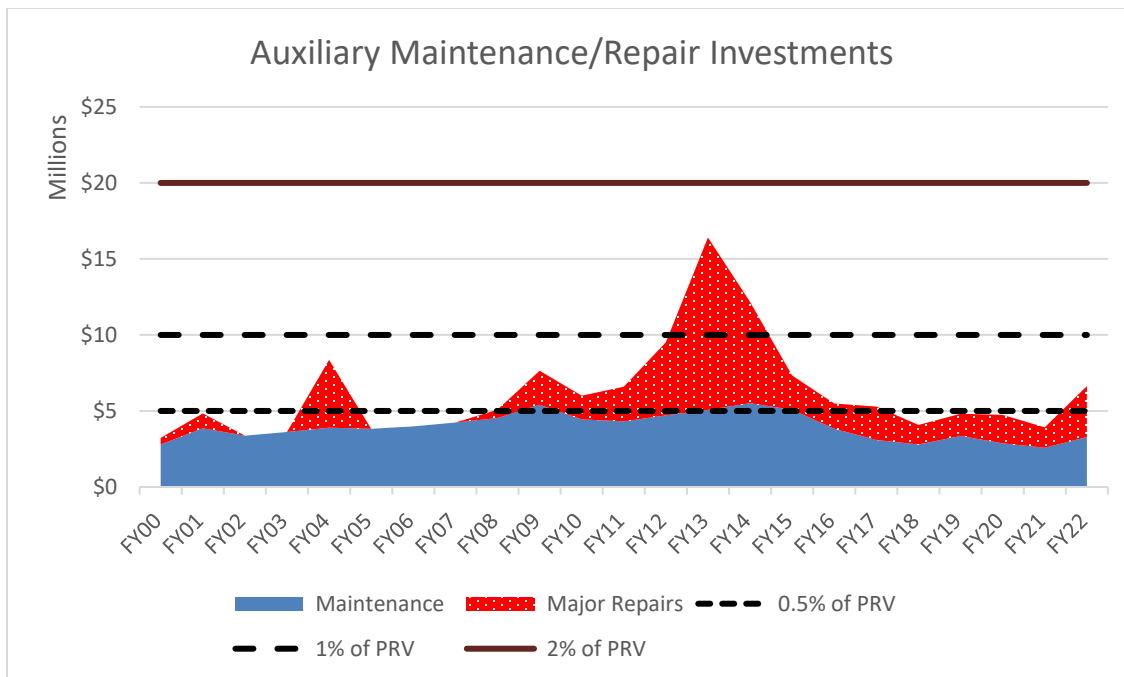


Figure 6

Mission Enhancement Investments

Mission enhancement investments in facilities are defined as improvements that are new or add to an existing capability. As such, these investments may or may not have a direct impact on sustaining a building for its intended life span. This could include modernization updates to a building’s appearance, reconfiguring spaces to better accommodate the supported mission, or adding other capabilities not previously present in the structure. While still important investments for enhancing a building’s appeal and general functionality, this category is differentiated from the maintenance/repair investments which are meant to sustain facilities.

Mission enhancement investments in General Revenue buildings are plotted in Figure 7 below. The 2% of PRV investment model is shown as a reference for the magnitude for this investment. However, the entirety of the mission enhancement investment should not be construed as contributing towards achieving this sustainment investment target. Major renovation projects may address facility deficiencies in a limited portion of the project scope and the remainder of the investment may be towards space reconfigurations and modernization improvements. Similarly, new construction would not address existing facility deficiencies unless accompanied by demolition.

Assuming for a moment that the entirety of mission enhancement investments did contribute towards a building’s sustainment, the combination of maintenance, repairs, and mission enhancement investments over this 22-year period averages to only about 1% of the PRV (50% of target level). This cumulative gap of over \$241M from reaching the 2% investment target further illustrates the magnitude of under-investment for the General Revenue facilities and infrastructure. Mission enhancement investments in FY22 totaled about \$1.1M consisting of smaller NIU-funded projects and a larger pandemic-related grant-funded improvement for access control upgrades.

The Figure 7 chart also forecasts the authorizations from the Rebuild Illinois Capital Plan, specifically pertaining to the construction of the Health Informatics Technology Center project. Since \$7.7M of funds had been released to CDB for planning/design efforts, the actual construction investment will likely not be realized until FY24/FY25, at best. Fortunately, with the start of FY23, the capital project for the Northern Illinois Center for Community Sustainability was funded. Efforts for the \$15M construction will be developing over the next couple years.

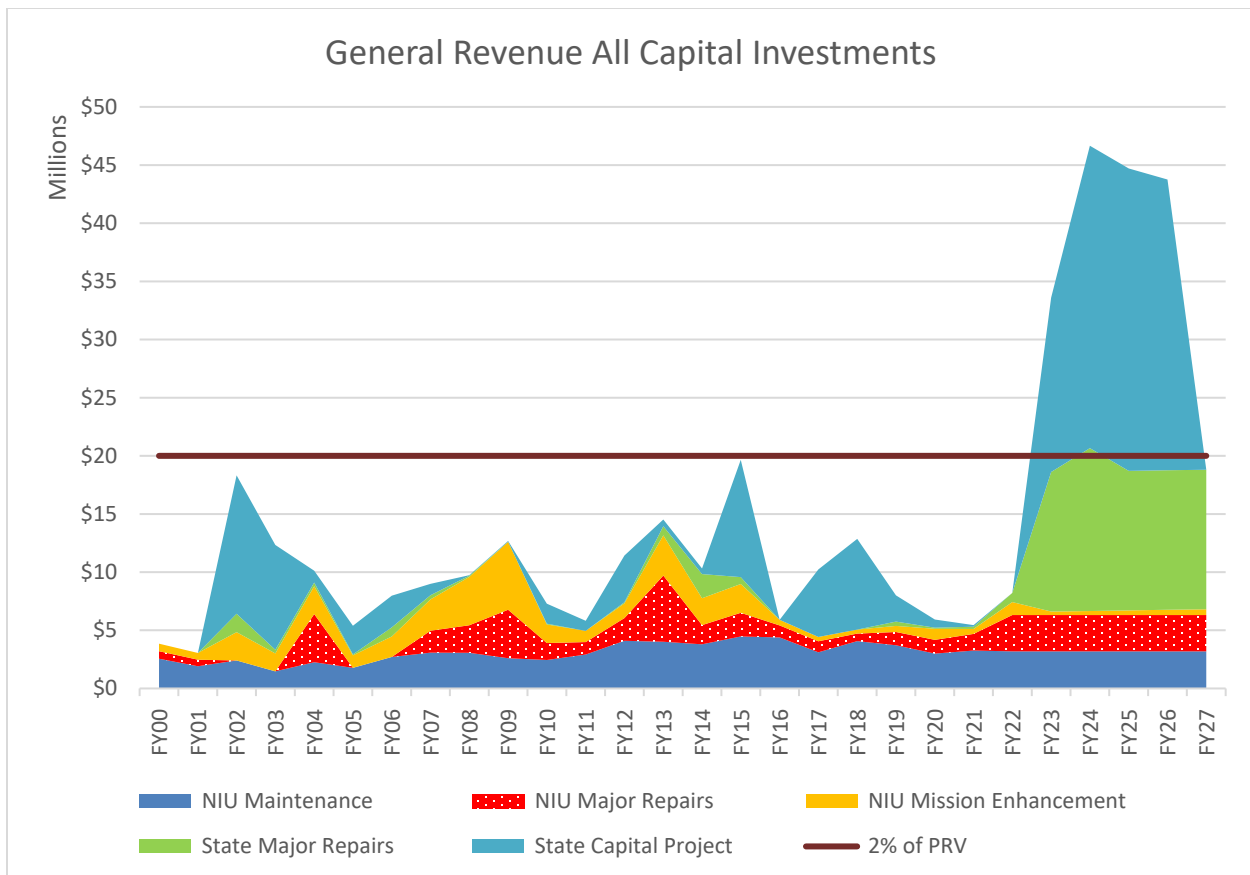


Figure 7

Mission enhancement investments in Auxiliary/Bond Revenue buildings are plotted in Figure 8 below. Again, the percent of PRV investment model is shown as a reference only to illustrate the magnitude for this investment. Assuming for a moment that the entirety of maintenance, repair, and mission enhancement investments would contribute towards sustaining a building/infrastructure, the total investments over this 22-year period would average to 1.5% of PRV. While better than the General Revenue side, this still leaves a cumulative gap of over \$190M from reaching the 2% investment target over this period and further illustrates the magnitude of under-investment in Auxiliary buildings/infrastructure.

The largest period of investment in the Auxiliary portion of the campus occurred during the FY10 through FY16 period and was spurred by the public-private partnership construction of Patterson Hall (formerly New Hall) and financing from the Build America Bonds (BAB). The BAB funding supported projects such as the Gilbert Hall renovation, Grant North towers renovation, Outdoor Recreation Center construction, fire sprinkler installation for Stevenson Hall, and the Lucinda Ave extension following the Douglas Hall demolition. The remaining Build America Bond funding was expended mostly in FY19 and FY20 for the Holmes Student Center ground floor renovation.

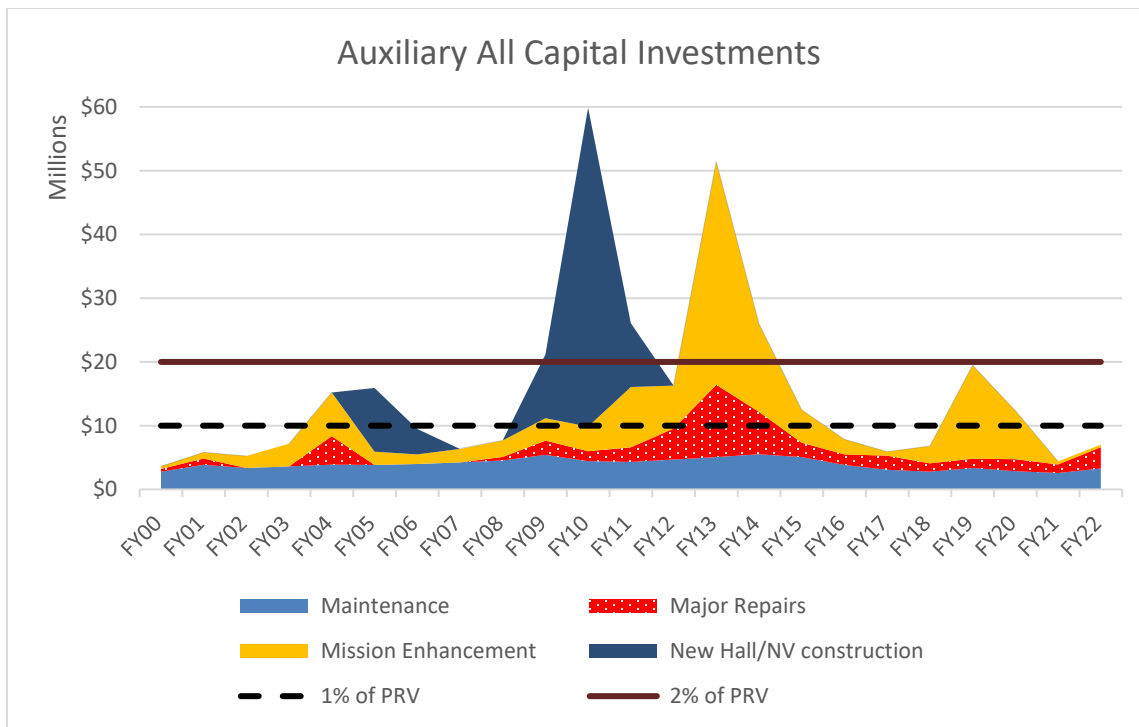


Figure 8

Building Inventory

The university campus is comprised of approximately 85 major buildings with an average age of 50 years. Sixty-three (63) buildings are considered General Revenue support and 22 buildings are considered Auxiliary support. As shown in Figure 9, the campus has changed significantly over the decades as enrollment has increased and the campus has had to adjust.

Today, while the number of buildings differs between the two financial systems, the total building space is equal with the General Revenue buildings holding about 3.8 million square feet and the Auxiliary buildings holding about 3.8 million square feet. Of the entire approximately 7.7 million square feet of university buildings, 58% (48 buildings) are greater than 50 years of age and at a higher rate of deterioration. A shift to 60% greater than 50 years is projected to happen in 2024.

Of the entire approximately 7.7 million square feet of university buildings, 58% (48 buildings) is greater than 50 years of age and at a higher rate of deterioration.

The combination of aging infrastructure and continuing under investment for facility sustainment requirements, as addressed earlier in this report, is creating a growing financial liability. This liability can only be addressed by increasing investments, reducing the facility inventory, or a combination of both actions. Reducing the inventory could be accomplished through consolidation and disposing of excess structures. Disposal actions may be through demolition or sale of buildings and property determined to be surplus to the university needs.

In FY22, the former Art Annex had been sold under the State Property Control Act (30 ILCS 605). Other properties determined surplus to university needs include the Hoffman Estates campus and School of Nursing (Nursing) building in DeKalb. The Hoffman Estates campus is in the process of being sold in FY23 and disposition of the Nursing building is in discussions.

Structures not appropriate for sale and best situated for demolition would include the Lincoln Hall residential complex and Adams Hall. Both buildings are vacant and awaiting demolition, possibly in combination with the new construction associated with the Health IT Center project authorized

under the Rebuild Illinois Capital program. As plotted in Figure 9, the combination of surplus building sales and demolition is projected to provide an approximate 6% reduction for the campus as projects play out in future years. As further opportunities to consolidate and right-size can be evaluated, more reduction may be possible. In the long term, this action will allow the university to place more resources towards remaining structures and other campus operations enhancing the overall university mission.

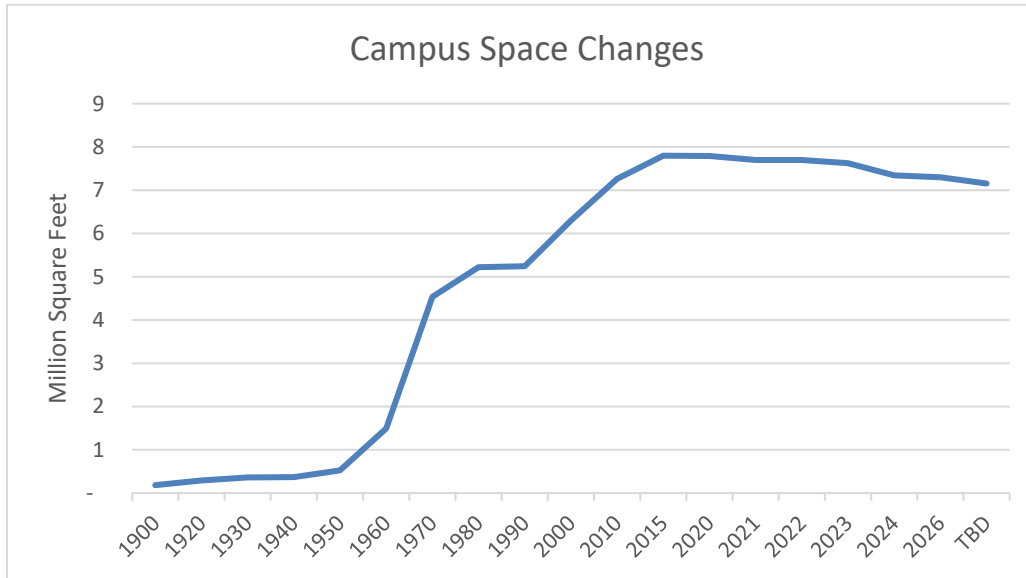


Figure 9

Conclusion

This report continues to illustrate how assessing capital investments is more than just taking a pulse on the amount of deferred maintenance. Since the topic is complex and multi-dimensional, it is best viewed by the types of investments being made, the long-term trends with these investments, the investment levels required to keep pace with deterioration, and the overall inventory of space required to be sustained.

The extended period of past systematic underinvestment has created a dire need for repair and modernization investments. Fortunately, there remain clear and positive indications of increased state investments which will significantly help address critical deficiencies in the coming years. It will be important to continue to increase capital investment efforts to not only address deferred deficiencies, but also address the deterioration yet to come. The current Rebuild Illinois initiative cannot be viewed as a one-time fix and must be viewed as the start of a sustained investment strategy. Buildings and infrastructure have been stressed literally to the breaking point and repeated cycles of underinvestment in the future will likely lead to more failures impacting the university mission to a greater degree than experienced in the past.

In the meantime, the University will need to continue to systematically prioritize facility investments and look for opportunities to reduce the sustainment liability through thoughtful use of space.

Appendix A Historical Highlights of Approved Projects

In FY22, campus continued to emerge from the pandemic, with continued optimism in enrollment numbers and more in-person activity. However, construction projects continued to be hampered by supply chain issues and higher costs. Some NIU funded projects of note completed during this year including critical roofing repairs at Faraday Hall, Chick Evans Fieldhouse, Zulauf Hall and Stevenson Towers for \$1.4M of roof replacements. LED lighting upgrades in the Convocation Center arena and auxiliary gym; parking lot repairs on main campus, Rockford and Naperville; IDOT funded campus roadway improvements; exterior repairs at Northern View residential complex and campus-wide building access control upgrades were other projects of note. For state funded projects, an emergency roof repair was made at the Music Building ahead of anticipated release of funding for a larger capital renewal roof replacement project for that building. Delays associated with CDB bidding process hampered the beginning of the FY19 approved capital renewal west plant boiler replacement and steam tunnel repair projects that were originally anticipated to start in spring of 2022. Design efforts for Visual Arts exterior repairs and Swen Parson roof repairs made good progress and design efforts for the Health Informatics Technology Center got underway. In the first half of the year the Board approved the \$1.4M DeKalb campus access control upgrades project. In spring of 2022 the Board approved a \$1.6M summer roof repairs project, \$650K Stevenson and Grant façade repair project, \$1.26M soccer and baseball turf installation project and \$750K for Neptune North remodel for an HR office relocation which has since been put on hold pending re-evaluation of central campus location options.

In FY21, with campus efforts continuing to be focused around managing the ongoing pandemic, cautious optimism continued with minimal enrollment decreases. Some NIU funded projects of note completed during this year include critical roofing repairs on Chick Evans Fieldhouse, Telephone Security and Wirtz Hall, and Stevenson Towers \$1.4M roof replacement was finally able to get under way with the first of four towers completed in June, the remaining three tower to follow in early and late FY22. Five campus parking lots had repairs made and security camera improvements to the Neptune residential complex were completed. Additionally, continued flow of state funding for long awaited capital renewal projects was welcomed and, in the first half of FY21, NIU received welcome news from the CDB that funding had been released to begin planning and design efforts for the Health Informatics Technology Center which was a long-awaited capital project. Additionally, funds for exterior repair projects at Swen Parson and the Visual Arts Building were released in April and in May \$500K was released to address emergency repairs on a roof replacement project for the Music Building. Previous FY19 approved capital renewal funded projects, Campus Boiler Replacements and Steam Tunnel Repairs, got back on track with the boiler replacement prepared for rebid due to a failed initial effort and the steam tunnel repairs project readying for bidding by the end of the calendar year. In the first half of the year, the Board approved a \$350K largely IDOT grant funded central campus roadway improvements project. Nearing the end of the year, the Board also approved two more projects, a \$316K Lighting Upgrades project for the Convocation Center arena and gym spaces to increase lighting reliability, and the \$500K Music Building partial roof replacement which as noted above will be state funded.

