

WESTERN ILLINOIS UNIVERSITY  
BOARD OF TRUSTEES  
Minutes of the Meeting  
December 13, 2019

The meeting of the Board of Trustees of Western Illinois University convened at 8:01 a.m. in the University Union Heritage Room in Macomb. Chair Radosh presided. Trustee Brown moved to convene to open session. Trustee Aguilar seconded the motion.

Roll Call

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

Motion carried.

**ATTENDANCE**

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

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

Interim President Martin Abraham  
Legal Counsel Liz Duvall  
Interim Board Treasurer and Interim Vice President for Administrative Services Letisha Trepac  
Interim Provost and Academic Vice President William Clow  
Interim Vice President for Student Services John Smith  
Senior Vice President for Strategic Planning and Initiatives Joe Rives

Advisory Group Representatives present:

Justin Schuch– Vice 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

## REVIEW AND APPROVAL OF BOARD MEETING MINUTES

Trustee Brown moved to approve the October 3-4, 2019 Board Open and Closed Session Meeting Minutes. Trustee Aguilar seconded the motion.

### Roll Call

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

Motion carried.

## PUBLIC COMMENTS

Andrea Henderson-Voiced concerns that a national search for President is necessary in order to uphold the office of EOA. Stabilization of enrollment must include attracting students of color.

Bill Thompson-Encouraged Board to keep Dr. Abraham as President because he did go through a national search under the largest search committee to date. This is necessary for the university to move forward. Also expressed disappointment that some of the closed session minutes will be kept secret and/or destroyed.

Tere North-Thanked Chair Radosh for embracing the role of Board Chair and for asking for community feedback, expressed disappointment in a Board member who disagreed with Dr. Abraham's editorial letter; stated that the impact in Macomb is greater than in the Quad Cities.

Julie Murphy-Asked for an explanation for how the decision to defund TSPR was reached since it has not been provided to date. Murphy stated that it is unrealistic to sustain the

Bill Polley-Thanked the Board for the opportunity to serve as Vice President for Administrative Services. Stated that requests for additional staff have been denied yet his staff continued to serve admirably and asked the Board to direct the President to have succession plans in place and to protect critical departments.

Christopher Pynes-Asked the Board not to destroy historical artifacts unnecessarily, specifically closed session minutes and recordings. Faculty Senate consented to support appointing Dr. Abraham as President and also a search. The reasoning to consenting to a search is because that is the course of action that the Board is choosing. Pointed out that a national search should be done in times of stability and we are not there.

Duke Oursler-Attended a community meeting with Chair Radosh and Trustee Twomey and the Macomb community's overall opinion is that they would prefer Dr. Abraham to be the 12<sup>th</sup> President of WIU.

Roger Ward-As a local businessman he says that the university is not in danger of falling off the "demographic cliff" in 2025, but rather is falling off now. The Board must consider that recruiting is not based on what the school has to offer but also what the town has to offer.

Tom Carper-As a former Board member he says the Board's job is to hire a President and a CEO and also can fire that person, making sure the person is doing his or her job.

### CHAIRPERSON'S REMARKS

First I would like to thank all of you for engaging with the Board as we have tried to gauge the best path forward for WIU in the appointment of the next president. We have had some very rich discussions and have had hard dialogue in our focus groups. One of the most consistent themes running through all of our meetings is how much people have wrestled with the hard questions of what to do next. With only a couple of exceptions, the tone of the sessions was civil, respectful of differing opinions, and as people spoke it was clear that each participant had been torn by what should be done under normal circumstances, and what should be done under our particular critical circumstances. It was heart-warming to see so many people who were able to shelve their own opinions in order to assess what is best for WIU.

Wrestling with the question of what should be done under normal circumstances, juxtaposed against the issues and problems we face here and now is at the heart of the decision on what to do next. Under normal circumstances if we have a strong internal candidate— or in this case an external hire, who because of circumstances beyond his own control has suddenly become the external/internal candidate—it is usually the case that we would conduct a search to verify his fit for the job. The obvious reasoning is that if the candidate rises to appointment when vetted against national peers, we would know, and she or he would know, that their appointment was a solid choice, with no second guessing on qualifications. All most all of us started this process with that opinion intact.

