

WESTERN ILLINOIS UNIVERSITY

BOARD OF TRUSTEES

December 10, 2025

Western Illinois University

Macomb, Illinois

Open Meeting Minutes

The meeting of the Board of Trustees of Western Illinois University convened at 9:30 a.m. on December 10, 2025 – University Union, Capitol Room, Macomb. Chair Polly Radosh presided.

December 10, 2025 – University Union, Capitol Room, Macomb

Trustee moved to convene to open session at 9:30 a.m.

Motion: Trustee Bierman

Second: Trustee Lowe Mullins

Roll Call

Trustee James Bierman Yes

Trustee Polly Radosh Yes

Trustee Erika Lowe Mullins Yes

Trustee Kirk Dillard Yes

Trustee Carin Stutz Yes

Motion approved.

During the closed session Trustee Lang was voted in to appear remotely.

Motion to allow Trustee Lang to appear remotely pursuant to Open Meetings Act, 5 ILCS 120/7(a)(ii)

Motion: Trustee Dillard

Second: Trustee Bierman

Roll Call

Trustee Erika Lowe Mullins Yes

Trustee Kirk Dillard Yes

Trustee Carin Stutz Yes

Trustee James Bierman Yes

Trustee Polly Radosh Yes

Motion approved.

Roll Call

The following Trustees were present:

Trustee Polly Radosh

Trustee Carin Stutz

Trustee Erika Lowe Mullins

Trustee Kirk Dillard

Trustee James Bierman

The following Trustee joined on-line:

Trustee Kisha Lang

Also present for the meeting of the Board of Trustees:

President, Kristi Mindrup

Senior Executive Assistant to the President, Athena Brooks

Public Comments

In-person comments:

Merrill Cole

- Positive move to sell building C of the QC complex, it shows the University is serious about addressing its financial problems.
- Request that when funds are used for deferred maintenance UPI is told where these funds are used.
- Voiced a difference in the deficit at the June 2024 Board meeting and the September 2025 resource allocation management program report. Voiced that the money saved on non-renewals and layoffs was lost in tuition dollars, student housing, and student fees.
- Question raised with the deficit continuing will there be more layoffs? With the payroll cuts it will continue affecting the local communities.

Dan Shipman

- Concern that building service workers experience annual layoffs and one is coming up right after the Christmas break. Request to end this layoff so workers can get caught up.
- During these layoffs, schedule changes occur where employees have to work different days off and different hours of work. This creates a hardship for those employees.
- These layoff weeks create problems every year.
- Concern with being told that employees can't use benefit time for January 2nd to extend their holiday break.

No written comments.

Chairperson's Remarks

Chair Polly Radosh

- Welcome to the December 2025 Board of Trustees meeting.
- Review of President Kristi Mindrup and Provost Mark Mossman's salary change once taking the permanent positions as requested at the last Board meeting.
- Review of salaries compared to predecessors and their counterparts at other universities in Illinois.
- The president and senior administrators have voluntarily given back to the university through pay cuts and donations.
- Hiring externally would likely require significantly higher salaries.
- Concern voiced in regards to salary erosion and the frustration for all. Reminder that the erosion of salaries is a problem across the university in all employment classifications.
- Request that all involved in bargaining do it with empathy for the other side and with civility. The university cannot do everything that should be done, but it can do something. As you begin the negotiations, focus on the something that can be done, not what we all know cannot be done. Each side in the negotiations is doing the best that they can with very limited resources.

President's Remarks

President Kristi Mindrup

- Good morning to the board of trustees of Western Illinois University, faculty, staff, students and community members who are here today.
- All divisions have made significant progress toward removing interim designations and identifying the right individuals to serve in leadership roles.
- A mix of external and internal searches have either been completed or are underway. Congratulations to those individuals already named and serving and we look forward to wrapping up remaining searches.
- We continue to be mindful of our current financial position and long-term goals.
- We are grateful for our partnership with the WIU Foundation for a low interest solution.
- Thank you, Vice President Ketra Roselieb and Audrey Adamson for their leadership with preparing for a proposal for sale of property that you will hear about later today.
- As the Goldfarb Center for Performing Arts nears its substantial completion date, I am energized by the collaboration happening across divisions to plan for activating that space.
- A number of activities are underway to strengthen enrollment, address international challenges, and ensure WIU competitiveness.
- We are working with outside consultants, engaging in joint admissions and alumni events across the state and beyond, and bringing awareness and participation to the WIU experience through athletic events and music performances in collaboration with area high schools across the state.
- The chamber of commerce business after hours was hosted by the multicultural center. Thanks to Katie for her efforts.
- The advancement and alumni team made important connections during a day long visit to the Pike County area.

