President’s Report to the Board of Trustees

Thursday, February 5, 2015
Table of Contents

I. ACTION ITEMS

A. Strategic Plan: Endorsement of Strategic Goals and Action Steps......................... 2

B. Approval of Labor Agreements—1. International Brotherhood of Teamsters, Local 700 and 2. International Union of Operating Engineers, Local 399.............. 7

C. Approval of Expenditure Recommendation for $100,000 or More—Construction Services for Building B Expansion........................................................................... 8

II. INFORMATION ITEMS

A. Preliminary FY15 Second Quarter Budget to Actual Report................................. 11

B. Notification of Expenditures—Purchases between $50,000 and $100,000 .......... 14

C. Notification of Expenditures—ERP Related Purchase............................................ 15

D. Construction Update............................................................................................... 16

E. No Item: Error......................................................................................................... 17

F. News and Events.................................................................................................... 18
I. A. ACTION ITEM: Strategic Plan: Endorsement of Strategic Goals and Action Steps

During the fall of 2014, Northeastern Illinois University undertook an initiative to refresh the 2008 Strategic Plan. This was both good planning, since Goals and Action Steps are intended to guide the University for five to seven years, and good preparation for the 2017 visit from the Higher Learning Commission for reaffirmation of accreditation. Given that Northeastern’s Guiding Statements of Mission, Vision, and Values should guide the University for a longer time, they were not considered for revision in this process.

The Initiative was led by the University Planning and Budget Council. The Steering Committee of 14 members was co-chaired by UPBC Chair, Dr. Marcelo Sztainberg, and President Hahs, and consisted of UPBC members and the vice presidents. The 46-member Planning Team, gathered from nominations and self-nominations, focused on reviewing, revising, eliminating, and creating Action Steps under each of the six Strategic Goals.

The process was designed to be inclusive. Throughout the process, there was opportunity for electronic input, and all materials were placed on NEIUport. Steps included University Day, addressing Strengths, Weaknesses, Opportunities and Threats, and reviewing the wording of the Goals; an Open Session to propose initial revisions to the Actions Steps; six working groups, one for each Goal, to refine Action Steps; overall refinements by the Steering Committee; presentation of the final Draft in Open Sessions at the Main Campus, the Caruthers Center, and El Centro; final adjustments by a small meld group; and agreement by the Steering Committee to convey the document to the UPBC for endorsement.

As with the planning results in 2008, the Board is requested to endorse the newly revised Goals and Action Steps presented below. The full 2014 Strategic Plan will be published, and will continue to provide guidance as the University embraces the future.

Goal 1 Student Success: Advance student success from recruitment through graduation by engaging all members of the Northeastern community.

1.1 Increase the enrollment of both undergraduate and graduate students.

1.2 Increase retention and graduation rates for all students. Identify and implement high-impact practices for all students with a special focus on underrepresented populations.

1.3 Develop and implement strategies to support the transition and success of first-year and transfer students.
I. A. ACTION ITEM: Strategic Plan: Endorsement of Strategic Goals and Action Steps

1.4 Conduct a comprehensive review of all academic advising services, and implement intentional, coordinated strategies that reflect national best practices in advising to increase student satisfaction and success.

1.5 Increase bicultural/bilingual support in the areas of admissions, enrollment services, financial aid, student affairs, and academic affairs.

1.6 Enhance the quality of service and communication to promote student satisfaction in all areas of the University with a focus on “points of entry,” such as admissions, financial services, enrollment services, the website, and other critical areas.

Goal 2 Academic Excellence and Innovation: Implement and support curricular and pedagogical best practices aligned with the mission of the institution, student needs, the standards of the disciplines, and career and civic engagement opportunities.

2.1 Develop a Statement of Objectives for the master’s degree, and explore adding the doctoral degree to the academic portfolio.

2.2 Implement and assess the University Core Curriculum.

2.3 Support, create, and sustain interdisciplinary courses and programs that lead to higher levels of critical, analytical, and integrated learning.

2.4 Focus on academic programs linked to regional economic development and workforce demands for the global society.

2.5 Support and create academic and professional development opportunities for students through internships, international study, research, service learning, and career services.

2.6 Enhance and expand academic offerings and resources at CCICS.

2.7 Integrate culturally relevant pedagogy and content throughout the curriculum.

2.8 Increase high-quality hybrid and online curricula throughout the University.

2.9 Prioritize resource allocation to learning resource centers and support centers.
I. A. ACTION ITEM: Strategic Plan: Endorsement of Strategic Goals and Action Steps

Goal 3 Urban Leadership: Build upon Northeastern’s tradition of community partnership and engagement by collaborating with educational, social service, governmental, philanthropic, and business organizations in Chicago and the region.

3.1 Collaborate with local and regional schools, community organizations, and parents to vertically align knowledge, skills, and dispositions across K-12 schooling in order to prepare students to succeed at Northeastern or other postsecondary institutions.

3.2 Position and promote Northeastern as a leading Hispanic Serving Institution in the recruitment, retention, and graduation of Latino students.

3.3 Increase Northeastern’s presence across diverse urban communities through intentional marketing.

3.4 Encourage and support programs that expand understandings of our urban metropolis, with emphasis on our community partners.

