



President's Report

to the Board of Trustees

Thursday, September 19, 2019

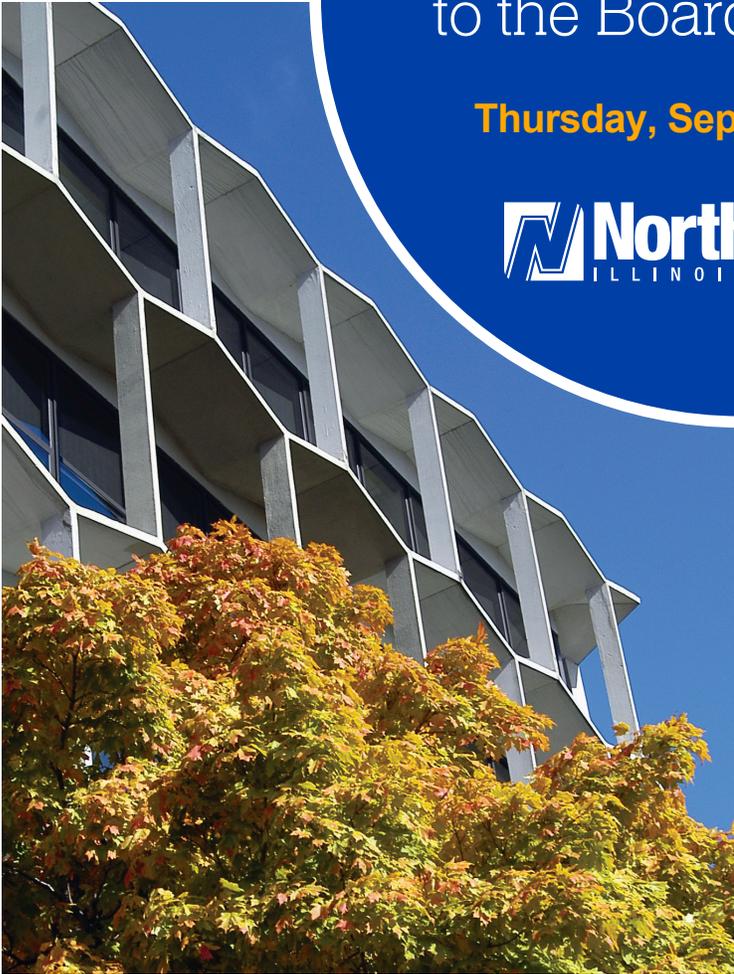


Table of Contents

I. ACTION ITEMS

A. Approval of Tenure and Rank for the Provost and Vice President for Academic Affairs	2
B. Approval of Tenure and Rank for the Dean of the Libraries	3
C. Approval of UIC Commencement Contract Renewal	4
D. Approval of FY2020 Operating Budget	5
E. Approval of FY2021 Operating and Capital Budgets Request.....	19
F. Approval of Labor Contract: University Professionals of Illinois (UPI).....	32
G. Approval of President's Salary Increase	33
H. Approval of IFEEL Tuition Rate: Computer Science.....	34

II. INFORMATION ITEMS

A. Biographies of New Faculty	36
B. Enrollment Update	39
C. Student Housing Update.....	40
D. Marketing Update	41
E. Construction Update	42
F. Purchases \$50,000 to \$99,999.99	43
G. Fourth Quarter Budget to Actual	44
H. Preliminary FY21 Tuition and Fees.....	47
I. Contract Renewals: Touchnet and CRM Banner/Ellucian	51
J. FY18 Business Enterprise Program (BEP).....	52
K. FY20 – 21 Audit Plan.....	54
L. FY18 Audit Findings Report.....	55
M. Adjustments to the Reserve Limits for Non-Indentured Entities.....	57
N. FY19 Work Plan Results (Summary)	59
O. FY20 Work Plan (Summary)	66
P. News and Events.....	69

ACTION ITEM I. A. TENURE AND RANK RECOMMENDATIONS: PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

Dennis Rome has been hired as Provost and Vice President for Academic Affairs and began his duties on June 17, 2019. A graduate of Lane Tech College Prep High School, Dr. Rome is a product of Chicago Public Schools. He earned his bachelor's degree from Bradley University, his master's degree from Howard University, and his Ph.D. from Washington State University. All of his degrees are in Sociology.

Dr. Rome's professional journey started in 1990 at Wilmington College in Wilmington, Ohio, where he taught in the Department of Sociology for three years. He moved on to Indiana University, Bloomington, as an Assistant Professor, then as Associate Professor teaching in the Department of Afro-American Studies from 1993 through 2002, and finally as Associate Professor in the Department of Criminal Justice from 2002 through 2004. Dr. Rome became a Professor in the Department of Criminal Justice at the University of Wisconsin – Parkside in 2004, and then served as its Chair from 2008 to 2009. In 2009, Dr. Rome was named Associate Provost and Associate Vice Chancellor for Academic Affairs at the University of Wisconsin – Parkside before moving on to Columbus State University, Columbus, GA in 2014, where he served as Professor and Dean of the College of Letters and Sciences.

Dr. Rome has published three books and has another in progress. His most recent book, *Black Demons: Mass Media's Depiction of the African American Male Criminal Stereotype*, was published in 2004 by Praeger Press. He also has published numerous book chapters and research articles.

Dr. Rome has the endorsement of the Department of Sociology.

RECOMMENDED ACTION

I request that the Board approve the granting of tenure to the new Provost and Vice President for Academic Affairs, Dr. Dennis Rome, at the rank of Professor in the Department of Sociology.

ACTION ITEM I. B. TENURE AND RANK RECOMMENDATIONS: DEAN OF THE LIBRARIES

Steven Harris has been hired as the Dean of Libraries and began in his position August. 1, 2019. Mr. Harris comes to Northeastern after serving as an Assistant Dean at the University of Nevada, Reno since 2013.

He has had a 30-plus-year career in university libraries throughout the country, first earning tenure at the University of Tennessee, Knoxville. In addition he has held several leadership roles in the American Library Association and its divisions, including the Association of College & Research Libraries (ACRL) and the Association for Library Collections and Technical Services (ALCTS).

The new Dean of Libraries, Steven R. Harris, is recommended by the Acting Provost to be granted tenure and the rank of Associate Professor.

RECOMMENDED ACTION

I request that the Board grant tenure to Steven R. Harris, Dean of the Libraries, at the rank of Associate Professor in accordance with the recommendation put forth by the former Acting Dean with the endorsement of the Library staff.

ACTION ITEM I. C. EXPENDITURES OF \$100,000 OR MORE: UIC COMMENCEMENT CONTRACT RENEWAL

Northeastern Illinois University does not have the space to hold an indoor commencement on campus therefore, NEIU has held its commencement ceremonies at the Credit Union 1 Arena located on the University of Illinois at Chicago (UIC) campus since December 2011. This arena was originally chosen because of its reasonable rental rate, location in the city, and has the seating capacity that allows our graduates to have at least six guests attend the ceremony, all of which are still applicable today. The majority of NEIU students are first generation college students who require additional commencement tickets for their family.

The contract for the use of the Credit Union 1 Arena includes the space rental fee as well as costs for arena labor and equipment, parking, utilities, security, and various other charges. Over the past five years, Northeastern has been able to identify cost saving opportunities by splitting the costs for several contracted production elements such as sound, lighting, web streaming, and video production with UIC since both institutions use these services for their December and May ceremonies.

Board approval is requested to enter into a three (3) year contractual agreement for the use of the Credit Union 1 Arena for the next six (6) commencement ceremonies. The contract will begin for the December 2019 commencement and will end with the May 2022 ceremony. The Credit Union 1 Arena has agreed to offer Northeastern a reduced rate for all of the services outlined above as part of the three (3) year agreement.

Actual costs of the FY2018 commencement ceremonies were \$67,612 for December 2017 and \$58,969 for May 2018 (total \$126,581). As part of the three (3) year agreement, the first year rates will drop significantly and then increase by 3.5% per year as outlined below. Northeastern will pay less in 2021-2022 than it did in 2017-2018. The overall total savings over three (3) years is \$22,527.

Requested Action

I request that the Board approve the 3-year contract between NEIU and the University of Illinois Chicago for use of the Credit Union 1 Arena for future NEIU Commencement exercises.

Cost During Three Year Agreement:

Year 1:

December 2019 = \$62,000
May 2020 = \$53,000
Total = \$115,000
(Savings = \$11,581)

Year 2:

December 2020 = \$64,170
May 2021 = \$54,855
Total = \$119,025
(Savings = \$7,556)

Year 3:

December 2021 = \$66,416
May 2022 = \$56,775
Total = \$123,191
(Savings = \$3,390)

**Three Year Contract Total = \$357,216
Total Savings Over Three Years = \$22,527**

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Overview

Historically, the Board of Trustees has been asked to approve the University's fiscal year Operating Budgets at three points in its development.

First, Board approval is required of the University's Operating and Capital Budget request for the upcoming fiscal year to enable submission to the Illinois Board of Higher Education (IBHE) and inclusion in the State budget process. That has historically been provided at the September meeting for the upcoming fiscal year.

Second, the University must load an Operating Budget prior to the beginning of the fiscal year on July 1 in order to conduct operations, so the Board has historically approved a preliminary budget at the June meeting.

And third, following determination of the State appropriation and at a time when fall semester enrollments are better known, the Board has historically approved a final budget at the September meeting, the budget used for budget-to-actual reporting and the fiscal year financial statements.

In September, 2018, the Board approved the FY2020 Operating and Capital Budget request, which was then submitted to the IBHE. That budget request totaled \$92,658,500 and included salary and cost increases of \$2,433,300 and priority strategic planning investments of \$1,781,000.

In June, 2019, the Board approved a preliminary budget for FY2020 consistent with expected levels of revenue, pending Board action on a final Operating Budget. That budget request totaled \$86,808,000 reflecting the FY2020 state appropriation of \$33,873,200, tuition revenue of \$51,934,800 and other revenues of \$1,000,000.

Now, the Board is asked to approve the final FY2020 Operating Budget of \$88,846,700 reflecting the FY2020 revised state appropriation of \$35,566,900 and tuition revenues of \$51,934,800, differential revenues of \$480,000 and other revenues of \$865,000. Approval is requested for the FY2020 Operating Budget as presented in Table 1.

Budget Development

The development of the University's Operating Budget is based on the best estimate of available financial resources and the allocation of those resources to support the highest priorities of the University. Therefore, the budget is one of the primary tools for supporting the University's strategic plan and furthering the goals and action steps in that plan.

Before actual budget decisions are made, University administration in consultation with the University Planning and Budget Council (UPBC) determines the overall priorities for budget development. The allocation of expenditures in this budget follows those established priorities.

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

FY2020 Budget Overview

This budget presented to the Board considers the FY2020 state appropriation, tuition and fees, grants and contracts, other local funds held by the University, and strategic priorities determined by the University community and endorsed by the Board.

The Board adopted the University's initial FY2020 Operating Budget request in September, 2018. The University's initial request included funding for cost and salary increases and for the implementation of strategic initiatives identified by the UPBC and the University community.

The request was forwarded to the IBHE and considered in their higher education budget recommendation presented to the Governor and to members of the Illinois General Assembly in December 2018. The IBHE recommended for Northeastern an appropriation of \$37,337,900. This represented a 10.2 percent increase for Northeastern. The Governor presented his FY2020 budget recommendations to the Illinois General Assembly in February 2019, reflecting a 5 percent increase and an appropriation of \$35,566,900 for Northeastern.

In late May, 2019, the Illinois Senate passed budget bills SB262 (appropriations) and SB1814 (implementation) including the state FY2020 budget for Northeastern and all Illinois public universities. The Governor signed the budget bill on June 5, 2019. For Northeastern, the approved FY2020 appropriation totals \$35,566,900, an increase of 5.0 percent, or \$1,693,700, from the FY2019 appropriation.

The total University budget is composed of two main sections – unrestricted and restricted sources – based on definitions provided to all Illinois public universities by the IBHE and the Governor's Office of Management and Budget. The Unrestricted Operating Budget includes revenues and expenditures from sources that are not explicitly restricted by statute, contract, or other requirement. The Restricted Operating Budget includes revenues and expenditures from sources that are restricted by an external requirement, typically by the entity providing the funds or by a legal requirement.

Table 1 summarizes the FY2020 total Operating Budget revenues by source. Also presented in Table 1 is the Unrestricted Operating Budget including the State appropriation and the University Income Fund (together commonly called the State / Income fund). This budget is the primary spending plan for the majority of University departments and is discussed in the following sections.

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Table 1
NORTHEASTERN ILLINOIS UNIVERSITY
Fiscal Year 2020 Final Operating Budget
 (with comparable data provided for Fiscal Year 2019)

	FY2019 Budget	FY2020 Budget	Annual Change	
			Dollar	Percent
Unrestricted Operating Budget				
State General Funds Appropriations	\$ 33,873,200	\$ 35,566,900	\$ 1,693,700	5.0 %
University Income Fund - Tuition	53,718,000	51,934,800	(1,783,200)	(3.3)
University Income Fund - Tuition Differential	403,000	480,000	77,000	19.1
University Income Fund - Other	450,000	865,000	415,000	92.2
Unrestricted Operating Budget	\$ 88,444,200	\$ 88,846,700	\$ 402,500	0.5 %
Restricted Operating Budget				
Student Fee Programs	\$ 9,628,700	\$ 8,991,300	\$ (637,400)	(6.6)
Sales & Services	3,238,500	3,241,700	3,200	0.1
Auxiliary Services	4,270,200	3,979,700	(290,500)	(6.8)
Indirect Costs Recovery **	2,604,000	2,431,500	(172,500)	(6.6)
Grants & Contracts-Education	600,000	600,000	-	-
State and Local Grants & Contracts	8,800,000	8,800,000	-	-
Federal Grants & Contracts	33,000,000	33,000,000	-	-
Private Grants & Contracts	500,000	500,000	-	-
Restricted Operating Budget	\$ 62,641,400	\$ 61,544,200	\$ (1,097,200)	(1.8) %
Total Operating Budget	\$ 151,085,600	\$ 150,390,900	\$ (694,700)	(0.5) %

** Includes prior year carryovers of \$524,000 in FY2019 and \$279,500 in FY2020.

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Table 2 summarizes the FY2020 operating budget expenditures by functional category (e.g., instruction, research) and by line item category (e.g., personal services, travel).

Table 2
NORTHEASTERN ILLINOIS UNIVERSITY
Fiscal Year 2020 Final Operating Budget
by Function and Line Item

Functional Categories	General		Total
	Operating Fund (State and Tuition)	Restricted Funds	
Instruction	\$ 50,199,163	\$ 8,184,657	\$ 58,383,820
Organized Research	184,264	1,735,465	1,919,729
Public Service	960,857	14,379,736	15,340,593
Academic Support	6,689,165	2,448,661	9,137,826
Student Services	4,148,193	25,289,214	29,437,407
Institutional Support	11,904,657	1,693,574	13,598,231
Operations and Maintenance	12,411,801	3,098,053	15,509,854
Independent Operations		4,714,840	4,714,840
Benefits/Social Security/Medicare	1,051,000	-	1,051,000
Health Insurance Reserve Fund	1,297,600	-	1,297,600
Total	\$ 88,846,700	\$ 61,544,200	\$ 150,390,900

Line Item Categories	General		Total
	Operating Fund (State and Tuition)	Restricted Funds	
Personal Services	\$ 67,927,655	\$ 14,016,727	\$ 81,944,382
Contractual Services	12,485,415	13,851,170	26,336,585
Travel	187,950	251,991	439,941
Commodities	836,968	1,000,561	1,837,529
Equipment	942,049	550,747	1,492,796
Telecommunications	582,463	159,512	741,975
Awards/Grants/Tuition Waivers	1,322,015	22,932,038	24,254,053
Permanent Improvements	49,585	98,305	147,890
Benefits/Social Security/Medicare	1,051,000	3,897,649	4,948,649
Health Insurance Reserve Fund	1,297,600	-	1,297,600
Indirect Costs	-	2,431,500	2,431,500
Other/Transfer Out (Debt Service)	2,164,000	2,354,000	4,518,000
Total	\$ 88,846,700	\$ 61,544,200	\$ 150,390,900

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Tables 3 and 4 summarize the FY2020 operating and restricted budget expenditures by functional category (e.g., instruction, research) with sub-functional categories, and by line item category (e.g., personal services, travel).