You may recall that Faculty Senate Chair, Christopher Pynes, called for a national search in the June meeting, right after Pres.Thomas's resignation. He was open and direct in requesting that the Board begin organizing a national search. I met with UPI, President Bill Thompson, in July and he was also adamant that we should begin the national search as soon as possible. Both of these campus leaders, on behalf of their constituent groups, now advocate hiring Martin for a 3-year term without a search. These leaders represent the interests of the faculty, the curriculum, and the principles of shared governance with overlapping but distinct responsibilities. Among their most important roles is to see that faculty and curricular interests are always protected. They never abdicate their role in shaping, protecting, and sheltering the interests of faculty, and one of the most import components of this is to take a leading role in the appointment of the president. Usually, this opportunity comes up only once in a decade. For them to come out in support of hiring Martin, without a search, is nothing short of a revolutionary action by campus leaders. They are not alone here, numerous administrators, including the Council on Administrative Personnel (COAP), the majority of faculty, academic support professionals, and civil service employees have gone through the same transformation. So why? Why have they changed their minds and now advocate hiring without a search?

I think the answer as to why so many people—67.5% of respondents in our survey, to be exact—have come to this conclusion is at the heart of what we do as a university: we have examined the hard facts and developed a new paradigm for action. As you know the facts are: most of our administrators are interim, if we hire Martin we can fix this problem, probably within a year and

we may be able to re-build lost diversity through these hires; we have been 5 years without a permanent provost and if we wait through the search to hire one, it will be 7 years without a permanent provost; we are moving forward and if we engage in a search for the next 18 months, we may lose our momentum; he would be 2 years into a 3-year contract by the time the search has finished.... You know the arguments, because you wrote them. In fact, you submitted 95 pages of comments about this process. I don't need to explain it to you. I would be willing to bet that almost all of you started with the thinking that a national search is the best way to go—and as Andrea Henderson pointed out, that is also where I started—but you have changed your opinions based on a pragmatic assessment of what is best for the University.

Ok, so the campus likes the direction we are headed. The Board gets that; but it is the responsibility of the Board to oversee the University by examining the broader picture. Could we get a better candidate and is the risk of stalling the appointment of all those interims and most especially the provost worth the wait? We must be realistic about this: what is the likelihood of attracting a highly qualified, diverse candidate to WIU after we have been nationally vilified as racist; we have an unstable upper administration with 8 of 10 top administrators occupying interim appointments; with the lowest presidential salary in the State; coupled with the facts that when the University had stable enrollment, stable administration, and financial reserves we still had problems attracting qualified candidates? It is not our job to hope that the ideal leader who doesn't care about the salary, financial instability, the accusations of racism, or the instability of our administration is suddenly going to appear in our search. We have to be pragmatic, realistic.

And, finally there is a third issue to be considered. In the last of our focus groups, hosted by Mayor Inman, a business leader very directly stated that Macomb does not have 18 months to wait for us to decide what direction we will take. Businesses in Macomb are hanging by a thread, and we cannot endure more closed or bankrupt businesses. There are three major employers in McDonough Co. ———for those from larger urban areas I didn't say 30 major employers, as there are in the Quad Cities; we have THREE major employers. They are the University with about 1400 employees (down from 1800 before the lay-offs and firings), NTN Bower with 750 employees, and McDonough District hospital with 550 employees. All of the other small businesses, the school district, even the 4th largest employer, Walmart with its 350 employees, is dependent on the stability of the three largest employers, of which the University is two times larger than one and nearly three times larger than the other. Put another way, we fired or laid off more people in the last few years than are even employed by the 4th largest employer in the county. If we don't get it together and move forward quickly, the economic stability of the region is threatened. While our focus is almost always on the academic mission of the University, the Board also must oversee the University as an employer, and as such we cannot ignore our regional stature as the largest employer in the county.

So, with the complexity of all of these issues in mind, the question before the Board is what to do next. I will tell you, honestly, we are not in agreement. Last evening, we spent five hours wrestling with the issues and we did not leave the room in agreement. We will break for another closed session before we consider the resolutions before us. Whatever the outcome, I thank you from the bottom of my heart for your engagement in this process. If we have done nothing more in the last few weeks, we have opened dialogue, and that is very healthy for the University.

