

WESTERN ILLINOIS UNIVERSITY
BOARD OF TRUSTEES

Minutes of the Meeting
December 18, 2020

The meeting of the Board of Trustees of Western Illinois University convened at 8:30 a.m. in University Union Capitol Room. Chair Radosh presided.

Trustee Brown moved to convene to open session at 8:30 am. Trustee Shaw seconded the motion.

Roll Call

| | |
|--------------------------|-----|
| Trustee Polly Radosh | Yes |
| Trustee Doug Shaw | Yes |
| Trustee Greg Aguilar | Yes |
| Trustee Justin Brown | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Kisha Lang | Yes |
| Trustee Carin Stutz | Yes |
| Trustee Patrick Twomey | Yes |

Motion approved.

ROLL CALL

TO BE CONDUCTED BY AUDIO AND VIDEO CONFERENCE** AS PERMITTED BY PUBLIC ACT 101-0640 AND ILLINOIS GOVERNOR'S DISASTER PROCLAMATION ISSUED ON DECEMBER 11, 2020 AND EXECUTIVE ORDER 59

The following Trustees were present:

Trustee Polly Radosh (Union Capitol Room)
Trustee Doug Shaw (Virtual)
Trustee Greg Aguilar (Virtual)
Trustee Justin Brown (Union Capitol Room)
Trustee Erik Dolieslager (Virtual)
Trustee Kisha Lang (Virtual)
Trustee Carin Stutz (Virtual)
Trustee Patrick Twomey (Virtual)

Also present for the closed meeting of the Board of Trustees:

Interim President Martin Abraham (Union Capitol Room)
University Legal Counsel, Liz Duvall (Union Capitol Room)

Interim Provost and Academic Vice President William Clow (Virtual)
Interim Vice President for Student Services, John Smith (Virtual)
Associate Provost & Associate VP, Academic Affairs, Mark Mossman (Virtual)
Associate Vice President for Enrollment Management Gary Swegan (Virtual)
Associate Vice President for Budget and Finance, CFO, Teresa Smith (Virtual)
Assistant to the President for Governmental Relations, Jeanette Malafa (Virtual)
Assistant to the President for Diversity & Inclusion, Sterling Saddler (Virtual)
Administrative Associate to the President, Jackie Miller (Union Capitol Room)
Executive Director of Auxiliary Services & Risk Management, Joe Roselieb (Virtual)
Executive Director of Personnel and Financial Affairs, Ketra Roselieb (Virtual)
Director, Undergraduate Admissions & Enrollment Service, Doug Freed (Virtual)
Director of Intercollegiate Athletics, Danielle Surprenant (Virtual)

Advisory Group Representatives present:

Daria Levchenko – President, Student Government Association – Macomb
Dr. Christopher Pynes – Chair, Faculty Senate – Macomb
Justin Schuch – President, Council of Administrative Personnel
Nicky Friedrichsen – President, Civil Service Employees Council

PUBLIC COMMENTS

Bill Thompson—Encouraged everyone to get vaccinated for COVID 19, to work remotely when possible.

CHAIRPERSON'S REMARKS

Welcome to another virtual Board meeting. Like all of you, I'm anxiously awaiting a time when we can meet in person, again. For now, though, I'm grateful that the Governor's executive order has been extended and we can keep our contact to a minimum.

I have only a few remarks before we start the meeting. As is fitting to the season, all of my remarks today are thanks for a job well done.

First, on behalf of the Board I want to thank the entire campus community for all that you did to get us through this very unusual semester. The fact that the campus community was able to rally, innovate, and adapt so successfully deserves enormous praise. On behalf of the Board, we offer our profound, and deep gratitude for your diligence, ability to adapt as circumstances changed, and your patience. I can't imagine how challenging it was to teach in these circumstances, or how many hours went into planning for the cleaning, testing, distancing, and health and safety aspects of the semester, especially as circumstances changed so quickly. Thank you.

Second, this will be Dr. Abraham's last Board meeting as Interim President. I'd also like to thank him for all that he has done over the last year and a half to move WIU forward. WIU is in a better place now than it was when he took over and we are all grateful that he understood the particular areas of need on campus, as well as the factors that had been painful and difficult in the years before he took over, which helped both he and the Board avoid more lay-off and cuts. Dr. Abraham has been a good partner to me as chair, and I have appreciated his insights, candor, and knowledge. On behalf of the Board, I thank Dr. Abraham for his leadership and we wish him well as he moves into the provost role. And, as Dr. Abraham moves into the provost's office, Billy Clow will be moving back to his previous position as Dean of Fine Arts and Communication, so thank you Mr. Clow for serving as acting provost for the last two years. You have also been a professional, knowledgeable, and transparent leader.

Third, I'd like to thank all of those who have met with Dr. Huang, either in person, virtually, or over the phone, as he has begun to plan for his move to WIU. The campus has been gracious, welcoming, and very helpful in this initial phase of the transition. Today we will finalize the last phase of his appointment as we approve his contract. It has been a long journey to this point and we look forward to Dr. Huang's move onto campus beginning January 1st.

Fourth, I know that I have previously thanked the search committee and the campus for all that they did in the selection of the 12th president of WIU, but I must say it again: on behalf of the Board, thank you to all who participated in the selection process, but especially thank you to the search committee for the tremendous commitment you brought to the process.

So, with the gratitude expressed, we will move on to the agenda.

INTERIM PRESIDENT'S REMARKS

This will be my last opportunity to address the Board and the greater WIU community as Interim President.