3.5 Encourage and support programs and research that focus on contemporary urban issues, such as education reform, immigration, economic development, and the environment.

3.6 Enhance Northeastern’s marketing and public relations plan, inclusive of community outreach, to expand internal, local, regional, national, and international awareness of our urban leadership efforts.

3.7 Promote CCICS, El Centro, and CCAS as examples of Northeastern’s commitment to urban leadership.

Goal 4 Exemplary Faculty and Staff: Invest in and support faculty and staff to foster a nationally recognized urban university and create a thriving work environment that makes Northeastern an employer of choice.

4.1 Intentionally recruit and retain faculty and staff who understand and support Northeastern’s mission and the students we serve.

4.2 Enhance scholarship, professional development, and training for faculty and staff.

4.3 Use support systems and programs to build and foster a culture of mutual respect and collegiality across the University.
I. A. ACTION ITEM: Strategic Plan: Endorsement of Strategic Goals and Action Steps

4.4 Provide ongoing professional development to support culturally relevant pedagogical approaches from new faculty orientation onward.

4.5 Increase collaboration and accountability across all units of the University.

4.6 Develop an effective application of shared governance at Northeastern.

Goal 5 Enhanced University Operations: Improve operating efficiencies, physical and technological infrastructure and systems, and environmental sustainability in order to provide a supportive learning, teaching, and working environment.

5.1 Ensure that all classroom, laboratory, office, student, and support spaces accommodate current needs and long-term growth.

5.2 Add a residential life component consistent with the mission of the University.

5.3 Invest in and implement technology applications and infrastructure to maximize academic and operational goals.

5.4 Establish environmental sustainability as a key element of Northeastern’s identity through green design and activities such as increasing recycling, reducing waste, conserving energy, and digitizing processes.

5.5 Streamline and redesign operational and financial workflows and processes to improve service quality and productivity.

5.6 Ensure the continued safety and security of the University; that all facilities and infrastructure, including technology and critical data, are protected; and that campus security and emergency preparedness are continually monitored and enhanced.

Goal 6 Fiscal Strength: Enhance Northeastern’s financial position by diversifying revenue sources and by strengthening institutional relationships with donors, public and private entities, and alumni.

6.1 Increase external funding, including grants that support programming critical to Northeastern’s mission.

6.2 Strategically plan for future Title V and other Minority Serving Institution grant applications using data and outcome analyses from current funds.
I. A. ACTION ITEM: Strategic Plan: Endorsement of Strategic Goals and Action Steps

6.3 Increase advocacy efforts with federal and state governments to secure appropriations for the University.

6.4 Increase private, corporate, foundation, and other philanthropic support for the University.

6.5 Generate revenue by leveraging Northeastern's assets (such as space rentals, fees for services, and continuing education programs) while continuing to prioritize University needs.

Endorsed by the University Planning and Budget Council January 9, 2015
Approved by President Hahs January 9, 2015
I. B. ACTION ITEM: Approval of Labor Agreements—1. International Brotherhood of Teamsters, Local 700 and 2. (Tentative)

1. International Brotherhood of Teamsters, Local 700

The University was notified that the labor agreement with the International Brotherhood of Teamsters was ratified by the union members on January 6, 2015. This is one of five labor agreements at the University, all which expired on June 30, 2014.

Teamsters Local 700 represents 40 employees at the University. The ratified agreement covers both language and wages with a term of four (4) years. The contract dates are July 1, 2014 through June 30, 2018. The wage agreement provides for increases in each of the contract years. Increases by fiscal year will be 2%.

Approval of this contract is requested.

2. (Tentative)
I. B. ACTION ITEM: Approval of Labor Agreements—2. International Union of Operating Engineers, Local 399

2. Approval of Labor Agreements—International Union of Operating Engineers, Local 399

The University was notified that the labor agreement with the International Union of Operating Engineers, Local 399 was ratified by the union members on February 4, 2015. This is one of five labor agreements at the University, all which expired on June 30, 2014.

Engineers Local 399 represents 25 employees at the University. The ratified agreement covers both language and wages with a term of five (5) years. The contract dates are July 1, 2014 through June 30, 2019. The wage agreement provides for increases in each of the contract years—2% for the first four (4) years and 2.25% in year five (5). The University agreed to a premium increase in year five (5) as recognition for the length of the contract.

Approval of this contract is requested.
I. C. ACTION ITEM: Approval of Expenditure Recommendation for $100,000 or More—Construction Services for Building B Expansion

Project Background
Building B currently houses the Angelina Pedroso Center for Diversity and Intercultural Affairs, the Office of Career Services, Nontraditional Degree Programs, the Honors Program, the McNair Scholars Program, the Office of Student Rights and Responsibilities, and classroom spaces. There is a need to provide additional space for the Women’s Resource Center and the LGBTQ Resource Center. To address these space needs, a 2,500 square foot addition is being constructed on the north side of Building B, co-locating these resource centers in the Angelina Pedroso Center.

Project Scope
A working committee, consisting of faculty and staff, was formed to develop and organize space requirements, perform functional analysis for the arrangement of desired functions, and prioritize the proposed modifications to existing spaces for the planned Building B departments.

