

**PRESIDENT'S REPORT TO THE  
BOARD OF TRUSTEES OF NORTHEASTERN ILLINOIS UNIVERSITY  
APRIL 9, 2009**

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**I. ACTION ITEMS**

**A. TENURE RECOMMENDATIONS**

Board approval is requested to grant Tenure to the following members of the Faculty:

<b><u>Name</u></b>	<b><u>Department</u></b>
Paulo Acioli	Physics
Jon Hageman	Anthropology
Eleni Makris	Educational Leadership and Development
Janalyn Meehan	Reading
Theophilus Y. Okosun	Justice Studies
Janet Pariza	Reading
Mark Schmeller	History
Katherine Smith	Teacher Education
Marcelo Sztainberg	Computer Science
Daniela Truty	Educational Leadership and Development
Nancy Wrinkle	Mathematics
Shencheng Xu	Art

Following is brief biographical information on the candidates.

**Paulo Acioli** is an Assistant Professor in the Physics Department. Dr. Acioli has authored five articles in the field of computational condensed matter physics, participated in successful grant proposals, and actively contributed to the College of Arts and Sciences Academic Affairs Committee.

**Jon Hageman** is an Assistant Professor in the Department of Anthropology. Dr. Hageman has developed a strong archeological curriculum, including establishing an archeological field school in Belize. He has published a book chapter and journal articles on settlement and social systems among the Ancient Maya of Central America.

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**Eleni Makris** is an Associate Professor in the Department of Educational Leadership and Development. Dr. Makris specializes in the areas of educational and individual differences, human development and learning, psychology of instruction, and educational research. Her presentations and publications address the individual's capacity to overcome adversity.

**Janalyn Meehan** is an Associate Professor in the Reading Department. Dr. Meehan has published and presented peer reviewed research at 21 national and state conferences, and given over 20 workshops to area elementary and middle schools. She also directs an ongoing grant from the Chicago Community Trust, in partnership with the Chicago Public Schools.

**Theophilus Okosun** is an Assistant Professor in the Department of Justice Studies. Dr. Okosun took a leadership role in internationalizing the Justice Studies curriculum. He has published several books and articles in the field of justice studies.

**Janet Pariza** is an Associate Professor in the Reading Department. Dr. Pariza has made significant contributions in the field of literacy instruction. She has co-authored a book chapter, a peer-reviewed article and presented papers at local, state, national and international conferences.

**Mark Schmeller** is an Assistant Professor in the History Department. Dr. Schmeller specializes in early American political, intellectual, and legal history. He has published an article and several book reviews, and delivered papers at the Newberry Library and the University of Paris.

**Katy Smith** is an Associate Professor in the Teacher Education Department, where she has served as Chair for the past fifteen months. Dr. Smith specializes in curriculum theory, educational assessment, and advises the secondary education Masters candidates. She has authored several peer-reviewed articles and book reviews.

**Marcelo Sztainberg** is an Assistant Professor in the Computer Science Department. Dr. Sztainberg is the director of the Student Center for Science Engagement at NEIU, an initiative sponsored by the Department of Education that focuses on recruitment and retention of minority students into math and physical science disciplines.

**Daniela Truty** is the undergraduate advisor and Associate Professor of Educational Leadership and Development-Human Resource Development. She served on the Board of Directors and Steering Committee for professional research organizations, chaired two adult education research conferences and published a book chapter and numerous papers and book reviews.

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**Nancy Wrinkle** is an Assistant Professor in the Mathematics Department. Dr. Wrinkle's research is in low-dimensional geometric topology, focusing on the subjects of knots, links, and braids. She is co-principal investigator on several grants aimed at recruiting and retaining under-represented minority students in the STEM (Science, Technology, Engineering, and Mathematics) disciplines.

**Shencheng Xu** is an Assistant Professor in the Art Department. Mr. Xu's art has been exhibited nationally and internationally. He was instrumental in creating a partnership between NEIU and Northeastern University of China, and has led many educational trips to this partner university.

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**B.1. EXPENDITURE RECOMMENDATIONS FOR PURCHASES OF \$100,000  
OR MORE: CCICS WEST FACE FAÇADE REPAIRS**

**ITEM DESCRIPTION:**

The Carruthers Center for Inner City Studies (CCICS) building was constructed in 1904 and completely remodeled in the early 1970's. As reported to the Board of Trustees in June 2007, the City of Chicago Exterior Wall Ordinance requires that the masonry exterior of certain city buildings, including CCICS, be periodically inspected by a registered engineer and a report submitted identifying conditions requiring immediate or on-going maintenance and repair. Reports were prepared in November 2006 and September 2008 and submitted to the City that indicated the CCICS parapet walls required reconstruction, window lintels required repair and painting, and that all brick masonry joints needed to be ground out and tuck pointed.

The repair work identified in those reports was planned to be completed in four phases. The first phase of work, repairs to the North Face, was approved by the Board of Trustees in June 2007 and has been completed. Approval is now requested for the second phase of work.

This second phase of repair work includes the reconstruction of the west parapet wall; repair of parapet expansion joints; removal and reinstallation of terra cotta coping units; installation of new roof flashing; grinding and tuck pointing of brick masonry; removal and replacement of lintels, as necessary; terra cotta sill replacement; and window caulking and painting. The project also includes an alternate bid request for tuck pointing of all of the masonry joints on the west side.

