

**GOVERNORS STATE UNIVERSITY
FULL BOARD**

Minutes of the February 27, 2015 Meeting

Brian D. Mitchell, Chair

CALL TO ORDER AND ROLL CALL

The Full Board of Trustees met on Friday, February 27, 2015 in Engbretson Hall at Governors State University. The meeting was called to order at 11:00 am by Chair Brian D. Mitchell. Also in attendance were Trustees Eileen Durkin, Bruce Friefeld, Jack Beaupre, Patrick Ormsby, Lorraine Tyson, Anibal Taboas, and Student Trustee Jeremy Joyce.

Others present: Elaine P. Maimon, President; Deborah E. Bordelon, Provost and Vice President for Academic Affairs; Alexis Kennedy, General Counsel; Karen Kissel, Vice President for Administration and Finance; Will Davis, Vice President for Development; Maureen Kelly, Director of Governmental and Community Relations; Aurelio Valente, Interim Vice President for Student Affairs; Rashidah J. Muhammad, Faculty Senate President; LaTonia Richmond, Civil Service Senate Vice President; Lisa Wallace, Student Senate President; Joyce Coleman, Associate Vice President of Human Resources and Diversity; Pulchratia Kinney-Smith, Director of Human Resources Operations; Colleen Sexton, Associate Provost; Ann Vendrely, Associate Provost; Reinhold Hill, Dean, College of Arts and Sciences; Ellen Foster Curtis, Dean, College of Business and Public Administration; Beth Cada, Dean, College of Health and Human Services; Lydia Morrow Ruetten, Dean, University Library; Randi Schneider, Associate Vice President of Enrollment Management; Jeff Slovak, Deputy Vice President for Administration and Finance; Tracy Sullivan, Assistant Vice President for Procurement and Business Services; James McGee, Director of Public Safety; Pete Mizera, Associate Vice President for Information Technology Services; Betsy Joseph, Director of University Housing and Auxiliary Services; Melinda Gieseke, Controller; Keisha Dyson, Director of Marketing and Communications; and David Dixon, Internal Auditor.

INFORMATION ITEMS

Reports of the Committees

Human Resources Committee. Committee Chair Tyson reported the Human Resources Committee met on February 27, 2015 and a quorum was present. The Committee met in Executive Session, and heard a report from Trustee Mitchell on the most recent Civil Service Merit Board meeting. The Committee adopted minutes for its meeting on December 5, 2014 and

recommended to the Full Board the adoption of *Resolution 15-24: Approval to Transfer Tenure in the College of Arts and Sciences* for roll call vote.

Budget and Finance Committee. Committee Chair Ormsby reported the Budget and Finance Committee met on February 27, 2015 and a quorum was present. The Committee participated in a study session on the FY16 Budget and Tuition Scenarios. They also heard reports on Purchases \$50,000-\$99,999, the Operational Budget vs. Actual Expenses as of December 31, 2014, a report on a classroom renovation project, and an update on the wired and wireless infrastructure renovation project. The Committee adopted minutes for its meeting on December 5, 2014, and recommended to the Full Board the adoption of and placement on the Consent Agenda of *Resolution 15-20: Approval of a Copier Fleet Operational Lease*.

Academic Affairs Committee. Committee Chair Taboas reported the Academic Affairs Committee met on February 27, 2015 and a quorum was present. The Committee participated in a study session on Enrollment and Admissions, and heard a report on GSU's Program Accreditation Status for February 2015. The Committee adopted minutes for its meeting on December 5, 2014, and recommended to the Full Board the adoption of and placement on the Consent Agenda of *Resolution 15-25: Award of Emeritus Status*.

ACTION ITEMS

Approval of Minutes

Mitchell requested a motion to approve the minutes of the December 5, 2014 Full Board meeting. Tyson made a motion. Taboas seconded. The motion was approved by unanimous voice vote.

Approval of Consent Agenda

Recording Secretary Johns Maloney read aloud the Consent Agenda, which included *Resolution 15-20: Approval of Copier Fleet Operational Lease* and *Resolution 15-25: Approval of Emeritus Status*. Mitchell entertained a motion to approve the Consent Agenda. Friefeld made a motion. Taboas seconded. The motion was approved by unanimous voice vote.

