1. Call to Order and Roll Call

2. Verification of Appropriate Notification of Public Meeting

3. Meeting Agenda Approval

4. Review and Approval of Minutes of May 18, 2017

5. Chair’s Comments/Announcements

6. Public Comment*

7. University Recommendations
   a. Authorization to Retain Executive Search Firms to Support Selected Searches for the Division of Athletics

8. University Reports
   a. Recruitment and Retention Presentation
   b. 2016-2017 Faculty Emeritus Recognition
   c. Student Athletic Academic Success

9. Other Matters

10. Next Meeting Date

11. Adjournment

*Individuals wishing to make an appearance before the Board should consult the Bylaws of the Board of Trustees of Northern Illinois University, Article II, Section 4 –Appearances before the Board. Appearance request forms will be available in the Board Room the day of the meeting. For more information contact Kathleen Carey, (kjahns@niu.edu) Recording Secretary to the Board of Trustees, Altgeld Hall 300, DeKalb, IL 60115, 815-756-1273.
Anyone needing special accommodations to participate in the NIU Board of Trustees meetings should contact Ellen Andersen, Director of Special Events, at (815)753-1999, as soon as possible.
CALL TO ORDER AND ROLL CALL
The meeting was called to order at 9:35 a.m. by Committee Chair Coleman in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Wright conducted a roll call. Members present were Trustees Robert Boey, Matthew Holmes, Veronica Herrero, Board Chair John Butler, and Committee Chair Wheeler Coleman. Also present were Lisa Freeman, Greg Brady, Frederick Barnhart, Derryl Block, Sol Jensen, Mike Mann, Donald Peterson, and Rebecca Shortridge.

VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING
General Counsel Brady indicated the appropriate notification of the meeting had been provided pursuant to the Illinois Open Meetings Act. Mr. Brady also advised that a quorum was present.

MEETING AGENDA APPROVAL
Committee Chair Coleman asked for a motion to approve the agenda with consent items 7.a.-7.c. and noted that Executive Vice President and Provost Freeman planned to read the items and recommendations for the Board during the approval portion of the agenda. Trustee Butler moved and Trustee Boey seconded. The motion passed.

REVIEW AND APPROVAL OF MINUTES
Committee Chair Coleman asked for a motion to approve the minutes of February 16, 2017. Trustee Butler moved and Trustee Holmes seconded. The motion passed.

CHAIR’S COMMENTS/ANNOUNCEMENTS
Committee Chair Coleman welcomed everyone to the meeting. He noted that he attended the May Commencement Ceremonies and was inspired seeing what our students have accomplished at the university and excited about the wonderful opportunities that await them as they begin their careers or transition to graduate and professional programs. He continued that the success of NIU students is related directly to the commitment and excellence of our faculty. Today trustees will acknowledge the accomplishments of NIU faculty members when the committee approves the university recommendations for tenure and promotion. In addition to the consent agenda items that Executive Vice President and Provost Freeman will read and faculty promotion and tenure, the committee reviewed for approval inclusive of the recently approved Master of Accountancy tuition at the same rate as the Master of Accounting Science; reappointment of the Dean of the College of Health and Human Science; appointment of the Dean of the College of Engineering and Engineering Technology; the appointment of the Vice President of Enrollment Management and Marketing Communications; and the authorization of retaining external search service for the Nursing chair, Nursing faculty and Physical Therapy faculty. Committee Chair Coleman congratulated the NIU nursing program for outstanding student performance on the nursing license exam. NIU’s first quarter NCLEX RN pass rate was 98.3% whereas the national pass rate for U.S. educated students taking the exam for the first time was 87.7, a significant accomplishment.
General Counsel Brady indicated that there were two requests for public comment.

General Counsel Brady introduced the first speaker, Misty Haji-Sheik.

