

WESTERN ILLINOIS UNIVERSITY
BOARD OF TRUSTEES
Minutes of the Meeting
June 14, 2019

The meeting of the Board of Trustees of Western Illinois University convened at 9:04 a.m. in Brophy Hall Gymnasium in Macomb. Chair Aguilar presided. Trustee Thompson moved to convene to open session.
Trustee Lang seconded the motion.

Roll Call

Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes

Motion carried.

Chair Aguilar made a request to move Presidential Assessment and Contract to from the end of the agenda and bring it forward to start the meeting

Trustee Thompson made a motion to move the presidential contract to the beginning of the agenda, seconded by Trustee Radosh.

Roll Call

Trustee Jackie Thompson	Yes
Trustee Doug Shaw	Yes
Trustee Polly Radosh	Yes
Trustee Nick Padgett	Yes
Trustee Kisha Lang	Yes
Trustee Erik Dolieslager	Yes
Trustee Greg Aguilar	Yes

Motion carried.

Duvall: “At the request of Dr. Thomas, he has asked the administration and the Trustees to be moved to administrative leave for two years at his current salary with the option to return to faculty per his current contract. The Trustees have accepted that request from Dr. Thomas and Trustee Aguilar can entertain a motion.”

President Thomas has requested to resign and be put on administrative leave for two years with the option to come back as faculty per his contract. June 30 will be his last day.

Presidential Assessment and Evaluation

Resolution No. 19.6/10: Presidential Assessment and Contract

A motion was made by Trustee Radosh to approve. Trustee Shaw seconded the motion.

Roll Call

Trustee Kisha Lang	Yes
Trustee Erik Dolieslager	Yes
Trustee Greg Aguilar	Yes
Trustee Nick Padgett	Yes
Trustee Doug Shaw	Yes
Trustee Polly Radosh	Yes
Trustee Jackie Thompson	Yes

Motion carried.

PRESIDENT’S REMARKS

Dear University Community,

I have informed the Board of Trustees that June 30, 2019 will be my last day as President of Western Illinois University. At this pivotal time in our history, I believe the University would best be served by new leadership.

It has been a privilege serving as President, Provost, and as a member of the Illinois Board of Higher Education during this historic period. Despite the difficulties our state has faced with regards to the budget and loss of population, our University remains resilient. We are a world-class University, and during my final days as President, I will work to ensure everything is in place for the new leadership to begin the next chapter in Western’s history.

During my tenure, the University has been challenged in unprecedented ways, and we have weathered recent storms. I am pleased that we made the difficult decisions and implemented the necessary changes to ensure the University’s viability.

Without a doubt, I have had to make some difficult decisions – including ones that have sometimes been very unpopular, but nevertheless were always made with the best interests of the overall University’s future at heart. These decisions were made necessary due to a decade of decreased state appropriations (from \$56.2 million in FY 2011 down to \$47.2 million in FY19), the two-year, unprecedented statewide budget impasse, and enrollment decline due to the large outmigration of high school students from the state of Illinois, demographic shifts in the state, population decline in the region that we serve, and challenges with economic development. Through it all, we continue to transform students’ lives, participate in outstanding research, achieve a tremendous level of student, faculty and staff success, and positively impact the communities in which we live, serve and learn.

Working together, we have established 17 new degree programs, including the University’s first Ph.D. program, diversified our students, faculty and staff, enhanced our online and non-traditional course offerings, built Phases I and II of the Quad Cities Campus, implemented Western Commitment Scholarships, greatly increased aid for all students at the University, beautified our campuses, increased the overall academic profile of our students, increased the

University's rankings, significantly grown the Centennial Honors College, focused on serving military members, and so much more.

I am very pleased that our advocacy efforts are bearing fruit. We are slated to receive increased state operational funding (5% over FY19), as well as capital funding for the new Science Building (\$94.5 million), re-appropriations for the Center for Performing Arts (\$89.0 million) and Quad Cities campus (\$9.0 million), funds for capital improvements (\$29.0 million), and just announced, funds for Macomb campus electrical distribution (\$3.3 million).

Over the past eleven years, we have received widespread recognition for the excellent, quality educational experience we provide. We increased Western's national rankings in US News and World Report and the Princeton Review as a Best Midwestern University, GI Jobs Magazine as a Military Friendly Institution, Military Times Edge Magazine as a Best for Vets University, and the Washington Monthly College Guide as a "Best Bang for the Buck" Midwestern school. We are also recognized as one of the top master's degree granting institutions in the nation, and as one of America's best four-year colleges for adult learners.

Our reputation has also been enhanced as we produced a Rhodes Scholar finalist, a Truman Scholar finalist, a Goldwater Scholar winner, and multiple Fulbright Scholarship recipients.

We have achieved many other honors as well. For its commitment to a diverse campus, Western Illinois University was recognized by Minority Access, Inc. with a national award. Additionally, the US Department of Education showcased the University in its report, "Fulfilling the Promise, Serving the Need," due to Western outperforming our peer institutions in enrolling and graduating Pell Grant recipients.

Our programs have received national recognition. The Master of Accountancy program boasted the state's highest exam pass rate of any Illinois public university. All of the Western Illinois University School of Nursing students who took the required National Council Licensure Exam in 2017 passed. Further, the Department of Physics ranked first in the nation by the American Physical Society's list of the average number of master's degrees awarded per year between 2015-2017, and our School of Engineering has been recognized for one hundred percent placement of its students. These are just a few of the accomplishments we have achieved together.

As I reflect, I wish to thank the board members, faculty, staff and students for all of their support throughout the years. It has been an honor advocating tirelessly for Western Illinois University through my interactions with national and world leaders, governors, legislators, and leaders of multiple constituencies. However, first and foremost, I am grateful for the time I have had as President and Provost in interacting with the great students, faculty, staff, alumni and community members who make up the Western Illinois University family. It is our people who make this University great, and it has been a privilege serving you.

CHAIRPERSON'S REMARKS

On behalf of the Board of Trustees of Western Illinois University, I would like to thank Dr. Jack Thomas for his distinguished service to Western Illinois University as President and as Provost

and Academic Vice President. He has also served admirably in his role as the Public University President Representative to the Illinois Board of Higher Education.

Dr. Thomas' prestigious career is highlighted by his time as an American Council on Education Fellow, as a graduate of the Harvard Leadership Program, as a Kellogg-NAFEO Fellow, and as a participant in the Salzburg Seminar in Salzburg, Austria.

Under his leadership at Western Illinois University, new academic programs were established and signature academic programs were identified. He has diversified our student, faculty and staff populations, enhanced our online and non-traditional course offerings, built Phases I and II of the Quad Cities Campus, implemented Western Commitment Scholarships, greatly increased aid for all students at the University, beautified our campuses, increased the overall academic profile of our students, increased the University's rankings, significantly grown the Centennial Honors College, focused on serving military members, and done so much more.

It is remarkable that President Thomas led the University during a time of intense changes in higher education in Illinois. He and his leadership team have admirably navigated the historic budgetary problems stemming from decreased state funding and the budget impasse. They have also relentlessly worked to address enrollment challenges which face all Illinois public regional universities. He met the board's charge to keep the University's doors open, meet payroll obligations and maintain the quality of the educational experience we provide.

Throughout his tenure at Western Illinois University, President Thomas has traveled around the world, building the reputation of this prestigious University. Further, he has served as the Chair of the NCAA Accelerating Academic Success Program Board, on the NCAA Presidential Forum, as a board member of the American Association of State Colleges and Universities, the Marguerite Casey Foundation, the Illinois Campus Compact Board, the Stillman College Board of Trustees, the American Association of Blacks in Higher Education Board, as an Executive Board Member for the Macomb Area Economic Development Corporation, and on the Council of Fellows with the American Council on Education.

Through it all, President Thomas has been dedicated and committed to serving our students. Dr. Thomas is a product of a public university education and knows that equitable access to higher education is a proven path to upward mobility. He has mentored countless students and impacted tens of thousands of lives for the good.

This University exists to serve our students. I want to take a moment to thank our students and their families who have entrusted us with their education. For this we thank you.

We have a great working relationship with our various partners, including students, staff, faculty, alumni and the community at large. When we are divided, we bring unwanted national attention to this University. We must continue working together, *together* in the future and we must promote healthy dialogue. This University and community should be a living community that creates a welcoming and inclusive environment. We appreciate that people are passionate enough to share their thoughts and opinions with us. However, it is vital that final decisions regarding this University falls on the Board of Trustees and no one else.

Again, we wish to thank President Thomas for the leadership he has provided. The Board will be meeting to determine the next steps in seeking leadership for the University.

ATTENDANCE

The following trustees were present:

- Trustee Greg Aguilar
- Trustee Erik Dolieslager
- Trustee Kisha Lang
- Trustee Nick Padgett
- Trustee Polly Radosh
- Trustee Doug Shaw
- Trustee Jackie Thompson

REVIEW AND APPROVAL OF BOARD MEETING MINUTES

Trustee Thompson moved to approve the March 29, 2019 Open Session Meeting Minutes. Trustee Dolieslager seconded the motion.

Roll Call

- | | |
|--------------------------|-----|
| Trustee Doug Shaw | Yes |
| Trustee Polly Radosh | Yes |
| Trustee Nick Padgett | Yes |
| Trustee Kisha Lang | Yes |
| Trustee Erik Dolieslager | Yes |
| Trustee Greg Aguilar | Yes |
| Trustee Jackie Thompson | Yes |

Motion carried.

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

- President Jack Thomas
- Legal Counsel Liz Duvall
- Board Treasurer and Interim Vice President for Administrative Services William Polley
- Interim Provost and Academic Vice President William Clow
- Vice President for Student Services Ron Williams
- Senior Executive Director of Development Julie Baker
- Senior Vice President for Strategic Planning and Initiatives Joe Rives

Advisory Group Representatives present:

- Joe Roselieb – President, Council of Administrative Personnel – Macomb & Quad Cities
- Steve Whan – President, Civil Service Employees Council – Macomb & Quad Cities
- Christopher Pynes – Chair, Faculty Senate – Macomb
- Colton Markey – President, Student Government Association – Macomb
- Jacob Cox – President, Student Government Association – Quad Cities

POINTS OF PRIDE

Director of Marketing Suzi Pritchard presented examples of how university marketing efforts have propelled the university forward.

Pritchard: “Our website is a destination and an experience for many audiences. It is also THE brand experience before any prospective student visits our campuses. It is an opportunity to improve the overall perception of our WIU campuses in a virtual way and increase our enrollment. The next step is to rearchitect our 66,000 page website. It has grown organically over time, and we need to simplify and reorganize it for further improvements.”

Highlights are as follows:

- >166,000- new visitors to our website
- Over 43 million digital ads were served worldwide this year
- 8% increase in campus visit reservations
- 249% increase in information requests (2400 this year compared to 692 last year)
- Pritchard played the latest television ad that will show at the Macomb theatre as well as in the regional market in targeted zip codes for top feeder regions.
- Hyderabad, India campaign in eleven locations and reached 99,000 individuals. High return in engagement 8% click through rate for unique users as compared to the average of 2%.

PUBLIC COMMENTS

There was a brief discussion on whether or not to allow all who signed up to speak. It was decided to let all speak and will limit them to the customary three minute time frame.

Bill Thompson—WIU is its people, all it has ever been, all it will ever be. The last four years have been terrible for people at WIU. What we need now is an end to fear. Buildings are not the only things that need deferred maintenance: People need it too. Every faculty member or staff member who was sent packing needs to come home to unpack.

Steve Nelson—My love for WIU began in the fall of 1968 when I arrived in the Macomb campus as a transfer student. I want to thank the board for their service as well as thank President Thomas for his service.

Rick Hardy—I chose Western Illinois University and this was a vibrant place when I came here in 1968. The demographics of this region have changed and this country is changing.

Ginny Boynton--Recently retired from WIU after teaching history for 26 years. Addressed teacher education programs and that the state is experiencing a shortage of French and Spanish teachers and also stated that most parents will not allow their children to study in an Art department without a teaching component.

