

TRANSCRIPT

University Council
Wednesday, October 5, 2022, 3 p.m.
Altgeld Hall 315
Northern Illinois University
DeKalb, Illinois

VOTING MEMBERS PRESENT: Bohanon, Costello, Cripe, Douglass, Garcia, Heckmann, Hulseberg, Hunter (for Geller), Ingram, Morris (for Monteiro), Olson, Pietrowski, Pitney, Reneau (for Freeman), Rogers, Scanlon (for Beyer), Simonson, Srygler, Stein (for Vaughn), Walther

VOTING MEMBERS ABSENT: Beyer, Falkoff, Freeman, Geller, Kassel, Martin, Monteiro, Morgan, Nicholson, Scheibe, Vaughn

OTHERS PRESENT: Blazey, Bryan, Montana, Saborío

I. CALL TO ORDER

B. Ingram: Good afternoon, everyone. President Freeman is observing Yom Kippur today and has asked me to convene University Council in her place, so I will call the meeting to order.

Meeting called to order at 3 p.m.

II. VERIFICATION OF QUORUM

B. Ingram: Pat, do we have a quorum?

P. Erickson: We do have a quorum.

III. ADOPTION OF THE AGENDA

B. Ingram: Can I have a motion to adopt the agenda?

D. Douglass: So moved.

B. Pitney: Second.

B. Ingram: Douglass and Pitney. All in favor?

Members: Aye.

B. Ingram: Any opposed? Abstentions?

The agenda is approved.

IV. APPROVAL OF THE SEPTEMBER 7, 2022, MINUTES

B. Ingram: Can I have a motion to approve the minutes of the September 7, 2022, meeting?

A. Rogers: So moved.

B. Pitney: Second.

B. Ingram: Rogers. Second, Pitney. Is there any discussion or changes or corrections to the minutes? All right, all those in favor of adopting the minutes, please say aye.

Members: Aye.

B. Ingram: Opposed? Abstentions? Great, the minutes are approved.

V. PUBLIC COMMENT

B. Ingram: Pat, have we had any timely requests for public comment?

P. Erickson: We have not.

B. Ingram: Thank you.

VI. NIU PRESIDENT LISA FREEMAN'S ANNOUNCEMENTS

B. Ingram: I think you all have noticed that the semester has gotten off to a terrific start, and I want to thank everybody in this room, and your colleagues as well, for the attention you've paid to our students, who are all over the campus as they re-engage with us. You can actually feel the energy on campus, and I'm so excited to be moving into Homecoming this weekend. I want to thank you for showing up on what, apparently, is a beautiful day outside. So, thank you for spending some time in Altgeld with us.

I'm really looking forward to Homecoming this year. We've planned an amazing set of activities, and I encourage all of you to take part. We're honoring two Huskies by naming buildings in their honor. We're celebrating with a block party in downtown DeKalb, and, of course, we face Toledo on Saturday at 2:30 p.m. You can check out all of the activities on the Homecoming website. You can just Google NIU Homecoming, and I hope to see you at many of those activities.

The search for the next CFO and vice president for administration and finance is moving along. We had a strong pool of diverse candidates, and four of them will be visiting campus on October 10, 12, 14 and 19. Please take time to attend the open forum and give the committee your feedback. And I think the schedules are up on the website now if you are unsure about when the open forum is or what the location is.

The next announcement I have is less of an announcement and more of a presentation. And I'm going to be talking about the work that the budget planning workgroup did, along with Jerry Blazey. So, Jerry, why don't you go to the mic, and I'll just hang out here.

The presentation is a deliverable associated with this past year's university goals. And to start, I'm going to remind you first of the context and then the specific objectives. And then Jerry's going to take over and talk about the work of the budget planning workgroup.

As a reminder, we are moving forward with multi-year planning for a third time, with our first two attempts thwarted by the budget impasse and the COVID-19 pandemic. And that we move forward now in a changed environment, with a deeper understanding of what our students need to succeed and what the state and communities we serve expect from us as a result of our planning activities and those of the IBHE. Last year, the president, CFO and I asked Drs. Blazey, Edghill-Walden and Brinkmann to gather input and make recommendations on the process NIU will adopt to take multi-year planning from aspiration to reality. They were asked to assume this responsibility for a few reasons: Because they are senior leaders with a university-wide perspective, because they have experience with the knowledge of NIU's current budget processes and practices, and because all three of them have been involved in the budgeting and planning at other institutions of higher learning or other public entities. I'd now like to turn the conversation over to Dr. Jerry Blazey to talk about the work of the budget planning work group.