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Table 3
 NORTHEASTERN ILLINOIS UNIVERSITY
 SUMMARY OF FISCAL YEAR 2020 UNRESTRICTED OPERATING BUDGET - STATE APPROPRIATION/ UNIVERSITY INCOME FUND
 JULY 1, 2019 TO JUNE 30, 2020

	Personal Services	Contractual Services	Travel	Commodities	Equipment	Telecommunications	Award Grants and Matching Grants	Permanent Improvements	Debt Service	Grand Total
Instruction	\$ 44,866,411	\$ 4,712,197	\$ 77,807	\$ 349,232	\$ 50,655	\$ 142,861	\$ -	\$ -	\$ -	\$ 50,195,163
Gen Academic Instruct Degree-Related	38,777,556	3,881,315	55,182	157,062	22,950	120,397	-	-	-	43,014,462
Requisite Prep Remedial Instruct ND	2,561,758	256,312	11,125	73,468	27,105	14,914	-	-	-	2,844,682
Admissions Registration and Records	2,096,562	4,733	-	2,237	-	-	-	-	-	2,103,532
Support for Instructional Programs	1,430,535	569,837	11,500	116,465	600	7,550	-	-	-	2,136,487
Organized Research	184,264	-	-	-	-	-	-	-	-	184,264
Support for Organized Research	184,264	-	-	-	-	-	-	-	-	184,264
Public Service	848,838	80,586	1,400	8,008	-	21,925	-	-	-	960,857
Community Services	758,854	80,586	1,400	8,008	-	21,925	-	-	-	870,773
Support for Public Service Programs	90,084	-	-	-	-	-	-	-	-	90,084
Academic Support	4,469,748	1,267,606	36,000	127,618	758,340	29,853	-	-	-	6,689,165
Academic Administration	1,914,866	72,086	34,000	18,869	3,500	13,701	-	-	-	2,057,022
Library Services	1,752,232	303,716	2,000	11,879	465,000	12,000	-	-	-	2,546,827
Acad Support	802,650	891,804	-	96,870	289,840	4,152	-	-	-	2,085,316
Student Services	2,538,177	227,211	25,100	19,645	6,475	9,570	1,322,015	-	-	4,148,193
Social and Cultural Development	342,241	16,296	4,000	5,000	2,000	2,000	-	-	-	371,537
Counseling and Career Services	672,855	22,357	7,000	6,183	475	2,470	-	-	-	711,340
Financial Aid Administration	831,532	58,300	5,000	3,362	1,000	1,000	-	-	-	900,194
Financial Assistance	-	-	-	-	-	-	1,299,000	-	-	1,299,000
Student Services Administration	691,549	130,258	9,100	5,100	3,000	4,100	23,015	-	-	866,122
Institutional Support	8,884,464	2,434,467	44,943	103,031	86,885	350,867	-	-	-	11,904,657
Executive Management	3,306,097	356,750	21,775	29,113	2,175	19,550	-	-	-	3,735,460
Financial Management and Operations	966,443	322,777	-	10,000	2,000	2,000	-	-	-	1,301,220
Gen Admin and Logistical Services	3,775,903	1,633,808	20,168	23,918	82,770	324,667	-	-	-	5,861,234
Public Relations Development	836,021	121,132	3,000	40,000	1,940	4,650	-	-	-	1,006,743
Oper and Maint of Physical Plant	6,135,653	3,763,348	2,700	229,434	39,694	27,387	-	49,585	2,164,000	12,411,801
Supervendence	334,792	61,863	200	15,167	850	8,450	-	-	-	421,322
Custodial	1,196,738	132,217	100	120,780	500	1,000	-	-	-	1,451,335
Repairs Maintenance	640,843	53,900	300	10,401	4,300	2,000	-	-	-	711,744
Grounds Maintenance	246,838	36,830	100	35,818	6,900	-	-	-	-	326,486
Utility Support	1,798,587	98,268	100	40,000	10,600	1,000	-	-	-	1,948,555
Permanent Improvements	-	-	-	-	-	-	-	49,585	1,598,000	1,647,585
Security	1,917,855	82,270	1,900	7,268	16,544	14,937	-	-	-	2,040,774
Rental of Space	-	510,000	-	-	-	-	-	-	-	510,000
Utility Production	-	2,788,000	-	-	-	-	-	566,000	-	3,354,000
Benefits	2,348,600	-	-	-	-	-	-	-	-	2,348,600
Health Insurance Reserve Fund	1,072,600	-	-	-	-	-	-	-	-	1,072,600
Benefits/Social Security/Medicare	1,051,000	-	-	-	-	-	-	-	-	1,051,000
Pension Payments	225,000	-	-	-	-	-	-	-	-	225,000
Grand Total	\$ 70,276,255	\$ 12,485,415	\$ 187,950	\$ 836,968	\$ 942,049	\$ 582,463	\$ 1,322,015	\$ 49,585	\$ 2,164,000	\$ 88,846,700

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Table 4
NORTHEASTERN ILLINOIS UNIVERSITY
 SUMMARY OF FISCAL YEAR 2019 RESTRICTED OPERATING BUDGET
 JULY 1, 2019 TO JUNE 30, 2020

	Personal Services	Fringe Benefits	Contractual Services	Travel	Commodities	Equipment	Telecommunications	Award Grants and Matching Grants	Permanent Improvements	Debt Service	Indirect Cost and Cost Sharing	Grand Total
Instruction	\$ 1,875,221	\$ 439,524	\$ 3,460,728	\$ 54,952	\$ 69,482	\$ 106,733	\$ 77,888	\$ 654,119	\$ 23,643	\$ 1,139,000	\$ 364,367	\$ 8,184,637
Admissions Registration and Records	51,787	4,542	47,154	5,414	23,652	12,916	198	143,022	-	-	20,950	309,615
Gen Academic Instruct Degree-Related	481,823	51,054	596,131	22,190	22,287	26,236	-	297,758	-	-	38,218	1,536,697
Requisite Prep Remedial Instruct ND	961,643	326,500	542,850	16,866	28,090	55,007	1,714	57,127	23,643	-	51,098	2,064,638
Support for Instructional Programs	378,392	57,406	2,274,593	10,382	15,453	12,574	75,876	56,212	-	1,138,000	253,101	4,272,089
Vocaltch Instruction Degree-Related	1,596	22	-	-	-	-	-	-	-	-	-	1,618
Organized Research	719,532	147,386	324,210	53,367	32,417	20,357	2,050	142,738	-	-	299,408	1,735,465
Individual or Project Research	620,532	146,037	305,805	51,367	30,417	18,757	404	142,738	-	-	299,408	1,615,465
Support for Organized Research	93,000	1,349	18,405	2,000	2,000	1,600	1,646	-	-	-	-	120,000
Public Service	7,252,617	2,700,847	2,869,954	85,697	408,183	123,832	199	38,912	-	-	899,495	14,379,736
Community Education	6,633,004	2,511,608	2,415,921	58,419	262,223	42,321	49	25,122	-	-	808,178	12,756,845
Community Services	619,613	189,239	454,033	27,278	145,960	81,384	150	13,790	-	-	91,317	1,622,764
Support for Public Service Programs	-	-	-	-	-	-	-	-	-	-	-	127
Academic Support	89,069	15,815	1,905,980	18,314	21,925	228,650	-	74,662	-	-	94,366	2,448,661
Acad Supp Not Elsewhere Classified	19,946	15,036	897,850	15,714	15,000	200,000	-	74,662	-	-	70,988	1,309,218
Academic Administration	47,180	757	551,560	2,600	6,925	7,650	-	-	-	-	1,031	617,703
Library Services	21,943	-	456,450	-	-	21,000	-	-	-	-	22,347	521,740
Student Services	1,482,514	555,439	660,719	17,086	178,395	11,000	6,900	22,196,269	-	-	180,892	25,289,214
Counseling and Career Services	6,080	-	-	-	-	-	-	-	-	-	305	6,385
Financial Aid Administration	70,349	12,364	1,805	-	78	-	-	-	-	-	2,239	86,635
Financial Assistance	52,845	12,775	25,904	2,536	578	-	-	22,192,019	-	-	47,159	22,333,816
Social and Cultural Development	933,380	503,679	604,071	13,050	162,739	11,000	5,400	4,250	-	-	94,699	2,132,268
Student Health Medical Services	419,660	226,621	29,139	1,500	15,000	-	1,500	-	-	-	36,490	730,110
Institutional Support	654,030	10,063	784,408	13,000	136,757	-	67,950	-	-	-	27,366	1,693,574
Executive Management	124,149	2,472	183,418	2,000	300	-	-	-	-	-	561	322,900
Financial Management and Operations	236,630	3,186	63,718	10,000	11,400	-	5,250	-	-	-	783	351,179
Gen Admin and Logistical Services	293,051	4,393	517,272	1,000	125,057	-	52,700	-	-	-	26,022	1,019,495
Oper and Maint of Physical Plant	174,476	2,518	2,073,003	-	15,636	5,495	-	-	-	452,000	374,925	3,096,053
Custodial	129,675	1,880	-	-	-	-	-	-	-	-	131,555	-
Permanent Improvements	-	-	39,850	-	8,480	2,495	-	-	-	452,000	374,895	877,710
Repairs Maintenance	-	-	60,800	-	-	-	-	-	-	-	-	60,800
Security	801	-	60,386	-	-	-	-	-	-	-	40	61,427
Utility Production	-	-	1,911,767	-	3,000	3,000	-	-	-	-	-	1,917,767
Utility Support	44,000	638	-	-	4,156	-	-	-	-	-	-	48,794
Independent Operations	1,775,268	26,057	1,762,288	9,575	117,766	54,680	14,525	-	-	764,000	190,681	4,714,840
Retail Services and Concessions	38,883	707	81,892	-	820	5,680	-	-	-	-	22,109	150,161
Specialized Services	1,246,730	18,249	74,777	2,800	84,974	8,500	5,160	-	-	714,000	112,727	2,267,717
Student Unions and Centers	489,675	7,101	1,605,619	6,975	31,972	40,500	9,365	-	-	50,000	55,755	2,296,962
Grand Total	\$ 14,016,727	\$ 3,897,649	\$ 13,851,170	\$ 261,991	\$ 1,000,561	\$ 650,747	\$ 189,512	\$ 22,932,038	\$ 98,305	\$ 2,354,000	\$ 2,431,500	\$ 61,544,200

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Table 5 slides summarize the FY2020 operating expenditures by functional category (e.g., instruction, research) with departmental organizations, and by line item category (e.g., personal services, travel).

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Table 5
NORTHEASTERN ILLINOIS UNIVERSITY
SUMMARY OF DEPARTMENTAL INTERNAL BUDGETS FOR FISCAL YEAR 2019 UNRESTRICTED OPERATING BUDGET - STATE APPROPRIATION/UNIVERSITY INCOME FUND
JULY 1, 2019 TO JUNE 30, 2020

Instruction	Personal Services and Benefits	Contractual Services	Travel	Commodities	Equipment	Telecommunications	Award Grants and Matching Grants	Permanent Improvements	Debt Service	Grand Total
Admissions Registration and Records	\$ 44,386,411	\$ 4,712,197	\$ 77,807	\$ 349,237	\$ 50,655	\$ 142,861	\$ -	\$ -	\$ -	\$ 50,193,163
38220 Enrollment Services	2,096,562	4,733	-	2,237	-	-	-	-	-	2,103,532
38230 Graduate Enrollment Services	1,890,585	4,233	-	2,037	-	-	-	-	-	1,896,855
Gen Academic Instruct Degree-Related	205,977	500	-	200	-	-	-	-	-	206,677
15100 General University	38,777,556	3,881,315	55,182	157,062	22,950	120,397	-	-	-	43,014,462
15200 Acquired Leave Payout	2,204,718	2,897,516	-	-	-	-	-	-	-	5,102,234
30350 Provost Instruction	1,000,000	144,000	-	-	-	-	-	-	-	1,000,000
30355 Summer Instruction	422,150	140,000	-	-	-	-	-	-	-	566,150
30360 Lake County Initiatives	3,000,300	40,000	10,000	-	-	-	-	-	-	3,140,300
31402 CASEP	64,800	3,340	-	500	-	500	-	-	-	69,140
31411 Biology	1,624,732	3,500	-	26,640	-	4,500	-	-	-	1,658,372
31421 Mathematics	1,412,533	2,979	-	2,724	-	2,033	-	-	-	1,420,269
31429 Environmental Science	-	9,280	-	800	-	-	-	-	-	9,880
31431 Chemistry	678,788	6,379	-	8,800	-	2,200	-	-	-	696,147
31432 Physics	544,331	1,200	-	2,000	-	1,807	-	-	-	548,338
31434 Earth Science	471,708	2,400	-	2,780	-	1,700	-	-	-	478,588
31443 Economics	488,188	276	-	1,035	-	1,300	-	-	-	490,799
31444 Geography and Environmental Studies	438,422	1,427	-	2,950	-	2,000	-	-	-	444,799
31445 History	877,612	1,427	-	2,038	-	2,300	-	-	-	883,988
31446 Political Science	861,293	1,410	-	2,450	-	2,000	-	-	-	867,153
31447 Psychology	1,064,443	1,719	-	3,940	-	3,000	-	-	-	1,073,102
31450 Anthropology	450,292	1,200	-	1,960	-	1,700	-	-	-	455,152
31451 Philosophy	249,523	684	-	1,078	-	1,058	-	-	-	252,563
31452 Linguistics	283,882	884	-	1,078	-	1,200	-	-	-	287,054
31453 English	1,357,602	1,116	-	2,820	-	4,200	-	-	-	1,365,658
31454 World Languages and Cultures	752,136	2,112	-	1,940	-	2,000	-	-	-	758,188
31455 Justice Studies	607,887	2,112	-	1,940	-	2,500	-	-	-	613,755
31456 Sociology	614,188	908	-	2,460	-	1,800	-	-	-	619,098
31457 Social Work	618,335	1,740	-	1,500	-	1,800	-	-	-	624,481
31458 TESOL	296,390	939	-	2,100	-	2,316	-	-	-	300,262
31459 Master of Social Work	350,316	8,302	-	1,078	-	1,855	-	-	-	358,618
31461 Art	902,102	22,500	-	13,500	-	2,400	-	-	-	940,502
31462 Communication Media and Theatre	983,090	4,000	-	5,684	-	4,000	-	-	-	996,774
31463 Music	1,107,510	16,266	-	8,960	-	7,000	-	-	-	1,147,586
31465 Art Gallery	32,138	3,113	-	3,920	-	-	-	-	-	39,171
31467 Computer Science	1,270,417	3,170	-	2,102	-	2,000	-	-	-	1,277,689
31470 Women's and Gender Studies Program	100,087	800	-	850	-	500	-	-	-	102,337
31472 Latino and Latin American Studies	12,862	1,476	-	800	-	500	-	-	-	15,458
31474 African American Studies	13,074	4,320	-	600	-	300	-	-	-	18,144
31980 Coll of Arts and Science Projects	985,083	13,700	7,500	3,000	5,000	-	-	-	-	994,283
32534 Literacy, Leadership and Development	998,512	4,368	2,218	2,118	-	4,000	-	-	-	1,011,216
32535 Counselor Education	649,115	2,918	1,480	2,944	-	3,500	-	-	-	659,957
32537 Educ Inquiry and Curriculum Studies	1,428,493	7,617	2,222	1,881	-	4,400	-	-	-	1,444,613
32540 Clinical Expe and Student Teaching	164,198	1,590	9,000	954	-	1,621	-	-	-	177,363
32541 Teacher Education	1,025,413	3,644	2,102	1,785	-	5,000	-	-	-	1,037,944
32542 Special Education	741,948	2,408	1,540	1,800	-	3,000	-	-	-	750,696
32560 Education Supervision	287,206	-	-	-	-	-	-	-	-	287,206
32582 Health Sciences and Ph. Educ.	700,703	3,338	1,900	2,825	-	4,300	-	-	-	713,166
32700 Teacher Quality Education	82,283	20,000	-	700	-	300	-	-	-	103,283
32980 College of Education Projects	387,396	83,253	10,000	14,400	5,000	-	-	-	-	510,049

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Table 5
NORTHEASTERN ILLINOIS UNIVERSITY
SUMMARY OF DEPARTMENTAL INTERNAL BUDGETS FOR FISCAL YEAR 2019 UNRESTRICTED OPERATING BUDGET - STATE APPROPRIATION/UNIVERSITY INCOME FUND
JULY 1, 2019 TO JUNE 30, 2020

