

WESTERN ILLINOIS UNIVERSITY
BOARD OF TRUSTEES
Minutes of the Meeting
June 12, 2020

The meeting of the Board of Trustees of Western Illinois University convened at 8:04 a.m. in Riverfront Hall 103 & 104 on the Quad Cities Campus in Moline, IL. Chair Radosh presided.

Trustee Dolieslager moved to convene to open session. Trustee Brown seconded the motion.

Roll Call

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

Motion carried.

ATTENDANCE

On Friday, May 29, Governor J.B. Pritzker issued an additional disaster declaration and new executive orders as all regions of the state entered into Phase 3 of the Restore Illinois Plan. Executive Order 2020-39 extended the suspension of the in-person physical quorum requirement for remote participation under the Open Meetings Act (OMA). Relief from this OMA requirement will last until June 27, 2020, or until corresponding legislation (SB 2135) is enacted and takes effect, whichever occurs first.

The suspension states that,

- A Public body may convene a properly noticed meeting with any number of members physically present, or nonmembers physically present, as long as the total participating members constitutes a quorum; and
- No specific reason or vote to allow for the remote participation is required.

The following Trustees were present:

Board Chair Polly Radosh (Sherman 205)
Trustee Greg Aguilar (Riverfront Hall 103 & 104)
Trustee Justin Brown (Remote)
Trustee Erik Dolieslager (Remote)
Trustee Kisha Lang (Remote)
Trustee Doug Shaw (Remote)
Trustee Carin Stutz (Remote)
Trustee Patrick Twomey (Remote)

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

Interim President Martin Abraham (Sherman 205)
Interim Provost and Academic Vice President William Clow (Sherman 205)
University Legal Counsel, Liz Duvall (Sherman 205)
Assistant Director of Human Resources Michelle Foster (Remote)
Executive Director of Auxiliary Services and Risk Management Joe Roselieb (Remote)
Assistant to the President for Diversity & Inclusion, Sterling Saddler (Remote)
Associate Vice President for Enrollment Management Gary Swegan (Remote)
Associate Vice President for Budget and Finance, CFO, Letisha Trepac (Sherman 205)
Interim Vice President for Student Services, John Smith (Remote)

Advisory Group Representatives present:

Daria Levchenko – President-elect, Student Government Association – Macomb (remote)
& Marissa Kletke– President-elect, Student Government Association – Quad Cities
Christopher Pynes – Chair, Faculty Senate – Macomb (remote)
& Rob Porter – Chair, Faculty Council – Quad Cities
Joe Roselieb – President, Council of Administrative Personnel (remote)
& Kim Moreno – COAP Representative – Quad Cities
Nicky Friedrichsen – President, Civil Service Employees Council

REVIEW AND APPROVAL OF BOARD MEETING MINUTES

Review and Approval of May 6 and 18, 2020 Board Meeting Minutes

Motion: Trustee Brown
Second: Trustee Twomey

Roll Call

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

Motion carried.

Approval of April 30, 2020 Closed Session Minutes

Motion: Trustee Twomey
Second: Trustee Brown

Roll Call

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

Motion carried.

PUBLIC COMMENT

Bill Thompson-Expressed disappointment in that UPI Unit B faculty received layoff notices. If someone receives a notice that they might not be employed in the fall. Many departments cannot function without Unit B. In the end 39 Unit B layoff notices were walked back but the action of notices has eroded morale.

Renee Nestler-AFSCME ratified its contract and is asking for the BOT to ratify this.

Tere North-The change in administration has mixed reactions but has been for the better. The university should be able to move forward.

CHAIRPERSON'S REMARKS

Chair Radosh addressed the need for ongoing diversity focus, the pandemic, and community unity.

PRESIDENT'S REMARKS

The last few months have been challenging for us both inside and outside the university. Paid tribute to Keishanay Bolden, former WIU LEJA student who was shot and killed in the riots in Chicago. On our campus and in our community we can no longer be silent nor complicit in the issues and concerns. Former President Jack Thomas experienced systemic racism inside and outside the university. He deserved better. WIU cannot be successful if black students do not feel they can be successful. Macomb cannot serve as a viable host community.

ADVISORY GROUP REPORTS AND COMMENTS

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

Daria was unable to attend so Justin Brown gave her report. Not much activity in SGA but we have discussed our goals and we look forward to sharing them with you in the fall.

Marissa Kletke– President-elect, Student Government Association – Quad Cities

Christopher Pynes – Chair, Faculty Senate – Macomb

New officers of the Senate:

Thanked Chair Radosh and Interim President Abraham for their comments regarding Black Lives Matter.