I want to start my comments by expressing my appreciation to everyone who provided me the privilege to lead this great institution, if only for a short time. We have worked together to renew the spirit of transparency, honesty, and integrity, to create a caring and compassionate university that can lead WIU to even greater success. While the organizational chart indicates the President works for the Board of Trustees, I believe that the President actually works first and foremost for the students. I have always considered it my job to create an environment in which our students

can be successful, and I hope that in my limited time as Interim President we have made some progress towards achieving that goal.

I want to recognize the work of the members of the Presidential Search committee - 23 faculty, staff, students, alumni, and community members spent over six days evaluating candidates and reviewing credentials, considering the input of the community, and providing careful analysis of who can best lead WIU forward. While the Board has the final selection, your input is invaluable in helping shape their opinion.

I want to give a huge shoutout to all those staff who have put in extraordinary effort throughout the fall semester to keep our university community safe in the midst of the global pandemic. Over the summer, we developed a plan, but it is our great people who implemented the plan and made it work. Our dedicated staff worked evenings and weekends, volunteering their time to move students into isolation or quarantine, ensuring that they had access to meals, to technology, books, and other resources, so that they could continue with their studies. Most people predicted we wouldn't last past the first two weeks. But we did. We succeeded. We made it through the fall semester to Thanksgiving, exactly according to plan. Which reinforces an important lesson. The plan is only as good as the people who execute it. We certainly adapted the plan when needed, but nearly 7500 students were able to complete the semester because of the people who stepped up. Thank you – you've made an Interim President look good and I couldn't be more appreciative for all that you've done.

I want to thank the students of the Black Student Association in particular, as well as students and staff in the Multicultural Center. You provided me a great education on the unique challenges that you face and allowed me to serve as a voice for change. It has not been easy, and it has not always been welcomed, but we have made progress in the short time that we have worked together.

I want to thank the members of my leadership team, who have taken me under their wing and educated me on the Western way. You have given me inspiration, been available to talk at any time, and helped me find a path forward. I have enjoyed getting to know each of you. You have made Western a great place to work and to live for these last 18 months, and I thank each and every one of you for the tremendous experiences we have had together. I have learned about the history of the university, the challenges that we face in the State of Illinois, and the unique political challenges that impact decision-making. You will no doubt continue to do great things on behalf of our students, working to advance the success and the stature of this great university.

And one final thank you to the staff in the President's office, as well as all of the other staff throughout the university that I have had the pleasure to get to know and work with. I have enjoyed the time we have spent together and the positive energy that you bring with you each day.

I hope that I have left WIU a little better than I found it, a little stronger today than it was 18 months ago, and a little more responsive to the needs of the students. If so, then my tenure will have been a success.

REVIEW AND APPROVAL OF BOARD MEETING MINUTES

Review and Approval of August 29 Board Retreat and September 24, 2020 Open Session Meeting Minutes, November 5th Closed Session Meeting minutes, and November 16th Special Meeting minutes.

Motion: to approve Open and Closed Session Minutes by Trustee Twomey
Second: Trustee Brown

Roll Call

| | |
|--------------------------|-----|
| Trustee Mark Twomey | Yes |
| Trustee Doug Shaw | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Carin Stutz | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Justin Brown | Yes |
| Trustee Kisha Lang | Yes |
| Trustee Greg Aguilar | Yes |

Motion approved.

ADVISORY GROUP REPORTS AND COMMENTS

Daria Levchenko – President-elect, Student Government Association – Macomb

I am pleased to report that despite the pandemic, SGA has had a successful semester. General assembly and cabinet both met on a consistent basis almost every week. At each general assembly meeting we met quorum every time and passed many pieces of legislation. This included a new amendment to the constitution which created our new director position, a bylaw change to form a graduate council, many appointments to committees, and a bill of appropriation to give out 4 \$200 SGA academic scholarship to students. Our members have been active this semester as representatives in their meetings, attending mayors' roundtable, and any other socially distanced or virtual event they were asked to be at. I myself have been working with the Illinois Board of Higher Learning in multiples different ways as well as being involved in the HLC Assurance Argument Review Committee. Next semester we have a few things we will be working on, specifically going through our constitution by updating it and reviewing it. I am looking forward to next semester and cannot wait to see what SGA will do.

Marissa Kletke– President, Student Government Association – Quad Cities

No report.

Dr. Christopher Pynes –Chair, Faculty Senate – Macomb

The following is an abbreviated summary of some of the activities, discussions, and initiative the WIU Faculty Senate has engaged in since its last written report at the 23 September 2020 BOT meeting with full Faculty Senate meeting agenda and minutes available on the Senate website at the following link:

http://wiu.edu/faculty_senate/meetings/index.php

NB: Due to a change in office staffing explained in the last report, the Faculty Senate Executive Committee modified the Senate calendar to meet once monthly rather than bi-weekly.

September 1, 2020

- The Faculty Senate agenda was filled with annual reports from its councils and committees. A full agenda can be found online.

http://wiu.edu/faculty_senate/meetings/Agenda%209-1-20.pdf

October 13, 2020

- Election results for the University Personnel Committee were announced.
- Grade Appeal Policy change recommendations from CAGAS were approved.
- Incomplete Grade Policy change recommendations from CAGAS were approved.

November 10, 2020

- Resolution Celebrating the Career, Dedication, and Excellence of Annette Hamm was approved.
- IBHE Faculty Council updates were provided. In particular concerns over dual credit courses.

