

Board of Trustees of Northeastern Illinois University

Board Meeting Minutes
February 13, 2020

A regular meeting of the Board of Trustees of Northeastern Illinois University was convened on Thursday, February 13, 2020 at 1:03 p.m. in the Alumni Hall located at 5500 N. St. Louis Avenue, Chicago, IL. Jim Palos, Chair of the Board, called the meeting to order.

Roll was called and the following Trustees answered present: Sherry Eagle, Barbara Fumo, Marvin Garcia, Jim Palos, Charlie Serrano, Fatima Siddiqua, Jonathan Stein, and George Vukotich.

Trustees not present: Carlos Azcoitia

Also present: Gloria Gibson, President; Mary Patricia Burns, Board Counsel; Karl Voigt, Assistant Secretary to the Board; Vice Presidents; staff; and community members.

Approval of the Minutes

Trustees were presented the following minutes prior to this meeting: the November 14, 2019 Ad Hoc Committee on the President's Evaluation Process meeting; all sessions of the November 14, 2019 Board of Trustees meeting; the December 9, 2019 Ad Hoc Committee on the President's Evaluation Process meeting; the January 16, 2020 Academic/Student Affairs, Enrollment, and Technology Committee meeting; all sessions of the January 27, 2020 Audit Committee meeting; and all sessions of the January 27, 2020 Finance, Buildings and Grounds Committee meeting. No additions or corrections were recommended and the minutes stand as written.

Chair's Preliminary Announcements

- Trustees must complete their annual ethics training and return original, signed certifications to Karl.
- The Executive Committee will discuss the metrics relative to the President's annual evaluation in Closed Session and approve them in Open Session.

President's Preliminary Announcements

- President Gibson and University officials visited West Park Academy, Chi Arts, and Roberto Clemente High Schools, and The Miracle Center this past week promoting Northeastern and collaborative/dual enrollment programs like the one at Clemente High. Special thanks to Trustee Garcia for initiating the visits.
- Enrollment Management will be hosting a breakfast on campus next week for local high school guidance counselors to learn more about Northeastern and the many academic and student support programs available.
- President Gibson will be in Springfield several dates over the coming few weeks for various hearings, meetings, and legislative business relative to higher education.
- Next Monday February 17, 2020 the Goodwin Distinguished Lecture Series will present PepsiCo Executive, Richard Montañez, creator of Flamin' Hot Cheetos, in the University Auditorium.
- A reception for the University's new Vice President for Finance and Administration, Manish Kumar, immediately following today's meeting in the second floor lobby of the Student Union

- President Gibson extended her thanks and support to the Board, staff, and faculty in remembrance of the passing of her sister.

Opportunity for Public Comment in Accordance with Public Act 91-0715

Trustee Palos announced the Opportunity for Public Comment. There was 1 request received prior to this meeting.

1. Dr. Gabriel Cortez – Director, ENLACE Program

Topic: to recognize the Proyecto Pa'Lante and ENLACE programs for their efforts in recruiting and retaining LatinX students

Board Committee Reports

Executive Committee

The Executive Committee canceled the previously scheduled meeting for this morning.

Academic/Student Affairs, Enrollment, and Technology Committee

Trustee Kalayil announced that the Academic/Student Affairs and Enrollment Management Committee met on January 16, 2020 at 8:30 a.m. in the Golden Eagles Room. Trustee Kalayil announced that the committee is presenting one item for board action today. The President is requesting approval to hire an executive search firm for the Vice President for Student Affairs search. The committee endorses this request.

Trustee Kalayil asked President Gibson to present other updates from the committee's agenda.

Dr. John Fraire, Interim Associate Vice President for Enrollment Services, reported to Trustees the University continues to see improvements in its recruitment and enrollment efforts, and expressed confidence in meeting the new freshman and graduate headcount increase goals of 5%, and maintaining current transfer enrollments for fall 2020. The University continues to reach out and cultivate personal relationships with local schools, and is curating several interactive opportunities with them; a leadership conference on May 8 is one example. Dr. Fraire talked about the University's various scholarship and financial aid programs and explained the current AIM HIGH scholarship program limitations. Dr. Fraire concluded that a group is currently reviewing a list of approximately 14,000 former students who have left the University, for one reason or another, and have not completed their degree elsewhere. The group is devising various strategies to entice these students to return to complete their degree. An action plan will be made available soon. Dr. Fraire answered Trustees' questions.