- Amplifying Western Illinois University success belongs to all of us. Let's all continue to focus on positives, participate in developing new initiatives, get engaged on campus, and attend events and activities.
- Remember to speak positively about our student graduates, program impact on our region, state, and beyond.

Review and approval of September 26, 2025 closed and open session minutes.

Motion: Trustee Dillard

Second: Trustee Bierman

Roll Call

Trustee Polly Radosh	Yes
Trustee Erika Lowe Mullins	Yes
Trustee Kirk Dillard	Yes
Trustee Carin Stutz	Yes
Trustee James Bierman	Yes
Trustee Kisha Lang	Yes

Motion approved.

Advisory Groups Verbal Updates

Student Government Association, Jace Green

- SGA has continued its commitment to elevating the student voice and strengthening collaboration across the university community. We hosted our informal town hall and worked closely with campus partners to expand and improve parking access for our student veterans.
- We have participated in several constructive meetings with the university's financial team regarding the future restructuring of student fees. We appreciate the transparency and student-centered approach throughout this process.
- I want to emphasize the exceptional working relationship that we've had with the administration across the institution. They have consistently provided thoughtful feedback, maintained an open and honest dialogue regarding students and concerns, and engaged SGA as genuine partners in shaping the future of WIU.

Faculty Senate, Jeremy Robinett

- I want to set a tone that is honest about the challenges we face while also honoring the mental, physical, and emotional labor happening every day at WIU. The reality is that many at WIU are doing more than what their job descriptions require. Faculty, staff, and administrators at WIU don't hold one job, they hold many. Often without additional compensation or support.
- I challenge the board to talk with folks across campus.
- We are doing incredible work in spite of the challenges that we face.
- We are a university that makes a difference but we need resources to do more than simply survive.

- Transparency, collaboration, and communication have improved significantly since I stood before you this time last year.
- I would like to highlight the work being done by the budget transparency committee and express appreciation to Renee George and her frank answers to faculty questions. Actions like these strengthen relationships and enhance knowledge, which makes us a better institution.
- I appreciate that Dr. Mossman has remained committed to restoring shared governance within our division.
- Many of the rebuild committees are submitting reports this month and information about them is being shared.
- Faculty senate in cooperation with the provost office, sponsored projects and a faculty-led AI reading group administered two complimentary surveys this fall to understand faculty and student knowledge and use of artificial intelligence tools. Several themes stand out. Faculty acknowledge the use of AI appears to be centered on pedagogical and professional responsibilities, while students use is driven by time savings. Both groups expressed concerns about accuracy, reliability, and uncertainty about when it is and is not appropriate for use.
- I am very proud of the work that faculty, staff, students, and administrators have done and continue to do in support of our students, our colleagues, our campus, and our communities. I would ask the board to do its part in making sure that the gains that we have made over the last year continue.

Civil Service Employees Council, Natalie Divan

- Not able to attend but an email update was sent to the Trustees

Council of Administrative Personnel, Lorette Oden

- The Council of Administrative Personnel hosted a professional development event with President Mindrup in November. She provided updates on several areas impacting the university. Co-op had an opportunity to get their questions answered.
- We collected donations for toys for tots.
- Co-op and CSEC collaborated in November on the homecoming door decorating contest. We had excellent feedback and an anonymous donation of \$300 for prizes.
- Co-op continues to recognize an employee of the month. The November 2025 employee of the month was Drew Donahoo the Director of Alumni Relations and the December 2025 employee of the month is Dr. Randy Glean, Associate Vice President for Global Studies.
- We would like to take this opportunity also to thank the board of trustees for requesting our participation in the annual presidential performance review of President Mindrup.