Rob Porter – Chair, Faculty Council – Quad Cities

Expressed appreciation for the comments on diversity and the direction we need to go was articulated well. QC Faculty Council has no voting power but continues to engage faculty. Working with Dr. Mindrup, and the Provost's Office has been coming to meetings to allow discussions about salient issues such as enrollment. Many discussions on uniting the QC and Macomb.

Joe Roselieb – President, Council of Administrative Personnel

Thanked members of the administration and BOT for allowing COAP to speak. On May 8 the annual Spring Open Forum was held. EOA Director Stephanie Kinkaid attended and she discussed her goals for the office. Currently in the middle of the \$5 campaign challenge to support professional development.

Kim Moreno – COAP Representative – Quad Cities

No report.

Nicky Friedrichsen – President, Civil Service Employees Council

The Civil Service Employees Council recognizes the strain and stress that the fear and rapid change in working conditions has created. We also find ourselves in a fiscal state eerily similar to the one during the Budget Impasse and naturally the fear of layoffs has reared its ugly head once again. In response to recent events, the Council has been revising its constitution and by-laws to better position ourselves to effectively represent the hard-working CS employees. We want to recognize that the CS employees are dependable, steadfast and embrace the challenges they face every day.

Our Spring Luncheon was cancelled due to the pandemic, a source of fundraising for CS Dependent Scholarships and Employee Book Scholarships. The funds are raised through raffle ticket sales and we typically have a wide assortment of gift cards, gift baskets, lottery tickets and university parking passes as prizes. Most importantly, the Luncheon is an opportunity for entertainment and for employees to spend time socializing. In an effort to continue in the spirit of the bi-annual Luncheon, the Council has held a drawing to give away gift cards and parking passes. Anyone who is a CS employee was eligible. In total we were able to gift 3 bracelets, 18 gift cards and 11 parking passes. We would like to thank members of the administration who graciously donated a parking pass: Interim President Abraham, Interim Vice President Smith, Associate Vice President Trepac, and Assistant Vice President Mindrup, who donated a parking pass as well as three custom WIU bracelets. It is important to note that all of the gift cards given were donated or purchased from local businesses. We thank everyone who has contributed to this uplifting initiative.

The deadline for the Civil Service Employees Dependent Scholarship was extended to July 31 in order to accommodate more student applications.

LEGISLATIVE UPDATE

Assistant to the President for Governmental Relations Jeanette Malafa reported that due to COVID-19 to the COVID-19 pandemic, the Illinois General Assembly suspended its face-to-face operations for almost all of the 2020 Spring Session. It reconvened for 5 days at the end of May to pass a budget and related COVID items with the Senate meeting in the State House and the House of Representatives meeting at the Convention Center.

During budget negotiations for the FY21 State budget, first potential cuts discussed were as deep as 35% to state agencies. In one of the later versions of state budget implementation act, language was inserted giving the Governor the authority to hold back up to 15% of agencies' budgets. Floor debate for final passage of the State Budget centered around the fact that the majority party did not want to cut the state agencies during the COVID pandemic and the declining economy. The final budget is predicated upon borrowing \$4.75 Billion and also receiving about the same amount from the federal government in additional COVID dollars. There was talk that when the General Assembly reconvenes after the General Election in November for Veto Session, this budget will be revisited.

The following legislation will affect Western Illinois University. Please note that only one piece of legislation has been signed by the Governor so far:

- **Senate Bill 264** contains the FY 21 State Budget. The General Assembly passed a level budget for most of state government and that includes Western's operating budget, AIM High, and MAP dollars. Our FY21 appropriation totals \$49,588,000 for operating and contingent expenses, \$10,000 expenditure authority for scholarships paid by collegiate license plates, and \$160,000 for the expenses of the IL Institute of Rural Affairs. **Public Act 101-637**