The successful bidder is a minority-owned business, currently certified with the City of Chicago. The owner is working the University Purchasing Department to obtain State of Illinois MAFBE certification.

With some of the work on this project, the actual condition of certain aspects of the building will not be known until surface materials are removed. Because of this uncertainty, an allowance for unknown conditions is included in this project.

Board approval is requested for the contract with Sandsmith Construction.

**PROJECT COST:**

Base Bid	\$234,178
Alternate #1	39,000
Additional funds if needed	<u>26,000</u>
TOTAL COST:	\$299,178

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**SOURCE OF FUNDS:**

University Operating Funds

**RECOMMENDED VENDOR:**

Sandsmith Construction  
1835 Yale Avenue  
Flossmoor, Illinois 60422

**SUMMARY OF BIDS:**

	<u>Base Bid</u>
Sandsmith Construction	\$ 234,178
UGL Unicco	260,884
All Bry Construction	279,885
Bulley & Andrews Masonry	297,358
JSL Masonry Restoration	312,913
W. J. McGuire	329,607
Chicago Commercial Contract	334,084
Reliable Building Systems	337,675
Eugene Mathews, Inc.	341,800
JLJ Contracting, Inc.	381,955
Abel Building & Restoration	392,000
Mark 1 Restoration	407,700

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**B.2. EXPENDITURE RECOMMENDATIONS FOR PURCHASES OF \$100,000  
OR MORE: BUILDING A SITE WORK**

**ITEM DESCRIPTION:**

Building A is being renovated to house the College of Business and Management and provide general and specialized classrooms and faculty and administrative offices. The project has an estimated completion date of summer 2009.

In addition to the remodeling project, there is exterior site work that is necessary for the opening of the building. The site work includes two main areas - the new main entrance on the building's north side and improvement to parking Lot A, also north of the building. Required site work related to the new entrance includes entry sidewalks, fieldstone benches and lighting. Site work related to parking Lot A includes a drop off area in front of the building and a turnaround circle at the east end of the parking lot. In addition, the entire Lot A will be sealed and re-stripped. This work will commence when the building remodeling is complete.

There are two contracts related to this work. The general contractor will be responsible for the entrance sidewalks and benches, and parking lot improvements. The electrical contractor is responsible for entrance lighting improvements. Based on the bid amounts, Board approval is required for the general contractor portion of Building A Site Work. Costs for the new entrance will be paid from operating funds and parking lot costs will be paid from parking funds. The bid for the electrical work is \$59,490 and will be reported to the Board in June as an information item.

Board approval is requested for the contract with A-Lamp Contractors.

**GENERAL CONTRACTOR PROJECT COSTS:**

Base Bid	\$194,999
Additional funds if needed	<u>19,500</u>
TOTAL COST:	\$214,499

**SOURCE OF FUNDS:**

University Operating Funds:	\$ 98,597 (Entrance)
Parking Funds:	96,402 (Parking Lot A)

**RECOMMENDED VENDOR:**

A-Lamp Contractors  
800 W. Irving Park Rd.  
Schaumburg, IL 60193

**SUMMARY OF BIDS:**

	<u>Base Bid</u>
A-Lamp Contractors	\$194,499

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Abbey Paving	209,660
Rose Paving Co.	248,549
Pelar Construction	256,477
R.T. Milord Co.	333,203
Chicago Commercial	341,773

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**II. INFORMATION ITEMS**

**A. UPDATE ON GOVERNOR'S FISCAL YEAR 2010 BUDGET**

On Wednesday, March 18, Governor Quinn announced his proposed budget for fiscal year 2010. The Governor's budget address had three main themes – reform, responsibility and recovery. Within the context of a struggling national economy, the Governor proposed reform initiatives to “make state government honest, ethical and transparent; reform the state pension systems; and make the tax system fair for working families.” Responsibility efforts were announced to “close the budget gap but protect Illinois’ children and families; preserve our commitment to education; reduce the Medicaid payment cycle; and increase health care for veterans.” And finally, recovery efforts were announced to “jump-start Illinois’ economy with a comprehensive jobs plan that will build new schools; repair our aging roads and bridges; improve mass transit; create “green” jobs; and maximize the federal recovery money Illinois receives.”

For Northeastern, the direct effects of the Governor's proposed budget were a modest increase in state funding and recommended capital funding for the Education Building and capital renewal. The Governor's budget includes a one percent increase in state general revenue funding for Northeastern, from \$43.4 million in fiscal year 2009 to \$43.8 million in fiscal year 2010, an increase of \$435,200. The Education Building is funded at the Board's request level of \$73 million for planning and construction. Capital renewal funding also is included in the Governor's budget.

To fund the budget, the Governor proposed several initiatives, including an increase in the state income tax from 3 percent to 4.5 percent, with a tripling of the personal exemption from \$2,000 to \$6,000 to reduce the tax burden for low income families. The Governor also proposed four furlough days for state agency employees, increased employee and retiree contributions for health insurance, a two percent across-the-board cut to all state agencies, and cuts and consolidations in other areas of state government. The Governor also proposed significant pension reforms for new state employees.

