

TRANSCRIPT

University Council
Wednesday, November 7, 2018, 3 p.m.
Altgeld Hall 315
Northern Illinois University
DeKalb, Illinois

VOTING MEMBERS PRESENT: Arado, Bateni, Block, Boughton, Brubaker (for Barnhart), Burton, Castle (for Valadez), G. Chen, J. Chen, Chitwood, Chmaisse, Chung, Coli, Collins, Cordes, Cross, Doederlein, Fredericks, Freeman, Haji-Sheikh, Hanley, Kassel, Kim, Kortegast (for Bond), Koss, Ledgerwood, Macdonald, Martin, McCord, Millhorn, Mogren, Monteiro, Naples, Narducci, Nelson, Newman, Nicholson, Saborío, Scherer, Shi, Siegesmund, Slotsve (for Song), Staikidis, Thu, Walker (for Elish-Piper), Wilson

VOTING MEMBERS ABSENT: Barnhart, Bolden, Bond, Briscoe, Coleman, Davis, Elish-Piper, Halicki, Kamp, Mershon, Penrod, Peterson, Pietrowski, Rajagopalan, Song, Stephen, Valadez, Zamora

OTHERS PRESENT: Blazey, Bryan, Falkoff, Hunt, Jensen, Klaper, McGill, Stang

OTHERS ABSENT: Ferguson, Wesener Michael

I. CALL TO ORDER

L. Freeman: Good afternoon, everybody.

Meeting called to order at 3 p.m.

II. VERIFICATION OF QUORUM

L. Freeman: Pat has informed me that she believes we have a quorum, but do we still want to click in? I think we should. It's just a good habit to have. So everyone should have their clickers on, and press 1. [pause] All right, we have confirmed that we have a quorum.

III. ADOPTION OF THE AGENDA

L. Freeman: I'd like then to ask for a motion to adopt the agenda.

C. Doederlein: So moved, Doederlein.

L. Freeman: So moved, Doederlein. Second?

H. Nicholson: Second, Nicholson.

L. Freeman: Second, Nicholson. Sorry, Richard, you tried. And all in favor?

Members: Aye.

L. Freeman: Opposed? All right.

IV. APPROVAL OF THE OCTOBER 10, 2018 MINUTES

L. Freeman: All right, may I now ask for a motion for approval of the October 10, 2018 minutes? So moved, Siegesmund. And a second?

V. Collins: Second, Collins.

L. Freeman: Thank you. And any corrections, comments? All in favor?

Members: Aye.

L. Freeman: Any opposed? All right.

V. PUBLIC COMMENT

L. Freeman: Mr. Parliamentarian, have we had any requests for public comment? [no requests]

VI. PRESIDENT'S ANNOUNCEMENTS

L. Freeman: All right, then I will move quickly to the President's Announcements. I have only a few comments to make myself and then I'm going to ask both Vice President McGill and we have Becqui Hunt to bring an update as well, so let me just say that winter is upon us, in case anybody hasn't noticed. I've been meeting with many faculty and student groups this week, and I've come to the conclusion that this is the time of year when faculty, students and staff are just counting the days to Thanksgiving and trying to get what's on their plates now cleared so that they can actually enjoy the holiday.

I want to give a quick update on the presidents and chancellors call from last week relative to Human Resource Services. I think that the concerns of the presidents and chancellors have been heard. Last week we were joined on our call by Jeff Brownfield from the State Universities Civil Service System, as well as by Trustee Cole from Western Illinois University, who is the head of the Merit Board. The presidents had a chance to raise questions. The questions that were raised seemed very consistent across the campuses. There is no latitude in the conversion, but there is now a general understanding of the concerns about keeping our employees whole, doing this in a rushed fashion rather than a thoughtful fashion, trying to receive consistent information so that we can be doing the same things on the different campuses and using the tools available to us. And I think that, all in all, we left the phone call feeling like we were in a better place in terms of being heard, listening to each other's concerns and looking at a path forward where there will be much more communication between the HR directors, the SUCCS Office, the presidents and chancellors, and

the Merit Board. So after just a series of conversations where people were able to clear up some misconceptions, I think we're in about as reasonable a place that we can be. And I will certainly work hard to let that our staff councils and our faculty and leadership know everything that I hear. And I know that HRS will do the same, and we'll move forward on that.

At RSB on Friday, there were questions raised about the transparency with which Coach Carey's contract was renewed last January. And I just want to point out that there was certainly not an intent to keep anything secret. It had been our Athletic Department's practice not to do press releases. But we have certainly heard the community's concerns. Pat, if you could raise – in the Monday report from the athletic director, [Frazier's Corner](#), he addressed this. And Pat will have a copy of that attached to the minutes.

Let me just read an excerpt from that.

As we prepared to play Akron last Thursday, many of you were surprised to learn that in January 2018 we finalized the contract extension, which will keep Rod Carey at the helm of the NIU program through June 2022. I received questions as to why this extension was not publicly announced.

While I object to any characterization of this contract extension as secret, and there was certainly no intent to avoid public review. But I've heard your questions, and I will respond to those with concerns. I want to assure you that, while it has not been our regular practice to preemptively announce contract extensions or renegotiations, all procedures laid out by the Board of Trustees, the university's human resources department, the General Counsel's Office, and the state of Illinois have been meticulously followed.

Going forward, I will work with the leadership of our department and of the university to do better. Whether that is providing regular press releases on extensions or making contracts even more accessible than they currently are, we will make sure that the proper level of communication is provided.

Along those lines, I can tell you that in the past year, we have executed contract extensions for six Huskie head coaches in addition to Coach Carey, including Lisa Carlsen (women's basketball), Sam Morreale (women's gymnastics), Connie Teaberry (indoor and outdoor track and field/cross country), Ryan Ludwig (wrestling), Mike Kunigonis (baseball) and Patrick Fisher (men's tennis). They are all quality coaches who are committed to this community, to NIU and to bringing in and developing successful students, athletes and citizens.

So to go back to the paragraph about working with the university, what we have decided to do is to post on the President's Office page, a table where we will have the name of coaches and all members of the senior round table, their base compensation, guaranteed additional compensation, any at-risk compensation meaning bonuses that have to be earned that aren't automatic, and a column that describes the end of term. Those things are a little more complicated in the coach's contracts than in the general academic contracts, but we will be summarizing them in the table. And then we will actually be linking to the pdfs of the actual contracts to the names of the individuals so

that anybody can go there and look at them any time. We started working on that on Monday, and I expect that it will be posted at the very latest, by the beginning of next week. Does that sound reasonable?