December 1, 2020

- CCPI report on new courses and changes to the sociology major were approved with the full agenda found at the following link:
http://wiu.edu/faculty_senate/meetings/Agenda%2012-01-20.pdf
- A statement from the Council on General Education was approved for submission to the IBHE and other relevant government bodies on the importance of the general education curriculum.
- A short discussion to extend the COVID-19 pass/fail policy from Spring 2020 occurred with no motion offered on the subject.
- Agreement to consent to the unreleased BOT action items on the agenda, in particular the new presidential contract, with the right to withhold consent to items at a later date.

Justin Schuch – President, Council of Administrative Personnel

The Council of Administrative Personnel (COAP) would like to take this opportunity to congratulate those Leathernecks who are gearing up to graduate in the near future. We are

looking forward to your time as active alumni and look forward to when homecoming activities can return to normal to welcome you back.

Over the past semester, COAP has aimed to offer open sessions to give members a chance to learn more about the university. We would like to thank Gary Swegan, Interim Associate Vice President for Enrollment Management for highlighting the enrollment management division. We would also like to thank Billy Clow, Interim Provost for sharing insights on the many great things occurring in Academic Affairs. Finally, we are thankful for the time Interim President Martin Abraham donated to COAP during our open forum and ongoing contingency group meetings.

COAP awarded our fall 2020 professional development scholarship to Angela Bonafis, Director of Institutional Research. We would like to thank all members who applied for financial support for their professional development. We will launch applications for our spring scholarship in February. If anyone is interested in donating to COAP to support our professional development scholarship and COAP members, you can do so on the foundation website.

We would like to take this opportunity to thank all COAP members found throughout the university for the additional time and focus this semester to ensure our student's safety and health. Countless COAP members and staff have gone above and beyond assisting students through a myriad of unique situations this semester. We are very lucky to have the time and talents of staff assisting our students in finding success here at Western Illinois University.

Finally, we would like to welcome Dr. Guiyou Huang to Western Illinois University. COAP looks forward to working with you to support and enhance the student experience.

The 2020-2021 full Executive Board can be found below. We look forward to working with you this year.

President: Justin Schuch

Vice President: Sara Lytle

Past President: Joe Roselieb

Secretary/Treasurer: Holly Sutton

Area Representative for Quad Cities: Kim Moreno

Area Representative for Academic Affairs: Shannon Sutton

Area Representative for Budget and Finance: Shannon Reed

Area Representative for Enrollment Management: Lisa Melz-Jennings

Area Representative for Student Services: Christie Reynolds

Area Representative for the President's Area: Paul Bubb

COAP thanks the Board of Trustees and the campus leadership for your ongoing support and guidance.

Nicky Friedrichsen – President, Civil Service Employees Council

Good morning and Happy Holidays to you all.

To the students graduating tomorrow, congratulations! You are why we are all here, and I want to offer many thanks to the faculty, staff and administrators who have worked to help make tomorrow a reality.

Due to the pandemic and the remote work requirement, we suspended the Employee of the Month program from April-August. The Employee of the Month for October was Gayle Heller (Union Scheduling), November was Jessica Butcher of UHDS, and December Jacob Buhs of Utech. Typically, the CSEC would have had our Luncheon the first week of December to present the Employee of the Year award, but again, pandemic, so we held the celebration on Zoom. It was an honor to surprise the recipient at her office during the live stream. The 2020 EOY is Jessica Butcher. To quote her nominator,

"We are very blessed to have the nominee as an employee of Western Illinois University. As we get to the end of the first semester, I cannot think of anyone more deserving of this award than this nominee. The nominee has done an exceptional job and continues to raise the bar. Nominee is a shining example of what a Leatherneck should be."

In addition to the nominees for EOM, there are many more Civil Service staff members who have not only done an exceptional job in making the university experience a safe and successful one for WIU students, but they have continued to get back at it day in and day out to help the entire team.

Thank you to Interim President Abraham for your service. In this next quarter the CSEC plans to meet with our new President, Dr. Huang, to begin building that relationship, will continue to work for a remedy to the many salary issues that exist, and will begin planning on our Spring luncheon. Many have been credited for versions of the quote "What you think about you bring about" and regardless of who said it, I firmly believe it and encourage everyone to keep the faith that we will get through this and I can't think of a better group of people to be in the trenches with.

LEGISLATIVE UPDATE

Assistant to the President for Governmental Relations Jeanette Malafa read her report as follows:

Usually during my December report, I update the Board on action that took place during Veto Session and give news of the upcoming Spring Session. This year, being 2020, I can do neither as Veto Session was cancelled and the Spring Legislative Calendar has not been released! There is some speculation that there could be a Lame Duck Session a few days before the Inauguration of the new General Assembly – but nothing final has been put out. The Illinois Inauguration is scheduled for Wednesday, January 13, 2021.

And, as you all know, a general election occurred in November, and while the Office of the President of the United States is not yet finalized, all of Western's federal and state elected officials remain the same.

One issue that is in early stages of development is the creation of a new strategic plan for the IL Board of Higher Education. Various stakeholder groups have been meeting throughout the fall and more work will continue this Spring. Western has participated in these stakeholders' groups for both the Macomb and Quad Cities areas.

What can we expect this Spring? Well, if this week is any indication, all eyes will be focused on the fiscal condition of the State. This week, Governor Pritzker announced over \$700M in cuts to this fiscal year's budget. But, after a memo put out by Speaker Madigan a day later as to whom should shoulder the financial burden of the State, it is evident that this is going to be an arduous journey. Any cuts made with only 6 months remaining in the fiscal year are harder to absorb for any agency. Please note that even though higher education was not mentioned in this first round of cuts, we do not have any consent decrees or court orders that would protect our appropriations from future reductions.