	Personal Services and Benefits	Contractual Services	Travel	Commodities	Equipment	Telecommunications	Award Grants and Matching Grants	Permanent Improvements	Debt Service	Grand Total
33507	El Centro	46,060	2,000	4,218	2,400	8,000	-	-	-	1,313,016
33511	English Language Program	438,581	1,020	-	-	1,900	-	-	-	443,501
33512	Mathematics Development Program	144,217	-	2,400	-	1,200	-	-	-	148,989
34407	International Programs	229,439	-	-	-	8,000	-	-	-	237,439
36505	Graduate Studies in Business	750	-	800	-	350	-	-	-	1,900
36600	Accounting Business Law Finance	1,857,372	2,690	2,700	300	4,500	-	-	-	1,874,562
36700	Management and Marketing	1,594,752	7,000	2,300	300	3,500	-	-	-	1,609,882
36800	College of Bus and Mgmt Projects	52,944	336,000	-	-	-	-	-	-	388,944
39403	Carnuthers Cntr for Inner City Stud	633,734	6,663	500	-	8,157	-	-	-	651,564
39403	Requisite Prep Remedial Instruct ND	2,561,788	296,312	11,125	27,105	14,914	-	-	-	2,944,682
30381	Student Success and Retention	141,136	4,000	8,110	2,830	450	-	-	-	159,526
31430	Student Ctr for Science Engagement	217,609	48,500	-	-	1,500	-	-	-	271,109
33500	TRIO Student Support Services	52,953	43,451	-	-	-	-	-	-	134,684
33508	New Student and Family Programs	206,397	15,000	18,280	20,000	2,744	-	-	-	256,641
33509	Advising Center	584,136	2,866	30,000	1,500	2,670	-	-	-	584,240
33514	Project Success	181,352	7,122	1,000	200	1,000	-	-	-	192,374
33515	Proyecto Palante	180,363	3,833	1,000	715	1,000	-	-	-	187,011
33516	Student Disability Services	357,808	129,000	4,000	1,000	1,750	-	-	-	487,308
33517	Learning Support Center	431,428	1,000	875	1,000	1,600	-	-	-	437,903
36502	Business Program Advisement	208,576	1,550	3,250	1,000	1,500	-	-	-	214,876
36502	Support for Instructional Programs	1,430,535	569,837	11,500	600	7,550	-	-	-	2,136,487
13200	Strategic Planning, Cont Initiative	-	300,000	-	-	-	-	-	-	300,000
13210	Strat Plan One-Time Initiatives	-	205,000	-	-	-	-	-	-	300,000
30345	Center for Academic Writing	140,054	750	95,000	-	500	-	-	-	142,304
30376	Community and Professional Educatio	59,880	39,000	3,900	600	-	-	-	-	104,880
30385	Center for Teaching and Learning	137,666	1,350	1,350	-	1,300	-	-	-	141,666
30600	User Services	774,846	3,325	-	-	4,000	-	-	-	782,171
32403	Education Accreditation	9,600	8,000	10,000	-	-	-	-	-	40,443
34405	Nontraditional Degree Programs	253,540	203	12,843	-	1,300	-	-	-	266,501
34406	Honors Program	44,949	793	1,458	-	450	-	-	-	47,106
36503	Business Accreditation	-	11,416	914	-	-	-	-	-	11,416
36503	Organized Research	184,264	-	-	-	-	-	-	-	184,264
30605	Support for Organized Research	184,264	-	-	-	-	-	-	-	184,264
30605	Sponsored Programs	184,264	-	-	-	-	-	-	-	184,264
Public Service		848,938	80,586	1,400	8,008	21,925	-	-	-	960,857
Community Services		758,854	80,586	1,400	8,008	21,925	-	-	-	870,773
10115	ENLACE	55,042	5,000	750	-	320	-	-	-	61,212
13330	Cultural Events	76,316	53,350	50	-	1,105	-	-	-	135,610
32539	Ctr for College Access and Success	627,484	6,031	600	-	20,000	-	-	-	657,046
39600	Great Black Music	-	16,205	-	-	500	-	-	-	16,905
Support for Public Service Programs		90,084	-	-	-	-	-	-	-	90,084
31464	Music and Dance Events	90,084	-	-	-	-	-	-	-	90,084
Academic Support		4,469,748	1,267,606	36,000	127,618	29,853	-	-	-	6,085,165
Acad Supp Not Elsewhere Classified		802,650	891,804	-	96,870	283,840	4,152	-	-	2,072,922
11260	University Equipment Replacement	-	-	-	-	-	-	-	-	272,900
13300	Special Projects President	-	92,051	-	-	-	-	-	-	158,981
27300	Student Union, Event and Conf Serv	262,903	175,140	-	15,000	3,300	-	-	-	484,343
27320	Marketing	539,747	551,463	-	1,940	852	-	-	-	1,095,942
27330	Student Award Ceremonies	-	73,150	-	-	-	-	-	-	73,150
Academic Administration		1,914,866	72,086	34,000	18,869	13,701	-	-	-	2,057,022

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Table 5
 NORTHEASTERN ILLINOIS UNIVERSITY
 SUMMARY OF DEPARTMENTAL INTERNAL BUDGETS FOR FISCAL YEAR 2019 UNRESTRICTED OPERATING BUDGET - STATE APPROPRIATION/UNIVERSITY INCOME FUND
 JULY 1, 2019 TO JUNE 30, 2020

	Personal Services and Benefits	Contractual Services	Travel	Commodities	Equipment	Telecommunications	Award Grants and Matching Grants	Permanent Improvements	Debt Service	Grand Total
11250	1,297,600	471,000	-	-	-	-	-	-	-	1,768,600
13320	-	3,880	776	970	970	-	-	-	-	6,596
20140	-	460,000	-	-	-	-	-	-	-	460,000
22240	753,088	17,862	1,425	8,075	-	5,800	-	-	-	786,250
23500	221,328	4,540	2,373	2,900	1,500	6,770	-	-	-	239,411
23510	167,369	46,835	-	4,000	-	1,200	-	-	-	219,404
23520	-	500,000	-	-	-	-	-	-	-	500,000
23530	64,135	600	-	650	-	-	-	-	-	65,385
24600	1,984,137	-	-	-	-	-	-	-	-	1,984,137
24601	-	4,275	7,220	4,750	-	32,297	-	-	-	48,542
24606	-	-	-	-	-	275,000	-	-	-	275,000
24607	-	113,562	-	-	80,000	-	-	-	-	193,562
Public Relations Development	836,021	121,132	3,000	40,000	1,940	4,650	-	-	-	1,006,743
27310	298,365	970	-	-	1,940	-	-	-	-	302,925
28200	201,224	22,000	2,000	15,000	-	1,000	-	-	-	241,224
28210	-	60,000	-	-	-	-	-	-	-	60,000
28220	336,432	38,162	1,000	25,000	-	2,000	-	-	-	402,594
Oper. and Maint. of Physical Plant	6,135,653	3,763,348	2,700	229,434	39,694	27,387	-	49,585	2,164,000	12,411,801
Custodial	1,196,738	132,217	100	120,780	500	1,000	-	-	-	1,451,335
25902	1,196,738	132,217	100	120,780	500	1,000	-	-	-	1,451,335
Grounds Maintenance	246,838	36,830	100	35,818	6,900	-	-	-	-	326,486
25910	246,838	36,830	100	35,818	6,900	-	-	-	-	326,486
Permanent Improvements	-	-	-	-	-	-	-	49,585	1,598,000	1,647,585
23450	-	-	-	-	-	-	-	49,585	1,598,000	1,647,585
23450	-	-	-	-	-	-	-	49,585	1,598,000	1,647,585
25906	-	450,000	-	-	-	-	-	-	-	450,000
Rental of Space	-	450,000	-	-	-	-	-	-	-	450,000
12700	-	450,000	-	-	-	-	-	-	-	450,000
Leased Property	-	450,000	-	-	-	-	-	-	-	450,000
Repairs Maintenance	640,843	53,900	300	10,401	4,300	2,000	-	-	-	711,744
25904	640,843	53,900	300	10,401	4,300	2,000	-	-	-	711,744
Facilities Planning and Construct	233,111	5,000	200	1,000	3,300	1,500	-	-	-	244,111
25905	233,111	5,000	200	1,000	3,300	1,500	-	-	-	244,111
Building Maintenance	407,732	48,900	1,000	9,401	1,000	500	-	-	-	467,633
25905	407,732	48,900	1,000	9,401	1,000	500	-	-	-	467,633
Security	1,917,855	82,270	1,900	7,268	16,544	14,937	-	-	-	2,040,774
27500	1,917,855	82,270	1,900	7,268	16,544	14,937	-	-	-	2,040,774
Police	334,792	61,863	200	15,167	850	850	-	-	-	421,322
25900	334,792	61,863	200	15,167	850	850	-	-	-	421,322
Facilities Management	245,190	1,000	100	4,000	850	850	-	-	-	259,290
25908	245,190	1,000	100	4,000	850	850	-	-	-	259,290
Safety Program	89,602	60,863	100	11,167	300	-	-	-	-	162,032
25908	89,602	60,863	100	11,167	300	-	-	-	-	162,032
Utility Production	-	2,848,000	-	-	-	-	-	-	566,000	3,414,000
12600	-	2,848,000	-	-	-	-	-	-	566,000	3,414,000
Utilities Owned	-	2,848,000	-	-	-	-	-	-	566,000	3,414,000
12810	-	60,000	-	-	-	-	-	-	-	60,000
Utilities Leased	-	60,000	-	-	-	-	-	-	-	60,000
Utility Support	1,798,587	98,268	100	40,000	10,600	1,000	-	-	-	1,948,555
25920	1,798,587	98,268	100	40,000	10,600	1,000	-	-	-	1,948,555
Heating Plant	-	-	-	-	-	-	-	-	-	-
Grand Total	\$ 70,276,255	\$ 12,485,415	\$ 187,950	\$ 836,968	\$ 942,049	\$ 582,463	\$ 1,322,015	\$ 49,585	\$ 2,164,000	\$ 88,846,700

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Revenue

As shown in Table 1, the University's Unrestricted Operating Budget financed from the State appropriation and tuition revenue will increase by \$402,500 from the FY2019 budget. This is a result of an increase in the state appropriation, offset by anticipated declines in student credit hour enrollments. This Unrestricted Operating Budget reflects the final state appropriation passed by the General Assembly of \$35,566,900, tuition revenues of \$51,934,800, differential revenues of \$480,000 and other revenues of \$865,000.

Final enrollment projections for the FY2020 budget are based upon past enrollment levels, the work of Enrollment Services, and registration data through the time this report was finalized. Using 10th day enrollment census data, FY2019 (Fall 2018, Spring 2019, and Summer 2019) credit hour enrollments were, in total, 9.7 percent below that of the previous year. Projecting forward to FY2020 using multi-year trends and credit hour registration to date, the budget estimates project total annual credit hour enrollment to decline further by 6.3 percent from FY2019 levels.

Restricted budgets reflect fee rates as approved by the Board and using the same enrollment projections. Student fee program budgets are based on similar enrollments as the Unrestricted Operating Budget, and the fee rates approved in November, 2018 by the Board of Trustees. Estimates for auxiliary and grants are primarily based on historical revenue trends.

The University's total Operating Budget, reflecting both the unrestricted and restricted budgets, will decrease by \$694,700, or 0.5 percent from the FY2019 budget.

Expenditures

The Unrestricted Operating Budget, funded by tuition revenues and the State appropriation, is the primary source of funds for most University operations. As noted in Table 1, the Unrestricted Operating Budget is slightly greater than the prior year.

The FY2020 Unrestricted Operating Budget includes amounts required to fund salary increases per the University's collective bargaining agreements. Over 80 percent of the University's Unrestricted Operating Budget is for personnel expense including benefits, and over half of the University's workforce is covered by collective bargaining agreements with five bargaining units. The FY2020 Budget reflects agreements with two bargaining units, a tentative agreement with another bargaining unit, and an allowance for two expired contracts and non-negotiated staff.

In FY2019, the University was required to make a contribution per its agreement with American Campus Communities based on occupancy of The Nest. Based on current enrollment trends and The Nest occupancy projections, the FY2020 budget includes an allowance for an anticipated payment to address projected occupancy shortfalls.

Finally, included in the FY2020 final Unrestricted Operating Budget is a limited allowance to address potential further enrollment declines, strategic initiatives and mandatory unforeseen expense. This allowance was made possible through the more favorable state appropriation made known late in the budget cycle and through favorable projections for Other Income.

ACTION ITEM I. D. APPROVAL OF FY20 OPERATING BUDGET

Following approval of the Operating Budget by the Board of Trustees, the University is required to submit a copy of the budget to the Illinois Board of Higher Education (IBHE). This is in response to an IBHE policy that is intended to “expand and enhance public university annual budget review, approval and oversight.”

The Office of University Budgets prepares a detailed budget for all departments and offices and provides a copy of that budget document to each division office, posts a PDF on the University's NEIUport and through the ERP system. Three copies of the budget document are placed in the University Library for review and use by the entire University community.

Quarterly budget-to-actual spending reports are made to the Board of Trustees. Unscheduled reports are made regarding any mid-year changes in State funding levels and any other State events or actions that impact the University budget.

RECOMMENDED ACTION

I request that the Board of Trustees approve the FY2020 budget as outlined herein, and as presented in the appended tables.

ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS REQUEST

Introduction

Each year, the Board of Trustees of Northeastern Illinois University is required to adopt an operating and capital budget request and submit that request to the Illinois Board of Higher Education (IBHE). This request is being presented to the Board of Trustees as an item for review, discussion, and approval. After Board approval, the request will be submitted to the IBHE before its deadline of October 15.

The FY2021 Unrestricted Operating Budget request presented to the Board of Trustees acknowledges the current financial constraints in the State of Illinois. At the same time, the budget is intended to advance the strategic goals developed by the University community and endorsed by the Board. In 2008, the Board adopted a revised University Mission Statement and endorsed a University Vision Statement, Statement of Values, and Strategic Goals and Action Steps. That Strategic Plan was refreshed, and presented to the Board on February 5, 2015. This budget request includes funding for new and continuing items that address the strategic initiatives identified by the University community and support our Strategic Goals and Action Steps.

The University continues to incorporate strategic planning and shared governance into budget development. The University Planning and Budget Council (UPBC) is the Board-recognized governance body for providing input and counsel to the University administration in the planning, development, and implementation of the University budget. The UPBC has two elected representatives from each of the academic colleges, one faculty member from the Library, the current NEIU faculty representative on the IBHE Faculty Advisory Council, two representatives from the Administrative and Professional Council, two from the Civil Service Council, two students appointed by the Student Government Association, and one dean chosen by the Provost's Deans Council. A UPBC chair having a three-year appointment is selected. Also, the University President, the Vice President for Finance and Administration, and the Executive Director of University Budgets are ex-officio members.

At the September 2019 meeting, the Board will receive a strategic planning update that will assess progress in achieving the action steps and tasks that were planned for FY2019. In addition, the Board will receive a summary of the tasks that the University plans to undertake in FY2020.

The budget request being presented here to the Board includes recommendations and priorities identified by the UPBC. The vice presidents presented to the UPBC the strategic initiatives for their areas and their proposed work plans for meeting those priorities. The UPBC then reviewed, discussed, and adopted selected priorities based on the recommendations of its representatives. Funds to support some recommendations are included in this FY2021 budget request.

Overview of Operating and Capital Budget Requests

The budget requests brought before the Northeastern Illinois University Board of Trustees and summarized in this report are FY2021 requests, for the year beginning July 1, 2020 and ending June 30, 2021.

The FY2021 Unrestricted Operating Budget request is based upon the FY2020 Unrestricted Operating Budget for the University and the University's budget requests for new funding for

ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS REQUEST

FY2021. Included in the Unrestricted Operating Budget are State-appropriated funds and the University Income Fund, which is established by State statute to account for student tuition and certain fee revenue. The total of State appropriations and University Income Fund revenues represents the University's Unrestricted Operating Budget. Developing the Unrestricted Operating Budget request requires a balance between the new and ongoing financial needs of the University and a reasonable expectation of support from the State of Illinois and our students.

In the FY2020 budget, the State appropriation comprised only 40 percent, while tuition comprised 60 percent. Over the past ten years, the state appropriation has decreased 1.7 percent per year on average, while inflationary expense increases based upon CPI averaged about 1.6 percent per year. This represents a 28 percent decline in real purchasing power from state appropriations.

The budget request includes moderate funding requests for salary and cost increases, and the strategic planning initiatives recommended by the University Planning and Budget Council. These are the University's highest priorities. The total of State appropriations and University Income Fund revenues represents the Unrestricted Operating Budget request that requires Board of Trustees approval and will be sent, following approval, to the Illinois Board of Higher Education for consideration.

The following summarizes the budget information provided in this report.

FY2021 Budget Development Schedule Table 1 provides a schedule of the budget development process. The Board of Trustees are receiving the initial FY2021 budget request in September, 2019, and the Board is scheduled to take action on the University's FY2021 preliminary Operating Budget in June, 2020 and on the FY2021 final Operating Budget in September, 2020.

Strategic Goals The Strategic Plan was refreshed, and then endorsed by the Board of Trustees in February, 2015. The Strategic Goals in that Plan provide the framework for identifying University action steps, tasks, and specific strategic planning initiatives.