Ms. Misty Haji-Sheik: Good morning. Thank you for listening to me today. I appreciate that. Welcome to the new members. I haven't had a chance to meet all of you yet but I look forward to that. I'm in a unique position that I am a citizen, I am a student of NIU, I am married to faculty and I am on the DeKalb County Board and I represent district 7. You are sitting in district 7 and I represent most of NIU. I'm in my second term. To give you an idea what amount of money the county board is used to dealing with, in our regular meeting last night we voted to spend $8.7 million on various projects and paying our bills. Today I am speaking to you for myself and not for the county board, but I want to relate some of my experience in the following material. I want to thank the Northern Star for their diligence in their reporting and letting the citizens know what's going on. This first article shows $189,000 spent on President Baker's defense. That in itself is an eye opener. I don't think that this article includes all of the expenses for Mr. Baker either. As troubling as this article is, there was a second article that came out and it shows that $468,000 is being spent on and investigation, but getting no written report. That is shocking. Not only the amount, but the fact that there was no written report, no RFP, no RFQ; and this happened under the noses of some of you board members that were here at the time. I'm not even sure that's legal, but it is an unethical way to spend money. The two amounts that were mentioned in these two articles show that just that amount of money, back of the envelope type adding, would pay the tuition for a year for 51 students. That's what the public sees; or it could have paid for 7 SPS employees that are being let go. From the oral report nothing was to be learned because you can't go back to it, and nothing went to improve enrollment, and I as a public official would be embarrassed to learn that this happened on my watch and unfortunately that's not all either. Not reported in the paper is another $100,000 being spent to Drinker, Biddle and Reath and another $160,000 going to Franczek and Radelet. Together this is $717,000 which could pay for something like 81 students for a year. My point is that student enrollment is down, and big crocodile tears are being shed but the bottom line is the money that NIU has got this money has not been spent for the benefit of the students or to improve enrollment. My fellow county board members take their positions very seriously as I do and if any of this type of mismanagement happened at the county board level, we would take action and we would make sure that the laws are being followed by our employees no matter how high ranking they are. I am asking you, the Board of Trustees, to do no less than my fellow county board members by doing what you are appointed to do. Be good stewards of the money at NIU. Thank you.

Committee Chair Coleman thanked Ms. Haji-Sheik and General Counsel Brady said that Dr. Michael Haji-Sheik has also requested to speak.

Dr. Michael Haji-Sheik: I have a little story to tell. This was written by someone here at NIU or maybe it was written by a lawyer, I'm not sure. Upon investigating this matter last year, the university discovered Mr. Hide contributed to the drafting of a request for proposal that is coming and eventually ended up being subcontracted for in the final project. The university is saying that this is all by accident, but it wasn't. The person was put there on the core campus committee to draft RFPs and RFQs for projects. He was put there on purpose. They were essentially a way to get whatever the plan decided on through the system without actually having any oversight necessarily by the board or anybody else. Now I think this is a cautionary tale because even beginning employees at NIU who get involved in projects that are capital, at least get the read the riot act about what and what not to do and this happened 15 years ago for me. It's not new. Thank you.

Committee Chair Coleman thanked Dr. Haji-Sheik.

Committee Chair Coleman recognized members of the UAC and the Faculty Senate President in attendance Cathy Doederlein, Greg Long, and Holly Nicholson. Do you have any comments for today's meeting?
Ms. Nicholson thanked the Committee Chair. She expressed support for the appointment of the new Vice President for Enrollment Management Marketing Communications. Ms. Nicholson said she was impressed with his credentials and excited about the direction the division will take. She continued and congratulated Dean Block for her reappointment as Dean. She has worked with Dean Block in various capacities over the years and has a tremendous amount of respect for her and the work she is doing. Dean Block has been an excellent partner to the Division of Enrollment Management and Marketing Communications. She also welcomed Dr. Donald Peterson, incoming Dean of the College of Engineering and Engineering Technology, and Professor Frederick Barnhart, incoming Dean of the University Libraries. She wished them all the best in their new roles.

Committee Chair Coleman thanked her.

Dr. Long commented on the promotion and tenure approval. He noted how hard faculty work to get to the point of promotion and tenure. Transitioning from assistant to associate, or particularly from associate to full, represents a significant amount of research and artistry, productivity, service to the university, and strong teaching. Dr. Long offered his congratulations to those individuals and emphasized for the board the importance of tenure to allow faculty academic freedom. Tenure allows faculty to research areas that may be politically charged, or sensitive to deal with, but they do so without fear of retaliation. He described his experiences with disability work and the protection to pursue that work, which is different from the staff level position that does not have that type of protection. He provided his emphatic support for promotion and tenure.