J. Blazey: Thank you, Provost Ingram, for the context and the introduction. As she indicated, I'm going to give you a relatively brief account of the recommendations from the budget planning working group. Some of you may have already seen this twice. Some of you may have already seen it once. So, I apologize for the repetition, but we thought it was important to present this to as many stakeholders as possible.

Just to remind you of the charge, we were asked to provide input and recommendations on a new planning process that would focus on our mission, vision and values; foster and promote shared leadership and accountability for decision-makers – and I'll comment here. Decision-makers means decision-makers at all levels. We expect that in any new budget process, there will be decisions made at the department level, the division level, the unit level, up and down the shared leadership chain. It needs to accommodate multi-year planning. It needs to right-size the budget and address the historical structural deficit and create an environment for innovation and entrepreneurship around revenue generation. And, as Provost Ingram said, the budget group was made up of myself, Dean Brinkmann and Vice President Edghill-Walden. And I would be remiss if I did not thank them for their team-ship, their assistance. We all learned a lot together, and it was a very functional group that put this together.

One thing we did is we spent a couple months, in fact, talking to the stakeholders across the campus, and that meant everybody – front line budget managers, faculty, directors, staff, leadership. And there were clear themes that came out of their comments and our discussions with them. The first one was to encourage innovation through revenue sharing. And the second one was to encourage initiation of new programs. On the flip side of that, we also heard loud and clear, encourage termination of poorly performing academic and administrative programs. Everybody knows we're really good at starting things. We're not so hot at turning them off, and we just need to get better at that.

Fourth, examine and reduce impediments to process. I think everybody in this room probably has a story about some impediment they were on the wrong end of. Enable full utilization and multi-year retention of funds. Implement the timely budget process that supports hiring decisions and programmatic developments. Although that's true for both administrative and academic units, it really is more about academic units, because often we get our budget numbers after we've had to

make hiring decisions, and we've got to get past that, too. Increase staff salaries to market levels. And then finally, familiarity with the financial and budget systems is low and education unavailable. This is what we heard. Every signal was strong on each one of these. We heard it loud and clear on almost every stakeholder group, and we believe the budget recommendations we're offering to the president, provost and CFO are responsive to these.

At the very highest level, here's our recommendation: We recommend a multi-year budget model that equitably and predictably results in financial sustainability while providing incentives for innovation. You take that statement, it maps right back on to those comments we received. It's multi-year; it's equitable; it's predictable; it's sustainable; and it provides incentives. So, this is just sort of our mantra with respect to the rest of our recommendations.

There are two main components that we see on this budget model: the structural component, which funds the basic operations of the university aligned with mission, vision and value priorities. I'll stop here just a second to point out that we didn't say just mission, vision and values. We said the priorities associated with them. We also recognize that sometimes we're going to have to make choices for the respect of our mission, vision and values, and we're going to have to prioritize those decisions. This structural budget will be characterized by moderate change reflecting long-term commitments. And any changes will be influenced by performance and assessment. That gets back to stop things – put more resources in the things that are going well.\

The second component, the innovation component, would promote innovation and programmatic evolution. It's characterized by more rapid change and could be implemented through an innovation fund. We think that both of these components will ensure the sustainability – that's kind of the first component, but not entirely – and also provide an opportunity for evolution, which is the innovation component.

There are four general things we need to do to move toward any new budget model, and the first one is removing impediments. And top of mind, there is achieving clarity and certainty about what our statutory limitations state, and what are NIU imposed roadblocks to revenue generation. Second, identify and eliminate bureaucratic roadblocks to revenue generation. These two are really quite different. One is more about what are the rules we need to abide by. And the second one is what are our processes, and are there any roadblocks involved with them.

Third, a thorough review and update with best practices and modern technology of financing and accounting processes and procedures. And going along with that is the manpower to do that. And fourth, creation of policies to support obligation of funds across budget years – what we all commonly consider carry-over. You could call it a multi-year obligation. It could be past-year revenue. There are ways to handle this that other universities do, and that we need to adopt as well.

We also need to energize innovation, and for that, topmost is developing a revenue sharing plan that incentivizes units, helps retire the deficit and builds an investment pool. So, you get a good idea, and it generates revenue. Your unit should keep some of it, but it should also go toward the university-wide, at large, to support the university's efforts, and also to build an investment pool for further investment down the road.