The Governor's Budget will now be considered by the Illinois General Assembly with final action on fiscal year 2010 appropriations to be completed by the scheduled adjournment date of May 31, 2009.

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**B. ENERGY PERFORMANCE CONTRACTING**

At its February 11, 2009 meeting, the Board of Trustees received an overview of and discussed the University's plans to proceed with an energy audit and energy performance contracting. Energy performance contracts are authorized by the Illinois Compiled Statutes, and many universities in Illinois, and colleges and universities nationally, are turning to these contracts to reduce energy consumption and thereby create savings to repay the cost of installing energy conservation measures.

As discussed in February, cutting energy consumption is critically important for several reasons. Most important, our natural gas and electricity costs have increased 77 percent, or \$1.2 million, over the past four years.

Also discussed in February were several reasons these performance contracts are typically the best way to achieve energy conservation measures. They are not dependent on the funding of a state capital program. The implementation timeline is usually shorter than usual state procurement and construction processes. Energy performance contracts allow the University to receive the technical expertise of an energy service company to conduct a comprehensive audit of University facilities. This likely will result in identifying numerous and significant untapped energy saving opportunities.

Since the February Board of Trustees meeting, eight energy service companies and their subcontractors have been performing multiple site visits to the Bryn Mawr campus and CCICS to obtain data for their RFP submittal and preliminary energy conservation recommendations. On March 9, 2009, we received responsive proposals from the following five energy service companies: Ameresco, Energy Services Group, Honeywell, Noresco, and Siemens. The remainder of the project schedule is as follows:

April 9, 2009	Update to Board of Trustees
April 17, 2009	Select Energy Services Company
May 11, 2009	Finalize Energy Audit Agreement
June 11, 2009	Request Board of Trustees approval of Energy Audit Agreement

Also at the February meeting, the Board raised concerns regarding the inclusion of minority, female and disable-owned businesses in this process. As a result, and based on contract language in other RFP's, the Energy Performance Contract RFP document was amended as follows:

“Northeastern Illinois University strongly supports the participation of businesses owned by Minorities, Females and Persons with Disabilities (MAFBE) in the implementation and execution of the Energy Performance

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Contracting Project deliverables. The University desires participation either on a direct basis or through sub-contracting efforts.

If the Proposer's firm is not owned by a minority, female or disabled person, include a plan to order supplies or subcontract for services with such firms. The plan should indicate the estimated value as a percentage of the total investment grade energy audit. In addition, regardless of the Proposing firm's ownership, provide a target percentage of subcontracts that will be the goal for any work performed under a possible energy services agreement. The plan should also indicate the Proposer's subcontracting experience; the names of the minority; female and disabled businesses that may be used; the type of certification they have; and the agency certifying their status."

This amendment was advertised on the Illinois Public Higher Education Procurement Bulletin and communicated to potential bidders. All five energy services companies that submitted responsive proposals have extensive experience with other governmental units in establishing MAFBE goals and documenting results. All respondents have committed to work with the University and develop project specific MAFBE sub-contractor partnerships.

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**C. UPDATE ON NEW ERP INFORMATION SYSTEM**

Background

Prior to 1996, the three Chicago area campuses of the former Board of Governors Universities participated in the Cooperative Computer Center, a shared administrative information system support center. With the dissolution of the Board of Governors, and eventual dissolution of the Cooperative Computer Center, each campus independently implemented administrative systems. Northeastern, similarly to the other campuses, incurred challenges with the initial implementation and began evaluating options to rectify those challenges.

An examination of the services provided at Northeastern compared to our peer and competitor institutions showed that we lacked the ability to provide on-line services to students in many areas – such as on-line student registration, financial aid services, degree and transfer audit, and bill paying. In addition, students did not have on-line access to current academic, financial aid and billing information. Beginning in 2002, the Northeastern Illinois University Board of Trustees participated in a series of presentations and discussions with the University community on the need to improve and integrate our disparate information systems. From these discussions, the University decided to move forward with the new Enterprise Resource Planning (ERP) information system to improve the University's administrative systems and to provide the requested services and information to students and the entire University community.

Business Process Analysis

In June 2004, with Board approval, the University retained the services of Reese McMahon to provide an analysis of our information processes and help prepare a Request for Proposal (RFP) for a new, integrated information system. For nearly a year, the University participated in business systems and process analyses sessions facilitated by Reese McMahon. The sessions identified key system and process improvements needed to enable the University to provide new and requested services to students, faculty and staff. Integrating the three primary information modules: student information systems (admissions, academic records, financial aid, academic advisement, and student billing); financial information systems (budgeting, accounting, purchasing, and financial reporting); and human resources (recruitment, employment, payroll, and records) was identified as a necessary foundation and central to the success of the system improvement project.

This analysis formed the basis for the solicitation of proposals for the new University information system. The RFP was released on May 9, 2005, and vendor responses were received in June 2005.

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From June through early August 2005, a thorough RFP review, involving all areas affected by changing information systems, was conducted and three vendors were named finalists to come to campus for four-day scenario-based presentations. During late August and for two weeks in September, a significant number of University faculty, staff and students participated in the product demonstrations, and those individuals systematically provided assessments to a core evaluation team. The core evaluation team included key individuals representing the student, financial and human resources areas; representatives for each academic college; and key personnel from computing services and purchasing.