- House Bill 357 became the Budget Implementation Act (BIMP) and, among many other numerous things, extends the period for lapse period spending for FY20. **Public Act 101-636**
- House Bill 64 contains capital appropriations and reappropriations. Specifically for Western, our Center for the Performing Arts, completion of Phase II of the Quad Cities, a new Science Building and our capital renewal monies were all reappropriated. In addition, we received \$30,000,000 for Phase III of the Quad Cities campus. **Sent to Governor**
- For incidents that occur on or after March 9, 2020 and on or before December 31, 2020 for our university police and firefighters, Senate Bill 471 provides that for circumstances directly or indirectly attributable to COVID 19 that hinder the physical recovery from an injury of an eligible employee within the one-year period, the eligible employee shall be entitled to an extension of no longer than 60 days by which he or she shall continue to be paid by the employing public entity on the same basis as he or she was paid before the injury. **Sent to Governor**
- Senate Bill 1569 is the Education Omnibus bill and has several provisions affecting higher ed including allowing remote student teaching or a waiver of student teaching requirements during this public health emergency; the IL Articulation Initiative general education courses taken during this emergency must be transferable for “pass”, “credit” or “satisfactory” grades; and there is language that will allow the IL Board of Higher Education, subject to appropriation, to award emergency completion grants and competitive grants for public university student support services. **Passed Both Houses**
- Senate Bill 1857 extends certain repeal/sunset dates in the State Statutes by one year – including some dates affecting procurement, design-build and single prime provisions, and College Illinois. **Passed Both Houses**
- Senate Bill 2135 contains the Government Omnibus bill and includes amendments to the Open Meetings Act that would allow for public meetings to be held by audio or video conference during a public health disaster if certain conditions are met. In addition, the deadline for filing Statements of Economic Interest was suspended until August 1, 2020. **Sent to Governor**
- House Bill 2455 is the Labor Omnibus bill and contains new language to the Pension Code that provides that the death of any police officer between March 9 and December 31, 2020 from COVID-related complications will be assumed to be work-related. **Public Act 101-633**
- Among many other items, Senate Bill 1863 provides in the State Universities Civil Service Act that November 3, 2020 is a State holiday and that offices shall be closed, unless the state office is used as a polling place. Legislative intent stated that it was not the intent that the public universities had to close – just that the state university civil service employees had a state holiday. **Passed Both Houses**
- House Bill 2238 was the trailer legislation to Senate Bill 1863 and, among other items, provided that any ballot collections sites had to be secured with locks. **Sent to Governor**

The General Assembly plans to reconvene the weeks of November 17th and December 1st for Veto Session. It will be a busy time as many pieces of legislation that did not move in the Spring due to the shutdown had deadlines extended to Veto Session.

I can take any questions at this time.

CAMPUS DIVERSITY AND INCLUSION REPORT

Assistant to the President for Diversity and Inclusion Sterling Saddler reported

Good Morning. I hope that you are all doing well during these trying and emotional times. I know that it may be difficult to regroup and refocus on how we move forward in the wake of the COVID-19 pandemic and the nation-wide social unrest we are experiencing. Nevertheless, here we are.

I'd like to take a few minutes to share with you the initiatives that we have established at WIU to ensure enhanced diversity and social justice for our University community. Please keep in mind that some of these efforts were just starting to come together before the pandemic forced us to pause temporarily.

We have been using this time to continue to research best practices from a variety of resources to see how we can best adapt and implement for our students, faculty and staff.

Some of the things we have achieved in recent months:

- The University Diversity Council was reconstituted, with a new mission, vision and objectives. This council serves in an advisory capacity to the president on issues, programming and resources concerning diversity, inclusion and social justice. The Committee is comprised of faculty, staff, and students. This body met several times in the fall and spring before our campus closed. We will meet remotely over the summer to continue the dialogue about the emerging needs of our diverse campus community and how to best serve our students, faculty and staff. The mission of the UDC fosters the progression and sustainability of Diversity, Equity and Inclusion to embrace a culture of understanding, acceptance, and a sense of belonging. (make a note: committee members are representative of various minority constituencies across both campus)
- We have reinvigorated WIU's Expanding Cultural Diversity Project (ECDP) to facilitate action towards greater inclusivity on campus and beyond. Dr. Jim LaPrad and Dr. Rebecca Buchanan are working on a fall project: Title "Anti-Racist Inquiry Series" the focus, "*Individual and systematic racism impacts education from individual faculty to department, university, and community culture. We need to work to make changes at all levels in order to create a more equitable educational space. This series is a start to help faculty and staff discuss and gain tools to create actionable steps toward antiracist and inclusive equitable pedagogy & university and community relations*".
- We are near the final phase in creating a Community Advisory Board/Community Engagement Council comprised of diverse community members who can build advocacy networks and promote/support WIU initiatives.(note: waiting to hear back from a few members)
- We completed a series of workshops for faculty and staff, on both campuses, around the topic of non-violent compassionate communication, bringing Prof. Emeritus J.Q. Adams back to campus to lead this important discussion. We also developed a reading circle to discuss Ibram Kendi's book "How to be an Anti-racist". Kendi is recognized as one of the leading scholars on racism in America.
- We are currently reviewing existing practices and policies for reporting issues of concern pertaining to racism, discrimination, and other facets of student life that are often mirrored in faculty and staff experiences. We are engaging our partners to find ways to improve, enhance, and in some cases create venues by which reporting incidents can happen, what resolutions have

been offered, and how to incorporate education, training, and development to prevent repeated incidents at WIU.