Solicit revenue generation ideas from the campus community and provide mentorship for those promising ideas. And fourth, evaluate these revenue-generating programs on an annual and multi-year basis, getting back to, let's learn how to stop things, as well as start them.

The third thing we need is an annual budget review and timeline. And so, we recommend adoption of a multi-year – and we're not very specific, is it three years, five years, but it needs to be at that level – a three to five year budget process in which planning for a fiscal year begins 12 months prior to the beginning of that fiscal year and which includes open iterative discussion during development. So, for FY25, we would start talking about it in June of '24. That is a big change from what we're doing now. At any institution I've been at, that's pretty standard, and we just need to move toward that. Yesterday when we presented this to university leadership, the question was, are we going to do that right away? Of course not. We're going to take a couple years to move to this new process.

In our report, we sketched out some specific milestones in that year-long process, and because I don't want to take too much of your time, I will skip that, but I will just say it includes an iterative procedure where units present their budgets, leadership takes a look at them, leadership responds with questions, concerns and guidance, and then the units have an opportunity to adjust to those. It's very iterative that way. And at the end of the process, we have to iterate one more time in case there are changes in the environment, state appropriations aren't what we think they should be, student enrollment isn't what we think it should be. So, there's plenty of room for dialog between the units and leadership.

And the fourth thing we need to do is spend time on educating ourselves, improving reporting and forecasting and managing change. With respect to education, we recommend an education sequence that covers basic terminology and fundamental budget concepts, and outlines the NIU budget process, timeline and expectations. And this needs to be ongoing, continuing ed. We all need to be reminded sometimes, but there are always people coming and going at the university, and we need a common set of concepts so that the budget office is speaking a language that the front-line managers are understanding, that the shared government is understanding. And we think that's an important component.

Second, financial information and status should be easily available to the entire university community and useful or making decisions. And third, we need to have a change management plan in place, which includes clear communication strategies. This is going to be a change in culture. It takes years to really get that properly done, and we just need to plan for that from the get-go.

Here's a summary of our broad recommendations. We recommend an equitable multi-year budget model and process addressing financial realities facing the institution and capable of adjusting to future conditions and opportunities. We believe it's very responsive to the consistent feedback we received. We believe it will support our core functions while incentivizing innovation. It rests on innovative revenue generation, deficit reduction and operational support. And it has to include processes and activities that serve as infrastructure to support its operation.

So, that's very high level. We have a report that is drafted and we have presented to leadership. And I think Provost Ingram will say a little bit more about when it's available for everybody to review. And I think that's my last slide.

B. Ingram: Thank you, Vice President Blazey. I'm going to comment on behalf of President Freeman and the CFO on the recommendations from this report. [inaudible] overarching NIU's president, provost and CFO accept the recommendations and look forward to further dialog about what implementation looks like.

To begin, we support all the elements in the first bullet and agree that we need a budget planning process, and that the process needs to be equitable, iterative, multi-year and aligned with our mission, vision, values and strategic priorities. Additionally, we are committed to supplementing the guidance already in place from the strategic action planning framework and university goals, with an equity rubric that encourages pursuit and adoption of strategies consistent with our mission, vision and values. For example, a well-designed equity rubric would prevent adoption of a strategy to decrease the structural deficit by advantaging students from affluent families in our admissions process. We're also committed to an iterative process where feedback from university leaders helps departments and divisions chose between competing priorities.

We support the creation and maintenance of an innovation fund managed outside the university's structural budget. As we go forward to implement this, we need to clarify definitions and share meanings. I say this because the university has been talking to the trustees about distinguishing structural and non-structural components of the budget. The non-structural budget reflects not just innovation investment, but all one-time revenues and expenditures. We will need to clarify our language, but regardless of how we tailor the definitions, the president, CFO and I support creating and maintaining an innovation fund. We look forward to expanding and improving on the process and concept that we piloted last year.

Bullet three: I don't think there is any argument here with the need for revenue generation, expense reduction or resource allocation. All this must be part of our multi-year planning strategy if we are going to align resources. The president, of course, plans to continue to advocate for more state funding, but I don't think any of us thinks that that's going to be enough to fund everything that we would like to fund.

On the next bullet, we agree with the importance of incentivizing units and making units understand that our structural budget must be a multi-funds budgets. Gainsharing is a fancy word for sharing year-end savings and revenue generated between units and the university. I would like to see formulae developed to do that with the university component supporting an innovation fund and institutional aid. Supporting these through gainsharing is consistent with our mission.