Funding the ERP Project

University fiscal staff worked with financial advisors and external legal council to determine funding strategies for the information systems project. Concurrently, analysis of the project costs occurred to determine funding requirements for the ERP project, including costs for implementation, hardware, software, consulting, training, staffing and other associated costs.

At the September 2005 meeting, the Board reviewed estimated project costs and financing and approved the required Board resolution to proceed with the issuance of project financing, which totaled \$15.1 million. The project was financed through Certificates of Participation. The analysis of proposed costs established a comprehensive, multi-year project budget. The funding has been adequate to install the applications and hardware and fund a limited number of staff for backfill. The project remains on budget and will be accomplished within budget.

Selection of Banner (ERP software) and Additional Software Applications

The evaluation criteria included the needed functionality of the software, technical requirements, organizational fit, reference checks, pricing, and contract terms and conditions. Using the evaluation criteria, the core team recommended the selection of Banner, a product offered by SCT SunGard, as the best solution for Northeastern. In February 2006, the Board of Trustees approved the execution and delivery of an Installment Purchase Contract with SCT SunGard for the implementation of Banner (ERP software).

After the selection of Banner as the foundation of the University's ERP project, the core team continued to evaluate the project's goals and identify necessary additional software applications. Addendum A lists the additional software that today comprises the University's total ERP solution, which the University refers to as NEIUworks. Each of these applications has a key business function and benefit.

Project Status

The original timeline called for all modules and additional SCT SunGard applications to be implemented by June 30, 2008. This was a very aggressive

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timeline, particularly in light of the University's modest staffing levels, with many staff members participating on multiple aspects of the project. The project not only required significant staff time for coordination of both technical and business aspects, but also required staff to continue current work assignments. Due to the overwhelming amount of business and technical change the University has experienced during the first two years of the project, the ERP Steering Committee asked SCT SunGard to partner with them and re-evaluate the project timeline. The result was a pause in new implementations from July 1, 2008 until January 1, 2009. During this time, the NEIU*works* team focused on implementing the COGNOS reporting tool and addressed business process changes. SCT SunGard training has now resumed and the implementations of Workflow and Xtender will be completed by June 30, 2009.

The ERP project has changed how NEIU does business. The University has launched two new, major applications. NEIU*works* provides the framework and handles the University administrative applications. The overall change has been the creation of an integrated application that ties together critical elements in the student, finance, and human resources systems. Other changes include the development of systems to more fully utilize classroom space, provide payroll and tax reporting services in-house, create quick links to advisors, and distribute employee information. In addition, NEIU*works* facilitates the underlying data structure for reporting tools, operational data storage and data warehousing.

NEIU*port* is the communication tool that is used to organize and distribute much of the NEIU*works* content. NEIU*port* is now the basic communication tool for students to use to look up class availability, register for classes, review and pay their bills via on-line check/credit card, get information on financial aid, access on-line content for classes set up in Blackboard and to ultimately have access to their grades and unofficial transcript information.

The University is now reviewing best practices as a guide to implementing workflow. At the same time, University departments are undergoing training for the use of image capture so that information supplied by students and employees can be scanned and stored as electronic files, eliminating the need for paper storage. The University will continue to evaluate its progress to ensure that the ERP system is leveraged to improve student services and success, support efficient and effective administrative systems and provide increasing value to the University community.

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**D. FACULTY AND EMPLOYEE DEMOGRAPHICS**

At the February 2009 Board meeting a request was made for demographic information on faculty and other employees. The following tables are provided in response to that request.

Table 1 provides demographic data by race/ethnicity for faculty and all employees for Fall 2008. Table 2 provides the same information with additional information on gender. Table 3 provides five-year trend data for all employment categories within the University. The employee categories are based on definitions provided by the Integrated Postsecondary Education Data System (IPEDS).

There are no readily available peer groups with which to compare our entire employee base by gender and race/ethnicity. However, we know from our 2008 IPEDS data that our employee percentages in the Executive/Administrative Managerial category for the three largest minority groups are Asian/Pacific Islanders, 8%; Black Non-Hispanic, 21%; and Hispanic, 14%.

There are some ways in which we can compare our faculty demographics. Faculty holding the ranks of assistant professor, associate professor and professor are recruited from a nationwide pool; this is the appropriate basis for comparison (rather than regional or student population). The most recent Survey of Earned Doctorates gives the percentages of doctorates earned by race/ethnicity for 2007. This could be compared with NEIU's new faculty hires for Fall 2007 and Fall 2008.

*The Survey reports new earned doctorates for Asian/Pacific Islanders at 5.7% compared to new faculty hires at NEIU of 13% for Fall 2007 and 14% for Fall 2008. New Black Non-Hispanic doctoral graduates were at 6.6% compared with new faculty hires at NEIU of 17% for Fall 2007 and 14% for Fall 2008. And Hispanic new doctoral graduates were at 5.4% compared with NEIU new faculty hires of 13% for Fall 2007 and 18% for Fall 2008.*

Another comparison is the percentage of minority faculty in all Illinois public universities compared to NEIU. This data is available for Fall 2007, but includes full-time Instructors, so the numbers will vary slightly from the previous information provided to the Board.

