



**President's
Report**
to the Board of Trustees
Thursday, February 13, 2020

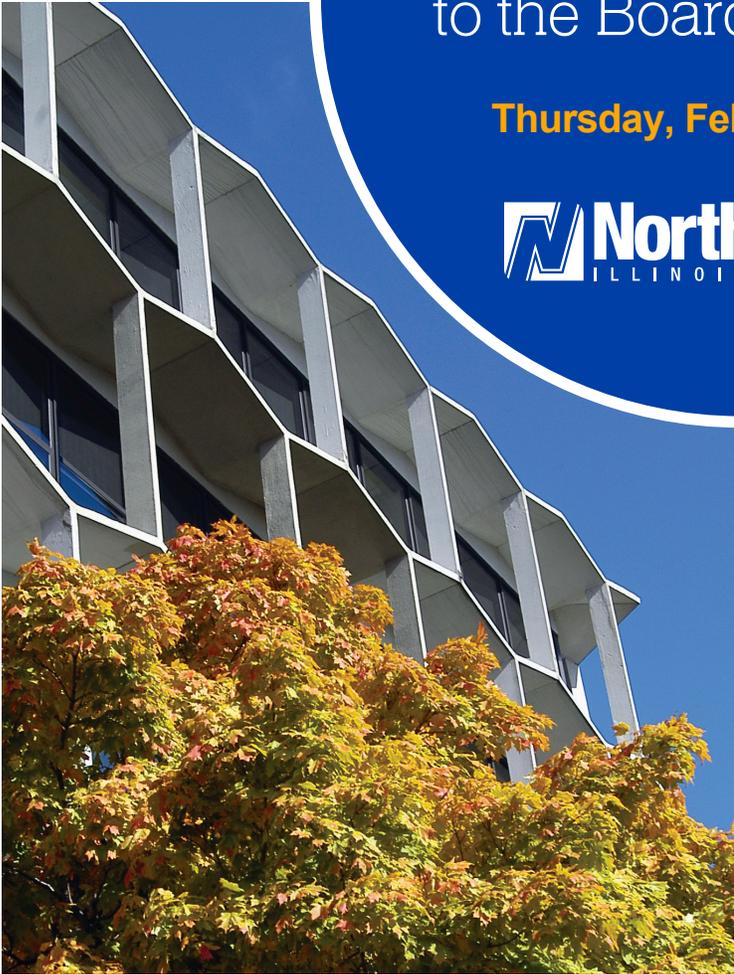


TABLE OF CONTENTS

I. ACTION ITEMS

- A. Approval to Engage a Search Firm for the Vice President for Student Affairs Search2
- B. Approval of Manish Kumar as the Ex-Officio Board Treasurer3
- C. Approval of Collective Bargaining Agreement: AFSCME, Local 19894

II. INFORMATION ITEMS

- A. Enrollment Update5
- B. Student Retention Update.....8
- C. The Nest Update9
- D. Academic/Student Affairs, Enrollment, and Technology Committee Charter Update..... 10
- E. Dashboard Update..... 11
- F. Academic Affairs Update 12
- G. Second Quarter Budget to Actual 13
- H. Purchases \$50,000 - \$99,999.99 16
- I. Construction Update 17
- J. News and Events..... 18

**ACTION ITEM I. A. APPROVAL TO HIRE AN EXECUTIVE SEARCH FIRM:
VICE PRESIDENT FOR STUDENT AFFAIRS SEARCH**

Last fall, Dr. Daniel López, Jr. then-Vice President for Student Affairs, was appointed President of Harold Washington College, and subsequently left Northeastern at the end of the calendar year.

The need for permanent leadership in the area of Student Affairs to oversee all aspects of the non-academic student experience, and to continue to deliver the extra and co-curricular services that support the University's diverse commuter and resident student population is critical. It is imperative the University begin a search for the permanent leader of this important role as soon as practicable.

Recent Vice President searches done in-house have experienced mixed results, whereas searches that were run through executive search firms have yielded the caliber and diversity of candidates the University has come to demand. Additionally, the efficiency of using an outside firm enables University staff the ability to focus their efforts on student success, instead of a process that would tie up valuable human resources in a months-long, in-house search.

The fees charged for an executive search are based on a percentage of the position salary and are not to exceed \$90,000.00.

RECOMMENDED ACTION

I request that the Board approve the hiring of an executive search firm to identify, screen, and manage the search for its next Vice President for Student Affairs.