Bullet five: Of course, I think we would all agree that we have a need for more education and data sharing with appropriate support and dialog to explain and set expectations around change. These elements are needed to achieve our goals of transparency and accountability in multi-year budgeting.

And on the final bullet: We agree with the university-wide sentiments that we need to revisit practices and policies to remove impediments from multi-year budgeting. A multi-year budget will not work if we don't remove operational and tactical impediments and if we are non-intentional about distinguishing budget and accounting principles and practices to recognize that the budget is a plan of spending for a specific time period, subject to increases and decreases in funding during that time. In contrast, accounting is the system of recording, summarizing and reporting business and financial transactions. Accordingly, we will need to stop doing some things that we do now and start doing things that we haven't typically done, to strengthen the infrastructure necessary to support multi-year budgeting. We will want to investigate best practices to operate more efficiently, examining what other Illinois publics do, and exploring technology applications.

Leadership supports the recommendations of the budget planning workgroup, and at the same time, we recognize that we must be thoughtful about what we tackle now versus later. Our efforts need to be sequenced with a focus on removing impediments before advancing significant change and with the recognition of our capacity limitations. We know that this fiscal year, we need to onboard our next permanent CFO, fill vacancies in the budget office and provide them with expertise to support their decisions and actions. This year, we intend to repeat the innovation pitch opportunity that we piloted last year, and more details will follow.

We are also committed to proposing and piloting a gainsharing strategy. Senior leadership will integrate the recommendations of the work group into our annual and multi-year university goals. We will also provide a written response to the work group that will be a forward to their detailed report, and share it more widely when it's available.

I know we've taken quite a bit of your time, but we would take a few questions from the audience if you have any. If not, I turn the meeting over to you, Ismael.

VII. ITEMS FOR UNIVERSITY COUNCIL CONSIDERATION

- A. Division of Student Affairs
Clint-Michael Reneau, Vice President

I. Montana: Our next agenda item takes us to Roman numeral VII, Items for University Council Consideration, and we have one agenda item.

As part of the efforts to make University Council a valuable communication tool that enables various committees of the university to share updates and receive feedback from this body, I thought we might also use the opportunity to formally introduce Dr. Clint-Michael Reneau, vice president for Student Affairs, and invite his thoughts on any topic or aspect of student affairs that he feels this body might benefit from his perspectives.

Before I turn the floor over Dr. Reneau, I'd like to say just a few introductory remarks. Dr. Reneau holds a Ph.D. in adult, professional and community education from Texas State University. Prior to joining NIU, he served as associate vice president for student affairs at California State University, Fullerton, where he helped create a formal diversity, equity and inclusion plan and worked to successfully close equity gaps. Dr. Reneau also served in other capacities including as a consultant for the American Association of State Colleges and Universities, where he provided specialized services in numerous areas, including diversity, equity and inclusion, strategy and transformation, leadership effectiveness and institutional capacity.

I know that President Freeman and Provost Ingram and others have already welcomed and introduced you to the university community. But this being a homecoming week, nevertheless, we want to also formally welcome you, or shall I say formalize your initiation, into University Council. So, welcome, and the floor is all yours. And feel free to share anything of your liking with University Council.

C-M. Reneau: Well, I am grateful for that introduction. That's a hard act to follow, so thank you very much. Don't get too excited. It's good to see you, and Happy Homecoming! If you have not been out on campus yet, there is a lot going on. There are a ton of events that are happening, and we are involved in the community this week. We are also involved in welcoming folks back home to

campus, and we will have a bonfire Friday night; we will have community events and a block party downtown tomorrow with the march of the Huskies. And so, we hope that you will take some time to participate and engage.

Student Affairs – I’m honored to lead and to work alongside folks in the division that help prepare students to put their world class education into solving problems, improving our communities. And we’re in a space now where our students stand on the precipice of the world in need of their voice, their solutions and their talents. And so, it’s a great honor and it’s a great privilege to be here.

I want to just give you some very high level thoughts around Student Affairs and some of the work that’s been done this year, and just from a 30,000 foot level, sharing with you how we’re trying to support the work of engagement, identity and belonging, and retention here on campus. And so, we have a Center for Student Assistance, and that center, 250 of our first-year students were called to remind them to take care of their OneCard action to support getting them registered for a OneCard, which would allow them to have greater success here. We also hire and train peer academic coaches, so that’s peer mentoring pieces that work really well together. Since school started this year, they provided outreach to over 700 students since the beginning of the semester. And a peer academic coach would be notified through Navigate, a system that alerts us if a student is not attending class, if a student has fallen behind on assignments, if there are faculty wanting to be aware of students going to be aware of NIU resources. And so, what this means is that we’ve made phone conversations. We have gone to residence halls and knocked on doors and said, “hey, we’ve heard you’ve not been in class. Is there a way that we can help support you? Are there things that you need help with turning in this assignment?” So, over 700 students have been engaged with that work. We also have 117 students who have utilized the food pantry since the fall, and so we’ve been working with them.