In FY20, the year began with optimism for significantly increased state funding for both capital and capital renewal investments stemming from the Rebuild Illinois capital investment initiative. However, the timing for anticipated tax revenues which were further impacted by the pandemic hitting mid-fiscal year delayed this expected investment boost. The previously FY19 approved and in-process capital renewal-funded projects for Campus Boiler Replacements and Steam Tunnel repairs were both delayed a few months but continued progressing with the CDB. In the first half of the year, the Board approved two NIU-funded projects. The first was the \$1.1M Recreation Center changing room remodeling. This project proceeded through the design phase but was put

on hold due to budget uncertainties resulting from the pandemic. The second was \$1.5M for the Holmes Student Center tower elevator upgrades. This project was also put on hold due to the same budget uncertainties. In the second half of the FY, the Board approved two projects: a \$350K renovation for a Burma Art Collection storage area in the Founders Memorial Library and a \$400K renovation for the College of Business Creativity and Empathy Lab in Barsema Hall. These projects were mostly grant/donation funded and were not impacted financially by the pandemic.

In FY19, increased attention for state capital renewal funding began to produce additional investments for the University. The first phase of the boiler replacement project had been authorized with about \$6.2M of state funding which was augmented with about \$9.8M of funds from the University Auxiliary Reserves. Additionally, about \$5.5M of state funding authorization was provided for steam line repairs. To compensate for higher-than-expected construction bids responding to the Holmes Student Center renovation project, the Board approved an increase of the budget from \$20M to \$20.9M. The Board also approved moving forward with the design of the Northern Illinois Center for Community Sustainability (NICCS) a \$22.9M partially State/grant funded project of which \$7.9M is to be provided by NIU. There were no other projects over \$1M approved by the board. There were four projects approved over \$250K: Convocation Center Nelson Suite remodel for \$300K; steam isolation valve and expansion joint replacement project for \$501K of which \$476K is funded through CDB; Yordon Performance Center remodel for \$275K; and Stevenson Dining Area remodel for \$450K. There were twelve projects between \$100K and \$250K, totaling \$2.1M. There were eleven projects approved between \$50K and \$100K totaling \$734K. In addition, there were 101 other smaller projects approved totaling \$1.2M.

In FY18, continuing enrollment and budget uncertainties played a role in the number and dollar value of capital projects approved in FY18. The Board reconfirmed approval of the budget and use of Build America Bond funds for Holmes Student Center renovation at \$20M. The Board approved only one additional project over \$1M: \$1.27M to replace the video boards and scoreboards at the Convocation Center. There were only two projects approved over \$250K: \$468K for the renovation of Founders Café and \$275K for the renovation of the Nelson Suite at the Convocation Center. There were eight projects between \$100K and \$250K that totaled \$1.26M and six projects between \$50K and \$100K that totaled \$449K. In addition, there were approximately 75 other projects totaling \$1.7M. There was one major emergency repair to the steam tunnel on Normal Road at LaTourette Hall.

In FY17, the State Budget impasse and the University's budget constraints played a major role in the number and dollar value of capital projects approved in FY17. The Board approved only one project over \$1M: the reallocation of \$5.4M in Build America Bonds to begin remodeling, maintenance, repairs, and updates to Neptune Residential Complex. There were only three projects over \$250K: \$750K for Grant South Steam Vault replacement; \$625K for Stevenson Towers (B & C) Roof Replacement; and \$500K to facilitate and complete the move-in to Stevens Building. The anticipated completion of the Stevens Building by the State of Illinois Capital Development Board is spring 2018. There were six projects between \$100K and \$250K that totaled \$1.1M and six projects between \$50K and \$100K that totaled \$424K. There were 52 projects less than \$50K totaling \$850K. Total investment in FY17 was 67 projects totaling \$9M in approvals. There were nine boiler, heating plant, steam tunnel, steam piping, and valve related repairs. Five other projects also related to mechanical systems and equipment on campus were completed. There was one major emergency repair to the water main at Neptune Residential Complex.

In FY16, the Board approved three projects in excess of \$1M: the reallocation of \$20M in Build America Bonds for the renovation of Holmes Student Center; \$1.9M for renovation of New Hall Dining and Residence; and \$1.25M for a phased roof replacement of Gabel Hall. There were five projects over \$400K: \$750K for Grant Steam Vault; \$700K for the Boiler Assessment and Phase I Design; \$625K for Stevenson Towers (A & D) Roof Replacement; \$440K for Lucinda Avenue Realignment; and \$400K for DuSable Steam Vault Repairs. There were four projects between

\$200K and \$400K. Most notable was the repair of the heating system for the Child Development Lab for \$246K. There were 23 project approvals between \$25K and \$200K that totaled \$1.5M, and there were 28 projects under \$25K approved. There were twelve projects approved for General Revenue buildings. Most of these projects were major repairs to critical building systems such as heating, ventilating, air conditioning, leaking roofs, and deteriorated walls.

In FY15, the Board approved one project in excess of \$1M: \$1.5M for planning the renovation of Holmes Student Center and Neptune Residential Complex. There were two projects over \$500K: Grant Central roof replacement at \$812K and renovation of the Animal Research Facilities located in the Psychology/Computer Science building and Montgomery Hall at \$850K. Maintenance project approvals totaled \$3.03M for general campus improvements with an additional \$373K approved for two emergency repairs. There were five projects between \$250K and \$500K, most notably two projects at Huskie Stadium: \$460K for a new turf field and \$300K for additional LED advertising ribbon boards. There were 21 project approvals between \$100K and \$250K that totaled \$4.76M and there were 49 project approvals under \$100K, 30 were under \$25K. There were 17 repair and remodeling projects approved for academics, research, smart classrooms, and support spaces. Notable projects include the renovation of the Animal Research Facilities for Psychology and Biology, nine smart classrooms and classroom upgrades, additional compact storage for the Anthropology Museum, the first electric car charging station on campus, and this year one new facility was added, a new salt shed for Grounds Department to help manage purchasing and storing of winter de-icing salt.

In FY14, the Board approved two projects in excess of \$1M: \$2.25M for a new Public Safety radio system and \$1.38M for electrical infrastructure. In addition, campus maintenance projects totaled \$1.59M for general campus improvements. There was one project between \$250K and \$500K: \$450K for new “beta version” small bus transit system for central campus. There were ten project approvals between \$100K and \$250K that totaled \$1.7M, and there were 50 projects under \$100K approved, 30 of which were under \$25K. There were 20 repair and remodeling projects approved for research, learning, smart classrooms, and support spaces. Notable projects include three smart classrooms, the new walk-in cooler for Geology research in Davis Hall, and a new computerized video message board system for the College of Education.

In FY13, the Board approved two projects in excess of \$1M: \$2.58M for electrical infrastructure and \$1.25M for campus alert systems. In addition, campus maintenance projects totaled \$1.65M for general campus improvements. There was one item between \$500K and \$1M approved by the Board: \$650K for new electronic advertising fascia boards at Huskie Stadium. There was one project between \$250K and \$500K: \$271K for emergency repairs of the entry plaza/mechanical room deck at Montgomery Hall. There were 15 project approvals between \$100K and \$250K that totaled \$2.4M, and there were 23 projects under \$100K approved, nine of which were under \$25K. There were ten repair and remodeling projects approved for research, learning, smart classroom, and support spaces. Notable projects include the new entry door system for Founders Library, four smart classrooms, and a renovated temporary Anthropology lab space for use during the renovation of Stevens Building.

In FY12, the Board approved two projects in excess of \$1M: \$3.3M for Huskie Stadium scoreboard and \$1.8M for campus 100% wireless coverage. In addition, the Capital Development Board approved a budget increase of \$2.9M for Stevens Building Renovation. There was one project between \$500K and \$1M: the CDB approved a budget increase of \$572K for roof replacements on seven campus buildings. There was one project approval between \$250K and \$500K: \$385K for campus alert phase III. There were ten project approvals between \$100K and \$250K that totaled \$1.8M, there were 27 projects under \$100K approved, 14 of which were under \$25K. There were eight repair and remodeling projects approved for research, learning, classroom, and support spaces. Notable projects include the new DOD supercomputer for Computer Science, 100% wireless coverage for campus, three smart classrooms, and a new laboratory for Computer Science.

Appendix B

Semi-Annual Progress Report of Active Capital Projects with a Budget over \$100,000

All projects listed herein have received the needed approvals and are currently in process. The Authorization Date is identified for all NIU-funded projects; the fiscal year is identified for all Capital Development Board (CDB)-funded projects. Status reports are provided on any project, regardless of initiation date, until all work has been completed.

A. CAPITAL DEVELOPMENT BOARD PROJECTS

I. Projects in the Planning Phase

1. Anderson Hall Structural Repairs & Still Hall/Still Gym Masonry Repairs

Total Project Budget: \$7,212,000

Funding Sources: Capital Renewal State Appropriation

Authorization Date: Pending

Status: This is the next priority deferred maintenance project as identified by the annual IBHE submission for the capital renewal program and is expected to be started in an upcoming cycle of funding releases by the state.

II. Projects in the Design Phase

1. Music Building & Gabel Hall Roof Repairs

Total Project Budget: \$4,224,000

Funding Sources: Capital Renewal State Appropriation

Authorization Date: April 2022

Status: In April 2022, CDB was notified of pending release of funding to proceed with this project. CDB has since completed the design consultant selection process. Design work to begin as soon as the contract is in place in early 2023.

2. Northern Illinois Center for Community Sustainability

Total Project Budget: \$20,000,000 (\$15,000,000 construction and \$5,000,000 equipment)

Funding Sources: Grant Funds & Institutional Local Funds

Authorization Date: December 2018

Status: In March 2022, CDB was notified of pending release of funding to proceed with this project. A consultant firm has been selected by CDB to prepare bridging documents for a design-build solicitation. Design work to begin as soon as the contract is in place, anticipated in early 2023.

3. New Construction Health Informatics Technology Center Building

Total Project Budget: \$77,000,000

Funding Sources: FY20 State Appropriation

Authorization Date: January 2020 (for \$7,700,000)

Status: In summer of 2021, a design firm was selected with a contract award made in April 2022. Programming of the building began in late spring of 2022 and is anticipated to be completed by spring of 2023. Following programming completion, the project will proceed to schematic design.

4. Visual Arts Building Structural Repairs & Exterior Building Improvements

Total Project Budget: \$3,753,600

Funding Sources: FY21 Capital Renewal State Appropriation

Authorization Date: April 2021

Status: Design efforts began in November 2021 with contractor bidding in fall of 2022.

Pricing came in higher than anticipated by approximately \$1,000,000 but NIU is working

with CDB to allocate additional funding from NIU's capital renewal authorization to proceed as planned. Construction is anticipated to begin in 2023 after contracts are in place.

5. Swen Parson Roof Replacement & Masonry Repairs

Total Project Budget: \$5,138,200

Funding Sources: FY21 Capital Renewal State Appropriation

Authorization Date: April 2021

Status: Design efforts began in January 2022 and the project is now anticipated to be issued for bidding in early 2023. Construction is anticipated to take place beginning in 2023.

III. Projects in the Construction Phase

1. DeKalb Campus Repair Steam Tunnel Distribution

Total Project Budget: \$5,024,000

Funding Sources: FY19 State Appropriated

Authorization Date: September 2018

Status: Construction bids were received in December 2021. Due to a bid protest and prolonged bid review, the project was advertised with bids received December 2022. Contract award for construction is anticipated in early 2023 with work to follow in spring/summer 2023.

2. DeKalb Campus West Heating Plant & Boiler Replacement Phase I

Total Project Budget: \$18,400,000

Funding Sources: Institutional Auxiliary Reserves & FY19 State Appropriated

Authorization Date: August 2017

Status: Following a failed initial solicitation effort, a design-build team was selected in December 2021. Contract negotiations and award are not yet completed due to extended reviews and unanticipated cost increases. Currently awaiting updates from CDB if project will be able to be awarded or may need to be readvertised for a third time.

3. Stevens Building Addition & Renovation

Total Project Budget: \$37,300,135

Funding Source: FY10 CDB, Amended FY17 & FY17 NIU Appropriated Funds

Authorization Date: February 2010

Status: Construction work was completed and building reoccupied in May 2018. Building HVAC refinements were completed in 2020. The remaining item is a delayed State of Illinois commissioned artwork originally anticipated to be completed summer 2022. Once artwork is installed, the project will be closed.

B. NORTHERN ILLINOIS UNIVERSITY PROJECTS

I. Projects in the Planning Phase

1. DeKalb Campus Master Planning Framework

Total Project Budget: \$200,000

Funding Source: Institutional Funds

Authorization Date: Pending

Status: A solicitation for consultant services is currently in process. Work is intended to begin in early 2023.

2. DeKalb Campus 2023 Elevator Upgrades

Total Project Budget: \$280,000

Funding Source: Appropriated Income funds and Auxiliary Reserve Funds

Authorization Date: Pending

Status: Scope finalization in process.

3. **Holmes Student Center Building Envelope Repairs Phase 1**
Total Project Budget: \$1,700,000
Funding Source: Institutional Auxiliary Reserves
Authorization Date: Pending
Status: Project was previously deferred due to past year budget uncertainties and then pandemic. A consultant was hired to assess and prioritize necessary repairs with particular concentration on the tower which has been experiencing more water infiltration issues.
4. **Stevenson & Grant Residential Complexes Building Envelope Phase 2**
Total Project Budget: \$3,200,000
Funding Source: Auxiliary Reserve Funds
Authorization Date: Pending
Status: Scope finalization in process.
5. **DeKalb Campus Summer 2023 Roadway Repairs**
Total Project Budget: \$400,000
Funding Source: Institutional Funds
Authorization Date: Pending
Status: Scope finalization in process. Work planned for summer 2023.
6. **Standalone Boiler Replacements**
Total Project Budget: \$590,000
Funding Source: Institutional Funds
Authorization Date: Pending
Status: Scope finalization in process as informed by assessment project listed below.
7. **Lorado Taft Campus Wastewater Treatment Plant Replacement**
Total Project Budget: \$3,500,000
Funding Source: Institutional Local Funds (& IEPA Loan)
Authorization Date: December 2022
Status: Consultant design and permitting preparation is proceeding. Construction scheduling is pending.
8. **DeKalb Campus Summer 2023 Roof Repairs**
Total Project Budget: \$3,500,000
Funding Source: Institutional Funds
Authorization Date: December 2022
Status: Consultant design and scope finalization is proceeding. Work anticipated for summer/fall 2023.
9. **Yordon Center Northwestern Medicine Performance Center Flooring Replacement**
Total Project Budget: \$350,000
Funding Source: Foundation – Donation Funds
Authorization Date: December 2022
Status: Scope and construction planning underway. Work is anticipated for summer 2023.
10. **Recreation Center Changing Room Remodel**
Total Project Budget: \$1,370,000
Funding Source: Institutional Funds
Authorization Date: December 2022
Status: Originally approved for \$1,100,000 in September 2019, the project was put on hold at the beginning of the pandemic. This revised approval is intended to facilitate a phased minimal upgrade to the changing rooms. Schedule for execution will be based on funding availability.

11. East Campus Winter Repairs 2022/2023 Chillers

Total Project Budget: \$242,550

Funding Source: Institutional Funds

Authorization Date: December 2022

Status: Equipment has been ordered and preparations are being made for completion of work prior to the next cooling season.

12. West Campus Winter Repairs 2022/2023 Chillers

Total Project Budget: \$226,900

Funding Source: Institutional Funds

Authorization Date: December 2022

Status: Equipment has been ordered and preparations are being made for completion of work prior to the next cooling season.

II. Projects in the Design Phase

1. DeKalb Campus Facilities Condition & Needs Assessment Phase I

Total Project Budget: \$200,000

Funding Source: Institutional Funds

Authorization Date: May 2022

Status: A solicitation for consultant services was issued March 2022 and selection was made in June. Facility walk throughs were completed over the summer. Finalized reports are under review and in process.

2. Neptune North First Floor Remodel for Relocation of Human Resource Services

Total Project Budget: \$750,000

Funding Source: Institutional Funds

Authorization Date: February 2022

Status: Originally planned for work to be completed summer through fall of 2022, recent changes in anticipated need for housing on central campus paused this effort. Other central campus building locations are currently under review for this planned relocation.

3. Standalone Boilers Assessment

Total Project Budget: \$195,200

Funding Source: Institutional Funds

Authorization Date: December 2021

Status: Assessment currently in process of being finalized and will support future project planning necessary repair work.

4. DeKalb Campus Chiller Water Reconfiguration Assessment

Total Project Budget: \$169,000

Funding Source: Institutional Funds

Authorization Date: December 2021

Status: Finalized assessment report was completed fall of 2022. Information is being evaluated to help guide future project planning. Final payments are in process, this will be the last report for this project.

III. Projects in the Construction Phase

1. Chilled Water Plant Chiller #2 VFD Replacement & Overhaul

Total Project Budget: \$420,000

Funding Source: Institutional Funds & Appropriated Income Funds

Authorization Date: November 2022

Status: Equipment purchases are in process. Work is planned to be completed prior to the

next cooling season in 2023.

2. **Wellness & Literacy Center Remodel for School of Nursing Relocation**

Total Project Budget: \$950,000

Funding Source: Institutional Funds

Authorization Date: November 2022

Status: Scope of work finalization in process. Renovation planned for April-August 2023.

3. **Swen Parson Rooms 110-117, 318-319 Remodel**

Total Project Budget: \$200,000

Funding Sources: Institutional Funds

Authorization Date: August 2022

Status: Work was completed in January and final payments are in progress. This will be the last report for this project.

4. **New Hall Complex FY23 Rotation Painting**

Total Project Budget: \$190,000

Funding Source: Institutional Auxiliary Operations Funds

Authorization Date: June 2022

Status: Work is approximately 50% complete and will progress through the remainder of the fiscal year as coordinated with the housing staff.

5. **Altgeld Hall First Floor Art Gallery Ceiling Repairs**

Total Project Budget: \$125,050

Funding Source: Appropriated Income Funds

Authorization Date: June 2022

Status: Work was completed over the summer of 2022. Final payments have been made and the project is closed. This will be the last report for this project.

6. **East Plant Summer Repairs 2022**

Total Project Budget: \$195,350

Funding Source: Institutional Auxiliary Reserves & Appropriated Income Funds

Authorization date: May 2022

Status: Work is in process and approximately 75% complete. Work is anticipated to be completed by February.

7. **Psychology/Computer Science Building Rooms 51, 53, 56 Remodel to Research Labs**

Total Project Budget: \$220,800

Funding Source: Appropriated Income Funds

Authorization Date: May 2022

Status: Work was completed January 2023 and final payments are in process. This will be the last report for this project.

8. **Zulauf Hall Parapet Roof Repairs**

Total Project Budget: \$145,400

Funding Source: Appropriated Income Funds

Authorization Date: May 2022

Status: Work is complete, final payments are in process, this will be the last report for this project.

9. **Patterson Hall East Nexus Valve Replacements**

Total Project Budget: \$235,000

Funding Source: Institutional Auxiliary Reserves

Authorization Date: May 2022

Status: Work is in progress and approximately 90% completed. Remaining work is being scheduled to least disrupt resident students and is anticipated to complete in 2023.

10. Founders Library Exterior South & West Façade Cleaning & Caulking

Total Project Budget: \$175,000

Funding Source: Appropriated Income Funds

Authorization Date: May 2022

Status: Work is complete and final payments have been made. This will be the last report for this project.

11. DeKalb Campus Summer 2022 Parking Lot Repairs

Total Project Budget: \$153,450

Funding Source: Institutional Local Funds

Authorization Date: April 2022

Status: Work was completed at Lots P and 5 over the summer of 2022. This will be the last report for this project.