**ACTION ITEM I. B. APPROVAL OF MANISH KUMAR AS THE EX-OFFICIO BOARD
TREASURER**

On January 27, 2020, Manish Kumar officially began his duties as the University's new Vice President for Finance and Administration. As approved by the Board at its September 18, 2018 meeting, Ann McNabb has been serving in the capacity as its ex-officio Treasurer.

This action is taken in accordance with Northeastern Illinois University Law (110 ILCS 680/25-30), which states: "Ex-officio treasurer. The Board shall designate a member of the staff of Northeastern Illinois University as treasurer to serve the Board, but not as a member, and shall furnish a bond in such amount and with such security as is satisfactory to the Board."

As well, the Northeastern Illinois University Board of Trustees Bylaws (section V., F. Treasurer), which states: "The Treasurer shall: 1) Keep the financial records of the Board; 2) Carry out such other functions as the Board shall assign or as may be required by law; and 3) Furnish a bond in such amount and with such security as is satisfactory to the Board."

RECOMMENDED ACTION

I request that the Board appoint Manish Kumar, Vice President for Finance and Administration, to the ex-officio role of Board Treasurer in accordance with Northeastern Illinois University Law and the Board's Bylaws.

**ACTION ITEM I. C. APPROVAL OF COLLECTIVE BARGAINING AGREEMENT:
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES (AFSCME), LOCAL 1989**

The University and the American Federation of State, County and Municipal Employees (AFSCME) Local 1989 reached a tentative contract agreement on December 9, 2019. The University was notified that union members ratified the tentative agreement on January 24, 2020.

AFSCME Local 1989 represents approximately 200 employees across the University. The ratified tentative agreement covers both language and wages with a term of five years, from July 1, 2018, to June 30, 2023.

The ratified tentative wage agreement provides for increases in each of the five contract years. All titles in the bargaining unit brought up to \$15.00/hour if they were below on July 1, 2018. Additionally, the parties negotiated increases for each fiscal year:

- Fiscal Year 2019, 2.5% pay increase effective July 1, 2018
- Fiscal Year 2020, 2.5% pay increase effective July 1, 2019
- Fiscal Year 2021, 4.5% (2.0% pay increase and 2.5 % equity adjustment) effective July 1, 2020
- Fiscal Year 2022, 4.5% (2.0% pay increase and 2.5 % equity adjustment) effective July 1, 2021
- Fiscal Year 2023, 4.5% (2.0% pay increase and 2.5 % equity adjustment) effective July 1, 2022

Local 1989 shall allocate the equity adjustments negotiated in years 3-5 of the collective bargaining agreement as it determines appropriate to resolve discovered inequities.

The ratified tentative agreement also includes some language changes.

RECOMMENDED ACTION

I request that the Board approve the ratified tentative agreement between the University and AFSCME, Local 1989 as outlined in this report.

INFORMATION ITEM II. A. ENROLLMENT UPDATE

At the January 16, 2020 Academic/Student Affairs, Enrollment, and Technology Committee meeting, Dr. John Fraire, Interim Associate Vice President for Enrollment Management, reported to Trustees that the reorganization and modernization of the recruitment and enrollment operations in tandem with stronger involvement of faculty and student success programs in the recruitment system are proving successful.

As of the committee meeting, there are approximately 18% more applications compared to last year same time, and 6% more admits. A recent Banner glitch slowed down operations making a more realistic outlook for admits more likely 13-14% ahead of last year.

Transfer numbers are relatively even with last year, and improved strategies with how this student population is admitted are continuing to evolve.

Graduate enrollments are continuing their growth from last year, and the University is poised to meet the 5% increase in both new freshman and graduate students, with transfer student projections remaining unchanged.

Scholarships

The University distributes a significant amount of financial aid each year. Below is a brief overview of the scholarships the University awards, and how it uses its institutional money in the financial aid process. Institutional money, in this context, is the money allocated to the financial aid office from the University to use among a handful of scholarship programs. It is this institutional money that allows NEIU to accept money from the state AIM High program, the state fund created to stem the out of state flight of Illinois students, now in its first year.

The University financial aid regularly discussed includes Pell, SEOG, MAP and other government funded programs. More than 73% of aid distributed in Fall 2019 came from Pell, MAP, and other state and federal programs, but this report focuses on institutional funds that are used for merit awards and are non-need based. These funds, as limited as they are, are the only funds managed and controlled by the University. Pell and MAP have explicit guidelines on distribution. It is important to understand how much and how Northeastern uses institutional funds because these are the funds at the center of the "need vs. merit" discussion at most universities.