Dr. Long offered his congratulations to Dean Block for her reappointment and the wonderful things she has done. He noted that item to allowing search services for the Nursing chair and Physical Therapy positions was important as there had been various difficulties filling those positions and a limited pool of applications. He supported the use for these particular searches due to the fact that traditional methods have not been successful.

Committee Chair Coleman thanked all of the individuals that made comments. He said that the Board appreciates input from the community, as well as staff and faculty members. Conversations need to be had, regardless of whether or not there are disagreements on the issues. He also thanked the Mayor for attending the meeting. Being good stewards of university resources, as well as community partnerships are a priority.

Committee Chair Coleman asked Executive Vice President and Provost Freeman to present the university report.

**UNIVERSITY RECOMMENDATIONS/REPORT**

*Agenda Item 7.a.-7.c.*

*Consent Agenda*

Executive Vice President and Provost Freeman thanked Committee Chair Coleman and welcomed everyone to the meeting. Executive Vice President and Provost Freeman read the consent agenda items to the committee. The following items were placed on the consent agenda: a request for the deletion of the Bachelor of General Studies only within the College of Education and the College of Visual and Performing Arts; a request for deletion of the emphasis in Dance Performance with the Bachelor of Fine Arts and Theater Arts in the College of Visual and Performing Arts; and the Oral English Proficiency Annual Report for 2015-2016.

Committee Chair Coleman asked for a motion. Trustee Butler made a motion to approve consent agenda items 7.a., 7.b., and 7.c. Trustee Boey seconded the motion. The motion passed.
Agenda Item 7.d.
Recommendations for Faculty Promotions, Tenure, and Promotions with Tenure

Executive Vice President and Provost Freeman continued to item 7.d., recommendations for faculty promotions, tenure, and promotions with tenure. The accomplishments of NIU faculty in these challenging times is amazing and NIU is fortunate to have such talented researchers, scholars and artists at our university. This year there were a total of 56 tenure and promotion applications and 55 positive recommendations including 2 deans, 3 chairs and directors, and 1 associate professor who was recently hired with tenure. As noted in the agenda item, there are cases of being tenured and promoted jointly from assistant to associate professor, as well as a number of faculty who are being promoted from associate professor to professor because of their significant accomplishments. Among the applications there were 5 early promotions and 3 early tenure and promotions. These are people who have exceeded expectations in terms of their accomplishments. These applications are considered rigorously by faculty and administrators at the level of the department, the college and the university and NIU has been fortunate in attracting extremely talented and motivated people with tremendous accomplishments and that is the reason for so many early applications. The recommendation is that the university recommends Academic Affairs, Student Affairs and Personnel Committee endorse this request and asks that the president forward it by means of the President’s Report, to the Board of Trustees for approval at the June 15, 2017 meeting.

Committee Chair Coleman asked for a motion to approve the university recommendation. Trustee Boey moved approval of the recommendation. Trustee Herrero seconded the motion. The motion passed and the student trustee abstained per Board regulations.

Agenda Item 7.e.
Tuition Masters of Accountancy

Executive Vice President and Provost Freeman presented agenda item 7.e. clarification of the tuition for the Masters of Accountancy program. At the December 15, 2016 meeting, the Board approved an item for tuition, fees, and room and board recommendations for the coming year, which included differential tuition for the Masters of Accounting Science (MAS) program within the College of Business. Subsequently, we received approval as a university from the Illinois Board of Higher Education (IBHE) to offer a new degree program similar to, but distinct from, the Masters of Accountancy. There was great enthusiasm by this board for that program which offers a Masters in Accountancy to people who did not train as accountants in their undergraduate training. This is to be offered at Naperville. The traditional program is offered on our DeKalb campus. The IBHE approved the new program as a reasonable and moderate extension of the existing one and this item is here to clarify the tuition previously approved for the MAS, the Masters of Accounting Science, will also apply to the MAC, the Masters of Accountancy. We also have Dr. Shortridge here from the College of Business to answer any questions. The University’s recommendation is a request for approval to offer the Masters of Accountancy at the same tuition rate previously approved for the Master of Accounting Science, and to forward this item for approval to the Board at this afternoon’s May 18, 2017 meeting.