C. McCord: I have an email in my in box just right now about updating it. So we're making good progress.

L. Freeman: So those of you who read the five rules that my mother told me when I was eight, there was something in there about learning from your mistakes and taking responsibility for your actions. And the university didn't anticipate the response, but we certainly are taking responsibility for our actions and trying to do better.

Along the lines of trying to have open communication, before we go to the scheduled presentation from Becqui Hunt, I wanted to ask Sarah McGill if she could say something about the Northwestern contract that will be coming before the Board of Trustees. There is some misinformation out there, and there are concerns, and we want to try to make sure that we try to address those appropriately.

[Student Health Services](#) – Sarah McGill, Chief Financial Officer

S. McGill: Thank you. Some of you are likely aware that in June NIU agreed to enter into a letter of intent with Northwestern Medicine. In June we came to an agreement with Northwestern that they would provide medical support for our student athletes. At that time, we also discussed the intent to work with Northwestern to take over responsibility for our student health clinic.

Since that time, there have been a series of conversations. Many folks from NIU have been involved in conversations and working with Northwestern to identify a framework that we can move forward with and implement effectively January 2019.

Aligned with what President Freeman indicated, at the November board meeting, we'll be seeking approval to move forward and enter into a contract with Northwestern where they would take over the operations of our student health clinic effective January 1. It's important to note that this is still NIU's clinic, so we will manage. We will be involved to insure that the desired level of care, of services, that we continue to be good stewards of our student fees, that all of that is aligned and in place.

Let me talk through a little bit about some of the services that we will receive from Northwestern, both through the financial arrangements and then talk through a little bit about the governance process in which the agreement would be managed.

As Northwestern will be assuming responsibility for the clinic, it's important to note that there will not be a reduction in services. All services that are covered by the student fee will remain. Additionally, Northwestern has agreed to extended hours. So currently I believe the student clinic is open roughly 9 to 4:30. And it closes over the lunch hour. With Northwestern, assuming operational responsibility, the clinic will remain open all day. It will no longer close for lunch. Additionally, they will offer a staggered schedule where Sundays they'll open as early as 8 a.m. And some days they'll stay open as late as 6 p.m. So there will be more opportunities, longer hours, to meet the

needs of our students.

Further, Northwestern is offering walk-in services for urgent care. Currently, the only way to receive services is through appointments. Sometimes it can take a few days to get an appointment. And then that leaves students in a situation where they need to go outside, off-campus to seek services. Northwestern will be offering walk-in hours during the times that the clinic is open.

Further, Northwestern has agreed to provide additional services in support of mental health. We have arranged for an additional number of hours per week that would roll out effective January. These hours likely aren't enough to meet the need. We're going to continue to work toward a solution, but this is a great starting point that would be implemented effective January.

There are some additional changes. Northwestern will continue to support referrals to the NIU physical therapy clinic, to the NIU speech/language clinic. They understand and value our educational mission and are certainly not going to do anything that interferes with that. So if students come in and they would benefit from services that our clinic could provide, absolutely students would be referred there.

Additionally, Northwestern will be implementing a medical records system, Epic. It's very common in their line of business. It's one of the top records systems. Northwestern is implementing this on their own. They are funding it. They are providing the IT fiber cables. There will be no cost to the university or toward students. This is something that Northwestern believes needs to be in place to deliver the standard of care that they would like. What this would allow is that, as students go to see Northwestern providers, whether at our clinic or a hospital, all student records would be in on system. So whether you're here on NIU's campus, whether you go to Northwestern/Kish, whether you go to downtown Chicago, there would be one record that will have the student's information in there.

Further, something we're really excited by, is beginning an academic year, 2019-20, Northwestern will be allowing students who pay the student health fee to access those services that are covered by the student health fee at their Northwestern/Kish campus and their downtown Chicago campus. So there will be two campuses that will allow for that on a pilot basis. It will be the DeKalb campus, the Kish campus, as well as downtown Chicago. Assuming, which we all do, that that pilot is successful, beginning the following academic year, that will be rolled out to all campuses. So if you pay the student health fee, you can come to NIU's campus, you can get those services covered here. Or if you're home for the holidays, if you're taking part in an internship opportunity in downtown Chicago, those same services that are covered here will be available to you at Northwestern clinics.

I would also say that we have worked with Northwestern, are very aware that not all services students need are covered under the health fee. It's not the intent of the health fee. But the student insurance that we offer through NIU, the Aetna plan, Northwestern will receive, and that will be considered in-network. So we're doing all that we can to insure that, as we make decisions, that we're thinking about our offerings holistically so that they all feed together.

Aligned with the service provisions in place, we're looking at our governance structure, and we want to establish, monitor and uphold quality of service indicators to support what this framework

looks like. We've asked, and there's been agreement, to a minimum of quarterly meetings. Those meetings will allow representatives from NIU and Northwestern to come together, review usage, review certain benchmarks and metrics such as wait times, utilization. We're looking at things, as well as referrals to ERs and other providers. We're looking at things like benchmarking health insurance costs. So again, we're very aware of what this decision means and how we're working together to make sure that it's executed in the most sound way.

Through all of the discussions, and as we move forward, NIU retains the right to discuss the scope and timing of services, meaning that no changes can be made unilaterally by either party. Again, we stand by that we're stewards of our students, our services, and we take that role very seriously. There's a commitment from both sides that we won't sacrifice the level of service for funding.

As we think about those financial considerations, talking a lot about enhanced services, but what does that mean from a cost standpoint. I'm very pleased to say that, because we're able to leverage Northwestern's vast network, we're actually going to see a reduction in cost for these services. So currently, the student health fee pays for the student health clinic, and there's a charge of \$7.88 per credit hour. This agreement allows us to move forward with the services that I've just outlined, which again includes no reduction in services. That \$7.88 per credit hour will be decreased to \$7.49 per credit hour. Currently NIU pays, through the student fees, approximately \$2.7 million in support of our student health clinic. Because of this partnership, that cost will decrease to approximately \$2.3 million. Northwestern will receive \$1.9 million of that. \$400,000 will stay with NIU to cover costs that we bear for insurance, for technology platforms and for some staffing. We expect that some of our costs that are on the NIU side will decrease over time.

Because that is such a significant number, because health care is a significant issue and priority, there is a commitment that annually we will review the financials in support of this agreement to insure that these costs, the numbers, the student fees, all remain within alignment. And because the student fees are approved by our Board of Trustees, that will be another item that goes forward in November. No changes can be made without a clear, transparent process.