Approval of Items Not on the Consent Agenda

Mitchell entertained a motion to approve *Resolution 15-24: Approval to Transfer Tenure in the College of Arts and Sciences*. Durkin made a motion. Taboas seconded. Roll call was taken and Mitchell, Durkin, Friefeld, Beaupre, Ormsby, Tyson and Taboas voted aye. The Student Trustee is restricted from voting on matters of tenure. The motion was approved.

REPORTS

Brian D. Mitchell, Chair

Chair Mitchell made the following remarks: It is certainly an interesting time to be in higher education in the State of Illinois. Over the past week we've had a lot of different conversations about the implications of the serious budget cuts Governor Rauner is proposing. What kind of budget will ultimately be passed by the legislators is unclear, but what we do know is that we have an outstanding administration here that continues to make solid decisions for our students. GSU has the fortitude, strength and leadership to meet this challenge. In this atmosphere of tightening of belts I am asking that the Trustees consider forgoing the Annual Conference of the American Governing Boards in order to show our support for the University.

Dr. Maimon and her administration are out there fighting for this university, and for all of higher education, and I know that they will continue to be creative and strategic with our resources. Now is the time for the GSU community to rally together and share our story, everywhere and with everyone. GSU has a great story, one full of successes and giant steps forward, and I encourage all of us to get that message through to Springfield. Today we heard about resourceful, thoughtful uses of our funds, and we can be assured that our students' needs are foremost in everyone's minds. The wired and wireless infrastructure renovation is a great example, as is renovating existing space into useable classrooms. Both will allow us to better serve our students. I want to thank Provost Bordelon for her work on *Vision 2020*, the strategic plan that will guide GSU for the next five years. I want to end my remarks by saying that we will get through this, and we will get through this together. GSU is and always will be the cornerstone for the southland region. It's up to us to do what we need to remain in that place. Thank you.

Elaine P. Maimon, President

President Maimon made the following remarks: Thank you for your report, Chair Mitchell. The way Illinois higher education is organized, with GSU having an independent governing board, is something that in times of change we will want to work to preserve. During the Budget and Finance Committee we discussed the implications of various budget scenarios for FY16. Let me sum up that discussion: unprecedented uncertainty. For the first time in my eight years as president my crystal ball is all murky. We are working strategically to tell our story, and I appreciate Chair Mitchell asking everyone to tell our story. We are working strategically with Charles Nolley, Keisha Dyson, and Maureen Kelly to get our story out. The essence of our story is that GSU faculty and staff are focused on student success. Our first year program is a case in point. Foundational courses are the most challenging to teach, requiring the best intellectual energies of faculty. Please remember that the freshmen are taught by full-time faculty here at GSU. That's a very important part of our story. One of the highlights of the first semester was a focus group of our faculty teaching freshmen. What surprised them most? How much the students grew. They were amazed and delighted on the growth of the students in their first four

months in college. I hope that everyone in the room will take the opportunity to talk to others about GSU's contribution to the state—all in the context of our mission and strategic plan.

Today I also want to inform you that in the next two weeks we are going to be announcing a prestigious national award GSU will be receiving for Transformation through Innovation and a sound business plan. The award will be presented on March 15 and includes a \$10,000 award. Our strategy to tell our story will be put in the context of this very national recognition. We've been recognized for the DDP, but this award is for the whole package of what we are doing. Please watch your email for that announcement.

In the last five fiscal years GSU's state appropriations have decreased 15%, from roughly \$28.3 million to \$24.6 million. In that same period GSU has grown the number of student credit hours (SCH) by 13.2%, the highest growth rate for a public-four-year university in the State of Illinois. What's wrong with this picture? We need to be able to highlight these facts while we tell our story. Spring 2015 SCH is up 12.58% while most universities lose enrollment from the fall to spring semesters, which means things are working with our transfer student efforts. We are also growing in the number of full-time students. Another factor in this amazing increase for the spring is the increase in international students, which from fall 2014 to spring 2015 increased 95.8%, from 118 students to 231. The bulk of these full-time students are from India and are studying chemistry and computer science. They will be here next year and more will be coming. This increased enrollment is a result of GSU's recruitment and enrollment strategy, which included sending Dr. Gebe Ejigu and Dr. Reinhold Hill to India in November to recruit students. We were able to build on positive word of mouth in India for these programs.