*This data shows the percentage of Asian/Pacific Islanders at 9.5% (with NEIU at 12.8%); Black Non-Hispanic at 5.6% (with NIEU at 7.8%) and Hispanic at 3.4% (with NEIU at 9.5%).*

One additional way of considering the number of minority faculty at NEIU is the review of minority faculty by rank. Table 4 provides this data and reflects the

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progress being made by generally greater numbers of entering faculty at the Assistant Professor rank.

This data reflects a long-term commitment to having a diverse faculty. We will continue to work diligently in our hiring practices to fulfill our commitment to the diversity of our faculty and staff.

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**Table 1**

<b>Faculty and All Employees by Race/Ethnicity Status, Fall 2008</b>				
	Faculty		All Employees	
	#	%	#	%
American Indian/ Alaskan Native	1	0.2%	3	0.2%
Asian/Pacific Islander	38	9.0%	109	8.3%
Black Non-Hispanic	30	7.1%	217	16.6%
Hispanic	36	8.6%	226	17.2%
White Non-Hispanic	299	71.0%	716	54.6%
Non-Resident Alien	1	0.2%	3	0.2%
Unknown	16	3.8%	37	2.8%
<b>Total</b>	<b>421</b>	<b>100%</b>	<b>1311</b>	<b>100%</b>

**Table 2**

<b>Faculty and All Employees by Race/Ethnicity Status and Gender, Fall 2008</b>					
		Faculty		All Employees	
		#	%	#	%
American Indian/ Alaskan Native	Men	1	0.2%	1	0.1%
	Women	0	0.0%	2	0.2%
Asian/Pacific Islander	Men	25	5.9%	54	4.1%
	Women	13	3.1%	55	4.2%
Black Non-Hispanic	Men	16	3.8%	91	6.9%
	Women	14	3.3%	126	9.6%
Hispanic	Men	15	3.6%	85	6.5%
	Women	21	5.0%	141	10.8%
White Non-Hispanic	Men	146	34.7%	331	25.2%
	Women	153	36.3%	385	29.4%
Non-Resident Alien	Men	1	0.2%	2	0.2%
	Women	0	0.0%	1	0.1%
Unknown	Men	10	2.4%	18	1.4%
	Women	6	1.4%	19	1.4%
<b>Total by Gender</b>	Men	<b>214</b>	<b>50.8%</b>	<b>582</b>	<b>44.4%</b>
	Women	<b>207</b>	<b>49.2%</b>	<b>729</b>	<b>55.6%</b>
<b>Grand Total</b>		<b>421</b>	<b>100%</b>	<b>1311</b>	<b>100%</b>

Source: IPEDS 2008 Fall Staff Survey

**Table 3**  
**Northeastern Illinois University**

**All Employees: Race/Ethnic Status and Gender, Fall 2004-2008\***

		Ethnicity/Gender														TOTAL	
		Non-Resident Alien		Black Non-Hispanic		American Indian/ Alaskan Native		Asian/Pacific Islander		Hispanic		White Non-Hispanic		Unknown			
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women		
Executive/ Administrative Managerial:	Fall 2004	0	0	5	8	0	0	3	3	4	2	20	20	0	0	32	33
	Fall 2005	0	0	4	8	0	0	3	3	4	4	21	22	0	0	32	37
	Fall 2006	0	0	4	8	0	0	3	3	6	3	22	20	0	0	35	34
	Fall 2007	0	0	4	9	0	0	3	3	6	5	20	17	0	0	33	34
	Fall 2008	0	0	7	10	0	0	2	4	5	6	20	24	1	0	35	44
Faculty:	Fall 2004	1	0	11	16	1	0	29	15	12	19	166	134	8	3	228	187
	Fall 2005	1	0	11	16	1	0	26	17	14	20	160	136	8	5	221	194
	Fall 2006	1	0	10	17	1	0	26	14	13	21	159	137	7	5	217	194
	Fall 2007	1	0	14	16	1	0	25	14	12	21	151	142	9	5	213	198
	Fall 2008	1	0	16	14	1	0	25	13	15	21	146	153	10	6	214	207
Professional Non- Faculty:	Fall 2004	0	0	18	33	1	0	10	14	12	23	64	86	4	2	109	158
	Fall 2005	0	0	19	33	1	0	11	16	15	25	65	86	4	2	115	162
	Fall 2006	0	0	18	36	1	0	9	14	17	28	65	88	4	3	114	169
	Fall 2007	0	0	22	33	1	1	9	16	17	30	69	95	6	5	124	180
	Fall 2008**	1	1	29	60	0	0	14	23	49	84	88	121	4	11	185	300
Secretarial/ Clerical:	Fall 2004	0	0	5	29	0	0	5	8	0	20	12	55	0	1	22	113
	Fall 2005	0	0	5	29	0	0	4	7	1	20	11	53	0	0	21	109
	Fall 2006	0	0	7	24	0	0	4	7	1	19	11	51	0	0	23	101
	Fall 2007	0	0	6	28	0	0	4	6	1	16	12	49	0	0	23	99
	Fall 2008	0	0	4	26	0	2	4	3	1	17	10	49	1	2	20	99
Technical/ Para- Professional:	Fall 2004	0	0	3	13	0	0	5	13	0	13	17	30	0	0	25	69
	Fall 2005	0	0	3	11	0	0	8	11	1	12	15	30	0	0	27	64
	Fall 2006	0	0	3	12	0	0	8	10	1	15	14	27	0	0	26	64
	Fall 2007	0	0	3	9	0	0	8	9	1	15	14	28	0	0	26	61
	Fall 2008	0	0	3	9	0	0	5	11	0	12	12	32	2	0	22	64
Skilled Craft:	Fall 2004	0	0	2	0	0	0	4	0	3	0	26	3	0	0	35	3
	Fall 2005	0	0	2	0	0	0	4	0	3	0	27	2	0	0	36	2
	Fall 2006	0	0	2	0	0	0	4	0	3	0	29	2	0	0	38	2
	Fall 2007	0	0	4	0	0	0	3	0	2	0	29	2	0	0	38	2
	Fall 2008	0	0	4	0	0	0	4	0	2	0	26	3	0	0	36	3
Service Maintenance:	Fall 2004	0	0	25	10	1	0	1	0	15	2	27	3	0	0	69	15
	Fall 2005	0	0	27	9	1	0	2	0	14	3	28	2	0	0	72	14
	Fall 2006	0	0	26	8	1	0	1	0	15	3	30	2	0	0	73	13
	Fall 2007	0	0	30	8	1	0	0	0	14	2	30	2	0	0	75	12
	Fall 2008	0	0	28	7	0	0	0	1	13	1	29	3	0	0	70	12
All NEIU Employees:	Fall 2004	1	0	69	109	3	0	57	53	46	79	332	331	12	6	520	578
	Fall 2005	1	0	71	106	3	0	58	54	52	84	327	331	12	7	524	582
	Fall 2006	1	0	70	105	3	0	55	48	56	89	330	327	11	8	526	577
	Fall 2007	1	0	83	103	3	1	52	48	53	89	325	335	15	10	532	586
	Fall 2008	2	1	91	126	1	2	54	55	85	141	331	385	18	19	582	729