Operations The University's Unrestricted Operating Budget request for FY2021 is summarized in Table 2 and additional information supporting the request is provided in this report. Table 3 summarizes the requests for salary and cost increases. Table 4 summarizes the recommended priority strategic planning initiatives for FY2021. These represent the highest University priorities, so the University will implement some of these programs through the redirection of staff effort and financial resources.

Capital Improvements Table 5 summarizes the FY2021 requests for capital improvements. Capital requests are discussed in the two broad categories used by the Illinois Board of Higher Education to classify state-funded projects – Regular Capital projects and Capital Renewal projects. Regular Capital projects include requests for new construction or significant remodeling or renovation. These projects typically provide new space or provide a significantly different use for remodeled space. Capital Renewal projects are of a lesser scope than Regular Capital projects. They include the remodeling or renovation of space, infrastructure renewal, and improvement projects that address deferred maintenance.

**ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS
REQUEST**

The capital requests were developed using the FY2021 cost factors provided by the Illinois Capital Development Board. The Illinois Board of Higher Education and the Capital Development Board recognize the differences in construction costs among the various locales in Illinois, most notably Chicago. The two boards approved higher construction cost standards for certain areas of the state where labor and material costs are significantly greater than other areas of the state. As a result, for Northeastern, higher and more accurate cost figures are used to develop the capital requests.

**Table 1
FY2021 BUDGET DEVELOPMENT SCHEDULE
FY2021 begins on July 1, 2020 and ends on June 30, 2021
(Development schedule is subject to change)**

October 2018	Discussion of preliminary FY2021 strategic priorities with University Planning and Budget Council
April 2019	Recommendations from the University Planning and Budget Council to address FY2021 strategic priorities
September 2019	Discussion and approval of the FY2021 operating and capital budget requests by NEIU Board of Trustees Report to the Board of Trustees – Strategic Planning Update: FY2019 Work Plan Results and FY2020 Works Plans
October 2019	NEIU Board Finance Committee review and recommendation on FY2021 tuition and fee rates
November 2019	NEIU Board action on FY2021 tuition and fee rates
January 2020	Illinois Board of Higher Education action on FY2021 higher education operations, grants, and capital improvements recommendations
February 2020	Governor's FY2021 Budget Address
May 2020	General Assembly's action on FY2021 appropriations
June 2020	Governor's action on FY2021 appropriations NEIU Board of Trustees' action on preliminary FY2021 University Operating Budget
September 2020	NEIU Board of Trustees' action on final detailed FY2021 University Operating Budget

ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS REQUEST

STRATEGIC GOALS

The University has identified six strategic goals to be pursued during the planning period of FY2015 to FY2021.

Strategic Goal One – Student Success

Advance student success from recruitment through graduation by engaging all members of the Northeastern community.

Strategic Goal Two – 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.

Strategic Goal Three – 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.

Strategic Goal Four – 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.

Strategic Goal Five – 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.

Strategic Goal Six – Fiscal Strength

Enhance Northeastern's financial position by diversifying revenue sources and by strengthening institutional relationships with donors, public and private entities, and alumni.

FY2021 OPERATING REQUEST

Developing the FY2021 Unrestricted Operating Budget request requires that the University reach a balance between the new and ongoing financial needs of the University and a reasonable expectation of support from the State of Illinois and our students. This budget includes modest funding requests for salary increases and selected strategic initiatives recommended by the University Planning and Budget Council. These are the University's highest priorities.

The University also recognizes the need for adequate state funding to support instructional and support programs. Over the past few years, nearly all University departments have had their available spending reduced or held level to support faculty and staff salaries and unavoidable cost increases.

**ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS
REQUEST**

The University Unrestricted Operating Budget request for FY2021 totals \$93,288,100, an increase of \$4,441,400, or 5.0 percent, above the FY2020 Unrestricted Operating Budget base. The FY2021 Unrestricted Operating Budget request includes salary and cost increases totaling \$2,281,400, and requests of \$2,160,000 for priority strategic planning initiatives. Table 2 summarizes the Unrestricted Operating Budget request.

Table 2
FY2021 OPERATING BUDGET REQUEST
STATE APPROPRIATIONS AND UNIVERSITY INCOME FUNDS

(in thousands of dollars)

Base (FY2020 Budget)	\$	88,846.7
Projected Salary and Cost Increases		2,281.4
Strategic Program Initiatives		2,160.0
FY2020 Operating Budget Request	\$	93,288.1
Dollar Change From Previous Year		4,441.4
Percent Change From Previous Year		5.0%

**ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS
 REQUEST**

Salary and Cost Increases

The request includes salary increases so that employee salaries remain competitive with market rates. The requests are summarized in Table 3 and include an estimated general salary increase of \$1,693,100 or 2.5 percent. The estimated increase is based on the University's current collective bargaining agreements with a similar increase for non-negotiated staff.

Non-salary cost increases reflect a 2.8 percent increase based on the 2018 Higher Education Price Index (HEPI). This is the most recent data available.

**Table 3
 FY2021 OPERATING BUDGET REQUEST
 SALARY AND COST INCREASES**

(in thousands of dollars)

		<u>FY2021 Increase</u>	
	<u>FY2020 Base</u>	<u>Amount</u>	<u>Percent</u>
Compensation Increases	\$ 67,725.5	\$ 1,693.1	2.5%
Social Security/Medicare	1,051.0	26.3	2.5
Utilities			
Electricity	2,296.0	64.3	2.8
Natural Gas/Propane	493.0	13.8	2.8
Water/Sewer	<u>53.0</u>	<u>1.5</u>	<u>2.8</u>
Subtotal	2,842.0	79.6	
Library Books and Materials	769.0	21.5	2.8
All Other Operating Costs	<u>16,459.2</u>	<u>460.9</u>	<u>2.8</u>
Total	<u>\$ 88,846.7</u>	<u>\$ 2,281.4</u>	<u>2.6%</u>

ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS REQUEST

Strategic Planning Initiatives - Integrating Strategic Planning Into Budget Development

The budget recommendations presented to the Board again include the recommendations and priorities identified by the UPBC. The vice presidents met with the UPBC to outline the strategic priorities for their areas and to outline their proposed work plans for meeting those priorities. The UPBC then reviewed, discussed, and adopted selected priorities based on the recommendations of its member representatives.

To support those priority recommendations, \$2,160,000 is included in this FY2021 operating budget request. Below is an overview of the strategic planning initiatives included in the FY2021 request budget request. An additional recommendation of \$1,500,000 for lab renovations is included in the capital request.

**Table 4
 FISCAL YEAR 2021
 STRATEGIC PLANNING INITIATIVES ENDORSED BY THE UPBC**

<u>Student Success</u>	\$ 100,000
<u>Academic Excellence and Innovation</u>	
Expand Career Development Services	100,000
<u>Student Success</u>	\$ 560,000
Rebuild Pedroso Center	90,000
Develop and implement programming for commuter students	60,000
Student Affairs "You Belong Project"	60,000
Improve first year college preparation through Summer Bridge	350,000
<u>Enhance University Operations</u>	\$ 1,300,000
Library Information Commons	1,300,000
<u>Enhance University Operations</u>	\$ 200,000
<u>Fiscal Strength</u>	
Targeted marketing	200,000
Total	\$ 2,160,000

TUITION AND FEES

Timing the formal request for the approval of tuition and fee rates involves compromising, between early adoption, allowing students and their parents to better plan for college costs, and later adoption, allowing the University to consider available state funding in determining tuition rates.

In November 2018, the Northeastern Board of Trustees adopted tuition and fee rates for FY2020, the academic year beginning in the fall of 2019. A set of tuition and fee

ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS REQUEST

recommendations for FY2021 will be brought to the Board Finance Committee for discussion in October 2019, and to the Board for action at the November 2019 meeting.

CAPITAL IMPROVEMENTS

Table 5 summarizes capital improvement requests for FY2021. Requested capital projects total \$276,416,200, with \$251,536,000 in Regular Capital projects and \$24,880,200 in Capital Renewal projects. The requests also include a priority number for each project, as requested by the Illinois Board of Higher Education.

**Table 5
 FISCAL YEAR 2021 REQUEST
 CAPITAL APPROPRIATIONS**

(in thousands of dollars)	<u>Priority</u>	<u>Estimated Project Cost</u>
REGULAR CAPITAL PROJECTS		\$ 251,536.0
Education Building, equipment	1	10,731.0
Science Building, planning	2	9,372.5
Science Building, construction	3	117,477.3
Mixed use facility	4	41,531.8
Science Building, equipment	5	19,778.0
Lech Walesa Hall, remodeling	6	14,778.8
Ronald Williams Library renovation	7	37,866.6
CAPITAL RENEWAL PROJECTS		\$ 24,880.2
Electric Cable replacement, phase II	1	2,046.4
LWH Induction Units	2	2,000.0
Lower Level Egress and Fire Separation	3	7,000.0
ADA Restrooms	4	2,000.0
Asbestos Abatement	5	745.0
Fume hoods	6	700.0
Building D and E exterior window wall, replacement	7	2,888.8
Masonry and Building Envelope, replacements	8	6,000.0
Five science lab renovations	9	1,500.0
TOTAL CAPITAL REQUESTS		\$ 276,416.2

Note: All projects reflect FY2021 Capital Development Board cost guidelines.

A brief description of each project follows. The projected cost of all projects reflects the FY2021 Illinois Capital Development Board cost guidelines for FY2021 budget preparation.

**ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS
REQUEST**

A. REGULAR CAPITAL

2021–1 Education Building, Equipment, \$10,731,000

This request is for funds to provide moveable equipment in the new Education Building. Equipment includes classroom and office furniture, computer laboratory equipment and furniture, and general equipment for academic departments and support areas.

2021–2 Science Building Planning, \$9,372,500

and

2021–3 Science Building Construction, \$117,477,300

and

2021–5 Science Building Equipment, \$19,778,000

This request is for planning funds through the preparation of bid documents, construction funds, and moveable equipment for a new Science Building. Construction of a new Science Building is necessary to address the continuing growth, success, and pressing needs of the University. This project will permit Northeastern Illinois University to meet current and future needs for teaching laboratories, student and faculty research laboratories, classrooms, meeting and conference facilities, and office space.

The current Science Building was constructed in 1972. It is a three-story concrete frame building with a masonry veneer. The major laboratories and other teaching spaces are located in the center of the building, with offices located around the perimeter. Most offices are constructed in a unique double-decker fashion, located either a half story up or down from the main circulation corridor. These offices do not meet ADA accessibility requirements, and cannot be modified to do so without unreasonable expense.

Science teaching technology has changed dramatically since the building was constructed, and laboratory health and safety procedures and building code regulations have changed. The building has undergone only minor updating or renovation since construction in 1972.

In 2004, the University initiated a planning effort to modernize the existing Science Building. The planning took approximately 15 months and was a collaborative effort among University administrators, science faculty, students, facilities management, and two architectural consultants – LCM, and Burt, Hill. This process resulted in a plan to modernize the occupied Science Building in five phases over seven years.

Following completion of the report, the University reviewed and discussed the Science Building modernization plan and determined that there were several factors that warranted a request for a new science building rather than renovating the current science building.

First, the extensive movements necessary to keep enough laboratories available during all phases would be extraordinarily disruptive to the programs housed in the Science Building. Up to half of the labs in a given discipline would be undergoing modernization during each phase, so the phasing would require a reduction in scheduled classes with their associated lab sections. In order to have sufficient general classrooms available to support a minimal science teaching program, portable temporary buildings would need to be rented to house the classrooms and offices displaced during each phase.

ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS REQUEST

Second, this multi-phased modernization of the building and associated costs was estimated at the time to cost \$42.2 million. The resulting modernized Science Building would not have any significant expansion, the labs would remain half the size of the current recognized lab standard size, and the offices would still be inaccessible to persons with disabilities.

The University also discussed as an alternative the construction of a new Laboratory Building near the current Science Building. This approach would provide new and larger laboratories, a somewhat shorter construction period, increased classroom space with the conversion of current Science Building labs to classrooms, and much less disruption of ongoing programs. However, a new laboratory-only building would be separated from the faculty offices and classrooms, and the faculty offices in the current Science Building would still be handicapped inaccessible. A new laboratory building location would need to be constructed on limited land adjacent to the present Science Building. Construction in this area would disrupt long range plans and may not be the best use of limited real estate. At the time, it was estimated that a new laboratory building would cost \$39.8 million.

After looking closely at remodeling the existing Science Building, and the alternative of a separate Laboratory Building, a completely new building with classrooms, teaching labs, research labs and offices was decided to be the most cost effective and time efficient way to provide a state-of-the-art science facility. This building would support not only current program requirements but would be flexible in meeting future programs with an environment much more conducive to learning. At that time, it was discovered that planning for a new science building would cost an estimated \$7.7 million and construction would cost an estimated \$96.4 million. (These numbers have since increased due to inflation.)

The new Science Building, together with the new Education Building already funded and in planning but on hold, will place Northeastern at the forefront of providing a first-class educational environment for students and faculty. Northeastern requests funding for a new Science Building to enhance its ability to educate new scientists and to contribute to the State of Illinois by training new teachers and providing professional development opportunities to current teachers.

The proposed Science Building will be more than 200,000 GSF and will include general and specialized classrooms, as well as teaching and research laboratories for undergraduate and graduate students and faculty. The building will be LEED (Leadership in Energy and Environmental Design) certified.

2021-4 Mixed Use Facility, \$41,531,800

The construction of the Education Building and a future New Science Building, will result in the demolition of two parking lots (H & J) and two buildings (GM & J), displacing the Trades Department and the Grounds Department. This project would house the displaced Trades and Grounds Departments as well as the Grounds Shed and Yard. An additional 950 parking spots would also be provided.

2021-6 Lech Walesa Hall remodeling, \$14,778,800

This project is closely linked with the completed construction of the Education Building and will renew existing finishes, modernize HVAC and utility systems, replace fixed equipment, and remodel interior areas in response to programmatic changes in the building since it was

ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS REQUEST

constructed in 1973. The project includes realigning administrative space throughout the building by consolidating various department offices. It also reconfigures the second-floor open computer laboratories, consolidates the University's computer center and support offices, and adds student meeting and group spaces in support of a student-centered environment. The project would also replace the perimeter heating and cooling units; modify lighting, electrical, and data distribution systems to support remodeling; and renew interior finishes and fixed equipment in classrooms, corridors, stairwells, and washrooms.

2021-7 Ronald Williams Library renovation, \$37,866,600

The role of the academic library has evolved dramatically since the opening of the Ronald Williams Library in 1977. The Library completed a master space plan in 2014 to define its future trajectory. The planning process was conducted in conjunction with CannonDesign, a firm with extensive experience in space planning for academic libraries. The Strategic Plan for Library Services FY2012 Action Plan and the Association of College and Research Libraries Report on the Innovation Roundtable at Ronald Williams Library were foundational elements in the planning. The design team undertook an in-depth study of contemporary trends and initiatives at academic libraries across North America.

The master space plan addresses both necessary upgrades to building systems and finishes, as well as a re-imagining of existing spaces. An expansion of the Library facility is not needed in order to serve University needs. However, the amount of seating available is insufficient to serve the current student population, and these seats are primarily at traditional reading tables and study carrels, with minimal lounge, computer, and group study spaces. Currently, only 44 percent of available seats are adjacent to an electrical connection, limiting the functionality of more than half the seating for students, and leading to ad hoc furniture arrangements arising from a quest for electrical outlets.

The Library hosts multiple external partner institutions and programs, enriching the learning environment but leading to a confusing multiplicity of reception desks and issues with way finding.

The master plan calls for a phased implementation on the first floor, and independent project pieces for the lower level and floors two through four, with particular budgets as follows, altogether totaling \$37.9 million.

- Phase 1A – Outfitting the first floor with a new diversity of individual and collaborative furnishings, and providing an “Information Commons” of centrally located public computers. \$1.8 million.
- Phase 1B – The renovation of current administrative services space into a new Library services area with new furniture, building systems, and furniture. Provision of a new printing area. \$4.1 million.
- Phase 1C – Renovation of the southern half of the first floor, including demolishing the current reference desk. Provision of renovated building systems and finishes. \$3.6 million.
- Lower Level – Construct a new seminar room, condense and combine the server room spaces, rearrange the Illinois Regional Archives Depository spaces, and install compact shelving. \$5.6 million.

ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS REQUEST

- Second floor – Renovate the existing technical services and ombuds space into an administrative suite, quiet study space, and a relocated ombuds office. \$5.8 million.
- Third floor – Construct small meeting rooms adjacent to the Center for Teaching and Learning, provide 14 group collaboration spaces, and add a library instruction room, several large group study spaces, and varied casual seating spaces. \$8 million.
- Fourth floor – Convert or renovate existing space for TRIO Program and the Language Learning Lab. Renovate entire floor with building systems, finishes, and furniture. \$6.1 million.
- General spaces and other – Refurbish restrooms, stairwells, main entry vestibule, and security systems (access control, security cameras), update audio visual systems, and hazardous materials abatement. \$2.9 million.