John Sanders—1974 graduate of CBT and current President of Alumni Council. Sanders thanked Dr. Thomas for his service and stated that he admires Dr. Thomas. Thanked Alumni Director Amy Spelman for her work. The new board has come at a critical time and you we must grow our way out of the troubles.

Jacob Cox—no comment

Jesse Ramos—not present

Laura Dively—resident of Macomb since 1991 and has a child who recently graduated from WIU. Came to pass on 500 letters from concerned citizens who support new presidential leadership and stated that the new President must tackle enrollment and growing quality programs.

Blake Kosanovich—no comment

Nick Pano—Congratulated board members and their willingness to serve on the board. We are a two campus university and a strong and flourishing university must include the Quad Cities campus. The board must exercise effective oversight and not micromanage.

Betty Z Clark-Taylor—reflected on how racism was exhibited in the 1960's and said that it is still rampant. This negative situation is national and casts a bad light on WIU. You will reap what you sow. Enrollment will decrease if we do not come together. It is not the fault of Jack Thomas or the Board of Trustees if Macomb is not growing. We need to work together, realizing we have caused disparity for centuries to come.

Greg Montalvo—no comment

Tere North—Stated that ultimately the captain is responsible for the failure of his ship but the XO and senior officers bear responsibility as well and it all comes down to strategic planning. Since fall 2007 enrollment has declined and we have blamed everyone. We need to pick what we are good at and go with that. We need leadership, not excuses and not hiding numbers.

Sheryl Boston—Enrollment is like the weather and we are in a drought. We need to work harder on enrollment. Reviewed the criteria that should be used when evaluating whether or not to eliminate the Hospitality program.

Charlene Callison—started the Hospitality program and spoke in defense of the corporate kitchen in Knoblauch Hall.

Jill Myers—Director of LEJA. Asking for removal of Emergency Management from the cut list.

Shannon Duncan—no comment

Merill Cole—English professor. Urged administration to lift the travel ban because attending conferences is crucial for faculty.

Renee Nestler—representing AFSCME and reviewed that the bargaining unit has filed an unfair labor practices suit again. Stated that clerical and BSW's are left with little training and more area to cover which negatively impacts services to students.

Holly Stovall—addressed the value of Women's Studies and African American Studies and requested reinstatement of the programs and requiring LEJA students to complete a rigorous general education program. Posited that these things would combat underemployment. Stovall refused to stop speaking at her allotted three minutes, and continued to speak after being notified several times that she exhausted her time limit stating "You have destroyed my career. I'm going to finish."

Jennifer Hamlin—stated that workloads in clerical positions are doubled and tripled and women are being asked to do additional work for free. Asking for BOT to prevent an unfair work environment.

Orville Jones—expressed concern about the culture that would prompt the President to resign and that would support racial attacks.

Essie Manuel Rutledge—stated that she is disappointed in the disrespectful nature of the signs around town. Asked if the people who put up the signs stopped to think about the effect of those signs on those in the community. Manuel Rutledge refused to stop speaking at her allotted three minutes and continued to speak after being notified several times that she exhausted her time limit.

Algerian Hart—no comment

Paula Wise—convened the “Retirees for Western” group and the original intent was to help boost enrollment. The group discovered that morale is a large problem on campus, and we are at the point where we need new solutions.

Fred Sterling—from Burlington, IA and has been a pastor in Macomb for 43 years. Is speaking on behalf of Dr. Jack Thomas, Reverend Jack Thomas. Stated that he is thankful that the community has had Dr. Thomas as a leader.

Chair Aguilar convened a 10 minute recess at 10:34 am.

Reconvened from break at 10:57 am.

CHAIRPERSON’S REMARKS

I wish to make a few remarks, all inspired by the comments we have heard today. Share with us in saying, ‘Work harder when it’s not in your favor’ and to me the family, alumni and students of Western Illinois University how can we help? Share an application with a potential student for enrollment. As citizens of this community and all those online, help in stopping inappropriate and small-minded behavior both in person and online. Help recruit faculty and staff when you see openings. Laura Dively with those 500 signatures--I hope that those 500 petitioners can help us build a welcoming and inclusive community that values equity and diversity. I hope that those 500 petitioners will engage with students, connect them with summer jobs and internships to help increase the population of this community. Perhaps they can help us double down and participate in the arts and athletics of this great university. Mr. Sanders with the 100,000+ alums—maybe we can move them into action to help us raise more money for scholarships and to help raise enrollment. Anger and frustration creates fear and fear is the cancer that eats hope. Betty Z Clark-Taylor reminded us that what we sow we reap. Let’s plant seeds of hope. Let’s work together to nurture those seeds and let’s grow our way out. Thank you.

PRESIDENT’S REMARKS

Thank you Chair Aguilar and good morning. We appreciate everyone for being here for today's Board of Trustees’ meeting.

In May, 1,568 students participated in commencement exercises. The graduation events remind each of us why we put in the work that we do for this University. It is always a privilege to take part in the Honors and Commencement ceremonies, as well as the ROTC Commissioning and other events taking place during that special weekend.

I wish to thank all those who planned, implemented and participated in these ceremonies to make Commencement Weekend such a success. I especially want to thank Laurie Black for her many years of service in leading professional and exceptional commencement activities. We wish her all the best in her retirement.

In addition, most of you are likely aware that the world-champion Phantom Regiment Drum & Bugle Corps called our Macomb campus home for about three weeks this summer for their 2019 Summer Training Camp. They hosted a free performance at Hanson Field and the west stands were full as attendees were treated to a world-class performance. They have now embarked on a national competitive tour, and we wish them all the best since we know that they have trained so hard. We hope to have them back on campus next summer and for years to come.

We are pleased that the General Assembly and the Governor passed a state budget bill that provides operating funding to Illinois higher education institutions, as well as capital funding. Western's allocation of the FY20 higher education state appropriation will be \$49.6 million, an increase of five percent from FY19. WIU's capital funding will be \$94.5 million for a new Science Building, as well as approximately \$29 million appropriated to the Illinois Board of Higher Education, designated for WIU capital improvements. We just received notice that we will also receive \$3.3 million in funding for Macomb campus electrical distribution. All together, the state has committed to providing Western Illinois University with \$176.4 million in funding.

In addition, the FY20 appropriated budget provides funding for MAP and AIM High programs, and re-appropriates \$89 million in funding for the Center for Performing Arts and \$9 million for the Quad Cities Campus.

The capital funds appropriated to WIU are the result of a full year's worth of work as we informed key legislators and the Governor about our needs. Beginning last summer, the Illinois Board of Higher Education began to formulate its message to the legislature concerning the capital needs of all the public universities. They put forward an aggressive request, informed by best practices in capital planning and advocacy. Representatives from the IBHE came to the University last fall to see the condition of our buildings first-hand. They took pictures and took notes. Working together with the IBHE and the other public university presidents, we developed an advocacy campaign for higher education in the state of Illinois.

I had several opportunities this year to personally make the case to key legislators, to the Governor's office and to the media that WIU needs both increased operating funding and capital project funding. As the legislative session began, we were called to testify before a House committee on capital. We submitted a detailed list outlining our request and were encouraged by the prospect of a capital bill.

As a result of our efforts, WIU has been appropriated capital funding. We now must continue to work for the release of those funds. The appropriation and re-appropriation is only half of the battle. Work does not begin on these projects until the funds are released. Therefore, we will continue to advocate for the release of these funds.

We wish to thank the legislature and the Governor for recognizing the needs of the public universities and look forward to continued discussions where we will make the case that deferred maintenance should be part of our appropriation every year.

We are grateful to Chair Aguilar and all others who joined me in asking for this critical funding from Springfield. Many of us spent countless hours in Springfield, advocating for this world-class University.

The state allocations will provide critical operating revenue, which allows Western Illinois University to continue its mission of providing outstanding educational opportunities to

the citizens of Illinois and beyond. The passage of the Fiscal Year 2020 budget is an encouraging sign for our state and for Illinois public higher education.

While there is an increase in appropriated funding, and we are hopeful for the release of capital dollars, due to our current projections for Fall 2019 level new student enrollment, coupled with contractual obligations, the upcoming increase in minimum wage, and increasing student scholarship dollars, we must continue to practice conservative fiscal management. My leadership team and I continue to review the institution's revenue and expenditures to ensure that we are operating in a fiscally responsible manner. We must continue to hold on spending and hiring in order to control costs. We must also continue to reduce expenditures to address the problem of deficit spending.

During these challenging fiscal times, everyone has shared in making sacrifices on behalf of Western Illinois University, and none of those sacrifices should be denigrated. What the Board of Trustees will consider regarding academic programs is part of a larger plan to bring expenditures in line with revenue. You are voting on the final piece of a plan that began in 2016. The reason these reductions are taking place after so many other reductions, is due to time-intensive contractual obligations that had to be followed regarding academic programs.

The previous board asked for a review of academic programs. When we encountered challenges stemming from the budget impasse, the board asked us to invoke APER, the Academic Program Elimination Review Committee, which must convene, under the contract, before academic programs or majors are eliminated. The previous board also asked the administration to begin reviewing our academic programs and recommend elimination of programs that are not financially viable.

Billy Clow became the Interim Provost during a time when terribly difficult decisions had to be made. He and his staff systematically went about making decisions and recommendations based on data, while following the contract and keeping the students in mind.

As I formally stated, today's actions are part of a multi-year plan. The budget director provided each Vice Presidential Area and yours truly, the President, with budget reduction targets. APER is one of the mechanisms used in academic affairs to make the necessary reductions in Academic Affairs.

For context, the President's Area was asked to reduce expenditures by \$485,000. Academic Affairs was asked to reduce expenditures by \$16.1 million. The Vice President for Administrative Services was asked to reduce expenditures (excluding insurance, unemployment, utilities, & fire protection) by \$2.6 million. The Vice President for Advancement and Public Services was asked to reduce \$700,000. The Vice President for Student Services was asked to reduce expenditures by \$914,000. And the Vice President's areas in the Quad Cities were asked to reduce expenditures by \$366,000.

The Budget Director will provide more information about each of these areas later in this meeting. It should be noted that all areas other than Academic Affairs have identified reductions that are close to the goals given to them. Academic Affairs was asked to reduce expenses by \$16.1 million and at this point has identified approximately \$13.1 million in reductions. This \$13.1 million dollar projection includes the proposed elimination of the academic programs you will consider today.

Unfortunately, these reductions are necessary to keep this University fiscally viable. I know that these are difficult decisions as lives and programs are adversely affected. However, I assure you that a great deal of analysis has gone into these recommendations.

I would now like to turn to personnel matters.

Personnel

Thank:

- Billy Clow
- Ron Williams
- Kerry McBride

Since our last Board of Trustees meeting, several outstanding individuals have joined our team and they deserve our support. Dr. Martin Abraham is the new Provost and Vice President for Academic Affairs, Dr. Bill Polley is the Vice President for Administrative Services, Danielle Surprenant is the Athletic Director, Doug Freed is the Director of Undergraduate Admissions and Enrollment Services, and Julie Baker is the Senior Executive Director of Development. We appreciate the service that they have provided and will provide in their respective leadership roles at Western Illinois University.

Finally, I want to thank each of you for what you contribute to Western Illinois University. Our administration, faculty, staff, alumni, students and university community make this University a world class institution. Together, we are Leatherneck strong.

LEGISLATIVE UPDATE

Assistant to the President for Governmental Relations Jeanette Malafa addressed the Board as follows:

President Thomas discussed the appropriated funding so Malafa continued with explanations of various bills:

House Bill 62 contains the new **vertical construction projects**, with Western Illinois receiving \$94.5M for construction of a science building. Expanded gaming found in SB 690 mainly pays for the vertical construction – which includes legalizing Sports betting, increasing the number of casinos and licensing fees, increasing video gaming terminal taxes and sports wagering taxes, increasing the cigarette and vaping tax by \$1/pack, and a new tax on parking garages. Please note that language was added that prohibits any sports wagering involving an Illinois collegiate team.