## PRESIDENT'S REMARKS

First, I wanted to recognize all of our graduates. Overall, we have 815 total students eligible to graduate this semester. This includes 537 undergraduate students, 184 master's-level students, and 6 doctoral students earning their Ed.D. I had the pleasure of going up to Quad Cities Wednesday evening to recognize our students there. This will be my first commencement here at Western, and I am looking forward to both of our ceremonies tomorrow. I always find commencement to be a tremendously uplifting experience because, quite frankly, that's what we do as a University. A hearty congratulation to all of our graduates.

I also want to take a few minutes to recognize the hard work of our admissions staff. I've been following the enrollment funnel carefully, watching both spring and fall numbers. You'll hear more from the admissions team later this morning, but generally speaking, the data suggests that applications and admissions for fall are consistent with last year. With slight increases in transfer and graduate students, and assuming this holds through registration, we are on target to achieve our goal of having an increase in the size of our incoming class. This would be the first time we've done that in about five years. Our admissions staff have done a tremendous job with getting out on the road. Among the new initiatives that we instituted this fall, we are especially pleased with the results of the new admissions criteria approved by our Faculty Senate back in October. There have been 65 students admitted without test scores, and another 135 admitted with GPA > 3.3 that would not have been admitted previously. So roughly 200 additional admits relative to last year.

You will also hear later about some of the diversity and inclusion programs that we will be rolling out beginning in the spring. First up are a series of workshops for January 9 and 10 to assist faculty and staff in better working with diverse student populations. The program will be in QC on Thursday, and then two sessions here in Macomb on Friday. We are excited to be able to bring this new program to WIU in support of all our faculty, staff, and students.

I should also mention the great evening that we had at the University residence last night, when approximately 150 faculty and administrative professionals joined me for an evening of mixing and mingling. It was a great opportunity to interact and get to know one another a little better, outside of the work environment. Nancy and I are looking forward to hosting community members in a similar event on Sunday, and an evening with our civil service employees on Monday. We are pleased that so many people have been able to come out and join us for these events.

I want to finish off by thanking so many people who have come out to support us and the work that we have been doing over the last semester. This is not about me. It's about the team we are starting to build here at Western. It's about the people who are doing the hard work. From the Vice Presidents, and as Bill Polley points out, from the Vice Presidents to the janitors and the groundskeepers—every single one of them is important and every single one of them is working harder today than they were working a few years ago because we are down in staff. But we've got the same amount of grass, we've got the same amount of buildings, we've got the same amount of snow, though we are hoping for less snow, we have the same challenges that we had when we had 400 more people. I can tell you during these past six months I have seen dig a little deeper, work a little harder, and I have seen the huge difference that it's made. I hear it from people in the community and I hear it from our students. What you are doing is making a difference. It's not me, it's the people who are here working who are looking to make this a better place. They're excited

about what they see going forward. I have been pleased to serve as the Interim President for the past six months, and I am extremely proud of what we have all accomplished in this short amount of time. I would be extremely thrilled to be able to continue to do that as your President, and if you choose to have me continue as Interim President I will be happy to serve in that role for as long as you'd like me to do that. But I also know that there things that I can do, that we can do as a university, if you choose to appoint me as President that we will not be able to do if you do not make that hard choice. I encourage you to listen to the people who have worked so hard and given us the spirit of hope and make the right choice.

Trustee Brown moved to move to closed session at 8:50 am to further discuss Resolution 19.12/1. Trustee Aguilar seconded the motion.

Roll Call

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

Motion carried.

The Board reconvened to open session at XXX. The motion to do this was made and voted on in the end of the closed session.

**FINANCE**

**Resolution 19.12/1: Appointment of President**

Chairperson Polly Radosh read the resolution and called for a vote.

Trustee Twomey moved to approve. Trustee Brown seconded the motion.

Roll Call

Trustee Keisha Lang	No
Trustee Carin Stutz	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	No
Trustee Erik Dolieslager	Yes
Trustee Greg Aguilar	No
Trustee Justin Brown	No
Trustee Patrick Twomey	Yes

Motion failed.