B. CAPITAL RENEWAL PROJECTS

2021–1CR Electric Cable Replacement, Phase II, \$2,046,400

This project replaces aluminum cable and outdated tap boxes throughout the main campus, all installed in 1961. Phase II will complete physical replacement of the systems to meet current electrical code requirements. The aluminum cable carries 4160-volt current among all eight main campus buildings. A portion of the work will require that the electrical system be shut down, necessitating execution during closed hours.

2021–2CR LWH Induction Units, \$2,000,000

This project replaces the approximately 319 induction units (small mechanical equipment that supply heating and cooling) which are obsolete, with most parts unavailable. These new induction units will have no moving parts other than the controls, which will save money on maintenance and energy costs.

2021–3CR Lower Level Egress and Fire Separation \$7,000,000

This project addresses lower level fire separation and egress requirements for connected main campus buildings. These buildings address planning, new code required egress signs, fire separations at openings, new construction to meet separation, and connection to the university addressable fire alarm system.

2021–4CR ADA Restrooms \$2,000,000

The project would renovate eleven (11) ganged restrooms and five (5) single use restrooms. Over the past five years, NEIU has constructed seven new ADA restrooms across three locations. However many of NEIU's buildings, built in the 1970's, have aging facilities that need renovating. Not all restrooms meet the same ADA compliances or comfort level.

2021–5CR Asbestos Abatement \$745,000

This project provides abatement of encapsulated asbestos material. Currently, safe non friable asbestos flooring material is removed when a renovation project occurs in the space. This project would make the removal of asbestos flooring and asbestos containing materials a goal to be done at once. It would also provide the necessary new flooring and piping re-insulation.

**ACTION ITEM I. E. APPROVAL OF FY21 OPERATING AND CAPITAL BUDGETS
REQUEST**

2021-6CR Fume Hoods \$700,000

This project provides new replacement energy efficient fume hoods that will result in cost and energy Savings. Bernard Brommel Hall (Science Building) was constructed in 1972 and has 39 fume hoods. The majority of the fume hoods are original to the building. The existing fume hoods, fans, and connecting ductwork will have to be replaced to achieve energy efficiency and reliability. Need description

2021-7CR Buildings D and E Exterior Window Wall Replacement, \$2,888,800

This project replaces 1,800 linear feet of the original window wall in Buildings D and E and the adjacent enclosed connection corridors. These buildings are two of the original campus buildings constructed in 1961. The existing window wall is floor-to-ceiling single-glazed clear glass with sliding glass windows between mullions. Replacement of the antiquated window wall will significantly reduce energy costs. The existing floor-to-ceiling window wall will be removed and replaced with a new window wall containing a thermal break frame having operable windows, and a combination of low - E reflective glass and insulated panels. This work includes a total of 16,200 square feet of window wall around Buildings D and E and adjacent connection corridors with buildings CBM, B, and F.

2021-8CR Masonry and Building Envelope, replacements, \$6,000,000

This project renews the masonry and building envelope, and protects interior spaces for multiple University buildings. This project would address the various university buildings. Bernard Brommel Hall (BBH, 1990), requires masonry repairs to prevent moisture penetration. Building C (Sachs) is in need of masonry repairs. All buildings are experiencing an increase in roof leaks and moisture penetration through exterior walls, and exhibiting severe signs of distress. The University proposes extensive repairs and renovations to address these concerns.

2021-9CR Five Science Lab Renovations \$1,500,000

This project will renovate five existing science labs to minimally meet current needs for teaching, student, and faculty research laboratories. The current building has undergone only minor updating and renovation since construction in 1972. Science teaching technology has changed dramatically since the building was constructed, and laboratory health and safety procedures and building code regulations have changed. Lab renovations are needed to enhance our ability to educate new scientists.

RECOMMENDED ACTION

I request that the Board approve the FY21 Operating and Capital Budget requests as outlined and presented within this report.

ACTION ITEM I. F. APPROVAL OF LABOR CONTRACT: UNIVERSITY PROFESSIONALS OF ILLINOIS (UPI)

The University Professionals of Illinois (UPI) and the University have tentatively agreed to extend the 2014-2019 Collective Bargaining Agreement and related Memoranda of Agreement and Understanding for two years, until August 15, 2021. The UPI membership voted to ratify this tentative agreement on September 15, 2019.

The UPI and University tentatively agreed to revise limited language of the collective bargaining agreement:

Article 12: Dues Checkoff and Fair Share, related to the collection of union dues, will be revised to comply with the U.S. Supreme Court ruling in Janus v. AFSCME that nonunion workers cannot be forced to pay fees to public sector unions.

Article 17.02: Information and Reporting will be revised to provide the UPI expanded reporting and employee information.

The parties negotiated and tentatively agreed to the following changes in **Article 21:** Compensation:

- Basic increases of 2% for AY 2020 and 2021
- \$750 increase for Instructors, ASPs, ARPs
- Salary reopener
- Equity and Compression for AY 2020 and 2021
- Increase in amount for degree completion
- Promotion and Professional increases
- Identified amount for excellence awards
- Increase in Senior Instructor compensation
- Amount to be awarded to ASPs and ARPs for years of service
- Changes in the minima tables

Additionally, the UPI and the University tentatively agreed to the following language:

As agreed in 2014-2019 CBA negotiations, the University and UPI will work collaboratively to re-examine the structure of individuals serving in roles as described in Appendices E and F.

Excellence Awards granted to Instructors, ASPs, ARPs in 2019 increase from \$750.00 to \$1,000.

The Applications of Criteria effective August 16, 2016 shall remain in effect through August 15, 2021.

RECOMMENDED ACTION

I request that the Board approve the tentative agreement to roll the collective bargaining agreement between the University and UPI in accordance with the terms negotiated by the Provost's designee, the contract administrator. The collective bargaining agreement negotiated for 2014-2019 will remain in effect until August 15, 2021.

ACTION ITEM I. G. APPROVAL OF PRESIDENT'S SALARY INCREASE

During its June 13, 2019 Regular Meeting and its July 29, 2019 Executive Committee meeting, the Board discussed and reviewed the annual evaluation of President Gloria J. Gibson.

As a result of this process, the Executive Committee of the Board is recommending a salary increase of 2 percent for the President for FY2020, retroactive to July 1, 2019.

ACTION ITEM I. H. APPROVAL OF IFEEL TUITION RATE: COMPUTER SCIENCE

In an effort to develop additional revenues and further diversify our international student enrollment, the NEIU Department of Computer Science has developed a 1+1 graduate Master of Science partnership with The Institute for Future Education, Entrepreneurship and Leadership (IFEEL) in Lonavaia, Manarashtra, India.

The preamble from the agreement lays out the purpose of this partnership:

Whereas Northeastern's Computer Science Department and IFEEL recognize each other as research and teaching centers in their respective countries, and the signatories recognize that a formalized agreement would be of mutual benefit and would serve to facilitate, and mutually support and promote, graduation education, Northeastern and JARO/IFEEL agree to establish this Graduate Program Articulation Agreement (hereafter the "Agreement"). This agreement is to serve the following purposes:

- To promote the completion of graduate studies of Indian students in Northeastern's Computer Science Department and the awarding of a Northeastern master's degree;
- To promote faculty and/or staff exchanges;
- To engage in the exchange of academic materials;
- To promote joint research projects;
- To promote joint conferences, seminars, and/or workshops;
- To develop joint curricular projects.

The purpose of this agreement is to establish an academic collaboration between Northeastern and JARO/IFEEL with the primary objective of providing course and administrative support to JARO/IFEEL students interested in pursuing graduate-level education in Northeastern's Master's in Computer Science. What each party will do:

IFEEL will

- Recommend qualified and interested students for admission to Northeastern's Masters in Computer Science degree program.

Northeastern will, in accordance with its exclusive authority:

- Admit students to its Computer Science M.S. degree program in accordance with the admission criteria outlined.
- Award course credit and academic credentials in accordance with its customary standards and processes.
- Award transfer credit for IFEEL courses in accordance with the criteria outlined.
- Teach the remaining 7 courses in the Computer Science M.S. program on the NEIU main campus.
- Provide assistance through its Office of International Programs (hereafter OIP) to students with appropriate immigration status seeking to participate in Curricular Practical Training (CPT) programs or Optional Practice Training (OPT) programs.

Tuition: The proposal and related computations are presented below. This is a proposed joint Computer science program between IFEEL and NEIU. Students would spend their first year at IFEEL taking courses and then transition to NEIU for their final 21 hours.

ACTION ITEM I. H. APPROVAL OF IFEEL TUITION RATE: COMPUTER SCIENCE

This proposal provides the computations and proposal to set tuition. For competitive purposes, the program strives to stay at \$17,500 per student.

Line	Definition	Resident Students	Non- Resident Students	Proposed IFEEL Tuition
1	Tuition per Credit Hour	\$404	\$808	\$625
2	Credit Hours Taken	21	21	21
3	Tuition Cost (Line 1 * Line 2)	\$8,484	\$16,968	\$16,216
4	University Fees	\$1284	\$1284	\$1284
5	Sum of Tuition, Fees	\$9,768	\$18,252	\$17,500/student

Housing: NEIU will provide IFEEL cohort students with information about The Nest.

RECOMMENDED ACTION

I request that the board approve the tuition rate for the IFEEL program in Computer Science as outlined within this report.

INFORMATION ITEM II. A. BIOGRAPHIES OF NEW FACULTY

Dr. Garo Agopian, Management and Marketing

Dr. Agopian earned a Ph.D. in Marketing from Rensselaer Polytechnic Institute. His research interests revolve around digital consumer behavior, entertainment marketing and design. Agopian has Armenian heritage and is fluent in four languages. Previously, he worked as a U.S. Embassy translator for the International Catholic Migration Commission, applying his linguistic skills to overcome the language barrier between refugees and immigration officers.

Dr. Ariana Bancu, Linguistics

Dr. Bancu earned a Ph.D. in Linguistics from the University of Michigan in Ann Arbor. Her research focuses broadly on the relationship between language and society, and more narrowly on multilingual societies, language change, language maintenance, and language documentation. Her teaching interests include topics in sociolinguistics, language contact and bilingualism, and field research methods.

Mr. Geoff Brown, Library

Mr. Brown earned his master's in Library and Information Sciences from the University of Washington and his master's in Geography and Environmental Studies from Northeastern Illinois University. His research interests include scientific data curation, human geography, paranormal studies and collection development.

Dr. Maura Cherney, Communication, Media and Theatre

Dr. Cherney earned her Ph.D. in Communication and graduate certificate in Teaching and Learning in Higher Education from the University of Wisconsin-Milwaukee. Her research interests include mediated communication with a focus on interpersonal communication and the impression formation process through new communication technologies. She previously served on the faculty at Eureka College.

Dr. Tung Cu, Accounting, Business, Law and Finance

Dr. Cu earned a Ph.D. in Information Systems & Decision Sciences from Louisiana State University. His research interests are adoption and diffusion of digital products, innovation of breakthrough technologies and social media analytics. He is working on a start-up project that applies IoT and AI to improve the lives and livelihood of farmers by transforming experience-based to information-driven farming. He is currently a member of ACM, AIS, INFORMS and PMI.

Dr. Cigdem Gonul Kochan, Management and Marketing

Dr. Gonul Kochan earned a Ph.D. in Logistics and Supply Chain Management from the University of North Texas. Her research focusses on the intersection of supply chain resilience, supply chain management technology trends, and healthcare supply chains. She has taught supply chain management, supply chain modeling and simulation, operations management, and model-based decision-making courses. Prior to joining the Ph.D. program, she worked in the manufacturing industry. She is a certified SAP ERP solution architect. She previously served as an Assistant Professor of Operations Research at Ohio Northern University.

Ms. Wendy Gonzales, Special Education

Ms. Gonzales is expected to earn a Ph.D. in Special Education from the University of Illinois at Chicago. She has 11 years of experience as a bilingual special education teacher and has worked in a variety of districts in the Chicago area. Her research interests are in the area of bilingual education, reading development, and learning disabilities.

INFORMATION ITEM II. A. BIOGRAPHIES OF NEW FACULTY

Dr. Senyung Lee, Teaching English to Speakers of Other Languages

Dr. Lee earned a Ph.D. in Second Language Studies from Indiana University. She is an applied linguist specializing in language assessment. Her research interests include the acquisition and assessment of second language (L2) vocabulary knowledge, assessment of L2 writing, and assessment of L2 listening. She has extensive experience in developing English tests and years of experience in teaching English in the U.S. and South Korea.

Ms. Lauren Meranda, Art

Ms. Meranda is a multidisciplinary designer, working on projects for cultural institutions, social activism, civic engagement, and public memory through experimental media, collaborative storytelling, and interactive design for physical spaces. She is currently on the board of the Chicago Design Archive, developing pop-up exhibits and design education materials using the archive collection. She served as education chair for AIGA Chicago, where she worked with student groups and built a partnership with AIGA designers and Chicago Public Schools.

Dr. Manar Mohaisen, Computer Science

Dr. Mohaisen earned a Ph.D. in Telecommunications Engineering from Inha University, South Korea. His research interests are in wireless communications, computer security, and educational networks analysis and restructuring. He has taught a wide range of undergraduate and graduate courses, including machine learning for cybersecurity, game theory, social network analysis, mining the social web, advanced engineering mathematics, and C, C++, Python, and Matlab programming languages.

Dr. Olubunmi Oyewuwo-Gassikia, Social Work

Dr. Oyewuwo-Gassikia earned her Ph.D. in Social Work at the University of Illinois at Chicago. She is passionate about approaching her research and teaching from an intersectional perspective, one that connects individual experience to the various systems of privilege and oppression that operate in society. Her research interests include an examination of the domestic violence experiences of American Muslims with particular focus on Black Muslim women, and human trafficking. She previously served as faculty at Binghamton University.

Dr. Noreen Powers, Literacy, Leadership and Development

Dr. Powers earned an Ed.D. in Curriculum and Instruction from DePaul University. She has worked in the field of education and educational leadership for more than 20 years in a variety of settings including K-12, higher education and district level. Her research interests include school leadership, instructional leadership, coaching and mentoring new leaders and school improvement.

Dr. Beth Reinke, Biology

Dr. Reinke earned a Ph.D. in Ecology and Evolutionary Biology from Dartmouth College and completed postdoctoral work at Texas A&M University and Pennsylvania State University. Her research focus is the evolution and physiology of animal coloration, which she studies using a combination of field studies, museum collections, macroevolutionary analyses, image analysis and visual modeling. She runs and maintains a long-term study of painted turtles in northern Wisconsin that just completed its 10th year.

Mr. Edward Remus, Library

Mr. Remus earned a Master of Science in Library and Information Science from the University of Illinois at Urbana-Champaign and a Master of Arts in History from Northeastern Illinois University. Previously, he worked as an Adult Services Librarian for the Chicago Public Library. His research interests include information literacy instruction, events and programs, podcasting, and intellectual freedom.

INFORMATION ITEM II. A. BIOGRAPHIES OF NEW FACULTY

Dr. Jody Siker, Special Education

Dr. Siker earned a B.S. in Biological Aspects of Conservation and Psychology from the University of Wisconsin-Madison, M.S. in Exceptional Education from UW-Milwaukee, and Ph.D. through the Joint Doctoral Program in Special Education from the University of California, Berkeley and San Francisco State University. Her teaching focuses on special education, math education, culturally responsive pedagogy, disability history and action research. Her research interests include co-teaching, including pre-service teacher preparation and measuring openness to co-teaching; lesson study in mathematics; mathematics knowledge for teaching; color and power evasion; and equity.

Mr. Christopher Straughn, Library

Mr. Straughn earned a master's in Library and Information Science from the University of Illinois at Urbana-Champaign and a Ph.D. in Linguistics from the University of Chicago. His library work focuses on serials and metadata. He is also interested in linguistic typology, the languages of Central and North Asia, and database design.

Ms. Jia-Rung Wu, Counselor Education

Ms. Wu is expected to earn a Ph.D. in Rehabilitation Psychology and Special Education at the University of Wisconsin-Madison. She holds CACREP-approved master's degree in rehabilitation counseling and a bachelor's degree in Occupational Therapy. She is a certified rehabilitation counselor, a licensed professional counselor and licensed occupational therapist. Her research interest areas include psychiatric rehabilitation, vocational rehabilitation, health promotion, the International Classification of Functionality, Disability and Health (ICF) model, demand-side employment, evidence-based practice, testing and assessment, and research methodologies.

Dr. Andrew Young, Psychology

Dr. Young earned a Ph.D. in Psychology from the University of Wisconsin-Madison. He conducts research on learning, collaboration, and scientific reasoning in childhood. He has taught courses on topics in developmental psychology, cognitive science, statistics and research methods at UW-Madison and Occidental College.