The Governor's Office of Management and Budget updated its FY21 IL Economic and Fiscal Policy Report in November. Its revised FY21 shortfall, without additional federal stimulus funds, is now projected to total a little over \$3.9B. This fiscal year, the Governor plans to continue to advocate for federal fiscal stabilization dollars; hold back the aforementioned \$700M in spending cuts at agencies under his authority; and enact additional spending reductions or revenue enhancements as approved by the legislature. In addition, the Governor also announced the sale of \$2 billion in three-year notes to the Municipal Liquidity Facility to help Illinois bridge the gap due to revenue losses from the ongoing COVID-19 pandemic. It is a formidable fiscal forecast for the State.

I will take any questions at this time.

CAMPUS DIVERSITY AND INCLUSION REPORT

Assistant to the President for Diversity and Inclusion Sterling Saddler reported the following:

THE ESTABLISHMENT OF THE "PRESIDENT'S COUNCIL ON COMMUNITY ENGAGEMENT (PCOCE)

Creation

The PCOCE was established to provide an effective venue through which WIU can engage with the City of Macomb to create positive and productive, discourse focused on improving University-community relations, with a particular emphasis on issues of social justice and equity. We create an environment that fosters and promotes civic engagement. We serve as a resource for and stimulus to educational, cultural, environmental, community, and economic development in our region. Members of this body are selected as representative of their respective organizations, and are expected to create collaborative opportunities for mutual growth and support.

Vision

The PCOCE promotes dialogue between WIU and the Macomb community to for the benefit of both partners.

Mission

The PCOCE shall support the President by engaging community leaders to enhance the relationship between WIU and the City of Macomb. It shall provide for the continued support and

development of WIU students, faculty, and staff as it relates to their impact as engaged citizens. It shall work towards the development and enhancement of programs, services and opportunities for members of underrepresented groups to enhance the quality of life for WIU students as they engage in the Macomb community.

The council will:

1. Identify strategies that supports Macomb as a welcoming community for all WIU students, and in particular the special and unique issues and needs of underrepresented communities.
2. Make recommendations for appropriate community resources to support diversity, equity, and inclusion initiatives that bring diverse viewpoints to the community and the university.
3. Seek opportunities and provide resources to promote the success of faculty, staff, and students in their integration as engaged citizens within the Macomb community.

Publicize, market, and advocate for the continued enhancement of programs and services for underrepresented administrators, faculty, staff, and students at WIU.

LBGT*QA REPORT ON UNIVERSITY COMMITTEE ON SEXUAL ORIENTATION AND GENDER IDENTITY AND EXPRESSION (UCOSOGIE)

Prepared by Merrill Cole, Professor of English, Chair of UCOSOGIE, Co-Chair of the UDC, and Advisor to the Queer Studies Minor

UCOGOGIE is working on multiple fronts to increase campus diversity, and not simply LGBT*QA diversity. For several years, we have been in conversation with WIU Admissions to raise the profile of the university for prospective queer students. We have advocated for a “diversity button” that would make it easy for prospective students to see the diversity of the campus (and not just gender and sex diversity).

In raising our profile for prospective queer students, we have purchased a place on the Campus Pride Index and are currently working to increase our score from 3.5 out of 5 to 5 out of 5. To do so, we will need to accomplish two things: gender neutral bathrooms somewhere in Housing and the hiring of one or more counselors specializing in treating LGBT*QA students.

For gender neutral bathrooms, I have been working with the Multicultural Center and the LGBT*QA Resource Center to plan a Living and Learning Community (LLC) that would feature them. The Zami LLC, if it receives sufficient enrollment, will be a gender-inclusive community of diverse backgrounds and ethnicities, all committed to celebrating difference and promoting acceptance. It will offer students a unique opportunity to develop their understanding and advocacy for intersecting identities. The LLC will focus on diversity in all forms, including race, gender, sexual orientation, ethnicity, physical ability, religion, and more. Students in this community will live in an inclusive community dedicated to promoting the understanding of

differences and celebrating diversity, while interrogating their own intersecting identities, as well as studying the broader history and cultural context of social categories, developing plans for intersectionality-based social justice, and hosting programs that will educate themselves and their peers. Through group discussions on multiculturalism, diversity, social justice, and exploration of identity, students will gain an expanded worldview, thus creating a safe, welcoming, and fun living space for all.

LLC residents will be able to explore any academic program and come from any major. The community encourages scholars to engage in and learn about social justice in an interdisciplinary manner through projects they collaborate on, monthly discussions, community service and programming designed for their success. The program will provide connections and skills to support students from their first year through graduation. All Living Learning Community members are expected to engage in at least the minimum criteria to reach these goals:

1. Students must enroll in at least two academic courses centered on social justice and diversity. These courses may be General Education courses with the Multicultural Designation, and/or courses in majors with a clear focus on social justice and diversity.

2. Every year, students in the LLC will be responsible for hosting an evening at the Multicultural Center. Students will work with their faculty advisors, as well as MCC staff, in developing the programs. In addition, students will be expected to attend other events at the MCC, as their schedules permit.

In tandem with Zami, Queer Studies minor also serves as a recruitment and retention tool for LGBT*QA students and prospective students. Established in 2015, the minor took a serious hit during the Illinois State budget crisis; and we lost many of the faculty teaching the courses. However, at present, we are working to restore the minor. Last semester, I successfully petitioned to get the General Education Multicultural designation for Queer Studies 100, Introduction to Queer Studies, so that now the course offers students something toward their graduation, even if they choose not to complete the Queer Studies minor.

UCOGOGIE advocates for diversity hiring in WIU faculty and staff, including establishing a larger LGBT*QA presence in the non-student population.