12. DeKalb Campus General Revenue Buildings 2022 Exterior Painting

Total Project Budget: \$170,800

Funding Source: Appropriated Income Funds

Authorization Date: April 2022

Status: Work is complete and final payments have been made, this will be the last report for this project.

13. Grant South Tower A Art Studios Relocation Phase II

Total Project Budget: \$224,100

Funding Source: Institutional Funds

Authorization Date: April 2022

Status: All work is complete and final payments are in process. This will be the last report for this project.

14. DeKalb Campus 2022 Elevator Repairs

Total Project Budget: \$171,850

Funding Source: Appropriated Income Funds

Authorization Date: December 2022

Status: Original approved in April, project is currently 25% complete. Remaining equipment has arrived to complete original repairs and additional unforeseen repairs. Work anticipated to be completed by early 2023.

15. Rockford 2022 Parking Lot Repairs

Total Project Budget: \$195,000

Funding Source: Institutional Local Funds

Authorization Date: November 2022

Status: All work is complete and final payments are in process. This will be the last report for this project.

16. Naperville 2022 Parking Lot Repairs

Total Project Budget: \$191,950

Funding Source: Institutional Local Funds

Authorization Date: April 2022

Status: Work is complete and final payments are in process. This will be the last report for this project.

17. Northern View Complex Building #2 Exterior Repairs

Total Project Budget: \$132,000

Funding Source: Institutional Auxiliary Reserves

Authorization Date: March 2022

Status: Work is complete and final payments have been made, this is the last report for this project.

18. Stevenson & Grant Residence Halls Building Envelope Repairs

Total Project Budget: \$650,000

Funding Source: Institutional Auxiliary Reserves

Authorization Date: March 2022

Status: Work is complete and final payments have been made, this is the last report for this project.

19. DeKalb Campus Summer 2022 Roofing Repairs

Total Project Budget: \$1,600,000

Funding Source: Institutional Funds

Authorization Date: March 2022

Status: Scope includes roof replacement and repair work at Faraday Hall, Evans Fieldhouse, and the Convocation Center. Work is complete and final payments are in process. This is the last report for this project.

20. DeKalb Campus Soccer & Baseball Fields Artificial Turf Installation

Total Project Budget: \$1,455,000

Funding Source: Institutional Auxiliary Reserves

Authorization Date: November 2022

Status: Work was completed for Soccer field prior to fall season as planned. Baseball field scope is predominantly complete with minor items to be completed by March 2023.

21. Founders Memorial Library First Floor Learning Commons Installation

Total Project Budget: \$248,300

Funding Source: Appropriated Income Funds

Authorization Date: March 2022

Status: Work was predominantly complete by the end of June. Final payments are in process. This is the last report for this project.

22. Evans Fieldhouse Tennis Facility Upgrades Phase I

Total Project Budget: \$163,600

Funding Source: Foundation - Donor Funds

Authorization Date: February 2022

Status: Work was completed in June, all payments have been made and the project is closed.

23. DeKalb Campus Utility Submetering Pilot Installation

Total Project Budget: \$246,150

Funding Source: Institutional Local Funds

Authorization Date: December 2021

Status: Design has been completed and bidding documents issued for pricing. Project is approximately 25% completed. Work anticipated to be completed spring/summer 2023.

24. East Campus 2021/2022 Winter Repairs Chillers

Total Project Budget: \$228,100

Funding Source: Institutional Auxiliary Reserves & Appropriated Income Funds

Authorization Date: December 2021

Status: Work was completed, final payments made, and project was closed out in September.

25. **Founders Memorial Library Chilled Water Coil Replacements**
Total Project Budget: \$128,500
Funding Source: Appropriated Income Funds
Authorization Date: December 2021
Status: Work was completed, final payments made, and project was closed out in September.
26. **Huskie Stadium Summer 2022 West Stands Exterior Maintenance Repairs**
Total Project Budget: \$238,250
Funding Source: Institutional Auxiliary Reserves
Authorization Date: October 2021
Status: Work is in progress and approximately 75% complete, work will continue through the spring as weather permits.
27. **DeKalb Campus Access Control Upgrades**
Total Project Budget: \$1,400,000
Funding Source: Grant Funds
Authorization Date: September 2021
Status: Following delays due to supply chain issues, work was largely complete before the beginning of the fall semester and is now 95% complete with the exception of some warranty replacement items. It is anticipated that the project will be closed out in early 2023.
28. **Dorland Building Freezer Condenser/Evaporator Replacement Phase II**
Total Project Budget: \$164,500
Funding Sources: Institutional Auxiliary Reserves
Authorization Date: August 2021
Status: Replacement equipment was delayed due to pandemic-related supply chain issues but work is now 75% complete. It is anticipated that the project will be complete by spring 2023.
29. **Convocation Center Arena & Auxiliary Gym LED Lighting Upgrades**
Total Project Budget: \$316,000
Funding Sources: Institutional Auxiliary Reserves
Authorization Date: June 2021
Status: Material supply chain delays postponed the original intended schedule for this project. Work is completed and final payments are in process this will be the last report for this project.
30. **DeKalb Campus Central Campus Roadway Improvements**
Total Project Budget: \$357,600
Funding Source: Institutional Local Funds & Federal Grant Funds
Authorization Date: January 2021
Status: The project was rebid by IDOT in November 2021 and construction was executed summer of 2022. Work is complete and final payments are in process. This will be the last report for this project.
31. **Stevenson Towers A, B, C & D Roof Replacement**
Total Project Budget: \$1,400,000
Funding Source: Institutional Auxiliary Reserve Funds
Authorization Date: March 2020
Status: Previously placed on hold due to pandemic budget uncertainties, construction work began summer of 2021 with two towers completed and summer of 2022 the remaining two

towers were completed. Final payments are in process. This will be the last report for this project.

32. Holmes Student Center Tower Elevator Controls Upgrade

Total Project Budget: \$1,500,000

Funding Source: Institutional Auxiliary Reserve Funds

Authorization Date: December 2019

Status: Equipment orders were put on hold due to the pandemic budget uncertainties. Supply chain and manpower issues has hampered progress on this project. Equipment arrived in early January and work is anticipated to be complete by spring 2023.

**QUARTERLY SUMMARY REPORT OF TRANSACTIONS IN EXCESS OF
\$100,000 FOR THE PERIOD OCTOBER 1, 2022 TO DECEMBER 31, 2022**

In accordance with *Board of Trustees Regulations* (Section V, Subsection B.5), this report of all obligations of financial resources greater than \$100,000 but less than \$250,000 is submitted at the end of each calendar quarter to the Board of Trustees. This quarterly report does not include commercial card obligations. Following is a summary of the number of transactions, fund source, total dollar amount, and transaction details for obligations incurred during the quarter ended December 31, 2022.

Purchase Amount	No. of Transactions	Appropriated*	Non-Appropriated	Total
Over \$100,000	17	\$859,505	\$2,201,186	\$3,060,691

TRANSACTIONS DETAIL:

Purchases:

1. The Provost Office requested permission to issue a purchase order for executive search firm services for the Dean of the College of Engineering and Engineering Technology for the period October 1, 2022 through June 30, 2023. (Greenwood/Asher & Associates, Miramar Beach, FL) 130,000
2. The President's Office requested an amendment to include the monthly consulting fee for the executive search firm services for the interim Chief Financial Officer for the period through December 15, 2022. This item was originally approved on the April 22, 2022 President's Report in the amount of \$77,400. (Registry for College University Presidents, Peabody, MA) 240,733*
3. Physics requested permission to purchase cast scintillator material which will be used for the CMS detector upgrade for the high-luminosity running of the CERN-based Large Hadron Collider. (Saint-Gobain Crystals, Hiram, OH) 243,360
4. Athletics requested permission to buyout the Wake Forest game which was replaced with the game against the University of Arizona. (Wake Forest University, Winston-Salem, NC) 170,000
5. The Convocation Center requested permission to issue an FY23 open order for security staff for special events held at the Convo for the period through June 30, 2023. (Andy Frain Services Inc., Aurora, IL) 249,500
6. The Division of Information Technology requested permission to purchase ASR 9k routers, which will help support future high bandwidth needs of campus academics and research. (Presidio Networked Solutions Group, Chicago, IL) 184,403
7. The Controller's Office requested payment required of the University's portion of the federal share of the cost for the Single Audit for the period ending June 30, 2022. (Office of the Auditor General, Springfield, IL) 148,167*

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|---|---------|
| 8. Housing and Residential Services requested permission to purchase new mattresses for Stevenson Towers. (Consolidated Hospitality Supplies-DBA American Education Supplies, Vernon Hills, IL) | 132,178 |
|---|---------|

Capital Improvement Projects:

- | | |
|--|---------------------|
| 1. Campus drainage retention system condition assessment: Effort to assess the loss of capacity in campus retention pond system due to sedimentation and shoreline erosion. Includes recommended options for immediate and/or long-term solutions to improve, repair, and/or restore each pond or lagoon including budgetary cost estimates for future project planning. | 75,000*
75,000 |
| 2. West Chilled Water Plant and Convocation Center chiller annual maintenance and repairs: The scope includes annual routine maintenance work, cooling tower maintenance, leak repairs and other miscellaneous repair requirements. | 84,450*
142,450 |
| 3. East Chilled Water Plant and Engineering Building chiller annual maintenance and repairs: The scope includes annual routine maintenance work, cooling tower maintenance, leak repairs and other miscellaneous repair requirements. | 141,255*
101,295 |
| 4. Humidity control improvements for the Pick Museum of Anthropology in Cole Hall: Scope includes relocation of a system humidifier for improved performance and replacement of a humidifier that is beyond its useful life. | 110,500* |
| 5. Health Services and Engineering Building elevator repairs: Previously reported to the board in August 2022 as costing \$112,450, unforeseen conditions with the Engineering elevator required additional repairs. The revised total for this effort is \$171,850. | 59,400* |
| 6. Holmes Student Center space improvement assessment: Spaces to be evaluated included the ballroom, auditorium, meeting rooms, dining room and a number of hotel rooms for accessibility upgrades. Effort will develop improvement options with budgetary cost estimates for future project planning. | 115,000 |
| 7. Residential halls condition assessment: Neptune, Grant, and Stevenson housing complexes will be evaluated for repairs and potential space improvements. Effort will develop scopes and improvement options with budgetary cost estimates for future project planning. | 160,000 |
| 8. Patterson Hall fire sprinkler line break: On October 26, 2022, a fire protection sprinkler pipe unexpectedly cracked and caused water damage to a series of residential rooms and adjacent spaces. This emergency project was established to proceed with urgent restoration actions to quickly return the spaces for student occupancy. Actual costs are expected to be less than \$200K. | 249,000 |
| 9. Patterson Hall fire sprinkler line break: On December 5, 2022, a fire protection sprinkler pipe unexpectedly cracked and caused water damage to a series of residential rooms and associated spaces. This emergency project was established to proceed with urgent restoration action to return affected spaces for student occupancy. Actual costs are expected to be less than \$200K. Given the recent experience of two similar incidents, an assessment is being initiated to determine the risk for future breaks and options for mitigating. | 249,000 |

*Appropriated Funds

**COLLECTIVE BARGAINING AGREEMENT FOR THE NIU TENURE
AND TENURE TRACK UNIT, UNITED FACULTY ALLIANCE, LOCAL
4100 OF THE UNIVERSITY PROFESSIONALS OF ILLINOIS**

Summary: Northern Illinois University negotiates with fifteen collective bargaining organizations representing different employee groups. Salary increases and other terms/conditions of employment for bargaining unit members are subject to negotiation and final agreements are submitted for approval to the Board of Trustees.

- 1) **Bargaining unit:** NIU Tenure and Tenure Track Unit, United Faculty Alliance, Local 4100 of the University Professionals of Illinois, representing approximately five hundred thirty-two (532) employees in the Division of Academic Affairs.

Scope of Negotiations: Full agreement.

Tentative Agreement for Board Action: A four-year agreement, retroactively effective from July 1, 2022 through June 30, 2026.

Recommendation: Terms and conditions of this agreement are consistent with University policies and guidelines. The University recommends that the Board of Trustees approves the NIU Tenure and Tenure Track Unit, United Faculty Alliance, Local 4100 of the University Professionals of Illinois collective bargaining agreement.

COLLECTIVE BARGAINING AGREEMENT

**by and between
The Board of Trustees
for and on behalf of
NORTHERN ILLINOIS UNIVERSITY**

and

**NIU TENURE AND TENURE TRACK UNIT,
UNITED FACULTY ALLIANCE, UNIVERSITY
PROFESSIONALS OF ILLINOIS, LOCAL 4100, IFT, AFT,
AFL-CIO**

July 1, 2022 – June 30, 2026

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Article 1

PURPOSE

- 1.1** The purpose of this Agreement is to provide an orderly collective bargaining relationship between the Union representing the bargaining unit employees and the Employer. This Agreement is intended to make clear and establish the wages, hours, and terms and conditions of employment and the procedure for equitable resolution of grievances.

Article 2 RECOGNITION

2.1 Northern Illinois University, pursuant to authority vested in it by the Board of Trustees, shall be considered the Employer. The University, as Employer, shall recognize the United Faculty Alliance of NIU (UFA), United Professionals of Illinois (UPI) IFT-AFT, AAUP, as exclusive bargaining agent for all persons in the bargaining unit. The Employer and the UFA shall be jointly referred to as the “Parties” for purposes of this contract.

2.1.1 As defined in the Illinois Educational Labor Relations Board, Order of Certification of June 9, 2016 Case Number 2016-RC-0010-C the bargaining unit is as follows:

Includes: All full-time (0.51 FTE and above) tenured and tenure track faculty employed at Northern Illinois University.

Excluded: All adjunct, part-time and non-tenured faculty, retirees; students; faculty of the College of Law; and all other supervisory, managerial, confidential and short-term employees as defined in the Illinois Educational Labor Relations Act.

2.1.2 Additionally, the parties have agreed to the following inclusions and exclusions from the bargaining unit:

- a. The following categories or classifications of employees shall be included in the bargaining unit (assuming such individuals otherwise meet the definition of bargaining unit member):
 1. Assistant Chairs
 2. Assistant Directors
 3. Library Department Heads
 4. Other Directors in Academic Affairs

- b. The following categories or classifications of employees shall be excluded from the bargaining unit:
 1. Department Chairs
 2. School Directors
 3. Joint Appointments with external entities (e.g., Argonne, Fermi Labs)
 4. College of Business, Labor Relations Advisor
 5. Director, Center for Southeast Asian Studies
 6. Director, Center for the Study of Environment, Sustainability, and Energy
 7. Director, Center for Latino and Latin American Studies
 8. Director, Center for the Study of Women, Gender and Sexuality
 9. Director, Center for Nonprofit and NGO Studies
 10. L.D. and Ruth G. Morgridge Endowed Chair in Teaching Education
 11. Director of Undergraduate Nursing Program

Article 2
RECOGNITION (Cont'd)

- 2.2** The Employer agrees to provide UFA notice of Joint Appointments under Section 2.1.2 (b)(3) within fourteen (14) calendar days after the faculty member's starting date with NIU.
- 2.3** Nothing herein requires the Employer to maintain any of the positions included or excluded above.

Article 3
ELECTRONIC ACCESS TO AGREEMENT

- 3.1** Within fourteen (14) working days of execution of this Agreement the Employer shall post the Agreement to its website. The Employer shall maintain this Agreement on its website for the duration of the Agreement.

Article 4
LABOR MANAGEMENT MEETINGS

- 4.1** During the term of this Agreement, if either party requests a meeting, the two parties shall meet at a mutually agreeable time. When practical, the parties shall agree, in advance, to an agenda for the meeting, and provide the number of its participants to the other party. The Employer shall inform the Union if it plans to have participants at a meeting who are not employees of Northern Illinois University. The Union shall inform the Employer if it plans to have participants at a meeting who are not bargaining unit members. In addition, if the union plans to have an attorney participate in a meeting, it shall inform the Employer.

Article 5
**COMMUNICATIONS BETWEEN THE EMPLOYER AND BARGAINING
UNIT MEMBERS**

- 5.1** Nothing contained in this Agreement shall be construed to prevent the Employer, or their members, officials, agents or representatives from meeting with any individual, organization or constituency group to discuss any matter. The specific and express terms of this Agreement, however, shall not be changed as a result of any such meeting except by mutual agreement of the Employer and the UFA.

Article 6

MANAGEMENT RIGHTS

- 6.1** The Employer retains and reserves to itself all rights, powers, privileges, duties, responsibilities and authority conferred upon and vested in it by law, whether exercised or not, including, but not limited to, the right to operate, manage, control, organize, and maintain the University and in all respects carry out the ordinary and customary functions of management and to adopt policies, rules, regulations, and practices in furtherance thereof.
- 6.2** The Employer's exercise of its rights, powers, privileges, duties, responsibilities, and authority and the adoption by the Board of Trustees of policies, rules, regulations, and practices in furtherance thereof, shall be limited only by the specific and express terms of this Agreement.
- 6.3** The parties to this Agreement recognize that the University Constitution, By-laws and regulations define special rights and responsibilities for the faculty of the University. Neither the Employer nor the Union intend that any of the terms of this Agreement abridge or diminish the roles of the faculty or the Employer as established in the University Constitution, By-laws and regulations, as amended by the Board of Trustees from time-to-time. Any and all amendments to the University Constitution, By-laws and regulations shall not change the terms of this Agreement.
- 6.4** Neither the Union nor the Employer waive the rights guaranteed them under the Illinois Educational Labor Relations Act.

Article 7

UNION RIGHTS

- 7.1** In accordance with established procedures, the Union shall have the right to reserve and use University facilities, use existing bulletin boards, and communicate with bargaining unit members through the University email system.
- 7.2** On the first day of class and 30 calendar days after the first day of class in both the fall and spring terms, the Employer shall provide the Union the following information on each bargaining unit member:
- a. Name on file with Human Resource Services
 - b. College
 - c. Department
 - d. Rank (e.g., Professor, Associate Professor, Assistant Professor)
 - e. Salary
 - f. Employee Identification Number
 - g. Date of Hire
 - h. University Email Address
 - i. Campus Office Location
 - j. Campus Phone Number
 - k. Home Address
 - l. Cell Phone Number (if available)
- 7.3** On the first day of class of the fall and spring terms of each year, the Employer shall provide the Union a list of all bargaining unit members who are on full-year sabbatical, educational or personal leave, family medical leave, and/or military leave.
- 7.4** The Union shall be provided an opportunity to meet with newly hired faculty members during the Human Resource Services orientation.

Article 8

RELEASE TIME FOR UNION BUSINESS

- 8.1** The Employer shall grant release time or provide additional compensation for Union business, leaves without salary, and additional purchased release time based on the provisions in this article. Additional compensation shall be paid at the overload rate per CHE identified in Article 26 of this agreement. No later than May 1 of each calendar year, the Union shall specify which members of the bargaining unit shall receive a course reduction or other equivalent workload reduction for the academic year.
- 8.2** The Union shall receive 12 credit hours or their equivalent of workload reduction per semester per academic year. The Union may designate which individuals in the bargaining unit will receive release time. Upon mutual agreement between the designated bargaining unit members and the Employer, additional compensation equivalent to the credit hour or equivalent workload reduction per academic year may be provided as an alternative to the credit hour or equivalent workload reduction to ensure that adequate teaching or library resources are available. If an individual receiving release time works in the Libraries, the workload shall be reduced 6.7 % per credit hour equivalent per week per year.
- 8.3** The president and the other individual designated by the Union to receive Release Time will be the points of contact for the Employer in scheduling Labor Management meetings.
- 8.4** The Union may purchase additional Release Time based on the overload rate identified in Article 26 of this agreement.
- 8.5** The Union and any individual assigned in accordance with this Article shall indemnify and hold harmless the Board of Trustees and Northern Illinois University, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or any forms of liability (monetary or otherwise) that shall arise out of, or by reason of, action taken by the Employer for the purposes of complying with the above provisions of this Article and Section, or in reliance of any list, notice, certification, affidavit, or assignment furnished by the Union under any such provision.