The University completed a Qualifications Based Selection (QBS) for architectural/engineering firms to provide design services for general university spaces. Forty architectural firms submitted proposals and 3 firms were selected to work on various University general space projects on an open contract basis. EXP US Services Inc. was selected to complete the Building B Expansion Project based on their experience and qualifications, and was awarded the Professional Services Contract.

The construction cost for the planned Building B Expansion Project is estimated to be $2,000,000. A portion of this cost ($681,685) will be funded by the reimbursement from the Capital Development Board for the original Pedroso Center costs, now held in Reserves. The balance will be funded from other University Reserve Funds.

**PROJECT COST**

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$673,800</td>
</tr>
<tr>
<td>Additional funds, if needed</td>
<td>$ 67,400</td>
</tr>
<tr>
<td><strong>TOTAL COST:</strong></td>
<td>$741,200</td>
</tr>
</tbody>
</table>

**Source of Funds**

- University Reserve Funds $741,200

**Recommended Vendor**

Stuckey Construction
2020 N. Lewis Ave.
Waukegan, IL 60087
I. C. ACTION ITEM: Approval of Expenditure Recommendation for $100,000 or More—Construction Services for Building B Expansion

Summary of Bids
Stuckey Construction $676,800
Accel Construction $686,000
Path Construction $719,400
Joseph Construction $786,700
Outlook GMA $791,087
Cornerstone Contracting $821,000
Reed Construction $905,407
Oakley Construction $1,008,395

ELECTRICAL PROJECT COST
Base Bid $131,600
Additional funds, if needed $ 13,200
TOTAL COST: $144,800

Source of Funds
University Reserve Funds $144,800

Recommended Vendor
Loyola Electric
5632 N. Western Ave.
Chicago, IL, 60625

Summary of Bids
Loyola Electric $131,600
Argon Electric Company Inc. $133,517
Argo Electric Inc. $136,500
Broadway Electric Inc. $159,800
Horizon Contractors $171,000

VENTILATION PROJECT COST
Base Bid $109,480
Additional funds, if needed $ 11,000
TOTAL COST: $120,480

Source of Funds
University Reserve Funds $120,480
I. C. ACTION ITEM: Approval of Expenditure Recommendation for $100,000 or More—Construction Services for Building B Expansion

Recommended Vendor
Amber Mechanical
11950 S. Central Ave.
Alsip, IL 60803

Summary of Bids
Amber Mechanical $109,480
Stern Corp. $116,700
RJ Olmen Co. $119,750
CT Mechanical $126,000
Qu-Bar Inc. $140,590
Mechanical Concepts $144,000
II. A. INFORMATION ITEM: PRELIMINARY FY15 SECOND QUARTER BUDGET TO ACTUAL REPORT

At its September meeting, the Northeastern Illinois University Board of Trustees approved its Fiscal Year 2015 budget that totals $150.7 million. Of that total, $92.1 million is the University’s unrestricted general operating budget supported by the state appropriation and student tuition. In addition, $58.6 million is the University’s restricted funds budget supported by student fee programs, auxiliary services, grants and contracts. Upon the Board request, quarterly reports are being provided focusing on the unrestricted operating budget, which supports most University departments and ongoing operations.

This report provides an update on the first quarter spending in the unrestricted budget and is summarized in Table 1 at the end of this report.

Revenues

In fiscal year 2015, the state support for the University’s unrestricted general operating budget is $37.7 million, or 41 percent of that budget. The entire state appropriation supports salary costs for positions funded through the unrestricted general operating budget. At the end of each pay period, the University vouchers the State of Illinois for payroll reimbursement until the state appropriation is entirely committed. Consistent with previous years, the state continues to lag in its reimbursements to the University. Through the second quarter, $23.5 was vouchered to the State and is reflected as revenues in the attached tables; of the $23.5 million, $11.4 million has been received. The outstanding payments are recorded as revenue receivables due to the University rather than cash available for expenditure.

University Income Funds are comprised primarily of tuition revenues, which are dependent on student enrollments. Through the second quarter, 91.6 percent of estimated tuition and income fund revenue was recorded. This amount represents a portion of summer session 2014, fall semester 2014, and spring semester 2015. Because the summer term bridges two fiscal years, accruals are made to apportion the tuition revenues and operating expenses between fiscal years. Final fall 2014 enrollments fell short of the original fiscal year 2015 budget, and when this report was prepared, spring 2015 enrollments were trending one percent below the projection used for budgeting. Due to these shortfalls, the University is monitoring revenues and expenses closely and will take additional fiscal steps as needed.

It is important to note that for both the state appropriation and tuition income, revenues are recorded and reflected in this report as they are billed. Final revenues will be available after the University does all accounting adjustments during the year-end reconciliation period. These adjustments are required to adjust for activity such as class drop refunds, statutory waivers, bad debt allowances, and fees associated with outstanding accounts.
II. A. INFORMATION ITEM: PRELIMINARY FY15 SECOND QUARTER BUDGET TO ACTUAL REPORT

Expenses
For the general operating unrestricted budget, the University spent through the first quarter, in total, 42.5 percent of the total $92.1 million budget.