**Resolution 19.12/2: Approval of Presidential Search Process**

Trustee Twomey read the resolution. Discussion followed.

Trustee Stutz stated that Dr. Abraham has 100% support for his plans and the Board wants a way forward and what is right for the University. She supports a search so we do not end up in the same position in June and hopes Dr. Abraham is a candidate in the search.

Trustee Twomey agrees with Trustee Stutz and supports a search so no more time lapses.

Trustee Aguilar stated that there is an incredible opportunity for people to become involved in this process. It is also important for equitable access to opportunity.

Trustee Lang stands on the side of right, fair and just. She is asking for a diverse and inclusive Presidential search and would like to go through the process.

Trustee Dolieslager believes Dr. Abraham has done an outstanding job and the Board is requesting that he continue to do an outstanding job. Is in support of a search and hopes that Dr. Abraham applies and encourages everyone to remain positive and maintain momentum.

Trustee Aguilar moved to approve Resolution 19.12/2 Approval of the Presidential Search Process. Trustee Brown seconded the motion.

Roll Call

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

Motion carried.

**Resolution 19.12/3: Approval of agreement for Interim President Dr. Martin Abraham**

Chairperson Dr. Polly Radosh read the resolution in its entirety. There was discussion on possibly amending the resolution to reflect an open-ended agreement. There was no interest in amending. Trustee Lang asked about amending some of the terms and Chair Radosh indicated that would require changing Board Regulations. Trustee Lang agreed to move forward as planned.

Trustee Brown moved to approve Resolution 19.12/3 Approval of Agreement of Interim President Dr. Martin Abraham. Trustee Shaw seconded the motion.

Roll Call

Trustee Patrick Twomey	Yes
Trustee Kisha Lang	Yes
Trustee Carin Stutz	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes

Trustee Erik Dolieslager	Yes
Trustee Greg Aguilar	Yes
Trustee Justin Brown	Yes

Motion carried.

**Report No. 19.12/1: Diversity Initiatives**

Interim EOA Director Sterling Saddler reported that:

In the partnership with the city of Macomb a series of dialogues on diversity have occurred and have been successful. Two individuals have been hired in the Multicultural Center. A Student Diversity Coalition has been formed and members are volunteers who are part of an action committee. There will be a diversity trainer to the campuses on January 9 (QC) and January 10 (Macomb). There is a review of student activity fees regarding equitable distribution of fees. Multicultural Center is partnering with Admissions to continue to recruit a diverse population of students. Issues cannot and will not be ignored and the reaction time from appropriate authorities will be immediate and purposeful.

**Report No. 19.12/2: Purchases of \$100,000-\$499,999.99**

Interim Vice President for Administrative Services Letisha Trepac stated the report is as presented in the Board Materials.

Trustee Stutz asked about the Financial Aid disbursement and the matching of funds for Aim High. Director of Financial Aid Terri Hare explained how the University’s match works.

Trustee Aguilar asked about the change in organizational structure with the removal of Dr. Polley’s position. Trustee Aguilar asked if Interim President Abraham has moved forward with reorganization prior to Board approval. Interim President Abraham stated that he has appointed an Interim Vice President for Administrative Services and will remove the position pending Board approval of the reorganization.

**AUDIT**

**Resolution 19.12/4: Presentation of Internal Auditing Department Charter**

Director, Internal Auditing Michael Sartorius presented the resolution as submitted, adding that the University is mandated to have an internal auditing process and committee.

Chair Radosh read the Resolution in its entirety.

Trustee Twomey moved to approve Resolution 19.12/4 Presentation of Internal Auditing Department Charter. Trustee Aguilar seconded the motion.

Roll Call

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

Motion carried.

## GENERAL DISCUSSION AND ACTION ITEMS

### **Resolution 19.12/5: Reorganization**

Chair Radosh read the Resolution in its entirety.

Interim President Dr. Martin Abraham explained that there was a corrected version of the organizational chart because it was discovered that the chart that was on the university's website is not the chart that the university has been operating under. The dissolving of a division is a "significant change" and this is being brought to the Board today as a result.