- Another initiative is to develop a robust and multi-year mentoring program for Black males at our University. In light of recent events, we at WIU need to provide not only a safe space for Black males to attend, but also a place where Black males can learn about personal awareness, access professional development, and obtain academic support. There are several models we can refer to that include peer-mentoring, faculty to student mentoring, and faculty to faculty mentoring. I am leading this charge, and will provide a more detailed and strategic plan for a pilot program in the coming fall semester.
- Our Interim president, Dr. Martin Abraham has been a champion of change efforts here at WIU. He is leading difficult conversations and being transparent about the challenges we face at WIU as well as listening to ideas, asking for suggestions, and enacting efforts to improve diversity initiatives. In taking a hard stance on the murder of George Floyd at the hands of the Minneapolis police, Dr. Abraham shared a letter with the University community reaffirming Western's commitment to the Black Lives Matter movement, social justice, equity, diversity, and inclusion. He also engaged with local community leaders (Mayor, Chief of Police, NAACP President of McDonough county, and Sheriff of McDonough county and others) in signing a Joint statement condemning police brutality and the murder of George Floyd. We know that many of these conversations are emergent and fluid, and he has demonstrated great leadership by facing these concerns openly and directly.

Lastly, I'd like to close by reminding everyone that change takes time and participation from a great many, and does not happen overnight. But change will happen. We have a lot of work to do at WIU, and our students inform us every day of new tangents that need to be addressed and resolved. I ask that you continue to have these conversations, continue to support change efforts, and continue to listen.

FINANCE

Report No. 20.6/1: Report on Annual Fund Contributions

Report submitted.

Report No. 20.6/2: Repair and Maintenance of Official Residence

Executive Director of Facilities Management Troy Rhoads reported that the full report has been submitted and no questions were asked.

Report No. 20.6/3: Purchases of \$100,000-\$499,999.99

Associate Vice President of Budget and Finance Letisha Trepac reported that the expenditures are fairly standard to maintaining operations at the university.

Resolution No. 20.6/1: Purchases of \$500,000 and Over – Food Services

Associate Vice President of Budget and Finance Letisha Trepac reported that the RFP for food service for the university was put out in the Spring. Cost estimates are conservative and open to negotiation. Anticipate a cost savings to students and the university.

Trustee Stutz commented that the estimated cost the last time this contract was negotiated was allowing up to \$130M but only \$93M was spent. The wiggle room is necessary due to the possibility of having to open up another dining room due to COVID.

Trustee Dolieslager recognized that some of the figures would be adjusted as needed and this is much stronger than with the last proposal.

Trustee Aguilar asked if Stutz and Dolieslager interpret this as a high estimate and Stutz said the second option is but it could be put up for bid again.

Motion: Trustee Twomey
Second: Trustee Dolieslager

Roll Call

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

Motion carried.

Resolution No. 20.6/2: Purchases of \$500,000 and Over – Digital Marketing

Associate Vice President of Budget and Finance Letisha Trepac

Motion: Trustee Shaw
Second: Trustee Brown

Trustee Dolieslager asked about the optional 7 year, 1-year renewals for a 10-year total contract. What was the rationale? Trustee Twomey said that the flexibility for renewal is greater. Dolieslager commented that a year-to-year is much better. Interim President Abraham said this provides more flexibility should we decide not to renew while working within the minimum three year contract and ten year maximum contract guidelines.

Roll Call

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

Motion carried.

Resolution No. 20.6/ 3: New or Changed Capital Reserves for Non-Indentured Entities

Associate Vice President of Budget and Finance Letisha Trepac stated there is no request for adjustments on limits and does not anticipate moving any cash.

Motion: Trustee Twomey

Second: Trustee Shaw

Roll Call

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

Motion carried.