The bar graph below and Table 1 outline the actual University revenues and expenses compared to budget through the first quarter.
II. A. INFORMATION ITEM: PRELIMINARY FY15 SECOND QUARTER BUDGET TO ACTUAL REPORT

Table 1
NORTHEASTERN ILLINOIS UNIVERSITY
FISCAL YEAR 2015 BUDGET TO ACTUAL COMPARISONS
FOR THE PERIOD ENDING December 31, 2014
UNAUDITED FIGURES

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Adopted Budget</th>
<th>Current Budget</th>
<th>Actual</th>
<th>% of Current Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Income Fund (Net Tuition)</td>
<td>$54,375,000</td>
<td>$54,375,000</td>
<td>$49,798,734</td>
<td>91.6%</td>
</tr>
<tr>
<td>State Appropriations</td>
<td>37,748,100</td>
<td>37,748,100</td>
<td>23,500,776</td>
<td>62.3</td>
</tr>
<tr>
<td>All other sources</td>
<td>-</td>
<td>-</td>
<td>409,527</td>
<td>-</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>$92,123,100</td>
<td>$92,123,100</td>
<td>$73,709,037</td>
<td>80.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditures</th>
<th>Budget</th>
<th>Budget</th>
<th>Actual</th>
<th>% of Current Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Services</td>
<td>$75,153,173</td>
<td>$75,315,118</td>
<td>$33,060,974</td>
<td>43.9%</td>
</tr>
<tr>
<td>Contractual Services</td>
<td>9,964,495</td>
<td>9,821,197</td>
<td>3,434,985</td>
<td>35.0</td>
</tr>
<tr>
<td>Equipment</td>
<td>1,478,279</td>
<td>1,476,638</td>
<td>348,832</td>
<td>23.6</td>
</tr>
<tr>
<td>Commodities</td>
<td>897,049</td>
<td>810,473</td>
<td>267,401</td>
<td>33.0</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>489,228</td>
<td>509,428</td>
<td>144,556</td>
<td>28.4</td>
</tr>
<tr>
<td>Travel</td>
<td>299,231</td>
<td>320,301</td>
<td>95,834</td>
<td>29.9</td>
</tr>
<tr>
<td>Permanent Improvements</td>
<td>200,000</td>
<td>200,000</td>
<td>53,893</td>
<td>26.9</td>
</tr>
<tr>
<td>Operation of Auto Equip</td>
<td>19,515</td>
<td>27,815</td>
<td>17,392</td>
<td>62.5</td>
</tr>
<tr>
<td>Tuition Scholarships</td>
<td>1,609,030</td>
<td>1,629,030</td>
<td>752,542</td>
<td>46.2</td>
</tr>
<tr>
<td>Debt Service</td>
<td>2,014,000</td>
<td>2,014,000</td>
<td>1,003,125</td>
<td>49.8</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>$92,124,000</td>
<td>$92,124,000</td>
<td>$39,179,533</td>
<td>42.5%</td>
</tr>
</tbody>
</table>

Notes:
1. Budget column reflects the original budget approved by the Board of Trustees.
2. Year-to-date activity does not include encumbrances.
3. The $23.5 million from State Appropriations represents amount billed to the State of Illinois; $11.4 million has been received through the 2nd quarter.
4. The Current Budget reflects budget transfers processed between organizations and accounts.
II. B. INFORMATION ITEM: Notification of Expenditures—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). The following lists those purchases since the last Board meeting.

<table>
<thead>
<tr>
<th>VENDOR</th>
<th>DESCRIPTION</th>
<th>PURCHASE ORDER AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>PCS Power &amp; Communication Solutions</td>
<td>Emergency lights at CCICS</td>
<td>$53,193.00</td>
</tr>
<tr>
<td>University of Illinois</td>
<td>Rental of UIC Pavilion for May commencement</td>
<td>$53,271.00</td>
</tr>
</tbody>
</table>
II. C. INFORMATION ITEM: Notification of Expenditures—ERP Related Purchase

At the April 6, 2006 meeting, the Board of Trustees resolved that, “in order to facilitate the timely implementation of the ERP project (the Board) delegates to the University President the authority to approve such expenditures and contracts directly related to the ERP project without prior approval and that the President will report to the Board on all such approved expenditures and contracts normally requiring Board approval at the next regularly scheduled meeting of the Board of Trustees.” The following is the latest such expenditure.

<table>
<thead>
<tr>
<th>VENDOR</th>
<th>DESCRIPTION</th>
<th>PURCHASE ORDER AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ellucian</td>
<td>Banner Support License</td>
<td>$514,486</td>
</tr>
</tbody>
</table>
II. D. INFORMATION ITEM: Construction Update

College of Education Building Update
- The Program and Schematic Design phases have been completed and the Design Development phase has begun.

El Centro Annex Building
- The permit for this construction was received on December 19th. Approval of the electrical work was obtained after a City inspection. Framing and plumbing inspections are still pending. The project is expected to be completed by mid-February if inspections are provided in a timely manner.