Trustee Lang asked how the changes would be funded and Interim President Abraham indicated it is "pretty close to cost neutral."

Trustee Shaw asked how there would be a separation of duties. Interim Vice President Trepac stated that the moves will bring better communication and areas under the same divisions.

Trustee Aguilar asked if it is a good idea to have Budgeting and Spending under one person's control. Interim President Abraham stated this is a common practice in higher ed.

Trustee Brown asked about the inconsistencies with VP's not leading divisions but in other places there are Executive Directors leading divisions. Interim President Abraham explained that he would prefer Vice Presidents but that would cost more.

Trustee Lang asked if there are direct figures on cost and the concern about how they can vote on things that they are not fully aware of the cost.

Trustee Twomey applauded Interim President Abraham's leadership with this reorganization because someone with a title of "Interim" would not typically do this.

Trustee Aguilar asked how many people have already been informed of a possible move and how many have actually been moved prior to Board approval. Abraham said he has reached out to every Board member and has had conversations with individuals and assured them that nothing is definite until approval has been granted. Interim President Abraham pointed out that the Board has just approved a quarter of a million dollars for a search and the costs of the reorganization will be far less.

Trustee Lang applauded Interim President Abraham for his efforts in this reorganization.

Trustee Brown raised the concern about finding qualified and interested candidates.

Trustee Stutz believes this is a good plan and supports it 100%.

Interim President Abraham stated that he cannot give a cost estimate today without actual salaries and candidates. Trustee Lang is requesting an estimate and range on the savings and expense. Trustee Twomey is asking for a market salary range to see a comparison but does not want to table the reorganization to stop progress and called for a question.

Chair Radosh stated that Trustee Twomey called a question, asked for a second, Trustee Brown seconded, and Trustee Aguilar asked for clarification on what they would be voting on. Chair Radosh stated, "We are voting on whether or not we are going to stop discussion and vote."

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

Motion carried.

Trustee Brown moved to approve Resolution 19.12/5 Reorganization. Trustee Shaw seconded the motion.

Roll Call

Trustee Kisha Lang	Yes
Trustee Carin Stutz	Yes
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Erik Dolieslager	Yes
Trustee Greg Aguilar	No
Trustee Justin Brown	Yes
Trustee Patrick Twomey	Yes

Motion carried.

**Resolution 19.12/6: Bond Refinancing**

Interim Vice President for Administrative Services Letisha Trepac and James McNulty, Financial Advisor McNulty has been the Financial Advisor since 2006 and focuses on the debt side of the balance sheet. With the refinancing the cash savings will be \$1.6M.

Trustee Brown moved to approve Resolution 19.12/6 Bond Refinancing. Trustee Twomey seconded the motion.

Roll Call

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

Motion carried.

**Resolution 19.10/10: Amendment to the Regulations of the Board of Trustees of Western Illinois University Section VI Subsection (A) Use of University Facilities**

General Counsel Liz Duvall indicated the Resolution as has been posted and distributed as required for a second reading and a decision to vote today will be made.

Trustee Twomey moved to approve Resolution 19.10/10 Amendment to the Regulations of the Board of Trustees of Western Illinois University Section VI Subsection (A) Use of University Facilities. Trustee Brown seconded the motion.

Trustee Stutz applauded the opening of campus. Interim President Abraham said this will bring the university in line with expectations.

Roll Call

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

Motion carried.

**Resolution 19.12/7: Release of Closed Session Written Meeting Minutes**

Chair Radosh read the Resolution in its entirety. General Counsel Liz Duvall

Trustee Brown moved to approve Resolution 19.12/7 Release of Closed Session Written Meeting Minutes. Trustee Twomey seconded the motion.

Trustee Stutz indicated the Board has not had opportunity to discuss this except in a formal meeting but she supports transparency. Duvall indicated that the minutes and recording being held are still subject to arbitration and could be evidence. Discussion revealed that all but two recordings should be released.

Discussion on amending the Resolution was held and it was decided to vote on the Resolution as presented.

Roll Call

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

Motion carried.

**Resolution 19.12/8: Retention or Destruction of Closed Session Audio Recordings**

General Counsel Duvall clarified and recommended that all audio recordings be held at this time due to ongoing arbitration.