Resolution No. 20.6/4: FY2020 Preliminary Spending Plan

Associate Vice President for Budget and Finance Letisha Trepac

Motion: Trustee Stutz

Second: Trustee Brown

Trustee Aguilar asked what “technical adjustments” would be allowed. Trepac said it would allow funds to be moved around as needed, such as utility savings being moved to equipment but staying within lines. Aguilar would like to have some oversight. Stutz asked what kind of shortfall is predicted. Trepac said with a decrease \$2M to \$4M loss in tuition revenue resulting a budget deficit of \$4-10M. This is not setting our budget yet because that will be done after we realize actual enrollment. Aguilar asked if the “technical adjustments” phrase could be removed. Trepac asked for clarification. Aguilar asked if the Board could be made aware of moving between line items. Twomey said that people running budgets and line items need flexibility to adjust, especially with a budget this size, and believes the university needs the ability to make adjustments as needed. Dolieslager asked about the operation of the fleet in light of cost savings and how much the vehicles are used. Troy Rhoads said that in the last 5 years there have been no purchases of vehicles. There is a plan to right-size the fleet. Stutz said Aguilar is a champion for everyone working at the university and asked for clarification on what Aguilar is looking for in terms of oversight. Aguilar said there is too much authority to move lines around and could potentially affect the budget we approve. Small amounts are acceptable but larger amounts in excess of \$100K or \$1M are concerning. Trepac said the Budget Office will continue to bring the large purchases to the Board. Twomey asked what transparency is in place for higher education. Trepac said they should come forward to the Board if there is a need to go over the All-Funds Budget and the projections are always conservative, meaning the amounts requested are always more than anticipated. Lang asked if the language would require the administration to come to the Board. Duvall clarified that the policies requiring large amount purchases would go before the board.

Roll Call

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

Motion carried.

Trustee Radosh called a 10-minute break at 9:26 am. reconvened at 9:37 am.

Resolution No. 20.6/5: Resolution to Authorize the Interim President to Make Decisions and Take the Necessary Actions, to Decrease Room and Board Rates for FY2021

Motion: Trustee Brown

Second: Trustee Dolieslager

Trustee Stutz asked what the difference would be for reduction vs proration. Dolieslager commented that the university needs to remain nimble and be engaged in the processes.

Roll Call

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

Motion carried.

Report 20.6/4: FY20 Annual Debt Compliance and Management Report

Report was submitted by Executive Director of Personnel and Financial Affairs Ketra Roselieb and comments were given by Letisha Trepac. No questions were asked.

Report 20.6/5: Report on External Audits

Report was submitted by Executive Director of Personnel and Financial Affairs Ketra Roselieb and comments were given by Letisha Trepac. There is a large amount of work put in by Business Services for compliance with over 300 state mandates and the staff has done an exceptional job. Stutz asked how many repeat audit findings have been corrected to date. Use of excess Funds not corrected intentionally to maintain cash flow. Jessica Dunn said areas that have negative balances are currently working on trying to get their cash balances back to positive. Financial Audit finding has been corrected and resulted as a move of funds from Capital Assets to Construction. Shaw asked about item seven, lack of contingency planning. Roselieb said Rebecca Slater could address this, and Slater said she has been working on this due to a budget issue with switching over a vendor. This issue should come off the report next year.

ACADEMIC & STUDENT SERVICES

Report No 20.6/6: Report on Fall 2020 Health and Safety Plans

Interim Associate Vice President for Student Services John Smith and Executive Director of Auxiliary Services and Risk Management Joe Roselieb

The report was assembled by sixteen members of faculty and staff to prepare for the fall semester. Guidelines and recommendations are constantly changing. At this time there is no clear answer as to whether or not we should test for COVID-19 when people come back to campus. Currently we are in stage one of the three stage process and expect that we would move to stage two in early July.

Dolieslager asked what the plan is to inspect what we expect. Roselieb outlined the details of the plans. Highlight is that there is autonomy with executing the details in departments where supervisors are creating control plans.

Report No. 20.6/7: Enrollment Update

Associate Vice President for Enrollment Management Gary Swegan reported that Western seems to be bucking the trend of struggling enrollment that the rest of the institutions are facing. We need more incoming students and a higher head count in fall than in spring. There is only one way to rebuild enrollment and that is to have more incoming students and need to retain those students. Freshman housing contracts are at 776 and we have surpassed last year's actuals. Another metric is freshmen who have registered for SOAR. With the virtual environment SOAR and Orientation are not held together. As of today we have 918 registered for Orientation. We will be down in overall enrollment for fall. We have registered 5,639 students as of last evening and comparing date to date we are down 3%, but when we look at the number of days until class starts we are up about 3%. Retention was 67.5% last year and in the last ten years there have only been two years that are above that. We are projecting a decade-high in retention and anticipate a three-year high in freshmen.