Utilities Infrastructure Expansion Update
- The project manual for the construction phase was released on December 19, 2014 with a Bid Opening scheduled for February 18, 2015. Construction is tentatively scheduled to start in June of 2015. Completion is anticipated in September of 2016.

Roofing and Exterior Facade
- The Library Roof and Wall Repairs began with mobilization the week of 8/11/14. Roof replacement work has been completed. Due to cold weather, masonry repair work will continue in the spring.
- The PE Building Complex Roof and Wall Repairs began on 9/2/14. Due to the extensive roof replacement, required, temporary roofing will be installed. Masonry rebuild, new metal decking, and permanent roofing will begin in spring 2015.

Microbiology Lab
- The Microbiology lab was substantially completed in December 2014. Punch list items are being addressed. Spring semester classes are being held in the lab.
II. E. NO ITEM (error): Intentionally left blank
II. F. INFORMATION ITEM: NEWS AND EVENTS

1. EmpowHERment Group (meets weekly) — September 10–December 10
This weekly drop-in group is for all Northeastern women-identified students, faculty, and staff. The group first started meeting in spring 2013 and is led by Northeastern students. The group has examined topics such as relationships, power, parenting, sexuality, identity and much more. The group’s focus is to provide a forum for working on issues, supporting and empowering each other.

2. National Study: Assessing the Health of Civil Society on College Campuses
The Division of Student Affairs participated in a study focused on the question “Do campus student organizations cultivate civic skills and identities?” This study is sponsored by AASCU’s American Democracy Project. Fifty Colleges nationwide participated in the study.

3. Social Media to Strengthen the Brand
The Office of Marketing and Web Communications hired a social media consultant during the fall semester. The Kosovich Media Group reviewed the main Northeastern Illinois University Facebook page as well as five other internal pages and compared them with similar institutions. This gave Northeastern Illinois University a comparative perspective for improvement in the use of social media for competition with other universities, interaction with the University community, and brand identity and awareness.

4. NEIU Foundation’s First Charitable Remainder Trust
The NEIU Foundation established its first charitable remainder trust with a transformational gift from Bernard Brommel. This new planned giving option enables donors to make gifts that can provide tax benefits as well as lifetime income streams for themselves and/or beneficiaries. The Foundation receives and invests the assets, which generate income for the donor and/or designated beneficiaries. At the end of the donor and any beneficiary lifetimes, the remainder of the trust goes to the NEIU Foundation.

5. El Centro and Leader Fund Video Communications
The Development Office sent 15,000 alumni and friends two short videos. The first was a review of the El Centro grand opening. The Leader Fund video—timed to precede the year-end appeal—was created to increase awareness of the outcomes made possible through charitable support for the University through the NEIU Foundation.

6. CMT Fall 2014 Internship Fair — November 11
The Department of Communication, Media, and Theatre along with the Career Development Center co-sponsored the CMT Fall 2014 Internship Fair. Twenty companies registered for the event, including the Chicago Tribune, WTTW11, and the Steppenwolf Theatre Company. The Internship Fair provided opportunities for students to apply for internships related to their chosen career path and major.
II. F. INFORMATION ITEM: NEWS AND EVENTS

7. Chicago Architecture Foundation El Centro Tours with Juan Moreno — November 10
The Chicago Architecture Foundation hosted two “Behind the Scenes” tours with El Centro architect Juan Moreno—one in English and, for the first time in program history, one in Spanish. The Northeastern Illinois University Alumni Association promoted the event to its membership, and three alumni attended the English-speaking tour.

8. Polish American Heritage Celebration — November 14
Refreshments, Polish pastries, and live entertainment were enjoyed as student scholarship winners were announced and awards were presented to community members.

9. National Hunger and Homelessness Awareness Week — November 17–21
Student Leadership Development participated in the National Hunger and Homelessness Awareness Week on main campus. A variety of events was held for each day. The main events were scarf making in Village Square, volunteering at a community kitchen, food box deliveries to 50 needy families for Thanksgiving, a Hunger Banquet, and food donations to the North Park Friendship Center food bank.

10. Pandora’s Box: The spectrum of masculinity and femininity — November 18
Exploring the spectrum of masculinity and femininity in all of us—what does it mean to be feminine? Do we feel like that 100% of the time? Can men be feminine and still be men? Don’t we all possess qualities of each? Are these socially constructed categories? Is there more to the binary? These are all the questions raised at this installment of The Women’s Resource Center’s series, Pandora’s Box.

11. National Homelessness Youth Awareness Month — November 18
The Office of Cultural Events presented two screenings of the acclaimed documentary, The Homestretch, on Tuesday, November 18 at 3 and 7pm. The Homestretch follows three homeless teens in Chicago and prominently featured one current NEIU student, a NEIU alum, and NEIU faculty member. Both screenings were filled to capacity.