I'll just give you some further information on the framework of the agreement. We're asking for a five-year contract. It's going to be an initial five-year term with the option for a five-year renewal. It's not an auto-renewal, so there will be discussions. And again, along with this, there's the quarterly meetings on usage, on quality of service indicators and an annual review of the compensation. The student health insurance, through Aetna, will be considered in-network, and the agreement has incorporated quality of service indicators around metrics reporting and a clear path for a resolution should there be any issues.

We have some considerations on the NIU side that we are thoughtfully working through, regarding communications, how we think about employment and staffing currently in the clinic. And then our facilities and our IT pieces. The engagement with Northwestern, should it be approved next week at the meeting, again, would start in January. The clinic would close for winter break, would resume operations in January, and that would be under Northwestern management.

That is the prepared remarks I have.

L. Freeman: Okay, before we go to Becqui, I'm going to open the floor to questions for Dr. McGill on Northwestern, for me on my comments or anything else. And I just want to also remind folks that a budget message went out to the campus today from Dr. McCord and Vice President McGill. So if you have questions about that, this would also be a reasonable to ask one or both of them. Any questions? And please come to the microphone and identify yourself.

K. Chung: I am just wondering, Northwestern has been buying all the practices around the Chicago area. Previously we [NIU Audiology Program] were able to send students to Kish, but then after they bought the practice, then we were not able to send students to do audiology services there. Is it possible that we also build in some of those practicum hours in negotiations so they can open up those spots, because they're not sending students to those hospitals, but then our students are barred from going there. So it will be great if we can work out something so we can place our students in those hospitals.

S. McGill: That's a great point, and I have been in conversations with Dean Block, not about this specific issue, but related to the referrals to NIU's physical therapy clinics and speech/language clinics. And we have the commitment in place. Northwestern has also committed that they would work with us as we think about training opportunities in the student health clinic and the ability to appoint some of our NIU faculty or lecturers as preceptors – is that the right word, Dean Block – as preceptors they will work with us on that. So I think, in the spirit of those discussions, happy to raise the issue you raised with them to see what can be worked out.

L. Freeman: Any additional questions?

L. Shi: I'm happy to hear that they also are going to provide mental health services, which is very much needed on campus. But at the same time, there is a concern, because I think currently we have about four on-campus mental health clinics, including the Couple and Family Therapy Clinic. So I'm wondering what could be the potential negative impact on these clinics in terms of the competition for clients. Currently we serve a lot of students on campus, and also their significant others, their family members, things like that. Thank you.

S. McGill: I appreciate the question. We definitely should be mindful that there aren't any negative impacts. We've been approaching this that, quite frankly, at this time we're not able to offer the services – we don't have enough supply to meet the needs that are out there. I think that the additional hours will give us the sense if we're moving in the right direction. And I think this is something else that we continue to watch as far as the benchmarking and key metrics to insure that a service that we're standing up doesn't have unanticipated consequences to programming and services that are already in place. So this is just something that we'll continue to watch and be in contact with to insure. At the end of the day, it's about meeting the needs of the students, and we don't want to do anything that's going to take away from what's already in place.

L. Freeman: Other questions?

M. Haji-Sheikh: One of the problems that have happened off and on with Northwestern is that, on one hand you're saying they're going to increase mental health. On the other hand, in this city and this county, they've been reducing their access to mental health in the city and the county. So it

would be nice to see that they would also have an expanded commitment community-wide so say they're overtaking NIU's services and, by doing that, they're saying they're increasing their services.

The other question I have is, NIU gets laboratory services. Are they getting it from Northwestern? If they're not, do you have a contract with a laboratory services provider already? And now you're going to have to change that contract to deal with Northwestern? Or Northwestern's going to have to get laboratory services contractor?

S. McGill: It's through Northwestern.

M. Haji-Sheikh: Okay, I just wasn't sure. I thought I heard, but that's one of those things.

L. Freeman: Jay Anderson from Northwestern will be at the board meeting, committee meeting, FACFO on Thursday of next week. So if there are questions for him, that would be an opportunity.

M. Haji-Sheikh: Some of you might know, my wife used to be head of Health and Human Services Committee for the counties, so that's one of the reasons I'm quite interested.

K. Cross: I just wanted to know if there is any link or website where students can access this information. There's been a lot of concerns from the student body, so I just wanted to alleviate those concerns seeing as this is moving in a positive manner. So is there any link?

S. McGill: Yes, we can certainly make available. There will be a discussion at the board meeting next week, and we've prepared a set of briefing materials. Happy to share those with you. That contains more detail than I went into, but it goes into the relevant facts about the costs, the enhanced services. I know the conversations I'm most aware of are the conversations around the reduction in services in support of women's health. That is not true.

K. Cross: Yes, I just wanted to alleviate those student concerns.

S. McGill: Yes, we will make [those materials](#) available in any way to alleviate those concerns. Happy to do so.

K. Cross: Thank you.

L. Freeman: We also met with Nathan [Hays], he's the student trustee, this morning to brief him. So, hopefully, we'll continue to communicate with our student leadership and get the word out. Any additional questions.

- A. Policy Library update – Rebecca Hunt, Policy Librarian
[Presentation](#)

L. Freeman: Okay, Becqui Hunt, you're on.

R. Hunt: Good afternoon, everyone. I'm here today to give you an update on the Policy Library

project that has been started here on campus. And just to let you know where we are and what we're doing and what our end goals are going to be.

The Policy Library is being built so that there's a website where you can link to all of the university-wide policies in one place so that everyone, administration, faculty, staff and students, can have the opportunity to look up policies to see what they say. If they have any questions about the policies, the information would be readily available for everyone to see.

When we think about university policies, we want to think of them in terms of ways to remember what they are and how to define them. So to define a university policy as it pertains to NIU, the university policies are statements of principles associated with the conduct required of Northern Illinois University employees and/or students. And it's consistent with the university's purpose and mission. And it must be followed.

We have policies coming from a lot of places. This diagram shows where policies come from the state. There are policies that are generated from the Board of Trustees. And then there are university-wide policies that are generated from University Council, from the president. Then there are non-university-wide policies. And those policies are applicable to just individual colleges that pertain to policies that need to be adhered to by the faculty there. And then there are campus-wide policies. And then all the way down to department policies. Any of those, we're not interested in. We're only interested in the university-wide policies, those that affect all of us. So those are the ones that I will be collecting and placing up in the website for us to use.