Article 9

DUES DEDUCTION

9.1 Dues Deduction

In accordance with the Northern Illinois University Law (110 ILCS 685/30-45(2)) the Illinois Educational Labor Relations Act (115ILCS 5/11.1 (d) et seq.), the Union will provide the Employer a list of bargaining unit members from whom the employer shall deduct union dues, in accordance with the term of an employee's respective written authorization. Under such arrangement, an amount shall be deducted from each regular payroll period which is equal to the pro rata share of the annual dues, plus any payments or contributions, and the Employer will transmit such deductions to the Union within 10 working days from the time of the deduction. Dues amounts shall be established by the Union and certified in writing (email constitutes written communication for this purpose) by the Union's treasurer to the Employer.

9.2 Procedures for Dues Deduction

- a. The Employer shall deduct dues from the members of the bargaining unit as soon as possible, upon written notice from the Union, in accordance with the deadlines established in the Employer's payroll cycle. The Employer shall not deduct membership dues from anyone in the bargaining unit for whom the Union has not authorized a deduction. The Union will notify the Employer of any bargaining unit members who choose to cease paying dues pursuant to the terms of their signed membership/dues authorization card. Upon notification, the Employer shall discontinue those deductions as soon as possible, in accordance with the deadlines established in the Employer's payroll cycle.
- b. The deductions shall be made by the Employer in each pay period beginning with the first full pay period following receipt of the written authorization or written notice from the Union. The deductions shall commence as soon as possible, in accordance with the deadlines established in the Employer's payroll cycle.

9.3 Indemnification

The Union shall indemnify, defend, and hold the State of Illinois, Board of Trustees, the University, and its trustees, members, officials, agents or its employees or representatives harmless against any claim, demand, action, complaint, suit or any form of liability (monetary or otherwise), including attorney's fees and costs arising from the deduction of membership dues in compliance with this article. The Union assumes full responsibility and liability for the disposition of monies deducted from the salaries of bargaining unit members for Union dues once such monies have been remitted to the officer designated by the Union to receive such remittance.

Article 10

GOVERNANCE

- 10.1** The Union retains the exclusive right to negotiate and reach agreement on wages, hours, and terms and conditions of employment for members of the bargaining unit. Without waiving this right, the parties to this Agreement recognize and support the role of the University Council and Faculty Senate as established by the Northern Illinois University Board of Trustees Regulations and the University Constitution and By-Laws.
- 10.2** The Employer recognizes that members of the bargaining unit have an ongoing interest in librarianship, research, artistry, service and curricular matters. Bargaining unit members actively participate through the shared governance process in issues relating to the intellectual life of the University, as well as operational and fiscal issues, including, but not limited to, long and short range planning, priorities in the deployment of financial resources, acquisition and use of existing physical and human resources, institutional self-study, marketing, public relations, and recruiting activities.
- 10.3** Bargaining unit members have the right to participate in the formulation and recommendation of academic policies and procedures within the University as members of duly constituted bodies and committees at the Department, College, and University levels.
- 10.4** This Agreement is not intended to expand or limit the faculty role in governance as provided in the Northern Illinois University Board of Trustees Regulations and the University Constitution and By-Laws, unless in accordance with specific provisions of this Collective Bargaining Agreement.

Article 11

PERSONNEL FILES

- 11.1** The Employer shall maintain official personnel file(s) for each bargaining unit member. Such files are maintained in human resources and may be maintained at the college and department levels in accordance with the Personnel Records Review Act (820 ILCS 40/1, *et seq.*).
- 11.2** Personnel files for bargaining unit members held or maintained at the college and/or department level are subject to the same rights to access by the bargaining unit member as the personnel file held or maintained by Human Resource Services in accordance with the Personnel Records Review Act (820 ILCS 40/1, *et seq.*).
- 11.3** Personnel files shall not include unsolicited anonymous information from any source.
- 11.4** The bargaining unit member's signature on disciplinary or evaluative material confirms only discussion or receipt of these documents but indicates neither agreement nor disagreement. Bargaining unit members shall have the right to add explanatory material to their official personnel file in accordance with the Personnel Records Review Act (820 ILCS 40/1, *et seq.*).
- 11.5** Each bargaining unit member shall be permitted to review their official personnel file according to the Personnel Record Review Act (820 ILCS 40/1, *et seq.*). If authorized by a bargaining unit member in writing, the Union may also review the file in accordance with the Personnel Records Review Act (820 ILCS 40/1, *et seq.*).
- 11.6** A bargaining unit member may request a personnel record correction in accordance with the Personnel Records Review Act (820 ILCS 40/1, *et seq.*).

Article 12

ANNUAL EVALUATION

- 12.1** The Faculty Service Report (FSR) is required to be completed annually. The FSR serves as the basis for awarding merit increases in accordance with the department Annual Evaluation.
- 12.2** The FSR may also be utilized:
- a. to provide regular performance feedback to bargaining unit members.
 - b. to inform Tenure and Promotion decisions and processes, unless otherwise specified in department bylaws and procedures.
 - c. to provide information for accreditation purposes.
- 12.3** Each department or equivalent unit shall have or establish an annual evaluation policy. These policies shall be developed and approved by the departmental faculty in accordance with department bylaws and/or shared governance procedures, and approved by the appropriate college.
- 12.4** Annual evaluation policies shall include criteria to evaluate bargaining unit member performance in:
- a. Research, Scholarship, and/or Artistry
 - b. Teaching and/or Librarianship
 - c. Service
- 12.5** Annual evaluation policies shall specify the rating scale used in accordance with the standards used in each department or equivalent unit and the weights given to each component in Section 12.4 of this Article. The rating scale shall indicate whether the bargaining unit member meets, exceeds, or falls below expectations.
- 12.6** If a bargaining unit member's evaluation repeatedly falls below expectations, the chair or supervisor may meet with the bargaining unit member to discuss opportunities for improvement through remediation.
- 12.7** In the evaluation of teaching, student evaluations of instruction shall not be the sole measure. Annual evaluation policies shall specify other appropriate indicators of teaching effectiveness and their weight relative to student evaluations of instruction. In the evaluation of librarianship, the library's evaluation policies shall specify appropriate indicators of performance.
- 12.8** For bargaining unit members on joint appointments, at the time of the initial joint appointment, the relevant departments or equivalent units shall specify in writing the procedures for the annual evaluation. At the time of the initial joint appointment, the relevant departments or equivalent units shall specify in writing the weights given to each component in Section 12.4 of this Article.

Article 12
ANNUAL EVALUATION (Cont'd)

- 12.9** Each department or equivalent unit shall evaluate each bargaining unit member for the previous calendar year. Evaluation of bargaining unit members on leave during all or part of the previous calendar year shall follow department, college, and/or university policies, as these policies exist upon execution of this Agreement, any and all amendments to these policies shall not change the term and conditions of this Agreement.
- 12.10** Evaluation policies within each department shall be used to determine the distribution of merit-based salary increases specified in Article 24 of this agreement.
- 12.11** Department evaluation policies shall include procedures for reconsideration.
- 12.12** Department evaluation policies shall be made available to faculty in each department.
- 12.13** Upon a bargaining unit member's request for reconsideration, the department personnel committee shall reconsider her/his evaluation.
- 12.14** Bargaining unit members have the right to appeal evaluations to the appropriate College Council. However, bargaining unit members may only appeal after going through the established reconsideration process at the department level. Evaluations may not be appealed through Article 22 Grievance Procedure of this Agreement.

Article 13
OUTSIDE CONSULTING, OUTSIDE RESEARCH AND OUTSIDE
EMPLOYMENT

- 13.1** Bargaining unit members may engage in outside consulting, outside research, and outside employment with prior approval and in accordance with the University Faculty Research and Consulting Act of 1969 as amended (110 ILCS 100/1 *et seq.*), and the University Board of Trustees Regulations, Section II, B.2 as these documents exist upon the execution of this Agreement. Any and all amendments to the University Board of Trustees Regulations, Section II, B.2 shall not change the terms and conditions of this Agreement.

Article 14

INTELLECTUAL PROPERTY

- 14.1** The Board of Trustees, in order to facilitate the useful application of knowledge, research, and other creative activity, encourages and supports the efforts of bargaining unit members and students to develop products, inventions, and other forms of intellectual property. It is also recognized that the Board, through the Employer, has certain rights and interests under State and Federal law with regard to intellectual property developed by bargaining unit members and students. Such intellectual property includes inventions, products, computer software, literary and artistic works. The rights and responsibilities of bargaining unit members regarding intellectual property shall be governed by appropriate regulations and policies of the Board of Trustees, including Intellectual Property Policy of the NIU Policy Library as these policies exist upon execution of this Agreement. Any and all amendments to regulations and policies of the Board of Trustees and/or the Intellectual Property Policy shall not change the terms and conditions of this Agreement.
- 14.2** Excluding a written agreement under which a bargaining unit member is provided additional pay and/or course release to create course content, the bargaining unit member shall own all aspects of all the intellectual property related to and created by the bargaining unit member for a course, that may include but is not limited to course-specific software created by the individual bargaining unit member, course-specific hardware created by the individual bargaining unit member, uploaded files, and other digital content created by the bargaining unit member. Unless an explicit written agreement between the employer and bargaining unit member specifies otherwise, the ownership of the material continues after the bargaining unit member separates from the employer.
- 14.3** Excluding a written agreement under which a bargaining unit member is provided additional pay and/or course release to create course content, for an online course created by a bargaining unit member, unless the bargaining unit member has explicitly granted rights to other individuals or organizations, the bargaining unit member who created the course content is the only person who may teach that course using said content. Excluding a written agreement under which a bargaining unit member is provided additional pay and/or course release to create course content, the bargaining unit member who created the course content retains control over the future use and distribution of all their online instructional material that may include but is not limited to course-specific software created by bargaining unit members, course-specific hardware created by bargaining unit members, uploaded files created by bargaining unit members, and other digital content created by bargaining unit members.
- 14.4** Bargaining unit members who create course content may enter into a written agreement with the Employer stipulating the materials and the rights to use, reproduce, modify, publicly display, distribute, and profit from the materials. That agreement may include payment and/or course release(s) to the bargaining unit member for the use of course materials.

Article 14
INTELLECTUAL PROPERTY (Cont'd)

- 14.5 The parties acknowledge that a number of written agreements relating to intellectual property rights are in existence upon execution of this contract. It is possible that some of those agreements do not conform to the provisions in this article. As much as practicable, the parties will attempt to honor those agreements. Any and all agreements on the intellectual property rights of bargaining unit members initiated after the execution of this agreement must conform to all provisions of this article.
- 14.6 If the Employer needs course content owned by a bargaining unit member to satisfy accreditation requirements or for use in internal assessments conducted by the Employer, the Employer may require access to course content and use that course content for those limited purposes. If the Employer uses course content under the provisions of this section, the Employer shall notify the affected bargaining unit member and the Union in a timely manner.

Article 15
ELECTRONIC PRIVACY

- 15.1** The Employer is committed to protecting the privacy of all bargaining unit members and takes all reasonable measures to ensure the privacy of all files stored on assigned computing equipment in accordance with the University Division of Information Technology Policy, Privacy in the Electronic Environment in effect on the date of execution of this Agreement.

Article 16

PROGRAM ELIMINATION REVIEW COMMITTEE AND PROCESS AND NOTIFICATION OF PROGRAM ELIMINATION

16.1 Program Elimination Review Committee

There shall be a Program Elimination Review Committee (PERC) composed of bargaining unit members selected by the Union. The sole purpose of the Program Elimination Review Committee shall be to provide recommendations to the Executive Vice President and Provost concerning programs being considered for elimination that would result in the layoff of a bargaining unit member(s).

16.2 The Program Elimination Review Committee shall be selected by the Union.

16.3 Program Review Process

- a. The Executive Vice President and Provost shall provide the Union with a list of any and all programs that are being considered for elimination and that would result in the layoff of bargaining unit members ninety (90) days prior to the consideration of the elimination at a meeting of the Board of Trustees or its subcommittee.
- b. When the Executive Vice President and Provost provides the Union with a list of any and all programs that are being considered for elimination and that would result in the layoff of bargaining unit members, the Executive Vice President and Provost shall provide the PERC with the following information on the program:
 1. data on enrollment, majors, and course offerings;
 2. data on program costs; and
 3. a list of bargaining unit positions affected by the proposed program elimination.
- c. The Program Elimination Review Committee may request additional relevant information from the Executive Vice President and Provost. Whenever possible the Executive Vice President and Provost shall provide the requested information within five (5) days.

16.4 PERC shall make its recommendations to the Academic Affairs, Student Affairs and Personnel Committee of the Board of Trustees. Such recommendations shall be provided no later than thirty (30) days prior to the scheduled date for the Academic Affairs, Student Affairs and Personnel Committee of the Board of Trustees meeting.

Article 16
PROGRAM ELIMINATION REVIEW COMMITTEE AND PROCESS AND
NOTIFICATION OF PROGRAM ELIMINATION (Cont'd)

- 16.5** Before the Executive Vice President and Provost formally transmits their recommendations on program status to the Board of Trustees, PERC shall make its recommendations to the Executive Vice President and Provost. Such recommendations shall be provided no later than thirty (30) days prior to the scheduled date of the Board of Trustees meeting. The PERC's recommendations shall be included with the Executive Vice President and Provost's recommendations to the Board of Trustees.
- 16.6** A Board of Trustees decision concerning the elimination of any program that would result in the layoff of a bargaining unit member(s) shall be communicated to the bargaining unit member(s) in the affected program and to the Union Chapter President.

Article 17

FACULTY LAYOFFS

- 17.1** The Employer shall not lay off a bargaining unit member except:
- a. In the event of a declared financial exigency that is university-wide as provided in the Board of Trustees Regulations (Section II, Subsection G) as of the date of execution of this Agreement. Any and all amendments to the University Board of Trustees Regulations (Section II, Subsection G) shall not change the terms and conditions of this Agreement.
 - b. In the event of Program Discontinuation or Elimination.
 - c. For purposes of this section: “Program Discontinuation or Elimination” means the discontinuance or elimination of a program subject to review by the Program Elimination Review Committee, under the procedure in the Program Elimination Review Committee and Process Article in this Agreement.
- 17.2** In the event of a layoff(s) the Employer shall notify the Union and the bargaining unit member(s) to be affected by the layoff at least twelve (12) months before May 15th of the academic year in which the bargaining unit member(s) may be laid off. The notification shall specify the date of the layoff; provide an explanation of the basis for the decision to lay off the bargaining unit member(s); and explain to the bargaining unit member(s) their right to review the information underlying the decision, the procedures that were followed in making the decision, and the procedures that follow from the date of the notification.
- 17.3** In the event of a declared university-wide financial exigency resulting in a layoff of a bargaining unit member(s), the Union shall have the right to form a Layoffs Review Committee. The Layoffs Review Committee shall have the right to make written recommendations to the Provost and Board of Trustees.
- 17.4** Upon request by the Layoffs Review Committee, the Employer shall provide: at least five years of audited financial statements, approved current-year budget, and the following-year budget.

Article 17 (cont'd)
FACULTY LAYOFFS

- 17.5** In making its written recommendation, the Layoffs Review Committee may consider factors that include, but are not limited to, the following:
- a. That all feasible alternatives have been pursued, including expenditure of one-time money or reserves as bridge funding, furloughs, pay cuts, deferred-compensation plans, early-retirement packages, deferral of nonessential capital expenditures, and cuts to non-educational programs and services, including expenses for administration;
 - b. Educational policy, including affirmative action and equity, and the bargaining unit member status.
 - c. The University's financial condition.
- 17.6** For the bargaining unit member(s) who are affected by the layoff, the Employer shall seek to find an assignment for which the members are, or may become, professionally qualified. The Employer shall consider transfer or retraining as alternatives to layoff where justified by particular individual capabilities or skills and by program needs. The Employer maintains the discretion to make determinations regarding alternative assignments. If placement in another position would be facilitated by a reasonable period of training, financial and other support for such training shall be provided at the discretion of the Employer.
- 17.7** If layoffs occur, no new tenured, tenure-track, or non-tenure track instructional appointments shall take place in the affected program, with the following exceptions:
- a. Extraordinary circumstances where the program would be placed in critical jeopardy;
 - b. A bargaining unit member agrees to accept a non-tenure track appointment.
- 17.8** No bargaining unit member shall be laid off for the purpose of creating a vacancy to be filled by an administrator entering the bargaining unit.

Article 17 (cont'd)
FACULTY LAYOFFS

- 17.9** Bargaining unit member layoffs undertaken for any of the reasons stated in Section 1 of this Article shall be subject to the following procedures:
- a. Part-time and temporary faculty in the affected program shall be laid off before bargaining unit members who have tenure-track appointments.
 - b. Tenure-track bargaining unit members in the affected program who have not achieved tenure shall be laid off before tenured bargaining unit members.
 - c. After following the procedures in 17.9 a. and 17.9 b., layoffs shall be made on the basis of total years of full-time service (including approved leaves) to the University in a bargaining unit position, with those who have served the fewest number of years being laid off first.
- 17.10** For three years after a layoff, the position occupied by the laid-off bargaining unit member shall not be filled by a replacement, unless the laid-off bargaining unit member has been offered reemployment, with at least thirty (30) working days in which to accept or decline the offer.
- 17.11** For three years after a layoff, the laid-off bargaining unit member(s) shall be notified, by the Employer, of all bargaining unit position(s) that are reasonably comparable to their former position, and shall offer that bargaining unit member such position(s). These recall from layoff offers shall take place in reverse order of the layoffs.
- 17.12** A bargaining unit member who is laid off shall continue to be eligible for the benefits of the state group insurance program and the State Universities Retirement System as allowed under the laws, rules, regulations, policies, and procedures governing the insurance program and/or the State Universities Retirement System.
- a. Bargaining unit members who are laid off shall be entitled to accrued benefits in accordance with applicable statutes and Board of Trustees policies. Furthermore, laid-off bargaining unit members who are reemployed shall have reinstated all unused benefits that were earned previously. Tenured bargaining unit members who are laid off shall retain tenured status if later recalled from layoff by the University, unless a tenured bargaining unit member decides to accept a non-tenure-track position. Time spent laid off shall not count toward any part of a tenure track bargaining unit member's probationary period in case of recall from layoff.

Article 18

ACADEMIC FREEDOM AND RESPONSIBILITY

- 18.1** The Employer and the Union agree that academic freedom is one of the values essential to higher education.
- 18.2** Within the law, the Employer encourages full freedom of inquiry, discourse, teaching, research, and publication, and commits to protect any bargaining unit member against challenges, from within or without the University, which would restrict the member's exercise of these freedoms. The following descriptions of academic freedom have been adapted from the 1940 AAUP Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive comments.
- a. **Research.** Bargaining unit members are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties. But research for pecuniary return shall be based upon an understanding with the Employer.
 - b. **Teaching.** Bargaining unit members are entitled to freedom in the classroom in discussing their subject, but they should be careful not to persistently intrude matters into their teaching that are unrelated to their subject.
 - c. **Public expressions.** Bargaining unit members are citizens, members of a learned profession, and representatives of the University. When speaking or writing as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and faculty members, they should remember that the public may judge their profession and the University by their utterances; hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.
- 18.3** Any dispute under this Article shall be resolved under Article 10 and all articles referred to by Article 10, of the By-Laws of the University, as these documents exist upon the execution of this Agreement. Any and all amendments to these documents shall not change the terms and conditions of this Agreement.
- 18.4** Members of the bargaining unit, in their professional roles as teachers, scholars, and colleagues, accept the obligation to exercise sound judgement in using, extending, and transmitting knowledge, to practice intellectual honesty, and to treat students, employees, and guests fairly and with respect, in accord with the standards of expectation of their respective disciplines and the University Statement of Professional Ethics for Faculty, as this document exists upon the execution of this Agreement. Any and all amendments to this document shall not change the terms and conditions of this Agreement.