Trustee Dolieslager echoed the importance of retention and commended the increase in housing contracts and marketing.

Swegan sees the possibility of entertaining an increase for Fall 2021 and the cumulative effects remaining positive.

Twomey commended Swegan for his work and dedication and asked why he is temporary. Swegan said there has been a strong, experienced person hired.

Shaw asked if there are any areas of the state that are showing success. Swegan is seeing success in Chicagoland but is at risk with Coronavirus. Localized counties are successful. Doug Freed reinforced that we are seeing success across the state and are hoping for the first freshman increase in decades.

Report No. 20.6/8: Annual Listing of Academic Program Changes

Interim Provost Billy Clow reported there is a final analysis and approval for program changes in the Provost's Office.

Shaw expressed excitement at the alternative teacher licensure program addition.

Resolution No. 20.6/6: New Program Resolution

Interim Provost Billy Clow explained that the alternative teacher licensure program is designed for paraprofessionals, is a 2-year program and begins in the summer. This should help alleviate the teacher shortage.

Twomey asked what pre-requisites are required and Clow will get that information.

Motion: Trustee Brown

Second: Trustee Shaw

Roll Call

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

Motion carried.

Report No. 20.6/9: Report on Academic Curricular and Administrative Changes

Interim Provost Billy Clow reported that these are changes that happened throughout the academic year.

Resolution No. 20.6/7: Resolution to Approve Termination of a University Employee

Associate Provost & Associate Vice President for Academic Affairs Russ Morgan

Motion: Trustee Twomey

Second: Trustee Brown

Roll Call

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

Motion carried.

Report No. 20.6/10: Report on Hiring Activity

Associate Provost & Associate Vice President for Academic Affairs Russ Morgan and Director of Academic Affairs Amy Chambers reported on administrative and faculty hires.

Resolution No. 20.6/8: Tenure Recommendations for 2020-2021

Interim Provost Billy Clow

Motion: Trustee Stutz
Second: Trustee Twomey

Roll Call

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

Motion carried.

GENERAL DISCUSSION & ACTION ITEMS

Report No. 20.6/11: Evidence for Reaffirmation of Accreditation

Associate Provost & Associate Vice President Academic Affairs Mark Mossman said HLC will visit in Spring 2021 and outlined the process of how the university proceeds with the accreditation process. This is an opportunity for the university to highlight its academic and cultural successes. Requested that a representative of the Board of Trustees to serve on the working groups as needed.

Dr. Abraham clarified that Board involvement is critical in the process.

Resolution No. 20.6/9: Presidential Assessment and Contract

Trustee Stutz

Trustee Dolieslager thanked Trustee Stutz for her work on the contract. Salaries in the state are high due to University of Illinois but WIU does not compare.

Trustee Lang wants to be sure that, with this contract, we are not revisiting other contracts. Asked about the severance pay clause.

Trustee Stutz agrees that this contract should supersede any other contracts.

Duvall clarified the terms of the contract and that language should be added so this contract would supersede any other agreements with Western Illinois University.

Motion: Trustee Twomey
Second: Trustee Brown

Trustee Stutz motioned to amend the original resolution to include an addendum to 5.11 that this contract supercedes previous contracts with the University. Trustee Brown seconded the motion to amend. Before a vote, Dr. Abraham asked if the pay could be amended to reflect a 2% decrease to \$294,000. Trustee Twomey motioned this amendment, Trustee Lang seconded this motion.

Roll Call – first amendment to motion

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

Roll call – second amendment to motion

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

Motion carried.

Resolution 20.6/10: AFSCME Bargaining Unit Agreement

Assistant Director of Human Resources Michelle Foster

No discussion.

Motion: Trustee Aguilar

Second: Trustee Shaw

Roll Call

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

Motion carried.

Resolution 20.6/11: WIU 403B Plan Amendment

Assistant Director of Human Resources Michelle Foster

Dr. Abraham was asked to provide a summary and Letisha Trepac stated that the defects in the plan are retroactive to January 1. The Resolution provides for IRS guidelines, Bipartisan Budget Relief Act changes, Retirement Enhancement Act, timely signing of the amendments, WIU Salary Reduction Agreement.

Michelle Foster said that from 2010 forward we had ten years to make any adjustments and to be in compliance. In viewing our documents we found that amendments two and three had not been approved.

Motion: Trustee Shaw
Second: Trustee Brown

Roll Call

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

Motion carried.

Resolution No. 20.6/12: Release of Closed Session Meeting Minutes

Legal Counsel Liz Duvall

Trustee Lang asked about the December recording. Duvall clarified that there is no longer a recording of the December 12 meeting. Chair Radosh said there is no way to know if there was a technical or user error.