AIM High

AIM High funding is provided by the state. NEIU needs to match what is allocated by the state as part of the requirements of AIM High. In 2018, NEIU requested \$800,000 and matched those funds by allocating \$950,000. These two funding sources, institutional budget and AIM High funds comprise much of NEIU's institutional award funds.

Eagle Performance - \$640,000

One of Northeastern's largest institutional scholarship funds is the Eagle Performance Fund. With this fund and the AIM High funding, the University created the Golden Opportunity Scholarship and distributed approximately \$1.4 million to new freshman and transfers. The criteria, as set by NEIU, were that the students needed to attend full time and have a GPA of 3.0 or higher. A note on the AIM High funding; 92% of the students who were offered the Golden Opportunity Scholarship, enrolled. The highest in the state.

INFORMATION ITEM II. A. ENROLLMENT UPDATE

CCC Star Scholarship - \$200,000

A second large scholarship the University offers is the Star CCC Scholarship. This is a continuation of the Star CCC students who joined the program when they enrolled in CCC.

ENLACE - \$200,000

A third large fund is ENLACE, a graduate program in Higher Ed Leadership and a signature program for the university.

The University also funds a Presidential Scholarship that provides the only full-ride scholarship among the publics, and it is underutilized.

There are other funds that use institutional money such as a fund for students facing unexpected special circumstances, an obligation to one of the TRIO grants, and a very small Trustees Scholarship Fund.

NEIU distributes approximately \$270,000 to Dreamers, but those funds come from the Dream US Scholarship program.

These scholarships - Golden Opportunity, CCC Star Scholarship, ENLACE, and Presidential - are what get distributed to students. Again, these are different than the government programs such as Pell and MAP. These scholarship funds are in addition to government money. These, in a sense, represent our merit awards.

This information is being presented for two other reasons:

- First, to show and emphasize that the AIM High funds received from the state have been very helpful to NEIU, and the University should encourage and support legislative efforts to expand those funds, and perhaps remove the requirement that it match what is allocated. After all, the University has demonstrated its ability to successfully use the funds. As stated above, 92% of the students who were offered the Golden Opportunity/AIM High award enrolled at NEIU. The next closest institution was at 69% and the remaining Illinois publics are between 20% and 42%. They were given funds they did not use.
- Second, that the Presidential Scholarship is underutilized, especially given its amount. Hopefully the University can raise additional outside money to expand this particular scholarship. NEIU lacks a visible and prominent scholarship program, and its Presidential Scholarship has the potential to be a signature scholarship program in Chicago. It will help build the University's academic and social brand.

Near Completers

Finally, the president has expressed concern about the number of students who have left NEIU, and who have not completed or attended another institution. She would like to find a way to reach them, to bring them back to NEIU.

With significant assistance from Blase Masini of Institutional Research, and Rene Quinonez in admissions, this work has begun. A list of approximately 14,000 former students who have not attended anywhere else has been developed, and, as far as is known, are not deceased. There

INFORMATION ITEM II. A. ENROLLMENT UPDATE

are plans to conduct outreach to these students through mailings, digital marketing, and networking, to bring them back to NEIU.

Part of what is being addressed is the incentive for them to return. One of the issues the University is reviewing is the amount of debt owed by those who have left, and how much of a deterrent that is to their ability to return to NEIU. There is discussion among Illinois enrollment officers about debt forgiveness programs. Debt forgiveness is also a national debate among Democratic party presidential candidates. It is also part of the affordability study that is used by the IBHE.

At this time, the University continues to forge ahead on this issue, and an update will be presented at future board meetings on the work to encourage former NEIU students to return to the University.