Trustee Brown moved to amend the Resolution 19.12/8 Retention or Destruction of Closed Session Audio Recordings. Trustee Shaw seconded the motion.

Roll Call

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

Motion carried.

Trustee Brown moved to enter into closed session to discuss personnel at 11:42 am. Trustee XX seconded the motion. Motion carried on a voice vote. Chair Radosh indicated they would try to return in 90 minutes.

Motion to reconvene to open session was made in closed session at its conclusion.  
Reconvened at 1:15 pm

Trustee Twomey made a motion to include a second open comments section to the agenda. Trustee Brown seconded. The motion passed with a voice vote.

**Resolution No. 19.12/9: Approval of Trustees to Attend AGB Conference**

Trustee Lang moved to approve Resolution No. 19.12/9 Approval of Trustees to Attend AGB Conference. Trustee Brown seconded the motion.

Trustee Twomey requested to be on record stating that professional development is important and that the new Board does not have the training required to make decisions. He pointed out that the cost would be higher than outlined and more than the entire annual budget but cost should not be a factor when ensuring everyone is properly trained. The amount of money budgeted for AGB would be able to send two trustees to the training. Discussion about how to conduct training: Go to AGB or have a special meeting training.

Bill Thompson challenged the Trustees to pay for their own professional development because faculty must pay for their own training in order to keep their jobs. Trustee Twomey said, "You cannot take laypeople off the street and expect them to know how to do this."

Tere North requested that the Trustees attend in order to put the university on the right path.

Trustee Brown pointed out that his term ends June 30 and that him attending a training in April would not be fiscally responsible.

Trustee Stutz stated she would be willing to cover her own expenses and Chair Radosh said she would cover her own airfare and hotel.

Roll Call

Trustee Greg Aguilar	Yes
Trustee Justin Brown	Yes
Trustee Patrick Twomey	Yes
Trustee Kisha Lang	Yes
Trustee Carin Stutz	No
Trustee Polly Radosh	Yes
Trustee Doug Shaw	Yes
Trustee Erik Dolieslager	Yes

Motion carried.

**Resolution No. 19.12/10: Approved Signatories**

Chair Radosh read the Resolution in its entirety.

Trustee Brown moved to approve Resolution No. 19.12/10 Approved Signatories. Trustee Aguilar seconded the motion.

Roll Call

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

Motion carried.

**Report No. 19.12/3: Enrollment**

Enrollment Director Doug Freed, Justin Schuch, Kassie Daly presented the report's highlights.

Cautiously optimistic that fall to spring retention numbers will increase.

Doug Freed stated that there are students who are very excited to attend WIU and our positive message needs to be spread. Admissions is working with many departments to recruit. Year to date there have been over 700 school visits, added a school speakers program, and increased connection with academic departments. Application processing time has decreased from 42 days to 8 for freshmen, transfers from 52 days to 16.

Kassie Daly stated that transfer students have a new TAG Guarantee (Transfer Admission Guarantee). This targets students earlier, keeps them in the funnel and provides guidance and advising earlier.

Trustee Dolieslager commended the Admissions team for decreasing onboarding time so drastically, saying it is "outstanding".

Trustee Stutz asked for highlights of retention initiatives. Two programs are Connections Mapping and Building Connections Mentoring.

**Report No. 19.12/4: HLC/Planning Update**

Sr. Vice President Dr. Joe Rives stated that there are four items in the report. The Figge Art Museum application is important because we only have one out of state location. The FY20 Teach-Out Update and Disestablishment Reporting is the last report because that is concluding with all 26 students who were affected. The Master Plan Update is bullet-pointed and highlights many of the facilities accomplishments for both campuses. The January Strategic Plan Update will include a power point for a visual of these highlights. The University Planning Calendar is included as a running list to ensure we are on track.

**GENERAL REPORTS BY VICE PRESIDENTS AND ASSISTANT TO PRESIDENT**

**VICE PRESIDENTS' REPORTS**

**Academic Services**

Interim Provost and Academic Vice President Billy Clow presented the report as submitted.