Dr. Frank Gaytan, Associate Provost for Success and Retention, reported that the freshman fall-to-spring retention for the University was 83%; the highest it has been in the past five years. The El Centro success cohort led the way with a 93% retention rate; the Wentworth Scholars success program had an 88% retention rate; and Proyecto Pa'Lante had an 85% retention rate. The success programs have various wrap-around initiatives attached to them, including study seminars and success workshops. Regular training continues for the success program advisors. NEIUSar, the University's predictive analytics and early alert system, is expected to be up and running by mid-March. Dual enrollment programs are receiving favorable feedback from both participating high school students and their principals, and the Summer Bridge programs are being aggressively marketed to enhance the summer 2020 participation; much more so this year than in the past. Trustees asked for periodic analytic updates.

President Gibson informed Trustees that an in-depth discussion about The Nest will be taking place at the March 19 Academic/Student Affairs, Enrollment, and Technology Committee meeting. At this time, she introduced Mr. Matt Specht, Dean of Students, to present a brief update on The Nest. The number of students retained from fall to spring is almost level. At this time, the primary focus is on recruitment for the fall semester. Student Life programming continues with the current residents. Renewed discussions are taking place with both Wright and Truman Colleges to provide housing for their interested students. These two community colleges are on CTA routes that can be easily accessed to and from Northeastern. Northeastern is focused on those community college students who are most interested in transferring to Northeastern, or already admitted.

Dr. Blase Masini, Executive Director of Institutional Research, reminded Trustees how to locate their weekly dashboard updates.

Trustee Kalayil mentioned to Trustees that the committee had added Technology to its mission and updated both its charter and the name of the committee to Academic/Student Affairs, Enrollment and Technology Committee.

Dr. Dennis Rome, Provost and Vice President for Academic Affairs presented a brief report on the work being undertaken in Academic Affairs. Primary focus right now is on recruitment and retention, and the re-making of the offices responsible for these operations. Drs. Fraire and Gaytan are working to re-structure how the University carries out the oversight, training, and implementation of both initiative areas. The University is focusing on creating more paid student internship programs as part of the core curriculum. Dean Harris is launching an incentivized universal open access education program that would help faculty leverage existing educational materials already available without charge to help students manage the amount of course materials they would otherwise need to purchase. The University is creating a new doctoral program in educational leadership. A new director is expected to be hired by fall 2020. A new RN to BSN and MSN program is currently being created. The University is investigating using the Quality Matters online delivery system to provide access to certificate and credentialing programs. The University is working on obtaining the Carnegie Classification for Community Engagement. A notice will be coming out soon highlighting the University's enhanced faculty and staff professional development opportunities beginning with the summer. Academic Affairs is working closely with the Finance and Administration division to ensure adequate classroom technology, more realistic academic funding and budgeting models, a technology center for online instructional design, and continuing to move the University to a paperless environment. Provost Rome answered Trustees' questions.

Ad Hoc Committee on the President's Evaluation Process

Trustee Eagle announced that the committee met on December 9, 2019 in the Golden Eagles Room. The committee presented a report of its recommendations and a sample timeline for the process. At this time, 1:1 interviews have been conducted with the executive leaders who have oversight of the evaluation areas outlined within the President's contract, and with the shared governance leaders from the Faculty Senate, and the Civil Service and Administrative and Professional Councils. The committee met their outlined goals by the February 1 deadline, and now the President will complete her self-evaluation by March 1. The Executive Committee will complete its evaluation by April 1 and the Board will approve the document to be published on the Board's webpage by June 30. Trustee Eagle stated that a student element may be a possible addition to the evaluation process in the future. Trustees Garcia and Siddiqua support this input. There was no further discussion.

Audit Committee

Trustee Stein announced that the Audit Committee met on January 27, 2020 in Closed Session. There was no further discussion.

Finance, Buildings and Grounds Committee

Trustee Vukotich announced that the Finance, Buildings and Grounds Committee met on January 27, 2020. The committee is presenting two action items today, and is requesting the board approve both items. The information items discussed at the committee meeting are presented in the President's Report. Trustee Kalayil asked if this committee is overseeing University sustainability. More information about this initiative is forthcoming.

Dr. Michael Wenz, Interim Executive Director of University Budgets presented the 2nd Quarter Budget to Actual report and answered Trustees' questions.

Ms. Ann McNabb, Associate Vice President for Financial and Auxilliary Operations presented the report on Purchases \$50,000 - \$99,999.99 and answered Trustees' questions. The University's annual Minority Business Enterprise/Women's Business Enterprise spend report will be presented at the April Board meeting, and the Purchases report will be refreshed to include requested updated vendor information at future meetings.

Ms. Nancy Medina, Assistant Vice President for Facilities Management presented the Construction Update and answered Trustees' questions.