INFORMATION ITEM II. B. STUDENT RETENTION UPDATE

At the January 16, 2020 Academic/Student Affairs, Enrollment, and Technology Committee meeting, Dr. Frank Gaytan, Associate Provost for Success and Retention, reported to Trustees the following retention information:

- fall to spring freshman retention for the current year is 84%, running 1.5% better than same time last year and representing a five-year high for this student group.
- retention of NEIU students with declared majors remains very strong
- the Golden Tours to area CPS high schools from last year resulted in a 23% yield in incoming freshmen for fall 2019
- dual enrollment courses at Clemente High School are being taught by Northeastern faculty
 - students enrolled meet four times per week and have a Friday success seminar
 - students are earning Northeastern college credits
 - dual enrollment program is expanding to city charter and alternative high schools
- Northeastern is working with CPS high schools across the city that participate in the GEARUP and Upward Bound programs by visiting with students to guide them through the University's admissions and verifications processes, and helping identify their appropriate success programs for when they are admitted

INFORMATION ITEM II. C. THE NEST UPDATE

At the January 16, 2020 Academic/Student Affairs, Enrollment, and Technology Committee meeting, Matt Specht, the Dean of Students, reported to Trustees on The Nest.

As of the start of the spring 2020 semester, student retention in The Nest was level for the first time since it opened. Current occupancy is 184, which is 42% of total occupancy.

There are currently 4 emergency apartments reserved for students with housing insecurity, and 2 full-housing scholarships for students with McKinney-Vento homelessness designation.

The renewal period for fall 2020 opens next week with a goal of 50% renewal. A 10% renewal grant is being offered to all current residents and new incoming residents for fall 2020.

Marketing brochures for overnight summer camp housing and other rental clients are now complete, with the University actively cultivating music, sports and other camps and programs for summer 2020.

**INFORMATION ITEM II. D. CHARTER UPDATE: ACADEMIC/STUDENT AFFAIRS,
ENROLLMENT, AND TECHNOLOGY COMMITTEE:**

At its January 16, 2020 meeting, the Academic/Student Affairs and Enrollment Management Committee agreed to update its charter and name. The committee is now the Academic/Student Affairs, Enrollment, and Technology Committee. The language below reflects the committee's updated charter with its revised purpose.

The Academic/Student Affairs, Enrollment, and Technology Committee is responsible for fact finding, deliberating, advising, and making recommendations to the Board of Trustees regarding NEIU's academic, student affairs (co-curricular), and enrollment management programs and services needed to ensure quality and excellence in realizing NEIU's mission. The committee will also ensure that a robust technology infrastructure and roadmap exists to ensure student and academic success. The Committee will serve as diligent and knowledgeable Board members and provide governance over program and service development, review, assessment, accreditation, and discontinuance; enrollment, performance, and retention; faculty tenure and staff support; governance over the technology strategy, and providing appropriate academic, student affairs and enrollment management resources in support of student success.

INFORMATION ITEM II. E. DASHBOARD UPDATE

At its January 16, 2020 meeting, the committee received an update on its metrics dashboard. A weekly report is generated and posted to the Board's portal. A link to the report is located within Directorpoint.

INFORMATION ITEM II. F. ACADEMIC AFFAIRS UPDATE

The Provost and Vice President for Academic Affairs will make a presentation to the Trustees.

INFORMATION ITEM II. G. SECOND QUARTER BUDGET TO ACTUAL

The Northeastern Illinois University Board of Trustees at its June meeting approved the University's preliminary operating budget, which represented preliminary spending plans for fiscal year 2020 (FY2020). The Board of Trustees approved the final FY2020 operating budget in September 2019.

The operating budget for FY2020 totals \$150,390,900. Of that total, \$88,846,700 is the University's unrestricted general operating budget supported by State appropriation and student tuition. In addition, the University's restricted funds budget amount of \$61,544,200 is supported by student fee programs, auxiliary services, grants and contracts.

At the Board's request, quarterly reports are provided for the unrestricted operating budget, which supports most University departments and ongoing operations. This report provides an update on second quarter spending in the unrestricted budget and is summarized in Table 1 at the end of this report.

Revenues

The FY2020 budget includes State support of \$35,566,900 for the University's unrestricted general operating budget, or 40 percent of that budget. University Income Funds are comprised primarily of tuition revenues. The FY2020 budget includes estimated income funds of \$53,279,800, or 60 percent of the general operating unrestricted budget.

Through the second quarter, the University has vouchered a total of \$33,048,700. Of this amount, through the second quarter, \$14,877,600 was received.

Through the second quarter, 93.0 percent of estimated tuition and income fund revenue was recorded, after adjusting for anticipated waivers and bad debt. These amounts represent the second half of summer 2019 and fall 2019 and partial spring 2020 enrollments. Because the summer term bridges two fiscal years, accruals are made to apportion the tuition revenues and operating expenses between those fiscal years.