BLACK FACULTY AND STAFF COUNCIL

The Black Faculty and Staff Council meets twice a month via Zoom. Information about the Council can be found on our website <http://www.wiu.edu/diversity/bfsc/>. The Council has served as a supportive space for Black faculty and staff in addition to identifying ways to support Black undergraduate and graduate students. We have been working with UHDS to provide mentoring support to Black RAs.

The Black Graduate Student Association (BGSA) has been established to support the 150 self-identified Black graduate students at WIU. I (Laila McCloud) am the advisor to this group. The executive board had its first meeting on November 10th.

UNIVERSITY HOUSING & DINING SERVICES: RESIDENCE LIFE: Initiatives from the Inclusion & Equity Committee in Residence Life

- Inservice for Resident Assistant Staff, **September 2020** – Black Lives Matter & Bias
- Provided a September resource page to go along with inservice (afterwards)
- Roundtable hosted for Black/African American Resident Assistants, September 2020
- Inservice for Resident Assistant Staff, **October 2020** – Cultural Appropriation vs. Appreciation: Celebrating Latinx and Hispanic communities
- Provided an October resource page to go along with inservice (afterwards)
- Creation of a Black Mentorship Program with interested Resident Assistants and Faculty/Staff, **October 2020**
- Follow up to Black/African American Resident Assistant roundtable, **October 2020**
- Provided a resource page for support of staff members as it relates to the election process, **November 2020**
- Inservice for Resident Assistant Staff, **November 2020** – Safe Space Training
- Provided a resource guide to accompany the inservice (afterwards)

For **January 2021**: RA Training (80 student staff, 8 graduate staff, 5 full time staff)

We are planning a diversity training retreat day in January for the Resident Assistant staff. We are currently looking at a speaker, activities, and reflection time within that day of training.

MULTI-CULTURE CENER:

The MCC continues to provide both in-person and online services to students.

The focus is on student success both academic and personal. As students face the challenges of life as a student and with life under pandemic restrictions and conditions, the MCC serves as a place of normalness and hope. Underrepresented students and other students are engaged in education, recognition and the celebration of the various and multiple identities that comprise the WIU student population. The four centers within the MCC (the Gwendolyn Brooks Cultural Center, the Casa Latina Cultural Center, the LGBT*QA Resource Center and the Women's Center) has been able to offer support to students and the WIU community in the fall, see recent events below, and look forward to continuing their work in the spring semester with traditional celebrations of MLK Remembrance, Black History Month, Women's History Month, Take Back the Night, the identity graduation events and much more. Diversity, equity and inclusion continue to be promoted.

MCC recent activities included:

Casa Latina Cultural Center hosted [Dia de los Muertos](#)

The MCC hosted a R&R (Rest & Relaxation) series for students following the elections as part of the [Campus Cares: Civic Engagement Program](#)

The Gwendolyn Brooks Cultural Center has sponsored the Good Vibes series which has hosted study tables, social distance support gatherings and the screening and discussion of the film "Antebellum".

The Gwendolyn Brooks Memorial Park [dedication](#) is scheduled for April 9

The LGBT*QA Resource Center received a proclamation from the city of Macomb for [Pronoun Day](#)

The LGBT*QA Resource Center is celebrating - Trans* Awareness Week (Nov. 16-20)
The Women's Center is hosting Wednesday's at the Women's Center. An opportunity to discuss gender and identity

ANTI-RACIST INQUIRY SERIES:

Report by Drs. Jim La Prad and Rebecca Buchanan:

Participants in our Anti-Racist Inquiry Series - Looking Inward: White Educators Examining Race (Fall 2020) have completed 5 of our 6 meetings for the series this fall. There is one meeting left, Wednesday November 18 from 12:00 p.m. to 12:50 p.m. via ZOOM. This series has constantly had more than 21 participants at its meetings. We will be surveying participants for feedback on this semester's series during November and the ISJP will be holding spring program planning meeting at noon on 12/11/20.

MLK SCHOLARSHIP COMMITTEE PRESENTS:

Western Illinois Athletics and the **WIU Multicultural Center** have collaborated to celebrate commitment to service in honor of Dr. Martin Luther King, Jr. The MLK Service Scholarship will be awarded to two Western Illinois students who embody and exemplify the characteristics promoted by Dr. King - a vision of peace, persistence in purpose, and inspirational action, as well as sportsmanship either within or outside the WIU communities.

Each recipient -- one student-athlete and one non-student-athlete -- will receive a one-time, non-renewable \$500 scholarship, which will be awarded in the spring of 2021. The submission deadline is January 1, 2021, please email all support materials to [Diane Cassimire](mailto:DIane.Cassimire@wiu.edu) at DIane.Cassimire@wiu.edu.

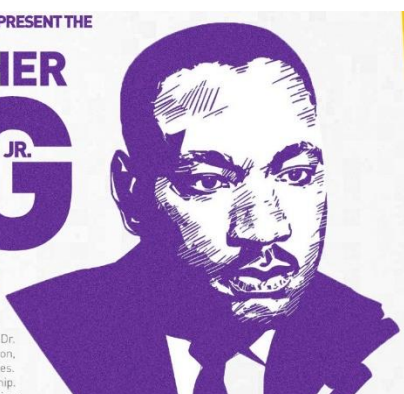
Criteria

- Demonstrated commitment to service
- Written statement based upon the prompted statement/question, "How has Dr. Martin Luther King, Jr. inspired you?"
 1. One page
- Supporting materials and photos of commitment to service
- At least one letter of support from
 1. The organization volunteered for (OR)
 2. A mentor that can speak to the candidate's commitment to service
- Minimum 2.5 grade point average

WIU ATHLETICS & THE WIU MULTICULTURAL CENTER PRESENT THE

**DR. MARTIN LUTHER
KING JR.
SERVICE SCHOLARSHIP**

The MLK Service Scholarship will be awarded to two Western Illinois students who embody and exemplify the characteristics promoted by Dr. King - a vision of peace, persistence in purpose, and inspirational action, as well as sportsmanship either within or outside the WIU communities. Each recipient will receive a one-time, non-renewable \$500 scholarship.