\* Source: IPEDS Fall Staff Survey

\*\*Extra Help employees were not included in IPEDS. These employees are now classified as Professional Non-Faculty and included in IPEDS.

**Table 4**  
**Fall, 2008 Ethnicity/Gender Profile**  
**Tenured & Tenure Track Instructional Faculty**

		Academic Rank						Total	
		Professor		Associate Professor		Assistant Professor		#	%
		#	%	#	%	#	%		
<b>Ethnicity</b>	<b>African American</b>	3	3.1 %	9	9.4 %	7	8.8 %	19	7.0 %
	<b>Asian</b>	13	13.5 %	12	12.5 %	10	12.5 %	35	12.9 %
	<b>Caucasian</b>	74	77.1 %	63	65.6 %	46	57.4 %	183	67.3 %
	<b>Hispanic</b>	5	5.3 %	10	10.4 %	12	15.0 %	27	9.9 %
	<b>Native American</b>	1	1.0 %	0	0.0 %	0	0.0 %	1	0.3 %
	<b>Unknown</b>	0	0.0 %	2	2.1 %	5	6.3 %	7	2.6 %
<b>Gender</b>	<b>Female</b>	44	45.8 %	50	52.1 %	36	45.0 %	130	47.8 %
	<b>Male</b>	52	54.2 %	46	47.9 %	44	55.0 %	142	52.2 %
<b>Total</b>		96		96		80		272	

*Includes a profile of full-time, active, tenured and tenure track instructional faculty and chairpersons.*

*Faculty on leave without pay are excluded from the profile.*

*Data reflects employee status as of a specified date in the fall semester, which is mandated by IPEDS and by other national faculty surveys.*

*Counts may differ from those produced by other university offices due to differences in data timing and the definition of employee groups reported.*

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**E. REPORT OF PURCHASES BETWEEN \$50,000 AND \$100,000**

Board of Trustees Regulations require that the President report to the Board purchases of at least \$50,000 but less than \$100,000, other than those exempt from Board approval (e.g., utilities). Below is a list of those purchases made since the last Board meeting.

<u>Vendor</u>	<u>Description</u>	<u>Purchase Order Amount</u>
Youth Guidance	Workshops under Gear Up Grant	\$50,000
IBM Corporation	Renewal of COGNOS software maintenance (part of ERP project)	\$55,000

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**F. NEWS AND EVENTS**

**1. Black History Month Activities – February 1-28**

This year's theme was "Our Past Reminds, Our Present Demands, Our Future Calls..." Featured events throughout the month included the University wide viewing of the Presidential Inauguration; a presentation on the history of the Tuskegee Airmen by three former members; an oratory on the Negro Baseball League; a one woman play titled; "Yes You Can" by Imagination Theater which explored the lives of three African American Women's contributions; and a month-long display of cultural art featuring an NEIU alumnus, current NEIU student and a high school student.