**Student Services**

Interim Vice President for Student Services John Smith reported that, as his first semester in a Vice President role, he is very proud of the division of Student Services and all they accomplished. The most important thing the division did is stay focused on serving the students.

**Strategic Planning and Initiatives**

Sr. Vice President Rives thanked Interim President Abraham and Chair Radosh for speaking at the Fall Graduate Reception and thanked those who attended. Everyone is invited to the WQPT Champagne on the Rocks on January 24. Sr. VP Rives commended Student Services for their purchase of Handshake. Those who have helped with the accreditation process are much appreciated.

**Administrative Services**

Interim Vice President for Administrative Services Letisha Trepac thanked everyone for the opportunity to serve as Interim Vice President. Update on the Thompson Hall chiller project: the bid came in too high so that bid process is still ongoing. Morgan Hall medium voltage switch replacement still in the works. Budget analysis for deferred maintenance projects is ongoing. A few projects are roofing, chilled water loop, electrical distribution upgrades. Human Resources is looking at FLSA minimum salary thresholds. Business Services is monitoring cash flow and keeping up with day-to-day processes.

**LEGISLATIVE UPDATE**

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

Only 6 days long, veto session proved to be busier than first thought! The following five pieces of legislation will affect Western Illinois University and include:

- HB 744 which is a technical AIM High fix that took summer school out of the AIM High reporting requirements. This bill passed both chambers and is awaiting the Governor's signature.
- HB 745, which also passed both chambers and is awaiting the Governor's signature, amends the Higher Education Student Assistance Act in order to protect the privacy of

more non-discretionary State scholarship/waiver winners from FOIA attempts. There are a few exceptions, like the State Scholar program to this change. Again, this bill is awaiting the Governor's signature.

- SB 1300, is a large pension bill that includes changes to the retirement age for certain Tier 2 members who have at least 20 years of service as a police officer or firefighter (This will affect our university police.) This bill has also been sent to the Governor.
- The ethics act, now Public Act 101-595, included a small provision that creates an online searchable database for those statement of economic interest statements that certain university employees have to fill out and file.
- And finally, in Public Act 101-601, minor changes were made to the Business Enterprise Program (BEP) program affecting our procurement procedures. This includes adding in "commercially useful clauses" in eligibility requirements of minority vendors, and directing where the revenue for the noncompliance penalties will be directed

Issues that were discussed but were left for future action include:

- The AIM High cohort fix that could be found in the supplemental bill did not move during Veto Session. We are hoping that the AIM High piece should move as its own legislation early in session.
- With all of its press, HB 3904, the college athlete endorsement bill, passed the House and is currently sitting in the Senate Subcommittee on Special Issues. This legislation would mirror California's legislation and would give a student athlete the ability to earn compensation as a result of the use of the student athlete's name, image, or likeness. Earning compensation shall not affect the student's scholarship eligibility. In addition, student athletes may obtain professional representation. A student athlete's personal contract may not conflict with a university's team contract. And must be disclosed to the institution. Effective date: January 1, 2023.

During the second week of Veto Session, all of the public universities were called to testify in front of the House Higher Education Appropriations Committee. Topics included future plans for enrollment and marketing. President Abraham testified for Western, along with Interim Vice President of Administrative Services Letisha Trepac and Doug Freed, Director of Undergraduate Admissions & Enrollment Services.

And finally, in other Illinois State Government news, IL Senate President John Cullerton announced his retirement the last week of Veto Session. One of our own alumna, State Senator Kim Lightford, is one of the frontrunners to take over leadership of the Illinois State Senate!

Regular Spring Session will begin January 28<sup>th</sup> for both the House and Senate with the Governors State of the State Address on January 29<sup>th</sup> and the Governors Budget Address on February 19<sup>th</sup>.

## ADVISORY GROUP REPORT AND COMMENTS

Colton Markey – President, Student Government Association—working on Mayor’s Round Table, finalized three scholarships (had over 30 applicants and normally award only two), students are having many emotions now and thanked Interim President Abraham, Interim Vice President Smith and Rocio Cortez.