We have nearly 300 student organizations registered this year. With that, we have 3,677 total organization memberships and nearly 400 student org events have happened and taken place between now and the beginning of mid-August. Lots of events are happening. Our intake for our multi-cultural Greek Council and our MPH Council is going on right now. Our Panhellenic Sorority recruitment has brought in 52 new members across five chapters. And our Intrafraternity Council recruitment has brought in 132 new members during this round of recruitment.

For our advisory board, Campus Activities Board, who are highly involved with helping to create homecoming events and Week of Welcome events. We have 30 registered events for the fall semester. We have seen engagement just blow up all over campus. And so, students have been hungry for engagement. The provost, the president and I, and the Student Government president hosted an event recently called Conversations That Matter; and in one of those events, I remember one of the vice presidents told me that she heard a student say, “I’m a junior and, for the first time, I feel like I’m having a college experience.” He talks about the fact that he wanted to go home last year, and he told his mom, “My first year was all online, my second year has kind of been hybrid – we’re back on campus, we’re not on campus, we’re doing it remote.” And he said, “I really almost packed up my bags and left.” And she was like, “Please, just give it another semester.” And he said, “I can’t tell you how exciting it’s felt, even though I’m a junior, that I’ve been going to all these events where you typically would see first-year students at, because there are so many folks like me that are hungry to be engaged.”

And so, one of the events that we held, our Welcome Holmes Night at our Holmes Student Center, had over 1,500 students at it. We planned a block party for students in the central park area. We

thought we would get about 400; we had about 900 students show up to that. There was a community outreach event. We planned for 300 students, because it was in the community; we had over 700 students come out to that. We have another Night at Holmes event this Thursday before homecoming. We're expecting 1,000 or more for that at the bonfire. At student events, for our football games, we saw 13,000 at one of the games. So, students are really hungry, and they're excited about the engagement opportunities. We had a homecoming concert. We had 2,000 tickets for that; the concert sold out.

We're also working with our Student Government Association around funding requests, and we've moved to a new funding model to provide more students an equitable opportunity to apply for funding in ways that can help eliminate some of the barriers, and to make sure that students are aware of funding possibilities and how they can turn to SGA to help support programming or help support some of the issues that they would like to fund for.

Just really quickly, we're talking about engagement, we've had staff from faculty and staff call us about the bowling space. They wanted to create official teams this year. We have a student bowling league of ten teams. We've also partnered with some of our classes, and we have 71 students enrolled in a class that's taking place in the Holmes Student Center for bowling, for getting the health sciences KNPE credit.

We've seen an uptick in traffic. Since August, over 4,000 students have visited the Holmes Student Center. We have hosted 288 faculty and staff department organizations events and meetings. There have been 144 student events, and there will be a total for the fall semester based on the reservations, 1,142 events happening at the Holmes Student Center. So, it's been busy, and if you go in there at any point, you'll see that there is a buzz, and it's exciting students really involved in that space.

Housing has seen a record-breaking year. In terms of our campus organizations, we had Move-In Day. There were over 615 members from clubs and organizations, Greek life, student orgs, who came and helped students and families with move-in. It really makes a difference. And so, we've worked hard to get student orgs up there on Move-In Day for helping families load up the stuff, take it up into the halls, to really help make a first impression. We had over 600 folks do that. We also had 95 staff and faculty help. We're grateful to the staff and faculty who came out to participate.

In terms of summer camps, we offer a revenue-generation service that supports the university, and we had over 1,900 participants in summer camps this summer, participate in conferences or camps hosted and housed in our housing units.

We have seen record-breaking numbers in enrollment, as well. We have the highest occupancy that we've seen since 2015. We are nearly 4,000 students, and so, we are at 99 percent capacity, which is great and also exciting, because we've seen a lot of campuses that are not able to fill their halls, and we appreciate the fact that folks are wanting to live and remain on campus.