ONLINE DIVERSITY AND INCLUSION TRAINING

We have finalized a negotiation deal to implement an online diversity and inclusion training program with our current contractor Get Inclusive. The training is schedule to start January 2021!

VICE-PRESIDENT REPORTS

Interim Provost and Academic Vice President, Billy Clow reported as follows:

Higher Learning Commission Accreditation

WIU has completed a considerable amount of work in preparing for our Reaffirmation of Accreditation for the Higher Learning Commission (HLC), Dr. Mark Mossman will be giving a more in-depth update later on. I would be remiss if I did not offer thanks to the entire HLC team and especially Dr. Mossman for the efforts to ready us for what we feel will be a very positive visit.

Arlington and Arlene Seymour Center for Rural Education Advocacy, Policy, and Research

The Arlington and Arlene Seymour Center for Rural Education Advocacy, Policy and Research will serve the Western Illinois Region and the state by conducting research with school district partners, conducting stand-alone research on individual school district issues and on issues affecting rural education in general, providing professional development, providing grants to districts and individual teachers for action research on issues affecting specific schools and/or classrooms, and by providing tuition/workshop/conference reimbursement so that districts and teachers can improve their instructional practices. Additionally, the center will work with the Great River Teacher Corps at WIU and other University entities to promote teaching as a profession and in rural areas specifically and to increase the number of teachers entering the profession. The proposed center is a natural extension of past and current activities of the faculty and staff in the College of Education and Human Services.

Provost in Excellence Awards

- Provost's Award for Academic Excellence in Teaching: Emily Shupe, Department of Kinesiology
- Provost's Award for Academic Excellence in Internationalizing the Campus: Rebekah Buchanan, Department of English

- Provost's Award for Academic Excellence in University/Community Service: Megan Owens, Department of Recreation, Park and Tourism Administration
- Provost's Award for Academic Excellence in Teaching with Technology: Jason Franken, School of Agriculture
- Provost's Award for Academic Excellence in Scholarly/Creative/Performance/Professional Activities: Sherry Lindquist, Department of Art and Design
- Provost's Award for Academic Excellence in Multicultural Teaching: Edmund Asare, Department of Foreign Languages and Literatures
- Outstanding Academic Advisor: Kelly Morris, University Advising and Academic Support Center

Distinguished Faculty Lecturer

- 2021 DFL is Dr. Brian Locke. School of Music. Lecture entitled "The Improbable Tangos of Prague: Exoticism and National Identity in Czech Popular Music 1918- 1948" will be presented in 2021. Lecture to be presented in March 2021.

Illinois Student Laureate Award

- Paula Ramirez of Bogota Colombia a senior psychology and music double major has been named Western Illinois University's recipient of the 2020 – 2021 Lincoln Academy of Illinois' Student Laureate Award. This prestigious award presented annual to an outstanding senior of each of Illinois' four-year degree-granting institutions, honors a student's overall academic excellence and participation in extracurricular activities.

It has been an honor to serve as Provost and Academic Vice President for the past 2 years. Working for the faculty, staff, students and the BOT of Western has been incredibly rewarding through all the uncertainty of the past 24 months.

I want to thank Dr. Thomas for placing his faith in me by asking that I serve as Interim provost and especially Dr. Abraham for extending that trust and allowing me to continue to serve this institution.

The people of WIU are truly special and together are what make WIU so special.

Congratulations to all our graduates commencing tomorrow.

Thank you for everything and I look forward to being back in COFAC at the beginning of the year.

Merry and Happy to all.

Interim Vice President for Student Services, John Smith reported as follows:

I would like to provide you with a recap of the fall semester and move into what the spring semester may entail. Like many other state universities, we experienced many challenges in fall. There were very few testing options that were available in the beginning as there were shortages in either equipment, or the supplies to conduct the test. We worked with U of I and found that we would not be able to implement their system as it had not received FDA approval for emergency use. We remained vigilant monitoring the Emergency Use Authorization (EUA) site looking for options that could be implemented at WIU. The first option that we were able to secure was an antigen test Ag (Veritor) that was pulled by the department of health and human services for use in other areas. We then moved towards a testing solution through IDPH which was denied shortly before the start of the semester. Finally we were able to secure a saliva based test (PCR) from a laboratory Clinical Reference Laboratory (CRL) in Kansas the Friday before the start of the semester. The testing was implemented the next day in the residence halls and continued this testing for surveillance testing about 7 weeks and Athletics and the QC campus continues to use it. Results for the saliva testing ranged from 2-5days. We were able to secure the Veritor tests the end of September which we used for surveillance testing and have results within an hour. This allowed us to remove students from the campus population and quickly get them into isolation/quarantine. In addition, contact tracing started much quicker allowing close contacts to be quarantined before the end of the day. As we settled into this routine we were able to add Athletics basketball into the mix and opened a second lab in Western hall.

We had a very successful fall semester and were able to keep the campus open and safe with a positivity rate that did not exceed state guidelines. I believe that was due in part to the rapid testing that we were able to conduct with the Veritor testing.