Christopher Pynes – Chair, Faculty Senate—asked the Board what their reasons were for not discussing the first Resolution this morning and asked why they voted why they did. Stated that, after more than five hours of deliberation the public received no explanation or discussion. Some members of the faculty have not had their tenure returned. Asked the Board to appoint its member to the Presidential Search Committee today so that can begin. Challenged that former President Thomas created the exodus of diverse faculty and that Interim President Abraham inherited this.

Justin Schuch– Vice President, Council of Administrative Personnel—congratulated all December graduates and is looking forward to seeing everyone back in January.

Steve Whan – President, Civil Service Employees Council—attended the Scholarship Luncheon; CSEC Luncheon where the Employees of the Year were recognized and Brad Payne was named Employee of the Year.

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

**Consent Agenda: Civil Service Employees Council, Council of Administrative Personnel, Faculty Senate, and Student Government Association: reported as submitted.**

## PUBLIC COMMENT

Tere North-Thanked the Board for honoring their word to include a second public comment period in every meeting. Commented that division has continued and the community of Macomb may or not continue to come together as a result of the decision not to appoint Dr. Abraham as President.

Richard Filipink—commended the Board for releasing approximately one third of the minutes that have been held confidential. Asked the Board not to destroy the remaining records because it is not in the best interest of the university. Requested that the Board of Trustees Presidential Search Committee member be chosen today so the search can commence.

Bill Thompson—negotiations will begin in the spring and anticipates discussions on salary and quality of life issues. One example is that the federal government is moving to twelve weeks for parental leave and the university should consider this as a means to attract good applicants. Another concern is student loan forgiveness for new faculty. The UPI seeks to repair damage done in the last negotiation period and looks at the negotiation as an opportunity to have everyone come together.

Trustee Twomey asked for clarification for requirements for professional development for faculty. Thompson stated that, in order to receive tenure, one must be published, speak at conferences, etc.

Letisha Trepac—thanked Interim President Abraham for everything he has done. Reminded everyone that the structural budget is \$8M over this year and revenue is projected to decrease next year. Interim titles do not help with the progress.

## OLD BUSINESS

None.

## NEW BUSINESS

**Board of Trustees Training:** Distributed a packet on Board Governance as it pertains to K-12 school and pointed out that K-12 and Higher Ed are not that different. After additional research, has found that several institutions have a Higher Ed BOT Code of Conduct documents. Requested that this Board establish such a code. Sr. VP Rives offered that AGB has documents.

Trustee Lang explained that no discussion was held publicly early in the meeting because not all Trustees are receiving information in a timely manner (i.e. unaware of the self-evaluation that Interim President Abraham completed, reports, lack of communication) and that she is unable to represent effectively if she does not have all of the information required.

Trustee Twomey expressed that he believes the instrument of self evaluation that Western uses is insufficient. Chair Radosh asked if everyone agrees on working on the instrument.

Trustee Stutz stated that everyone is committed to working together and stated that she believes that their role is not to run the University.

**2020 Meeting Calendar:** Proposed upcoming 2020 meetings are March 26-27, June 11-12, October 8-9, and December 17-18. The October and December meetings occur at Homecoming and Commencement and is requesting that the dates will be changed so it is easier on staff for report preparation. Additionally, the October meeting does not meet Board Regulations for quarterly meetings. Trustee Lang asked if the October meeting would be moved but compromise on the December meeting so that it coincides with Commencement.

A proposal was made by Chair Radosh to move the October 8-9, 2020 meeting to September 23-24, 2020. An informal agreement was made to vote on this at the March 26-27 meeting.

No action was taken on moving the December meeting.

Discussion on which meeting to hold on the Quad Cities campus revealed that the June meeting most likely would be the quarterly meeting that would be held in the Quad Cities.

**Presidential Search Committee Selection:** Trustee Aguilar made a motion for Trustee Twomey to serve on the Presidential Search Committee. Trustee Brown seconded the motion.

### Roll Call

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

Motion carried.

**NEXT MEETING**

March 26-27, 2020 University Union Heritage Room

**ADJOURN ACTION**

Trustee Aguilar made a motion to adjourn the meeting of the Board at 2:55 p.m., seconded by Trustee Brown.

A voice vote was taken and the motion carried.

Trustee Polly Radosh, Chair  
Melinda McFadden, Administrative Assistant to the Board

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