Committee Chair Coleman asked for a motion to approve the recommendation. Trustee Herrero moved to approve the recommendation. Trustee Butler seconded the motion. The motion passed.

General Counsel Brady stated for the record that for item 7.d. the student trustee cannot vote because it is related to faculty tenure. The student acknowledged that and abstained from voting.
Agenda Item 7.f.  
Reappointment of Dean, College of Health and Human Sciences

Executive Vice President and Provost Freeman continued to agenda item 7.f. reappointment of the Dean of the College of Health and Human Sciences, Dean Derryl Block. Dean Block stood to be recognized. Executive Vice President and Provost Freeman conveyed Dean Block’s pride and joy as part of the Huskie family and noted how very fortunate NIU was to have a dean as accomplished as Dean Block leading the College of Health and Human Sciences. The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request to reappoint Dr. Derryl Block to a four-year term as the Dean of the College of Health and Human Sciences effective July 1, 2018 and asks that the president forward it, by means of the President’s Report, to the Board of Trustees for approval at its meeting on May 18, 2017.

Committee Chair Coleman called for a motion of the recommendation. Trustee Herrero moved to approve the recommendation. Trustee Boey seconded the motion. The motion passed.

Agenda Item 7.g.  
Appointment of Dean, College of Engineering and Engineering Technology

Executive Vice President and Provost Freeman introduced agenda item 7.g. appointment of a new dean for the College of Engineering and Engineering Technology. Following a national search, Dr. Donald Russell Peterson has accepted an offer to be the Dean of NIU’s College of Engineering and Engineering Technology and was recommended for appointment at the rank of professor with tenure in the Department of Mechanical Engineering. Dr. Peterson is planning to be at the June board meeting and be introduced to the board. Briefly, he’s currently a professor of engineering at the College of Science, Technology Engineering and Mathematics at Texas A&M University Texarkana, where he served as the dean from 2014 to 2016. Before that, he served as the chair of a Biomedical Engineering Department at the University of Connecticut, and in fact was one of the leaders who built the Biomedical Engineering program at that institution. He’s an accomplished scientist, administrator, and has a strong history of success in teaching, research, and building interdisciplinary and innovation initiatives. The university recommends that Academic Affairs, Student Affairs and Personnel Committee endorse this request that Dr. Donald Russell Peterson be appointed Dean of the College of Engineering and Engineering Technology with the rank of professor with tenure in the Department of Mechanical Engineering effective July 1, 2017 and asks that the president forward it, by means of the President’s Report, to the Board of Trustees for approval at its meeting on May 18, 2017.

Committee Chair Coleman asked for a motion to approved the recommendation. Trustee Butler moved to approve the recommendation. Trustee Herrero seconded the motion.

Trustee Butler asked what the term for the appointment was. Executive Vice President and Provost Freeman replied that deans are appointed for an initial six-year term with reappointments being four-year terms.

The motion passed.

Agenda Item 7.h.  
Appointment of Dean, University Libraries

Executive Vice President and Provost Freeman moved to agenda item 7.h. appointment of Dean of University Libraries. Following a national search, Frederick Barnhart, has accepted the offer to be Dean of the NIU University Libraries. He is recommended for appointment at the rank of professor with tenure in the University Libraries. Professor Barnhart currently serves as Associate Dean for Library Services and
Collections and the Acting Assistant Dean of Technical Services at Loyola University Chicago. Previously he served that institution as the Interim Dean for University Libraries.

The university recommendation is that the Academic Affairs, Student Affairs and Personnel Committee endorse this request that Professor Frederick Barnhart be appointed Dean of the University Libraries with the rank of professor with tenure in the University Libraries effective July 1, 2017 for a six-year term I’ll add, and asks that the president forward it, by means of the President’s Report, to the Board of Trustees for approval at its meeting on May 18, 2017.

Committee Chair Coleman asked for a motion to approve the recommendation. Trustee Boey moved to approved the recommendation. Trustee Herrero seconded the motion. A roll call vote was taken.

Trustee Robert Boey: Yes.
Trustee John Butler: Yes.
Trustee Veronica Herero: Yes.
Trustee Matthew Holmes: Abstain.
Committee Chair Wheeler Coleman: Yes.

The motion passed.