The freshman persistence rate fall to spring is 83.4%, which exceeds our already lofty goal of 80%. We are very pleased to see that. I'm also happy to report that we already have 70 signed contracts for Prairie Place in the fall, which is considerably ahead of where we were last year. Freshman recruiting is also ahead of last year. As of February 17 we have 154 students admitted, 44 more than this time last year. We are also seeing more direct admits, fewer applicants requiring early start, and a substantial increase in the number of Latino/a applicants.

The FC14 class is probably the most studied and researched group of students on the planet. At the August Retreat we will present a full picture of this research. At the March 6 symposium we will do a major retrospective in terms of what went well in this transformational year, what was unexpected, and what we should consider changing. We will also look at *Vision 2020*. On February 19 the National Association for Intercollegiate Athletics (NAIA) sent a team to review GSU for membership. Trustee Beaupre represented the Board of Trustees during that visit. A decision on our membership will be announced in mid-April.

I would like to conclude with some uplifting news. We have been working to build GSU's first \$1 million endowed scholarship, the *GSU Promise*, since my presidency began. It had been stuck at around \$600,000 until a few weeks ago when a GSU alumnae left the University an inheritance gift of \$300,000. Today we are launching a mini-campaign to close the \$100,000 gap to reach the \$1 million dollar mark. We are asking everyone to make a one-time additional gift to the *GSU Promise*. I think with everyone's help we will reach another milestone in this year of milestones.

Rashidah J. Muhammad, Faculty Senate President

Senate President Muhammad made the following remarks: I always want to start by thanking the GSU Board of Trustees for recognizing the voice of the faculty. Our working together is important and we do not want to take this opportunity for granted.

Considering the cold snowy weather which from the inside looks beautiful, we see nothing pretty inside or out about the Governor's proposed budget cuts which have the strong potential to freeze Illinois higher education. Please know that the Faculty Senate applauds the work of the Maimon administration and the fund raising done by the GSU Foundation, but we are going to need more money. Without additional avenues of support how will we sustain our new programs and our established programs which also have a stake in our reputation? GSU is not just some small college hidden in the corn fields south of Chicago. We are a model 21st century educational institution. Allow me a sidebar here, yesterday we conducted telephone interviews with candidates for our English position. When asked why GSU, almost all referenced our mission and that we were building something new. Current faculty are committed, incoming faculty are committed to the GSU mission.

I want to take just a few moments to update some of the items the Faculty Senate is working on for this academic year:

Early Start. In our last report we recommended that Early Start (now known as Smart Start) courses and "How to do College" courses be required for all incoming freshmen. Recognizing costs that recommendation may not be feasible. But making Smart Start not only available to students needing specialized individual instruction in Math and English but to all incoming first-year students who desire such instruction will yield a greater degree of success.

General Education Implementation Task Force. The General Education Implementation Task Force is continuing work on an organizational structure for assessment of GE learning outcomes, updating and clarifying policies and procedures needed for General Education, and the structure for a more permanent General Education committee.

Junior Seminar, Capstone, and WAC Courses. Several programs have proposed and submitted courses to meet the requirements for Writing Intensive, Junior Seminar, and

courses. In fall 2016 the Junior Seminar will be the place that our current first year students will study with incoming transfer and Dual Degree students. The Junior Seminars “are intended to support junior-level students’ transition from broad intellectual experience in general education to more focused study of a particular field.” The Faculty Senate is encouraging the Division/Department Curriculum committees to ensure that the proposed junior seminars meet the requirements listed in Policy 72 before submission to the University Curriculum Committee.