Motion: Trustee Brown
Second: Trustee Twomey

Roll Call

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

Motion carried.

Resolution 20.6/13: Reschedule October 2020 Board of Trustees Meeting

Trustee Twomey expressed concern over the change away from having an October meeting surrounding Homecoming.

Trustees Aguilar and Lang agree and prefer to meet at Homecoming.

Duvall stated that the October date would violate the state statute and would need to be approved by the General Assembly. The meeting occurring at Homecoming is difficult on staff and prevents Trustees from participating fully.

Trustee Twomey said Trustees are in the best position to determine what is best for them.

Trustee Stutz said that with social distancing this could be a moot point.

Duvall stated Jeanette Malafa said there is a waiver process for K-12 but not for Higher Ed. Dr. Abraham said that the October date would definitely be outside the statute.

Shaw asked if it is possible to have the September 23 meeting as a remote meeting and Duvall said it is only possible if there is an Emergency Declaration in force.

Trustee Lang asked how many years there has been a Homecoming meeting. Duvall said she is unsure of how many years but this pushes staff to the limits but they always rise to the occasion. Dr. Abraham commented that we have significantly reduced staff and they go above and beyond.

Trustee Lang said that sometimes we need to go above and beyond in our jobs and this is once a year.

Duvall said this is an issue of date compliance first and foremost.

Trustees Dolieslager, Stutz and Brown said they can attend either and/or both dates.

Trustee Twomey says he will oppose the Resolution believing it does not go against state statute compliance.

Trustee Dolieslager asked if it is possible to hold the meeting remotely in September if able.

Trustee Shaw says he will not vote against it in order to make sure the Board does not jeopardize its standing.

Trustee Twomey says he works with the legislature regularly and that the rules are there to ensure the Board meets regularly and that the issue of staff inconvenience is driving the decision to move the meeting.

Trustee Shaw says he believes the change and consequences would be a technicality.

Motion: Trustee Lang

Second: Trustee Brown

Roll Call

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

Motion carried.

Resolution 20.6/14: FY 2021 Board of Trustees Meeting Dates

Trustee Lang asked why the Resolutions were separated. Duvall said the March and June 2021 dates had not been scheduled yet.

Roll Call

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

Motion carried.

Chair Radosh called for a 10-minute break at 11:12 am and reconvened at 11:25 am

Resolution No. 20.6/15: Election of Officers of the Board for July 1, 2020-June 30, 2021

Motion by Trustee Twomey to retain slate of officers with the Pre

Trustee Lang said new leadership is needed since it has not been shown. Does not want to air a dirty laundry list but cited pushing of personal opinion, unwillingness to listen to viewpoints, the leader broke down in front of the public body. Feels pressured into complying with the Chair’s views and not everyone is kept in contact and does not receive timely information.

Trustee Aguilar said he is disappointed that he did not hear about deletion of tapes until six months later. Said that we are no farther than last fall with the Presidential search. Expressed disappointment in the board being called “divided” and does not want it to be ignored. Does not want a year like we have had and the fact that it took a year to recognize structural racism in Macomb and leadership did not recognize this. Commended Dr. Abraham for recognizing there is an issue. Slating candidates without a vote is irresponsible.

Chair Radosh clarified her breakdown was due to a breakdown in process.

Trustees Aguilar and Lang said they believe there is no room for discussion if people disagree with the Chair. Chair Radosh stopped the discussion and asked to move on to the vote. Trustee Lang asked if everyone is satisfied with the level of leadership.

Trustee Aguilar says he has felt excluded by leadership.

Trustee Twomey said he would like too move forward with his motion and it has a second.

Discussion was held on how to submit votes and Duvall suggested emailing votes for individual positions.

Duvall clarified that an approval of this motion would keep the officers the same.

Trustee Dolieslager said that communication should go both ways between parties in order to move forward.

Trustee Lang says that communication is a two way street and misinformation is happening where people are not receiving the same information.

Trustee Lang asked Trustee Twomey to remove his motion in the spirit of compromise.

Trustee Twomey said that new leadership has the potential of undoing progress intentionally or unintentionally.

Trustee Shaw says he supports individual voting and says it is up to the Board to make a decision.

Trustee Stutz recognized that the Chair position is an unenviable job and commended Chair Radosh in her role.

A secret ballot email vote was held on the motion to retain the current slate of officers.

Motion failed on a 4-4 secret ballot vote.