12. Alpha Chi Zeta Induction Ceremony — November 20
NEIU held its thirty-third annual Alpha Chi induction on November 20, 2014. Ninety-seven juniors and seniors representing the top 10% of their classes were inducted. Alpha Chi is a national collegiate honors society whose purpose is to promote academic excellence and exemplary character among college and university students. Students have the opportunity to apply for scholarships through the national office and are encouraged to present at the annual Alpha Chi conference. The Illinois Zeta chapter housed here at NEIU actively pursues volunteer activities and frequently partners with other student organizations to serve senior citizens, work pledge drives for WTTW and support the needs of our veterans. Dr. Kristen Lee Over is the sponsor of the chapter.
II. F. INFORMATION ITEM: NEWS AND EVENTS

13. The 15th Anniversary Jewel Box Series — November 21
The 15th Anniversary Jewel Box Series continued on Friday, November 21 featuring the Modern Mandolin Quartet in concert. 2015 promises to be exciting with performances by a German vocal ensemble (Calmus-1/23) a Russian Trio (Trio Voronezh-2/20) and a Latin jazz ensemble (Calje-3/14), among others.

14. Culture, Community, & Cuisine — November 21
The Asian/Global Resource Center and the Language and Culture Interconnections sponsored a program to connect Northeastern's International students with the rest of the Northeastern community. The event included food, conversation, and fellowship.

15. Groundbreaking of “B” Building Expansion — November 24
Northeastern Illinois University broke ground on the expansion of the Angelina Pedroso Center for Diversity and Intercultural Affairs. Attended by President Sharon Hahs, Vice President for Student Affairs Frank Ross, Assistant Vice President for Student Affairs Juan Guardia and Angelina Pedroso herself, the ceremony kicked off an expansion to include the women's resource center and LGBTQA resource center, which currently are housed in separate offices. The majority of construction inside the Pedroso Center will occur during late spring and early summer to allow for minimal disruption. The project is expected to be complete prior to the fall 2015 semester.

16. 16 Days of Activism Campaign — November 25–December 10
In partnership with The Justice Studies Violence Against Women class, The Women’s Resource Center hosted this national activism campaign to raise awareness. The International Day for The Elimination of Violence Against Women started on November 25th and ended on International Human Rights Day — December 10th. The 16 days symbolically link violence against women and human rights to emphasize that such violence is a violation of human rights. Each Justices Studies student group selected a militarized area, either historical or current, to examine and do a project on. During the week of December 1–5, the students displayed their work and a reception was held on December 4.

17. NEIU Phone-a-thon — December 1–12
From December 1–5 and 8–12, a team of 11 student callers conducted Northeastern’s first phone-a-thon for the Leader Fund. Led by the Office of Development, the students connected with 1,299 alumni and friends and exceeded their fundraising goal by securing $10,256 in pledges and donations. This was the first call center effort for Northeastern in many years and the first to employ current students.

18. #GivingTuesday—December 2
Northeastern Illinois University participated in #GivingTuesday, the national day of philanthropy. Largely based on social media outreach, Northeastern’s effort resulted in a total of $5,380 raised from 63 donors, including 14 new donors. Led by the Office of Development, the project was made successful with the help of many partners and collaborators across the University.
II. F. INFORMATION ITEM: NEWS AND EVENTS

19. Mini Stress-Free Zone — December 2–3
Student Health and Counseling Services, in collaboration with the El Centro campus, will provide complimentary chair massages for students to help de-stress before finals.

20. Latino/a Resource Center Fall Congratulatory Reception — December 3
The Latino/a Resource Center celebrated all fall 2014 graduates with a program and dinner. The program included our traditional stole presentation.

21. Academic Honors Ceremony — December 4
On Thursday, December 4, nearly 100 students were recognized at the Academic Honors ceremony in the Auditorium. Students graduating with Summa Cum Laude, Magna Cum Laude and Cum Laude Honors were awarded medallions, which were worn at the commencement ceremony. Following the ceremony, a reception was held in Alumni Hall for all honorees and their guests.

22. Graduate College Recognition Ceremony — December 4
On Thursday, December 4, 2014, the College of Graduate Studies and Research hosted the Graduate Recognition Ceremony to honor all the graduate students completing their degrees in summer and fall of 2014. Close to 200 guests and over 50 faculty and staff members participated. Each graduate student was recognized on stage by members of their program's faculty in the NEIU auditorium, and presented with a special Certificate of Achievement and a commemorative memento. The President, Dr. Sharon Hahs, Provost, Dr. Richard Helldobler and the Dean of the College of Graduate Studies and Research, Dr. Michael Stern, addressed the graduates and their guests. Evelia Giraldo, Latin American Literatures and Cultures, M.A., and Robert Luther, Music, M.A., shared their graduate student experience at NEIU with their remarks. The event was organized by the College of Graduate Studies and Research and the Graduate Education Liaisons from the College of Arts and Sciences, College of Business and Management, and College of Education. The celebration continued with a reception after the ceremony, sponsored in part by the Northeastern Illinois University Foundation.

23. President’s Holiday Open House — December 7
President Hahs and her husband, Billy Hahs, hosted a holiday open house at their home on Sunday, December 7. This annual event serves as a stewardship opportunity for select donors and supporters of the University, including members of the Leader Society at the Achiever giving level and higher, members of the Wentworth Society and President’s Circle, members of the NEIU Board of Trustees and Foundation Board, and others.

24. Pandora’s Box: Women Caught in Military Crossfire — December 9
In accordance with the 16 Days of Activism theme, this Pandora’s Box discussion will examine both the intentional and unintended correlation of gender-based violence and militarization.