Title IX Training: The following information is from the GSU Title IX Officer. *As you know, Governors State University has long had a policy that prohibits the discrimination or harassment, including sexual assault, misconduct and harassment, of its employees, students and other members of the GSU community [[Policy 52](#)]. Federal statutes [Title IX of the Educational Amendments Act of 1972 and Titles VI and VII of the Civil Rights Act of 1964] further establish our responsibilities in this area. The university is expected to train all of its employees on Title IX, discrimination and harassment and violence prevention. The goal of the training is to ensure employees understand the issues and their responsibilities in helping to prevent and address sexual assault, sexual violence and sexual harassment, maintain a respectful work environment, and that Governors State University complies with Title IX training requirements. Training in these areas also helps to fulfill requirements by two federal agencies --- the Equal Employment Opportunity Commission and Office of Civil Rights. Training covers:*

- *Title IX of the Educational Amendments Act of 1972;*
- *Titles VI and VII of the Civil Rights Act of 1964; and*
- *Governors State University’s discrimination and harassment policy; policy on sexual misconduct, sexual assault and sexual harassment; and Bystander intervention.*

All employees must comply by taking the Title IX and Violence Prevention course. A key focus of the training is helping you know what to do if you encounter sexual assaults or violence, discrimination or harassment, including sexual harassment as a victim, a witness, or a bystander.

While we found the training session to be very informative concerning issues of discrimination and harassment, some faculty found there are some issues with the current test which are problematic and may require research and revision of current policies and/or practices. For example: issues of “confidentiality” may come to bear:

FINAL QUIZ (of the Training Session)

Professor Love scheduled extra office hours for his philosophy class the evening before the exam. What is the professor’s most important responsibility in meeting the students that evening?

- A. *To give students a ride home afterwards.*
- B. *To have at least one other faculty or staff member present.*
- C. *To ensure the students are home by 10:00 p.m.*

The correct answer is B. Considering confidentiality, we would have to find a way to ensure faculty and student safety and be in compliance with the policy

How would that work as far as confidentiality? We shouldn't take that lightly. Sometimes we are the only ones in our area so we may need to look at some policies and how we handle those kinds of situations.

I would be remiss if I did not address the issue of handicapped parking. A couple of additional spots near the F wing entrance door were added, for which we are grateful. Still, more parking is needed as well as maintenance of the existing spots. For example, the snow is not removed from the sidewalk openings in front of the cars, so a person would have to get in their wheelchair, go around the back of the car and roll down the parking lot looking for an opening in the snow paths. This is not safe. Funding may be a problem but close assessable parking is a must.

Closing on a happy note, for our 26th Annual National African-American Read-In along with faculty and staff readers, several first-year students read poems, speeches, and famous quotes. My great-granddaughter read about Ruby Bridges (a six-year old who integrated a white public school, 1960, Louisiana). For the 19 years that GSU has hosted the Annual National African American Read-In, we have had a major supporter in Assistant Dean of Students, Sheree Sanderson. Thank you to the GSU Board of Trustees. Peace.

Durkin commented that she always enjoys Dr. Muhammad's reports, which are both practical and positive, and she gains a lot from them.

LaTonia Richmond, Civil Service Senate Vice President

Ms. Richmond made the following remarks on behalf of Civil Service President, Sheryl Jones-Harper: Approximately 200 employees attended the Annual Civil Service Day in December 2014. Representatives from the Civil Service Systems office in Urbana and members of the State Universities Annuitants Association (SUAA) were on hand as well. Board Chair Brian Mitchell sent holiday greetings and a buffet lunch was served by GSU administrators. Employees then competed in a friendly game of Family Feud, hosted by none other than Scott Smith who was voted Employee of the Year by his peers.

The Civil Service Annual Carnation Sale sold more than 800 carnations, and we wish to thank all those who placed orders. This resulted in a \$300 profit. The Spring Vendor Fair will be held April 29 and we look forward to seeing you all there. The Educational Assistance Award application was updated and correspondence was sent to all Civil Service employees in order to

encourage more participation. Civil Service employees, their spouses, and their dependents are eligible to apply for the awards which range from \$250 to \$500 per semester. Qualifying recipients must be enrolled in degree programs at any of the four-year state public universities in Illinois.