We have a timeline for all of this work. We're in November now, so some of the work has already started. We've met with senior leadership. We've sent an email to the appropriate divisions letting them know that we're collecting policies for the Policy Library. This month we're starting to collect those policies. I've presented at Faculty Senate. I'm here today presenting to you. I will be presenting to the [Operating] Staff Council and the SPS. And I also want to reach out to the Student Association and talk with them about the Policy Library and how it affects them. In December, review of the current policies and uploading them to the website. And that happens through January and February. And then by March, we'd like to launch the Policy Library for you to use. So that's the timeline that we're looking at right now.

As a part of the Policy Library, we have a committee that will oversee the policies that are coming through for approval. And the Policy Library Committee is made up of these members or their designee. And as new policies come through, they'll come to the Policy Library Committee. They'll be looked at, verified, making sure we don't have duplicate policies. And then they'll go for approval to the appropriate body.

So we have some action items that are going on. If you want to submit a policy, you can go to this website. It is live. We're looking for policies with an effective date of 1997 forward. We realize that there are some policies out there, especially the APPM, that is a little older. But we're accepting it, so if there are policies that are older than 1997, then you need to contact me, and I'll be able to take a look and see what we can do about getting them into the library.

I'm identifying and advising the administrators responsible for policy development and

management. I'm also communicating to large groups about the initiative and the policy submissions. And the bulk of the work is just working on the library, itself, and sending out reminders to everyone about making sure that they do send their policies to me.

Are there any questions? Yes.

R. Scherer: Thank you for doing this. Just following up on [inaudible] you know this stuff has been available ad hoc in a variety of places. So my question is: Will there be, or is there currently, a search and destroy mission, or at least search and archive mission to find outdated copies of things that are out there. Because, as you know, if you're searching for a particular policy, if you just do a google search, you're going to find a whole bunch of old and outdated versions. And they're in conflict. So in addition to putting the comprehensive and up to date compilation, will there be much of an effort [inaudible] try and find ones that are no longer up to date.

R. Hunt: I'm not looking for the ones that are not up to date. I can look for those and archive them, because I am going to be working with the library archivist in order to archive these policies so that, if we need to go back to them, we can. But I'm looking for the ones that are just currently in place right now.

R. Scherer: Somewhere on your page you should probably have a statement saying: Any policy that's not linked to this page may not be accurate anymore.

L. Freeman: IT reports to Vice President McGill, maybe she wants to comment on how we can help scrub.

S. McGill: Well, look, I think that that's a great point, and I'll work with our CIO, Matt Parks, to look at what we can do so it's not a manual process, but perhaps there's something we can do that would get at this situation more holistically.

R. Scherer: [inaudible]

S. McGill: It is, that's a fair

R. Scherer: [inaudible]

S. McGill: It's a fair point.

R. Hunt: Are there any other questions? Well if you think of any questions, you can always email me at rhunt@niu.edu. Thank you.

L. Freeman: Thank you, Rebecca. You have been working so diligently, and trying to engage everybody to help make this a priority. And I know people are really actually eager to have the Policy Library up and running. This was an idea born out of shared governance, one that has a lot of support. And despite that, I'm sure than when you email people, they're not ecstatic to have the request. But I know the community will rally.

VII. CONSENT AGENDA

VIII. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

L. Freeman: I don't see a Consent Agenda, so I'm going to ask Therese to take over with Reports From Councils, Boards and Standing Committees, Item VIII.

- A. Faculty Advisory Council to the IBHE – Linda Saborío – report
IBHE memorandum – [ISBE Actions Regarding Educator Shortages](#)

T. Arado: Thank you. Starting with our first report under Item VIII, we have Linda Saborío for our Faculty Advisory Council to the IBHE. Linda, you can come up and give us your report, thanks.

L. Saborío: Good afternoon. So while I'm pulling up my computer here that has the report on it, I suppose I could entertain you all. After what are now numerous trips to various institutions of higher education around the state of Illinois, this lovely state of Illinois, I have come to the conclusion that I do not like country music. [laughter] I apologize to all my country music fans out there. I did my best, especially during this last trip to Robinson, Illinois where, as I told Faculty Senate, I lost all contact with the modern world at least twice. But I can now say that I've been to both Paris and Toledo, and both cities in the same day, so this is a positive side, right?

So the FAC Council received a very warm welcome from our host institution's CFO, president and dean of instruction. There was a great deal of discussion from the dean regarding dual credit and the dual credit quality act amendment. On the plus side, dual credit does allow high school students to get a head start on their college credit. On the negative side, there is a great deal of concern regarding the quality of the courses and the processes in place for assessing that quality. With the amendment act, ISBE can credential an instructor to teach dual credit. Also with the proposed amendment act, there is more flexibility in receiving credentials than before. Only 18 credit hours in the discipline. And finally, school districts can actually bypass the entire credential process, itself. These were some of the concerns shared with us.

On another topic, we also discussed the issue of teacher shortage in Illinois. Recently, ISBE passed a proposed policy on solutions to alleviate teacher shortages in Illinois, despite the numerous concerns expressed in the memorandum that's been included with this report. Of greatest concern among many is that non-higher education entities will be allowed to prepare teachers. And you can see the memo included in your agenda packet for a complete list of concerns and for more details.

And finally we met in our working groups. For my group, P-20 Outreach, we're going to be reaching out to the 36 institutions represented on the FAC to ask them to share with us information on three exceptional outreach programs currently in place at their institution. Of specific interest are P-20 programs and initiatives that have impacted local communities or citizens, future students and employers.

Our November meeting will take place at Illinois Wesleyan in Bloomington ... more country music. So this concludes my report. It's a short one this month, and the entertainment portion of UC for the month as well. So are there any questions? No I did not mention that I was in an NIU vehicle this

time, right. At Faculty Senate, I happened to mention that I was not overly concerned about my isolated drive to Robinson, because I was in an NIU vehicle, and I figured that eventually they would come looking for it. [laughter]

L. Freeman: That probably also explains why you didn't have satellite radio or a good CD player.

L. Saborío: No, just good old country music.

T. Arado: Thank you, Linda.

- B. University Advisory Committee to the Board of Trustees – no report
Holly Nicholson, Catherine Doederlein, Therese Arado
Alex Gelman, Sarah Marsh, Kendall Thu
- C. Academic Policy Committee – Vicki Collins, Chair – no report
- D. Resources, Space and Budget Committee – Jim Wilson, Chair – report
[Student Fee Advisory Committee Summary Statement](#)

T. Arado: That moves us down to D under Roman numeral VIII, Resources, Space and Budget. Jim Wilson, you have a report for us? Thank you.