As you will remember, early in Session, Governor Pritzker signed in law SB 1, which increases the **statewide minimum wage** to \$15/hour by 2025 from the current \$8.25/hour. Beginning January 1, 2020 through June 30, 2020, the minimum wage will increase to \$9.25 per hour, and from July 1, through December 31, 2020 minimum wage raises to \$10 per hour. From then on, it increases \$1 per year until Illinois reaches \$15 in 2025. It should be noted that 25% of our students are currently employed on campus. This minimum wage increase will affect not only them, but salary compression will affect our lowest paid employees as well. By 2025, it is estimated that this will cost the university almost \$10M. For a half year in FY20, with salary compression considered, this will cost the university about \$500,000.

With regards to the Graduated Income Tax: Both chambers passed SJRCA 1 on a partisan roll call. The resolution places a referendum on the November 2020 ballot for all voters to consider a constitutional amendment approving a graduated income tax structure. To change the state constitution, it will require “yes” from either 50 percent of those voting in the election or

from 60 percent of all voting on the question. This is supposed to bring in approximately \$3.5B in new funding.

Both chambers also passed Senate Bill 687, codifying the tax rates that will be effective if voters approve the constitutional amendment in November 2020. The tax rates in SB 687 range from the current 4.95 percent flat tax to 7.99 percent for those earning more than \$1 million jointly or \$750,000 single. SB 687 raises corporate taxes to the highest rate of 7.99 percent, in addition to the personal property replacement tax for a total of 10.49 percent.

Marijuana: House Bill 1438 legalizes recreational cannabis, estimated to generate \$170 million annually when implemented, \$57 million in the coming budget year. The bill allows legal recreational possession of 30 grams or less and permits adult medical patients over 21 to “home-grow” up to 5 plants per household, in addition to creating a licensed cultivation and dispensary system. Employers can maintain a zero tolerance policy. There are safeguards in the law for our campus community: 1) smoking cannabis is prohibited in any place where smoking is prohibited under the Smoke Free Illinois Act; 2) smoking cannabis is not permitted in a public place: "public place's" definition includes any place where a person could reasonably be expected to be observed by others and includes all parts of buildings owned in whole or in part, or leased, by the State or a unit of local government; and finally it is codified that nothing in this Act shall require an individual or business entity to violate the provisions of federal law, including colleges or universities that must abide by the Drug-Free Schools and Communities Act Amendments of 1989, that require campuses to be drug-free.

Senate Bill 25/Public Act 101-13, (Bush) created the Reproductive Health Act which, among other things, will allow state employee insurance plans to cover **abortions**. Effective Date June 12, 2019

Now that I have touched all of the hot topics, I will focus on only a few more bills that affect our university community:

House Bill 26 (Thapedi) creates the Public University Uniform Admission Act to require all of the directional universities (NIU, SIU, WIU, and EIU) to accept first-time freshman applicants as undergraduate students if the applicant graduated with a grade point average in the top 10% or was certified to be in the top 10% of the student’s high school graduating class in one of the 2 school years preceding the academic year for which the applicant is applying for admission and certain other conditions are met.

House Bill 253 (Davis) classifies research assistants at public universities and community colleges as formal employees.

HB 359 (Stuart) provides that the Board of Trustees of any IL public institution of higher education is authorized to dispose of surplus real estate of that public institution of higher education for the purpose of deferred maintenance and emergency repair of institution property. The Auditor General will examine the separate account to ensure the use or deposit of the proceeds in a manner consistent with the stated purpose

Subject to appropriations, House Bill 2152 (Welch) creates the Mental Health Early Action on Campus Act to provide that the board of trustees of each public university must designate an expert panel to develop and implement policies and procedures that (i) advise students, faculty, and staff on the proper procedures for identifying and addressing the needs of students exhibiting symptoms of mental health conditions, (ii) promote understanding of federal student protections under the law, and (iii) provide training if appropriate. Each public college or university must develop and implement a peer support program utilizing student peers to support individuals living with mental health conditions on campus. Each public university must also form strategic partnerships with local mental health service providers to improve overall campus mental wellness and augment on-campus capacity.

House Bill 2691 (Hernandez) allows students attending institutions of higher education in Illinois and deemed Illinois residents for tuition purposes to be eligible for MAP and other state financial aid programs if not eligible for federal financial aid (undocumented students). The bill also allows transgender students who have not registered for the draft to be eligible for state financial aid programs. The bill also prohibits any caps on MAP grants other than those required by state law, meaning the bill does not remove the 135-hour cap on MAP eligibility in statute but does override the ISAC rule that students cannot use more than 75 credit hours before achieving junior status.

House Bill 2719 (Stuart) as amended requires high school students to file a FAFSA or sign a waiver filed with their school district, in order to receive their diploma.

Senate Bill 1952 (Manar) allows that for an early childhood education endorsement on a teaching certificate, an individual may satisfy the student teaching requirement of his or her early childhood teacher preparation program through placement in a setting with children from birth through grade 2, and the individual may be paid and receive credit while student teaching. It also eliminates the Basic Skills Test for teaching certification.

Defeated/Not Moved

Most of what I do though, is killing – or hopefully amending bad bills to make them a little more palatable for us. Together with the other public and private universities, and other groups depending on the issue, we defeated:

House Bill 191 (Ford) which mandates walk-through metal detectors at each public entrance of all colleges and universities.

Senate Amendment #1 (Van Pelt) to House Bill 205 (Villa) that would allow Malcolm X Community College to award baccalaureate nursing degrees.

“Ban the Box” bill -- House Bill 217 (Flowers) would have limited public and private colleges’ ability to inquire or consider applicants’ criminal history information for admissions purposes.

House Bill 329 (Jones) would have required public universities to classify student athletes in our top 3 profitable athletic programs as employees and pay them a \$25,000 salary.

Items that didn't get done in Spring Session and that will continue to be worked on during the summer and include procurement and supplier diversity, along with teacher preparation changes.

I want to personally thank every person that I frantically called the last few weeks of session and asked questions of into the wee hours of the night, and on weekends, or Memorial Day. I appreciate you acquiescing to my unconventional work schedule -- which is set by the General Assembly!

The General Assembly will next convene for the fall Veto Session October 28-29 and November 12-14.

I will take any questions at this time.

The following was submitted to the BOT in written form:

Other bills

Among other things, House Bill 2 (Flowers) requires every health care provider, day care center licensed under the Child Care Act of 1969, Head Start, and community center post information about women's pregnancy and childbirth rights in a prominent place and on their publicly available websites.

House Bill 35 (Mayfield) moves Grow Your Own Teacher grant program from IBHE to Grow Your Own Teacher Education groups.

HB 124 (Arroyo) changes the education requirements for State Police eligibility from two year of law enforcement studies to an associated degree or 60 credit hours at a college or university.

House Bill 353 (Batinick) Provides that an approved provider of professional development activities for the renewal of a Professional Educator License may make available a professional development opportunity that provides educators with training on inclusive practices in the classroom that examines instructional and behavioral strategies that improve academic and social-emotional outcomes for all students, with or without disabilities, in a general education setting.

House Bill 834 (Moeller) prohibits an employer from using wage or salary history in hiring or promoting considerations, meant to help equalize salaries for women. *Passed both houses*

House Bill 1471 (Williams) creates the Illinois Trust Code, rewriting statute for express trusts, charitable or noncharitable, and trusts created pursuant to a statute, judgment, or decree that requires the trust to be administered in the manner of an express trust.

House Bill 1581 (Scherer) creates the College Student Credit Card Marketing and Debt Task Force.

House Bill 1637 (Welch) prohibits public universities' law enforcement from entering into an agreement with US Immigration and Customs Enforcement under a federal 287(g) program of the Immigration and Nationality Act (INA).

House Bill 2029 (Walker) ensures that members who take the Vested Inactive Buyout on or after June 4, 2018, and before the effective date of the legislation (in addition to members who take the Vested Inactive Buyout on or after the effective date of the legislation) will receive any applicable retiree or survivor health insurance benefits.

House Bill 2124 (Welch) allows closed session by a public body to discuss specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity.

House Bill 2237 (Gabel) creates the Illinois Higher Education Savings program through the State Treasurer. The state would deposit \$50 into a college savings account for every child born or adopted in Illinois, beginning 2021. The program would cost \$8 million annually, plus \$1.5 million for administrative needs.

HB 2460 (Davis) creates the IL Illinois Sustainable Investing Act and provides that any public agency or governmental unit should develop, publish, and implement sustainable investment policies applicable to the management of all public funds under its control. Provides that the sustainable investment policy should include material, relevant, and decision-useful sustainability factors to be considered by the public agency or governmental unit as one component of its overall evaluation of investment decisions.

House Bill 2512 (Mazzochi) requires public universities to report on amount of tuition paid by students.

House Bill 2541 (Harper) Creates the Re-Entering Citizens Civics Education Act. Provides that the Department of Corrections and the Department of Juvenile Justice shall provide a nonpartisan peer-led civics program throughout the correctional institutions of the State to teach civics to soon-to-be released citizens who will be re-entering society. Provides that the program shall be taught by peer educators who are citizens incarcerated in the Department of Corrections and the Department of Juvenile Justice facilities and specially trained by experienced peer educators and established nonpartisan civic organizations that may be assisted by area political science or civics educators at colleges, universities, and high schools and by nonpartisan organizations providing re-entry services.. Provides that the nonpartisan civic organizations shall provide adequate training to peer educators on matters including, but not limited to, voting rights, governmental institutions, current affairs, and simulations of voter registration, election, and democratic processes, and shall provide periodic updates to program content and to peer educators. Provides that the Department of Corrections shall adopt rules to carry out the Act within 6 months after the effective date of the Act. Funding for the voting rights and registration peer education program shall be subject to appropriation.

House Bill 2557 (Andrade) codifies language on regulating artificial intelligence interviews by employers.

House Bill 2720 (Stuart) Lengthens the time by 30 days (so 150 days) after the conclusion of each fiscal year, each State-supported institution of higher learning must provide, through the Illinois Board of Higher Education, a financial report to the Governor and General Assembly documenting the institution's revenues and expenditures of funds for that fiscal year ending June 30 for all funds.

House Bill 2722 (Gong-Gershowitz) amends the Public Construction Bond Act and provides for bonds to be used for, among other conditions, the payment of apparatus, fixtures, and machinery used in the completion of a contract. Provides that the terms "material", "labor", "apparatus", "fixtures", and "machinery" include those rented items that are on the construction site and those rented tools that are used or consumed on the construction site in the performance of the contract on account of which the bond is given.

House Bill 2766 (Hurley) Creates the First Responders Suicide Prevention Act. Provides that an emergency services provider, law enforcement agency, or collective bargaining organization shall ensure that peer support advisors receive appropriate training in counseling to conduct peer support counseling sessions. Emergency services personnel and public safety personnel may refer any person to a peer support advisor within the emergency services provider or law enforcement agency, or if those services are not available within the agency, to another peer support counseling program that is available and approved by the emergency services provider or law enforcement agency. Creates the First Responders Suicide Task Force. Amends the Department of State Police Law of the Civil Administrative Code of Illinois, Illinois Police Training Act, and the Illinois Fire Protection Training Act to require training programs for police and firefighters to recognize signs of work-related cumulative stress and other related issues that may lead to suicide and offer appropriate solutions for intervention. In the amendatory changes to the Department of State Police Law of the Civil Administrative Code of Illinois, provides that the Department of State Police shall not make possession of a Firearm Owner's Identification Card a condition of continued employment if the State Police officer's Firearm Owner's Identification Card is revoked or seized because the State Police officer has been a patient of a mental health facility and the State Police officer has not been determined to pose a clear and present danger to himself, herself, or others as determined by a physician, clinical psychologist, or qualified examiner.

House Bill 2852 (Smith) requires public universities to notify students if they become eligible for a competency-based learning program.