Enrollment projections and the resultant revenue projections for the FY2020 budget are based upon historical enrollment trends, the analysis of Enrollment Management Services, and available current registration data. This altogether resulted in total annual credit hour enrollment projected to decline by 6.3 percent from FY2019 levels. Fall 2019 credit hour enrollments fell slightly short of the budget targets, with final census date hours below the preceding fall by 7.3 percent. Spring 2020 credit hours are slightly ahead of forecast, reflecting a decline of 5.7 percent from spring 2019.

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 revenue numbers will be available after the University makes all accounting adjustments during the year-end reconciliation period following June 30, 2020. These adjustments are required to account for activity such as class drop refunds, statutory waivers, bad debt allowances, and fees associated with outstanding account balances.

INFORMATION ITEM II. G. SECOND QUARTER BUDGET TO ACTUAL

Expenses

Through the second quarter, the University spent 45.3 percent of the total \$88,444,200 general operating unrestricted preliminary budget.

Expenditures in the first quarter of FY2020 include a payment of \$965,438 to American Campus Community based on occupancy shortfalls in the NEST. The FY2020 budget allowed for this payment and a second payment of an amount to be determined when actual occupancies in the NEST for the fall and spring semesters are realized.

Table 1 provides an outline of the actual University revenues and expenses compared to budget through the first quarter of FY2020.

INFORMATION ITEM II. G. SECOND QUARTER BUDGET TO ACTUAL

NORTHEASTERN ILLINOIS UNIVERSITY
 FISCAL YEAR 2020 BUDGET TO ACTUAL COMPARISONS
 FOR THE PERIOD ENDING December 31, 2019
 UNAUDITED FIGURES

General Operating Budget

	FY 2019	FY2020			% of Current Budget
	Actual Prior Year to Date	Actual Year to Date	Adopted Budget	Current Budget	
Revenue					
State Appropriations	\$ 32,443,008	\$ 33,084,688	\$ 35,566,900	\$ 35,566,900	93.0%
Net Tuition Revenue	47,333,343	48,530,393	51,934,800	51,934,800	93.4
Net Differential Tuition Revenue	305,592	474,287	480,000	480,000	98.8
All other sources	<u>786,745</u>	<u>868,569</u>	<u>865,000</u>	<u>865,000</u>	<u>100.4</u>
Total Revenue	\$ 80,868,688	\$ 82,957,937	\$ 88,846,700	\$ 88,846,700	93.4%
Expenditures					
Personal Services	\$ 32,710,666	\$ 33,366,036	\$ 70,276,255	\$ 70,664,402	47.2%
Contractual Services	5,045,020	4,731,186	12,485,415	12,261,188	38.6
Equipment	32,176	204,234	923,580	893,390	22.9
Commodities	164,725	174,873	836,968	832,376	21.0
Telecommunications	94,544	11,513	582,463	425,188	2.7
Travel	35,054	54,930	187,950	201,117	27.3
Permanent Improvements	-	-	49,585	29,280	-
Operation of Auto Equip	16,902	16,660	18,469	49,244	33.8
Tuition Scholarships	548,949	613,936	1,322,015	1,326,515	46.3
Debt Service	<u>1,065,816</u>	<u>1,081,522</u>	<u>2,164,000</u>	<u>2,164,000</u>	<u>50.0</u>
Total Expenditures	\$ 39,713,851	\$ 40,254,890	\$ 88,846,700	\$ 88,846,700	45.3%

Notes:

1. Adopted Budget column reflects the FY2020 budget approved by the Board of Trustees in September, 2019.
2. Year-to-date expense activity does not include encumbrances.
3. The Current Budget reflects budget transfers processed between organizations and accounts.

INFORMATION ITEM II. H. PURCHASES \$50,000 TO \$99,999.99

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).

At the Board's request, vendors engaged by the University who have Business Enterprise Program (BEP) status are indicated below with an asterisk (*). The Business Enterprise Program was created under the guidelines of the Business Enterprise for Minorities, Women, and Persons with Disabilities Act (30 ILCS 575) to foster an inclusive and competitive business environment for businesses owned by minorities, women, and persons with disabilities.

The following lists those purchases since the last Board meeting.