The Employee of the Month Selection Committee is working to improve and streamline the process. Going forward the improved process will enable a selection to be made each month. Watch for those email announcements. Eric Nicholson of the GSU Library is working on the 2015 Civil Service Senate elections. Last year was our first attempt at going paperless, and we plan to use electronic ballots again this year. Finally, Civil Service employees are concerned about how state budget cuts will affect Civil Service employees and we would appreciate being kept up to date.

Lisa Wallace, Student Senate President

Ms. Wallace made the following remarks: On behalf of the Governors State University Student Government Association Student Senate I would like to give a heartfelt thank you for your commitment to supporting us as we continue to support the mission and the strategic plan of the University. The Student Senate has been in discussions about how to best advocate for no cut in state appropriations, and instead an increase in state appropriations. April 14 is Advocacy Day in Springfield. We are preparing to take two busloads of students to advocate, and are working in collaboration with other public university student governments. We have several student clubs and organizations that go every year, and we have donated a bus for additional students. The Student Senate is also very excited about the *GSU Promise* endowment and is working to help close the \$100,000 gap. Your continued support and guidance have helped make our mission and goals a reality; advocating for students, promoting awareness, providing student and civic engagement, and most of all by allowing us the opportunity to create a conducive learning environment and college experience for the students. As we continue to work towards the mission, please know that the relationship with the Board of Trustees and the Administration are vital to the success of the students. Thank you for your time and commitment. Thank you all for your contribution to my career and personal growth. I would like to thank you for being open-minded, transparent, being transformational in your leadership, and most of all for being men and women of integrity.

Durkin commented that it has been delightful to work with Ms. Wallace; it's been a real pleasure. Mitchell echoed Durkin's comments, adding his thanks for Ms. Wallace's hard work and dedication.

NEW BUSINESS

Smoke-Free Campus Update

Kissel gave a recap of the legislation charging all Illinois state public universities to become smoke-free as of July 1, 2015. Kissel explained that GSU will also be tobacco-free, and steps have been put in place to ensure the University is compliant with the law. There were no questions.

Resolution 15—26: Approval and Adoption of Vision 2020

Mitchell entertained a motion to approve Resolution 15-26. Durkin made a motion. Friefeld seconded. Maimon thanked the Board for their approval of GSU's next strategic plan, which is a very important part of shared governance. She recapped how this plan began in October 2013, with subsequent reporting to the Board of Trustees, the creation of an Internal Steering Committee, campus-wide participation, updates on a regular basis, and a visioning session the Trustees and Administrators held with Ms. Maury Cotter and Dr. David Ward from the University of Wisconsin - Madison. Maimon thanked the Board for their continued feedback and suggestions throughout the process. The motion was approved by unanimous voice vote.

Resolution 15—27: Board Committee Appointments

Mitchell entertained a motion to approve Resolution 15-27. Tyson made a motion. Durkin seconded. Friefeld stated the Board Governance Committee sought nominations and all committee members were asked to remain as is. The motion was approved by unanimous voice vote.

Board Elections

Friefeld explained the Trustees were asked to submit their nominations for Chair, Vice Chair, and Secretary. The current slate was recommended, with no additional nominations. Kennedy distributed ballots, and counted them when completed. The Board of Trustees voted unanimously to retain Brian Mitchell as Chair, Eileen Durkin as Vice Chair, and Bruce Friefeld as Secretary.

PUBLIC COMMENT

Charles Dieringer, community member

Mr. Dieringer made the following remarks: I did get the WiFi working with some help from GSU employees. I'm a graduate of Northern Illinois University (NIU) and I still have ties there. School district reorganization is a crisis facing this state. They are putting on a community series to look into community services to possibly close the gap in services. On March 26 *Innovation in the Classroom* will take place. I think GSU people should go to NIU for this. I use Skype to attend meetings now. I think technology is going to help with efficiencies.

Katherine Armstrong, community member

Ms. Armstrong asked how the University went about accessing input from the greater community when developing *Vision 2020*.

Mitchell entertained a motion to adjourn. Durkin made a motion. Tyson seconded. The motion was approved by unanimous voice vote, and the Full Board of Trustees meeting adjourned at 12:03 pm.

Respectfully submitted,

Joan Johns Maloney