House Bill 3237 (Hernandez) changes the eligibility requirements for high school students to receive the State Seal of Biliteracy.

House Bill 3404 (Villa) requires public universities and community colleges to provide information on mental health and suicide prevention resources available to all students.

House Bill 3652 (Edly-Allen) requires high school counselors to discuss post-secondary education options with students.

House Bill 3711 (Ramirez) amends the Equitable Restrooms Act by requiring every public building with restrooms open and accessible to the public to have at least one publicly accessible baby diaper changing station that is accessible to women entering a restroom provided for use by women and one that is accessible to men entering a restroom provided for use by men, or at least one such baby diaper changing station that is accessible to both men and women. Provides for exceptions.

Senate Bill 75 (Bush) creates the Workplace Transparency Act imposing new requirements and limitations on Illinois employers regarding harassment and discrimination claims. The bill requires employers to establish a sexual harassment prevention training program equal or beyond a program developed by the Department of Human Rights and requires disclosure by any employer of a final adverse administrative or judicial ruling.

Senate Bill 102 (Sandoval) allows for digital registration plates for vehicles (including specialty plates).

Senate Bill 211 (Bennett) provides that State purchasing officers or a State agency may enter into renewable energy resources contracts and leases for a period of time deemed to be in the best interest of the State, but not exceeding 25 years inclusive of proposed contract or lease renewals. Defines "renewable energy resources".

Senate Bill 447 (Crowe) adds student loan repayment assistance for obstetrics in rural areas.

Senate Bill 534 (Jones III) creates the Advisory Board of Diversity in Active Apprenticeship Programs and specifics the allocation of the percentage of state contracts to be awarded to minorities, women, and persons with disabilities. The bill also raises the penalty for willful deception in obtaining certification as a minority-owned or female-owned business to a Class 1 felony. *Passed both houses*

Senate Bill 1136 (Morrison) Provides that each State agency shall designate one or more persons with hiring responsibilities to annually attend a presentation provided by the Department of Central Management Services regarding programs that were developed and implemented to increase the number of qualified employees with disabilities working in the State.

SB 1265 (Aquino) Amends the State Universities Article of the Illinois Pension Code. In the definition of "employee", adds a reference to certain persons employed by the Department of Innovation and Technology. Provides that "basic compensation" includes the amount of any elective deferral to a deferred compensation plan established under the Article. In a provision concerning survivor's annuities, removes a reference to a person who has a disability that began prior to the date the child attained age 22 if the child was a full-time student.

Senate Bill 1467 (Van Pelt) expands the Illinois Veteran Grant and MIA/POW grant programs to Illinois residents of at least 15 years after leaving active duty service.

Subject to appropriation, Senate Bill 1498 (Bennett) requires the State Board of Education, in consultation with the Board of Higher Education, to develop an Agricultural Education Pre-Service Teacher Internship Program, beginning at the secondary education level, for pre-service teaching students that consists of (i) at a minimum, an 8-week experience or 300 hours of experience to prepare the pre-service teaching student for in-classroom experiences, including, but not limited to, experiences in the 5 career clusters for Illinois agricultural education through partnerships with Illinois agricultural companies and (ii) both in-classroom lectures and hands-on, applied learning; defines terms. Provides that the State Board must award grants to a pre-service teaching student enrolled in the Internship Program, which may be used by the student to support (i) a stipend not to exceed \$7,500 for a pre-service teaching student's completion of the Internship Program, distributed in monthly installments, (ii) lodging for a pre-service teaching student while participating in the Internship Program, (iii) reimbursement for meals, not to exceed the per diem rate established by the Internal Revenue Service, for a pre-service teaching student while participating in the Internship Program, and (iv) any reasonable costs for participation in the Internship Program charged by any participating Illinois agricultural company.

Senate Bill 1524 (Lightford) creates a new Illinois Student Investment Account program under the State Treasurer.

Senate Bill 1596 (Sims) creates an exception to the workers compensation system, allowing civil actions to be brought against Illinois employers in latent injury cases. An initiative by the trial lawyers, the bill bypasses the workers compensation statutes by exposing employers with civil actions and unlimited awards from cases that previously were barred. The legislation provides that the restrictions in prosecution of a claim against an employer under both the WC and OD Acts will not apply to any injury or death sustained by an employee as to which the recovery of compensation benefits under this Act would be precluded due to the operation of any period of repose or repose provision. *Signed into law PA 101-6*

Senate Bill 1624 (Glowiak) changes the state's data breach notification law to require notification of a breach to 500 or more (rather than 100) Illinois residents to the Attorney General in the "most expedient time." *Passed both houses*

Senate Bill 1641 (Peters) as amended requires institutions participating in the MAP grant program to provide notice to students regarding SNAP eligibility.

Senate Bill 1712 (Koehler) amends the Freedom of Information Act by exempting from disclosure a public body's credit card numbers, debit card numbers, bank account numbers, Federal Employer Identification Number, security code numbers, passwords, and similar account information, the disclosure of which could result in identity theft or impersonation or defrauding of a governmental entity or a person.

Senate Bill 1743 (Peters) Requires the Department of Children and Family Services, in coordination with specified entities, to develop and process a standardized survey to gather feedback from children who are aging out of the foster care system. The survey shall include requests for information regarding the children's experience with and opinion of State foster care

services, the children's recommendations for improvement of such services, the amount of time the children spent in the foster care system, and any other information deemed relevant by the Department. Provides that after the survey is created the Department shall circulate the survey to all youth participating in transitional living programs, independent living programs, or Youth in College and to all youth receiving scholarships or tuition waivers under the DCFS Scholarship Program. Requires the Department to conduct the survey every 5 years and to submit a report to the Governor and the General Assembly

Senate Bill 1788 (Bennett) reduces the Diversifying Higher Education Faculty in Illinois membership by 10 members (from 21 to 11).

In the case of approving contracts over \$250,000, SB 1902 (Weaver) allows for designees instead of the CEO, chief legal counsel and the CFO to sign the contract.

Senate Bill 1907 (Castro) requires public universities and community colleges to consider active military duty students or those receiving veterans' education benefits as Illinois residents for tuition purposes.

House Resolution 50 (Bennett) condemns restrictive speech policies at institutions of higher education.

Senate Joint Resolution 41 (McGuire) directs the ICCB and IBHE to establish a joint advisory council to study how Illinois can maximize students completing certificate and degree programs.

GENERAL COMMENTS BY VICE PRESIDENTS

Academic Services

Interim Provost and Academic Vice President Billy Clow commented that it has been a challenging semester. Highlighted that there are a number of youth summer camps in session on campus.

Trustee Radosh asked about those faculty who have been fired and if the programs affected would continue. Interim Provost Clow deferred to Dean Martinelli Fernandez and she answered stating that the programs would continue.

Strategic Planning and Initiatives

Sr. VP Rives thanked many departments for commencement, specifically Chair Aguilar and Trustee Brown for attending. Noted that the lower bowl of TaxSlayer Center was full. Academic Affairs assisted and supported in the newly approved Electrical Engineering and Civil Engineering programs. Residents and viewers of WQPT and QC legislators helped secure \$500,000 in support for a tower upgrade. The upgrade will increase viewership by approximately 200,000 residents including Good Hope and Macomb. Jacob Cox is the new QC SGA president. Expressed appreciation for the resiliency of those persevering through the flood despite River Drive remaining flooded and closed. Noted that many of the Trustees have not yet been on the QC campus, and encouraged Trustee in Residence so the new board can see the faces behind the names when they make decisions about the university.

Student Services

Vice President for Student Services Ron Williams gave the following report:

Good morning, I am pleased to share many of the great activities and initiatives within the Division of Student Services. In spite of the challenges we face, the Office of Undergraduate Admissions continues to focus on our enrollment goals. As a collective student services unit, we are working collaboratively to positively impact new student enrollment for incoming freshmen and transfer students – while also focusing our efforts on persistence to degree completion. Ideally, our work to recruit the next class of Leathernecks would be more productive if we did not have ugly public displays of hatred throughout this community.

As many may know this is the last Board Meeting report. Before my departure, I would like to publicly thank the individuals who have supported me throughout my professional journey here. First, I thank President Dr. Jack Thomas for the opportunity to serve and for his guidance, his mentoring, his leadership, and his encouragement. In his absence, I thank President Emeritus, Dr. Al Goldfarb who was the president when I arrived, but continues to provide mentoring years after his retirement. Fortunately, I have worked with great individuals who have been provosts. Often, the Provost position is a thankless job, and I have seen first-hand the diligence and time it takes to lead academic affairs – especially in challenging fiscal environments. With that, I acknowledge and appreciate Drs. Kenneth Hawkinson and Kathleen Neumann for their leadership, and Billy Clow it has been a pleasure working with you these last several months, as you have served as interim provost and through the years as dean of COFAC. Also, I appreciate the great work of all the people in student services who have supported me and the Division and a few of my faculty colleagues. Special thanks to Amy Buwick, Diane Kornegay, Jason Woods, Jessica Butcher, Jim DiTulio, John ‘JB’ Birenbaum, John Smith, Kristi Mindrup, Michelle Yager, Seth Miner, Stu Yager, Terri Hare, Tracy Davis, and Tracy Scott. Also, please join me in welcoming Mr. Doug Freed who has recently joined the University as the Director for Undergraduate Admission and Enrollment Management.

The 16th president of the United States of America, a great Illinoisan, Abraham Lincoln once said, “To sin by silence when they should protest makes cowards of men.”

The first African American associate justice of the Supreme Court of the United States, Thurgood Marshall, once said, “Even when the words do not seem harsh or offensive, the impact is shattering.”

Also, my parents and grandparents who were resilient when facing extreme racial conditions during the Civil Rights Movement and beyond taught me to stand in the face of prejudice, discrimination, and bigotry. There are persons who would rather that I and others remain silent on the issue of race and bias. In fact, a couple of people have actually made that request of me. However, I cannot grant that request. Recently, we have been witness to awful and vicious public attacks against President Thomas and other individuals, especially people of color, and I cannot in good conscious remain silent on these issues. Perhaps it is true that people only notice what they want to notice. This has been embarrassing. It should be known that underrepresented individuals’ experiences on this campus and in this community and the recent personal attacks are not mutually exclusive. I have received many calls and messages from current students, a few alumni, and media outlets about what is happening in Macomb, and particularly about the sign that was put up in the town square, which read, “Fire Jack, Support WIU.” While I acknowledge their right to display that sign, there is no humanity in that act. It has caused fear and disappointment by some people in this community and those beyond it, and that is a fact. While individuals can disagree with President Thomas; and others on many topics, that sign was mean-spirited and it has racist connotations – whether intended or not. Yes, there are people who are supporting that hatred – I am certainly hearing and reading it. In fact, the article in the local paper about the sign is titled, “Whatever It Takes.” After reading the title of that article, an alarmed alumnus of the University called me concerned about my safety. When I questioned his concern, he indicated that the article’s title and its phrasing can be intimidating or threatening – what does ‘whatever it takes’ mean? This 1970s African

American graduate likened it to their experiences here in the 70s. Further, ‘whatever it takes’ in this context can infer violence, physical injuries, or worse.

You see, folks should be responsible for what they say and do. You have some underrepresented students, faculty, and staff of color who already feel fearful for their safety – and then to read a sign like that followed up with an article title that suggests to people who are fearful that folks will do anything to rid the town of President Thomas (and to us it implies other Black people) – for events beyond his or their control is troubling. The WIU Board and this community should know that the sign on the Square was viewed by many persons as a symbolic public lynching of an African American man who has a prominent position in a predominantly white community. Now, we are left with a perception that there are people who do not want Black and Brown students at Western Illinois University. From my perspective this is not the case, but folks, this is a serious problem. While it is wrong to hate people based on their identity, the demographics of the state of Illinois, and even the nation are changing, and institutions that do not welcome diverse groups of students, faculty, and staff will have enrollment challenges.