Leadership Verbal Updates

Government Relations, Zach Messersmith

- Illinois General Assembly had their fall veto session. Several major pieces of legislation were passed during that time. The most impactful was a change around immigration policy. Immigration enforcement actions at several locations including university campuses and how interactions are documented.

- We have something on our agenda later today that is a direct result of a change in state law, that is borrowing from the foundation. Thank you to Amy Crosby and her team for all their leadership.
- A couple things that are going to be priorities next year include, the way that our universities were funded with a 2% reserve that has not been released. We will continue to advocate for the equitable funding formula.

Provost and Academic Vice President, Mark Mossman

- The Provost office continues to work with speed and agility as we transform the division of academic affairs from the ground up.
- I'd like to thank Charlene Greuel and Amy Hodges in my office for coordinating all the searches. The first hire was Dr. Lori Baker-Sperry, who's now the Associate Provost of Undergraduate Programs and then we have Dr. Jessica Lynn the Associate Provost for Academic Personnel and Budget. Our third hire is Dr. Kishor Kapale as the Assistant Vice President for Graduate Online and Outreach Programs. Other searches are on target.
- We're moving from four academic colleges to two.
- The constituency committee and the Faculty Senate Space Committee is made up of different representation from across the divisions and continues to meet regularly and gather input to make well informed decisions.
- We are leveraging our Carnegie classification and working really hard on retention and the idea of an opportunity university.

Vice President for Student Success, Justin Schuch

- Congratulations to our students who are walking across the stage next week.
- The report from the Division of Student Success is on the website but I'm just going to highlight a few things from that report.
- Our marketing and communications team continues to be busy assisting with both current student success initiatives as well as outreach to prospective students, alumni, donor, community members, and more. I'd really like to underscore the work that they've done alongside university technology to improve our website. Website traffic and being able to optimize search engines and AI use is very important.
- I'd really like to underscore from the Veterans Resource Center. For 2025 in Illinois, WIU has an impressive standing as the number one best for vet ranked school and number four in the Midwest.
- I'd like to highlight university housing and dining team who are actively working to provide new opportunities to students and innovate our offerings. UHDS decided to move forward with launching a new super single option this fall with full-size beds. As we look toward housing renewal for fall 2026, we are hopeful this option will help students continue to enjoy the benefits of living on campus.
- Our connection engagement area has the purple and gold points program. They have done an exceptional job collaborating throughout the institution and adding events for more points.
- I definitely want to highlight the work of the campus recreation team. People have enjoyed the center over 26,000 times, averaging 324 swipes in a day. They also just hosted the first educational dog seminar with the McDonough County Humane Society.
- I really want to take a moment to thank and lift up Shelby Borchardt from athletics, our Associate Athletic Director for Internal Operations and Kelly Severs, Director of Student

Rights and Responsibilities for their outstanding work and dedication.

Vice President for Finance and Administration, Ketra Roselieb

- The finance and administration division has been working diligently through the past quarter in what I will refer to as the continued time of change. With multiple human resource and payroll related employment law changes to financial aids adaption to the one big beautiful bill. Our staff have continued to investigate and plan for the current and future changes.
- With John Smith's retirement from facilities management his Deputy Director Justin Griffith has stepped in as the Interim Director of Facilities Management until June 30th of 2026.
- Crystal Johnson retired after 35 years of service and I'm thankful for her work. The Bursar is essentially your head of collections and she assisted students regularly. She is obviously essential to our operation. Aaron Fischer has stepped into that role on an interim basis.

Agenda Topic

Reports and Discussion Items

Report No. 25.12/1

Budget and Financial Data for Quarter ending September 30, 2025
(Vice President for Finance and Administration, Ketra Roselieb)

Report No. 25.12/2

Purchases of \$100,000 -- \$499,999.99 or Exempt
(Vice President for Finance and Administration, Ketra Roselieb)

Report No. 25.12/3

Report on Externally Sponsored Grants and Contracts for the 1st Quarter
(Provost and Academic Vice President, Mark Mossman)

Report No. 25.12/4

Undergraduate Admissions and Student Success
(Vice President for Student Success, Justin Schuch)