J. Wilson: Actually, Linda, the entertainment continues. [laughter] No technology. The RSB Committee met last Friday to address several questions. Senior leadership was with us to answer several of the questions. I posed these questions at our last UC meeting. We also had some public comments from Virginia Naples expressing concern or disappointment about the NIU Foundation funds buy back of football tickets, and she asked that funding for this practice be redirected, possibly to academics. And then Michael Haji-Sheikh expressed his concern about the extension of the NIU football coach's contract absent Board of Trustee public approval. Of course, we talked about that earlier today.

So I will just sort of paraphrase some of the answers and responses that we had to some of these questions that were posed.

The first one, concern was decentralizing budgeting and hiring process to the extent possible. Allow colleges and departments to be responsible. And so it was described to us that a lot of these protections became in place due to our budget constraints and the impasse with the budget. And so these protections on the non-personnel side have been revisited and now are coming back. Anything under \$25,000 can be approved at the local level. And that makes up a great proportion of all expenditure activity – about 80-85 percent. On the personnel side, that is also being revisited and strategies are being developed to handle that.

The second one: flexibility in the use of 02 funds. This came from a couple of unit heads. Supporting student events, including food for recruitment and retention. That policy has been discontinued, and authority to make those decisions now exists at the local level.

And then a little more complicated question about adjustments that occurs outside the college, such as promotional increments, base salary changes, retention adjustments, should be funded simultaneously, not after the fact. This creates budget failure and inefficiencies among other things, the need to make multiple contacts and fix things down the road. And also, Tammy Stevens [CLAS business manager] was with us, who also responded to these questions. So there are two sides to this. The technical side is that things were swept up during this time and it was much more difficult to send it back. And so there were some technical challenges in the software with this, two different software systems. But Tammy Stevens did note that some of these changes have been made recently and are appreciated. And then there is the conceptual side regarding position control. Those things need to be addressed still.

Fourth, separate cost center for base-funded positions from operating budget activity. Personnel should be completely separate from 02 budgets. So what is being done here, and Vice President McGill addressed this, is that she did note that staffing budget create havoc with overall cost center budgets. So they're implementing a forecasting column and a reconciling component to this. Though this may be helpful, it still is quite a bit of work for local business managers.

The fifth question was asking the take on Program Prioritization. Dr. McCord answered this, noting that budget decisions over the last several years strongly relied on Program Prioritization. However, that has become a little bit attenuated, but the spirit remains. And the question now is how we can take those criteria, goals and mindset of the Program Prioritization process and incorporate that into what's going on now and be consistent.

There was one question also that was addressed by President Freeman that was related to this. And that's the graduate student stipends issue. Can they be increased, making NIU more competitive. And that is also being discussed. For example, the reasonable living wage threshold for the DeKalb area has been set at \$1500 a month. And that would take about \$4.3 million to bring up our graduate student stipends to that level.

Okay, this is number six. Not all collected lab fees are returned to the departments. There seems to be a backlog of several years. So this is still being analyzed. There is a backlog, but funds are starting to flow back to the departments.

In the last of these questions, in light of the significant windfall of reduced tuition for out of state athletes, will NIU be able to reallocate some of the athletics fees to other groups? It turns out that the action to reduce the fee revenue for athletics was \$450,000, which was actually greater than the out of state reduction windfall of approximately \$300,000 to \$370,000. So they sort of took a hit there.

For our next meeting, December 7, open comments are welcome. We will be talking about budgeting process preparation for next year, early next year. And we will continue the orientation toward resource budget and resources on our January meeting, that's January 11. Tentatively for the December 7 meeting, President Freeman will also visit us again and, of course, there will be more questions, although probably a little bit more limited. It was a pretty active discussion during our last meeting. It took a little bit of time. Because we are going to be talking about the budget process for next year, we'll probably have a shorter time period for that.

A couple other things that we are involved in. There was a report on Campus Security and Environmental Quality [Committee] update by Michael Haji-Sheikh. A request for proposals was made for new student safety software such as virtual escort for students. And a second request was made for consistent camera system on campus.

And finally, the University Fee Review Committee update by Jay Monteiro. There were about 20 fee presentations made to this committee, including one new fee proposal. And they took these presentations and proposals and made recommendations to the Board of Trustees. But we should also be mindful that this committee is not advisory to the Board of Trustees.

And so December 7 is our next meeting. I encourage people to send us questions, or even better is if you show up, because the message can become somewhat weakened or distorted if you send it to me. I might not capture everything. So I think it's good to be there in person. But if you can't make it, feel free to send it to one of our members of our committee or to Pat Erickson, and we'll get to it.

That's it.

T. Arado: I think Kendall has a question for you.

K. Thu: That was entertaining, wasn't it? It wasn't country music, but it was entertaining. I was walking out of the [RSB] meeting with Jay Monteiro, and I learned that the fee recommendations are kept secret, and I didn't understand, and I don't think Jay actually knew why they're secret. So I want to just raise this. Is this not true?

J. Monteiro: I would not characterize it that they are kept secret [inaudible]

K. Thu: You didn't tell me.

J. Monteiro: I said they were confidential.

K. Thu: Well, okay, confidential.

C. McCord: So we bring fee recommendations to the committee. The committee makes recommendations to leadership. Leadership makes a recommendation to the Board [of Trustees]. They are made public at the board meeting, which is, I think, consistent with a lot of other practice.

K. Thu: Well I would like to see more transparent farther downstream, or upstream, whatever way you want to see it, because can the campus community have comment on it before it gets to the board, like we do with other issues that come up.

C. McCord: That's managed through the Fee Review Committee. The Fee Review Committee is that purpose. That is the purpose of that committee, is exactly to provide that representative approach to campus feedback as opposed to all points of campus.

K. Thu: I understand the representation on the committee. I'm just interested in knowing why the

committee deliberation can't be made public before it gets to the board.

K. Cross: I served on the [University Fee Review] Committee. So I think to clarify your question, I think if the decision that was made and finalized out of committee, even though they're not final decisions, I think that if they were going to be open to the public, it would cause a lot of critiques. I think you should do this instead of doing this. So I think the committee is selected specifically just to serve that purpose, to represent different facets of all NIU. And I think it is a well-served purpose for that committee.