There was no further discussion.

President's Report

The entire President's Report is incorporated herein by reference.

Action Item I. A. Approval to Hire a Search Firm for the Vice President for Student Affairs Search

Trustee Serrano, seconded by Trustee Kalayil moved to approve the President's request to hire a search firm to conduct the Vice President for Student Affairs search. A search firm will continue to seek and find the diverse caliber of leaders the University has come to demand. The search is not expected to exceed a cost of \$90,000.00

Discussion: There was no discussion

Roll was called and the vote was as follows:

Azcoitia –	Fumo - Yes	Kalayil -	Serrano - Yes	Stein – Yes
Eagle – Yes	Garcia – Yes	Palos – Yes	Siddiqua - Yes	Vukotich – Yes

The motion carried.

Trustee Serrano left the meeting.

Action Item I. B. Approval of Manish Kumar as the Board's Ex-officio Treasurer

Trustee Stein, seconded by Trustee Fumo moved to approve the appointment of Manish Kumar as the Board's Ex-Officio Treasurer in accordance with Northeastern Illinois University Law (110 ILCS 680/25-30) and its Board Bylaws, Section V., F. Treasurer.

Discussion: There was no discussion

Roll was called and the vote was as follows:

Azcoitia –	Fumo - Yes	Kalayil - Yes	Serrano -	Stein – Yes
Eagle – Yes	Garcia – Yes	Palos – Yes	Siddiqua - Yes	Vukotich – Yes

The motion carried.

Action Item I. C. Approval of Collective Bargaining Agreement: American Federation of State, County and Municipal Employees (AFSCME), Local 1989

Trustee Kalayil, seconded by Trustees Stein, moved to approve the labor contract between Northeastern Illinois University and the American Federation of State, County and Municipal Employees, Local 1989, ratified on December 9, 2019. 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.

Discussion: Trustees asked further questions pertaining to the contract terms.

Roll was called and the vote was as follows:

Azcoitia –	Fumo - Yes	Kalayil - Yes	Serrano -	Stein – Yes
Eagle – Yes	Garcia – Yes	Palos – Yes	Siddiqua - Yes	Vukotich – Yes

The motion carried.

Convene in Closed Session

At 2:56 p.m., Trustee Fumo, seconded by Trustee Eagle, moved to convene in closed session. Discussion in closed session may include personnel, real estate, and litigation matters. The roll was called and Trustees unanimously agreed to convene in closed session.

Reconvene in Open Session

At 5:25 p.m., Trustee Eagle, seconded by Trustee Stein moved that the board reconvene in open session. Roll was called and the Trustees agreed to reconvene in open session.

Action Item from Closed Session: Approval of Metrics as Part of the President's FY20 Evaluation as Presented in Closed Session

Discussion: there was no discussion

Roll was called and the vote was as follows:

Azcoitia –	Fumo - Yes	Kalayil - Yes	Serrano -	Stein – Yes
Eagle – Yes	Garcia – Yes	Palos – Yes	Siddiqua - Yes	Vukotich – No

The motion carried.

General Counsel's Report

Chair Palos announced that the Trustees received the legal report in advance of the meeting and had an opportunity to ask questions during Closed Session. The report stands as submitted.

Old Business

Chair Palos asked if there was any old business. No old business was raised.

New Business

Destruction of Verbatim Records

Trustee Fumo, seconded by Trustee Eagle, moved to approve the destruction of verbatim records from the closed session portion of the June 21, 2018 regular Board meeting.

Discussion: There was no discussion.

Approval was by acclamation. The motion carried.

Release of Confidential Written Minutes

Trustee Fumo, seconded by Trustee Azcoitia, moved that the confidential written minutes of the closed session portion of the February 14, 2019 meeting no longer require confidential treatment and are available for public inspection.

Discussion: There was no discussion.

Approval was by acclamation. The motion carried.

Trustee Palos made the following announcements:

- Academic/Student Affairs, Enrollment and Technology Committee will meet on Thursday, March 19, 2020 in the Golden Eagles Room
- The Audit and Finance, Buildings and Grounds Committees will meet on Monday, March 23, 2020 in the Golden Eagles Room
- Next Board Meeting: Thursday, April 16, 2020, 1:00 p.m. in the 3rd Floor Student Lounge at the El Centro location.

Adjourn

At 3:34 p.m., Chair Palos asked for a motion to adjourn the meeting. Trustee Azcoitia, seconded by Trustee Garcia moved to adjourn the meeting. The meeting was adjourned by acclamation.

Jim Palos, Chair
Karl Voigt, Assistant Board Secretary
Approved June 11, 2020