Spring Testing

As we start the spring semester we are prepared for the challenges we faced in the fall, and are preparing for some new challenges.

The State is purchasing 1,000,000 tests from the University of Illinois to allow all public universities the opportunity to implement their Shield program. While it does not appear that U of I will receive Emergency Use Authorization (EUA), we will be able to access their lab in Springfield for sample analysis, which apparently circumvents that concern. However, integration of their process into our medical systems suggests an earliest likely implementation date of early February or later. Because of the batch processing required for our samples, we will not receive results back from Springfield until 24 – 36 hours following collection. However, students will be able to get the test results before we do, which will create confusion for students and for our staff, and the potential for a known positive case to remain in our residence halls for more than a day. This will impede our ability in getting students out of the residence halls and into isolation/quarantine space. In addition, sample collection will need to occur in a third location using staff that we will need to hire, since the existing staff is already committed elsewhere. While we appreciate what the state is trying to do by providing discounted testing options, we

will not be getting the same service as they are at UIUC creating a more challenging and less effective environment at WIU.

It is our expectation to implement a testing protocol for all returning faculty, staff, and students, using our existing capabilities, supplemented with other State testing capacity, to provide a safe environment for the return in the Spring semester. We expect to maintain our surveillance testing program throughout the Spring term using our existing procedures. At this point we will continue with our Veritor testing as this allows us to do surveillance testing in a quick manner, allowing us to get students into isolation/quarantine and contact tracing completed in the same day. It also allows us to inform faculty and staff that choose to get tested the same day so that they can return home for isolation/quarantine. In addition, confirmatory PCR testing can be completed through IDPH at no cost to the university, student, faculty or staff. Once we had this system in place it worked well for the university and allowed us to be aggressive in getting infected people out of the health population. We will be prepared to implement the U of I Shield system should it become feasible.

In addition, we will encounter an increase in testing for Athletics as they will have 17 teams participating 400+ student plus coaches and staff. Some of these teams will require testing multiple times per week while others will be tested weekly. We need to meet NCAA and League requirements for testing Athletes. Medical staff have to be involved in this testing as the student health centers accredited lab has to be overseen by our lab director or designee. We have hired 2 additional nurse practitioners and added them to Athletics budget as they can be reimbursed through any additional cares funding the might be approved.

I just want to take a moment to thank all of the people that stepped up to the challenges that we faced this past semester. There are a great number of employees that accepted positions as case leads and case managers, contact tracers, transporters, check-in and check-out staff, Covid testing staff, and logistics personnel. All of these individuals also maintained full-time employment in other areas on campus. The kindness and compassion that employees demonstrated for our students is what makes Western Illinois University a great place to live and learn.

FINANCE

Report No. 20.12/1: Finance Committee Report – Budget and Financial Data for Quarter ending September 30, 2020

Trustee Stutz and Interim Associate Vice President of Budget and Finance Dr. Teresa Smith

Highlighted that enrollment was up and we are on target for housing revenue despite the planned refunds for ending the semester early. We are well on our way to absorbing the deficit by managing attrition and by holding expenses. The university has been front loading the COVID testing supplies but will realize funding from the state to balance this. The university has also positioned itself in the event that no more CARES money comes through. We are in a great position for the Spring and things look good. Cash flow is steady and appropriations from the

state are being received in a timely manner. We are not cutting into our reserves as one would think we would be. There is a nearly \$4M savings now with attrition savings and we will realize more.

Discussion was held on upgrades to the President's Residence. Smith did not have an exact dollar amount for the upgrades but she thanked the Board for approving the expenses. Troy Rhoads explained that the Residence is not a typical home but an extension of the university and President's Office.

Trustee Dolieslager asked if there is movement on the right sizing of our fleet vehicles. Troy Rhoads said that is in progress and is working with Enterprise.

Report No. 20.12/2: Report on Purchases

The report was submitted as written.

Resolution No. 20.12/1: Purchases, to include required approvals

Motion: Trustee Brown

Second: Trustee Lang

Roll Call

| | |
|--------------------------|-----|
| Trustee Carin Stutz | Yes |
| Trustee Justin Brown | Yes |
| Trustee Doug Shaw | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Kisha Lang | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Greg Aguilar | Yes |
| Trustee Mark Twomey | Yes |

Motion approved.

Resolution No. 20.12/2: Approved Signatories

Motion: Trustee Twomey

Second: Trustee Brown

Roll Call

| | |
|--------------------------|-----|
| Trustee Mark Twomey | Yes |
| Trustee Doug Shaw | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Carin Stutz | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Justin Brown | Yes |

Trustee Kisha Lang Yes
Trustee Greg Aguilar Yes

Motion approved.

GENERAL DISCUSSION AND ACTION ITEMS

Report No. 20.12/3 Sponsored Projects Report

Ketra Roselieb and Shannon Sutton stated the report was submitted and there were no questions.

Report No. 20.12/4: Report on Athletics

Director of Athletics Danielle Surprenant recognized student athletes who ended the semester with 3.37 GPA or higher, the highest achievement in history. Added a new men's basketball coach, Rob Jeter, Alisa Goller for softball. Athletics has worked with Huddle Up for diversity and inclusion training and activities. Recognized off the court/field activities March to Vote and for forming the Black Athlete Association. Have made significant cost cuts and launched the Leathernecks March On. Discussion was held on the Athletics budget deficit and how that will be made up.

Chair Radosh called for a 15-minute break at 10:20 am, resumed at 10:35 am.

Report No. 20.12/4: Enrollment, Retention and Graduation Rate Information

Interim Associate Vice President for Enrollment Management Gary Swegan highlighted his report, stating that we are up in all categories of students for Spring. 79.4% of students have registered for Spring, and we were right at 80% on this day last Fall. Fall 2021 numbers look promising and there is still work to be done.