Just some fun facts, if you're looking at who we have in terms of our state and the representation. Outside of Illinois, Wisconsin is the most represented state. There are 30 different states represented by students living in our halls. Twenty-one students identify with countries outside of the U.S. Our furthest Huskies have come from New Zealand and Kenya. What I would also like you to know is that 1,173 of our students living in housing identify as first-generation; and 59 percent of our students identify as a student of color. And so, it's an exciting time to be on campus. What we know

is that we are working really closely to help support folks to have a sense of belonging. We are working really closely at trying to help identify barriers that are impediments to identity and belonging. We're also working to see how we can help address issues structurally that are reducing chances for students to thrive and succeed here on campus, whether that's with identity and belonging, whether that is with a sense of feeling as if they are supported in the curricular and the co-curricular. We're looking to see how we can be a tool and how we can also hold a mirror up to ourselves to see what are areas that we can improve and how can we enhance the student success experience.

With that, I'm happy to answer questions if you have any. But I just wanted to give you just a very quick snapshot of what's been happening for a very busy and very engaged semester so far with Student Affairs. Thank you.

L. Srygler: I wanted to say, welcome to NIU. Are there any programs that you wanted to start here that you implementing at your other university?

C-M. Reneau: I like that question, thank you. One of the things we are doing is, we're hosting a program called Conversations That Matter. And it's a dinner that will be hosted in each of the colleges. The first month featured the provost, myself, the president and our student government president and our dean of students. It was like a progressive dinner, and the leaders got to sit around and meet each of the students and hear their feedback. This month will be the College of Education, the leadership; and then the College of Liberal Arts and Sciences, the deans and leadership team, there. It'll be a similar format; we're looking at doing some of those things. These might look different for each college; we're working with the college to see how they would like their format to go. I think we're looking in February to have, with the president, some type of cooking demonstration with the students and to get to engage with them in some different ways.

Also, I'm going to be honest with you, I want to really ramp up and think about how we're looking at leadership development on this campus. As a whole, I think we do well getting students excited about leadership. But once we place them into positions and then they're told, "You're president. You're secretary. You're vice president." But then how are we training and developing leadership in a way that, not only applies to how they're serving NIU, but takes them to next-level leadership for once they enter the world of work. If you ask me my big picture vision, I would love to see a leadership institute and think about how we can do something that really centers leadership in a meaningful way and gets folks to study it in a passionate way and gets them centered in a way that elevates and amplifies their next steps. Thank you.

Well, thank you very much. I appreciate it.

I. Montana: Okay, great, thank you very much. Leadership really matters, and when you're going through transformational, exciting moments of the sort that we are witnessing here, this is the type of leadership that you need. Very inspiring and energizing. I want to thank you for sharing the wonderful and great work that you are doing, and also for the questions. We look forward to continuing engaging with university committees and other stakeholders to come to this body to share the work that they are doing.

VIII. CONSENT AGENDA

I. Montana: With that, we move to agenda item VIII, Consent Agenda. Pat, do we have any items for consent agenda?

P. Erickson: We do not.

I. Montana: We do not.

IX. UNFINISHED BUSINESS

I. Montana: Do we have any?

P. Erickson: Nope.

X. NEW BUSINESS

I. Montana: We move to agenda item X., New Business. Looks like we do not have any new business, as well.

XI. REPORTS FROM COUNCILS, BOARDS AND STANDING COMMITTEES

A. Faculty Advisory Council to the IBHE – Linda Saborío – report

I. Montana: That takes us to agenda item XI., Reports from Councils, Boards and Standing Committees. Agenda item XI. A., we have Faculty Advisory Council to the IBHE. I saw Linda Saborío earlier, but she stepped out.

Unidentified: [inaudible]

I. Montana: Okay, so Linda is not giving a report today then.

B. University Advisory Committee to the Board of Trustees – report
Felicia Bohanon, Holly Nicholson, Ismael Montana
Katy Jaekel, Karen Whedbee, Brad Cripe

I. Montana: That takes us to agenda item XI.B., University Advisory Committee to the Board of Trustees. As you know, this committee is comprised of myself, my colleagues, Felicia Bohanon, Holly Nicholson, Katy Jaekel, Karen Whedbee and Brad Cripe. I'm going to take a swipe at the report, and if any of my colleagues have anything to add, we'll invite them to do so.

The Board of Trustees held a full board meeting on September 15. The trustees received many reports from President Freeman. One notable item was the collective bargaining agreement for the NIU instructors' unit, Local 4100 of the University Professionals of Illinois. This unit represents approximately 224 employees in the Division of Academic Affairs and 12 in the Division of Outreach, Engagement and Regional Development.