25. Student Stress-Free Zone — December 9–11
Student Health and Counseling Services sponsored the 29th Student Stress-Free Zone on December 10–12 from 9:30 am to 2:30 pm on the main campus. The event featured numerous stress relievers including pizza and other food, crafts and games, free T-shirts and water bottles, and complimentary chair massages.
II. F. INFORMATION ITEM: NEWS AND EVENTS

26. Ensemble Español Holiday Concert — December 9–12
Ensemble Español Spanish Dance Theatre presented its critically acclaimed Concierto Navideño holiday concert on Dec. 9, 10 and 12 in the Auditorium. Concert highlights included favorites and masterworks from the Ensemble’s repertoire of classical, folkloric and Flamenco dances, Spanish music, and four never-before-seen pieces.

27. Mini Stress-Free Zone — December 10
Student Health and Counseling Services, in collaboration with the CCICS campus, provided complimentary chair massages for students to help de-stress before finals.

28. Holiday Reception — December 12
The NEIU community gathered to celebrate the holidays on Friday, December 12. The NEIU Holiday Reception is a wonderful tradition that brings the University community together to celebrate all that has been accomplished throughout the year. President Hahs, Dr. Billy Hahs, Provost Helldobler and Vice Presidents, Rodriguez, Ross, and Pierick greeted over 500 guests.

29. Black Caucus Graduate Reception — December 12
The Black Graduate Reception took place on Friday, December 12 in Alumni Hall. Members of the Black Caucus Club collaborated with the Angelina Pedroso Center for Diversity and Intercultural Affairs to celebrate the achievements of Northeastern’s fall 2014 African American graduates. Participating graduates were presented with a Black Caucus stole to be worn at the commencement ceremony. Over 250 attended including graduates, their families and friends, faculty, staff, and administrators.

30. Commencement — December 14
The University held the December 2014 Commencement ceremony on Sunday, December 14 at the University of Illinois at Chicago (UIC) Pavilion. Northeastern graduated 1,308 students in August and December. Of those graduates, 595 of them participated in the ceremony. This is a participation rate of 45.5%. Approximately 6,000 guest tickets were distributed to the ceremony for an estimated attendance of 6,600. The Commencement address to the graduates was given by Northeastern alumnus William Pollakov, president, and CEO of The Pollakov Financial Group Inc., one of the premiere financial service organizations in California.

31. Start Smart Salary Negotiation Workshop
December 16—El Centro Campus
December 17—CCICS
December 18—Bryn Mawr Campus
Facilitated by the Director of The Women’s Resource Center, the Start Smart workshops are designed to prepare college women who are approaching the job market with the confidence, knowledge, and skills they need to negotiate salaries and benefits. Students left the Start Smart workshop, with knowledge on how the gender wage gap affects their lives, how to develop a personal budget to determine salary needs, how to benchmark salary and benefits, and how to negotiate for their first salary out of college. This is conducted in partnership with the Career Development Center.
II. F. INFORMATION ITEM: NEWS AND EVENTS

32. Class of 2014 Class Gift Campaign — December
The Class of 2014 contributed a final total of $3,008.78 to the annual Class Gift campaign. 118 gifts were recorded from 114 donors. The totals were on par with what is becoming a successful tradition at Northeastern. Colette Bernhard (B.A. ’14 Interdisciplinary Studies) served as Class Gift representative for the fall campaign. Most students gave $20.14, honoring the year of their graduation. This accomplishment is unique as the student-sponsored fund is dedicated to student scholarships. This peer-to-peer fundraising campaign is an opportunity for all graduates to leave a lasting legacy at Northeastern.

33. Major Publications — December
The Office of Institutional Advancement produced a Fall 2014 edition of InCommon magazine and began plans for a Summer 2015 edition. The Office of Institutional Advancement also led the effort to produce the 2014 President’s Report in December.

34. Student-focused initiatives — January
The Office of Marketing and Web Communications launched an intern program that offers four job experiences: social media, design, Web support, and content creation. This will allow several students a year from NEIU to have experience that builds their resume, confidence, and potential for work in their chosen field.

35. Website updates — January 2
Northeastern Illinois University has launched a new Ronald Williams Library website based on Drupal. This vital advancement ensures the library site remains updated, secure, and functional for students, faculty, and the community. The Carruthers Center website also has been moved over to the Drupal system. This allows the Bronzeville location to enhance its reach and messaging to the community with increased relevance and functionality. Audits for website search engine marketing and structural enhancements are planned for this year. There also will be an increased focus on website accessibility. Improving the site for “screen reader” use will allow readers with accessibility needs to use the website more efficiently.

36. Express Lane Advising — January 5–7
The Advising Center hosted Express Lane Advising on January 5 and 6, 2015 from 9:00am–4:00pm and January 7, 2015 from 4:00pm–7:00pm in Village Square. The purpose of this program was to provide students with quick and accessible general advising information during the first week of classes. This event served approximately 100 students.