Unfortunately, there is a narrative that is being perpetuated that the decline in enrollment, the decline in rural populations, and the lack of economic development in Macomb is President Thomas’ fault. Surely, it is unreasonable to assert that President Thomas should be held responsible for all that has happened in this Region. Moreover, it is not the sole fault of the Office of Undergraduate Admissions. Our admissions staff is working hard to reverse the trend of declining enrollment at WIU. Recently, an external group asked admissions to send a survey to high school counselors to solicit information about things that may be contributing to the decline. The group requested that the survey be in a paper form, and although the response rate to the paper survey has been low, the responses we did receive are overwhelmingly positive about the university and the admission staff. However, one of the high counselors used the survey as an opportunity to write that WIU should focus only on rural local students, and we should not have inner city students here. The person also wrote something to the effect of admissions must do this to make Western great again – those are charged statements and we must recognize it for what it is - Hatred. While I found this hurtful and offensive, we cannot allow personal feelings to get in the way of the work that must be done. We must stand with one another and work together for the betterment of the University. Support the admissions staff and those who are trying to help recruit all students.

I shared at the recent local NAACP Meeting and with at least one member of a group of retirees that the former two admissions directors resigned, and departed WIU, partly due to racial tensions. Seth was told by too many people that he needs to focus on recruiting only white students. He found this despicable and began searching for a position at an institution that is within a place where external people would support his work in recruiting all students. Jason left because he was the target of nasty attacks, falsities, and reckless mean-spirited racist comments and energy, to include an attack on his character in an email that he and I were copied on. Further, he was concerned that his daughter would be mistreated in the school system by the person who sent the email that attacked him. Fortunately, both are working at institutions where thus far they have not been faced with such racially charged hate and directives by people in the areas where they are living to exclude students based on race and their zip codes.

I am sharing this information because it is important for the Board and the public to know that this is a problem and because I have a request. I want WIU to be all that it can be, and for that to happen, students must have advocates – not some students but all students. I know there are persons who get angry with me because I advocate for students and I believe that students should be treated with respect. I cannot worry about that. I chose a higher education career because I enjoying helping people. I am an unapologetic advocate for students – and I will continue to advocate for all students best interests. Now, I am asking that people will advocate for persons who have been historically marginalized. I am asking that more people begin disrupting some of the racism that exists here – I know some people are well-

intentioned but it is not enough for people to tell me that racist situations are occurring – when you see it, I am asking that you interrupt it. This work cannot fall solely on the Multicultural Center staff and the few faculty and staff of color. Whether folks agree with me or not, I pride myself on being a kind, caring, competent, and compassionate man. I treat students (all of them), my colleagues, and those in the community with dignity and respect, and that consideration is not always reciprocated. While I have enjoyed my time at Western, I have had to defend my competency for my position more than my white counterparts. While I take nothing from my white counterparts, in some cases I have had more professional and culturally social international experiences than they have, yet my ability to do great work has been questioned. For example, prior to coming to Western, I worked in admissions and financial aid at other institutions, and I was able to help increase enrollment and design an improved financial aid award framework. People who criticize me or my colleagues who are here doing enrollment work, never asked me about my experiences or credentials. Rather, they sought to discuss me negatively with others or tear down and insult.

To list all of the horrible comments that have been said directly to me or shared indirectly with me would extend far too long than you have time to hear. However, for context I will share that negative, stereotypical, incorrect assumptions are made about my background, my family, and my childhood zip code.

These things are problematic, and I have spoken up every step of the way. We need to speak out when folks speak negatively against low income, first-generation, and students of color. All students deserve the same care and consideration. As you know, Black students are not inferior to White students – and the same is true vice versa – no human being is better than the other. Western has not lowered its academic standards. In fact, we have slightly increased academic standards. Check the WIU fact book. Yes, the demographics have shifted, like they have at many other major higher education institutions in the nation. But as the demographics have shifted, some people want to make blanket statements that we have lowered our admission standards at WIU, and it simply is not true. We have quality students here at Western Illinois University, and we are doing a good job of helping to develop our students into individuals who graduate and go on to lead in the global community. Throughout my career, I have worked with all students and students' academic abilities are not inherently tied to race. Moreover, collectively with my colleagues, I work to recruit all academically qualified students to WIU. I do not only recruit Black students, White students, or any student based on their identity. Also, I do not have any empirical data on why White student enrollment is decreasing at WIU. But I contend that a part of that issue may be that, demographically, the number of high school-aged White students is decreasing, meaning there are fewer students in the pipeline who are White, especially in Illinois. The rural population is declining, and as result of this decline there have been several school consolidations in the recent years. I know people are calling for how things were in the 1950s, 60, 70s and 80s. Things are not like they used to be, and it is unreasonable to blame rural area decline on the University.

I hope this message has been received in the informative spirit in which I have shared it, and I am hopeful that the campus and community can help the new director of undergraduate admission and enrollment management to feel welcome here. I hope people engage with him, and not attack or belittle him. I believe some people's privilege leads them to believe that they can insult others without regard to what they are doing or saying, and that historically marginalized persons have to contend with being abused, disrespected, disregarded, and shamed.

Although I am leaving to serve students elsewhere, I continue to care about WIU and what happens here, I have spent almost 11 years of my career here, and although a news outlet erroneously reported that I am already gone, I will be here for another week – and I intend to make that week count and will be working for the best interests of WIU and our students. While there are some who may unfriend me or be angry with me for speaking out against racism, prejudice, and discrimination, I am grateful for those persons

who stand with me in the fight against oppression. I thank my many awesome and supportive campus-wide colleagues who came out to support me at a farewell reception earlier this week, or who have reached out to wish me well. I must say that the good has certainly outweighed the bad. But because there has been some good, we cannot remain silent about the bad. As one of our students stated during the recent local NAACP meeting, “if you have a bottle that contains 20 ounces of quality/healthy water, and add small drops of arsenic to the water, even though volume of good is greater than the bad – at that point, it is still harmful to drink the water.”

With that, I yield to any questions you may have.

Trustee Shaw asked for a repeat of enrollment projections:

Incoming freshmen 970-985

Transfer 600-620

Graduate 490-510

Trustee Padgett commented that the enrollment projection numbers indicate a 2-9% decrease in total new student enrollment numbers. The budget projection is assuming a level number.

Administrative Services

Interim Vice President Bill Polley gave the following highlights:

Thanked President Thomas for his leadership and friendship. There have been many visits to Springfield to campaign for increased funding. Thompson Hall chiller project proceeding. Medium voltage switch in Morgan will happen. Sidewalk and grading. Chilled water loops for north and south campus scheduled to begin in summer of 2020. Currens work will begin late this summer. Contract with architectural engineering firm. Yesterday was the employee appreciation picnic for facilities. HR working with AIMS for the directory to show working titles. Benefits Choice period ended and there were no significant changes. Annual evaluations for Civil Service employees are due at the end of July. HR office completed a series of three Employee Assistance seminars. DPS very busy. Purchasing in collaboration with SBDC and PTAC hosted Diverse and Small Business Opportunity Fair on campus and it was very successful with vendors and participants. Business Enterprise program has put WIU at the forefront of the state in diversity in contracting despite low capital dollars. The Illinois Law Enforcement Executive Institute held the Women In Criminal Justice conference in Normal brought nearly 400 women participants, the most ever. Two new employees will be coming on board and will be funded by a Homeland Security Grant. New Chiefs of Police orientation brought 56 people, as well as a Crisis Intervention Conference held in Naperville. Nearly 130,000 training hours provided by the organization to agencies across the state and nation. Business Services came up with a major process improvement that will save a significant amount of money.

ADVISORY GROUP REPORTS

Consent Agenda: Civil Service Employees Council, Council of Administrative Personnel, Faculty Senate, and Student Government Association:

The four constituency groups formally submitted the included reports as part of their consent agenda:

Student Government Association Macomb President – Colton Markey

* gave highlights from the written report.

“The SGA ended its 50th Legislative Session, marking the 100th year of student government on Wester’s campus. Throughout the last semester many events took place in student government, including an

election of new leaders. SGA's election had a near record breaking number of ballots cast with over 1,100 votes. The results were as follows: SGA President, Colton Markey; Vice President, Daria Levchenko; Speaker of the Senate, Markeysha Marshall; Student Trustee, Justin Brown; and three Senators at Large: Payton Muhs, Tyler Prayden and Nathan Clark. Last semester we also held our State of the Student Address with the theme of 'The Time is Today.' During the address we heard remarks from former SGA President Grant Reed, from SGA Vice President Madison Lynn, Student Trustee Justin Brown, and former Speaker of the Senate Aaron Steele. I think the majority of the people who attended would agree with me in saying their remarks were truly inspirational. I hope you will all consider attending this address in the future. At the last SGA meeting of the semester the association passed an allocation presented by the Council on Student Activity Funds. Of 528,233 student activity fee dollars the Council on Student Activity Funds was faced with difficult decisions due to decreased student activity fee dollars. Some organizations have expressed frustration and disappointment in their allocations. There will be an appeal process this coming fall. SGA thanks the Board of Trustees for your work and your continuous support of the entire student body. We hope to grow our positive working relationship with the Board."

Student Government Association Quad Cities President – Jacob Cox

"My name is Jacob Cox the new President of Student Government at the Quad city Campus. I would like to thank the board for the opportunity to speak today. I was drawn to Western Illinois Quad Cities having seen the Engineering program that, compared to other schools, would allow me plenty of hands on time as well as the ability to get to know my professors. Having spent my first year here I found my way into a lab assistant job on campus with a boss who originated here in Macomb and has provided valuable experience. I quickly found myself a part of student government, as well as joined a startup ragtag group of esports players. What started as a club grew into a dedicated team and family who placed second in our local tournament in the span of a few months. With student government I met new faces and was encouraged to take on more responsibility being appointed as Vice President mid-way through the year and then running for President shortly after. The transition has been smooth working closely with the former student government President and being welcomed and guided by Dr. Rives with his support leading up to this meeting. Our new board of student government members looks promising already coming up with ideas for the new school year to come. Thank you"

Faculty Senate Chair – Christopher Pynes

Began by making personal comments to President Thomas. At this point, none of the four constituency groups have had a chance to meet, discuss, and consent to the major action items on the BOT Agenda for the 14 June 2019 meeting. Thus, each group will need to include either consent or non-consent during their full reports to the Board.

The Faculty Senate did, however, meet on 21 May 2019 and voted not to consent to the elimination of all academic programs other than Nutrition/Food Service Management. Thus, the Faculty Senate does not consent to Resolution No. 19.6/4 Academic Program Review Recommendations.

The Faculty Senate has also objected to the destruction of closed session minutes, and thus does not consent to Resolution No. 19.6/6 Release of Closed Session Minutes.

As for Resolution No. 19.6/1, none of the constituency groups can consent to Resolution No. 19.6/1 Presidential Assessment and Contract since there is no content to this resolution.

Finally, encourage the BOT to keep our students, faculty, staff, and our four core values in mind when making and communicating important decisions and long-term planning: Academic Excellence, Educational Opportunity, Personal Growth, and Social Responsibility.

The following is an abbreviated summary of some of the activities, discussions, and initiative the WIU Faculty Senate has engaged in since the 29 March 2019 BOT meeting with full Faculty Senate meeting minutes available on the Faculty Senate website, http://wiu.edu/faculty_senate/meetings/index.php :

May 21, 2019

- Senators expressed concerns to Interim Provost Clow about library staffing this summer and how it will affect iSHARE and other factors.
- Faculty Senate again considered the request to merge the Department of Accounting and Finance and the Department of Economics and Decision Sciences to create a new school but tabled the proposal until the fall.
- Faculty Senate approved a request to merge the Department of Curriculum and Instruction and the Department of Educational Studies to create a new School of Education.
- Senators discussed the Provost's office list of program eliminations to be presented to the BOT. They approved a motion to object to all program eliminations except Nutrition/Food Service Management and to all program revisions that resulted in faculty reductions.