Discussion on the relaxation of admission standards and how that will affect retention when the previous standards are back in place. Justin Schuch outlined the retention initiatives that were put in place: more frequent advising meetings, program incentivizing utilization of university retention resources, mentorship programs, Leatherneck Care reporting has increased follow up.

Report No. 20.12/5: Update on Higher Learning Commission Accreditation

Associate Provost for Undergraduate and Graduate Studies Dr. Mark Mossman overviewed the accreditation process/components and encouraged the BOT members to visit the web page. The campus visit will be virtual with only one person (VP of IR at Illinois Wesleyan) coming to the campuses. There will be a series of podcasts produced to review the history of our accreditation, a student survey, meetings with shared governance groups to discuss relevance of their group in the assurance argument.

Resolution No. 20.12/3: Second Reading on Resolution No. 20.9/7 Revision of Board Regulations, V. Administrative Affairs J. Mandatory Fees 3. Other Mandatory Fees

Interim President Dr. Martin Abraham

Motion: Trustee Lang

Second: Trustee Brown

Interim President Abraham clarified that this would remove the restriction of percentages and removes the requirement of detailing the application of student fees.

Roll Call

| | |
|--------------------------|-----|
| Trustee Justin Brown | Yes |
| Trustee Carin Stutz | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Greg Aguilar | Yes |
| Trustee Doug Shaw | Yes |
| Trustee Mark Twomey | Yes |
| Trustee Kisha Lang | Yes |
| Trustee Erik Dolieslager | Yes |

Motion passed.

Resolution No. 20.12/4: Revision of Board of Trustees Bylaws Section VI. Rules of Order. – Second Reading

Chairperson Dr. Polly Radosh

Motion: Trustee Shaw

Second: Trustee Twomey

Short discussion was held with Chair Radosh outlining the changes that would allow for each member to have equal speaking time.

Roll Call

| | |
|--------------------------|-----|
| Trustee Kisha Lang | Yes |
| Trustee Mark Twomey | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Doug Shaw | Yes |
| Trustee Greg Aguilar | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Carin Stutz | Yes |
| Trustee Justin Brown | Yes |

Motion passed.

Resolution No. 20.12/5: Intergovernmental Agreement to Utilize Space

General Counsel Liz Duvall presented the Resolution as written.

Motion: Trustee Brown

Second: Trustee Shaw

Duvall explained that the Illinois Department of Human Services is going to rent 3500 sq ft on the 3rd floor of Seal Hall, bringing income and allowing space to be utilized. Upgrades will be paid for by DHS on top of the rental price.

Roll Call

| | |
|--------------------------|-----|
| Trustee Erik Dolieslager | Yes |
| Trustee Doug Shaw | Yes |
| Trustee Mark Twomey | Yes |
| Trustee Kisha Lang | Yes |
| Trustee Justin Brown | Yes |
| Trustee Greg Aguilar | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Carin Stutz | Yes |

Motion passed.

Resolution 20.12/6: Contract for 12th President of Western Illinois University: The Board is considering a 2-year, 6month contract (Jan 1, 2021 through June 30, 2023) with an annual salary of \$320,000, adjustable annually per Board’s decision; one-time lump sum moving costs up to \$8,000, and up to \$5,000 for professional development fees, along with other benefits awarded to all employees of the Board. The contract, in its entirety, is in the published Board of Trustees December Agenda online.

Chairperson Dr. Polly Radosh

Motion: Trustee Twomey

Second: Trustee Brown

Trustee Stutz and Liz Duvall developed the contract and it is competitive.

Roll Call

| | |
|--------------------------|-----|
| Trustee Carin Stutz | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Greg Aguilar | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Kisha Lang | Yes |
| Trustee Justin Brown | Yes |
| Trustee Doug Shaw | Yes |

Trustee Mark TwomeyYes

Motion approved.

Resolution 20.12/7: Tenure for Dr. Guiyou Huang

Interim Provost William Clow

Motion: Trustee Shaw

Second: Trustee Aguilar

Professor and full tenure line in the Department of English was unanimously approved by the Departmental Personnel Committee.

Roll Call

| | |
|--------------------------|-----|
| Trustee Greg Aguilar | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Carin Stutz | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Justin Brown | Yes |
| Trustee Doug Shaw | Yes |
| Trustee Mark Twomey | Yes |
| Trustee Kisha Lang | Yes |

Motion approved.

OLD BUSINESS

WQPT WIU Partnership Report

Interim President Dr. Martin Abraham

At the September Board Meeting there was a preliminary discussion on the WQPT partnership. The report was emailed to Board members and is presented as such. Chair Radosh would like to see a 30-day and a one-year audit of the value from the station, if there are any MOU agreements.

Kristi Mindrup explained that WQPT provides extensive outreach to the Quad Cities Region and there are even more partnering opportunities.

NEW BUSINESS

None.

Next Meeting

March 25-26, 2021 – University Union Capitol Room

ADJOURN ACTION

Trustee Brown made a motion to adjourn the meeting of the Board at 12:12 p.m., seconded by Trustee Shaw.

| | |
|--------------------------|-----|
| Trustee Doug Shaw | Yes |
| Trustee Justin Brown | Yes |
| Trustee Kisha Lang | Yes |
| Trustee Patrick Twomey | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Greg Aguilar | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Carin Stutz | Yes |

Motion approved.

Trustee Polly Radosh, Chair
Nicky Friedrichsen, Administrative Assistant to the Board