M. Haji-Sheikh: I think Kendall's onto a point here, and Kendall's going to be in shock. One of the things is that, in the bylaws, it says that the president's cabinet is a bylaws-based committee. And if I remember about Reynard vs. Board of Regents, all bylaws-based committees are open meetings. So any committee that reports to a committee that's an open meetings committee is an open meeting by definition. Now if you've dissolved that committee, the president's cabinet as a bylaws committee, then I think you probably would have to change the policy in the Policy Library to reflect that, which means you'd have to go to the Board of Trustees and ask that to be pulled out of the bylaws. That's just a point of order.

L. Freeman: There's a differing legal opinion on that and, rather than debate it, if we want to have that discussion about the senior round table that's advisory to the president, which doesn't vote on anything and makes no policy, we can certainly do that at the next meeting, but that is not a settled question. And with respect to fees, I think we're open to, if the posting of the fees in advance of the Board of Trustees is not sufficient, time for people to comment, I think we're open to looking at different mechanisms and always trying to be inviting feedback.

V. Naples: I just have one quick question. Could you explain to us how people are chosen to be on that [University Fee Review] Committee, or what groups are represented?

L. Freeman: What committee?

V. Naples: On the [University] Fee Advisory [Review] Committee.

L. Freeman: I'm hoping the provost can.

C. McCord: I cannot, to be quite honest, give you a full definition. I don't have that top of mind. It is students, faculty, staff. And because these are student fees, this student presence on the [University] Fee Review Committee is particularly important and comes from the Student Association leadership.

L. Freeman: Tristan or Khiree, do you want to comment on that? We can certainly get a clarification.

K. Cross: The committee is comprised of people that I select that fit on the committee. So this year we had myself, the treasurer – I think that says a good fitting – to represent the student body, since I am the student government president. And then we also chose the Residence Hall Association president to hear all facets of the campus.

L. Freeman: And Mike [Stang], you're represent Student Affairs today. Do you have knowledge that would expand this discussion? I know if Dr. Wesener Michael was here, she would be able to give us a little more detail.

M. Stang: She would, because she's actually the co-chair. So the dean of students co-chairs with a representative from Finance and Facilities. This year it happened to be Emily Hochstatter. There's a representative from the Budget Office. There are representatives from the Resource, Space and Budget Committee, as well as the shared governance units.

L. Freeman: Pat, why don't we volunteer to actually give a [summary answer](#) to include with the minutes. I think we got most of the information out, but maybe not in the most coherent fashion. So does that seem reasonable to everybody?

T. Arado: All right, thank you, Jim.

- E. Rules, Governance and Elections Committee – Richard Siegesmund, Chair – no report
- F. University Affairs Committee – Hamid Bateni, Chair – no report
- G. Student Association – report
Khiree Cross, President
Tristan Martin, Speaker of the Senate

T. Arado: Our next reports are from the Student Association, Khiree and Tristan.

T. Martin: Hi guys, how's it going today. That was weak. How's it going today, guys. A little bit better. Glad to be here, guys. So first off, before I begin my report, I want to address a questions that was asked of us the last time we were up here. There was a mention about Huskie Link not being accessible to visually impaired people. Khiree and I have had conversations with the dean of students regarding this. And if she were here, I know she'd be able to speak a little bit more about it. The devices and readers that were tested have been found to be accessible within a majority, if not many, students. So if a student is having a specific concern or a specific problem with a Huskie Link reader, they can feel free to go to the dean of students' office and they'd be able to sort that out directly. Otherwise, from what I understand, the issue has been solved, at least to a small part. I know that we still have some problems with different people on campus. But we have been trying to reach out to them to make sure that they know that they have the resources on campus to be able to fix this issue if need be.

Moving on to what I have today for you guys. So I've been working very closely with Dr. Anna Quider to create and establish a federal list of priorities. And we actually had very good discussion today via FaceTime about some of the things that we, as students, feel are important and should be represented to the federal government. Some things that we came up with were protecting undocumented students and making sure that their interests and concerns are represented. We also talked about the Pell Grants and tuition as well, making sure that universities and other institutions

are being kind and being able to help out students when and where need be. We talked about crime, mental health and a variety of other issues as well. Moving forward, we're going to be creating a formal draft around these different priorities so that we have something to present to our new federal representatives.

Moving beyond that, we've just been doing a lot of internal things for the last couple of weeks. Specifically in regard to our Supreme Court, we've been making sure to reform that a little bit as students use that for a variety of concerns. And we want to make sure that it is accessible to students and that students know that it's there for them if they need it.

We've also had discussions, just kind of jumping around a little bit here, we've had discussions with multiple NIU administration, specifically from SILD [Student Involvement and Leadership Development] and students regarding a 50th session celebration, which will most likely be happening in the spring semester. And we'll have some more ideas and some more things coming out about that. But we discussed a lot of great things and, hopefully, something that's going to be coming out of that is going to be having a Student Association gala toward the end of the year, which I am very much looking forward to.

We're also going to be having an SA meet-and-greet. And I'm going to be letting the president talk a little bit about that in his report, but we're looking forward to that as well.

Beyond that, we also hired some new directors as well to kind of fill the vacancies that we had before. Very happy to say that we're going to be looking forward to creating a lobby trip with our newest director of governmental affairs, Sandra Puebla, in the spring toward the state legislature to lobby on behalf of higher education and the referendum that we passed this past month, this past couple of weeks, regarding undocumented students.

We've also been reached out to by John Heckmann regarding the Veo bike ride system [VeoRide]. Now I know there's a lot of things going around that. So specifically the Daily Chronicle wrote an article about how students are improperly parking their bikes, and it's looking bad on just everyone. So that's something that we've kind of been looking forward to to help work with the NIU administration, as well as the city of DeKalb, to figure out the best way to solve this issue.

We also did a lot of get-out-the-vote things. We had our director of student life, and I'll let Khiree talk a little more about this too. We had our director of student life, as well as other Student Association members work at getting more students involved in voting. And I was very ecstatic to see that yesterday there were quite a few people at the polls. I actually have a friend within the Student Association that said she went to the Heritage Room yesterday at about 5:00, and she said the wait time was an hour-and-a-half, because there were just so many people that wanted to vote. So very, very, very happy about that.

Let's see, a couple of other things here, we're working with John Heckmann, Kelly Olson, Dr. Kelly Wesener Michael, surrounding the bus and mass transit merger. We came across a little bit of a tidbit in the contract that we're going to be working out regarding the university saving a little bit of money. So that's really quite nice to look forward to.