Voting by secret ballot through email was held for individual officer positions.

There was a 4-4 vote: 4 for Radosh, 4 for Shaw

Trustee Aguilar asked if there should be a re-vote and asked if the Board could unify.

Chair Radosh said she could not see division going away and asked for a second vote to be sent.

Christopher Pynes asked for each candidate to share their comments.

Shaw said he would strive for transparency by providing every Trustee with the information required to do their job: If its legal for them to know it, they will. Accountability for each decision is important and welcomes being held accountable. Willing to walk people through the rationale behind decisions and expects Trustees to hold each other accountable. Believes Board will function more cohesively when they are able to focus on the issues at hand and not division. Disagreement is inevitable but a leader must ensure there is not a personal argument happening. Would like to set up a dashboard for spending and enrollment.

Radosh plans to heal wounds that have happened and is making an effort toward that now. Will continue to communicate on a regular basis and has diligently tried to make sure everyone has the same information. Priority is to move the university forward by putting a permanent President in place, to work through HLC accreditation.

Trustee Aguilar commented again on the search process and said that it is no further along than we were in the fall. Trustee Twomey said the search is on track. Pynes said the committee has done quite a bit of work and is on track to possibly choose a candidate by December. Trustee Lang commented that Pynes reporting the evidence of the search process is an example of the current Chair not giving out the information. Aguilar said there have been two campaigns-one to oust a previous President and one to put the current Interim President in place.

Pynes said that the fact that Aguilar, Lang and Shaw did not show up for the June 2019 meeting and lost the chance to do business. Aguilar challenged that notion because he was on the way to the meeting and was told not to attend. Aguilar pointed out that Chair Radosh did not defend board members once again.

Vote for Chair= 4 votes Radosh, 4 votes Shaw
Revote for Chair = 4 votes Radosh, 4 votes Shaw

Trustee Dolieslager asked for each Chair candidate to articulate how they would get past the stalemate.

Radosh said that the Board needs to put personal feelings aside and vote for what is best for the university. Shaw said that he could step out of the way but that would defeat the purpose of him running for the position.

Trustee Aguilar asked if

Radosh asked if Aguilar has a problem with a female leader and asked why he was comfortable with displacing a female leader.

Aguilar said the communities have not experienced what has happened racially and the Board has not had leadership or individual support of those with color.

Radosh says that it would impede the progress for the search for Shaw to get up to speed.

Lang said that Shaw has built relationships in Macomb and the Quad Cities and would only need to build on those. A slate of Shaw as Chair, Dolieslager as Vice Chair and Brown as Secretary would support transparency and leadership.

2nd Revote for Chair = 4 votes Radosh, 4 votes Shaw

Stutz asked what Shaw has done to support Radosh. There was a split on a closed session contract vote and Shaw reminded the Board to put aside personal feelings and be unanimous.

Shaw said that a Trustee should provide oversight and let the administration do their job. Does not believe it should be a full-time job.

Chair Radosh called for a 30-minute lunch break at and reconvened at 1:30 pm.

Results of the election of officers:

Chair: Polly Radosh
Vice Chair: Doug Shaw
Secretary: Justin Brown

Resolution No. 20.6/16: Elect Trustee to Serve on State Universities Civil Service Merit Board

Western Illinois University Board of Trustees

Trustee Stutz motioned to re-elect Trustee Lang. Trustee Lang accepted the nomination. Trustee Dolieslager seconded the motion.

Roll Call

Trustee Greg Aguilar Yes

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

Motion carried.

OLD BUSINESS

Revote on Resolution 20.5/5: Ratification of 2020-2022 FOP Contract due to there not being a motion or second.

Motion: Trustee Brown
Second: Trustee Aguilar

Roll Call

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

Motion carried.

NEW BUSINESS

Trustee Aguilar commended the Board on its ability to accomplish a large amount of work in a short time.

Trustee Shaw said that all members must support the chair and congratulates Radosh on her election as chair.

Trustee Twomey revisited the issue of changing the October meeting and expressed disappointment in the fact that the Resolution appeared in spite of the discussion to move the meeting.

After a lengthy discussion from the board, Duvall stated that there is nothing to be interpreted with a state statute.

Trustee Aguilar asked for the agenda and board book well in advance for review.

Next Meetings

September 23 & 24, 2020
December 17 & 18, 2020

ADJOURN ACTION

Trustee Aguilar made a motion to adjourn the meeting of the Board at 1:50 p.m., seconded by Trustee Brown.

A voice vote was taken and the motion carried.

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