April 30, 2019

- Faculty Senate discussed at length a recommendation from CAGAS to eliminate UNIV 100 as a graduation requirement, as proposed by the Provost's office. After many questions and much discussion, the recommendation was approved by a vote of 9 yes – 7 no – 0 abstentions.
- Senators unanimously approved a resolution in support of WIU's teacher education programs. The resolution will be sent to the Board of Trustees.

April 23, 2019

- The Senate Nominating Committee made nominations to fill new task forces created by the President.
- The Council on Campus Planning and Usage presented the results of their faculty survey on space needs for the University.
- The Budget Transparency Committee presented their response to the Executive Committee's Cost Expenditure Comparison.
- President Thomas spoke to Faculty Senate and responded to many questions.
- Faculty Senate voted to dissolve its Summer School Committee by a vote of 15-0-0.
- Faculty Senate voted to change the name of the WID Committee to the Council on Writing Instruction in the Disciplines by a vote of 15-0-0.

April 9, 2019

- Elections were held for Senate officers. Christopher Pynes was re-elected Chair, Ilon Lauer was elected to the Vice Chair position, and Susan Czechowski was re-elected Secretary. Elections were held to replace all four members of the Senate Nominating Committee since terms of all current members are ending in the fall. New members will be Duke Oursler, Art (FA&C), Dave Hunter, Engineering (B&T), Feridun Tasdan, Mathematics and Philosophy (A&S), and Jeremy Robinett, Recreation, Park and Tourism Administration (E&HS), who was elected Chair.
- Senators adjourned to executive session to consider the faculty evaluations of President Thomas and former Interim Provost Kathy Neumann.

Future Items For Senate Consideration and Announcements

- Discussions and evaluation of academic reorganization.
- Work on President Thomas's "Action Teams" formerly task forces.

Faculty Council Chair – Rob Porter

* Written report was submitted.

Council of Administrative Personnel President– Joe Roselieb

*Roselieb apologized for the late distribution of the report. COAP was severely affected with the restructuring that occurred in the spring semester and as a result the board was realigned and all positions are now filled. The group is moving forward with its governance. COAP is an advocate increasing morale and will be adopting a partnership role for new employee onboarding, taking new employees to lunch. COAP will be canceling the July meeting and will reconvene in August. Thanked Dr. Thomas for his support of COAP by coming to open forums, helped answer questions, wished him best of luck.

Civil Service Employees Council President – Steve Whan

CSEC Employees of the Month for the quarter were announced: April was Nicky Friedrichsen, May was Susan Schoonover and June is Shelby McAvoy. CSEC Employee Appreciation Picnic was held at the park on May 2 where prizes were given away and there was no charge to employees. Employee memorial tree planting on May 7 in Macomb. Officers elected: Pres, VP, Treasurer, Secretary. Distinguished Service Award winner was Steve Whan. QC Campus report is that we have been battling the flood and the buildings are safe but one parking lot was limited. Employee appreciation picnic on May 8. Audrey Adamson received the Governor’s Volunteer Service Award, Student Employee of the Year Award Conner Hartman and runner up Jacob Sneade. Nicky Friedrichsen Student Employee Supervisor of the Year. Core Values Awards winners were presented in May and were as follows:

- Academic Excellence: Dr. Susan Stewart
- Educational Opportunities: Dr. Rob Porter
- Educational Opportunities: David Geenen (external)
- Personal Growth: Cameron Ruiz
- Personal Growth: Daniel Dankert
- Social Responsibility: Audrey Adamson
- Commitment to Core Values: Lisa Miller (external)

Chair Aguilar called for a 10 minute recess at 12:28 pm.

FINANCE COMMITTEE REPORT

Report No. 19.6/1: Report on Contributions

Julie Baker indicated that she is a proud Leatherneck, stated it was an honor for her to work as the Director of Development for the College of fine Arts & Communication, is proud to be appointed to her new acting role, and yielded for questions on her report as submitted. There were no questions.

Report No. 19.6/2: Repair and Maintenance of Official Residence

Interim Vice President Bill Polley stated that the report is as submitted, commented that since FY16 there have been no major projects, and yielded for questions. There were no questions.

Report No. 19.6/3: Purchases of \$100,000-\$499,999.99

Interim Vice President Bill Polley stated that the report is as presented and yielded for questions. There were no questions.

Resolution No. 19.6/1: Purchases of \$500,000 and Over

Interim Vice President Bill Polley stated that there are two items Master Control Services and the Thompson Hall Chiller Construction, delegated to the president to approve up to \$1.2M.

A motion was made by Trustee Thompson to approve. Trustee Lang seconded the motion.

Roll Call

Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes

Motion carried.

Resolution No. 19.6/2: New or Changed Capital Reserves for Non-Indentured Entities

Interim Vice President Bill Polley indicated that there were no changes requested.

A motion was made by Trustee Thompson to approve. Trustee Lang seconded the motion.

Roll Call

Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes

Motion carried.

ERP Proposal

Interim CIO Rebecca Slater and Director of AIMS Stacie Hunt presented a proposal on behalf of the Enterprise Task Force Steering Committee. Enterprise Resource Planning (ERP) is the system that the university uses to conduct business. We currently have a home grown system and an external agency did an evaluation of our system and provided various ERP models for moving forward. Our current system will go out of service in January 2020 so we must purchase a new mainframe.

Resolution No. 19.6/3: FY2020 Preliminary Spending Plan

Budget Director Letisha Trepac reminded the board that tuition dollars would be down next year based on enrollment projections. Trustee Padgett asked the board if they have a good sense of where the university is financially and reminded them that the state funding may be up but diminished tuition will be the case. There has been a \$7.6M reduction and the plan reflects deficit spending.

A motion was made by Trustee Padgett to approve. Trustee Thompson seconded the motion.

Roll Call

Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes

Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes

Motion carried.

Budget Presentation

Budget Director Letisha Trepac and Interim Vice President of Administrative Services Bill Polley. Trepac thanked President Thomas for the opportunity to serve as Budget Director. Trepac gave a power point presentation explaining why we need to reduce our budget by \$20M by 2020. Structural deficit is defined as this: Annual budgeted operating expense has exceeded annual revenues. In order to eliminate the structural deficit we must make permanent changes. Actual annual deficit has reached the point where our spending is greater than our income. The reserves we built up to ensure our fiscal stability were wiped out in two years. The largest revenue driver is new student enrollment, and for FY2020 will be down because enrollment will be down over 2018 fall numbers.

ACADEMIC AND STUDENT SERVICES COMMITTEE REPORT

Report No. 19.6/4: APER Report Submitted by Faculty Committee

APER Committee Chair Henry “Duke” Oursler presented the report as submitted, and gave a brief context on details of the report and recommendation process. The following programs are recommended for elimination by the Provost’s Office because they did not meet IBHE standards: Anthropology, Art BFA, Bilingual English as a Second Language, Clinical Lab Sciences, Dietetics, Economics, Emergency Management, Foreign Languages & Cultures French Teacher Education, Geography, Geographic Information Science, Geology, Graphic Communication, Hospitality Management, Meteorology, Musical Theatre, Nutrition and Foodservice Management, Physics, Public Health, and Foreign Languages & Cultures Spanish Teacher Education. The committee met with every program on the list. The committee recommended for elimination: Bilingual English as a Second Language, Foreign Languages & Cultures French Teacher Education, Foreign Languages & Cultures Spanish Teacher Education, Nutrition and Foodservice Management. The recommendation was made to merge Graphic Communication with Graphic Design. The committee found that some of the programs that were under review show strength and future growth, and as a result recommends that every program should be analyzed with these criteria.

Report No. 19.6/5: Decision Process for Program Elimination by Administration

Interim Provost Billy Clow, Associate Provost Russ Morgan, and Interim Associate Provost Mark Mossman

Interim Provost Clow expressed that the process of determining which programs to eliminate is debilitating to the fabric of an institution. The thought of having to eliminate academic programs that affect students is horrendous. The committee was charged with cutting \$16.1M from the largest area (academics) on campus. The contracted committee was charged with reviewing the initial list that was compiled by the Provost’s Office working with between 38-40 programs and 8-9 degrees. The committee was formed in September and began evaluating 18 programs from the list, and the timeline of the committee’s activities. The initial report was to be submitted in December 2018, and after a short time the committee realized it would be difficult to complete thorough work in the allotted time. An extension into the spring semester was requested and granted. In anticipation of the February budget announcement from the Governor, the Faculty Senate, UPI and President’s Office came together and agreed upon a deadline of March 1, 2019 for the layoff announcements. Clow commended the committee for putting in countless hours of work and for doing a thorough job. On February 18, 2019 the committee presented its report to the Provost’s Office and UPI. In March 2019 budget cuts, program eliminations and layoffs were

announced. Per the contract, the Provost's Office began meeting with every affected department upon the request of the department. Since that time every effort has been made to restore faculty through retirements, attrition and other means possible. Clow recommended that Emergency Management be removed from the elimination list and that it be put into the LEJA program, just as Director Myers requested in order to save the program and the faculty member associated with it. The committee looked at five-year trends and numbers, majors, degrees conferred, changes in student credit hour production, pedagogical rationales, general education contributions, general education versus major/minor courses, online offerings, upcoming retirements and layoffs, faculty work loads.

Trustee Radosh asked if the Health Sciences department is in favor of moving Emergency Management to LEJA since only one side was presented. Provost Clow indicated "The Health Sciences chair is not for the move, and I can understand that completely." Clow further explained that there is an open line in LEJA so there is no faculty member being added, and as a result there will be cost savings as well as saving a program and allowing it to grow. Trustee Radosh expressed concern about moving a program from a smaller program into a larger program. Clow said there would be cross-disciplinary sharing and that, at the moment, the program is slated to be shut down but this would save it. Trustee Padgett recognized that the Board of Trustees would be required to approve a program shut down, but asked if it would need to approve a program move. Clow responded that the Board would not need to approve a move. Trustee Padgett reasoned that, if approval for a move is not required, and the recommendation from the Provost that the program be moved, a vote would not be in the scope of the Board's role. Further discussion continued and Clow stated that Public Health did not want the program to be moved, LEJA would like it to be moved, and no one contacted Social Work. President Thomas recommended that a further discussion should happen. Faculty Senate and UPI formally objected to the elimination of Emergency Management and is requesting that the program be removed from the cut list.

Trustee Shaw made a motion to remove Emergency Management from the APER list, seconded by Trustee Padgett.

Roll Call

Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes

Motion carried.

Trustee Thompson expressed concern that Hospitality Management is on the APER list, citing recent job reports and projections that indicate the industry is growing. Clow stated that there has been discussion on how to preserve the program beyond eliminating it from the list based on CIP Codes. Clow remarked that the drop in percentages in the program is what is driving the necessity to make decisions. Trustee Radosh asked what the university would save by cutting Hospitality Management, indicating that the program states it has an 89.9% ROI. Clow stated that the savings would be realized eventually in faculty salary, benefits, operational costs, recruiting etc. Trustee Thompson requested that the university give the program an opportunity, with a time limit, to grow the program. Budget Director Trepac asked how many faculty would need to be recalled to save the program, and Clow indicated that it would be one Unit A faculty and one Unit B faculty. Trustees Lang and Radosh remarked that there is an outreach opportunity with the program. Trepac stated that the budget is not yet on target, and forgoing any of the established

reductions will require new budget reductions to be found. Trustee Padgett outlined the two choices before the Board: Set aside this decision on the program until a later date or to determine to eliminate it from the list. Clow indicated a decision would need to be made, then the process would go to a budget consideration. Trepac stated it would be roughly \$130,000 (exactly \$127,818) to recall the two faculty members. She stated it also takes roughly 130 students to net \$1M in revenue and we are currently projecting down. Angela Bonifas spoke on the numbers of students enrolled in the program, stating that in the fall of 2018 there were 27 students (4 new), and within one year of being in RPTA they have doubled to 8 new freshmen and one transfer for fall 2019. Trustee Padgett asked how moving the program to RPTA would change new student recruitment. Sheryl Boston explained that Hospitality is the operational side of designing an experience and hospitality and tourism go hand in hand. Students are cross-trained to do both things and in West Central Illinois there has been a decline in manufacturing and hospitality and tourism is growing. Trustee Dolieslager stated he supports keeping the program and does not want to eliminate a program that has growth potential and regret the decision later. Pynes stated that the university has an enrollment problem overall and when enrollment shrinks the smaller programs look worse. Trepac asked Provost Clow if the program was saved and did not meet metrics, would the program go through the APER process again? Discussion continued and moved into the discussion of Resolution NO. 19.6/4....