Article 19
PROFESSIONAL COMMITMENT

- 19.1** Bargaining unit members will fulfill their duties in research, teaching, librarianship, and service consistent with the terms of their appointments, relevant university policies and procedures associated with the comprehensive faculty role that are not inconsistent with the terms of this Agreement, and in accordance with Article 20, Workload. Bargaining unit members will comply with the University Faculty Research and Consulting Act, 110 ILCS 100 and the State Officials and Employees Ethics Act (SOEEA), 5 ILCS 430.

Article 20 WORKLOAD

20.1 Definitions and Principles

A comprehensive faculty workload is comprised of the combination of the following categories:

- a. Teaching, or Librarianship, or Credit-Hour Equivalent Activities (henceforth referred to as CHEs)
- b. Research and/or scholarship and/or artistic work
- c. University service, professional service, and/or public service

20.2 Maximum Workload for Teaching and CHEs

With the exception of the provision in Section 3.C. of this Article, the workload of bargaining unit members shall not exceed the equivalent of 18 CHEs per academic year. This assumes that bargaining unit members also engage in research and/or scholarship and/or artistic work, University service, professional service, and/or public service, and meet accreditation and/or certification requirements that apply to them.

20.3 Adjustments to Workload for Teaching and CHEs

- a. Nothing in this Agreement shall be construed as preventing the Employer from assigning bargaining unit members fewer than 18 CHEs in an academic year.
- b. Except by mutual agreement between the bargaining unit member and department chair, and/or except where otherwise specified by department workload policies developed through shared governance, bargaining unit members shall be assigned reduced teaching loads to continue high levels of research and/or scholarly and/or artistic productivity in accordance with department workload policies that have been formally approved by appropriate shared governance processes and in existence upon the execution of this agreement. Departments may develop workload adjustments for high levels of research, scholarly, artistic and creative productivity in accordance with section 20.5 of this Article.
- c. Upon mutual agreement between the bargaining unit member and the Employer, the Employer may assign more than 18 CHEs or equivalent teaching workload per academic year to allow bargaining unit members to maximize their strengths and/or pursue other activities that support the University mission, goals, and needs of the department/school in accordance with any college, department, or school workload policy, this Agreement, and the approved university workload policy. The Employer shall inform the Union of all such agreements before the first working day of the semester in which the Agreement begins.

Article 20

WORKLOAD (Cont'd)

- d. Unless by mutual agreement between the bargaining unit member and the chair/supervisor, a tenure-track bargaining unit member shall receive a teaching load reduction of one course, or three credit hours, each academic year during the first two (2) years of their probationary periods to commit time to research, scholarship, and/or artistic work.

20.4 Workload Policies

- a. All colleges, departments, schools, or other governing units are authorized to develop new and amend existing workload policies in accordance with this Agreement and in alignment with the University Faculty Workload Policy and Guidelines.

Policies related to workload should stipulate, when practical and where applicable, how online course preparation, online teaching, class sizes, and contact hours related to online teaching shall be counted in bargaining unit members' workloads.

- b. When practical, colleges and departments should have workload policies that account for CHEs in bargaining unit member workloads.
- c. Colleges and departments without an existing workload policy may develop workload policies. Such policies shall be developed and approved by the departmental faculty and Department Chair in accordance with department bylaws, faculty governance procedures, the University workload policy, and this Agreement. Department Workload Policies shall be approved by the appropriate Dean and College Council. College Workload Policies shall be approved by the Executive Vice President and Provost and the University Council Personnel Committee. Approved college and departmental Faculty Workload Policies shall be added to each college and department's bylaws or personnel policies.
- d. Colleges and departments without an existing Workload Policy shall utilize the University Workload Policy to determine CHEs.

Article 20

WORKLOAD (Cont'd)

20.5 Amendments to Workload Policies

- a. Departments may amend Workload Policies. These amendments shall be developed and approved in accordance with the requirements in the department bylaws or faculty governance procedures and in compliance with the College and University Workload Policies, and this Agreement. Amendments to department workload policy shall be approved by the Dean and College Council. Whenever a Workload Policy is amended at the department level and approved by the Dean and College Council, the Employer shall distribute any amended policy to the departmental faculty, and provide the Union with an electronic copy of the final approved policy.
- b. The appropriate dean may develop amendments to college workload policies in consultation with the College Council and College Senate. The college workload policy shall be in accordance with University Workload Policy and approved by the University Council Personnel Committee and Executive Vice President and Provost. The dean shall distribute the approved amendments to the college workload policies to the relevant bargaining unit members, and to the Union for comment. The Dean shall distribute the new college workload policy to the appropriate department chairs, appropriate bargaining unit members, and provide the Union with an electronic copy of the final approved policy.
- c. The Provost may develop amendments to university workload policies in accordance with the University By-laws and Constitution. The Provost shall distribute proposed amendments to university workload policies to the relevant bargaining unit members, and to the Union, for comment. The University Council must approve any changes to university workload policy. If the University Council approves changes to the university workload policy, the Provost shall distribute the new university workload policy to the deans, department chairs, faculty, and provide the Union with an electronic copy of the final approved policy.
- d. Any changes to workload policies must conform to the terms of this Agreement.

20.6 Assignment of Workloads

Each Department Chair/Head or equivalent shall assign workload to bargaining unit members in accordance with approved department, college, and University Workload Policies, and this Agreement.

Article 20

WORKLOAD (Cont'd)

20.7 Specific Situations

- a. Upon approval of the Chair and Dean in consultation with the bargaining unit member, the bargaining unit member may be assigned to engage in teaching or CHEs for departments other than their own, provided the bargaining unit member has relevant skill and expertise. Those credit hours and CHEs shall be considered part of the bargaining unit member's workload.
- b. For courses that are assigned by the bargaining unit member's Department Chair to be taught by more than one faculty member, and in which all participating faculty are assigned to teach throughout the entire term, each bargaining unit member who teaches the course shall receive teaching credit for the full credit hours for the course. For courses in which a bargaining unit member participates on an intermittent basis or for less than the entire term, as assigned by the department chair, the credit hour teaching workload shall be prorated, with approval by the department chair, based on the contact hours and/or overall responsibilities for which the bargaining unit member was assigned.
- c. For bargaining unit members with joint appointments, a document shall specify how responsibilities for assigning workload will be shared between the unit chairs/directors. This document shall be signed by the chairs or directors involved, the dean(s) of the appropriate college(s), and the bargaining unit member with the joint appointment. In the event that the units involved in the joint appointments have Departmental Workload Policies, the same document shall clarify how those standards will be applied to the bargaining unit member with the joint appointment.

20.8 Summer Assignments and Overload Assignments

- a. For bargaining unit members on less than a 12-month contract, summer assignments are not considered part of the bargaining unit members' workload; they are separate and distinct. Bargaining unit members may accept summer assignments for additional compensation as per Article 27 Compensation for Summer Teaching of this Agreement.
- b. The Employer shall not compel bargaining unit members to accept summer assignments.
- c. With the mutual written consent of the Chair (or unit Director) and the bargaining unit member, the Employer may assign summer duties to members of the bargaining unit as part of the workload as defined in Sections 20.2 and 20.3 of this Article. In such cases, the Employer shall provide the Union with a copy of the written consent.

Article 20 WORKLOAD (Cont'd)

d. Overload Assignments

- i. Bargaining unit members who accept teaching assignments and/or CHEs above the limits specified in Sections 20.2 and 20.3 of this Article or existing practice, shall be provided with a supplemental contract for an amount specified in this agreement and in accordance with existing practice, approved University Policy, and Article 26 Compensation for Overload Teaching of this Agreement.

20.9 Library Workload

- a. The average workload for library bargaining unit members shall be 37.5 hours per week. The parties recognize that, as professional employees, the number of hours worked by full-time bargaining unit members in order to fulfill their assigned responsibilities, as enumerated in their position description, may fluctuate from week to week. The scheduling of bargaining unit members' working hours shall be the right of the Department Head or Associate Dean. The development of a bargaining unit member's working schedule shall take into account the following factors: the need of the Libraries to perform its service obligations to the University community, the bargaining unit member's professional specialization, and the preferences of the bargaining unit member. To the extent possible, there shall be equitable treatment in the scheduling of bargaining unit members' hours.
- b. Tenured and tenure track library faculty shall receive up to a 20% reduction in their workload to engage in research activity as outlined in Appendix II, Section IIC of the Policies and Procedures for the University Libraries Faculty as in place upon execution of this Agreement. Any and all amendments to Appendix II, Section IIC of the Policies and Procedures for the University Libraries Faculty shall not change the terms and conditions of this Agreement.
- c. Unless by mutual agreement between the bargaining unit member and the chair/supervisor, tenure-track library bargaining unit members shall receive an additional 10% reduction in workload time during the first two years of their probationary periods.

20.10 Virtual Office Hours

- a. Bargaining unit members may hold all or some of their office hours virtually off campus with Chair approval

Article 20
WORKLOAD (Cont'd)

20.11 Assistance for Bargaining Unit Members who Teach Classes With Simultaneous Forms of Instruction

- a. If the Employer schedules in-person students and remote students simultaneously in a single class meeting, the Employer shall consult with the bargaining unit member, as soon as possible but no less than 30 days before the first-class meeting, regarding assistance that the bargaining unit member will need to teach the course successfully. The Employer shall not make such assistance contingent on the bargaining unit member assigning the rights to the course materials to the Employer.

Article 21

TENURE AND PROMOTION

Preamble

The tenure and promotion process at NIU emphasizes the role of faculty in evaluating the performance and accomplishments of peers. The process for making tenure and promotion decisions is a dual track system with faculty and administrators with academic rank comprising the two distinct tracks, each with its distinct evaluation. This system originates at the department level and progresses through the college and university levels to final on-campus recommendation by the President of NIU.

- 21.1** Only the Board of Trustees may award tenure and/or promotion to bargaining unit members.
- 21.2** Decisions regarding tenure and/or promotion shall be made in accordance with department, college, and university policies and procedures on tenure and promotion, and the University Board of Trustees Regulations, Constitution and By-Laws. Changes to such policies and procedures must be approved through shared governance, and shall not change the terms of this Agreement.
- 21.3** In any disagreement over tenure and/or promotion recommendations, the bargaining unit member shall have the right to Union representation.

21.4 Appeal and Grievance

- a. A bargaining unit member who claims that tenure and/or promotion was not recommended based on a violation of the Non-Discrimination Article 32 of this Agreement, or one's political views and affiliations as per section 7.2.1.3 of Article 7 in the NIU bylaws at the time of this agreement, can appeal the decision to the University Council Personnel Committee as per Article 7.2 of the NIU bylaws that is in place upon execution of this Agreement.
- b. A bargaining unit member who alleges that tenure and/or promotion was not supported due to improper procedures, including the application of the criteria for tenure and/or promotion, may ask for a reconsideration and/or reassessment and/or appeal as per Article 7 of the NIU bylaws in place upon execution of this Agreement. Any and all amendments to Article 7 of the NIU bylaws shall not change the terms and conditions of this Agreement.
- c. If tenure and promotion are recommended by the department and college with no disagreement, and the NIU President does not recommend tenure and/or promotion, the President's decision shall be subject to the Grievance Procedure under Article 22 of this Agreement.
- d. Except for the provisions in 21.4 c of this Article, any dispute a bargaining unit member or the Union may have relating to tenure and/or promotion shall be handled under the Board of Trustees Regulations, Constitution and Bylaws and department, college, and university reconsideration and/or reassessment and/or appeals procedures, and are not subject to the Grievance Procedure under Article 22 of this Agreement.

Article 21
TENURE AND PROMOTION (Cont'd)

21.5 Explanation of Non-Reappointment

- a. If the Employer decides not to re-appoint a bargaining unit member during a probationary appointment, upon the request of that bargaining unit member, the Employer shall provide, in writing, the reasons for the decision not to re-appoint.

Article 22

GRIEVANCE PROCEDURE

22.1 Purpose

The purpose of this Article is to establish a prompt and efficient procedure for the investigation and resolution of grievances. The procedure set forth herein shall be the sole and exclusive method of resolving grievances for bargaining unit members except as otherwise provided by law. Nothing in this Article discourages or prohibits the informal discussion of a dispute before the filing of a formal grievance.

22.2. Grievance Definition

- a. A grievance is an allegation by a bargaining unit member, or members, or by the Union, that there has been a violation or improper application of the provisions of this Agreement.
- b. All provisions of this Agreement are subject to this Grievance Procedure, except as expressly excluded by this Agreement. No grievance shall be considered under this procedure unless it is presented as provided below.

22.3 Notification of Union Officials

The Union shall furnish the Employer with the name of the Grievance Officer, as it becomes available, but not later than August 1 of each academic year. The Union shall also inform the Employer in writing if the Grievance Officer changes.

22.4 Representation

- a. Bargaining unit members may have representatives from the Union at any and every step of this Grievance Procedure.
- b. A bargaining unit member may also represent himself or herself in a grievance at Step 1 and Step 2 under this Article. If a bargaining unit member chooses to represent herself or himself, he or she shall inform the Union and the Employer at the time of filing. The Union Grievance Officer shall be notified by the Employer at least 24 hours in advance of any meeting related to such filing. The Union shall have the right to have an observer present at all such meetings. No resolution of a grievance in which a bargaining unit member represents herself or himself shall be inconsistent with the terms of this Agreement, nor shall any such resolution be construed as establishing precedent or as a change to any established practice.

Article 22 GRIEVANCE PROCEDURE (Cont'd)

22.5 Basic Principles

- a. A bargaining unit member who participates in the Grievance Procedure shall not be subject to retaliation because of such participation.
- b. The parties recognize that day-to-day problems may be discussed between bargaining unit members and supervisors. Such informal discussions are encouraged but shall have no effect upon the time limits set forth in this Agreement.
- c. The various time limits set forth in this Article may be extended only by the mutual written agreement of the Employer and the Union.
- d. A grievance may be processed by the Union on behalf of a bargaining unit member or on behalf of a group of bargaining unit members. The resolution of a grievance filed on behalf of a group of bargaining unit members shall be made applicable to the appropriate bargaining unit members within that group.
- e. This Article does not preclude bargaining unit members from pursuing a remedy through existing statutory or administrative mechanisms, or existing campus appeal procedures established under shared governance.
- f. The resolution of any issue by way of an existing statutory or administrative mechanism, or existing campus appeal procedure established under shared governance, shall not add to, subtract from, or modify the terms of this Agreement, or serve as a binding precedent in future interpretation or application of the terms of this Agreement.
- g. The following matters for which there are existing appeal procedures shall not be subject to this Grievance Procedure:
 1. Sabbaticals
 2. Library Fines
 3. Library Carrels
- h. Findings of Research Misconduct investigations shall be subject to existing appeals procedures and shall not be subject to this Grievance Procedure. However, if the Employer imposes discipline on a bargaining unit member as a result of the finding of a Research Misconduct investigation, the discipline may be subject to this Grievance Procedure.

Article 22
GRIEVANCE PROCEDURE (Cont'd)

- i. Findings of Ethics and Compliance investigations shall be subject to existing appeals procedures and shall not be subject to this Grievance Procedure. However, if the Employer imposes discipline on a bargaining unit member as a result of the finding of an Ethics and Compliance investigation, the discipline may be subject to this Grievance Procedure.
- j. The application and limits of this Grievance Procedure regarding tenure and promotion procedures and decisions are described in the Tenure and Promotion Article 21 of this Agreement.

22.6 Grievance Steps and Time Limits

Step 1.

- a. If the grievance is not resolved through informal discussion, the grievant (or Union) shall have twenty (20) working days from the date that the grievant (or Union) became aware of the event(s) on which the grievance is based, to file a written grievance with the bargaining unit member's immediate supervisor.
- b. The written grievance should contain the following information:
 - 1. specific description of the dispute,
 - 2. the facts giving rise to the dispute,
 - 3. a listing of the article(s) and section(s) of the Agreement violated,
 - 4. a statement as to how the article(s) and section(s) were violated,
 - 5. the date of the violation, and
 - 6. requested remedy.
- c. Within ten (10) working days of receipt of the written grievance, the supervisor shall schedule a meeting with the grievant and his/her Union representative to hear their grievance. During this meeting, the parties shall have the right to present any evidence and information relevant to the grievance. The supervisor, or designee, shall meet with the grievant (and his/her Union representative, if so desired by the grievant) and shall provide a written decision on the grievance to the grievant and the Union, within ten (10) working days after the meeting.

Article 22

GRIEVANCE PROCEDURE (Cont'd)

Step 2.

- a. In the event the grievance is not resolved in Step 1, the decision may be appealed to the appropriate Dean, or designee provided such appeal is made in writing within ten (10) working days after receipt of the decision in Step 1. The Dean shall schedule a meeting to hear the grievance within ten (10) working days of the filing of the Step 2 appeal. During this meeting, the parties shall have the right to present any evidence and information relevant to the grievance. Within ten (10) working days after the Step 2 meeting, the appropriate Dean or designee shall issue a decision in writing to the Union and the grievant(s).
- b. If the same Dean (or designee) was involved in the dispute giving rise to the grievance, that Dean (or designee) shall be recused from any involvement in Step 2.

Step 3.

- a. In the event the grievance is not resolved in Step 2, the decision may be appealed to the Office of the Provost, or designee, provided such appeal is made in writing within ten (10) working days after receipt of the decision in Step 2. If a grievance has been appealed to Step 3, the Provost or designee shall schedule a meeting to hear the grievance within ten (10) working days of the filing of the Step 3 appeal. During this meeting, the parties shall have the right to present any evidence and information relevant to the grievance. Within ten (10) working days of the Step 3 meeting the Provost or designee shall issue a decision in writing to the Union and the grievant(s).
- b. If the same Provost (or designee) was involved in the dispute giving rise to the grievance, that Provost (or designee) shall be recused from any involvement in Step 3.

Step 4. Mediation

- a. If no resolution has been reached at Step 3, the Union and the Employer shall utilize the services of a mediator from the Federal Mediation and Conciliation Services (FMCS) to attempt to resolve the grievance. The parties may mutually agree to waive this step and proceed to the arbitration procedure.

Article 22

GRIEVANCE PROCEDURE (Cont'd)

- b. Within ten (10) working days of the Step 3 decision, the Union and the Employer will schedule a mediation session through FMCS.
- c. If the parties reach agreement in mediation, that agreement will be reduced to writing, and will be binding on the Union and the Employer.

22.7 Timelines and Adjustments

- a. If the Employer fails to respond to a grievance within the applicable time limit, the grievant or Union may appeal the grievance to the next step.
- b. Adjustment of Grievance Steps. Upon mutual agreement, the parties may agree to allow a grievance to be heard at Steps 2 or 3 as may be determined appropriate by the parties.
- c. Stopping the Clock. The grievance clock may stop at any time, upon mutual agreement of the parties.