VENDOR	DESCRIPTION	PURCHASE ORDER AMOUNT
Snow Systems, Inc. Subcontractor: AMS Elite Solutions, Inc.*	Snow Removal Services, as needed	\$94,000.00
Advanced Disposal Solid Waste Services Midwest, LLC	Waste Disposal Services	\$70,452.18
M. Cannon Roofing, LLC*	Roofing Maintenance & Repair Services, as needed	\$80,000.00
Crowe, LLP	Auditing Services	\$64,000.00
ITS Partners, LLC	Symantec SYMED & Asset Management Software & Support	\$68,558.00

* AMS Elite Solutions, Inc. (Female, Caucasian)

* M. Cannon Roofing, LLC. (Male, African American)

INFORMATION ITEM II. I. CONSTRUCTION UPDATE

Electric Cable Replacement Project Phase 1

Construction documents are at 95% and have been submitted to the Capital Development Board (CDB) for review.

Campus Roof Replacements

Construction documents are at 90% and have been submitted to CDB for review.

Campus Entrance and Walkway Repairs

Primera Engineering has been selected as the A/E consultant. A preliminary kick off meeting has occurred.

Detention Basin Expansion

Expansion of the detention basin is complete. Final planting will occur in the spring.

University Signage

Monument signage for both the main campus and the El Centro location at Kimball and Henderson are under investigation with preliminary drawings to be made available at the March 2020 Finance, Buildings and Grounds Committee meeting.

As of January 24, 2020, the following project's planning funding has been approved by the Capital Development Board:

- \$7.9 million for Education Building construction documents.

Funding toward the Education Building bid process and construction is still pending.

INFORMATION ITEM II. J. NEWS AND EVENTS

Her Hair Is Her Crown - November 14

The Pedroso Center co-sponsored this program with the Black Caucus organization in response to students' suggestions. The program provided an opportunity to discuss and reflect on the politics of Black women's hair and their fight to express themselves.

Pride College Prep - November 15

In collaboration with Gear Up, the Pedroso Center organized NEIU's 2nd annual event focused specifically on LGBTQ+ high school students and their options for attending college.

16 Days of Activism Against Gender-Based Violence with Healing to Action - November 19

The Pedroso Center hosted the event to implement comprehensive sexual assault and violence prevention at NEIU and its surrounding communities. This event is part of the programs created from the University's 3-year Department of Justice grant.

Transgender Day of Remembrance (TDOR) - November 20

The Pedroso Center hosted this annual gathering that honors transgender members who have died due to hate and violence. The event consisted of a piano recital and choir performance.

Transgender Day of Resilience Library Exhibit - November 21

The exhibit sponsored by the Pedroso Center honored the lives and contributions of scholars, writers, activists, and artists in the transgender community.

Illinois Legislative Latino Caucus (ILLC) Foundation Conference & Scholarship Luncheon – November 22

President Gibson and Suleyma Perez attended the ILLC Foundation Conference and Scholarship Luncheon held at the Hilton Oak Brook Conference Center. Trustees, NEIU Foundation board members and other administrators also attended the luncheon.

Academic Honors Ceremony - December 4

More than 130 honorees attended the Academic Honors Ceremony and reception. This ceremony recognized August and December graduates who achieved a cumulative GPA of 3.5 or higher.

Kwanzaa Celebration - December 6

Dr. Gilo Logan and Dr. Sharon Bethea presented a thorough overview of the meaning of Kwanzaa in the Pedroso Center and facilitated a discussion on cultural celebrations and traditions.

Illinois Board of Higher Education (IBHE) Meetings – December 10

President Gibson and Suleyma Perez attended the IBHE meetings held at DePaul University. Meetings included a morning session with the presidents of the public universities and afternoon open board meeting of IBHE.

Commencement Ceremony - December 15

Northeastern Illinois University held its Commencement Ceremony on December 15 at the Credit Union 1 Arena, in which 551 students participated. Michael Orona, a 1992 Northeastern graduate who currently serves as Division Chief in the U.S. Department of State's African Affairs Bureau, was the recipient of the 2019 Distinguished Alumnus Award. Mathematics professor

INFORMATION ITEM II. J. NEWS AND EVENTS

Sarah Cordell was presented with the Audrey Reynolds Distinguished Teaching Award. Four retiring faculty members were awarded emeritus status. Approximately 1,200 students graduated in August and December.

Lieutenant Governor Juliana Stratton Visit to NEIU – December 18

Senior Executive Director of Government Relations, Suleyma Perez, hosted Lieutenant Governor Julia Stratton to meet with the President's Cabinet, members of the Student Government Association, and representatives of the University's constituent groups including the Faculty Senate, the University Planning & Budget Council (UPBC), and the University Advisory Council (UAC). Student Trustee Fatima Siddiqua also participated in the visit.