The scope of the negotiation is full and calls for a four-year agreement retroactively effective from July 1, 2021, through June 30, 2025. Pursuant to terms and conditions of this agreement and

university policies and guidelines, President Freeman recommended that the board approve the agreement. The board approved it unanimously, and President Freeman acknowledged and thanked the role of the NIU instructors unit, Local 4100 of the University Professionals of Illinois for their instrumental role in advancing the university mission.

Another report that President Freeman gave was on surplus real estate property determination for the School of Nursing building located at 1240 Normal Road in DeKalb. This property consists of a single story 24,000 square-foot structure on 9.1 acres. The university purchased the property back in 1987 and made it the site for the School of Nursing program.

The building has served the university well over 35 years as the university property, but the eventual relocation of the School of Nursing programs to the new Health IT Center will cause this building to be surplus to the university's requirements. And as DeKalb Community School District 428 seeks to accommodate a growing student population, there is a potential for this property to continue to serve the community. President Freeman presented the university recommendation to the board to determine the property as surplus to the university's needs, which the board approved unanimously.

And one last item that President Freeman presented and which I'd like to highlight here is the recommendation requesting to establish the Board of Trustees Excellence Award to recognize current staff who are instrumental in the university's successes. The board again approved this recommendation, and I'm happy to invite my colleague, Felicia Bohanon, who has been very instrumental in the workings of this recommendation that was approved. Felicia, if you have anything you would like to add?

F. Bohanon: I just want to say we were very pleased that the awards were approved by the Board of Trustees. We've been working on this for a while, and I'm very happy to have the support of the Board of Trustees in these efforts.

I. Montana: The full report and minutes of the Board of Trustees meetings can be accessed under agenda item XII, and also through the [NIU website](#). The next Board of Trustees meeting will be held November 10.

C. Rules, Governance and Elections Committee – no report

I. Montana: Our next item is XI.C., report from Rules, Governance and Elections Committee. And it looks like we do not have a report.

P. Erickson: Correct, no report.

D. Student Government Association – report
Dallas Douglass, Speaker of the Senate

I. Montana: Agenda item XI.D., Student Government Association. I have Dallas here to report.

D. Douglass: Hi everybody, good afternoon. As Dr. Montana said, I'm Dallas Douglass, the current speaker of the senate of the Student Government Association. Our treasurer, Honor Morgan, couldn't make it today, but I wanted to give a little report, kind of following up on what Dr. Reneau was talking about, on our finances.

The Finance Committee met earlier this week on Monday, and as he mentioned, we have currently 27 requests from student organizations for supplemental funding. We have two types of funding – well three – available to student orgs: [inaudible] funding which they get at the beginning of the year. Supplemental funding is for more specific things throughout the year. So, those are the requests that we are currently discussing. Twenty-seven is an unexpected and pretty unprecedented for this early in the fall semester, and we're absolutely thrilled that student organizations know who we are and the opportunities that we offer to them. Two years ago, those of you remember Speaker Emeritus Brad Beyer massively overhauled our finance policy so that there's a tier system that's much more equitable for student organizations, and there's much more accountability on our part. However, despite the successes of that change, organizations who had historically been receiving a lot of support from us, had their budgets cut pretty significantly, and were told to apply for supplemental funding. But what we're now seeing is, of course, the supplemental funding budget is not able to support all those organizations. So, overall, a good problem to have. It means that we can justify our budget, and it speaks to the absolute shocker of this increased engagement this semester. I'm so proud of everybody that's worked on this and so excited to be here to see this campus come back to life. But we are concerned about the long-term implications of underfunded student organizations. And as the custodians of those 400 student orgs, we take that very seriously. What that means is that we're assessing our own internal budget and conducting more research into how we can better support these organizations in the long term to encourage engagement, Huskie spirit and, ultimately, retention.

Aside from that, we're also very excited about Homecoming. I'm pushing out emails constantly to the senate and to the entire SGA to try to get people to come to stuff. I'm walking tomorrow in the March of the Huskies, which begins at 6 p.m. in downtown DeKalb if you're around. It's going to be raining, but that's okay. I did get to make the joke about it raining on our parade, which I thought was funny. It's fine, bring your raincoat. And I actually also got to hear [inaudible] riding a tricycle pulling a trailer full of CAB t-shirts. They're doing tricycle races outside this building right now, in the little turnaround, so go check that out if you get a chance.