22.8 Arbitration Procedure

In the event that the grievance is not resolved in Steps 3 or 4, the decision can be appealed to arbitration.

- a. Request.
 - 1. If the grievance has not been resolved through mediation, the Union may submit the grievance for arbitration. The Union must deliver a notice of intent to arbitrate to the Employer's office of Labor Relations within fifteen (15) working days of the final mediation session on the grievance.
- b. Selection of Arbitrator.
 - 1. Upon submission of a request for arbitration, the parties may, within ten (10) working days after the request to arbitrate, attempt to agree upon an arbitrator.
 - 2. In the event the parties are unable to agree upon the arbitrator within said ten (10) working-day period, the parties shall jointly request the Federal Mediation and Conciliation Services (FMCS) to submit a panel of five (5) arbitrators, all of whom are members of the National Academy of Arbitrators. Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. Both the Employer and the Union shall alternatively strike names until a single name remains. The Union shall strike the first name. The person remaining shall be the arbitrator. The parties shall promptly notify the arbitrator of his/her selection.

Article 22
GRIEVANCE PROCEDURE (Cont'd)

- a. Hearing. The grievance shall be heard by a single arbitrator and both parties may be represented by such persons as they may designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator.

- b. Decision. The arbitrator so selected shall confer with the Employer and Union representatives and hold hearings promptly and shall issue her/his decision not later than thirty (30) calendar days from the date of the close of the hearings or, if written briefs have not been waived, then from the date the final statements and proofs on the issues are submitted to her/him. The arbitrator's decision shall be in writing and shall set forth her/his findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator's authority shall be limited to determining whether the Employer has violated arbitrable provisions of this contract. The arbitrator shall not have jurisdiction or authority to add to, amend, modify, nullify, or ignore in any way the provisions of this contract nor shall the arbitrator have the authority to review any academic judgment. To the extent that the Employer's action is based upon academic judgment, the arbitrator shall have no authority or jurisdiction to substitute his/her judgment for that of the Employer and its agents. The decision of the arbitrator shall be submitted to the parties and, if it is rendered in accordance with the provisions of this section, shall be final and binding on the parties.

- c. Expenses. The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses shall be borne equally by the Employer and the Union. Any other expenses incurred shall be paid by the party incurring the same.

Article 23

PROGRESSIVE DISCIPLINE

23.1 Preamble

- a. The Employer and the Union support collegiality and shared governance and strive to maintain that as a mainstay of its institutional culture. NIU is a community of those whose varied functions, responsibilities, and contributions are supportive of the instructional, research, and service mission of the institution. This is promoted by the integrity and commitment of bargaining unit members mindful of their rights and responsibilities in their interactions. From time to time, it may be necessary for the Employer to take action with respect to a bargaining unit member who engages in conduct incompatible with the responsibilities of faculty membership or, following unsuccessful attempts at remediation, repeatedly demonstrates professional performance in teaching, research, and service that does not meet expectations. The purpose of such actions is to promote a safe and productive work environment for all members of the institution as well as comply with applicable laws, policies and procedures. The Employer and the Union subscribe to the tenets of progressive discipline.
- b. In all cases in which a bargaining unit member could potentially be disciplined, the Employer shall use the seven just cause standards as established in Arbitrator Daugherty's award in the Enterprise Wire Co. (46LA 359, 1966), (Appendix B), to determine if just cause exists.
- c. The Employer shall not take disciplinary action against a bargaining unit member for conduct, unless substantially related to the fitness of the bargaining unit member to engage in teaching, research, service or other assigned duties.
- d. Whenever possible, before discipline is imposed, bargaining unit members shall be provided with opportunity for remediation.

23.2 Notification

The Employer will notify a bargaining unit member and the Union that there is reason to believe that there may be grounds for discipline within twenty (20) working days of the Provost Office or the Human Resources Services Office being advised regarding the matter.

23.3 Union Representation

Bargaining unit members shall have the right to have a Union representative present at all meetings that the bargaining unit member is required to attend regarding a potential disciplinary action. If a Union representative is not available, the bargaining unit member has the right to a reasonable delay in scheduling a disciplinary meeting until a Union representative is available.

Article 23

PROGRESSIVE DISCIPLINE (Cont'd)

23.4 Grounds for Discipline

A bargaining unit member may be disciplined for cause on grounds, including but not limited to:

- a. a determination based on an investigation that a bargaining unit member engaged in intellectual dishonesty;
- b. a determination based on an investigation of a complaint that a bargaining unit member has violated the NIU Responsible Conduct of Research policy;
- c. a determination based on an investigation of a complaint that a bargaining unit member has violated the NIU Ethics in the Workplace Policy;
- d. a determination based on an investigation of a complaint that a bargaining unit member has engaged in an act or acts of discrimination, including harassment, prohibited by law or University policy;
- e. a determination based on an investigation of a complaint that a bargaining unit member has engaged in theft or misuse of University resources;
- f. a determination based on an investigation of a complaint that a bargaining unit member has failed to address a lapse of their professional qualifications;
- g. a determination based on an investigation of a complaint that a bargaining unit member has failed to perform reasonable assigned duties;
- h. a determination based on an investigation of a complaint that a bargaining unit member has used professional authority to exploit others;
- i. a determination based on an investigation of a complaint that a bargaining unit member has violated University policy substantially related to performance of responsibilities;
- j. a determination based on an investigation of a complaint that a bargaining unit member has exhibited threatening or intimidating behavior; and
- k. a conviction for a violation of law(s) substantially related to the fitness of bargaining unit members to engage in teaching, research, service or other assigned duties.

Article 23

PROGRESSIVE DISCIPLINE (Cont'd)

23.5 Informal Steps

- a. The Employer encourages the maintenance of a positive employee relationship that includes effective communication and feedback between bargaining unit members and between bargaining unit members and their supervisors. Informal attempts to resolve concerns should occur in most cases, where appropriate, prior to taking a formal disciplinary action. The purpose of such informal attempts is to reconcile disputes and concerns early and informally, when that is appropriate, by clarifying the issues involved, resolving misunderstandings, considering alternatives, and noting applicable policies and procedures.
- b. As part of the informal step, the Chair/Director/Supervisor or designee will meet with the bargaining unit member to discuss relevant issues and/or concerns and provide the bargaining unit member with an opportunity to respond. The bargaining unit member has the right to Union representation at this meeting. If the parties agree to resolve the matter, within ten (10) working days of the meeting the Chair/Director/Supervisor or designee shall document the agreed upon resolution and provide a copy to the bargaining unit member. A copy of the resolution shall be maintained by the Chair/Director/Supervisor. If the parties do not agree to a resolution, the Employer may choose to proceed with formal disciplinary steps.

23.6 Process to Initiate Minor or Serious Discipline

Minor Discipline consists of verbal reprimand, written reprimand, and reassignment of duties.

- a. In cases where informal attempts to resolve concerns were not successful and the Chair/Director/Supervisor determines that it is necessary to pursue a minor disciplinary action, the Employer shall notify the Union and the bargaining unit member of the date, time, location, and subject of the pre-disciplinary meeting, and the right of the bargaining unit member to bring a Union representative to the meeting to discuss the concern and the potential for discipline. If a Union representative is not available, the bargaining unit member has the right to a reasonable delay in scheduling a pre-disciplinary meeting until a Union representative is available.
- b. Documentation regarding the minor disciplinary action will be placed in the bargaining unit member's personnel file.
- c. Should the Employer issues a verbal reprimand to the bargaining unit member that shall not be subject to the Grievance Procedure (Article 22) in this agreement. Other minor disciplinary actions may be appealed to steps 1, 2 and 3 of the Grievance Procedure Article 22.6 in this Agreement but may not be advanced to any higher step.

Article 23
PROGRESSIVE DISCIPLINE (Cont'd)

- d. If, after two (2) years following the incident or incidents that gave rise to the minor disciplinary action, there have been no other incidents warranting discipline, the bargaining unit member may request (in accordance with 820ILCS 40/Personnel Records Review Act) the Employer to remove all documentation related to the disciplinary action from the bargaining unit member's personnel file(s), and the Employer will not utilize the previous disciplinary action in determining a penalty for any new situation necessitating disciplinary action.

23.6.2 Serious Discipline

- a. Serious discipline consists of suspension with or without pay, temporary or permanent reduction in appointment, restitution, temporary loss of privileges, denial of discretionary resources, or withholding/reduction of pay increases
- b. If the Employer believes it is necessary to undertake serious disciplinary action, the Employer shall notify the Union and the bargaining unit member of the date, time, location, and subject of the pre-disciplinary meeting, and the right of the bargaining unit member to bring a Union representative to the meeting to discuss the concern and the potential for discipline. If a Union representative is not available, the bargaining unit member has the right to a reasonable delay in scheduling a disciplinary meeting until a Union representative is available.
- c. Notifications regarding potential serious discipline shall be via university email and shall include the reason(s) for the recommendation. The bargaining unit member will be provided with an opportunity to be represented by the Union and to respond to the recommendation for serious discipline during a pre-discipline meeting to be conducted by the appropriate administrator. The bargaining unit member may be disciplined based on the determination made as a result of the meeting.
- d. Documentation regarding the serious disciplinary action will be placed in the bargaining unit member's personnel file. Serious disciplinary actions are subject to the Grievance Procedure, Article 22 of this Agreement. Serious disciplinary actions are not appealable to any other University appeals process.
- e. If, after four (4) years following the incident or incidents that gave rise to the serious disciplinary action, there have been no other incidents warranting discipline, the bargaining unit member may request (in accordance with 820 ILCS 40/Personnel Records Review Act) the Employer to remove all documentation related to the disciplinary action from the bargaining unit member's personnel file(s), and the Employer will not utilize the previous disciplinary action in determining a penalty for any new situation necessitating disciplinary action.

Article 23

PROGRESSIVE DISCIPLINE (Cont'd)

23.7 Suspension with Pay

In cases where a bargaining unit member's conduct poses a significant risk of harm to others or where other circumstances warrant, the bargaining unit member may be relieved of duties and suspended with pay while the matter is being investigated. If the Employer suspends a bargaining unit member with pay, the Employer shall notify the Union within one working day of the suspension.

23.8 Dismissal for Cause Process

- a. In egregious cases of wrongdoing, or where repeated attempts at progressive discipline have not been successful, the appropriate administrator may elect to initiate dismissal for cause procedures.
- b. The bargaining unit member shall be notified of the intent to recommend dismissal for cause and the notification shall set forth the specific facts and/or reasons for the recommendation to initiate dismissal for cause procedures. Prior to the dismissal of a bargaining unit member, the Provost shall consult with an ad hoc committee comprised of three (3) members of the bargaining unit appointed by the UFA President and three (3) members of the academic administration with tenured faculty status appointed by the Provost. Within ten (10) working days of the notification of the intent to recommend dismissal for cause procedures or such later date as agreed to by the parties, the ad hoc committee shall convene a hearing at which the Provost or designee shall present the basis for the dismissal. The bargaining unit member shall be present at the ad hoc committee hearing and shall have an opportunity to respond to the charges which are the basis for the proposed dismissal. The bargaining unit member shall be provided with an opportunity to be represented by the Union at the ad hoc committee hearing. The ad hoc committee will prepare a written report regarding the matter for consideration by the Provost.
- c. Based on the pre-dismissal meeting, the Provost will make one of the following determinations on the case and notify the bargaining unit member: 1) cause for dismissal exists and is warranted, 2) a lesser disciplinary action may be imposed instead of dismissal, or 3) dismissal for cause is not warranted.
- d. If the determination is to impose a disciplinary action other than dismissal, the Employer shall notify the bargaining unit member and the Union of the disciplinary action and its effective date. Documentation regarding the disciplinary action will be placed in the bargaining unit member's personnel file.
- e. If the determination is dismissal for cause, the Provost shall forward the report of the ad hoc committee to the President for approval. Upon the approval of the President, the recommendation will be forwarded to the Board of Trustees for formal action.

Article 23
PROGRESSIVE DISCIPLINE (Cont'd)

- a. The dismissal decision may be implemented following formal action by the Board of Trustees. Upon the implementation of a dismissal decision by the Board of Trustees, the bargaining unit member may be removed from all university duties and payrolls. If the bargaining unit member prevails in a grievance over dismissal, the Employer will provide any compensation required by the award.

- b. With the exceptions of the provisions in 23.6 c. of this article, all disciplinary action is subject to the Grievance Procedure, Article 22, of this Agreement.

Article 24 SALARY

24.1 2022-2023 Academic Year (FY 2023)

- a. A 6.5% increase shall be applied to the base annual salary of bargaining unit members. This increase shall be applied after base annual salary increases as specified in 24.6 Promotional Salary Increases and 24.7 Service, Teaching, Artistry and Research (STAR).
- b. After the increases made in (24.1.a.), increases shall be made so that the base annual salary of bargaining unit members shall not be less than the quantities shown in Table 24.5 based on academic rank.
- c. After in the increases in (24.1.b.), 1% of total FY23 base annual salary of bargaining unit members shall be allocated for merit-based increases to the base annual salary of bargaining unit members.
 1. After the increases in (24.1.b.), each department shall receive a proportion of the amount in (24.1.c.) equal to the department's proportion of total bargaining unit base salary.
 2. The amount allocated to each department resulting from (24.1.c.1.) shall then be allocated to bargaining unit members within each department, according to procedures specified in the department's personnel procedures. Should a department not have merit increase allocation procedures, the College guidelines will be followed. Should a College not have merit increase allocation procedures, University processes will be followed.

24.2 2023-2024 Academic Year (FY 2024)

- a. A 3.5% increase shall be applied to the base annual salary of all bargaining unit members. This increase shall be applied after base annual salary increases as specified in 24.6 Promotional Salary Increase and 24.7 Service, Teaching, Artistry and Research (STAR).
- b. After the increases made in (24.2.a.), increases shall be made so that the base annual salary of bargaining unit members shall not be less than the quantities shown in Table 24.5 based on academic rank.
- c. After the increases in (24.2.b.), 1% of total FY24 base annual salary of bargaining unit members shall be allocated for merit-based increases to the base annual salary of bargaining unit members.

Article 24

SALARY (Cont'd)

1. After the increases in (24.2.b.), each department shall receive a proportion of the amount in (24.2.c.) equal to the department's proportion of total bargaining unit base salary.
2. The amount allocated to each department resulting from (24.2.c.1.) shall then be allocated to bargaining unit members within each department, according to procedures specified in the department's personnel procedures. Should a department not have merit increase allocation procedures, the College guidelines will be followed. Should a College not have merit increase allocation procedures, University processes will be followed.

24.3 2024-2025 Academic Year (FY 2025)

- a. A 3.0% increase shall be applied to the base annual salary of all bargaining unit members. This increase shall be applied after base annual salary increases as specified in 24.6 Promotional Salary Increases and 24.7 Service, Teaching, Artistry and Research (STAR).
- b. After the increases made in (24.3.a.) above, increases shall be made so that the base annual salary of bargaining unit members shall not be less than the quantities shown in Table 24.5 based on academic rank.
- c. After the increases in (24.3.b.), 1% of total FY25 base annual salary of bargaining unit members shall be allocated for merit-based increases to the base annual salary of bargaining unit members.
 1. After the increases in (24.3.b.), each department shall receive a proportion of the amount in (24.3.c) equal to the department's proportion of total bargaining unit base salary.
 2. The amount allocated to each department resulting from (24.3.c.1.) shall then be allocated to bargaining unit members within each department, according to procedures specified in the department's personnel procedures. Should a department not have merit increase allocation procedures, the College guidelines will be followed. Should a College not have merit increase allocation procedures, University processes will be followed.

Article 24 SALARY (Cont'd)

24.4 2025-2026 Academic Year (FY 2026)

- a. A 3.0% increase shall be applied to the base annual salary of all bargaining unit members. This increase shall be applied after the base annual salary increases as specified in 24.6 Promotional Salary Increases and 24.7 Service, Teaching, Artistry and Research (STAR).
- b. After the increases made in (24.4.a.), increases shall be made so that the base annual salary of bargaining unit members shall not be less than the quantities shown in Table 24.5 based on academic rank.
- c. After the increases in (24.4.b.), 1% of total FY26 base annual salary of bargaining unit members shall be allocated for merit-based increases to the base annual salary of bargaining unit members.
 1. After the increases in (24.4.b.), each department shall receive a proportion of the amount in (24.4.c.1.) equal to the department's proportion of total bargaining unit base salary.
 2. The amount allocated to each department resulting from (24.4.c.1.) shall then be allocated to bargaining unit members within each department, according to procedures specified in the department's personnel procedures. Should a department not have merit increase allocation procedures, the College guidelines will be followed. Should a College not have merit increase allocation procedures, University processes will be followed.

24.5 Minimum Salary By Rank

Table 24.5: Minimum annual salary by rank.

Rank	FY23	FY24	FY25	FY26
Assistant Professor	\$67,000	\$70,000	\$70,000	\$70,000
Associate Professor	\$72,500	\$82,000	\$82,000	\$82,000
Professor	\$92,000	\$92,000	\$92,000	\$92,000

Article 24 SALARY (Cont'd)

24.6 Promotional Salary Increases

- a. Upon promotion from Assistant Professor to Associate Professor, the bargaining unit member's base annual salary shall be increased by \$8,000.
- b. Upon Promotion from Associate Professor to Full Professor, the bargaining unit member's base annual salary shall be increased by \$10,000.

24.7 Service, Teaching, Artistry & Research (STAR)

A bargaining unit member who has held the rank of Professor at NIU for five (5) or more years may apply for the STAR recognition by submitting documentation of activities and contributions over the prior five years that align with the mission, vision and values of the University, college, and department/school. Upon approval of the STAR salary increase by the Department Personnel Committee, a bargaining unit member's base annual salary will be increased by \$5,000 effective the subsequent academic year. A bargaining unit member may receive the STAR salary increase no more frequently than once every six (6) years and may receive no more than three STAR increments during their faculty career at NIU.

- a. A joint committee with three representatives from UFA and three representatives from the Employer will convene in Spring/Summer 2023 to define the evaluation criteria for the STAR salary increase; establish the timeline for applications and decisions on the applications; and establish a procedure for appeals of decisions. This committee must establish evaluation criteria that apply equitably across all departments.
- b. Department Personnel Committees shall make STAR approval decisions based on the procedures established by the committee in 24.7.a.

24.8 Supplemental Salary Increases

To retain a bargaining unit member, the Employer may approve a salary increase above the amounts in this article for the purposes of countering, matching, or exceeding bona fide written offers from other institutions, or for adjusting for low salaries, compression, inversion, market, equity, or retention. The Employer shall notify the Union in writing each time such an increase is made, including the amount of the increase and the rationale for the increase.

Article 24

SALARY (Cont'd)

24.9 Salary Inversion

To address salary inversion issues, bargaining unit members who are compensated at a base annual salary lower than all bargaining unit members in a lower rank in their department (i.e. a full professor below all associate professors or all assistant professors in the department or an associate professor below all assistant professors in the department) shall be provided with an additional increment to address this salary inversion. This increment will increase the bargaining unit member's base annual salary to the amount paid to the lowest paid bargaining unit member in the lower rank where the inversion is occurring within a department. This increment shall be provided after all increments that are identified in Section 24.1 of this article, will be retroactively effective August 16, 2022, for those who are actively employed on the date of execution of this agreement, and is intended to be a one-time adjustment for the term of this agreement.