Illinois State Representatives Tim Butler and Mike Murphy Visit to NEIU – January 15

Senior Executive Director of Government Relations, Suleyma Perez, hosted Illinois State Representatives Butler and Murphy to meet with the President's Cabinet, members of the Student Government Association, and representatives of the University's constituent groups including the Faculty Senate, the University Planning & Budget Council (UPBC), and the University Advisory Council (UAC). Trustees Barbara Fumo and Fatima Siddiqua also participated in the visit.

Dr. Martin Luther King, Jr., Birthday Cake Cutting - January 15

The Pedroso Center kicked off MLK Celebrations 2020 with a cake cutting ceremony for all NEIU students in Village Square.

MLK Celebration Keynote - January 16

As part of MLK celebrations, the Pedroso Center presented keynote speaker Janae Bonsue. This lecture aided in our understanding of the radical legacy of Dr. King and his fight for economic wealth distribution and fair labor laws.

Small and Diverse Business Vendor Workshop - January 16

The University hosted a workshop for small and diverse businesses. Attendees included current NEIU vendors, alumni, and participants of the College of Business and Management Business Innovation & Growth (B.I.G.) Center. Information was presented on how to register for the state's Business Enterprise Program (BEP) and the Small Business Set-Aside Program (SBSA), and how to do business with the state.

Ethics and You: Critical Conversations in STEM - January 21

In collaboration with Title III grant and STEM, the Pedroso Center hosted a workshop and overview of the role of Ethics in the profession and field in which faculty, students and staff from the STEM fields participated.

Government Internships Panel - January 23

Career Development sponsored a Government Internship Panel on Thursday, January 23. The program provided an opportunity for students, faculty, and staff to learn about internship opportunities available to students at the federal, state and local levels of government. Panelists included representatives from the offices of Senator Tammy Duckworth, Congressman Mike Quigley, Illinois Senator Ram Villivalam, 46th Ward Alderman James Cappleman, and the North River Commission. 35 members of the university community attended the panel.

INFORMATION ITEM II. J. NEWS AND EVENTS

Count Me In: Census 2020 - January 30

The Angelina Pedroso Center, Career Development and the NEIU Chapter of iGNITE along with partner organizations Illinois Campus Compact, CHANGE Illinois, Chicago Votes, and Illinois Count Me In 2020 co-sponsored, Count Me In: Census 2020. The program was a presentation and critical discussion around the 2020 Census and its impact on individuals and "hard to count" communities. Those attending gained knowledge about the census, potential well-paying job opportunities, and how to get involved.

Illinois Hispanic Chamber of Commerce Breakfast Meeting – January 30

President Gibson and Suleyma Perez attended the Illinois Hispanic Chamber of Commerce Breakfast held at the Union League Club. Event speakers included County Board President Toni Preckwinkle and representatives from the Mayor's and Governor's administrations.

Haramabee - February 3

As part of the opening celebration for Black Heritage Month, this cultural event provided a celebration of the Black Diaspora with drummers, dancing performances, and spoken word artists and community involvement.

2020 Learn & Lead Symposium - February 4 and 5

This 2-day professional development conference was presented by members of the NEIU community for the NEIU community.

Queer Student Leadership Institute - February 5

The Pedroso Center hosted a six-week leadership and social justice training program QSLI. Throughout this program, students explored questions related to LGBTQ+ identities, community building, and leadership.

Student Counseling Services (SCS)

Student Counseling Services utilization continues to outpace last year's, servicing about 4.5% more students. Evening appointments have been well-utilized, as have services at El Centro and CCICS. Two well attended Mental Health First Aid classes were held during the fall semester, training about 55 students, faculty, and staff. Several more classes will be added in the spring semester. SCS has been busy developing partnerships with community organizations located near all three Chicago locations to better serve the University's students.

Student Health Services (SHS)

Student Health Services presented the Great American SmokeOut event in November to motivate students to stay healthy and smoke-free. SHS also collaborated with Student Counseling Services to offer free food and activities to students at the Stress-Free Zone set at all campuses during finals week.

Together with the Food Pantry, Student Health Services shared creative cooking ideas with students at monthly cooking demonstrations. In collaboration with Nest staff, Resident Advisors from The Nest were trained in Bystander Intervention skills. Student Health Services held Immunization Clinics at all University locations to offer student vaccinations in accordance with the university's immunization policy.