That's just one example of all the cool stuff that's happening. It means a lot when people from the admin side show up to things, and I've heard that feedback from students consistently. We love that Dr. Reneau does that. We love when we see any kind of full-time admin position show up to stuff like that. I will be to all of them that I can. Unfortunately, I'm out of town this weekend, which is horrible timing, but trying to get SGA to go to as much of that as they can.

And that's all I have. Any questions? Cool, thank you.

I. Montana: Thank you, Dallas.

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

I. Montana: Agenda item XI.E., Operating Staff Council?

L. Srygler: Hello, my name is Linda Srygler. I'm the treasurer for Operating Staff Council, and Holly is out sick today. Operating Staff Council will meet tomorrow, so if anyone wants to know the exciting things we're doing, we meet the first Thursday of every month at 9 a.m. in Altgeld Hall 125 and hybrid. I am fortunately enough to be the chair of two of the really important subcommittees of OSC, and one of them is the Workplace Guidance Committee. We work very

hard to help be advocates for our staff so that we can help train them, give them professional development and retain them so they can make an impact on the students and keeping the students happy, because President Freeman often talks about BSWs [building service workers] are sometimes the front line for students who they encounter, and to make them feel a sense of belonging. And we hear that all the time from staff.

Another subcommittee of Operating Staff Council would be the Civil Service Emergency Fund. And just today, right before coming here, I handed out our 14th check. So, we're up to giving out \$2,100. This is money that we've worked very hard to fundraise. We set up a Foundation account. It's possible through the generosity of people like you. There's an application for staff, and there are people experiencing some really bad financial hardships. Several people have even told us that they're homeless. So, we are trying very hard to help them. This money means a lot to them. So, if you can donate, you can go to [Operating Staff Council's webpage](#), and there's a bright red button where it says "donate" so, it's pretty easy to find.

And we're also coming up with other ways to further help our staff so they can be around here to offer the support to everybody. So we've got some exciting ideas. And that's it, thank you.

I. Montana: Questions? Okay.

F. Supportive Professional Staff Council – Felicia Bohanon, President – report

I. Montana: Agenda item XI.F., Supportive Professional Staff Council, and we have Felicia.

F. Bohanon: Before I give my report, I'm going to plug two things for Homecoming that I want to encourage you to attend. Number one is the renaming of New Hall to Fannie Ruth Patterson Complex. And also the reception that is going to take place right after that. So, just want to remind you about those two events.

As far as the SPS Council, we are working on revising and updating our bylaws, particularly looking at the number of committees that we have and where there's overlap; and so, that's a priority for us this year. And then also looking, in terms of increased communication to SPS staff and the visibility of our SPS personnel advisor. In looking at the website, we realize it's not getting out the information in the way that we want, so we're looking at making updates. And then the third item, last year we did a survey of SPS staff, looking at what their needs and concerns are; and we're in the process of analyzing that data. Those are our current projects and priorities. Thank you. Any questions? Thank you.

I. Montana: That's great.

XII. INFORMATION ITEMS

- A. [Policy Library](#) – Comment on Proposed Policies (right-hand column on web page)
- B. [Minutes](#), Academic Planning Council
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Baccalaureate Council
- E. [Minutes](#), Board of Trustees
- F. [Minutes](#), Campus Security and Environmental Quality Committee
- G. [Minutes](#), Comm. on the Improvement of the Undergraduate Academic Experience

- H. [Minutes](#), General Education Committee
- I. [Minutes](#), Graduate Council
- 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. [2021-22 Annual Reports](#)
- R. UC 2022-23 dates: Oct 5, Nov 2, Nov 30, Feb 1, Mar 1, Apr 5, May 3
- S. 2023 University Holiday Schedule

I. Montana: With that, we come to our last two items, item XII being Information Items. These are items that pinpoint to the minutes of various committee meetings. If anyone is interested, you can always access the minutes of those meetings.

One particular informational item that is worth highlighting is agenda item XII.S., and that is the 2023 University Holiday Schedule. You will find it on page 6. This has been released, and that is now available.

XIII. ADJOURNMENT

I. Montana: With that, we come to agenda item XIII., and that is Adjournment. If there is no other important business, I would like then to entertain a motion and a second to adjourn the meeting.

F. Bohanon: So moved.

I. Montana: Second?

J. Olson: Second.

I. Montana: All in favor, say aye?

Members: Aye.

I Montana: Opposed? Okay, thank you, the meeting is adjourned.

The meeting adjourned at 3:56 p.m.