INFORMATION ITEM II. B. ENROLLMENT UPDATE

This report will be presented orally.

INFORMATION ITEM II. C. STUDENT HOUSING UPDATE

The Nest Overview

Northeastern Illinois University's first residence hall, The Nest, is a public-private partnership with American Campus Communities (ACC). Northeastern owns the land while ACC manages and operates the building. The Nest has the capacity of 440 beds (110 units), which includes 432 for students and eight housing staff. 48 beds (2 bed/2 bath) and 392 beds (4 bed/2 bath). Full-time undergraduate students (12 credit hrs.) and graduate students (9 credit hrs.) are eligible to live in The Nest. The goals of student housing at Northeastern are to improve student retention and graduation, increase university enrollment, enrich the educational and co-curricular experience, and attract out of state and international students.

Fall 2020 Occupancy

NEST occupancy is contingent upon the number of new students (first year) that enroll at NEIU and the ability to pay out of pocket or accept student loans to supplement their financial aid gap. National average is 25% of new freshmen enrollment. Occupancy requirement is 352 (80%). Fall 2019 occupancy is 176 (41%).

Fall 2020 Occupancy Projections Based on Current Enrollment Projections

	Renewals	New Freshmen	New Transfer	International	Community College	Total
Target	72	100	20	20	6	218
Current Residents/ Leases	74	55	18	29	0	176 (41% occupancy)
Pending Applications	4	51	3	0	0	57
Foundation Housing Scholarships	Approved \$45,426 for 24 students (Award range \$711-\$2,000) for the year.					

*Note: Expected subsidy contribution due to current occupancy is approximately \$2 million.

Key Initiatives

- Continue to lease available units.
- Market two lease options – 10 month academic year and 12 month full year. Summer is optional for students that sign 10-month leases and have the means to extend into summer.
- Develop Summer Conferences Program and other rental revenue options.
- Developing agreements with Wright College, Truman and Oakton community college to house their students.
- Develop aggressive marketing plans for: Renewals, new freshmen, new transfers, continuing students from Illinois, out of state and international.
- Strengthen student engagement opportunities and academic support programs such as the Residential Curriculum program, Residence Life Ambassador program and other retention initiatives.

INFORMATION ITEM II. D. MARKETING UPDATE

This report will be presented orally.

INFORMATION ITEM II. E. CONSTRUCTION UPDATE

Electric Cable Replacement Project Phase 1- \$1.89M -

The Program Analysis and Design Drawings for the aluminum cable replacement have been submitted to the Capital Development Board (CDB) for review.

Campus Roof Replacements \$4.8M

The Program Analysis (PA) has been submitted to CDB. Lech Walesa Hall, Building E, Building H, and BBH have been chosen to be the first roofs replaced due to their condition.

As of this writing, the following project is on hold pending release of State funding for the Education Building by the Capital Development Board:

- Completion of Education Building construction documents, bid process and then construction.

INFORMATION ITEM II. F. NOTIFICATION OF EXPENDITURES: 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). The following lists those purchases since the last Board meeting.

VENDOR	DESCRIPTION	PURCHASE ORDER AMOUNT
Stantec Architecture, Inc.	Space Allocation Study	\$53,982.00
McAllister & Quinn, LLC.	Grant Consulting Services	\$97,200.00
Kasper & Nottage, P.C.	Legislative Consulting Services	\$84,999.96
Garco, Inc./Alpha, Inc. JV	Janitorial Services for El Centro FY20 Renewal	\$87,731.00
Dee's Catering	Child Care Center Hot and Bag Lunches	\$50,000.00
Pitney Bowes	Postage	\$77,000.00
Value Technologies, LLC	Banner ERP Consulting Services	\$68,000.00
Xerox Corporation	Maintenance and Support for University Multi-Function Devices	\$50,000.00

INFORMATION ITEM II. G. FOURTH QUARTER BUDGET TO ACTUAL

The Northeastern Illinois University Board of Trustees at its June 2018 meeting approved the University preliminary operating budget, which represented preliminary spending plans for fiscal year 2019 (FY2019). The Board of Trustees approved the final FY2019 operating budget in September.

The operating budget for FY2019 totals \$151,085,600. Of that total, \$88,444,200 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 \$62,641,400 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 third quarter spending in the unrestricted budget and is summarized in Table 1 at the end of this report.

Revenues

The FY2019 budget includes State support of \$33,873,200 for the University's unrestricted general operating budget, or 38 percent of that budget. University income funds are comprised primarily of tuition revenues. The FY2019 budget includes estimated income funds of \$54,571,000, or 62 percent of the general operating unrestricted budget.

Through the fourth quarter, the University received the entire appropriation less a small amount held to offset employee indebtedness withholdings.

Through the fourth quarter, 99.3 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 2018, fall 2018, spring 2019, and the first half of summer 2019 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 FY2019 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 9 percent from FY2018 levels. Fall 2018, spring 2019 and summer 2019 credit hour enrollments fell slightly short of the budget targets, with final census date hours below the related prior year term by 10 percent. Summer 2019 credit hours fell 7.6 percent below the related prior year term. Overall, FY2019 census date credit hours fell by 9.7 percent from FY2018 levels.

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, 2019. 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. FOURTH QUARTER BUDGET TO ACTUAL

Expenses

Through the fourth quarter, the University spent 95.2 percent of the total \$88,444,200 general operating unrestricted preliminary budget.

In October the University made a \$676,000 contribution payment per its agreement with American Campus Community based on fall occupancy at The Nest student residence, and in March a \$1,253,873 payment based on spring occupancy. This expense was addressed, in part, through delaying hiring and reducing non-essential spending.

The following table provides an outline the actual University revenues and expenses compared to budget through the third quarter of FY2019.

INFORMATION ITEM II. G. FOURTH QUARTER BUDGET TO ACTUAL

Table 1
 NORTHEASTERN ILLINOIS UNIVERSITY
 FISCAL YEAR 2019 BUDGET TO ACTUAL COMPARISONS
 FOR THE PERIOD ENDING June 30, 2019
 UNAUDITED FIGURES

	General Operating Budget			
	Budget	Current Budget	Actual	% of Current Budget
Revenue				
State Appropriations	\$ 33,873,200	\$ 33,873,200	\$ 33,873,200	100.0%
Net Tuition Revenue	53,718,000	53,718,000	53,341,776	99.3
Net Differential Tuition Revenue	403,000	403,000	364,591	90.5
All other sources	450,000	450,000	1,752,714	389.5
Total Revenue	\$ 88,444,200	\$ 88,444,200	\$ 89,332,281	101.0%
Expenditures				
Personal Services	\$ 71,258,077	\$ 70,437,721	\$ 68,075,195	96.6%
Contractual Services	10,774,771	10,943,324	10,968,262	100.2
Equipment	1,006,490	222,016	128,564	57.9
Commodities	884,199	769,519	522,731	67.9
Telecommunications	614,441	602,557	419,430	69.6
Travel	208,207	228,057	151,131	66.3
Permanent Improvements	200,000	433,777	401,694	92.6
Operation of Auto Equip	19,015	58,240	47,502	81.6
Tuition Scholarships	1,347,000	1,340,150	1,343,063	100.2
Debt Service	2,132,000	2,132,000	2,130,475	99.9
Identified Savings Held Centrally	-	1,276,839	-	-
Total Expenditures	\$ 88,444,200	\$ 88,444,200	\$ 84,188,049	95.2%

INFORMATION ITEM II. H. PRELIMINARY FY21 TUITION AND FEES

At its August committee meeting, the Finance, Buildings and Grounds Committee of the Board of Trustees of Northeastern Illinois University were presented with an overview discussion of the University's approach to setting FY2021 Tuition and Fees. Following are the slides that were presented.

INFORMATION ITEM II. H. PRELIMINARY FY21 TUITION AND FEES

FY2021 Tuition and Fees Approach

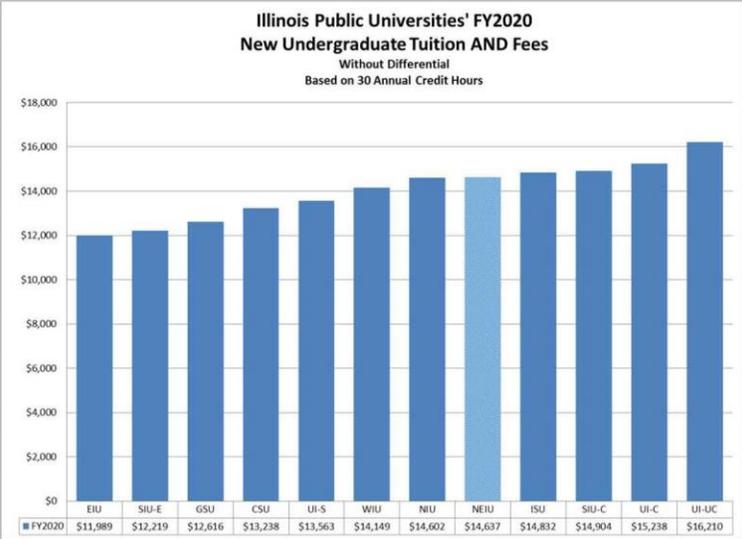
Northeastern Illinois University
Board of Trustees
August 27, 2019
Finance, Building and Grounds Committee



1

Northeastern Tuition AND Fees Compared to IL Public Peers

Illinois Public Universities' FY2020
New Undergraduate Tuition AND Fees
Without Differential
Based on 30 Annual Credit Hours



	EIU	SIU-E	GSU	CSU	UI-S	WIU	NIU	NEIU	ISU	SIU-C	UI-C	UI-UC
■ FY2020	\$11,989	\$12,219	\$12,616	\$13,238	\$13,563	\$14,149	\$14,602	\$14,637	\$14,832	\$14,904	\$15,238	\$16,210

Tuition and fee rates for newly enrolled undergraduate students only; returning students covered by tuition guarantee.
 Source: IBHE survey



2

INFORMATION ITEM II. H. PRELIMINARY FY21 TUITION AND FEES

Tuition Guarantee

- Tuition rate is guaranteed for four years for each incoming cohort of students
- Then, tuition rate for an additional two years may not exceed the rate provided to the next consecutive cohort of students
- In FY2020, 53.5% of all estimated credit hours are exempt from FY2020 tuition increases
- FY2020, 46.5% of all estimated credit hours are for new, graduate, and post-6-year students impacted by tuition increases
- COBM uses tuition differential (+10% undergraduates; +15% graduates)

Projected FY2020 Base Credit Hours
152,220

Category	Percentage
New Students	22%
Graduate	17%
Post 6-year	7%
2nd Year	23%
3rd Year	14%
4th Year	9%
5th Year	5%
6th Year	3%

**53.5%
81,475
Credit Hours from
Students with Tuition
Rates Guaranteed**

**46.5%
70,745
Credit Hours from
Students without
Tuition Rates
Guaranteed**

Northeastern
ILLINOIS UNIVERSITY

3

NEIU Tuition Considerations - Revenues

State Appropriation

- Estimated and revised based on legislative reports and analysis
- Was 5% Increase for FY2020

Enrollment Projections

- New Undergraduate Students
 - Informed through discussions with Enrollment Services
 - Freshmen Projections
 - Transfer Student Projections
- Continuing Students
 - Statistical analysis of cohort-based trends in retention
 - Institutional Research/Enrollment forecasting team
 - Small Fall 2018 Freshman class impacting future projections
- Graduate Students
 - Subjective analysis of new graduate enrollment, new programs
 - Continuing enrollment based on historical trends

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4

INFORMATION ITEM II. H. PRELIMINARY FY21 TUITION AND FEES

NEIU Tuition Considerations - Expenses

Spending Needs

- Base budget drawn from prior year budget.
- Adjustment for salary increases (negotiated, non-negotiated groups)
- Adjustment for non-salary cost inflation
- Review of strategic initiatives and recommendations from University Planning and Budget Committee

NEIU Tuition Considerations - Reconciliation

Reconciliation

- Review and revise tuition rate in accordance with projected state appropriation, enrollment and spending needs
- Prepare tuition and fee recommendation for October Board Finance Committee Meeting
- Vote to approve tuition and fee recommendation at November Board Meeting

INFORMATION ITEM II. I. CONTRACT RENEWALS: TOUCHNET AND CRM - BANNER ELLUCIAN

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 Board approval and that the President will report to the Board on all such approved expenditures and contracts normally requiring prior Board approval at the next regularly scheduled meeting of the Board of Trustees.” Under this authority, the following contracts have been approved and are being reported to the Board as required.

Touchnet Information System	Subscription License for e-payment (9-1-19 to 8-31-20)	\$126,087
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The original 10 year agreement obtained via RFP from Touchnet Information Systems expired on August 31, 2015. A Sole Source Justification for continued service with Touchnet Information Systems e-payment services was submitted to the State of Illinois Chief Procurement Office in 2015. At the June 18, 2015 meeting, the Board was informed that the Sole Source Agreement had been approved and will serve for six years. This Information Item addresses the fifth year of this six year agreement.

Ellucian Banner Recruit (CRM) System	Subscription License for Cloud Software Usage (7-01-19 to 6-30-20)	\$86,670
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The original five year agreement obtained via RFP from Ellucian expired on June 30, 2018. A Sole Source Justification for continued service with Ellucian was submitted to the State of Illinois Chief Procurement Office, in 2015. At the September 17, 2015 meeting, the Board was informed that the Sole Source Agreement had been approved and will serve for eight years. The recommendation was to continue to partner, with Ellucian, as NEIU's ERP Vendor of choice. This information Item addresses the fourth year of this eight year agreement.

INFORMATION ITEM II. J. FY18 BUSINESS ENTERPRISE PROGRAM (BEP) REPORT

This report provides an update of University efforts in attaining minority, female and persons with disabilities owned businesses contracting goals.

Overview

The State of Illinois established the Business Enterprise Program for Minorities, Women, and Persons with Disabilities (BEP) to promote and encourage the continuing economic development of businesses owned by minorities, women, and persons with disabilities. The Business Enterprise for Minorities, Women, and Persons with Disabilities Act (30 ILCS 575/) became effective August 1994.

To comply with guidelines established by this program, the State of Illinois sets goals for all state agencies and public universities and specifically requires Northeastern to establish a goal of making at least 20 percent of all purchases of commodities, equipment, and contractual services, after allowable exemptions, from certified minority, women, and persons with disabilities owned businesses. The certification takes place through the State of Illinois Department of Central Management Services (CMS). The program also recognizes other minority-owned business certifications made by the Illinois Department of Transportation, the Women's Business Development Council, and the Chicago Business Development Council and City of Chicago.

Northeastern Illinois University, through the University Purchasing Department, is committed to attaining the goals established by CMS and submits two reports to the State CMS BEP Department each fiscal year. Those reports are the Fiscal Year Compliance Plan, which details the University's goals for the upcoming fiscal year, and the Fiscal Year Expenditure Report, which details the University's achievements relative to its goals for the past fiscal year.

The University establishes a minimum 20 percent contracting goal for BEP owned firms for each construction solicitation advertised on the Illinois Public Higher Education Procurement Bulletin. Additionally, BEP owned firms certified through the Business Enterprise Program are contacted by the University to inform them of the availability of bid documents relevant to their field of expertise.

Purchases from Businesses Owned By Minority, Women, and Persons with Disabilities

In fiscal year 2018, the University established an aggregate BEP Compliance Plan Goal of \$338,564. The table below summarizes FY2018 payments made to BEP owned firms by BEP certification designation. As can be seen in the results, the goal was exceeded by \$59,265 or 17.5 percent.

INFORMATION ITEM II. J. FY18 BUSINESS ENTERPRISE PROGRAM (BEP) REPORT

African American Males	\$62,954
African American Females	\$138,377
Hispanic American Males:	\$73,837
Hispanic American Females:	\$595
Asian American Males:	\$77,157
Caucasian Females:	\$39,768
Sheltered Workshops	<u>\$5,141</u>
Total FY18 payments to BEP firms:	\$397,829

During FY2019, the University participated in various Minority and Women-Owned Business Enterprise Networking Sessions and vendor fairs hosted by State universities and the Fair Practices in Contracting Task Force. The Purchasing Department has also conducted in-house training on BEP initiatives to the Provost, Student Affairs, and Finance and Administration Councils; President's and Legal Affairs Offices; and at the Lead and Learn Symposium.

The University established the FY19 BEP compliance plan goal of \$336,980. Final FY2019 summary of payments will be tabulated later this year. NEIU is on track to exceed the established goal.

Summary

The University is encouraged by the level of participation by minority, women, and persons with disabilities owned businesses in University contracts and services, especially during difficult financial times, and will continue its outreach efforts.