Report No. 25.12/5

Report on Contributions
(Interim Executive Director of Development, Amy Crosby)

Report No. 25.12/6

Presidential Performance Review
(Presidential Performance Review Committee - Trustee Kirk Dillard and Trustee Erika Lowe Mullins)

Resolutions and Action Items

Action

Resolution No. 25.12/1

Purchases of \$500,000 and Over

(Vice President for Finance and Administration, Ketra Roselieb)

Motion: Trustee Dillard

Second: Trustee Bierman

Roll Call

Trustee Erika Lowe Mullins Yes

Trustee Kirk Dillard Yes

Trustee Carin Stutz Yes

Trustee James Bierman Yes

Trustee Kisha Lang Yes

Trustee Polly Radosh Yes

Motion approved.

Resolution No. 25.12/2

Disposition of Closed Session Written Meeting Minutes and Verbatim Audio Recordings

(Senior Executive Assistant to the President, Athena Brooks)

Motion: Trustee Lowe Mullins

Second: Trustee Bierman

Roll Call

Trustee Polly Radosh Yes

Trustee Kisha Lang Yes

Trustee James Bierman Yes

Trustee Carin Stutz Yes

Trustee Kirk Dillard Yes

Trustee Erika Lowe Mullins Yes

Motion approved.

Resolution No. 25.12/3

Authorization to Borrow from University Foundation

(Vice President for Finance and Administration, Ketra Roselieb)

Motion: Trustee Bierman

Second: Trustee Lowe Mullins

Roll Call

Trustee Kirk Dillard Yes

Trustee Carin Stutz Yes

Trustee James Bierman Yes

Trustee Kisha Lang	Abstain
Trustee Polly Radosh	Yes
Trustee Erika Lowe Mullins	Yes

Motion approved.

Resolution No. 25.12/4
Authorizing the Sale of Surplus Real Estate
(Vice President for Finance and Administration, Ketra Roselieb)

Motion: Trustee Stutz
Second: Trustee Bierman

Roll Call

Trustee Carin Stutz	Yes
Trustee James Bierman	Yes
Trustee Kisha Lang	Abstain
Trustee Polly Radosh	Yes
Trustee Erika Lowe Mullins	Yes
Trustee Kirk Dillard	Yes

Motion approved.

Resolution No. 25.12/5
Fiscal Year 2027 Tuition Recommendation
(Vice President for Finance and Administration, Ketra Roselieb and University Budget
Director, Renee Georges)

Motion: Trustee Dillard
Second: Trustee Lowe Mullins

Roll Call

Trustee James Bierman	Yes
Trustee Kisha Lang	Abstain
Trustee Polly Radosh	Yes
Trustee Erika Lowe Mullins	Yes
Trustee Kirk Dillard	Yes
Trustee Carin Stutz	Yes

Motion approved.

Resolution No. 25.12/6
Fiscal Year 2027 Fee Recommendation
(Vice President for Finance and Administration, Ketra Roselieb and University

Budget Director, Renee Georges)

Motion: Trustee Bierman

Second: Trustee Lowe Mullins

Roll Call

Trustee Kisha Lang	Abstain
Trustee Polly Radosh	Yes
Trustee Erika Lowe Mullins	Yes
Trustee Kirk Dillard	Yes
Trustee Carin Stutz	Yes
Trustee James Bierman	Yes

Motion approved.

Old Business

- None

New Business

Change in the location of the March and June meetings for 2026. March will be in the Union on the Macomb Campus and June will be in the Riverfront Hall of the QC Campus.

Next Meeting

March 12, 2026 Closed and Open Session - Macomb Campus in the University Union, Capitol Room

ADJOURN ACTION

Trustee moved to adjourn the meeting of the Board of Trustees at 12:31 pm.

Motion: Trustee Stutz

Second: Trustee Lowe Mullins

Roll Call

Trustee Polly Radosh	Yes
Trustee Erika Lowe Mullins	Yes
Trustee Kirk Dillard	Yes
Trustee Carin Stutz	Yes
Trustee James Bierman	Yes
Trustee Kisha Lang	Abstain

Motion approved.

Polly Radosh, Chair
Athena Brooks, Senior Executive Assistant to the President