The other couple of things that we've been working on too: Just surrounding and giving support to the QT [inaudible] movement on campus. They did have a rally, I believe a week-and-a-half ago, just regarding some of the statements that President Trump has made at the federal level regarding removing the inclusivity and inclusive language that lies within the U.S. Congress, as well as the U.S. government.

And then past that, we've been continually meeting with different university administration. And I met with Dr. Kelly Wesener Michael this past couple of weeks. And we discussed the [inaudible] center. And I'm actually really happy to see that that's been a thing, and I want us to be able to continue to do things like that so that we can bring more students to campus that normally wouldn't.

So beyond that, I will let Khiree take it over, and then we'll answer any questions after.

K. Cross: Hi everyone. I guess I'll be the comedic relief again, hah? Just give me a second. I know everyone's probably thinking, like oh my god, why does he have his knees out, it's like 20 degrees outside. That's what happens when you dress before checking the weather.

Some of the things that the SA has been working on so we've had a high school visit. We went to Thornridge High School. It was really successful. I went and talked to some of the high school males, talked about mental health awareness, how important it is to share your mental health before you come to college, because when you come to college, you're going to be faced with a lot more obstacles and issues than you do in high school.

Also talked about and promoted No Shame Campaign. Just enlightened them on how better ways to take care of yourself mentally as a high school student.

Also we had a Greek Night yesterday. It was with the basketball team. So pretty much we invited all the Greeks to come out to the basketball game. Any Greek that had 75 percent of their chapter there got entered into a raffle. So NIU basketball is renovating their box office. So we're going to pretty much, whatever Greek we raffle off and win, we'll just give them admission to the box office, supply them with food. It's kind of like a thank you for coming out and supporting the basketball team.

I also attended a conference. It was called LEAD365. It was probably the best conference I've ever been to in my life. It was a conference on teaching me a lot of things about leadership that I didn't already know – I mean, not that I didn't already know – things that I did know. I thought I was at the top of my leadership, but there are a lot of leaders who are way better than me, especially meeting different leaders at different schools, seeing how their student government works, and taking some of the things that they do at their school and bringing it here. Also spreading the things that we do here. Apparently our university structure is really good compared to other universities. So that was a plus to see different universities all the way from Alaska. There were students from China. It was a really good leadership conference, and I look to take those skills and transfer them into the position that I'm in.

I'm also, to follow up, Devontate Johnson, my director of student life, is just doing an astronomical job. He recently released a survey, a student support survey, just kind of assess how the students are

feeling about school, mentally do they feel supported by the administration? Do they feel supported by the Student Association? How can we improve support? I know there's been a lot of issues with students not being able to go to see a counselor because they're booked all the way to the end of the semester. So we're just pretty much just creating different avenues for stress relief.

So following that, we'll be having an event on November 28 called Survive the Fight. Partnering with IFC [Intrafraternity Council] and, hopefully NPAC[inaudible]. I feel that I want to connect a lot of different communities, and I figure the one way to connect is being Greek and also everyone in college is stressed. I think that's a great way to connect a lot of different communities. One of my goals as president was to bridge the gap between a lot of the communities. NIU is a very diverse school and a very diverse university. But I want to insure that the inclusive climate is kept on this campus, especially with a lot of the political changes that we face throughout the year.

Also I sat in with a listening session with Tristan as well with some students with disabilities and talking about the issues on this campus that I didn't recognize. So some of the things we talked about is professors being empathetic about the students with invisible disabilities and not challenging them. Talking about accessibility on this campus overall – how can we improve that? And some of the policies that teachers are supposed to follow, or professors or teachers are supposed to follow.

And also I did a Pizza with the Presidents that I think was very successful. I think I kind of surprised myself. I think I got a lot of good student turnout. The traffic just kind of kept flowing. I think the pizza played a part of that, but I also think – Lisa Freeman, I want to definitely thank you. A lot of students are kind of like, I don't know what to say. What do I say? How do I walk up? And I think it was great, because they didn't even have to walk up. Lisa would just approach them, and I think that's a great thing to have is that vulnerability showing and that you're still a human as a president. So I think that was a great event and a great turnout. And I'm looking to doing it again, but next time I want to invite a lot more presidents than just myself and Lisa. I think that will bring an even bigger turnout, just creating that climate for conversation, climate about change, and just getting to know your administration on a better level.

Do we have any questions? Thanks.

T. Arado: Thank you both. Appreciate it.

H. Operating Staff Council – Holly Nicholson, President – report

T. Arado: Our next report is from Operating Staff Council, Holly Nicholson.

H. Nicholson: Thank you. We had a great meeting last week with Vice President McGill. She was able to answer all of our questions, or most of our questions, and any that she couldn't, she almost immediately went back and got back to us. So she's a really great resource.

Also in the spring we're planning to find some partnerships with the campus climate survey that's going to go out to get a feeling of what's on staff's minds, how they're doing, take a general temperature.

And other than that, just want to wish you a happy Thanksgiving in a couple weeks, and that's all.

T. Arado: Thanks, Holly.

I. Supportive Professional Staff Council – Catherine Doederlein, President – report

T. Arado: And she's passing the microphone down to Cathy Doederlein, Supportive Professional Staff Council.

C. Doederlein: Thank you. I know we typically have been giving updates on the potential conversions from SPS to Civil Service. And I know, though, that the president was able to give a bit of an update. And truly want to thank the president and Matt Streb and the provost, as well as HR for their work to kind of better communicate with SPS, in general, about it.

And then also want to just have a chance to publicly note something that I've noted in different settings, but not necessarily on the record for fancy minutes, which is just that the concern about shifting from SPS, at least for the majority of SPS, isn't about not wanting to be Civil Service. It's just about wanting to make sure that things like seniority and those types of things are protected. And I think we've been able to clarify that to the administration and it's being definitely taken seriously. But I feel that, unfortunately, in trying to convey that message, it sometimes comes across as if SPS somehow can't be Civil Service, and that would be such a horrible thing. And as much as I don't care for Holly and Jay, I do care for Civil Service on the whole. So I just want to clarify that. [laughter] But, no, I just think it bears noting that it's really staff, in general, across campus play such a vital role, regardless of their role and regardless of their official title or classification. I just wanted to be able to note that officially, and also note my dislike for Holly and Jay. Thank you. [laughter]

H. Nicholson: Would anyone else like to pile on there?

L. Freeman: Do you want to withdraw your happy Thanksgiving from Cathy in specific?

C. Doederlein: I just wanted to keep it entertaining.

T. Arado: Thank you, Cathy. That is always appreciated.

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

A. Per NIU Bylaws, [Article 19.4.2](#), approve [2018-19 General Counsel Search Committee Structure](#)

T. Arado: Okay, the brings us to the end of our reports. We have nothing under Unfinished Business. And we have one item under New Business, and that is per Bylaw, Article 19.4.2, this body needs to approve the 2018-19 General Counsel Search Committee structure. So may I have a

motion to approve this?