INFORMATION ITEM II. K. FY20 AUDIT PLAN

This report will be presented orally.

INFORMATION ITEM II. L. FY18 AUDIT FINDINGS REPORT

The University's 2018 External Audit was released on March 14, 2019. The following summary provides the status of each individual finding as of August 19, 2019, and indicates if the audit is a recurring finding from previous years.

Here is the current status of the 2018 audit findings:

- NEIU had 21 audit findings
- 15 of 21 findings have been reported as addressed; 6 findings are in progress
- 12 of 21 findings were repeated findings
- 10 of 12 repeated findings have been reported as addressed; 2 repeated findings are in progress

#	Previous	Finding	Status
001	None	Inadequate Controls over Student Receivables and Tuition Billings	Addressed
002	17, 16, 15	Incorrect enrollment status information submitted to the NSLDS	Addressed
003	17	Inaccurate Calculation and Untimely Return of Title IV Funds	Addressed
004	None	Noncompliance with the Federal Perkins Loan Cohort Default Rate	In Progress
005	None	Inadequate Program and Required Records of Student Financial Assistance Programs	Addressed
006	None	Inaccurate Annual Performance Report for Gaining Awareness and Readiness for Undergrad Programs	Addressed
007	17	Time and Effort Reports Not Submitted or Timely Submitted	Addressed
008	None	Failure to Communicate Required Information to Subrecipients	Addressed
009	17, 16, 15	Inaccurate FISAP reporting	Addressed
010	17, 16, 15, 14, 13	Noncompliance with the Abused and Neglected Child Reporting Act	In Progress
011	17,16	Noncompliance with the Open Meetings Act	Addressed
012	All years 17 - 05	Time Sheets Not Required and Not Timely Completed and Approved	Addressed
013	17, 16	Noncompliance with the Fiscal Control and Internal Auditing Act	Addressed
014	None	Weakness regarding clearing of data from surplus computer equipment	In Progress

INFORMATION ITEM II. L. FY18 AUDIT FINDINGS REPORT

#	Previous	Finding	Status
015	None	Noncompliance with the Public Funds Act	Addressed
016	17	Inadequate Controls over Contractual Agreements	Addressed
017	None	Inadequate Controls Over University Property and Equipment.	In Progress
018	None	Failure to Perform Employee Performance Evaluations Timely	In Progress
019	17 - 13	Lack of Disaster Contingency Plan	Addressed
020	17, 16, 15	Noncompliance with Payment Card Industry Security Standards	Addressed
021	17	Computer Security Weakness	In Progress

INFORMATION ITEM II. M. REPORT ON THE RESERVE LIMITS FOR NON-INDENTURED ENTITIES

Northeastern Illinois University and most governmental entities use fund-based accounting systems. These systems require that restricted monies be held in separate accounts so that such funds are kept segregated from other funds.

The Illinois General Assembly, through its Legislative Audit Commission (LAC), recognized the use of fund accounting and in consultation with the Illinois public universities adopted LAC University Guidelines to establish uniform fiscal procedures and controls for the Illinois public universities. First adopted in 1982 and amended in 1997, the Guidelines provide direction to the universities in establishing and maintaining appropriate fiscal procedures and controls, and also assist the Office of the Auditor General by providing the standards to which Northeastern and all other Illinois public universities must adhere.

The Guidelines recognize the need for these University accounts to acquire and accumulate financial reserves for long-term purposes such as equipment replacement, repair and maintenance of facilities, and other similar purposes. The Guidelines also establish limits for the accumulation of funds in these restricted accounts so that entities, or groups of funds, do not accumulate reserves beyond the established limit.

The Guidelines include formulas to determine maximum allowable reserves for revenue bond entities and non-indentured entities. The entities at Northeastern Illinois University subject to the reserve limits are Student Fee Programs, Public Service Activities, Student and Staff Services, Service Departments, Other Educational Services, Educational Contracts, Other Auxiliaries, and Parking Facilities.

The Guidelines allow reserve accumulations for non-indentured entities up to the sum of the following:

- 5% of building and building improvement replacement costs,
- 10% of historical costs of parking lots, and
- 20% of historical costs of movable equipment.

These reserve limits represent the limit on accumulated reserves based on the established formulas, not an actual cash balance. The cost basis for the assets included in the formulas changes annually, so the calculated reserve limits need to change annually. Reserve limit adjustments take into account changes in the city's building cost index (inflation), and square footage and equipment utilization changes resulting from revised staffing levels.

The Guidelines and the Northeastern Illinois University Board of Trustees Regulations require the approval of the Board to change these reserve limits. Based on current operations and calculations, no action is required by the Board.

INFORMATION ITEM II. M. REPORT ON THE RESERVE LIMITS FOR NON-INDENTURED ENTITIES

The table below reflects the computed dollar value for which the limits allow.

Maximum Value of Reserve Limits for Non-Indentured Entities

Entity	2019 Value of Reserve Limits per Guidelines	2019 Year-end Balance Capital Reserves
Student Fee Programs	\$6,057,341	\$993,516
Public Service Activities	711,853	334,819
Student and Staff Services	1,426,557	70,007
Service Departments	4,930,947	3,338,717
Other Educational Services	479,853	66,256
Educational Contracts	279,619	40,827
Other Auxiliaries	2,224,573	2,510,792
Total	\$16,110,742	\$7,354,934

INFORMATION ITEM II. N. FY19 WORK PLAN RESULTS SUMMARY

STRATEGIC GOAL ONE

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

1.1.1 The Goodwin College of Education (GCOE) will collaborate with the Director of the Jacob Carruthers Center for Inner City Studies (CCICS) to put in place marketing and other elements to launch Couple and Family Counseling Certificate by Fall 2019.

In progress The program will launch in Fall 2019.

1.1.5 El Centro will implement "The Golden Tour Program" beginning January 2019, to confirm attendance of students who have been accepted to Northeastern Illinois University (NEIU) for the Fall 2019. This concept was piloted in 2018.

Completed: Student Success, Retention, and Enrollment Services have collaborated with El Centro to expand the Golden Tour to 16 schools. We have been working to sign students up for placement testing, complete the financial aid verification process, and assure correct placement in the success programs. El Centro staff visited 8 high schools seeing about 40 students in total. 12 students were tested on-site. About 20 registered for placement test.

1.1.8 NDP, in collaboration with the Faculty Fellow for Success and Retention, will develop retention plans for both Nontraditional Degree Programs.

Completed: NDP Director met with Interim Associate Provost for Student Success and Retention Francisco Gaytán for guidance on NDP retention plan. Interdisciplinary Studies advisors and NDP director developed and implemented a recruitment plan that includes piloting Focus Areas, emailing students regarding upper division course availability when the course schedule is published, and tracking student-advising appointments to identify students who have not participated in advising each semester.

1.1.9 Enrollment Services will reconstitute the faculty recruitment team and create a work plan that supports undergraduate, transfer and graduate enrollment.

Completed: Enrollment Services and the Chair of the Faculty Senate have collaborated to build a faculty component for recruitment. Over 75 faculty members signed up to help and will be part of NEIU's recruitment efforts.

Completed: Enrollment Services and the Chair of the Faculty Senate have collaborated to build a faculty component for recruitment. Over 75 faculty members signed up to help and will be part of NEIU's recruitment efforts.

1.1.13 Enrollment Services will collaborate with Academic Colleges to develop 3 additional transfer pathways programs.

Completed: Enrollment Services has collaborated with the Academic Colleges in establishing NEIU Days at two community colleges in Spring 2019 with at least three additional events in Fall 2019. Enrollment Services and the Registrar continue to collaborate in the development of articulation agreements with local community colleges, including the Chicago Community Colleges.

INFORMATION ITEM II. N. FY19 WORK PLAN RESULTS SUMMARY

1.1.16 The Jacob Carruthers Center for Inner City Studies (CCICS) will create, and implement a strategic enrollment plan. This plan requires enhanced academic programming (in collaboration with the colleges) and will include recruitment activities that target high school students (CPS and suburbs), community college students, as well as current NEIU students and transfer students.

Completed: We implemented a new enrollment plan to coincide with the establishment of new academic programming at CCICS. We conducted more and different recruitment activities directed towards high school students, but did less than we should have to recruit transfer students or current NEIU students.

1.2.5 Provost Fellow for Student Success and Retention and the Undergraduate Retention Intervention Team will: (1) Implement strategies for increasing the use of institutional data in decision-making process, such as applying predictive analytics and research insights to address issues of freshmen retention, and (2) assess outcomes of student success initiatives such as Early Alert system, Math developmental curriculum redesign, block scheduling in the first year, First-year Experience, and others.

Completed: We used institutional data to improve freshmen registration and semester over semester enrollment. A main initiative was tracking registration using a case management approach, which led to 81% of fall 2018 freshmen enrolling for spring 2019. As of May 7, 2019, 47.5% of the fall 2018 freshman class had enrolled for fall 2019, a 12-percentage point improvement over the same period last year. The math curriculum redesign has led to 19% of freshmen passing a gateway math course in their first semester at NEIU, which puts us 2 percentage points ahead of where we were for the entire year in 2017/2010.

1.2.12 Continue to implement the African American Student Success initiative, Foundation of Student Success and Dream.US scholars programs.

In progress *The African American Student Success Initiative developed the Climate Study project that will be implemented in FY20. The Foundation of Student Success is in progress and now lead by Student Success and Retention in Academic Affairs. We continue to coordinate the DreamUS scholars program and have added and five student scholars for FY20.*

1.5.1 OIP will build on its work with The Nest, done in Spring 2018 (to create brochures in Spanish and Korean), to request that in FY19 they add brochures in Arabic (and perhaps Chinese).

Completed: OIP staff regularly attended housing meeting with Nest staff and work on various issues related to international students. The request was made for these brochures and this has been planned but not delivered yet, but will only need by Sept. 2019. Will add a request for Vietnam.

STRATEGIC GOAL TWO

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.

INFORMATION ITEM II. N. FY19 WORK PLAN RESULTS SUMMARY

2.1.1CGSR will lead the university discussion on expectations for NEIU as a doctoral- granting institution.

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

2.3.1Begin marketing the Master in Public Health (MPH) program once HLC approval has been obtained.

Completed: *The Office of Alumni Relations created a communications plan to execute communication about the master's in Mental Health. The Office of Alumni Relations sent targeted eblast promoting new academic programs this fiscal year including MPH as well as promoted existing programs such as MACTL. Marketing began at the end of January 2019 funded by the Goodwin College of Education and Academic Affairs.*

2.5.3CAS will continue work with CASAAC, UCC and FCAA governance bodies to streamline the review and approval of proposals for new and modified ELE courses from the CAS, in an effort to address student demand for these courses and to work toward all CAS programs offering ELE courses to students needing to meet the University's ELE graduation requirement.

Completed: During the 2018-2019 academic year, 25 new and/or modified Engaged Learning Experience (ELE) courses were approved in the CAS through the governance process. The CAS now has 25 out of 26 (96%) of its programs that deliver majors offering at least one ELE course. Additionally, the African and African American Studies (AFAM) program and Child Advocacy Studies (CAST) program offer ELE courses. This year the UCC worked to create greater clarity about the expectations and objectives of ELE courses to facilitate the governance process for programs. The UCC re-wrote the worksheet available to faculty, which guides and explains the process. Additionally, the UCC organized workshops for faculty to get assistance with developing ELE course proposals. This push proved successful as 25 new ELEs from the College successfully made their way through governance. Additionally, the development of the STEAM (STAM) minor triggered new and exciting ELE course development.

2.5.10 Alumni Relations will partner with Career Development Services to provide career resources to students and alumni, including the Student Internship Scholarship supported through Alumni Association membership donations.

Completed: *The Office of Alumni Relations worked with Career Development to provide programs and resources to students and alumni including Micro Internship opportunities through Parker Dewey, promoting NEIU Hire to students and alumni, career networking events and alumni panels and career advising/coaching through the Career Development Office.*

2.7.1The Center for Teaching and Learning, in collaboration with faculty across the colleges, will host workshops on how to integrate culturally relevant pedagogy and content throughout the curriculum.

In progress The CTL was not able to plan these events. The CTL is involved in the planning of Faculty Institute at which this topic may be included. The CTL is also planning to include the topic as one of the monthly sessions for first- and second-year faculty.

INFORMATION ITEM II. N. FY19 WORK PLAN RESULTS SUMMARY

2.8.2COBM will complete the hybrid MBA program.

In progress We are waiting on discussions about a fully online option.

STRATEGIC GOAL THREE

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.

3.2.1GCOE will increase the number of principals from Hispanic backgrounds by launching the CPS Leadership Collaborative.

Completed: This program launched during FY19. In addition, two cohorts, one at Edwards School and one at Oroczo Academy, CPS, dedicated to serving aspiring CPS administrators, were created and are on track for graduation.

3.2.7COBM will add additional senior executive members to the executive council.

Completed: We added several CEOs and several senior vice presidents to the council. This is an ongoing annual process.

3.6.1The Library will accept approximately 300 boxes of archival materials and create a years-long work plan for making retiring Congressman Luis Gutierrez's archive discoverable and usable by the community in person and online.

Completed: The GCOE have collaborated with CCICS to offer the principal prep program there for Alternative School Network (ASN) in the fall. Currently 15 students have shown interest in the cohort. CCICS has an active Facebook page and produced new print materials for the new freshman cohort. In addition, CCICS ran two radio ads on WVON, one for the Black Ensemble Theatre plays and the other to announce an information session on new programs at CCICS.

3.6.3Development and Alumni Relations will work with the Division of Marketing and Communications to produce In Common alumni magazine to feature high-impact stories about the University community and programs and to encourage affinity and donations.

Completed: Development provided stories for InCommon magazine based on the relationships built with students from the Student Caller Program, recommendations from the Director of Scholarships, and suggestions from Colleges. Development ensured that donation envelopes were included in the magazine, and provided content that highlighted signature events hosted by Institutional Advancement.

STRATEGIC GOAL FOUR

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.

4.1.1Academic Affairs will implement searches for new faculty to support the strategic initiatives of the University.

INFORMATION ITEM II. N. FY19 WORK PLAN RESULTS SUMMARY

Completed: Academic Affairs hired a diverse pool of 18 new tenure-track faculty and a Dean of Libraries.

4.1.2 Academic Affairs will continue to develop alternative staffing solutions and professional development opportunities to mitigate faculty shortages.

Completed: Academic Affairs hires Tenure-track faculty who can teach in more than one program.

4.2.5 The Library will grow the number of articles hosted on NEIU Digital Commons by 50%, increasing the visibility of NEIU faculty research worldwide.

Completed: The Library expanded the content types available in NEIU Digital Commons to include conference sessions and streaming media of events, raising the number of records hosted on NEIU Digital Commons from 66 to 368 in FY 2019 alone.

4.3.1 El Centro will implement the Restorative Justice Practices in its work with students beginning with the El Centro Summer Bridge Program.

Completed: El Centro staff participated in a training on Restorative Justice Practice and our coordinators utilized these methods during the Student Success workshops.

4.4.4 OIP will continue to work with faculty to facilitate their ability to offer high quality, academically relevant, short term study tours.

Completed: The provost provided some funding to support this. OIP solicited proposals in July 2018, which were reviewed by the deans who selected trips in August to Belize; Cuba; Colombia; Japan; and Switzerland/Italy. A second trip to Colombia was financed through OIP's 100,000 Strong in the America's grant. For the first time the Belize trip did not get enough students so was cancelled. The Cuba trip was switched to Puerto Rico and will run in July. The Switzerland trip had low enrollment but did go. COBM Colombia trip and PSY Japan trip are robust.

STRATEGIC GOAL FIVE

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.

5.1.1 Automate personnel action forms in Banner (Human Resources)

In progress This will now be part of the "HR reboot" UTS initiative which is ongoing while other priorities are being addressed.

5.3.1 The Library will expand NEIU Digital Commons' capabilities by hosting materials from at least one conference on it during this academic year.

Completed: Schedules and abstracts from five different conferences and symposia are now available in the NEIU Digital Commons at <https://neiudc.neiu.edu/conferences/> These materials are discoverable by free search engines such as Google, giving NEIU research worldwide visibility.

INFORMATION ITEM II. N. FY19 WORK PLAN RESULTS SUMMARY

5.5.4 Short Term

- Develop desk procedures and staff guidelines for (Procurement):
 - Invitation for Bids, Request for Proposals, Professional & Artistic, and Construction Qualification Based Selection, and Sole Source Bulletin advertisement requirements.

In progress Updated various contract templates, master contracts, Service Agreements, and Purchase Order terms. Created contract renewal document. Updated Purchasing Section of the Financial Manager Handbook . Created Procurement File Checklist. Development of additional desk procedures and staff guidelines will be on going in FY20.

- Business Enterprise Program, Veteran Small Business, and Small Business goal setting and reporting requirements.