The Annual Awards Ceremony was held Friday, February 27, 2008 from 6:00-10:00 PM in Alumni Hall. President Sharon Hahs, Trustee Grace Dawson, and Foundation Board President John Gingell gave remarks. The Northeastern Illinois University Distinguished Service Award was presented to former Illinois Senate President, the Honorable Emil Jones, Jr. The awards celebration concluded with dancing and a musical performance by Platinum Exhibition.

**2. Jewel Box Series – February 20**

On Friday, February 20, the Jewel Box Series presented the Flanders Recorder Quartet in concert. This outstanding group from Belgium delighted a sold-out audience at NEIU made up of many students, faculty and community members.

**3. Third Annual Health and Wellness Fair – February 26**

The Health and Wellness Fair took place in the PE Complex on February 26 from 10 am-3 pm. The purpose of the Wellness Fair is to familiarize students with various resources on campus designed to assist with the physical and mental well-being of students. The estimated attendance was 151 people. Information tables were staffed by NEIU Campus Recreation, Health Services (offered glucose screenings and information), Public Safety (self-defense workshops), and the Counseling Office. The attendees also enjoyed free chair massage therapy, raffles, and a Zumba demo. Campus Recreation partnered with three health classes and students prepared informational tables on childhood obesity, alcohol abuse on college campuses and cardiovascular health.

**4. Women's History Month – March 1-31**

To celebrate Women's History month, several events were offered throughout March, including: "Women in History" (March 18), presented by Erica Meiners' WSP 202 Feminist Activism students, NEIU faculty, and staff; "Women in Computing" with Netiva Caftori, highlighting women who have succeeded in computer science, why there are so few women in the field, and what can be

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done to increase their numbers; and "Film Screening and Panel Discussion: *Iron Ladies of Liberia*" (March 31), focusing on the first year in office of Liberia's first female president, Ellen Johnson Sirleaf, and her struggles to rebuild a war-ravaged country.

**5. Eighth Annual International Business Conference on Latin America -  
March 2-4**

The Eighth Annual International Business Conference, focusing on Latin America, was held on the NEIU campus on March 2-3, 2009. This student-run conference held 14 different sessions over two days, attracting 1448 participants. Speakers included executives, international lawyers, and both trade and government officials. The opening keynote speaker was Mr. David Hartigan, President and CEO of the World Trade Center Illinois.

In addition, NEIU partnered with the World Trade Center Illinois to bring the corporate *Doing Business with Latin American Conference* to the NEIU campus on March 4, 2009. Approximately 80 participants, including 50 executives, trade and government officials, attended the day-long conference, which included a luncheon and networking reception. The luncheon keynote speaker was the Honorable Patricia Maza-Pittsford, Consul General of El Salvador, and Dean of the Consular Corps of Chicago.

**6. Town Hall Meetings – March 6 and 31**

A Town Hall Meeting was held by President Hahs for faculty and staff on Friday, March 6 and again on Tuesday March 31 for students. The meetings continue to provide an opportunity for dialogue within the University community in an informal setting. For the March 6 meeting, a suggestion box was set up in the Information Center to allow questions and topics to be presented and addressed anonymously. These questions and suggestions were included with the open forum during the sessions.

**7. Mid-America Educators Job Fair – March 6**

The Mid-America Educators' Job Fair was held on March 6 in the small gym of the PE complex. For the second consecutive year, National-Louis University co-hosted the event with NEIU. The 72 participating schools represented California, Georgia, Hawaii, Indiana, Illinois, Louisiana, Maryland, Missouri, North Carolina, Texas, and Virginia. Two international organizations present represented the United Kingdom and the United Arab Emirates. Over 600 applicants were present. Three hundred and fifty-two of the applicants were from colleges or universities other than NEIU and 252 were NEIU students or graduates.

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**8. "The Past and Future of Revolutions: a Global Exploration"- March 9-13**

During the week of March 9<sup>th</sup> through 13<sup>th</sup>, Northeastern Illinois University hosted a major conference with international and national speakers on "The Past and Future of Revolutions: A Global Exploration." Noted author Jonathan Schell, professor at Yale University, Professors John Foran, Edward Friedman, James Le Sueur, Julie Mertus, David Mason, Val Moghadam, Misagh Parsa, Cyrus Bina and Doris Garraway were those who presented master classes, and participated throughout the conference as keynote panelists. The conference was geographically and historically wide-ranging, intellectually ambitious, and socially relevant as it encompassed pacifist movements within geo-political and social contexts as well. Developed by a committee of NEIU faculty and community leaders, it was a multidimensional, multimedia event, including master classes, film screenings, keynote presentations and academic panels.

**9. Project Success and Proyecto Pa'Lante 28<sup>th</sup> Annual Awards Ceremony-  
March 10**

The Project Success and Proyecto Pa'Lante Annual Awards Ceremony took place on Tuesday, March 10, 2009 from 1:30pm to 3:00pm in Alumni Hall. There were over 200 attendees. Seventy-eight students were recognized for academic achievement and sixteen students received Spirit Awards. There were also 86 graduates who were recognized. The keynote address was delivered by Dr. Durene Wheeler, Assistant Professor for Educational Leadership and Development.