Executive Vice President and Provost Freeman introduced Professor Barnhart and he addressed the board.

Agenda Item 7.i.
Appointment of Vice President for Enrollment Management and Marketing Communications

Executive Vice President and Provost Freeman moved to agenda item 7.i. appointment of Vice President for the Division of Enrollment Management Marketing and Communications. As Holly Nicholson alluded to in her comments, after a national search Mr. Sol D. Jensen has agreed to join NIU as Vice President for the Division of Enrollment Management Marketing and Communications. Previously he served as Assistant Vice President of Enrollment Services at the University of North Dakota and prior to that he spent a decade at Washington State University where he began as a regional admissions counselor and rose to Executive Director of Enrollment Services. Mr. Jensen has hit the ground running and is currently in meetings on campus.

The University’s recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse the request to appoint Mr. Sol D. Jensen as the Vice President for the Division of Enrollment Management, Marketing and Communications effective June 16, 2017 and asks that the president forward it, by means of the President’s Report, to the Board of Trustees for approval at its meeting on May 18, 2017.

Committee Chair Coleman asked for a motion to approve the recommendation. Trustee Boey moved to approve the recommendation. Trustee Butler seconded. The motion passed.

Agenda Item 7.j.
Authorization to Retain External Search Services

Executive Vice President and Provost Freeman continued to agenda item 7.j. is authorization to retain external search services for the recruitment of Nursing Chair, Nursing faculty, and Physical Therapy faculty. Executive Vice President and Provost Freeman said that there is a growing demand in Illinois and elsewhere as the result of an aging population. The demand will continue to exceed supply for the foreseeable future and in fact, the accelerating retirement rate among the current nursing and physical therapy workforce, particularly the nursing workforce where 40% are over 55 years of age, suggests that continuing education is needed in this area. There is also the need to support Bachelors of Nursing programs at institutions like NIU, but also programs that allow students who obtain associate degrees and an RN certification to become
Bachelors-qualified nurses. These nurses continue to make about 7% more than RNs with an associate degree and the number of RN-to-BS students has increased 10,000 per year for the past five years. These facts demonstrate student demand and societal demand. NIU has always been an important part of the solution.

Executive Vice President and Provost Freeman continued that among public institutions in Illinois, NIU is consistently in the top two for nursing student enrollment and in the top five when you consider both public and private universities. Over the past five years, NIU has enrolled approximately 20% of all nursing students in state universities in Illinois, and is responsible for graduating 24% of all nursing students within this classification of instructional programs. Having the appropriate numbers of appropriately qualified nursing faculty is important to sustaining and growing our programs. Noting the enrollment increases in Bachelors programs that exist, we need faculty to allow us to take the strategic actions that will make us generate revenue and differentiate ourselves from competitors including community colleges. In addition to growing enrollment in our existing programs, we have plans we would like to implement for an online certificate in Nursing Leadership that includes continuing education eligible courses needed by nurses in Illinois and neighboring states. Additionally, the ability to offer fast track programs from RN-to-BS and beyond with Doctoral Nursing programs and Advanced Nursing Practice degrees has been discussed. The shortage of nursing faculty is recognized nationally. The association that represents colleges of nursing points out that there is higher compensation in clinical and private sector settings and doctoral programs in nursing are not supporting a sufficient pool to meet the demand. Faculty age continues to climb and narrow the number of productive years nurse educators can teach, and the wave of faculty retirements expected across the US only compounds this problem. For these reasons, we are asking for an authorization to use external search services to recruit a Nursing Chair, Nursing faculty and Physical Therapy faculty to sustain and to enhance the existing programs.

The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse the request that the president be authorized to select search services for searches of Nursing Chair, Nursing faculty, and Physical Therapy faculty and ask that it be forwarded, by means of the President’s Report, to the Board of Trustees for approval at its meeting on May 18, 2017. It’s further recommended that the president periodically report back to Board regarding the selection and status of such services and certainly Dean Block and I are available to answer questions after the Board has taken its motion.

Committee Chair Coleman asked for a motion to approve the recommendation. Trustee Herrero moved to approve the recommendation. Trustee Boey seconded the motion. Discussion followed.

Trustee Butler asked for the distinction between the preparation requirements for someone to be on the faculty in Physical Therapy as opposed to receiving a doctorate in Physical Therapy?