In progress Conducted various BEP trainings and webinars for University staff. Development of additional BEP and Small Business desk procedures and staff guidelines will be on going in FY20.

5.6.1 Secure classrooms and offices with locking mechanisms. Work with the Alderman's office, the City, and other Chicago colleges and universities to amend city ordinances that currently prohibit locking classrooms and offices due to fire codes (University Police). Upgrade Police fleet with the purchase of a new squad car (University Police).

Completed: Banner Disaster Recovery project to be located at the new Server Central data center. Implemented a new system backup solution as part of new DR services. Upgraded Banner ERP to the new UI Ver 9x. Upgraded NEIUPort (Student, faculty and staff online portal) to the new UI Ver 5x. Implemented a new data center at the Elk Grove Server Central location.

STRATEGIC GOAL SIX

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

6.1.1GCOE's Financial Affairs Committee will develop a detailed plan to increase non-tuition based revenue that focuses on coordinating professional development for teachers and teacher candidates.

Completed: *Development met with the Goodwin College's Financial Affairs Committee to answer questions and provide consultation on efforts that they could include in their detailed plan to meet their fundraising goals. We were not able to meet this objective. However, we have been able to work with Continuing and Professional Education (CAPE) to offer online professional development courses to meet the needs of current teachers. We are also launching the Illinois Writing Project professional development for teachers in Summer 2019.*

6.1.7CAS 50th Anniversary Commemoration, with a year-long series of events, including a 50th anniversary celebration in August 23, a November activity tied to the Faculty, Research and Creative Activities Symposium, and a series of talks/colloquia held over the course of the 2018-2019 academic year.

INFORMATION ITEM II. N. FY19 WORK PLAN RESULTS SUMMARY

Completed: Development provided consultation and resources to assist CAS in the kickoff of their 50th Anniversary year of celebration. A microsite was created on the web to provide registrants and interested parties the opportunity to see the entire lineup and participate in the celebration.

The CAS completed each of its planned activities as part of the 2018-2019 commemoration of the CAS 50th anniversary:

- 1)The CAS held its 50th anniversary celebration on August 23, 2018 to commemorate 50 years of scholarship, teaching and service;
- 2)A plenary luncheon was held at NEIU's Faculty Research and Creative Activities Symposium on November 16, 2018, feature a presentation on the history, challenges and opportunities of a liberal arts education;
- 3)A CAS 50th Anniversary Lecture series was held between February and April 2019 and featured speakers on liberal arts education from multidisciplinary perspectives:

Walt Wolfram, North Carolina State University (Humanities) - February 13

Canan Dagdeviren, Massachusetts Institute of Technology (STEM) - March 8

Jason Lazarus, University of South Florida (Fine Arts) - March 13

Cathy Cohen, University of Chicago (Social Sciences) - April 4

- 4)CAS faculty, staff, family and friends have been invited to a 50th Anniversary Potluck Picnic scheduled for June 2019, which is intended to wrap up the 2018-2019 anniversary year celebration.

6.2 Strategically plan for future Title V and other Minority Serving Institution grant applications using data and outcome analyses from current funds.

Completed: The Center for College Access and Success (CCAS) led the proposal writing and submitted a Title V Developing Hispanic Institutions (HSI) Cooperative grant with Wright College for \$3.75 million to the US Department of Education and collaborated with the College of Arts and Sciences (CAS) on a submission to the National Science Foundation Improving Undergraduate STEM Education (IUSE) Hispanic Serving Institutions grant for \$1,500,000. Both were successfully funded.

6.4.2Institutional Advancement will raise no less than \$1.8 million in private donations to the NEIU Foundation through strategic appeal planning, creative event implementation and donor cultivation and solicitation.

Completed: Institutional Advancement raised \$2.89 million in FY 19, the last year of the Transforming Lives fundraising campaign.

6.4.10 Development will host two or more regional events to promote the campaign and encourage regional alumni and donor cultivation.

Completed: The VPIA accompanied President Gibson at regional events and individual visits in southern California and Puerto Rico, as well as dozens of local meetings and events with constituent groups, particularly Hispanic-serving or Hispanic-focused organizations. Individual meetings were scheduled for Dr. Gibson in Washington, D.C. in October, and Alumni Relations hosted a meet-and-greet in D.C. in conjunction with the annual HACU Capitol Forum event was held in April. IA also hosted an off-site lunch for emeriti faculty in late May to introduce them to President Gibson and reconnect them with NEIU.

INFORMATION ITEM II. O. FY20 WORK PLAN SUMMARY

STRATEGIC GOAL ONE

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

1.1.2 Student Affairs will continue to work with American Campus Communities to recruit and retain students in the Nest, strengthen operations, improve the residential student experience and seek alternative revenue sources including summer conferences program.

1.1.21 Institutional Research and Assessment (IRA) will lead the formation of new predictive modeling team to include IRA, Budget, and Enrollment Services whose charge will be to develop models to predict enrollment of continuing and new students which can in turn be converted into more accurate revenue projections.

1.1.27 Carruthers Center for Inner City Studies (CCICS)

- Will build strategic partnerships with local schools-public, private, charter in order to better communicate and facilitate recruitment events and create pipeline from high school to CCICS freshman cohort
- Work with academic programs to recruit students to degree programs
- Strengthen relationships with community colleges and establish pipeline for certain programs-Inner City Studies, Interdisciplinary Studies, Social Work, Community Health

1.1.28 El Centro

- Will work with feeder schools and non-for profits who serve youth to strengthen the pipeline for new students to NEIU from application to registration. Host one major event for our constituencies.
- Visit 5 of the non-profits that provide STEM programs in Computer Sciences for high school students to increase the number of applicants for the Google CSSI-Extension Program.

1.2.2 Student Affairs will participate in the university Climate Study to collect pertinent data to assess student's needs and perceptions and appropriately plan student services and programs.

1.2.7 Student Affairs will explore athletic options for the University.

1.2.8 Student Affairs will implement a *new* case management software program, Maxient, to automate and effectively manage communications involved with the adjudication process, in addition to properly archive them in a manner that is efficient for data reporting, Clery compliance, and discerning trend behavior(s).

1.2.26 Nontraditional Degree Programs will develop and improve prior learning assessment policies and procedures in the University Without Walls and Interdisciplinary Studies programs, to support students' degree completion and improve time to degree.

1.2.31 Centralize university-wide advising and other enrollment management areas

INFORMATION ITEM II. O. FY20 WORK PLAN SUMMARY

STRATEGIC GOAL TWO

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.

2.1.3 Create new doctorate in Educational Leadership

2.1.4 Create new RN to BSN and MSN program

2.1.5 Investigate Cybersecurity certification credentialing

2.7.2 Although NEIU has over 50 university partnerships around the world, it currently has none in Africa. In FY19 OIP was awarded a Department of State capacity building grant to establish 4 partnerships with at least 4 universities in 4 different African countries. In FY20 OIP will work with interested faculty to do this, in a way that supports curriculum goals.

2.8.3 Create new online programs and certificates. This entails collaborating with UTS to ensure we have the capacity to offer free-standing online certificates and programs; and working with the Deans to determine what programs and certificates are most conducive for online delivery

STRATEGIC GOAL THREE

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.

3.2.3 Development will continue to cultivate relationships with HSI serving groups such as Hispanic Alliance for Career Enhancement (HACE), ASPIRA of Illinois and others in order increase Northeastern's profile within the Latinx community.

3.3.1 The Division of Marketing and Communications will incorporate new insights regarding the University's brand identity and personality into our marketing collateral as well as our website in order to better attract prospective students.

3.7.1 The Division of Marketing and Communications will develop and execute digital advertising plans that not only target African American and Latino students but also our Carruthers Center and El Centro locations.

3.7.7 Better integrate academic and student resources across all University locations.

STRATEGIC GOAL FOUR

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.

4.2.4 The CAS will seek ways to increase the visibility of the College with internal and external audiences and through its ongoing promotion of faculty, student and program accomplishments, including the teaching, research and service activities of CAS faculty, College-level and program-level activities, and professional development opportunities for students. The CAS will continue to produce its Annual Report as a tool for communicating these accomplishments to internal and external audiences, with specific emphasis on reaching alumni, emeriti faculty, community partners and donors.

INFORMATION ITEM II. O. FY20 WORK PLAN SUMMARY

4.2.13 Provide more professional development opportunities for faculty and staff, including Faculty Institute and Learn & Lead Symposium.

4.4.10IP will continue to work with our 40+ international partners to, where possible, provide opportunities for faculty to travel, teach and research abroad (e.g., Erasmus+ faculty grants, NAWA research grants, opportunities to offer short courses at partner universities, etc.).

STRATEGIC GOAL FIVE

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.

5.1.15 Academic Affairs to work closely with Facilities and UTS to ensure that every classroom has adequate audio/visual and other appropriate technical equipment.

5.3.7 Eliminate the unnecessary paper trails and digitize most academic-affairs-related forms.

5.5.1 Work with UTS on the following: Streamline process to mass update of benefit discrepancies through Morneau Shepell; fix the SURS report and the pulling of data for this report; automate the Employer Benefit costs (Life, SURS, Health, etc.); installation of applicant tracking. (Human Resources)

5.5.10 Develop a plan to implement budgeting in Self-Service Banner. Continue to work with the Budget Task Force to budget full cost of instruction. Improve budget processes in Telecom and Local accounts. Make a recommendation to UPBC for a new budget model by the end of the academic year. Continue to identify, prioritize and address critical F&A and establish long-term/multi-year financial planning. (Budget Office)

STRATEGIC GOAL SIX

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

6.1.6 The Center for College Access and Success will increase the number of proposals submitted to federal, state and private agencies as measured by a 5% increase in external funding and the number of proposals submitted.

6.4.1 Institutional Advancement will raise no less than \$1.8 million in private donations to the NEIU Foundation through strategic appeal planning, creative event implementation and donor cultivation and solicitation.

6.5.8 Academic Affairs to work closely with VPFA and Chief Budget Officer to effect a budget model for course scheduling and hiring of faculty

INFORMATION ITEM II. P. NEWS AND EVENTS

June 14 – September 19, 2019

Student Health Services (SHS) provided new first-year students with immunization policy and health resource information at all orientation sessions. SHS provided wellness and self-care interactive workshops for the Summer Transition Program and Kick-Start College student groups. In partnership with Student Counseling Services, led a session on “Assisting the Distressed Student” during the Faculty Institute. SHS presented health education to the Nest Resident Advisors during RA training and facilitated an interactive community-building workshop on Bystander Intervention to Nest residents.

Student Counseling Services (SCS) continued to provide weekly services at El Centro and the Carruthers Center. SCS started a trial program of offering evening appointments for students who are unable to attend appointments during our regular business hours.

NEIU Alumni Association Members Appeal - June 2019

The NEIU Alumni Association sent its semi-annual direct mail appeal to 4,500 alumni to solicit financial support for its NEIUAA Membership Program. The membership program offers five membership levels that provide benefits and resources to NEIU alumni and associate members. One third of every membership goes directly to the NEIUAA Internship Scholarship. The NEIU Alumni Association currently has over 82,000 alumni.

Puerto Rican Festival – College Fair - June 13-16

Northeastern Illinois and the NEIU Alumni Association participated in the Puerto Rican Festival's College Fair. NEIU hosted a tent during the three-day festival. Staff and volunteers distributed recruitment materials, promotional items and collected information on prospective students. NEIU alumnus Carlos Flores Jimenez (B.A. '06 HRD) chaired this year's festival.

Night Golf and Patio Party – June 25

The Kane Golf Committee, Development Office, and NEIU Alumni Association hosted an evening golf event at the Golf Center in Des Plaines in order to promote the August 5 Kane Golf Event. More than 30 alumni and friends enjoyed complimentary appetizers and drinks prior to playing nine holes of golf.

NEIUAA Beach Clean Up - July 13

The NEIU Alumni Association hosted its annual NEIU Alumni Adapt-a-Beach Day. More than 50 alumni registered to participate in the event. Volunteers collected over 40 pounds of garbage during this “summer of service” event. The NEIUAA sponsored the snacks and refreshments.

Alumni Career Services Network Annual Conference - July 22-23

The new Associate Director Emily Gallagher attended the annual ACSN Conference for professional development and new program ideas for student and alumni career services at NEIU. The conference took place in DC and focused on industry top trending topics in career development, peer-to-peer connections, alumni career coaching and alumni career programming.

Illinois Hispanic Chamber of Commerce Signature Breakfast – August 1

President Gibson, Chair Jim Palos, Student Trustee Fatima Siddiqua and administrators attended the Illinois Hispanic Chamber of Commerce Signature Breakfast held at the Marriott Marquis Hotel. Event speakers included Governor Pritzker, Mayor Lightfoot and several state legislators.

INFORMATION ITEM II. P. NEWS AND EVENTS

Get the Scoop on Philanthropy Ice Cream Social – August 23

This year as part of the Move-In Day at the Nest activities, the NEIU Alumni Association hosted an ice cream social called "Get the Scoop on Philanthropy." The alumni staff shared with students information about student fundraising efforts at NEIU including Class Gift and the over 165 scholarships available to NEIU students.

NEIU Golden Eagle Welcome Day – August 24

Development and Alumni Relations staff supported Golden Eagle Welcome Day by participating in the Gauntlet to greet incoming students, hosting an info table on student Alumni Association opportunities, and participating in the Auditorium program. Alumni Coordinator Ashley Agron and 2019 Class Gift Recipient Cecilia Hernandez shared with students the scholarship opportunities offered through the NEIU Foundation and ways to be involved with the Alumni Association, including offering support for each other through the Class Gift.

NEIU Football Alumni Reunion – August 24

On Saturday, August 24, President Gibson and Vice President Downey attended a reunion of former NEIU Football players. Organized by two alumni and supported by the NEIU Alumni Association, the reunion brought over 40 alumni and football players and coaching staff from 1970 - 1988 together at the Holiday Inn in Oakbrook, IL.

Meeting with Miguel del Valle, NEIU Alumni and Chicago Public Schools (CPS) Board President – August 26

President Gibson and Suleyma Perez met with Miguel del Valle to brief del Valle on NEIU and to explore opportunities between NEIU and CPS.

Senate Higher Education Committee Hearing in Chicago – August 27

President Gibson, Chair Jim Palos, General Counsel Melissa Reardon Henry and Suleyma Perez attended hearing. At the request of the committee, Chair Palos and Reardon Henry testified on behalf of NEIU on the subject of severance agreements.

Faculty/Staff/Retiree Donor Appreciation Event – August 28

This year's faculty/staff/retiree donor event was Wednesday, August 28 from 12 noon to 3 p.m. on campus in the B Courtyard. This year's theme was a Tropical Retreat, featuring island-themed menu to thank and acknowledge these internal donors and their commitment to the University's good work.

NEIU Alumni Association Appreciation Event – August 28

The NEIU Alumni Association hosted the 2019 membership appreciation event the evening of Wednesday, August 28 from 6-8:30 p.m. in the B Courtyard. Continuing from the Faculty / Staff / Retiree appreciation event, the setup and tropical theme featured games and a tropical-inspired menu to acknowledge alumni who are paid members of the NEIU Alumni Association.

Meeting with Linda Chapa La Via, Acting Director of Illinois Department of Veteran Affairs (IDVA) – August 29

President Gibson, Trustees George Vukotich, Charlie Serrano and Suleyma Perez met with Chapa La Via to brief her on NEIU student veterans and services and to explore opportunities for NEIU with IDVA.

INFORMATION ITEM II. P. NEWS AND EVENTS

Meeting with Ann Jhin – September 4

President Gibson and Suleyma Perez met with Ann Jhin, CEO of Jinny Supplies and civic leader in Korean community in Chicago and abroad to explore collaborations with and support for NEIU.

Meeting with Jong Koo Kim – September 6

President Gibson and Suleyma Perez met with Jong Koo Kim, President and Founder of Chade Foundation to explore collaborations with foundation and support for NEIU.

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

President Gibson and Suleyma Perez attended the IBHE meetings held at Waubensee Community College in Sugar Grove, Illinois. Meetings included a morning session with the presidents of the public universities and afternoon open board meeting of IBHE.

Goodwin VIP Reception and Lecture – September 12

Development staff hosted a private reception for the Daniel L. Goodwin Distinguished Lecture, a networking opportunity for guests and supporters of the University, prior to the 7:30 p.m. lecture start time, featuring speakers Donna Brazile and Sean Spicer and moderated by Phil Ponce.

NEIU Weekend – September 13 and 14

This year's NEIU Weekend event was one of the largest events at Northeastern Illinois University. The two-day program attracted more than 2,000 guests including alumni, current students, faculty, staff and community members. The weekend included activities for all audiences with its lineup of Fall Fest, the Golden Eagle Picnic, La Copa Soccer Tournament and much more.