**10. Spring 2009 Job Fair for the Carruthers Center for Inner City Studies -  
March 10**

The spring 2009 Job Fair for the CCICS campus, developed with assistance from the Career Services Office, was held on March 10. Nine employers and approximately 60 applicants participated. There was participation by the community surrounding the Carruthers Center for this event. Participating employers were Chicago Police Department, Citibank, Deborah's Place, Illinois Department of Human Services, Joliet Junior College, National City Bank, NEIU Office of Human Resources, Peace Corp, and the U.S. Army.

**11. Presidential Lecture Series – Ana Castillo – March 11**

The Presidential Lecture Series hosted NEIU alumna Ana Castillo on Wednesday, March 11. The day of activities included a session for students, a dinner with faculty and staff, and an evening lecture attended by students and the general public. Students engaged Dr. Castillo in questions about her writing career, her influences, and her life as an artist.

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**12. Global Initiatives Day – March 16**

Northeastern Illinois University held its annual Global Initiatives Day on March 16, 2009. Illinois Senator Iris Y. Martinez was the Keynote Speaker; the Senator discussed her experiences in Israel as part of the 2008 – 2009 Fellowship Institute for Progressive Leadership: Global Leaders Program. In addition to the presentation on current issues in Israel, the University featured the global opportunities offered to students through the University's international partnership programs, study abroad programs, and short term study opportunities. Throughout the day international exchange students and students who had participated in university-sponsored international opportunities held poster sessions and provided table displays in Village Square. The event was organized through the Office of International Programs under the direction of David Kamper, Wojciech Wloch, Alice Pennamon, and Katy Guzder; Suleyma Perez facilitated the visit of Senator Martinez.

**13. Professional Development Conference “You Matter, Great Service Matters” – March 18-19**

On March 18 and 19, 2009, NEIU sponsored a professional development conference, “You Matter, Great Service Matters” for all employees. The overall theme of the conference was intended to reflect both our service to students and the fact that we all serve each other in fulfilling the work of the University. The keynote speaker was Neal Raisman, a national expert on the impact of good services on student retention. Additional concurrent sessions featured a variety of topics which were developed using input from many groups and individuals who regularly provide front-line service to students.

Not only did the theme support the University's Strategic Goal of Student Success, but it fits directly with Action Step 4.3 under the Strategic Goal of Exemplary Faculty and Staff. This Step speaks to providing support systems and programs that foster a positive work environment for all.

**14. Jewel Box Series – March 20**

On March 20, NEIU Jewel Box Series featured NEIU's Assistant Professor of Trumpet, Travis Heath, in concert with the Brass Roots Trio, a group Dr. Heath tours with throughout the United States.

The concert was part of a two day Chicago Brass Festival, organized by Dr. Heath and the Music Department with the support of Christie Miller and the Office of Cultural Events. The two day festival included concerts and master classes by renowned performers and attracted hundreds of students and community members to the NEIU campus.

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**15. University Day – April 2**

University Day 2009 was held on Thursday, April 2<sup>nd</sup> from 1:40 – 5:00 pm in Alumni Hall. The theme for this year's program was *"Education at NEIU: What does it mean to learn in the city and lead in the world?"* The program provided a forum to bring faculty, staff, and students together to discuss what should be the outcomes of the undergraduate experience at NEIU so that the University may move forward in developing a Statement of Objectives for the Baccalaureate Degree as outlined in the Strategic Plan. Dr. Terrel "Terry" Rhodes, Vice President of the Office of Quality, Curriculum, and Assessment at the Association of American Colleges and Universities (AAC&U) served as the keynote speaker and helped to facilitate discussions in meetings with key constituency groups with links to student learning and curriculum development prior to the formal program in the afternoon. The title of Dr. Rhodes address was *"Give Students a Compass: Essential Learning for the 21<sup>st</sup> Century"*.

**16. The Fourteenth Asian American Heritage Conference – March 30-  
April 3**

Asian Programs of the Academic Development Department held The 14th Asian American Heritage Conference from March 30 to April 3, 2009. The theme of the conference was, "Asia's Emergence in the Global Community." The highlights of the conference include the participation of the consul generals of China, India, Korea and Pakistan. In addition there were a number of NEIU professors and students as well as other distinguished professors including Professors Robert Buswell of UCLA, Laura Miller of Loyola University, Wayne Patterson of St. Norbert College, and Jordan Heiber, Foreign Affairs Officer of the Department of State who served as speakers for this conference.

**17. Student Awards – April 21**

Student Awards will be held Tuesday at 5:00 pm, April 21 in Alumni Hall. Trustee Grace Dawson will bring greetings.

**18. Lobby Day – April 22**

On Wednesday April 22, a group of faculty, staff, students, trustees and alumni will travel to Springfield to participate in the Higher Education Coalition Lobby Day.

**19. Administrative Professionals Day – April 22**

The Administrative Professionals Day reception will be held Wednesday April 22 at noon in Alumni Hall.

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**20. Academic Honors – April 30**

Academic Honors Reception will be held on Thursday at 5:00 pm, April 30 in Alumni Hall.

**21. Commencement – May 9**

Commencement Convocations will be held on Saturday May 9 in the Physical Education Complex. The 10:00 am ceremony will be for the College of Arts and Sciences and Non-traditional Degree Programs and the 2:00 pm. ceremony will be for the College of Business and Management and College of Education.