H. Nicholson: So moved.

T. Arado: Holly Nicholson. May I have a second. Okay and we have our second [D. Boughton]. Do I have any discussion on this? Pat has put the structure up on the board. This is the structure, it's not names. Could you go to a microphone, Michael?

M. Haji-Sheikh: Am I missing last year when we first put this out, or last time we put this out, I made the comment that, even though we have a law student representative, I'm concerned there isn't a member of the law faculty.

L. Freeman: Mark Cordes is the dean rep.

M. Haji-Sheikh: [inaudible]

L. Freeman: Right, so there are a couple of things like that. So Mark is the representative of the deans, so he's wearing two hats as the representative of the deans and as a law school faculty member. Shannon Stoker is the SPS representative and so she's also Research.

M. Haji-Sheikh: I know.

L. Freeman: Okay.

M. Haji-Sheikh: [inaudible]

L. Freeman: We did add an undergraduate student representative following the suggestion. That was an excellent suggestion that came from Faculty Senate [UC Steering Committee].

T. Arado: Any other discussion.

K. Chung: I am wondering if we can add a category for clinical faculty members, because it seems like we are the only ones have clinical faculty members, but they are not represented here or in other committees. So I'm wondering if it is possible to do that so that they have a voice in university matters.

T. Arado: Okay so we could have a motion to amend the structure to add a clinical faculty, and we would need a – is that correct, would you be the motion – it's okay if you brought that motion? And we would need a second for that motion. Virginia Naples is seconding it. Do we have any discussion on the motion to add that?

C. Doederlein: I don't know if this is the right time to inquire about it, but then that makes me wonder also about representation from instructors.

T. Arado: That would have to be a separate discussion that could take place soon, but not right now. Any other discussion on this? Now we bring this to a vote. So we have a motion to add to the

structure a representation from clinical faculty. So that's all we are voting on at this moment, not on the whole structure, but on whether to add a representation here for clinical faculty. So 1 is yes, 2 is no, 3 is abstain. Okay has everyone had a chance to vote? So it's 22-11-4. So that passes.

Yes – 21
No – 11
Abstain – 4

T. Arado: Do we have any further discussion, Cathy?

C. Doederlein: I would like to propose an amendment to also have consideration of an instructor to be included in the structure.

T. Arado: Okay we have a motion to – and we have a second as well [J. Burton]. Do we have any discussion on including a position within the search structure committee to include a representative of the instructors? Any discussion on that? Okay, then we will again go to our clickers to vote. And again A is yes, B is no, C is abstain. Okay, has everyone had a chance to vote? All right, 23-12-2, so that motion has also passed.

Yes – 23
No – 12
Abstain – 2

T. Arado: Now we are back to discussing any further discussion on the structure in general. Okay, now we are ready to vote on the make-up of the entire committee.

L. Freeman: I'm just going to clarify, we're voting on everything that's listed there plus a clinical faculty member, plus an instructor. Thank you.

T. Arado: So again, A would be yes, B would be no, and C abstain. Has everyone had a chance to vote? Okay, and the structure of the committee has passed.

Yes – 29
No – 6
Abstain – 1

T. Arado: So the structure that came out in your packet will have those two additional representations put in. And that is the end of our new business.

XI. INFORMATION ITEMS

T. Arado: In the Informational Items, you're just going to hear me continuing to say this, but if you have an interest in serving on SURSMAC, please contact the two folks listed in HR. They're looking for people to fill a couple of positions on that committee.

- A. [Minutes](#), Academic Planning Council

- B. [Minutes](#), Athletic Board
- C. [Minutes](#), Baccalaureate Council
- D. [Minutes](#), Board of Trustees
- E. [Minutes](#), Campus Security and Environmental Quality Committee
- F. [Minutes](#), Comm. on the Improvement of the Undergraduate Academic Experience
- G. [Minutes](#), General Education Committee
- H. [Minutes](#), Graduate Council
- I. [Minutes](#), Graduate Council Curriculum Committee
- J. [Minutes](#), Honors Committee
- K. [Minutes](#), Operating Staff Council
- L. [Minutes](#), Supportive Professional Staff Council
- M. [Minutes](#), University Assessment Panel
- N. [Minutes](#), University Benefits Committee
- O. [Minutes](#), Univ. Comm. on Advanced and Nonteaching Educator License Programs
- P. [Minutes](#), University Committee on Initial Educator Licensure
- Q. 2018-19 University Council future meeting dates:
Dec 5, Jan 30, Feb 27, Apr 3, May 1
- R. NIU liaison to [State Universities Retirement System Members Advisory Committee](#)
SURSMAC [sample meeting agenda](#)
SURSMAC [Constitution and Bylaws](#)
NIU HRS is recruiting one academic and one non-academic employee to serve as liaisons to the State Universities Retirement System Members Advisory Committee.
To learn more, contact [Celeste Latham](#) or [Liz Guess](#).

XII. ADJOURNMENT

L. Freeman: All right, no further business, may I have a motion to adjourn.

S. McGill: May I clarify one comment that I made earlier, and publicly put on record that when the president and provost alert you that you might be saying something incorrectly, you should heed that. I incorrectly mentioned that there were two clinics that would be piloted for the Northwestern. I said DeKalb/Kish. It is Naperville. So it is the Naperville clinic as well as the downtown Chicago. For the record, that was pointed out to me, and I chose to ignore it. So I am confessing in front of the room and feel free to note it in the minutes. But I want that cleared that it's the Naperville clinic, as well as the downtown Chicago. My apologies.

M. Haji-Sheikh: [inaudible]

S. McGill: Not in the initial pilot, because it's in the same community.

L. Freeman: But there will be referrals.

S. McGill: They can be referred there, so it's not like it's off-limits. They can have the referrals there. But we wanted to pilot it in an area where it could actually reach more of an audience. My apologies.

L. Freeman: Wisely, VP McGill is going to be silent on Jay, Cathy and Holly. May I have a motion to adjourn? First, second. All in favor?

Members: Aye.

L. Freeman: Adjourned. Happy Thanksgiving.

Meeting adjourned at 4:20 p.m.