Resolution No. 19.6/4: Academic Program Review Recommendation

Interim Provost Billy Clow, Associate Provost Russ Morgan, and Interim Associate Provost Mark Mossman

Trustee Padgett asked Duvall what would be the process to table a portion of the motion. Duvall said that the Board could table the motion and then vote to untable it when they are ready to discuss it again.

A motion was made by Trustee Radosh to approve the elimination of the Nutrition program. Trustee Thompson seconded the motion.

Discussion was held on this motion and Sheryl Boston spoke to the Board, indicating that there are zero faculty associated with Nutrition specifically because half of the courses are from Hospitality and half are from Dietetics. Christopher Pynes stated that the Faculty Senate consented to the elimination of a program that does not eliminate any faculty, pointing out that the mechanism by which is being used to eliminate programs is flawed because there is more to the story than numbers. He also indicated that people are trying to blend programs so the smaller numbers in each area amount to a larger number instead of slicing up degrees into smaller programs. This allows programs to be protected from review in the future. Bill Thompson stated that UPI is opposed to management by algorithm by using the IBHE low productivity report. This results in big programs being rewarded and small programs being hurt. Trustee Radosh commented that the IBHE mandated Report on Closed and Low Enrolled Programs does not require that we close programs but rather we classify the program. Provost Clow stated that he would not take a side on this argument but pointed out that the five year average enrollment for Nutrition is one student and it has never graduated a student. President Thomas stated that the previous Board of Trustees asked the current administration to look at all of the programs with the stated criteria, and if the new Board is asking for a new formula it should be so. Trepac emphasized again the need to replace the lost savings if things are removed from the budgetary cut list.

The discussion turned to the proposed elimination of the Art Education component. Trustee Radosh commented that it would be irresponsible to cut the education component just prior to elimination of the basic skills test by the state required to teach. Trustee Padgett asked that the Board keep the discussion on the proposed elimination of Nutrition.

Trustee Thompson asked if the entire recommendation could be tabled so a special meeting can happen to devote a great amount of time to review and analyze budgetary information.

Trustee Radosh withdrew her motion to eliminate Nutrition.

Trustee Thompson made a motion to table Resolution No. 19.6/4, minus Emergency Management, and Trustee Radosh seconded.

Christopher Pynes asked if the Board is able to vote on items in the July Retreat. Duvall stated that the Board is able to if it gives itself the power to because it would be considered an open meeting. Trustee Dolieslager stated that he would hate to see the university cut departments short-term only to lose students to another institution long-term and is asking to set specific and measurable goals.

Senior VP Rives added that the Higher Learning Commission maintains that the Board is responsible in a legal and fiduciary capacity and in the HLC's eyes the Board has the right to cut or keep programs. Guidelines also state that the Board delegates management of the institution to the administration. The Board should not be setting goals. The Board can *ask* the Provost's office for goals and to report back but to maintain good accreditation, the Board should not set any numeric goals. Trustee Dolieslager stated the university must track, rank and publish goals in order to be successful.

Vice President Williams stated that RPTA is a "discovery major," explaining that many students do not come to Western knowing what RPTA is but when they get here they realize all the degree has to offer.

Trustee Radosh amended Trustee Thompson's motion to remove Hospitality from Resolution 19.6/4 and to table discussion on the other programs until the July Retreat, seconded by Trustee Thompson.

Senior VP Rives reminded the Board that the HLC requires that, immediately upon disestablishing a program the university must immediately cease admitting new students into the program.

Trustee Dolieslager recommended that the group wait until the Retreat to review all programs.

Trustee Radosh withdrew her amended motion, and Duvall stated the motion on the floor to be voted on is as follows:

"The motion is to table the rest of the list on Resolution 19.6/4 with the notation that Emergency Management had already been removed from the list earlier in the meeting."

Roll Call

Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes

Motion carried.

Report No. 19.6/6: Annual Listing of Academic Program Changes

Interim Provost Billy Clow presented the report as submitted with the addition of the following programs:

MS in Quantitative Economics, BS in Geographic Information Science, BS in Civil Engineering, BS in Electrical Engineering.

Report No. 19.6/7: Report on Academic Curricular and Administrative Changes

Interim Provost Billy Clow indicated that a considerable portion of the report is not applicable until the decision on the APER report so this report will be tabled until a later date.

Resolution No. 19.6/5: Action Tenure Recommendations for 2019-2020

Interim Provost Billy Clow

A motion was made by Trustee Thompson to approve. Trustee Shaw seconded the motion.

Roll Call

Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes

Motion carried.

GENERAL DISCUSSION AND ACTION ITEMS

Report No. 19.6/8: Quarterly Planning Update

Senior Vice President Joe Rives present the report as submitted and yielded for questions. There were no questions.

Trustee Padgett made a motion to lay the rest of the reports on the table, pick them up later and move directly to the remaining action items in the interest of time, seconded by Trustee Radosh.

Senior Vice President Rives requested time to discuss accreditation because there are things the Board needs to hear regarding the university and its accreditation status.

Roll Call

Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes

Motion carried.

Resolution No. 19.6/6: Action Release of Closed Session Meeting Minutes

Legal Counsel Liz Duvall explained that in the past she has taken direction from the Board on how to proceed and asked that this be tabled until the October meeting so the current Board has a better sense of what is included in the closed session minutes.

A motion was made by Trustee Lang to table Resolution No. 19.6/6 until the October quarterly meeting. Trustee Thompson seconded the motion.

Roll Call

Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes

Motion carried.

Resolution No. 19.6/7: Cemetery Approval – WIU Columbarium

Interim Vice President Bill Polley indicated that this is a procedural function required by the Comptroller’s Office that must be approved before any ashes may be interned.

A motion was made by Trustee Padgett to approve. Trustee Lang seconded the motion.

Roll Call

Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes

Motion carried.

Resolution No. 19.6/8: Election of Officers of the Board for July 1, 2019-June 30, 2020

Per Duvall, state statute prescribes a secret ballot but the board can make a motion to provide a slate of officers to approve.

A motion was made by Trustee Lang to keep the same slate of officers, which would be Chair Aguilar, Vice Chair Padgett and Secretary Thompson, seconded by Trustee Shaw.

Trustee Padgett: “I would myself prefer to do the secret ballot. I guess the way to procedurally do this is just to vote ‘No’ on the motion.

Chair Aguilar said, “If you want to keep the slate as-is you would vote ‘Yes’ and if you would like to go to secret ballot you would vote ‘no’. Does that sound right?

Trustee Padgett: Just to be clear, for me this is a process issue; this is how the regs say we should do it so I just prefer to keep it to a secret ballot.

Duvall: "I think Trustee Lang was saying she would like to make that motion and you would use the secret ballot to vote on it, is that correct?"

Lang: "Exactly."

Padgett: "So we are in agreement?"

Lang: "Not necessarily, but..."

Trustee Radosh: "Just to be clear, we vote for the slate or how we want to vote on this?"

Several Trustees in unison "Vote how we want to vote."

Secret ballots were distributed and the Trustees completed a vote.

Chair Aguilar: General Counsel will announce how everyone voted. This is beginning July 1st.

Duvall:

Board Chair: Radosh 4, Lang 1, Aguilar 2

Vice Chair: Padgett 5, Shaw 2

Secretary: Brown 1, Lang 1, Thompson 5

Slate of officers for approval:

Polly Radosh as Board Chair

Nick Padgett as Board Vice Chair

Jackie Thompson as Board Secretary

Chair Aguilar: Is there a motion to approve?

Trustee Padgett made a motion to approve the list of officers resulting from vote, seconded by Trustee Thompson:

Padgett: Do we need to vote on this?

Duvall: No just approving how the procedure has been.

Roll Call

Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	No
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes

Motion carried.

Resolution No. 19.6/9 Elect Trustee to Serve on State Universities Civil Service Merit Board

Interim Vice President Bill Polley stated this is to elect a member of the BOT to serve on the Merit Board for the State University Civil Service System. They typically meet quarterly on policies and appeals in the CS system. The board member who is elected would receive an orientation before they begin and more information from Human Resources.

Duvall indicated someone could volunteer or the board can nominate someone.

Trustee Radosh: I nominate Jackie Thompson because she has experience with Civil Service.

Chair Aguilar: “Would you accept the nomination?”

Trustee Thompson: “If absolutely nobody else wants to do it I would accept. If anybody else has an interest in it, it’s yours.”

A motion was made by Trustee Radosh to nominate Trustee Thompson. Trustee Lang seconded the motion.

Roll Call

Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes

Motion carried.

Resolution No. 19.6/11: Provost/Academic Vice President Contract

Duvall: Trustee Padgett asked for this to be on the agenda. Historically speaking, the university has not, going back several Provosts, the Board has not approved the contract, it has been primarily a Presidential hire. We respectfully disagree about how the Board regs are written, so he asked for it and we bring it forward per his request.

Chair Aguilar: In the past has the board voted on this?

Duvall: No

Chair Aguilar: Never?

Duvall: No

Trustee Padgett: Look, this is a non-controversial rubber stamp. I’m voting in favor of it. Page 2.1: ‘Board approval shall be required for the hiring of the positions of Provost, President, Provost’ and actually several others in the chain of command in the academic chain of command including Associate Assistant Provost and Dean. Research shows we have not followed these procedures for the last 16 years. It’s clearly in the rules, and it’s my opinion that if something is in the rules you should follow them. If you

want to change the rules that's fine, it's a matter of process, it's non-controversial, it's a rubber stamp. I'd just say let's be safe and approve it and that way there's no question.

Chair Aguilar: So we are saying you want the Board to approve and not the president?

Trustee Padgett: I want the board to follow the board regulations.

Senior VP Rives: Not to disagree with you but I am going to disagree with you respectfully. If you think of the Board regs as city law and HLC as state law, again HLC says the Board is responsible for legal and fiduciary and delegates management to the institution. There is an assumed practice by the Higher Learning Commission that the board hires and fires the President and leaves all other hiring to the institution as the case in management. It's your decision to make, obviously, but I would caution you not to go down that road and that you work on readjustment of the regs.

Trustee Padgett: I am fine for changing the regs and for having a debate on that. We have a new Provost and we can't do that in this meeting. We have a new Provost starting July 1 so I say let's approve the person. This is not unusual. Another school I saw, Springfield, another school I saw, it may even be Youngstown, I have commonly seen this. I am surprised we are having this debate frankly.

Senior VP Rives: I am just cautioning you.

Chair Aguilar: Joe, what are the risks?

Senior VP Rives: You violate a criteria of the accreditation.

Trustee Padgett: We should follow our rules. The old board didn't follow the rules all the time, got in trouble. Let's follow our rules.

Chair Aguilar: This one could get us in trouble too, I have to disagree with you on this one, Nick.

Duvall: The only thing I would like to add is the second sentence in the paragraph, I would agree that it is a poorly written section of our code and should be reviewed. I absolutely agree with that. It goes on to say that 'The President shall inform the board of the appointment, resignation, retirement or other event concerning employment of a Provost, Vice President, Dean, or Associate Vice President who supervises Deans, as soon as possible after the event.' That is normally what has happened and that has been the process that has been followed. I do understand where Trustee Padgett is coming from, it's just it has never been applied that way and my guess is because of the HLC guidelines. I just want to make sure you have the whole story.