Article 25
ADDITIONAL COMPENSATION

- 25.1** The Employer shall continue providing additional compensation and/or workload adjustments to bargaining unit members serving in assignments including, but not limited to: Assistant Chair, Director of Graduate Studies, Director of Undergraduate Studies, Director of Educator Licensure, and Laboratory Director, provided there is operational need for any such assignments.
- a. Bargaining unit members currently serving in such assignments shall receive from the Employer additional compensation and/or workload adjustments, provided there is operational need.
 - b. The parties recognize that such assignments are subject to merger with other assignments, reassignment and/or elimination based on operational need at the discretion of the Employer.
- 25.2** Other existing types of additional compensation to bargaining unit members shall continue, provided there is operational need for such additional compensation.

Article 26

COMPENSATION FOR OVERLOAD TEACHING

- 26.1** Unless mutually agreed upon by the chair of a department or equivalent unit and a bargaining unit member, or as specified by a department or equivalent unit workload policy, the Employer shall not require bargaining unit members to teach above the limits specified in Article 20, Workload.
- 26.2** The chair of each department or equivalent shall notify via university email all bargaining unit members in that department or equivalent unit of the possibility of overload teaching assignments.
- 26.3** In determining the offer of overload teaching assignments, the employer shall consider:
- a. relevant skill and expertise
 - b. distribution of assignments among bargaining unit members that recognizes the availability of, and the previous performance of the bargaining unit member.
- 26.4** The Employer shall notify bargaining unit members who are scheduled to teach an overload course of the cancellation of an assigned overload course section(s) no later than noon on Friday of the week prior to the start of the scheduled overload course(s).
- 26.5** Whenever possible, the Employer shall not pay bargaining unit members amounts less than college, department, and unit practices as these practices exist upon execution of this Agreement. The Employer shall not pay bargaining unit members less than \$2000 per credit hour for each overload course or the equivalent pro-rated amount for the period of overload assignment. Nothing in this Article of the Agreement shall be construed as preventing the employer from paying bargaining unit members more than \$2000 per credit hour for each overload course.

Article 27
COMPENSATION FOR SUMMER TEACHING

- 27.1** The Chair of each department or equivalent shall notify via university email all bargaining unit members in that department or equivalent unit of the possibility of summer teaching assignments.
- 27.2** In determining the offer of summer teaching assignments, the Employer shall consider:
- a. relevant skill and expertise
 - b. whenever all interested bargaining unit members have been assigned to teach one course, bargaining unit members may receive consideration to teach a second course.
- 27.3** The Employer shall notify bargaining unit members who are scheduled to teach a summer course of the cancellation of an assigned summer course section(s) no later than noon on Friday of the week prior to the start of the scheduled summer course(s).
- 27.4** For summer courses, whenever possible, the Employer shall not pay bargaining unit members amounts less than current college, department, and unit practices as these practices exist upon execution of this Agreement. The Employer shall not pay bargaining unit members less than \$2000 per credit hour for each summer course. Nothing in this Article of the Agreement shall be construed as preventing the Employer from paying bargaining unit members more than \$2000 per credit hour for each summer course.
- 27.5** Compensation for summer teaching under this Article 27 is confined to the duties associated with teaching courses.

Article 28

BENEFITS

28.1 Bargaining unit members are eligible for health insurance under the Illinois State Employees Group Insurance Act (5 ILCS 375/1 *et. eq.*). The Union and the Employer agree to accept all terms and conditions of bargaining unit member benefit packages that apply to bargaining unit members as determined by the Department of Central Management Services (CMS).

28.2 Central Management Services (CMS) Benefit Programs

During the term of this Agreement, employee group benefit programs (health, dental, life, etc.) shall be provided to all employees covered by this Agreement who are eligible to participate in those programs in accordance with the State Employees Group Insurance Act of 1971, 5 Illinois Compiled Statutes 375/1 and following, as amended. The parties agree to accept all of the terms and conditions in employee benefit packages as determined by the Department of Central Management Services (CMS) to be intended to apply to employees of Northern Illinois University. Changes and modifications in benefits, benefit levels, or to the types of employee benefit packages that may be offered is the exclusive right of Central Management Services. The costs for participation in any of the employee benefit programs that Central Management Services determines to be contributory by the employee and costs for optional coverage are the sole responsibility of the employee.

28.3 Each bargaining unit member may purchase an annual ‘faculty/staff’ parking permit equivalent to the ‘Blue’ hanging tag or sticker.

28.4 Bargaining unit member(s) shall be provided with available adjacent parking at all undergraduate and graduate commencement ceremonies.

28.5 Professional Travel and Development

- a. The Employer shall provide funding support for faculty professional travel with advanced approval of the chair/director/supervisor in accordance with college, department, and unit procedures for each academic year contingent on the availability of funding.
- b. Effective for FY 2024 and thereafter the Employer will provide a minimum of \$1,200 each fiscal year to support probationary tenure-track bargaining unit members expenses and a minimum of \$800 each fiscal year to support tenured bargaining unit members for travel to a research or teaching related conference or other research/professional development expenses approved by the Employer.
- c. Funds not expended by an individual bargaining unit member in any fiscal year are not transferable to another bargaining unit member. Funds not expended by the end of each fiscal year shall not roll over into any subsequent year.

Article 28

BENEFITS (Cont'd)

d. Procedures for obtaining approval for travel and expenditures will be in accordance with existing departmental professional development travel processes.

28.6 The Employer may continue to fund internal grant programs supporting faculty research, scholarship, librarianship, and creative activities, including, but not limited to, Research and Artistry Awards.

28.7 Course Releases for Associate Professors

In order to assist Associate Professors in pursuing promotion to Professor, the Employer will provide up to fifteen (15) course releases each academic year. To be eligible to apply for these course releases, Associate Professor bargaining unit members must possess at least six (6) years or more at that rank and intend to pursue promotion in the next two years subsequent to receiving the course release. The Employer shall also release bargaining unit members who receive this benefit from some service obligations such as committee membership during ~~one~~ the same semester of the academic year in which they receive the course release.

Bargaining unit members who want to take advantage of this benefit must submit an application that includes a brief plan outlining the steps they intend to pursue to strengthen their ability to apply for promotion to their department chair on a deadline in accordance with the Constitution and Bylaws, Article 8, Sabbatical Leave Policy, Board of Trustees Regulations, Subsection E, Sabbatical Leave and the relevant operational procedures associated with Sabbatical Leave. Department chairs will review these applications/plans and approve any that are feasible with respect to the impact on the department's instructional capacity and provided the plan is appropriate for enabling the bargaining unit member to prepare to successfully apply for promotion within the two years subsequent to the course release. Bargaining unit members whose applications are not approved by the department chair may apply again in subsequent years until successful.

If more than fifteen (15) bargaining unit members submit applications approved by their department chair, the Employer shall award the benefit in order of seniority.

If fewer than fifteen (15) bargaining unit members submit applications approved by their department chair, the Employer shall award the benefit to all who applied.

The department chair must notify all applicants of the results in writing and must include the rationale for any applications which are denied. Email is acceptable.

Article 28
BENEFITS (Cont'd)

Bargaining unit members who apply and whose applications are deemed acceptable in merit by the department chair, may not be denied the benefit on the basis of instructional capacity two years in a row.

The employer will provide the union with a list of all successful applicants and those who are denied.

Bargaining unit members may only receive this benefit once.

Article 29

LEAVES AND MODIFIED DUTIES

29.1 The Employer shall continue to provide, upon approval, all leaves and benefits as currently provided to bargaining unit members including, but not limited to, Sabbaticals, Family and Medical Leave Act of 1993 (FMLA), Educational Leave, Bereavement Leave, Temporary Military Duty, Jury Duty, Sick Leave, Disaster Relief, Vacation (appointments 10 ½ months or greater), and Holidays.

Eligible bargaining unit members may apply for Sabbatical Leave in accordance with the Constitution and Bylaws, Article 8, Sabbatical Leave Policy, Board of Trustees Regulations, Subsection E, Sabbatical Leave and the relevant operational procedures associated with Sabbatical Leave.

29.2 Paid Parental Leaves of Absence

The Employer shall provide up to five weeks (25 working days), upon approval by HRS, of continuous parental leave for the birth or adoption of a child, or assuming the responsibility for a foster child at 100% salary. Parental leave is allowable for the primary and/or coequal caregiver of the child. Whenever possible, advanced notification of the need for such leave shall be provided to the Employer. Parental leave shall be utilized within 12 months of the date of the birth or adoption of the child and will run concurrent with FMLA leave. This is intended to replace the existing twenty (20) working days of Extended Medical Leave provided under Board of Trustees policy, which shall no longer be available to bargaining unit members.

29.3 Paid Medical Leaves of Absence

The Employer shall provide up to five weeks (25 working days) each fiscal year of non-accumulated paid medical leave, at 100% salary. Such non-accumulated leave shall not be carried forward into the next fiscal year. Paid medical leave is allowable for one's own serious health condition. Whenever possible, advanced notification of the leave shall be provided to the Employer. Paid medical leave shall not be used until the bargaining unit member has used accumulative leave expected to be earned in the 9 or 12 month contract period (10 days for 9 months, 12 days for 12 months) prior to the commencement of this leave and will run concurrent with FMLA leave for which the bargaining unit member is eligible. This is intended to replace the existing twenty (20) working days of Extended Medical Leave provided under Board of Trustees policy, which shall no longer be available to bargaining unit members.

Article 29
LEAVES AND MODIFIED DUTIES (Cont'd)

29.4 Paid Leaves of Absence for Immediate Family Member's Serious Medical Condition

The Employer shall provide up to five weeks (25 working days), each fiscal year of non-accumulated paid medical leave at 100% salary. Such non-accumulated leave shall not be carried forward into the next fiscal year. Paid medical leave is allowable for the care of an immediate family member, as defined in the Board of Trustees Regulations, Section II. A.8 with a serious medical condition. Any and all amendments to Board of Trustees Regulations, Section II. A.8 shall not change the terms and conditions of this Agreement. Whenever possible, advanced notification of the leave shall be provided to the Employer. Paid leave for an immediate family member's serious medical condition shall not be used until the bargaining unit member has used accumulative leave expected to be earned in the 9 or 12 month contract period (10 days for 9 month, 12 days for 12 month) prior to the commencement of this leave and shall run concurrent with FMLA leave for which the bargaining unit member is eligible.

29.5 Other Paid Benefits for Family and Medical Leaves

Bargaining unit members may use accrued sick leave and, if applicable, vacation leave, during the FMLA leave.

As permitted by existing state and federal regulations and laws, bargaining unit members shall continue to accrue sick leave and, if applicable, vacation leave during all periods of FMLA leave, paid or unpaid. As permitted by existing state and federal regulations and laws, bargaining unit members shall continue to accrue sick leave and, if applicable, vacation leave during any non-FMLA leave provided by the Employer, provided that the bargaining unit member remains in a paid status.

29.6 Modified Duties for Bargaining Unit Members Transitioning from Paid Parental Leave

- a. During the period following the birth or adoption of a child, upon request by the bargaining unit member who is the primary or coequal caregiver for the child, the Employer shall grant a period of modified duties without a reduction in salary. Bargaining unit members completing any continuous paid parental leave of absence before a semester concludes will be granted modified duties status for the remainder of that semester and will be granted modified duties status in the subsequent semester.

Article 29

LEAVES AND MODIFIED DUTIES (Cont'd)

- b. Non-library: Except by mutual agreement between the bargaining unit member on modified duties status and the Department Chair, bargaining unit members on modified duties status shall not be required to teach classes or attend on-campus meetings, but will be expected to fulfill other professional responsibilities, including but not limited to research, scholarship, artistry, course preparation and revision, and supervision of graduate students.
- c. Library: Except by mutual agreement between the bargaining unit member on modified duties status and the Department Chair, library bargaining unit members on modified duties status shall not be required to perform Category 1 duties (librarianship) or attend on-campus meetings, but will be expected to fulfill their duties in Category 2 (scholarship) and Category 3 (service). The maximum period for modified duties for library bargaining unit members is five months.
- d. Whenever possible, modified duties should be constructed in advance of the implementation and the plan for modified duties is to be documented and signed off by the Dean and Provost.
- e. A grant of modified duties is in addition to, and does not affect, any FMLA or other leave to which a bargaining unit member is entitled.

29.7 Leaves Non-Discrimination

The Employer shall not discriminate or retaliate against bargaining unit members who have used benefits under the Family and Medical Leave Act of 1993, or any other leaves provided in this article and any other leave provided by the Employer, or for modified duties described in Section 29.6.

29.8 Continuation of Benefits

A bargaining unit member on approved leave while on pay status shall continue to be eligible for the benefits of the State group insurance program and may continue to participate in the State Universities Retirement System, subject to the laws, rules, regulations, policies, and procedures governing the administration of such insurance programs or the State Universities Retirement System. All University-paid contributions shall continue provided the bargaining unit member remains in a paid status.

A bargaining unit member on approved leave without pay may continue to be eligible for the benefits of the State group insurance program and may continue to participate in the State Universities Retirement System, subject to the laws, rules, regulations, policies, and procedures governing the administration of such insurance programs or the State Universities Retirement System.

Article 29
LEAVES AND MODIFIED DUTIES (Cont'd)

29.9 Extension of the Tenure Probationary Period for Bargaining Unit Members taking FMLA Leaves of Absence

Unless otherwise requested by the bargaining unit member, tenure track bargaining unit members taking an approved leave of absence under the FMLA shall have their tenure probationary period automatically extended by 12 months. If after having the tenure probationary period extended, the bargaining unit member requests to return to their original probationary period, the employer shall grant the request and the bargaining unit member will not be held to “early” standards for tenure and promotion. Extension of the tenure probationary period is allowable no more than two times during the bargaining member’s term.

29.10 Other Extensions of Tenure Probationary Period

The Employer may grant extensions of the tenure probationary period to bargaining unit members, based on exceptional circumstances, for reasons not covered in this Article. Extension of the tenure probationary period is allowable no more than two times during the bargaining member’s term.

Article 30

FACILITIES

30.1 Facilities

- a. Bargaining unit members shall have reasonable access to classrooms, laboratories, and other facilities to which they are assigned. As determined by the Chair, bargaining unit members shall also have access to other equipment as may be required by specific course assignments or other assigned responsibilities.
- b. In accordance with applicable University policies and procedures, University facilities, equipment, or personnel shall be used only for University business.
- c. The Employer shall provide each bargaining unit member with the office, laboratory, and classroom space needed for effective and safe teaching, research, advising, and other activities necessary to his or her academic discipline and performance of duties. The space shall include, but is not limited to:
 1. If a bargaining unit member who is not already assigned a private office requests a private office, the Employer shall provide a private office with a desk and two chairs.
 2. The Employer shall provide each bargaining unit member one standard university computer to meet their teaching and operational needs. Bargaining unit members shall have input into the decision of what computer meets their teaching and operational needs, with the final decision on the type of computer determined by the Employer. Most of these computers will be a standard computer model designated by the Division of Information Technology. Upon execution of this agreement, in fiscal year 2024 and remaining years of the agreement, the Employer shall replace 20% of these standard computer models that are older than five years from the date of purchase of the computer.
 3. Software necessary for the performance of the bargaining unit member's duties as approved by the Chair and the IT department.
 4. Internet access.
 5. Technical support for approved hardware, software, and internet access;
 6. Appropriate space necessary for the performance of the bargaining unit member's duties as approved by the Chair, including laboratory, performance, rehearsal and studio space as required.
 7. Storage space needed for the performance of the bargaining

- unit member's duties as approved by the Chair.
8. Mailbox.
 9. Office supplies as approved by the Chair.
 10. Access to photocopying necessary for the performance of the bargaining unit member's duties as approved by the Chair; and
 11. Printing facilities necessary for the bargaining unit member's duties as approved by the Chair.

Article 30
FACILITIES (Cont'd)

- a. The Employer shall provide bargaining unit members access to such space as approved by the Chair during periods when the building containing the office or research space is closed.
- b. The Employer will not relocate a bargaining unit member's office or research space without reasonable justification and notification.

Article 31

HEALTH AND SAFETY

- 31.1** The Employer is committed to the safety of students, faculty, staff, and the public it serves. The administration, faculty, and staff have the responsibility to promote health and safety in their environment and operations and shall do so in accordance with any and all applicable federal and state laws, and University Health and Safety Policy.
- 31.2** The Employer shall follow any and all applicable federal and state laws and safety codes with regard to health and safety, including, but not limited to, radiation, laser, and biohazard regulations.
- 31.3** The Employer shall provide all safety items, such as tools, equipment, and personal protective equipment and personal protective clothing, respiratory equipment, and eyewear that are required in accordance with university health and safety policy, state and federal laws and standards.
- 31.4** The Employer shall supply and maintain adequate emergency facilities, equipment, and supplies in accordance with the university health and safety policy and applicable federal and state laws.
- 31.5** The Employer shall pay the cost of and provide required training and supervision to ensure that bargaining unit members who operate machinery, tools and equipment do so with safety and care.

Article 32

NON-DISCRIMINATION

- 32.1** In the application of provisions of this Agreement, there shall be no discrimination by the Union or Employer against any member of the bargaining unit on the basis of race, color, national origin, ancestry, sex, pregnancy, religion, age, physical and mental disability, marital status, veteran/military status, sexual orientation, gender identity, gender expression, political affiliation, order of protection status, victim of domestic or sexual violence status, citizenship status, arrest record, genetic information, and/or other protected categories under applicable federal and state statutes, regulations and orders pertaining to nondiscrimination, equal opportunity and affirmative action that violate University policy, or membership or non-membership in, or activity on behalf of, or in opposition to the Union.

Article 33

MISCELLANEOUS

33.1 Training

Following the execution of the Agreement, the Employer shall provide training to all chairs/directors/supervisors that addresses the manner in which work assignments are made to bargaining unit members. The training shall include implementing the fair and equitable distribution of work assignments among bargaining unit members in accordance with the provisions of this Agreement. This training shall be a component of the training that will be provided to chairs/directors/supervisors regarding the administration of this collective bargaining Agreement.

The Employer shall provide the Union with the training materials that will be provided to chairs/directors/supervisors regarding the administration of this Agreement.

33.2 Legal Political Activity

The Employer recognizes that bargaining unit members have the right to participate in any legal political activity. Any such activity shall be in accordance with the State Officials and Employee Ethics Act.

33.3 Special Professorships

Nothing in this Agreement will constrain the ability of the University to create and maintain special professorship designations which may include increments to the 9-month base salary, release time and/or stipends provided that there is continued funding for such additional compensation and/or release time.

33.4 Out of Town Assignments

Unless the bargaining unit member gives written permission (email is acceptable), the Employer may not assign bargaining unit members teaching or other work duties at worksites farther than 100 miles from the DeKalb campus. Nothing in this article shall be construed to limit travel undertaken on the initiative of a bargaining unit member in connection with the research/scholarship/artistry portion of their appointment.

33.5 Hours of Teaching Assignments

Unless the bargaining unit member gives written permission (email is acceptable), the Employer may not assign bargaining unit members teaching or other work duties between the hours of 10:00PM to 7:00AM Central Time. Exceptions to this article include work performed as a part of a performance practicum or concert or travel related duties.

Article 33
MISCELLANEOUS (Cont'd)

33.6 Non-Retaliation

Bargaining unit members shall not suffer retaliation in any departmental, college, or university-wide process, including but not limited to merit reviews, annual evaluations, and promotion and tenure evaluations, for exercising their rights under Articles 20, 22, 29, 33, and all other rights that they have under this agreement.

33.7 Unintentional Data Breach

The Employer shall hold bargaining unit members harmless for any unintentional data breach that might occur, that is not willful or negligent on the part of the bargaining unit member, when they are using equipment that is not issued by the Employer.