37. Illinois Inaugural Ceremony of the State Constitutional Officers — January 12
President Hahs and Dr. Billy Hahs, joined by Executive Director of Government Relations, Dr. Suleyma Perez, attended the Illinois Inaugural Ceremony of the State Constitutional Officers. The officers included Governor Bruce Rauner, Lieutenant Governor Evelyn Sanguinetti, Attorney General Lisa Madigan, Secretary of State Jesse White, Comptroller Leslie Munger and Treasurer Michael Frerichs.
II. F. INFORMATION ITEM: NEWS AND EVENTS

38. Spring Student Organization Fair — January 13–14
The 25th annual Student Organization and Campus Resource Fair were held in Village Square January 13 and 14, 2015. Northeastern student organizations and University offices took advantage of the opportunity to connect with students and to highlight and market their events and resources for the upcoming spring semester.

39. Spring Meet the Greeks Fair — January 15
The United Greek Council held their annual fair that focused on recruitment and highlighting Northeastern Greek-letter organizations. Over 16 organizations participated in events that included organizational tabling and presentations on general Greek student organizations.

40. Martin Luther King Day Tribute — January 15–20
Northeastern’s Annual Tribute to Rev. Dr. Martin Luther King Jr. will be held from January 15 to January 23. On January 15, 2014, Dr. Wilfredo Alvarez, Assistant Professor in Communication, Media and Theater will speak on “Revisiting the Situation: What Makes “I Have a Dream” the “Greatest” Speech of the 20th Century. The keynote address on January 20, will be presented by “Toure”, Writer, Journalist, Critic and Television Host who will deliver a speech titled “Who’s Afraid of Post Blackness.” All the events are sponsored by the African/African American Resource Center.

41. Director of Individual Giving — January 16
In January, the Development Office welcomed Lisa Domkowski as the new Director of Individual Giving. Since 2009, Domkowski has served as Director of Advancement for University of Illinois at Chicago’s Honors College, during which time she doubled the number of unique donors to the College and increased the total number of gifts by 70 percent. Prior to UIC, she worked for eight years at North Park University, where she oversaw a $17 million capital campaign and managed almost every aspect of development.

42. Northeastern Hosts the Illinois Board of Higher Education — February 3
The Illinois Board of Higher Education held its February meeting at Northeastern. Various committees, as well as public university presidents and chancellors held meetings prior to the Board meeting. President Hahs provided greetings on behalf of Northeastern.

43. Alumni Open House — February 4
To kick off the 2015 Northeastern Illinois University Alumni Association winter membership appeal, the Office of Alumni Relations hosted an Open House event for current members of NEIUAA and NEIU employees who are alumni. The purpose of the event was to thank ongoing supporters for their generosity and commitment to the NEIUAA, provide updated information on benefits, services and future events, and to engage alumni who work at the University.

44. Doris Vrooman Mentoring Award
Provost Emeritus Larry Frank established this mentoring award in honor of his aunt. The award will provide four sophomores with the opportunity to be mentored by NEIU alumni. It also will support the University’s retention efforts focused on increasing the number of students retained from their first to their second year.
II. F. INFORMATION ITEM: NEWS AND EVENTS

45. Grants to the NEIU Foundation
The NEIU Foundation received two grants for the Center for College Access and Success. JPMorgan Chase provided a $100,000 grant for its Fellowship Initiative. In this program, CCAS will provide Saturday class support, parent workshops and college visit coordination for 40 male high school students of color. The Center for College Access and Success also received $30,000 from the Polk Bros. Foundation for the Studio Thinking Project that will engage 29 art teachers from 26 Chicago Public Schools to learn the “habits of mind” methodology and develop new lesson plans. A grant from AT&T of $10,000 was received for the support of a new computer lab at El Centro. The Grainger Foundation renewed its gift of $5,000 for scholarships to benefit students in the College of Business and Management. The Kenneth and Harle Montgomery Foundation renewed their support of Statesville Speaks in the Department of Justice Studies with a grant of $15,000 in December, in addition to $5,000 it provided in early November for the same purpose.

46. Lynne E. Worsham Memorial Award
The Northeastern Illinois University Foundation received $10,000 for a new endowed award. The Lynne E. Worsham Award was established by her brother, Richard Nudelman, in memory of his sister, who graduated from Northeastern in 1964 and taught for many years at Michael Faraday Elementary School. The award prefers applicants who attended Faraday prior to their enrollment at Northeastern.

47. Leader Fund Appeal
The annual appeal for the Leader Fund was mailed in November 2014. As of this report deadline, the NEIU Foundation received $59,863 from 281 donors for the Leader Fund.

48. Carnegie Communications Partnership
The Office of Marketing and Web Communications has successfully launched a partnership with Carnegie Communications. This partnership will allow Carnegie’s media-buying leverage to enhance NEIU awareness and engagement toward enrollment growth. Tactics such as search engine marketing and retargeting have begun, with outdoor awareness efforts for the main campus, El Centro and Carruthers Center to begin later in the spring. Separately, preparation is underway to market spring undergrad and graduate events through social media advertising and awareness as well as branding efforts on “L” stations in Chicago. Additional coordination between Enrollment and Marketing will ensure community college newspaper advertising coincides with visits to those institutions from NEIU Enrollment staff.