Trustee Thompson: We need to start revising the board regs so they read properly

President Thomas: As president I have always informed the board of hiring and we have to be...I just need to caution you for getting into management. That is going to be an HLC issue...that's the way it has been done but you can do it any way you want.

Trustee Lang: Can we get counsel to assist us with this process for our retreat? To bring up HLC and have the by-laws and the differences because you said the wording is interpreting...

Duvall: It's interpretation and the way it has been interpreted is to mean the President has the sole hiring and firing of those positions and any other position at the university. Whoever is that position he or she notifies the board chair on that. It is poorly worded I am guessing it has always been applied in that

direction because of HLC guidelines. I understand where Trustee Padgett is coming from. I tend to lean toward our past practice and that has been what HLC accreditation has accepted. But I will follow the direction of the board.

Trustee Lang: What I'm saying is to get us better informed so not your interpretation, not his interpretation, but who else can give us this information to make certain that we are not having other people interpret it.

Duvall: It's up to the board.

Trustee Padgett: I'll just read it again, it's one sentence and I think we can form an opinion. 'Board approval shall be required for hiring, creating, eliminating, or significantly modifying of the positions of President, Provost/Vice President, Dean, or Associate/Assistant Provost/Vice President who supervises Deans'. I'm surprised we are having this discussion, frankly.

Chair Aguilar: And the President does notify us. He tells us.

Trustee Padgett: But this says 'Board approval shall be required.'

Chair Aguilar: Joe, you're an expert at this. Help us.

Senior VP Rives: I think I have made my position clear. In the eyes of the HLC, which awards financial aid, which 75% of our students are on financial aid, so if we violate accreditation criterion, if we lose the ability to administer financial aid, if we lose accreditation our degrees are non-transferrable. The HLC is VERY clear in black and white and it is not an interpretation it is a factual statement: The board has legal fiduciary responsibility, for the institution, hires and fires the president, and delegates management to the institution. Core component 2.C.4, assumed practice A.9. If you start hiring within the chart despite the chart, despite the regs, you have gone into management.

Trustee Padgett: Why do other schools have their trustees approved?

Senior VP Rives: I don't know other schools. I don't know that.

Trustee Padgett: Illinois Springfield does. I saw it yesterday when I looked it up.

Senior VP Rives: I am advising you...

Trustee Padgett: I saw it yesterday when I looked up Springfield...

Senior VP Rives: That's fine, I am advising you of the consequence of the action. It's your decision, not mine.

Trustee Padgett: To say we are going to lose accreditation because we follow our rules, I think is exaggerated.

Senior VP Rives: That's your call.

Trustee Radosh: It's an approval of a hire, it's not the hire. The hire has been made. It's an approval.

Trustee Padgett: It's a rubber stamp.

Faculty Senate Chair Pynes: It is poorly worded, it can be understood as ‘the office of the President.’ Then if there is a change in those kinds of jobs, or if they create a new Vice President position then you have to get approval. It’s also similar in another reading, you’re essentially just like you are approving tenure. It would be very strange for the President to bring a candidate to you that you would not approve the hire of. You are not doing the hiring just the approval. I don’t think there are any accreditation concerns if you approve a hire from your President. I don’t think you are in any danger of any kind of violations of any kind of hire with the learning commission.

Chair Aguilar: Joe, you do this pretty often, right?

Senior VP Rives: I have done this for 29 years and have stated my position. As a decision making member of the body of the Higher Learning Commission I have told you what we look at. And now it’s up to you.

Trustee Lang: Can we table this?

Duvall: That’s entirely up to you.

Trustee Lang made a motion to table this resolution until the July retreat.

The motion died for lack of a second after Duvall pointed out that the new Provost is scheduled to start July 1.

Trustee Padgett referenced a press release of where a Provost was hired to start at an institution in 2017 and the release states that the candidate was to start ‘pending formal University of Illinois board of trustees approval.’ And stated, “I don’t think they lost their accreditation for doing that.”

Trustee Thompson: It says we are doing the approving.

Trustee Padgett: I just move we go to a vote.

A motion was made by Trustee Padgett to vote on Resolution No. 19.6/11: Provost/Academic Vice President Contract, seconded by Trustee Thompson.

Roll Call

Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	No
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Abstain

Motion carried.

Resolution No. 19.6/12: Organizational Structure

A motion was made by Trustee Padgett to table discussion and voting on the Organizational Structure and Organizational Chart. Trustee Radosh seconded the motion.

Roll Call

Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes

Motion carried.

OLD BUSINESS

No old business.

NEW BUSINESS

In light of the tabling and events of the day, Trustee Padgett would like to discuss the new Presidential search process. Trustee Radosh proposes:

Option 1: A restricted search for a temporary bridge candidate. This would involve candidacy and nomination letters to be submitted to Liz Duvall by June 20. This candidate would be in place 2-3 months until an Interim President is chosen.

Option 2: Choose a candidate from another institution for up to 2 years

Option 3: Appoint a President from the list generated in closed session. Invite 3 candidates in to interview them on the 21st.

While one of these is happening the board would commission the standard search process.

There was a discussion on the procedure to vote on and approve an Interim President. Liz Duvall indicated that, if no president is in place by July 1, the new provost would be acting president until an Interim President is chosen.

Discussion on signatory and fiscal approval for any temporary and/or interim individual.

Duvall advised that it is not a good practice to appoint someone to a position that has not been discussed with the person.

Christopher Pynes stated that, in the past when there has been an organizational chart question protocol has been stated by President Thomas at Executive Session of Faculty Senate recently that, in the absence of a President, the Provost would be Interim President.

Duvall stated that the options for the Board are open in that they can appoint an acting President, schedule another meeting to do so, someone can make a motion to appoint someone from current leadership.

Trustee Lang suggested nominating Senior Vice President Rives and Trustee Aguilar stated “I would support that.” Trustee Thompson was concerned about skipping over the Provost and violating protocol.

Trustee Lang expressed concern about following the model of having the new Provost as Interim President because he has not worked here for a day.

Christopher Pynes reminded the Board that the current administration is working under a no confidence vote and that the faculty are encouraged at the fact that there is a new Provost and new Board, and that Martin Abraham deserves the authority to be acting President.

Chair Aguilar indicated that he appreciates what Dr. Pynes said, but believes the institution needs someone who is familiar with the organization and that person would be Joe Rives, and that idea is supported by Trustee Lang.

Trustee Thompson asked if there was a motion on the floor and then a motion was made by Trustee Padgett to name Martin Abraham as President until July 12, seconded by Trustee Radosh.

Discussion: Trustee Aguilar does not believe it is a good idea since Abraham has never worked here. Trustee Dolieslager would like to follow the organizational chart to avoid violating protocol like was previously done. In terms of knowledge base, he believes that others would lend support to a new and/or Interim President.

Trustee Padgett amended his motion to name Martin Abraham as President until further notice, and asked Christopher Pynes his opinion as Provost Search Committee Chair if Martin Abraham would be an appropriate President. Pynes stated that Abraham was a Provost before and that ranking data from the committee showed that he was significantly higher rated than the other candidates.

Roll Call

Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	No
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes
Trustee Greg Aguilar	Abstain

Motion carried.

Report No. 19.6/9: President’s Executive Institute – FY19 Annual Update

President Jack Thomas and Senior Vice President Joe Rives. Senior VP Rives requested to table the report until a later date but suggested adding SMART goals to the PEI so it has more direction and focus.

Report No. 18.6/10: Positioning Western Illinois University for the Future, Quarterly Update

President Jack Thomas and Senior Vice President Joe Rives tabled this report.

Report No. 19.6/11: Teach Out Partnership for Argosy University Graduate Students

Senior Vice President Joe Rives made the board aware that the university is accepting Argosy graduate students as a teach-out receiver.

Report No. 19.6/12: Evidence for Reaffirmation of Accreditation

Senior Vice President Joe Rives presented the following:

- On Monday I will have to report that we have a new BOT, the transition of New BOT Officers, an outgoing President and a new acting President to the Higher Learning Commission. That may trigger a visit, however, additional events have triggered future reporting and potential monitoring.
- As we heard this morning, racism and hate applies its venom to all and this equally applies accreditation. HLC has criteria related to diversity and how we, as an institution, embrace and celebrate diversity. We each have our own story. And no doubt given all that has happened at WIU, many will be asked by the Review Team in 2021 to hear our stories. Today, we have heard concerns about racism. And to let you know, I have had fellow GLBT community members say there is no way that they would work at or enroll at WIU based on what is happening in Macomb. As a side note, I have also been told that I am too much like Jack Thomas. I take that for what it is-- a compliment, just as I did when standing by the 9 presidents that I have worked for. That is the job of a VP and a Leadership Team member.
- As an Institutional Actions Council member, the decision-making body for the HLC here is what we need to do at WIU. You, as Board, will need to engage in the following actions. With the former BOT violating OMA, it is imperative you receive current OMA training, as well as training to understanding the differentiation between the legal and fiduciary responsibility and the delegation of management of the institution to the administration. We often encourage four-year institutions to engage in the Association of Governing Boards. Please do not assume you know these obligations. That has caused difficulties as I have seen in travels to 100's of institutions, nationally and internationally. These are HLC criteria and assumed practices—Violation of assumed practice leading to sanction show cause, probation or removal of accreditation.
- Next, "Status with the Commission" will be reviewed. Specifically, in accordance with HLC policy, publications such as other local and regional media, Diverse Magazine, the Chronicle of Higher Education, Inside Higher Education, Letter from the Foundation, Yard signs, Display on the marquee, Letters from Alumni Council and Foundation Boards, and regional papers and media outlets regarding President Thomas require that I report the episode to the Higher Learning Commission and they will review the situation to determine if we maintain good status with the Commission. If not, we may be placed on administrative probation by HLC. This will require 90 days corrective action or there may be sanction.
- Some have said that I am blowing smoke. As someone who has worked in the accreditation for 29 years this is professionally insulting. This is serious, and we have issues we need to address. I say this as one of dozen members from across the nation that was chosen to design the new accreditation process in 2015.
- WIU All of this Commission reporting will be done with the Commission knowing the University had to lay off 132 employees and has just come off of two years of financial monitoring. Also note, that we did not have layoffs, furloughs, former BOT OMA violations, a complete new Board, declining enrollment, and fiscal instability at the last

site visit in 2012. Nor is there administrative continuity-probably another HLC concern that will require Commission monitoring.

- All of this to let you know the scope and seriousness of accreditation work that lies ahead in the days, weeks, and months ahead. We must err on the side of protecting WIU. If we end up on probation all communication from the university would have to be stamped with ‘On Probation By The Higher Learning Commission.’

Duvall commented that the Assistant Attorney General will be at the Board Retreat to give an Open Meetings presentation to the new Board members.

Report No. 19.6/13: Academic Year 2019-2020 Strategic Plan Supplement

Senior Vice President Joe Rives reported that the 73-member Social Responsibility Task Force spent the past academic year determining if the institution has evidence for accreditation criterion. One of those criterion is that the Board is aware of the operations of the institution and therefore will receive a copy of the document. The previous Board agreed that, where the University answered ‘no’ to any criterion, it would use the following year to get things corrected. Senior Vice President Rives requested that item #10 be added to this report, which is where the University must form a Federal Compliance Committee to look at all aspects of financial aid distribution, marketing, recruiting, etc. as part of the accreditation self-study.

NEXT MEETINGS

July 11-12, 2019 – Retreat – Quad Cities

October 3-4, 2019 – WIU, Macomb

ADJOURN ACTION

Chair Aguilar called for a motion to adjourn the meeting of the Board at 4:39 p.m., seconded by Doug Shaw

Roll Call

Trustee Greg Aguilar	Yes
Trustee Erik Dolieslager	Yes
Trustee Kisha Lang	Yes
Trustee Nick Padgett	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Jackie Thompson	Yes

Motion carried.

Trustee Greg Aguilar, Chair
Kerry McBride, Business Administrative Associate to the Board
Melinda McFadden, Administration Assistant

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