Article 34

NO STRIKE, NO LOCKOUT

34.1 No Strike

During the life of this Agreement, or any extension thereof, the Union agrees that it shall not strike or engage in any concerted interruption of services; nor will its officers or agents authorize or encourage any strike, sympathy strike, or work stoppage, by any bargaining unit members. Nothing in this Section shall preclude bargaining unit members from exercising their right to engage in other lawful, concerted activities for the purpose of collective bargaining.

34.2 No Lockout

During the life of this Agreement, or any extension thereof, the Employer agrees that it shall not lock out any bargaining unit member(s).

Article 35

SAVINGS

35.1 Should any part(s) of this Agreement or any provision(s) contained herein be determined to be illegal or invalid by a court or agency of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such a court or agency pending a final determination as to its validity, or if any provision is rendered invalid by subsequently enacted legislation, such part(s) or provision(s) shall not invalidate the remaining portions hereof and they shall remain in full force and effect. If either party makes a request, the invalidated part(s) or provisions(s) will be renegotiated.

Article 36

Entire Agreement

36.1 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

36.2 This Agreement represents the entire agreement between the Union and the Employer and supersedes all previous agreements prior to the date of ratification, oral or written, or based on an alleged past University practice, that occurred before July 1, 2018, either established by the University or between the University and an individual bargaining unit member.

36.3 Any agreement(s) which supplements this Agreement shall not be binding or effective for any purpose whatsoever unless reduced to writing and signed by the University and the Union.

Article 37

DURATION

37.1 This Agreement shall become effective as of July 1, 2022, and, unless otherwise specifically provided herein, shall remain in full force and effect through June 30, 2026. This Agreement shall automatically be renewed from year to year thereafter unless either party notifies the other in writing of its desire to modify the terms by June 30, 2025.

Negotiations for a Successor Agreement shall begin on a mutually agreed upon date and at a mutually agreed upon time and place after the written notification required by this paragraph has been served upon the other party.

Notwithstanding any provisions of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after the expiration date and until a new agreement is reached unless a party gives at least ten (10) calendar days advance written notice to the other party of its desire to terminate this Agreement. Such termination date shall not be prior to June 30, 2022 or the expiration date established by way of automatic renewal. Upon termination of this Agreement, all benefits and obligations hereunder shall be terminated and shall not survive the Agreement unless otherwise required by law.

ARTICLE 38
REIMBURSEMENT OF EXPENSES FOR TRAVEL BY VEHICLE

- 38.1** When the Employer requires a bargaining unit member to travel by car on official university business not related to the bargaining unit member's research/scholarship/artistry activities to locations other than the DeKalb, Illinois or Sycamore, Illinois campuses, the bargaining unit member has the right to, but is not required, to use their own car. University vehicles may be available for use by bargaining unit members through Transportation Services.
- 38.2** Reimbursement by the Employer to the bargaining unit member will be calculated at the rate established by the Illinois Department of Central Management Services.
- 38.3** In cases in which the bargaining unit member is engaging in travel as defined in 38.1, the number of miles traveled shall be calculated in accordance with Illinois Higher Education Travel Control Board Guidelines.

ACCEPTANCE BY THE PARTIES

IN WITNESS, WHEREOF, the Union and the Employer have executed this Agreement by their duly authorized representatives this _____ day of _____.

NORTHERN ILLINOIS UNIVERSITY

**UNITED FACULTY ALLIANCE,
UNITED PROFESSIONALS OF
ILLINOIS (UPI) IFT-AFT, AAUP**

**Northern Illinois University
Board of Trustees**

**John Miller, President
United Professionals of Illinois
(UPI)
Local #4100**

**Kerry Ferris
UFA/UPI Chapter President**

**Richard Grund
UFA/UPI Lead Negotiator**

APPOINTMENT OF DEAN FOR THE COLLEGE OF HEALTH AND HUMAN SCIENCES

Summary: Following a national search, Dr. Kelly Fiala has accepted an offer to be the Dean of the College of Health and Human Sciences. Dr. Fiala is recommended for appointment at the rank of professor with tenure in the School of Interdisciplinary Health Professions in the College of Health and Human Sciences.

Background: Dr. Kelly Fiala has held various leadership roles at Salisbury University. Most recently, she served as the founding dean of the College of Health and Human Services (CHHS). During her tenure, Dr. Fiala was responsible for bringing faculty, staff, and students from two existing Schools together to form a cohesive unit. She accomplished this with an emphasis on interprofessional education for students and professional socialization for faculty and staff. Dr. Fiala was also instrumental in establishing the CHHS' Center for Healthy Communities, which consolidated the College's continuing and community education programs and service-related grant activities for better visibility and sharing of resources. In addition, she played a significant role in bolstering support for the Richard A. Henson Medical Simulation Center which offers enhanced learning experiences to students in CHHS programs. Under her leadership, several curriculum changes were made to respond to student interest, emerging workforce needs, and community stakeholder input. She is a published scholar in the areas of athletic training and wellness. Prior to serving as dean, Dr. Fiala served as department chair and associate dean and interim dean of the Seidel School of Education and Professional Studies at Salisbury University.

Dr. Fiala earned her Bachelor of Arts in Biomedical Sciences from Western Michigan University in 1998, her Master of Science in Sports Studies from Bemidji State University in 2000, and her Ph.D. in Educational Psychology with an emphasis in measurement, evaluation, and assessment from the University of Connecticut in 2004. Additionally, she maintains professional credentials as an athletic trainer and certified strength and conditioning specialist and regularly volunteers with groups such as Special Olympics.

Funding: There is no additional funding needed for this appointment.

Recommendation: The University recommends approval of the appointment for Dr. Kelly Fiala as Dean of the College of Health and Human Sciences, with the rank of professor with tenure in the School of Interdisciplinary Health Professions, effective June 16, 2023.

FISCAL YEAR 2024 LAW TUITION PRICING AND STUDENT FEE RECOMMENDATIONS

Summary: For FY24, the university recommends a 0% increase in base tuition for law students. These recommendations were developed with the goals of addressing affordability concerns and maintaining fiscal responsibility by keeping the total cost of attendance for full-time students as low as possible. Prior to this recommendation for FY24, NIU held the base tuition for law students flat from FY16 through FY21, increased tuition by 0.79% in FY22 and increased tuition by 1% in FY23.

Additionally, the university has numerous student activities, programs, services, and operations that are supported to various degrees by the assessment of dedicated-use student charges. These charges are aggregated into a more manageable number of fees. This item describes the purpose of each charge, then provides a summary of the fee rates for FY23 and recommendations for FY24.

Background: NIU sets tuition on a per-credit-hour basis. For the Juris Doctorate program students who enroll in 12 or more semester credit hours are billed at a maximum rate that is 12 times the per-credit-hour rate. The FY24 rates indicated below apply to both new and returning law students. Rates are set subject to the following considerations:

- Bundling tuition and fees for law students
- Residency considerations (e.g., out-of-state and international students)

Out-of-State and International Rates

NIU currently sets tuition for domestic, out-of-state students at the same rate as Illinois residents. The rate for international students is set at twice the in-state rate, subject to the following considerations:

- International students appointed as graduate assistants or fellows are billed at the domestic law student rate; and
- The university may enter into agreements with international partners for cohort or pipeline programs. For such programs, the university may agree to lower the instructional charge to no less than 1.5 times the FY24 in-state rate.

Tuition Recommendation

The recommendation is to keep base tuition flat for law students. This recommendation is in accordance with NIU’s goal to maintain affordable tuition for law students.

Fiscal Year 2024 Tuition Recommendations

College of Law Domestic Tuition per Semester	FY23		FY24	
	Per Credit Hour 1-11	12 or more Credit Hours	Per Credit Hour 1-11	12 or more Credit Hours
Instructional Charge (Base)	\$689.53	\$8,274.36	\$689.53	\$8,274.36

Law Student Fee Recommendations

Student Support Services Fee is comprised of the following charges:

Student Activities and Services Charge supports the student government, student programming, campus-wide programming initiatives (Welcome Days, Homecoming, Open Houses, etc.) and the activities of student recognized organizations. These charges are also allocated to departments to maintain and improve student services.

Law Fee remains constant at FY23 level (\$3.65)

Holmes Student Center Charge supports the operational costs of Holmes Student Center and student programs provided in the facility.

Fee remains constant at FY23 level (\$11.80)

Health and Wellness Charge allows students to use Health Services with little to no direct cost to students and helps fund programming that promotes wellness and healthy lifestyle choices and related state and federally mandated education and awareness campaigns. The fee increase is necessary to fund fully the cost of services.

Fee increases from \$7.90 (FY23 level) to \$8.15 (FY24 level). Increase of \$0.25.

Grants-in-Aid Charge supports an institutional merit-based scholarship program, as well as supporting a needs-based Financial Aid fund for students, by which state institutions are eligible for matching funds from the State of Illinois per statutory requirements.

Fee remains constant at FY23 level (\$1.40)

Campus Recreation Charge is used for financing, constructing, maintaining, and improving new and existing recreational sports facilities and programs, including the sport club operations.

Fee remains constant at FY23 level (\$8.00)

Northern Star is the student-run newspaper and provides free access to the campus community.

Fee remains constant at FY23 level (\$0.27)

Arts and Culture Fee enhances the University's arts culture and provides students with a means to enjoy the School of Music and School of Theater and Dance productions at little to no direct cost to the student.

Fee remains constant at FY23 level (\$0.80)

Cultural Diversity Programming Fee is used to develop and support cultural programming resources for students by NIU's diversity resource centers. Programming addresses the intersecting identities of students, including race, ethnicity, gender identity, class, nationality, sexual orientation, social justice, and others and may include high-impact speakers, films, lecture series, exhibits, Heritage Month Celebrations, and more.

Fee remains constant at FY23 level (\$0.80)

University Advancement Fee is comprised of the following charges:

Capital Improvement Charge provides funding for educational and support facilities for students, faculty, and staff in a manner that maximizes the effectiveness of the capital investments, maximizes the use of all existing facilities, and promotes orderly, planned campus development. Support for projects related to existing facilities are included in this charge. The fee increase will support renovations and repairs in high-impact student spaces such as study areas, classrooms, student engagement areas and other such spaces.

Fee increases from \$14.90 (FY23 level) to \$15.35 (FY24 level). Increase of \$0.45.

Transportation Access Charge funds the Huskie Bus System, the Huskie Line, parking lot lights, security and maintenance, and the creation of additional parking and transportation services. This charge also supports the University's Huskie Line bus and Freedom Mobile paratransit services. All fee-paying students are eligible to utilize Huskie buses without being charged fares. An increase in costs necessitates an increase in the fee.

Fee increases from \$7.00 (FY23 level) to \$7.70 (FY24 level). Increase of \$0.70.

Athletic Fee is comprised of the following charges:

Athletic Program Charge supplements the University's diverse athletic programs and provides students with a means to enjoy the athletic events without direct cost to the student.

Fee remains constant at FY23 level (\$22.29)

Convocation Center Charge helps fund the operational costs of the Convocation Center and supports student events held in the athletic space utilized by students.

Fee remains constant at FY23 level (\$8.20)

Huskie Stadium Charge helps fund the operational costs of Huskie Stadium and provides support for student activities and programs that are held in the stadium.

Fee remains constant at FY23 level (\$2.40)

Law Program Support contains the following charges:

Law Student Bar Charge supports the Student Bar Association and student organization activities at the College of Law.

Fee remains constant at FY23 level (\$2.35)

Law Excellence Charge provides enhancements to College of Law course offerings and experiential learning opportunities such as clinics, mock trials, and moot court. The fee increase will fund activities that support law student professional development, including preparation courses and materials for the current Bar Examination and development of strategies to support the 2026 NextGen Bar Examination. The fee also supports internships, clerkships and clinical rotations.

Fee increases from \$120.00 (FY23 level) to \$160.00 (FY24 level). Increase of \$40.00.

Academic Program Enhancement and Instructional Surcharge is assessed in order to meet the ever-emerging demands for cutting edge academic programs and services for NIU students. Critical areas for funding include technology upgrades as well as support for identified academic strategic planning initiatives designed to strengthen, direct, and further improve academic programs, research, and the academic experience of students.

Law Fee remains constant at FY23 level (\$22.00 per credit hour)

FY23 Rates and Recommendations for FY24 Rates Summary

	FY23	FY24	Difference
Athletic	\$ 32.89	\$ 32.89	-
Student Support Services	\$ 34.62	\$ 34.87	\$ 0.25
University Advancement	\$ 21.90	\$ 23.05	\$ 1.15
Law Program Support	\$ 122.35	\$ 162.35	\$ 40.00
Law Technology Surcharge	\$ 22.00	\$ 22.00	-
TOTAL	\$ 233.76	\$ 275.16	\$ 41.40

Recommendation: The University recommends that the Board of Trustees approve the Fiscal Year 2024 Law Tuition Pricing and Student Fee Recommendation.

FISCAL YEAR 2024 MASTER AGREEMENT FACILITY CONTRACT RENEWALS

Summary: Master agreements for labor and materials supporting facility repairs/improvements are required to be established or renewed for FY24. These agreements provide an important streamlined contractual mechanism to engage companies effectively and efficiently while still maintaining price competitiveness. The following renewals or new awards will be processed in accordance with applicable Illinois procurement regulations and advertised, as required, in the *Illinois Procurement Bulletin*.

Background: As the level of deferred maintenance and repair demands continue to increase, the ability and agility to respond quickly when failures occur becomes critical. Navigating the requirements of the state procurement process can be challenging. These master agreements allow interested companies to be pre-screened and validated for their willingness to operate under state procurement rules (e.g., Business Enterprise Program (BEP) qualifications/subcontract participation plans, adherence to standard state legal certifications, and financial/conflict of interest disclosures).

As facility requirements are identified and approved for execution (e.g., projects at or above \$250K to be separately approved by the Board), quotes will be solicited from various companies to ensure adequate price competition. The procurement process is streamlined when companies with the lowest quotes already have an established relationship with NIU under these master agreements.

The amounts listed on the next page are not-to-exceed (NTE) limits established for FY24. These amounts do not reflect a commitment or obligation but are an upper limit for the amount of work that may be requested under these agreements should companies successfully respond with the lowest quote for solicited work. The continual addition of new companies to this listing provides for increased ordering flexibility and price competitiveness.

Funding: Institutional Funds

Recommendation: The University recommends that the Board of Trustees approve the Fiscal Year 2024 Master Agreement Facility Contract Renewals.

New awards:

New miscellaneous services agreements (each)\$ 1,000,000**

Renewals:

Advanced Boiler Control Services – Crown Point, IL.....\$ 450,000
AGAE Contractors, Inc. – Chicago, IL.....\$ 600,000
Anderson Lock Ltd. – Des Plaines, IL\$ 600,000 *
Campos Construction, Inc. – Rockford, IL\$ 600,000 *
Cooling Land Concepts, LLC – Cherry Valley, IL\$ 700,000
Curran Contracting Co. – DeKalb, IL.....\$ 425,000
EDE Corp. – Chicago, IL\$ 700,000
Elliott & Wood, Inc. – DeKalb, IL.....\$ 750,000
Freeport Industrial Roofing, Inc. – Freeport, IL.....\$ 400,000
G.D. Barri & Assoc., Inc. – Peoria, AZ.....\$ 475,000 *
Hygieneering, Inc. – Willowbrook, IL\$ 600,000 *
Independent Mechanical Ind., Inc. – Chicago, IL\$ 400,000
Kelso Burnett Co. – Rockford, IL.....\$ 800,000
Lake & Pond Solutions Co. – Greenville, WI.....\$ 300,000
Otto Baum Co., Inc. – Morton, IL.....\$ 600,000
Ringland Johnson, Inc. – Cherry Valley, IL\$ 550,000
Rush Power Systems, LLC – Kirkland, IL.....\$ 475,000
Schoening Painting & Decorating, Inc. – Rockford, IL\$ 550,000 *
Sprinkmann Sons Corp. – Milwaukee, WI.....\$ 700,000
Sterling Commercial Roofing, Inc. – Sterling, IL\$ 500,000
Stone Group, Inc. – Chicago, IL.....\$ 600,000
Swedberg Electric, Inc. – Sycamore, IL.....\$ 800,000 *
Tecnica Environmental Services, Inc. – Lemont, IL\$ 775,000 *
True North Consultants, Inc. – Naperville, IL.....\$ 600,000
Veya, Inc. – Champaign, IL\$ 600,000 *
Weaver Construction, Inc. – Sycamore, IL.....\$ 600,000

* BEP vendors currently meeting CMS qualifications. Other vendors are required to demonstrate BEP participation with subcontracting plans.

**Invitation for bid will include 30% BEP goals, base year plus seven renewal term, and may result in multiple awards.

REAL ESTATE PROPERTY SALE NURSING BUILDING

Summary: On September 15, 2022, the Board previously determined the Nursing building as surplus to the university needs and authorized the property to be sold under the updated provisions of the Illinois Property Control Act (30 ILCS 605/). A reasonable offer for a lease-to-purchase arrangement has been tentatively developed with the DeKalb Community Unit School District 428, and the approach has been approved at their board meeting held March 7, 2023.

To provide clarity for the process, this action is to provide clear authorization for President Freeman, Treasurer Middlemist, and General Counsel Perry, to execute the lease-to-purchase agreement and sign eventual title conveyance and other related closing documents on behalf of the Board of Trustees in accordance with board regulations section VI, subsection A. 3. Resulting net lease payments and sale proceeds will be deposited in an account conforming to Property Control Act.

Background: The existing property located at 1240 Normal Road in DeKalb consists of a single-story, 24,000 square-foot structure on 9.1 acres. After considering the market in the local area, the negotiated price for the property is considered fair and reasonable. The sale closing date will be determined as the final lease-to-purchase agreement is developed. Net proceeds from the lease payments and sale will be placed in a cost center specifically to be used for campus deferred maintenance or emergency repair requirements in accordance with the Illinois Property Control Act.

Funding: Revenue generating

Recommendation: The University recommends Board of Trustees for approval. Updates on the sale process will be provided at future Board meetings.

MICROSOFT ENROLLMENT CONTRACT RENEWAL

Summary: The university is requesting permission to issue an order for a three-year contract of Microsoft Enrollment for Education Solutions software during the license period July 1, 2023 – June 30, 2026 under a new reseller. The Division of Information Technology (DoIT) contacted IPHEC and BEP vendors to assess their capabilities to provide service and have selected SHI International Corp as the approved reseller.

Background: The licensing under this contract allows NIU to run Microsoft Windows Desktop OS and Microsoft Office products, including their updates, for all university owned computers and provides five copies of Office for all students, faculty, and staff to run on their personal devices while they are enrolled or employed by the university. This contract also covers Windows Server licensing costs in NIU’s virtual environment and license costs for several security features such as Multi-Factor Authentication and Self-Service Password Reset. For the next three fiscal years, the request is increased to \$1,875,000 to support the university’s transition to Teams Voice and enhanced information security strategies via an uplift to a higher level of Microsoft 365 licensing. The information security capabilities include but are not limited to enhanced identity protection capabilities based on automated risk calculations, endpoint detection and response capabilities to further protect NIU's endpoints, and compliance enhancements across our critical Microsoft 365 ecosystem.

This contract replaces a nine-year renewal that occurred based on a prior RFP awarded on June 6, 2013.

Funding: Appropriated Funds

SHI International Corp..... \$ 1,875,000

Recommendation: The University recommends that the Board of Trustees approve the Microsoft Enrollment Contract Renewal.

Agenda Item 9.c.7.
April 3, 2023

Information

COLLEGE OF LIBERAL ARTS AND SCIENCES OVERVIEW

Dean Bob Brinkmann will present an overview of the College of Liberal Arts and Sciences.