Executive Vice President and Provost Freeman asked Dean Block to respond.

Dean Block replied that the degree is a professional doctoral degree. The accrediting agency has requirements that all of the instructors, all the instructional staff, have doctoral degrees and they also have a percentage of the core instructional faculty, the core instructional staff, and have research doctorates. It is not only those who are practicing with a professional doctorate, the people also need research doctorates. For these reasons and due to the fact that the discipline as a whole has raised the standards for practice, the competition for physical therapists who hold research doctorates is extremely keen and that’s why we’re really crunch.

Trustee Boey complimented the nursing program and spoke of his personal experience with his niece who is an alum.
Committee Chair Coleman commented on the potential for nursing to be an area of growth for NIU. He encouraged the dean to look at ways to increase the enrollment as potentially qualified applicants are being turned away due to capacity limits.

The motion passed.

Committee Chair Coleman stated that Mr. Jensen was able to make the meeting and would like to pause and allow him the opportunity to address the board. Mr. Jensen addressed the board.

Executive Vice President and Provost Freeman stated that the university report was concluded.

**OTHER MATTERS**

No other matters were discussed.

**NEXT MEETING DATE**

The next meeting of the Academic Affairs, Student Affairs, and Personnel Committee will be August 17, 2017.

**ADJOURNMENT**

Chair Coleman asked for a motion to adjourn. Trustee Butler moved and Trustee Herrero seconded. The motion was approved. Meeting adjourned at 10:18 a.m.

Respectfully submitted,

Liz Wright
Recording Secretary

*In compliance with Illinois Open Meetings Act 5 ILCS 120/1, et seq, a verbatim record of all Northern Illinois University Board of Trustees meetings is maintained by the Board Recording Secretary and is available for review upon request. The minutes contained herein represent a true and accurate summary of the Board proceedings.*
Authorization to Retain Executive Search Firms to Support Selected Searches for the Division of Athletics

Summary: Pursuant to the provisions of Public Act 97-0814 and the Northern Illinois University policy on the use of external search firms approved by the Board of Trustees on May 23, 2013 and previous approval at the December 10, 2015 Board meeting, it is recommended that the Board authorize the President to retain such executive search firms to assist in the search for head coaches in the Division of Athletics, as may be necessary. Due to the critical roles and functions that head coaches fulfill at the university, there is a justifiable need to use search firms for such positions, per the NIU Policy On The Use of External Hiring Search Firms wherein criteria related to special expertise and candidate screening are cited. The Illinois Procurement Higher Education Consortium annually establishes a list of search firms prequalified through a competitive bidding process. It is recommended that the firm either be selected from this list, or procured through the approved RFP (Request for Proposal) process.

Recommendation: It is recommended that the President be authorized to select executive search firms to support selected searches for head coaches in the Division of Athletics. It is further recommended that the President report plans to retain such search firms to the Board as soon as practicable, and periodically report back to the Board regarding the selection and status of such searches.

The university recommends that the Academic Affairs, Student Affairs and Personnel Committee endorse this request and ask that the president forward it by means of the President’s Report to the Board of Trustees for approval at its September 14, 2017 meeting.
NORTHERN ILLINOIS UNIVERSITY POLICY
ON THE USE OF EXTERNAL HIRING SEARCH FIRMS

Pursuant to the Northern Illinois University Law, as amended by Illinois Public Act 97-814, it is the policy of Northern Illinois University that charges for the services of an external hiring search firm may not be paid from any source of University funds, except:

(1) In the hiring of the President of the University, or
(2) In the case of when the Board of Trustees and the President demonstrate a justifiable need for guidance from an individual or firm with specific expertise in the field of hiring.

In furtherance of this authority, the President may implement this policy through the development of further guidelines and procedures for determining when the use of an external hiring search firm is justified. The Board and/or the President may delegate their respective responsibilities under this policy to appropriate University officials as deemed necessary.

Any NIU hiring department or entity that wishes to utilize the services of an external hiring search firm must make a request to the Office of the President for appropriate review under this policy before engaging the services of such search firm. In determining whether a request qualifies for the justified use of an external hiring search firm, the President will consider the following applicable criteria:

- The nature and scope of the position being filled (e.g., senior level versus non-senior level);
- The nature and scope of the search (e.g., nationwide versus local or regional);
- The University’s goals and priorities surrounding the search;
- The availability of personnel, monetary resources and other University resources to dedicate to the search;
- An external search firm’s ability to help recruit and screen candidates;
- An external search firm’s ability to enhance the quality of a candidate pool;
- An external search firm’s ability to help conduct and coordinate the logistics of a search;
- The expertise/specialization of an external search firm in conducting searches
- An external search firm’s ability to bring fresh and new perspectives from outside of the University.

Northern Illinois University understands that the determination of whether a search is justified in using the services of an external hiring search firm depends upon the unique circumstances of the search being conducted. The President is not prohibited from considering other factors that may be deemed relevant and important for a search.

Upon completing a review, the President will determine whether justifiable need exists for the selection of an external hiring search firm and shall make a recommendation to the Board of Trustees for final action on the matter at any regular or special meeting of the full Board of Trustees. In its consideration of the matter, the Board will consider the above-referenced applicable criteria, as well as any other factors that may be deemed relevant and important. The Board’s decision will be final.

Approved by the Board of Trustees of Northern Illinois University on May 23, 2013.
RECRUITMENT AND RETENTION PRESENTATION

Mr. Sol Jensen, Vice President for Enrollment Management, Marketing and Communications, Dr. Bradley Bond, Dean of the Graduate School and Dr. Anne Birberick, Vice Provost for Undergraduate Academic Affairs, will present updated information on the recruitment and enrollment strategies NIU is using to promote student academic success.
Universities have a long tradition of granting emeritus status to faculty who retire in good standing. Northern Illinois University has created a regular process for the identification of retirees for whom the emeritus designation is appropriate. A list of ranked faculty who have announced or finalized retirements during the fiscal year is prepared annually by Human Resource Services and reviewed by the Provost for presentation to the Board of Trustees. The University hereby informs the Board of Trustees of the retired faculty members designated as emeritus for FY2017.

The faculty being granted emeritus status, with their departments, ranks, any special status, and dates of retirement are as follows:

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<th>Name</th>
<th>Department</th>
<th>Rank and Special Status</th>
<th>Retirement Date</th>
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<td>Nursing</td>
<td>Associate Professor</td>
<td>6/1/2017</td>
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<td>History</td>
<td>Professor - PRSA</td>
<td>1/1/2017</td>
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<td>Eubanks, Philip E</td>
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<td>Associate Professor</td>
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<td>6/1/2017</td>
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<td>Majumdar, Pradip</td>
<td>Mechanical Engineering</td>
<td>Professor</td>
<td>1/1/2017</td>
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<td>Foreign Language &amp; Literature</td>
<td>Professor</td>
<td>7/1/2016</td>
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<td>Shumow, Lee</td>
<td>Leadership, Educ Psyc &amp; Found</td>
<td>Professor - PTP</td>
<td>9/1/2016</td>
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<td>Vohra, Promod</td>
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STUDENT ATHLETIC ACADEMIC SUCCESS

Hope Schmelzle and Mikalya Voigt will briefly provide the board with their experiences as student athletes achieving academic success at NIU.

Hope Schmelzle is majoring in Psychology and currently has a 3.974 cumulative GPA. Hope Schmelzle was the first NIU women's track & field All-American. She set two school records during the 2017 indoor season (800m mile), as well as three during the outdoor season (800m, 1500m, 3,000m steeplechase). Schmelzle matched her athletic successes with academics as well, as she was named to the CoSIDA Academic All-American team. She was also named 2017 MAC Outdoor Most Outstanding Track Performer, First-Team All-MAC, MAC Distinguished Scholar Athlete and Academic All-MAC.

Mikayla Voigt is a Nursing major and currently has a 4.0 cumulative GPA. Mikayla Voigt is also a basketball star for the NIU Women's Basketball team. She appeared and started in all 33 games for the Huskies, playing 30 minutes-or-more 32 times. She has collected multiple honors including Academic All-MAC and MAC Distinguished Scholar Athlete honors. Voigt was named to the Dean’s List after the spring semester and is one of five Huskies to average double-digits last season, finishing fourth on the team with 11.5 points per game.